



Working with your council and your community to  
support better responses to dying, death and loss

A Local Government Information Resource

March 2020

This Information Resource has been developed under the *Victorian Councils: Supporting Communities Around End of Life Project*.

The resource aims to provide practical strategies for councils to either begin or continue to embrace dying, death and loss as part of everyday life and include these stages of life in council and community business.

The Information Resource provides:

- a snapshot of why there is a need for a 'new way of thinking' about dying, death and loss (end of life)
- an overview of local government in Victoria building capacity around end of life
- a list of practice examples and resources to stimulate ideas, initiatives and actions around dying, death and bereavement for councils internally as well as with their communities.

The Information Resource is designed as an online resource where additional contributions from councils will be added as further work takes place in this area.

For more information visit <http://www.mav.asn.au/eol> or contact Jan Bruce: [jbruce@mav.asn.au](mailto:jbruce@mav.asn.au)

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## Definitions, Terminology and Concepts

### End of Life

A number of terms, definitions and concepts are used when referring to dying, death and bereavement. 'End of life' is commonly used, however end of life is interpreted differently in different settings. For example, end of life can be associated with assisted dying, palliative care, end of life care or death itself.

For the purposes of the *Victorian Councils: Supporting Communities Around End of Life Project*, a broad definition of end of life was developed to illustrate dying, death and bereavement as part of everyday life. Importantly it was necessary to distinguish end of life as defined in our project from assisted dying, palliative care services and/or end of life care.

End of life as used in the Project refers to:

'the period of time around dying and death and the impacts of this on the dying person, their family and their wider social and community networks'.

### Compassionate communities

Compassionate Communities is described as a global movement to engage communities to think about how care is provided to people who are dying.

*'A compassionate community is a community that cares for and supports one another, particularly individuals at end of life and their families and carers. This approach relies on strong partnerships between the dying person, their families and carers, friends, local community, service providers, volunteers, community organisations and government and non-government agencies'.<sup>1</sup>*

The term 'compassionate community' or 'compassionate city' is also widely used to describe actions that a group of people or a community take to assist others who are in need of support.

### Dying well

Communication throughout the Project was challenging. The 'end of life' terminology did not easily sit with local government and most people understood the term to be within the palliative care sector. Compassionate communities also had broader application than end of life and was reported as confusing to some communities.

Dying well became the concept/term frequently used in the Project as it seemed to capture both 'end of life' and 'compassionate communities'. There is no one clear definition of dying well, however the term generally embraces the journey of dying, not just a specific moment in time. This journey includes the physical, social and spiritual side of dying and the importance of a circle of support from family, carers, friends as well as the medical profession if required.

A good death is also a term used to describe dying well.

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<sup>1</sup> Compassionate Communities – A Tasmanian Palliative Care Policy Framework 2017-2021

# PART 1

## AN OVERVIEW

## The Victorian Councils: Supporting Communities Around End of Life Project

*The Victorian Councils: Supporting Communities Around End of Life Project* (the Project) is a partnership between the Municipal Association of Victoria (MAV) & La Trobe University Palliative Care Unit (LTUPCU) funded by the Department of Health and Human Services (DHHS) for three years (2017-2019). The overall aim of the Project is to explore how local government can be involved in building the capacity of communities to better accept that dying is a part of life and encourage more Victorians to actively participate in caring and supporting people at the end of their lives, at home and in their community.

The Project is operating at a time when the concept, understanding and responses to end of life are being challenged with an increasing push for dealing with death as a social (not just a medical) event. Understanding death in a social context<sup>2</sup> provides the overarching context of the Project and the reason behind funding an end of life project in local government.

The MAV has developed a number of targeted resources to facilitate council's engagement in this new area. Resources include – information, presentations, strategies for starting 'end of life' conversations in council, training videos and discussion documents.

Sharing ideas, initiatives, challenges and achievements of the Project and other end of life developments in the community has been a priority of the MAV role. With end of life being a new concept for local government, the Project has largely been creating new ground with limited existing documentation on the how, what and why of local governments contribution to this area.

Three councils were funded to undertake demonstration projects which have provided invaluable learnings for councils and local government. Key learnings include:

- the importance of clear language and communication around end of life in councils and in the community – there are many different understandings of the term 'end of life'
- that older people in particular are increasingly becoming engaged in community conversations around end of life
- that communities are expressing a desire for more information and conversations and greater clarity around dying and death
- that there are a number of different approaches that councils can implement to facilitate community conversations around end of life.

The Project is also focusing on councils as organisations and has been exploring potential areas of council business relevant for end of life. To date the Project has identified a scarcity of documentation specific to councils and a need for further work in this area.

This Information Resource aims to share practice and ideas relevant to all of council business – to further build council capacity around end of life in the community, as an organisation, and as a level of government in the community.

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<sup>2</sup> An event that is not only a medical event but a social or societal event that occurs in the community, by the community

## A better societal response to dying, death and loss

A drive to change how society views and deals with dying, death and bereavement is gaining momentum across the globe, driven by a number of factors including an ageing population, the emergence of the 'compassionate communities' movement and responses to the 'medicalisation' of death. Governments and communities (in the United Kingdom in particular) have been concerned about the 'removal' of death from everyday life and a consequent reduced capacity in communities to understand, support and manage death.

Dying and death have become institutionalised and somewhat removed from everyday life. In Australia 70% of people wish to die at home yet only 14% do<sup>3</sup>. With a growing ageing population, this raises questions of both the need to respect people's choices and better understand what constitutes a good death as well as what is the capacity of carers, families and communities to realise this.

*'Dying well' or a 'good death' or a 'healthy death' are reported to be hampered by a lack of conversation/ understanding and/or acceptance of dying, particularly in western society.*

The concept of dying well and a good death is emerging in policy, practice and in the community. A good death is considered to involve the individual person, their family and their community as well as the medical sector, if required. This shift involves a greater emphasis on providing services in the community and the importance of partnerships between the many services and supports around end of life. This concept promotes death as everybody's responsibility.

## An ageing population and the impact of death

The Australian Bureau of Statistics Population Clock reports one death per three minutes and nineteen seconds. The effect of one death however can expand beyond the individual to carers, family, friends, neighbours, professionals, community and neighbourhoods.

Life expectancy in Australia continues to increase, reaching 80.3 years of age for males and 84.4 years of age for females.<sup>4</sup> With continued ageing of the population the number of deaths will continue to rise, with death projected to outnumber births sometime in the 2030s.<sup>5</sup>

*The impact of a single death expands beyond the individual to the whole community including family, friends, neighbours, carers, colleagues and professionals.*

For individuals and communities the impact can include bereavement, grief, sadness and shock. People effected can experience isolation, loss, loneliness and difficulties getting back to their 'normal life'.

Given that death is so prominent in life, it is curious that there seems to be general societal discomfort around the topic – you don't know what to say, you don't know what to do, you are expected to 'get over it' and 'get on with life'.

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<sup>3</sup> Auditor General, Palliative Care, 2015 (To note this research was undertaken with people who were not necessarily at the end of life stage)

<sup>4</sup> Changing patterns of mortality reflect ageing population ABS 2016

<sup>5</sup> Australia's Unique Human Characteristics 2013 <https://www.slideshare.net/nelle17281/demographiccharacteristics>

## The Compassionate Communities movement

The term 'compassionate community' or 'compassionate city' is widely used to describe actions that a group of people or a community take to assist others who are in need of support.

Globally however, the Compassionate Communities movement has taken a focus around 'end of life' and there are many examples both internationally and more recently in Australia of communities in which people are activated to care for others in the community at the end of their lives.

Compassionate communities can be guided by the Compassionate Communities Network, however it is very much a local community response by local community. Compassionate Communities are community controlled.

As the *Victorian Councils: Supporting Communities Around End of Life Project* progressed, the potential involvement of local government in compassionate communities came to the forefront. Anecdotally other organisations and sectors are looking towards local government to become involved in compassionate communities, not as a key driver but as a member or supporter.

Some examples of council involvement in Compassionate Communities include:

- City of Albany, Western Australia – The City of Albany is partnering with the WA Public Health Alliance to develop the Albany Compassionate City Charter
- City of Newcastle, NSW – council passed a notice of motion to recognise the establishment of the Newcastle Compassionate Communities Collaboration, a cross-sector collaboration to reduce the impacts of serious illness, caregiving and bereavement
- City of Ballarat, Victoria – council offered resources during Compassionate Communities week.

**Further information/resources about Compassionate Communities include:**

The Compassionate Communities Network <http://www.compassionatecommunities.net.au/>

The Compassionate Communities Hub (The Groundswell Project) <https://www.comcomhub.com/>



## Why involve local government?

As the Project progressed into its third year and with an increasing shift towards death being everybody's responsibility, councils are increasingly interested to understand more about the 'why, how and what' of council role in their communities around dying, death and bereavement.

The Project also (anecdotally) identified an increasing interest and expectation from the end of life services and compassionate communities area, that local government could utilise its position in the community to promote death as a normal part of the cycle of life and encourage community compassion to support more people to experience a 'good death'. Council skills and capacity in planning, community development, community engagement and partnerships are seen as valuable assets to progress this work.

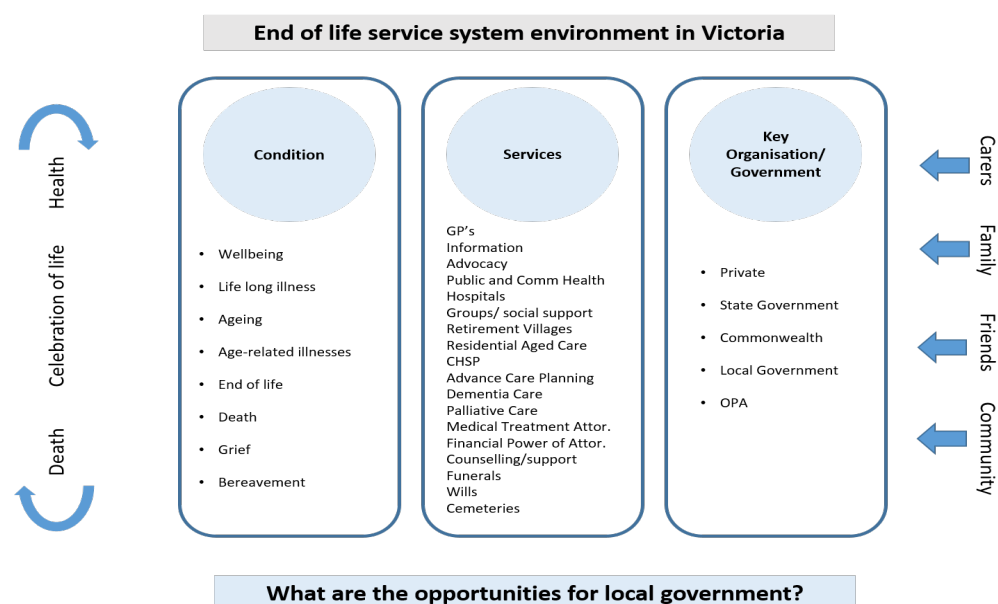
The Project also observed a driving change from community in increasing demands for information, discussion, conversations and greater choices and options around end of life. These community-driven ideas and wishes for improving dying, death and bereavement touches many areas of council business – including health and wellbeing, birth to death cycle, inclusive communities, compassionate and caring communities, resilient communities etc, etc.

The number of councils who have developed policies, activities, and/or initiatives over the past three years also reinforces the interest and potential of local government (both as an organisation and as a level of government in the community) around dying, death and bereavement.

Part two of this Information Resource presents example policies, strategies and actions under different council roles.

*It is no longer possible to leave end of life care to palliative care providers. Current end of life and palliative care models are unsustainable and will not meet future demand without significant redesign. Victoria's end of life and palliative care framework*

*Bringing end of life into council business is all about inclusion of all people in the community at all stages of their lives – including one of the most vulnerable stages – dying, death and loss.*



## PART 2

# ACTIONS, STRATEGIES, POLICY, PLANS PRACTICE

Part 2 presents information on:

- ACTIONS
- STRATEGIES
- PLANS
- POLICY/ and
- PRACTICE

.....that councils could implement, adapt, modify or simply use for getting ideas and initiatives.

The examples are presented to assist councils to continue to develop and expand their work with the community around dying, death and bereavement.

The examples selected represent information gained through the Project to date. As an online resource it is hoped that councils will be able to contribute further examples and resources to share across local government.

All of the information listed has a link to the supporting resources.

## ACTION – Promoting community conversations

How local government can facilitate conversations about dying, death and bereavement in the community has been a focal point of the Project so far.

Promoting community conversations can involve as little as providing information about dying, death and bereavement to staff and residents ... to actively including dying, death and bereavement conversations in council functions.

### Utilising established national days/national events include:

Promoting conversations about dying, death and bereavement can be assisted by linking in with established national days or events.

Dying to Know Day (August 8<sup>th</sup>), an Australian initiative in its seventh year aimed at promoting community conversations is gaining momentum. In 2019, 13 councils in Victoria participated in Dying to Know Day.

Other engagement opportunities include Seniors Week (October) National Advance Care Planning Week (March), World Suicide Prevention Day (10<sup>th</sup> September).

### Link to...

Dying to Know Day –  
<https://www.dyingtoknowday.org/>  
The Groundswell Project –  
<https://www.thegroundswellproject.com/>  
Resources for promoting conversations during seniors week [Ideas for Seniors Festival](#)

<u>Examples in the community to encourage conversations include:</u>	<u>Strategies for promoting conversations include:</u>
<ul style="list-style-type: none"><li>* Dying to Know Day</li><li>* Before I die boards</li><li>* Death cafes</li><li>* Walk to remember</li><li>* To Absent Friends Festival (UK)</li><li>* Talk about death beer mats</li><li>* Good death week (UK)</li><li>* Social media platforms for sharing stories</li><li>* Death trivia</li><li>* Exhibitions</li><li>* Festivals/ Expos</li><li>* Coffin clubs</li></ul>	<ul style="list-style-type: none"><li>* Be creative</li><li>* Utilise champions</li><li>* Use plain clear language (end of life and much of the terminology used is confusing and ambiguous)</li><li>* Involve the whole community – eg. Before I die boards</li><li>* Videos &amp; books – there are masses</li><li>* Intergenerational approach – eg young people interviewing older people about their life</li></ul>

### Community Panel

As one of the demonstration projects, Mansfield Shire Council implemented a number of approaches to engage their community around end of life. A particularly successful approach included Community information and Q&A gatherings, where community had the opportunity to present questions to a panel of experts.

### Link to...

[https://www.mav.asn.au/data/assets/pdf\\_file/0006/24657/MAV-Demonstration-Projects-Summary-Report-2020.pdf](https://www.mav.asn.au/data/assets/pdf_file/0006/24657/MAV-Demonstration-Projects-Summary-Report-2020.pdf)

## ACTION – Promoting community conversations

### Death for Beginners

The idea for the 'Death for Beginners' program first arose from the Great Southern Compassionate Communities Project which is being run by WAPHA in partnership with the City of Albany.

The program run over five half day sessions was facilitated by Irene Montefiore (Albany's Death Cafe co-convenor) and included a range of local professionals who covered topics as diverse as palliative care, grief management through sand play, planning your own funeral, legal and financial planning for end of life, advance care planning and networks of care. It was highly interactive with participants getting to chance to ask lots of curly questions and to share their own experiences.

#### Link to ....

[https://phexchange.wapha.org.au/great-southern-compassionate-communities/news\\_feed/death-for-beginners-brilliant-from-start-to-finish](https://phexchange.wapha.org.au/great-southern-compassionate-communities/news_feed/death-for-beginners-brilliant-from-start-to-finish)

The feedback on the program was so positive that plans are already afoot to run a similar program at next year's Albany Summer School.

In 2019 the Municipal Association of Victoria (MAV) collaborated with the Groundswell Project to promote Dying to Know Day (8<sup>th</sup> August).

The MAV see Dying to Know Day (D2KD) as one of the ways that councils can promote conversations around death dying and bereavement within council and in the community.

Resources developed and available from the MAV website to support councils in this work include:

- A council toolkit providing background material, initiatives for getting council involved plus resources and promotional tools.

An evaluation of council participation in D2KD in 2019 reported that councils received positive feedback and a range of outcomes were identified including that D2KD

- provided opportunity to engage staff on this issue
- provided opportunities for the council to be engaged in the community on this issue, and
- encouraged conversations about death, dying and bereavement.

27 councils reported that they were likely to run a D2KD event in 2020.



brought to you by **THE GROUNDSWELL PROJECT**

with support from the Municipal Association of Victoria through the Victorian Councils Supporting Communities Around End of Life Project

The Council Resource Kit will assist any council planning to become involved in any future Dying to Know Days

<https://www.mav.asn.au/what-we-do/policy-advocacy/social-community/positive-ageing/end-of-life-project/end-of-life-project-resources>

## ACTION – Community festivals/expos

### Good Life Good Grief expo – Brisbane

The Good Life Good Grief expo is an event created by Queensland Compassionate Communities, the community arm of Palliative Care Queensland. Now into its fourth year the expo includes a full day program of speakers (including Mayoress address), activities, education /information sessions, death café, healthy ageing exercises, grief support, wish café, remembrance trees etc. Previous expos have attracted over 1,000 people.

*This Expo is an opportunity to openly have conversations about end of life – ask questions which are often hard to articulate, in a safe and friendly space, open to all ages.*

#### Link to ....

<https://goodlife-gooddeathexpo.org.au/>

The website provides contact details for anyone interested in holding an expo in their town. This would be a good contact for councils considering holding or participating in an expo.

### Before I die boards

Before I Die is a project started by artist Candy Chang on an abandoned house in New Orleans following her own experience of bereavement. After receiving permission, Candy painted the side of an abandoned house in New Orleans with chalkboard paint and stencilled it with a grid of the sentence, "Before I die I want to \_\_\_\_\_."

Passers-by could pick up a piece of chalk, reflect on their lives, and share their personal aspirations or bucket list. Since then, over 1,000 Before I Die walls have been created in over 35 languages and over 70 countries. (Dying Matters)

#### Link to ....

<https://www.dyingmatters.org/blog/how-create-i-die-board>

There are many variations of before I die boards. As part of the Demonstration project, Mansfield library had a 'Before I die' board where people could write their message on cardboard cut-out in the shape of a coffin and place this message on the board displayed in the library.

### To absent friends (held across Scotland 1-7 November)

To absent friends – a festival of storytelling and remembrance because dead people live on in the memories and stories we share. Some examples of activities include:

#### 'Remembering the invisible'

Last year, 47 homeless people died on the streets of Glasgow. To remember them, Glasgow Museums in partnership with Invisible Cities will on Friday 1 November at 11am, place 47 pairs of shoes on The Glasgow Royal Concert Hall steps. They will be there until 1pm, then the shoes will disperse to different locations across the city, taking clues to their story with them...

Each of them will also have a link to a landing page where people when interested can find information on the project.

#### Link to ....

<https://www.toabsentfriends.org.uk/>

## ACTION – Community festivals/expos

### Tree of Remembrance – Whittlesea Community festival

**Tree of Life** activity at Whittlesea community festival. Residents participated in a non-confronting activity of writing before I die wishes on a leaf and placing these on a tree.

The visual attraction of the trees was successful in attracting people to the site. Throughout the day over 250 messages from people of all ages were placed on the trees. This provided an opportunity for staff to open up discussion with participants from which approximately 200 showbags were distributed.

The 'Tree of Life' symbol was used to enable a discussion of death within overall life discussions.



### Walk to remember – The Compassionate Friends Victoria

The Compassionate Friends support parents and siblings who have lost a child. It has a range of support services and resources and community events.

The 'Walk to Remember' is held on, or as near to, the third Sunday in April each year, depending when Easter falls.

It is an opportunity for families and friends to remember their children or siblings in a relaxed, semi-formal atmosphere while gaining some exercise and meeting with other members, perhaps for the first time or catching up with acquaintances met at an earlier occasion.



It is a time where you can talk freely about your child or sibling and can be particularly beneficial for new members. At the completion of the walk, The Compassionate Friends provide a free BBQ lunch.

**Link to ....**

<https://www.compassionatefriendsvictoria.org.au/our-events/walk-to-remember/>

## Worldwide Candle Lighting Day – 8 December

For hundreds of years, lighting a candle has been a way to show respect for those that have died. This beautiful gesture shows that although someone may be gone from this world, their memory will endure, and the light of their flame will continue to inspire and guide others.

Worldwide Candle Lighting Day is a celebration of solidarity and memory. It's a day on which people around the world gather to light candles for children who have died and to show that they will always be loved and never forgotten.

The candles are lit at the same time in every time zone, meaning that a consistent warm glow passes around the planet for a full 24-hour day.

The Compassionate Friend's Worldwide Candle Lighting Day started in the United States in 1997. For more information, contact The Compassionate Friend's Victoria.

<https://www.compassionatefriendsvictoria.org.au/>



### **Link to ....**

<https://www.daysoftheyear.com/days/worldwide-candle-lighting-day/>



## ACTION – Community grants

Nurturing Compassionate and Healthy Communities in the Gap (4061) project is administered by Queensland Palliative Care with funding from Brisbane City Council.

The project is being conducted over a twelve-month period and is focused on collaborating with the local community to:

- understand their knowledge, confidence & current community support activities for people experiencing loss, ageing, disability, dying and grief
- identify opportunities and strategies to engage the local community in compassionate activities.

***Link to ....***

<https://palliativecareqld.org.au/community-projects/>

*Nurturing Compassionate Communities in the Gap (4061)* Video (3.28 minutes) outlines the project.



## STRATEGY – ‘Charters’ for Compassionate Communities

There are a number of ‘Charters’ developed by community, government and organisations that document a collective commitment to dying well and compassion for people at the end of their lives.

### Compassionate City Charter

Professor Allan Kellehear and Dr Julian Able have developed a Compassionate City Charter. The Charter outlines 13 social changes to be delivered with regard to death, dying, loss and care that can be driven through the Mayor’s Office. This Charter was released in May 2015 and since then it has and can be driven by the community where local government is just one of the participants or the auspice organisation.

**Link to ....**

<http://www.phpci.info/tools>

*This charter represents a commitment by the city to embrace a view of health and wellbeing that embraces community empathy, directly supporting its inhabitants to address the negative health impacts of social inequality and marginalization attributable to dying, death and loss<sup>6</sup>.*

### Charter for Compassion Australia

The Charter for Compassion is a document and worldwide movement designed to restore not only compassionate thinking but, more importantly, compassionate action, to the centre of our lives.

**Link to ....**

<http://charterforcompassion.com.au/>

The Charter for Compassion was recognised by the Australian Parliament in 2010. It was the first parliament in the world to affirm the Charter.

In preparation for the launch of its strategic plan in 2021, *Australia: A Continent for Compassion*, the Charter for Compassion Australia is introducing initiatives including the National Day of Compassion, the Compassionate Cities Program and the Compassion Action Network.

A number of councils have recently signed the Charter for Compassion.

### The People’s Charter on Dying, Death and Bereavement

In 2016, the Irish Hospice Foundation asked the people of Ireland what is needed for a good death and healthy grieving. The Charter represents what people said. Dublin City Council is a sponsor of the Charter.

**Link to ....**

<http://hospicefoundation.ie/wp-content/uploads/2017/10/Charter.pdf>

### Great Southern Compassionate Communities West Australia

‘The Great Southern Compassionate Communities project aims to make our community more knowledgeable about matters to do with death, dying and bereavement; and the care of those affected.

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<sup>6</sup> The Compassionate City Charter Professor Allan Kellehear

Under a partnership between the City of Albany and WA Primary Health Alliance, a Compassionate City Charter is being developed. The project, which targets communities in the Great Southern, is a whole of community approach to increasing awareness of end of life, and empowering people to live and die well, at home where possible’.

*Better Health Together Compassionate Communities* is an interview between WA Primary Health Alliance CEO, Learne Durrington and the City of Albany Mayor, Dennis Wellington about the partnership and delivering the Compassionate Communities project.

***Link to ....***

<https://phexchange.wapha.org.au/my-region-Goldfields/stories/better-health-together-compassionate-communities>

## PLANS/STRATEGIES – Health and wellbeing plans

### Municipal Public Health and Wellbeing Plans

A MAV Discussion paper '*Why include 'end of life' in local government health and wellbeing planning*' June 2019, provides the background and context for including end of life in health and wellbeing plans, the links between end of life and health and wellbeing, the social model of health and social morbidities.

#### **Link to ....**

[https://www.mav.asn.au/data/assets/pdf\\_file/0019/23527/MAV-End-of-Life-and-HWB-Planning-Paper-June-2019-Final.pdf](https://www.mav.asn.au/data/assets/pdf_file/0019/23527/MAV-End-of-Life-and-HWB-Planning-Paper-June-2019-Final.pdf)

A scoping exercise undertaken as part of developing the discussion paper identified some public health opportunities that could influence end of life. These opportunities include:

- addressing health inequalities and end of life in low socioeconomic communities
- addressing gender issues around end of life
- addressing the community impacts from an ageing population and the growing number of deaths in all communities
- addressing the lack of capacity in the community to manage dying, death and bereavement well
- improving death literacy, so that community can better deal with dying and death, and
- improving death literacy for people with life limiting illness and their carers.

Some examples of inclusion of 'end of life' in Municipal Public Health and Wellbeing Plans include:

- Improving health, wellbeing, and quality of life across the life course (from birth to death) City of Albany, West Australia
- *Health and Wellbeing In Yarra Ranges 2017-2021*, Goal 13 Older people enjoy an active and healthy life, in age-friendly communities

'Council's potential role in end of life care will be explored with community members and the Department of Health and Human Services during the four years of this Strategy. As a new policy area there are limited details now, but the role for local government will be explored over this time. It may include awareness raising, support for community groups via grant programs and co-design of innovative community led responses that enable people to determine how they wish to spend their final days'.

## PLANS/STRATEGIES – Age-friendly, positive ageing

### Age friendly strategies/plans

#### City of Melbourne

*Melbourne A great place to Age 2020-24* (Draft Strategic Plan) includes supporting people at end of life as one of the priorities

#### **Link to ....**

<https://participate.melbourne.vic.gov.au/ageing/strategic-plan-overview>

#### City of Albany WA

*The Age Friendly Charter Lower Great Southern* (West Australia) 2019-2024 is a collaboration between the WA Primary Health Alliance and the City of Albany. The Charter includes nine strategic aspirations, one of which is end of life – improve care and support for people, families and carers through illness, dying, death and grief.

#### **Link to ....**

<https://www.wapha.org.au/wp-content/uploads/2019/08/Age-Friendly-Charter.pdf>

The Charter refers to the important role the whole community plays when someone is at the end of life – that care at times of crisis and loss is not solely a task for health and social services but is everyone's responsibility.

## POLICY/PRACTICE – A compassionate employer

### **How to be a compassionate employer – Supporting grieving employees following the death of a loved one**

In an effort to better educate and support workplaces in the area of grief and bereavement, The Compassionate Friends Victoria, in partnership with the Australian Centre for Grief and Bereavement, have developed a guide based on employee's lived experience to support employers in the development of compassionate policy and practice within organisations.

#### ***Link to ....***

[https://www.compassionatefriendsvictoria.org.au/wp-content/uploads/2016/03/TCF\\_10\\_Way\\_CEmp\\_v3.pdf](https://www.compassionatefriendsvictoria.org.au/wp-content/uploads/2016/03/TCF_10_Way_CEmp_v3.pdf)

### **Bereavement in the workplace**

The Australian Centre for Grief and Bereavement provide a number of resources for organisations including information sheets, courses and training.

#### ***Link to ....***

<https://www.grief.org.au/uploads/uploads/Bereavement%20in%20the%20workplace.pdf>

### **Grief at work – training and support**

E-training and onsite training (requires a fee)

These 'Grief Chunk' videos are bite sized clips offering practical information on different aspects of grief and bereavement including suicide in the workplace.

#### ***Link to ....***

<https://hospicefoundation.ie/videos/>

### **Grief after death in the workplace**

Practical advice and strategies for managers to manage grief in the workplace. (GriefLink South Australia)

#### ***Link to ....***

<https://grieflink.org.au/grief-after-death-in-the-workplace-2/>

### **Compassion @work – the Groundswell Project**

Support and education for grief and loss in the workplace.

#### ***Link to ....***

<https://www.thegroundswellproject.com/compassion-work>

### **Grief in the Workplace**

Presentations and training for staff to create a safe environment for your bereaved staff and staff team.

#### ***Link to ....***

<https://www.compassionatefriendsvictoria.org.au/education/for-business/education-programs-for-business/>

## PRACTICE – Arts Activities

### In memory of ordinary Things,

Exhibition organised by the City of Albany, West Australia  
'Would you like to honour someone special that has died on a community memory wall at the Albany Public Library as part of Dying to Know Day 1 August 2019?

#### Link to ....

<https://www.youtube.com/watch?v=ttl7YuM4Ug4>

*In memory of ordinary things* is your chance to share your stories of someone special who has died through the memories triggered by ordinary objects. Does that cup, pen or fishing rod have a tale to tell?

If you'd like to get involved all you have to do is take a photo of the object against a plain background, write a short memory (125 words max) and email the story and photo (jpeg) to the Albany Dying to Know Day committee.

The memory story board will be displayed on August 10<sup>th</sup>.

### Permission to die (Albany WA)

Permission to Die was created for Dying to Know Day, an international event that encourages communities to think about, talk about, and explore death in a way that eases the unknown.

#### Link to ....

<https://regionalarts.wa.org.au/stories/permission-to-die-a-case-study-from-vancouver-arts-centre/>

The Vancouver Arts Centre team commissioned local artists Ruth Maddren and James Gentle to create a body of work to address this theme. The exhibition was commissioned by the City of Albany in partnership with the WA Primary Health Alliance, as part of a program delivered through the Compassionate Communities Project.

During June and July, the artists ran a series of hands on arts and craft workshops at the Vancouver Arts Centre and Albany Public Library, providing an opportunity for community members to get involved in the development of the installation, and at the same time discuss a range of subjects surrounding living well and end of life.

### Art exhibition

The *A Graceful Death* exhibition is a powerful, loving and life affirming exhibition of portraits of, and interviews with, people facing the end of their life.

#### Link to ....

<http://www.antoniarolls.co.uk/a-graceful-death>

From these paintings, in 2009, came the first showing of the *A Graceful Death* exhibition, you can [view images from the exhibition in the gallery](#).

It began with my story, and it has now become universal.  
<https://www.youtube.com/watch?v=KtL-QZ8eJG8> (14 mins)

## **The Grief Dialogues (USA)**

Our vision is to create a compassionate world where we celebrate death as we do birth. We do this through an artistic movement that supports essential and healthy conversations.

**Link to ....**

<https://griefdialogues.com/>

We share knowledge and experiences through theatre, storytelling, music, visual art, and film and gathered resources. We believe that out of grief comes Art'.

A collection of stories, plays, films and other resources such as newsletter, training and speaking engagements.

## **Artist in residence**

In May 2013, fantasy coffin maker Paa Joe will leave Ghana for only the second time in his life and will travel to the UK where he will undertake an artist residency in the stunning surroundings of National Trust site, Clumber Park, Nottinghamshire. Here he will build his trademark lion coffin, one of the most powerful and important symbols of Africa.

**Link to ....**

<http://city-arts.org.uk/fantasy-coffin-maker-paa-joe-in-nottinghamshire-june-1st-2013/>

You can visit Paa Joe during the month of May and see him working in the grounds of Clumber Park. During the residency, City Arts will also be engaging local schools through a series of arts workshops; mask making with Stephen Jon, poetry with Panya Banjoko and music with Michael Davis.

The residency and grand finale are open to the public and the full event is supported by The National Lottery through Arts Council England in partnership with City Arts, National Trust in the Midlands and Nottinghamshire County Council. <sup>7</sup>

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<sup>7</sup> Posted by [Joe](#) on Thursday 25 April 2013

## Additional Video Resources

Video/youtube	Link	Produced by
<i>20 takes on death and dying</i>  Views of Death and Dying from the streets of Paisley, Elgin and Inverness in September 2011	<a href="https://www.goodlifedeathgrief.org.uk/content/20_takes/">https://www.goodlifedeathgrief.org.uk/content/20_takes/</a>  <a href="https://www.youtube.com/watch?v=qEkrrSM1YM0">https://www.youtube.com/watch?v=qEkrrSM1YM0</a>	Rosetta Life for the Scottish Partnership for Palliative Care. 10 minutes
<i>How to live well and die well</i>  About planning ahead, and different scenarios of progressing towards death.	<a href="https://media.ed.ac.uk/media/1_2yh6tqb2">https://media.ed.ac.uk/media/1_2yh6tqb2</a>	European Association for Palliative Care University of Edinburgh 4.37 minutes
<i>'Getting started on launching your compassionate community'</i>	<a href="https://pallium.ca/work-with-us/launch-a-compassionate-community/">https://pallium.ca/work-with-us/launch-a-compassionate-community/</a>	The Honourable Sharon Carstairs shares her thoughts on Compassionate Communities and end-of-life care in Canada. 10.15 Minutes
<i>Community Circles</i> How community circles work and methods for supporting people in the community.	<a href="https://www.youtube.com/watch?v=9XmVUIoa6kU">https://www.youtube.com/watch?v=9XmVUIoa6kU</a>  <a href="https://www.youtube.com/watch?v=HuLCz8sRWN0">https://www.youtube.com/watch?v=HuLCz8sRWN0</a>	Community Circles UK 5.47 minutes  2.44 minutes
<i>Dying for a Laugh</i>	<a href="https://www.youtube.com/watch?v=VwLH_17uZ-Q">https://www.youtube.com/watch?v=VwLH_17uZ-Q</a>	Diverse comedians talking about funerals, a good death. Good messages, entertaining 6.22 minutes
<i>Karen &amp; Keith: Caring Neighbours</i>	<a href="https://www.youtube.com/watch?v=r37pP3YVXKc">https://www.youtube.com/watch?v=r37pP3YVXKc</a>	A couple talking about looking out for their elderly neighbour. Produced by: compassionatecommunities.org.uk 3.11 minutes
<i>Volunteer Scheme helping people in rural Shropshire</i>	<a href="https://www.youtube.com/watch?v=Y7Hngly_N2U">https://www.youtube.com/watch?v=Y7Hngly_N2U</a>	Volunteer scheme between community centre and hospice. (4.44 minutes)
<i>After Cicely 50</i> What is a compassionate community ?	<a href="https://www.youtube.com/watch?v=-FoSKUJ17Qc">https://www.youtube.com/watch?v=-FoSKUJ17Qc</a>	Lien foundation 5.07 minutes
<i>'Why do we need a Compassionate Community,'</i>	<a href="https://www.youtube.com/watch?v=GR1StBdMltk">https://www.youtube.com/watch?v=GR1StBdMltk</a>	Milford Care Centre 4.03 minutes