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The Bereavement Charter Mark

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DOI:
10.20933/100001260

Publication date:
2022

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Document Version
Publisher's PDF, also known as Version of record

Link to publication in Discovery Research Portal

Citation for published version (APA):
Murtagh, G., Stirling, F., Monteux, S., Sinclair, M., Crowe, M. (Ed.), Murray, C. (Ed.), Jindal-Snape, D. (Ed.), Patterson, R. (Ed.), Herd, D. (Ed.), & Nero, M. (2022). *The Bereavement Charter Mark*. University of Dundee. https://doi.org/10.20933/100001260

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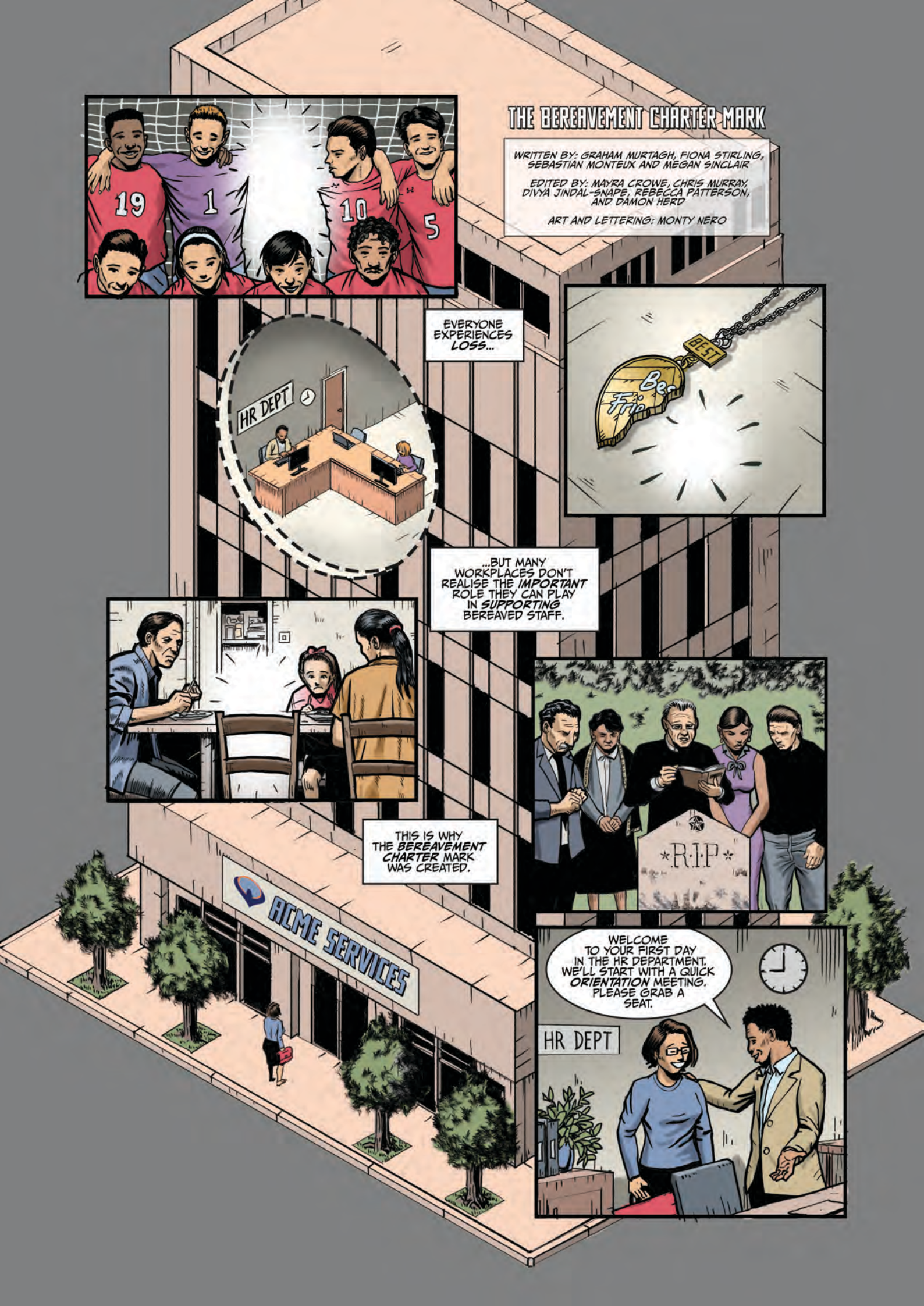
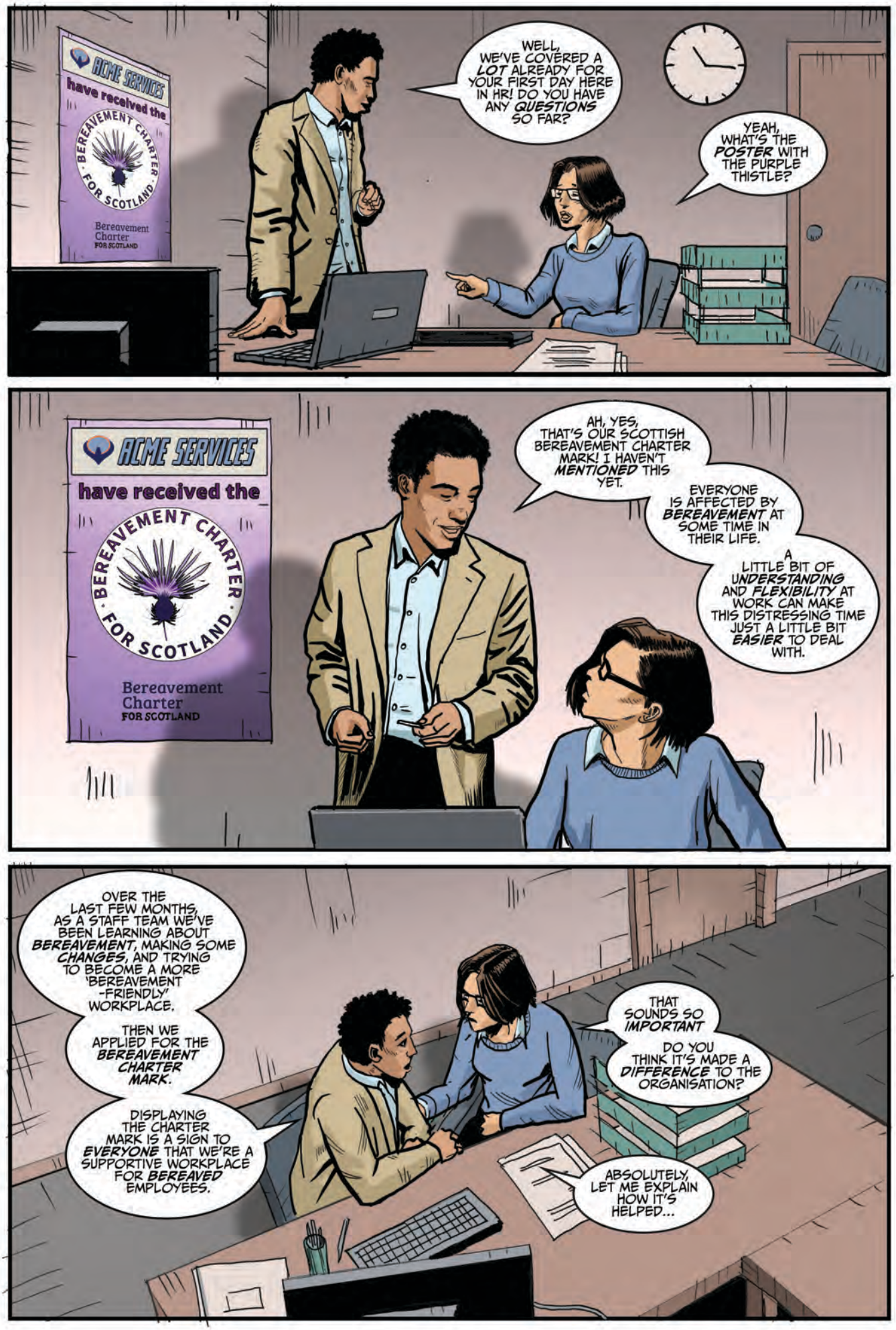
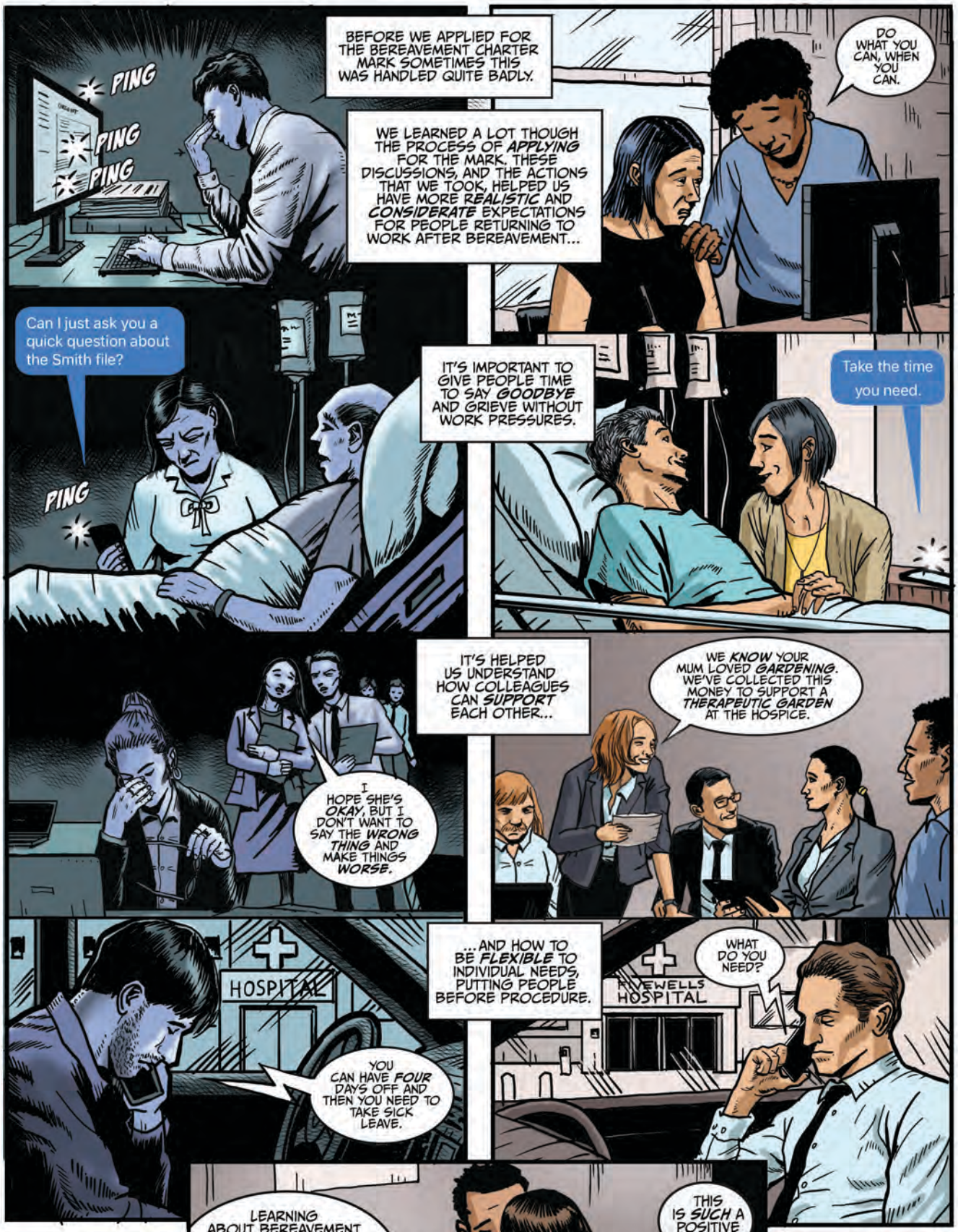
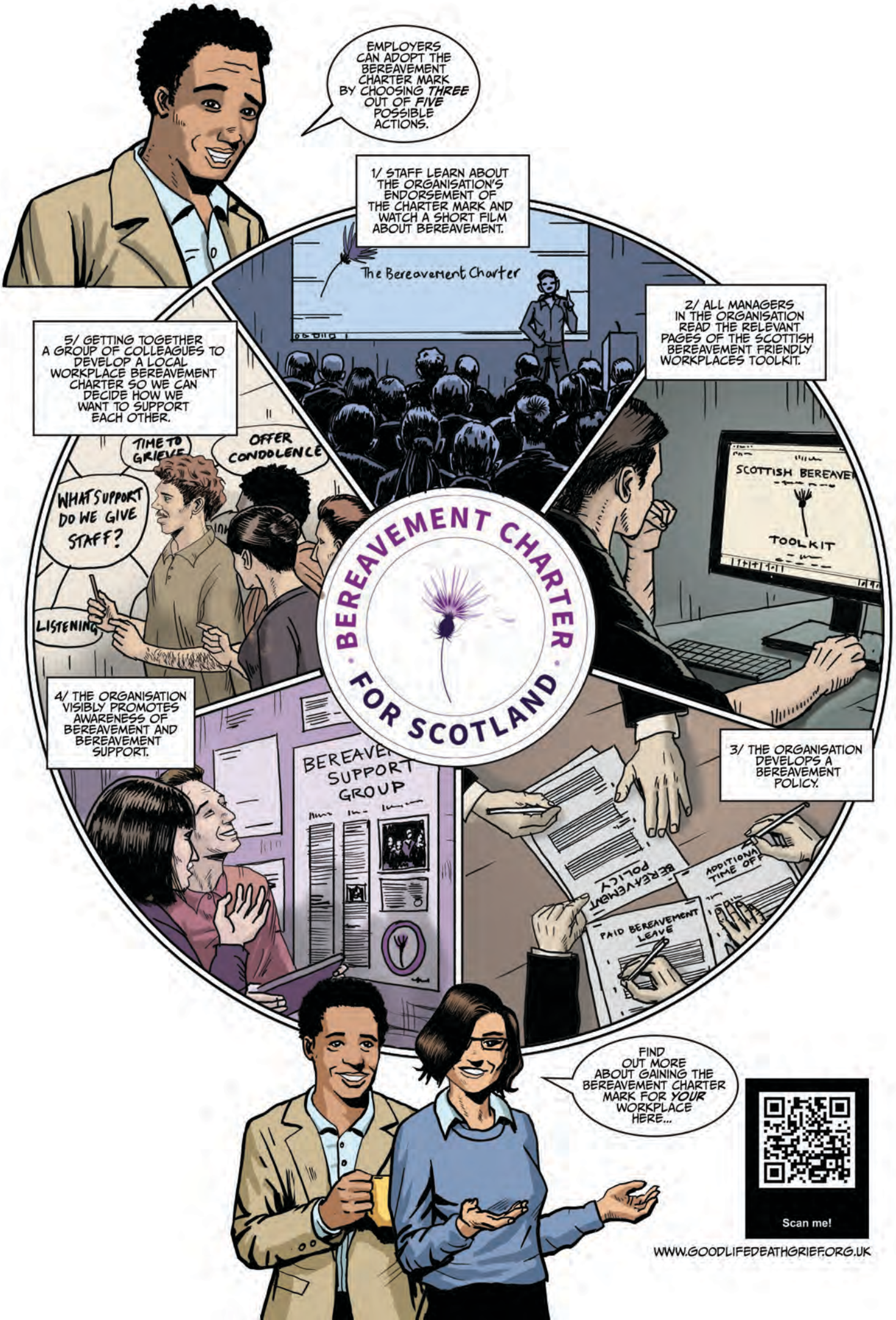

THE BEREAVEMENT CHARTER MARK
WRITTEN BY: GRAHAM MURTAGH, FIONA STIRLING, SEBASTIAN MONTEUX AND MEGAN SINCLAIR
EDITED BY: MAYRA CROWE, CHRIS MURRAY, DIVYA JINDAL-SNAPE, REBECCA PATTERSON, AND DAMON HERD
ART AND LETTERING: MONTY NERO
19
1
10
5
EVERYONE EXPERIENCES LOSS...
HR DEPT
BEST
Be
Frie
...BUT MANY WORKPLACES DON'T REALISE THE IMPORTANT ROLE THEY CAN PLAY IN SUPPORTING BEREAVED STAFF.
R·I·P
THIS IS WHY THE BEREAVEMENT CHARTER MARK WAS CREATED.
ACME SERVICES
WELCOME TO YOUR FIRST DAY IN THE HR DEPARTMENT. WE'LL START WITH A QUICK ORIENTATION MEETING. PLEASE GRAB A SEAT.
HR DEPT


ACME SERVICES
have received the
BEREAVEMENT CHARTER FOR SCOTLAND
Bereavement Charter FOR SCOTLAND
WELL, WE'VE COVERED A LOT ALREADY FOR YOUR FIRST DAY HERE IN HR! DO YOU HAVE ANY QUESTIONS SO FAR?
YEAH, WHAT'S THE POSTER WITH THE PURPLE THISTLE?
AH, YES, THAT'S OUR SCOTTISH BEREAVEMENT CHARTER MARK! I HAVEN'T MENTIONED THIS YET.
EVERYONE IS AFFECTED BY BEREAVEMENT AT SOME TIME IN THEIR LIFE.
A LITTLE BIT OF UNDERSTANDING AND FLEXIBILITY AT WORK CAN MAKE THIS DISTRESSING TIME JUST A LITTLE BIT EASIER TO DEAL WITH.
OVER THE LAST FEW MONTHS, AS A STAFF TEAM WE'VE BEEN LEARNING ABOUT BEREAVEMENT, MAKING SOME CHANGES, AND TRYING TO BECOME A MORE 'BEREAVEMENT -FRIENDLY' WORKPLACE.
THEN WE APPLIED FOR THE BEREAVEMENT CHARTER MARK.
DISPLAYING THE CHARTER MARK IS A SIGN TO EVERYONE THAT WE'RE A SUPPORTIVE WORKPLACE FOR BEREAVED EMPLOYEES.
THAT SOUNDS SO IMPORTANT
DO YOU THINK IT'S MADE A DIFFERENCE TO THE ORGANISATION?
ABSOLUTELY, LET ME EXPLAIN HOW IT'S HELPED...


PING
PING
PING
BEFORE WE APPLIED FOR THE BEREAVEMENT CHARTER MARK SOMETIMES THIS WAS HANDLED QUITE BADLY.
WE LEARNED A LOT THOUGH THE PROCESS OF APPLYING FOR THE MARK. THESE DISCUSSIONS, AND THE ACTIONS THAT WE TOOK, HELPED US HAVE MORE REALISTIC AND CONSIDERATE EXPECTATIONS FOR PEOPLE RETURNING TO WORK AFTER BEREAVEMENT...
DO WHAT YOU CAN, WHEN YOU CAN.
Can I just ask you a quick question about the Smith file?
PING
IT'S IMPORTANT TO GIVE PEOPLE TIME TO SAY GOODBYE AND GRIEVE WITHOUT WORK PRESSURES.
Take the time you need.
I HOPE SHE'S OKAY, BUT I DON'T WANT TO SAY THE WRONG THING AND MAKE THINGS WORSE.
IT'S HELPED US UNDERSTAND HOW COLLEAGUES CAN SUPPORT EACH OTHER...
WE KNOW YOUR MUM LOVED GARDENING. WE'VE COLLECTED THIS MONEY TO SUPPORT A THERAPEUTIC GARDEN AT THE HOSPICE.
HOSPITAL
YOU CAN HAVE FOUR DAYS OFF AND THEN YOU NEED TO TAKE SICK LEAVE.
...AND HOW TO BE FLEXIBLE TO INDIVIDUAL NEEDS, PUTTING PEOPLE BEFORE PROCEDURE.
FIVEWELLS HOSPITAL
WHAT DO YOU NEED?
LEARNING ABOUT BEREAVEMENT AND APPLYING FOR THE BEREAVEMENT CHARTER MARK HAS MADE SUCH A DIFFERENCE TO OUR WORKPLACE.
WE HAVE A MUCH MORE SUPPORTIVE WORK CULTURE NOW.
THIS IS SUCH A POSITIVE THING.
HOW DID WE EARN THE CHARTER MARK?


EMPLOYERS CAN ADOPT THE BEREAVEMENT CHARTER MARK BY CHOOSING *THREE* OUT OF *FIVE* POSSIBLE ACTIONS.
1/ STAFF LEARN ABOUT THE ORGANISATION'S ENDORSEMENT OF THE CHARTER MARK AND WATCH A SHORT FILM ABOUT BEREAVEMENT.
The Bereavement Charter
2/ ALL MANAGERS IN THE ORGANISATION READ THE RELEVANT PAGES OF THE SCOTTISH BEREAVEMENT FRIENDLY WORKPLACES TOOLKIT.
SCOTTISH BEREAVE
TOOLKIT
3/ THE ORGANISATION DEVELOPS A BEREAVEMENT POLICY.
BEREAVEMENT POLICY
PAID BEREAVEMENT LEAVE
ADDITIONA TIME OF
4/ THE ORGANISATION VISIBLY PROMOTES AWARENESS OF BEREAVEMENT AND BEREAVEMENT SUPPORT.
BEREAVE SUPPORT GROUP
5/ GETTING TOGETHER A GROUP OF COLLEAGUES TO DEVELOP A LOCAL WORKPLACE BEREAVEMENT CHARTER SO WE CAN DECIDE HOW WE WANT TO SUPPORT EACH OTHER.
TIME TO GRIEVE
OFFER CONDOLENCE
WHAT SUPPORT DO WE GIVE STAFF?
LISTENING
BEREAVEMENT CHARTER FOR SCOTLAND
FIND OUT MORE ABOUT GAINING THE BEREAVEMENT CHARTER MARK FOR *YOUR* WORKPLACE HERE...
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