

100%

Safety

TOOLBOX TALK

GRIEF AT WORK

Make room for changing needs.

5
MINUTES

Grief can affect sleep, attention and energy, and it varies between people. Offer practical support and review work readiness without forcing disclosure.

LET'S TALK

1

What support is available?

2

Who adjusts duties?

3

How do we respect privacy?



Use leave, work-adjustment and confidential-support processes.

Source: WSMH loss and grief. Checked Oct. 3, 2026.

SUPPORT THE RETURN



Ask with care:

Offer condolences and ask what support would help.



Avoid timelines:

Do not expect everyone to grieve or recover in the same way.



Check task readiness:

Discuss attention, fatigue and safe duties privately.



Agree practical changes:

Consider scheduling, leave or duties through the appropriate process.



Respect privacy:

Ask what may be shared with the crew. Do not circulate personal details.



Stay connected:

Offer ongoing check-ins and confidential support. Revisit needs as they change.



CHECK READINESS

Returning to work does not mean every task is suitable. Agree safe duties when fatigue or attention is affected.



100safety.ca



info@100safetyinc.com