

# Did You Know?



A National Council for Palliative Care Programme

Poorly managed bereavement support comes at a cost to employers. Our programme provides practical resources developed by experts to help organisations and their employees respond effectively to a bereaved person in the workplace or when an employee dies.

## Did you know?

### Our survey found:

- The overwhelming majority of British adults (87%) agreed that all employers should have a compassionate employment policy, which includes paid bereavement leave, flexible working and a range of other support available.
- The majority of people (56%) said they would consider leaving their job if their employer did not provide proper support if someone close to them died.
- Almost a third (32%) of people who had been bereaved in the past five years who were in a job at the time said that they were not treated with compassion by their employer.

## Did you know?

Replacing an employee could cost you between £20k and £40k - these figures include costs that you may not normally include or easily identify. When working out the costs to your organisation for replacing a worker you need to consider:

- Logistical costs of recruitment including management time for interviewing, advertising or recruitment agency costs, along with HR personnel time processing a replacement
- Costs of temporary workers during the time it takes to get a new person in place
- Loss of productivity covering the time it takes to recruit the new person and bring them up to speed – this can include loss of productivity from existing workers who may have to cover some of the work or be key during the induction process. **IT IS LIKELY THIS WILL BE YOUR GREATEST COST!**

## Did you know?

Poorly managed bereavement support can harm your reputation and impact on staff morale. In July 2016 The Times and a number of other national newspapers ran a headline 'Parents of dying child ordered back to work by delivery firm'. This was as a result of Frank Field MP raising this as an issue with Theresa May. Whether the facts are proven or not the negative publicity of the headline alone will be harmful to the organisation and their employees' morale, and with a few small changes a distressing and embarrassing situation could have been avoided.

## Key Message

*Even if you experience a temporary loss of productivity whilst the bereaved person adjusts to their new life or is caring for a terminally ill person, it is still more cost effective to retain staff than replace them.*



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## Benefits of our Compassionate Employer programme:

- We can help you to offer improved support to employees when they are bereaved, or a carer of a terminally ill person, as well as knowing how to respond when an employee dies
- By offering good support you will improve staff morale, employee retention and overall reputation
- You will be able to reduce the costs of employee attrition caused by poor bereavement support - it is more cost effective to retain an employee as any loss of productivity is likely to be less than the overall costs of recruiting new staff
- The resources we offer are tried and tested and have been developed by experts in the area of bereavement support
- It is the only programme that offers a trademark CE award logo for organisations that meet the assessment criteria

Our programme was developed as a response to the (ACAS) publication 'Managing bereavement in the workplace – a good practice guide 2014.



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