

Grief First Aid

Thank you for joining us in our mission to build a more grief-literate society; one where workplaces, and communities respond to grief with confidence, compassion and understanding.

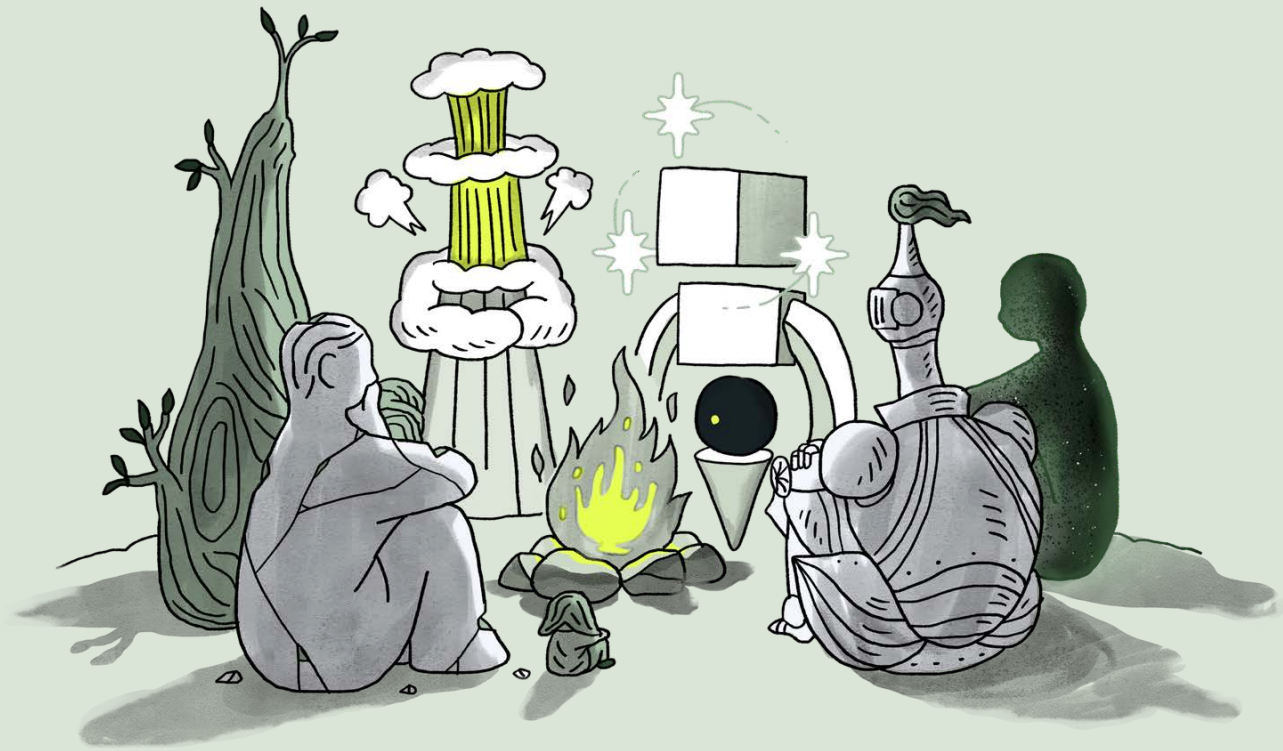
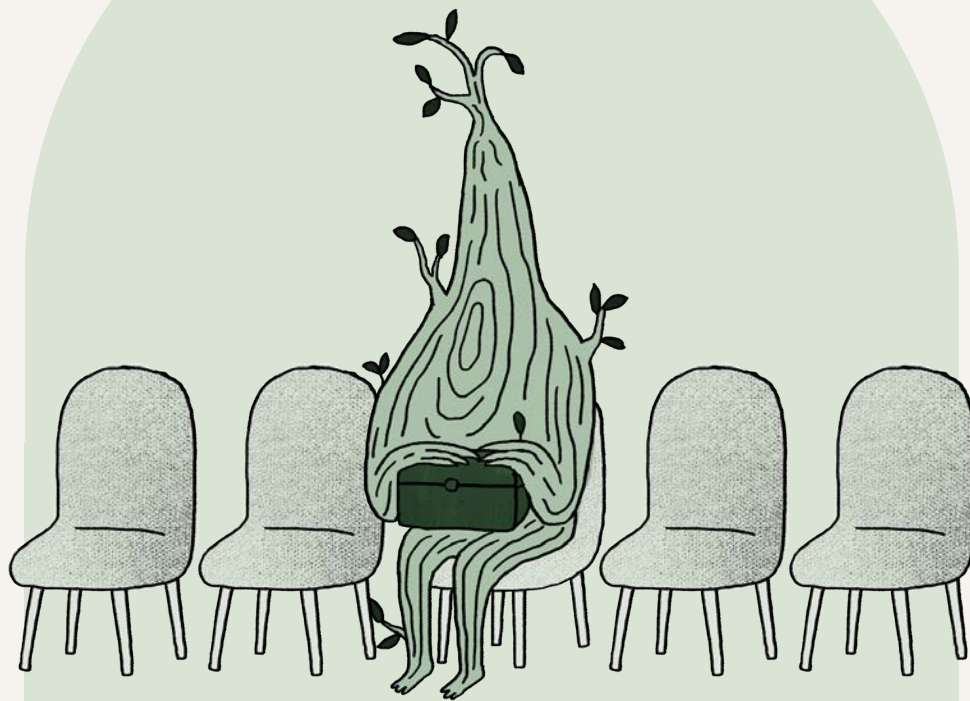


Table of Contents



03	Welcome
04	Our Vision
05	What is Grief First Aid?
06	What are the Numbers?
07	The Impacts of Grief
09	The Cost of Grief
10	What You'll Learn
11	Curriculum
12	Contacts

Welcome to Grief First Aid

*Grief touches
every workplace,
every community,
and every family.*

Grief touches every workplace, community and family, yet many people receive little or no education about how to recognise it, respond with confidence, or support someone through it.

In workplaces, managers and colleagues often want to help but may feel uncertain about what to say or do, leaving people experiencing grief feeling isolated and unsupported.

Grief First Aid was established to address this gap through an evidence-informed, practical approach to grief literacy.

Developed through extensive research, international Delphi study and lived experience, the framework equips everyday people with the knowledge, skills and confidence to recognise grief, respond with compassion, and connect individuals with appropriate support when needed.

Today, Grief First Aid is helping build grief-literate workplaces and communities, creating more compassionate, connected and psychologically safe environments.



Jess

Co-Founder

Proveda



Sally

Co-Founder

Mentally Well
Workplaces

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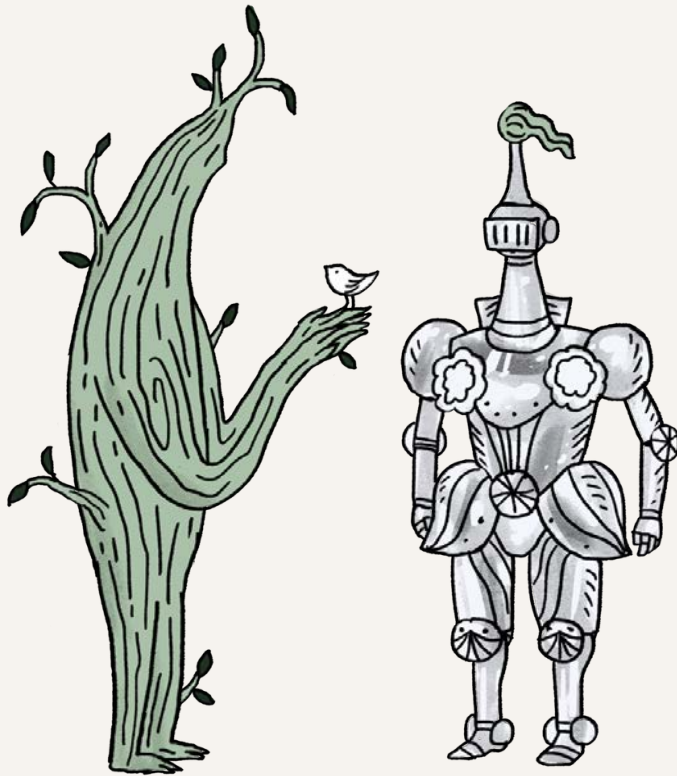


Our Vision

To create workplaces, organisations and communities where grief is acknowledged, conversations are welcomed, and people feel supported through one of **life's most universal experiences.**

By building grief literacy, we can foster more compassionate, psychologically safe and connected communities, where everyone has the confidence to recognise grief, respond appropriately and make a meaningful difference.





*Together, we can build a
grief-literate society.*

What is Grief First Aid?

- An evidence-informed Education Program that equips people with the knowledge, skills and confidence to recognise grief, provide appropriate early non-clinical support, and connect people with additional help when needed.
- Grief touches us ALL and is universal.
- Grief is LOSS, it could be the death of a loved one, relationship breakdown, serious illness, miscarriage, job loss or another significant life change.
- Many people have never been taught how to recognise it, how to respond appropriately or how to support.

What are the numbers?

There were approximately 187,000 deaths in Australia in 2024 (Australian Bureau of Statistics).

Although grief is universal, most people have never been taught how to respond to it.



*For each death, research suggests that up to **nine** people may be directly bereaved.*

one in 5

bereaved Australians experience Prolonged Grief Disorder

one in 10

workers are retrenched

one in 135

births result in stillbirth

147,000

marriages ended in divorce in 2024

The Impacts Of Grief

AUSTRALIAN WORKPLACE GRIEF SURVEY 2025

80%

of grieving employees did not receive meaningful workplace support.

75%

of managers reported feeling uncomfortable supporting grieving employees.

30%

said their loss was not acknowledged.

30%

reported reduced work performance.

20%

received no support at all.

The Impacts Of Grief

EVIDENCE FROM EMPATHY'S NATIONAL SURVEY (2025)



94%

Difficulty
concentrating



91%

Reduced
productivity



84%

Missed work



83%

Decline in workplace
reputation



79%

Considered leaving
employment



76%

Fear of losing
employment



75%

Lost promotion
opportunities



74%

Reduced income

The Cost Of Grief

For employees, grief can contribute to:

Reduced concentration and
decision-making

Increased stress and anxiety

Reduced wellbeing

Social withdrawal and isolation

Lower productivity and engagement

Absenteeism and presenteeism

For organisations, this can result in:

Increased absenteeism and presenteeism

Greater demand on managers
and support services

Higher staff turnover

Reduced team performance

Increased psychological risk

Reduced productivity

Loss of organisational knowledge
and capability



What You'll Learn

By the end of the program, participants will be able to:

- Understand grief and recognise its many forms.
- Understand that grief is experienced differently by every individual.
- Recognise common emotional, physical, cognitive and behavioural responses to grief.
- Respond using the evidence-informed GRIEF Action Plan.
- Communicate with confidence during grief conversations.
- Understand the role and boundaries of a Grief First Aider.
- Recognise when additional support may be required and facilitate appropriate referral.
- Support grief in a culturally responsive and inclusive way.
- Apply self-care strategies while supporting others.

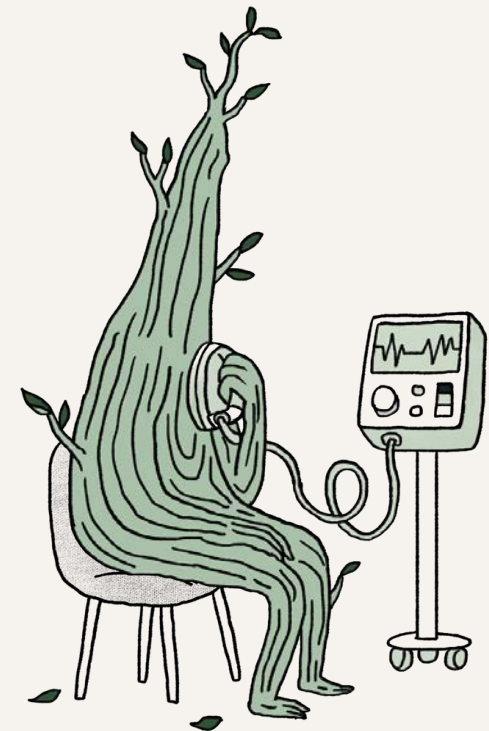


Evidence-based Curriculum

Grief First Aid has been developed using an evidence-informed approach that integrates international research, expert consensus and contemporary best practice.

Underpinned by:

- International Delphi Consensus Study 2025
- The Public Health Model of Bereavement Support
- The Irish Hospice Foundation Adult Bereavement Care Pyramid
- Contemporary grief theories & research
- Australian psychosocial safety legislation, principles and best practice.
- Independent multidisciplinary global Advisory Board



Grief First Aid

is reaching for a world where workplaces and communities know the value of not hiding or hurrying when loss happens.



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Acknowledging loss at work
requires more than a card and some flowers.

