

NDT / PEOPLE MANAGEMENT

Helping a manager respond thoughtfully to bereavement

A manager at NDT wanted to support an employee after a bereavement and understand what to do if more time away from work was needed. The support helped the manager have a sensitive conversation and explain the options available.

The situation

The employee had used the bereavement leave available under the company's handbook. The manager was concerned about how to respond next and wanted to balance the employee's wishes with the practical options in the policy.

What we did

The adviser talked the manager through the available options and the process for discussing them with the employee. The conversation covered possible further leave and how to keep communication open if the employee's needs changed. The employee's preference was central to the discussion.

What changed

The employee chose to return to work and agreed to speak with the manager if further support or time away became necessary. The case note records that the manager gained a clearer understanding of the bereavement process and greater confidence in handling the situation. A clear route for future conversations was established.

This case study concerns human advice and manager support. It does not claim Hub use.

Source: the supplied bereavement case note dated 16 May 2022. This is a historical example, not a statement of current statutory leave entitlements.

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