Caring Communities Program - Project Overview

Organisation: Palliative Care Victoria Inc in partnership with Urban Ministry Network
Name of Project: Best Practice Support Model for Terminal Illness in the Workplace
Length of Project: Two years & 6 months

Project Summary

For many people who are faced with terminal illness, their capacity to continue in the workplace is often diminished. Their own terminal illness or that of a close family member creates emotional and financial pressures and stresses that can impact on family well-being, work productivity and occupational health and safety, sometimes resulting in dangerous situations. The project aims to work with employers and employees on the development of policies and strategies to develop a model of best practice support for employees, their families, employers and work colleagues to cope with the changing situation as disease progresses.

Project Objectives

- The development of policies and strategies for a best practice model to provide support in the workplace for a person with a terminal illness
- Improve the support of the dying person in the workplace
- Improve the support by the workplace for an employee caring for a dying person
- To develop policies and strategies by the workplace that are supportive of an employee who has a key role in the care of a relative with a terminal illness
- To integrate the role of palliative care with the workplace support of a person with a terminal illness, their family, carers and friends.

Project Activities

Stage one: establishment (one month)

1. Form a project steering committee (to be added to at item 3)
2. Appoint a project officer (community development)
3. Develop initial work plan.

Stage two: Developing a draft best practice model (10 months)

4. Research incidences of terminal illness in the workplace and how the situation was handled, lessons learned.
5. Develop policies and strategies
6. Convene a workshop with employer bodies, unions and family members to review the draft model of support required to support those with a terminal illness.

Stage three: Pilot of the draft support model (15 months)

7. A small number of case studies will pilot the draft support model.
8. An evaluation process will review the experience of the case studies against the draft support model.

Stage four: Finalising the best practice support model (4 months)

9. Convene a workshop of all parties to consider the project report.
10. Publish a report of the best practice support model for terminal illness in the workplace.