

Managing Bereavement in the Workplace



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Psychological Response - Phases



British Psychological Society – The Psychological Needs of staff as a result of the Coronavirus pandemic (2020)

Anticipatory Grief

- Worries about anyone considered frail or who has underlying conditions may have been magnified
- Fear for the future may result in anticipatory grief
- People experience the same feelings following a death before it happens.

Multiple Losses

Repeated exposure to death and loss.

- Has a cumulative effect, especially if limited time to process experience, managing stress and emotions following a loss.

Can result in:

- Increased risk of exhaustion and burnout
- Compassion fatigue
- Low morale

Moral Injury

The psychological distress resulting from actions, or lack of them, which violate one's moral or ethical code.

- Acts of perpetration
- Action of omission
- Experience of betrayal from leaders or trusted others

It is not limited by context or profession.

It can result in feelings of shame, guilt, anger, & disgust.

It can contribute to development of MH problems e.g. depression, anxiety and PTSD.

Risk factors for Moral Injury

- Loss of life to a vulnerable person
- Leaders perceived to be unsupportive of staff/not taking responsibility for events/not acknowledging the magnitude of what has occurred.
- Staff are unprepared for the emotional consequences of decision making
- If the incident occurs concurrently with exposure to other traumatic events e.g. personal bereavement
- Lack of social support

This resource may be made available, in full or summary form, in alternative formats and community languages.
Please contact us on **0131 656 3200** or email **altformats@nes.scot.nhs.uk** to discuss how
we can best meet your requirements.



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