

*Supporting NSW communities,
families and individuals
experiencing loss and grief.*

www.nalag.org.au



NALAG
National Association for
Loss and Grief (NSW) Inc

Helping someone who is grieving

When someone has experienced a loss, there will be big and small adjustments needed to be made in their lives. These could bring uncertainty, frustration, fear, sadness and change as each new day comes along. Grief is about adapting to change in life, thoughts, hopes, beliefs and the future.

Be a good listener

Grieving people need to talk about their loss and acknowledge that they have been through a difficult experience. You can't fix their grief, but you can be there to hear their story and share their journey.

Be a shoulder to cry on

Allow the person to cry with you. Crying helps the release of emotions and improves the healing process.

Be in touch with them

Visit the person or call them. Let them know you've been thinking of them. Write a letter, send an email, remember their special days like birthdays and anniversaries.

Be a friend

Often just being there is all that is needed to support someone who is grieving. Everyone's journey through grief is different and can last a long or short time. Don't be afraid to speak up if you think your friends needs help.

(Adapted from the writings of Doris Zagdanski)

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Death in the Workplace

Helpful tips for management
following a death in the
workplace

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Death in the Workplace

People go to work expecting "business as usual" and to go home at the end of the day to their families. The last thing they expect is for a co-worker to die in the workplace, from natural causes or as a result of a tragic event.

When a death does occur in the workplace, worksites are often thrown into chaos. If the death occurred as a result of an industrial incident, fire or similar tragic incident, workers have to deal with a range of issues in addition to shock and the loss of a work mate. These issues generally relate to concerns about how and why the situation occurred and often result in feelings of anger, guilt, fears for personal safety and a need for someone or something to blame.

Helpful Tips for Management

Regardless of the cause of death, it is helpful if management:

- send a clear, simple message of support to staff to help them recover from the event
- have an "open door" to staff
- provide a qualified counselling service
- a fatal accident should consult with any worker who witnessed the fatal

incident and make arrangement for critical incident debriefing or counselling services

- Involve a counselling professional who can
- also act as a point of advice and support for them
- make contact with the employees family without delay and be available to answer any questions, or to give help to the family, in the early days after the death. The family may wish to visit the site of the death and meet co-workers who helped their loved ones.

Helping Staff

Staff may also be helped to deal with their grief by:

- organising activities in remembrance of their dead colleague
- having time off to attend the funeral
- holding a special ceremony at the workplace
- taking up a collection for the family
- planting a tree on-site
- establishing some other memorial
- putting a tribute in the newspaper

For other workers, simply getting on with standard routines, and avoiding any special activities related to the death, may be the best way of putting the event behind them. We each deal with our grief in our ways. There is no right or wrong way.

Workcover & Workers Compensation

Management should:-

- be helpful and assist in responding effectively to any investigations by workplace insurance agents and the Coroner.
- All deaths in the workplace will be investigated, and it may be important for all parties to be prepared for this
- consult the families affected by the death and the claims agent responsible for managing the death claim

*Adapted from Grief Link resources website:
www.grieflink.asn.au*