

COURSE OVERVIEW

# Grief in the Workplace

TIBG-105



It can be hard to know what to say or do when a colleague experiences bereavement. The loss of a loved one often triggers emotional upheaval, making everyday work routines and social interactions challenging.

Managers have a duty of care to support employees through bereavement, beginning with compassionate time-off management and continuing through their return and reintegration into the workplace.

This course examines the nature of the grieving process and provides practical guidance on how to support individuals who have recently experienced bereavement with empathy, sensitivity, and respect.

## **Module 1: Introduction**

Bereavement is the loss of someone important, and grieving is the emotional process people go through as they adjust and heal.

- What is the bereavement
- The process of grieving

## **Module 2: Legal obligations of the employer**

This section covers employer legal duties, ways to support grieving colleagues, and guidance for returning to work after a loss.

- The Legal Obligations of an Employer
- How to support colleagues suffering a loss
- Returning to work

**Suitable for:**

All Team members

**Skills achieved:**

- People Skills (Basic)

**Related Resources:**

- Bereavement Meeting Assessment
- Work Related Stress Assessment
- Bereavement Returning to Work Audit
- Bereavement Managers Checklist
- Stress at Work Checklist

**Benefits:**

The Delegate will receive a Total Quality Assured (TQA) certificate of achievement upon successful completion.

**Estimated Time:**

25 Minutes

**Related Courses:**

- Stress Awareness
- Stress Management
- Managing Stress
- Emotional Intelligence
- Essentials of employee protection