

Bereavement

We all have mental health and at some point, life or work events may cause us to have some negative health and wellbeing issues, and the university wants to be a supportive environment. The role of the Line Manager is important in providing positive support and we wish to ensure our Line Managers know where to get support so they can signpost accordingly. A number of common health and wellbeing scenarios have been presented which aim to provide Line Managers with a pathway to help them support their team(s). The [Mental Health & Wellbeing in the Workplace Guidance for Managers](#) document is also a helpful tool for Line Managers.

1:1 Meeting

Line Manager should refer to the [Bereavement Guide for Managers](#) document which advises on questions to ask during a 1:1 with your Direct Report and discuss how you can best support their health and wellbeing issues with regards to their grief. During the conversation, as Line Manager you can discuss possible reasonable adjustments. You can also signpost to internal & external support resources.

Occupational Health Referral

As the Line Manager you can suggest a referral to Occupational Health allowing the Direct Report an opportunity to speak to a OH practitioner who may suggest other reasonable adjustments.

Employee Assistance Programme

[MCL Medics](#) is the University's Employee Assistance Programme provider and they provide a free, confidential and independent resource to help employees balance their work, family and personal lives providing advice, information and assistance on a range of topics. There is a specific section on grief and loss support providing self guided support. Also provides access to a self referred counselling service allowing the employee to speak to a counsellor directly. Suggest they follow the steps on the webpage to access this resource.

External Resources

There is a number of external support agencies and charities who provide dedicated bereavement support such as [Cruse Bereavement Care Scotland](#) and also the various cancer charities. [SANDS](#) and [Held in Our Hearts](#) have an Edinburgh Office providing support for those experiencing the loss of a baby.



[Intranet Health & Wellbeing Home Page](#)