



## **Introduction to The Baby Loss Project**

Overall introduction to the course and preparation

## **Module 1 - Real Life Stories From all Sides**

This module will help you build a greater understanding of the human experience of baby loss - told from the perspective of bereaved employees and the employer. The element of real life story will connect you to the content.

*Featuring:* Ann-Maree Imrie - Social Worker, Founder of The Baby Loss Project, Bereaved mother, Wade Imrie - Detective NSW Police, Bereaved father, Debbie Hoang - Founder of Zoe Hope Active, Senior Commercial Manager, Bereaved mother, Jodie Matthews - Finance Manager, Meditation teacher, Bereaved mother, Angie Elder - State Manager, Canteen Australia, Kate Obst - Provisional Psychologist | PhD Candidate, School of Psychology | FHMS, University of Adelaide

## **Module 2 - HR Policy Creation for Baby Loss**

In this module you will learn the considerations you should make when creating or updating your HR Policy for baby loss; why it's important to have a clear policy in place and avoid ambiguity. Intricacies around baby loss, including medical definitions. Workplace recommendations from the Senate Inquiry into Stillbirth 2018, and changes to the Fair Work Act.

*Featuring:* Ann-Maree Imrie, Leigh Brezler - former CEO Stillbirth Foundation, and Fiona Hitchiner - Customer Experience Director, Parents at Work.

## **Module 3 - Emotional First Aid: Immediate Actions for Baby Loss**

In this module you will learn how to respond in the first instance when your employee experiences baby loss; the importance of language, helpful things to say, and the value of simplicity through complexity.

*Featuring:* Ann-Maree Imrie, Deb de Wilde - Obstetric Social Worker, and Dr. Danielle Pollock - Research Fellow, Transfer Science, and Bereaved Mother.



## **Module 4 - Return to Work: Flexible Planning in Consultation with your Staff Member**

Direct feedback from bereaved parents states they understand from a business perspective that their workplace needs answers about their return-to-work plans. The most important thing is the manner in which this is handled. This module serves as a best practice guide for employers and staff to negotiate a return to work that is manageable for both parties.

*Featuring:* Ann-Maree Imrie, Cathy Banks - Senior Grief Counsellor, NALAG, and Fiona Hitchiner - Customer Experience Director, Parents at Work

## **Module 5 - Grief in the Workplace: Supportive Strategies for Productivity**

We know from world renowned grief experts, The McKissocks, that a newly bereaved person is someone who has experienced the death of a loved one within the past two years. This is important to know, so that you, as the employer, can navigate a productive and successful integration into work life with your bereaved employee. This module provides basic grief education that will hold you in good stead to promote the productivity and wellbeing of your employee - particularly across the first twelve months.

*Featuring:* Ann-Maree Imrie, and Deb de Wilde - Obstetric Social Worker.

## **Module 6 - Sorry Business**

In Australian Aboriginal and Torres Strait Islander culture, grief resulting from the death of a family member is known as 'Sorry Business'. This is an important thing to know, especially as the risk of stillbirth is often doubled for First Nations Women. (Flenady 2016) Your organisation may already have a Reconciliation Action Plan - and this module serves in addition to that, or as a stand alone awareness piece, if you are yet to develop your RAP. This module provides cultural considerations when supporting Aboriginal and Torres Strait Islander peoples whom experience baby loss.

*Featuring:* Joe Williams - Adjunct Associate Professor, School of Psychology, The University of Queensland, Founder of The Enemy Within; Jordein Alvoen - Wakaman Woman; Tanya Quinn - Aboriginal Health Worker, Palliative Care & Chronic and Complex Needs; and Cherrisse Buzzacott - Midwife & Bereaved mother