

Maliu / oti le pepe ole uō I te Fale
faigaluega / Pe a maliu se tasi o tagata
faigaluega

Mate pēpe a kaimahi/ hoa mahi

When an employee's/ colleagues baby dies.



When an employee / colleague is expecting often there is an air of excitement within the team and the extended workforce especially if you work with the mum to be.

So an unexpected death of the baby can be devastating for many and it is advisable to acknowledge the impact it may be having on the people within the work environment.

If possible take guidance from a professional grief counsellor.

Organise a time as soon as possible to share the news with the whole team, if possible with them all together.

Allow time, time for those that require it to have time to themselves, to leave for the day or a few days. With grief no one person will respond in the same way. It may bring back memories for some of similar circumstances or other personal challenges you are unaware of.

Within the team or as a management elective decide on the best course of action. The parents may need time alone to grieve as a family, they could also appreciate kind words and acknowledgement from their friends and colleagues.

- Acknowledge their son or daughter.

- This could include a visit by one or two colleagues.

- Send written messages, cards and flowers.

- Gifts for support.

- Food parcels.

- Representation at their baby's funeral or memorial service.

- Ongoing support, beyond the first few days and weeks.

Remind the parents that leave is available, which may include bereavement leave, annual leave, sick leave, parental leave. Allow both parents time they require to grieve for their child, compassion is encouraged and minimise any additional stress to the parents by 'taking care' of their work requirements where possible.

When they do return back to work, if possible allow them time to just be there. Be there to walk into the workplace with them for the first time, either arrange to pick them up or meet them somewhere beforehand. Be flexible they may not get to work on their first attempt. Recognise that they may need to be on reduced hours to start with. There may be times when they need space and time. They will appreciate interaction with their colleagues, it can be hard to know what to say, that's ok let them know that. Talk to them about their baby, use the baby's name. Remember anniversaries and significant dates, Christmas, Father's and Mother's day, and their baby's birthday. Ask them what they need.