

Perfect Choice Funeral Plans

Poll reveals Death of Compassionate Leave as only 1 in 4 Companies has Formal Policy in Place

According to research from a UK supplier of funeral plans, compassionate leave policies in the UK are now present within only 24% of companies; with 65% of the remaining number forcing staff to take holiday or unpaid leave for the death of a relative or someone close to them.

The research from the funeral plan provider has shown that over two thirds of UK companies do not have formal compassionate leave policies in place, with employees instead having to rely on managerial discretion, holiday or unpaid leave. 1,273 UK citizens took part in the study, all of whom were aged 18 or older and were in full time employment.

The survey, conducted by www.perfectchoicefunerals.com, initially asked the participants "In the last 5 years, have you had to take compassionate leave?" 61% said that 'yes' they had, with the remainder (39%) saying no. The 61% who said 'yes' were then asked "Does your company have a formal compassionate leave policy in place?" 24% said 'yes', citing that this was either written into their contract or part of the company's policy.

In order to investigate what the alternatives for employees whose workplaces did not have a formal compassionate leave policy in place were, the survey then asked the 76% who had answered 'no', what the company had offered in the event of a family member or close friend dying. 37% were asked to take the day as official annual leave, 28% were offered the day off as unpaid leave and 19% were offered the day as compassionate leave with no impact on their leave entitlement. 15% were offered the day off, providing the hours missed were made up on a later date and, finally, 1% were not given the day off at all.

In order to delve deeper into the effect of not being granted compassionate leave on staff morale, the survey then questioned the participants about whether they were currently employed by the same company that they were at the time of the bereavement. 33% said that 'yes' they were still employed by the same company; however, 67% said 'no', that they were no longer employed by the same company. When asked why this was, the majority (51%) said that they were unhappy with the treatment following the bereavement.

Michael Liddle from Neville Funeral Service Ltd a local independent funeral director based in Beds, Herts and Bucks had the following to say:



“A bereavement of a family member or close friend is a difficult time on its own without having to worry about work too. There are obviously grey areas which are difficult for employers to have an official stance on, which is not something that we would comment on. However, we believe that having a clear but concise bereavement process in place can really help both parties, as both will know the parameters of the time allowed off which can make the whole situation less stressful for the individual affected and more formalised for the business.”

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About Perfect Choice Funeral Plans.

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Perfect Choice Funeral Plans are provided by NAFD Services Limited which was set-up by the National Association of Funeral Directors (NAFD) whose member firms carry out over 80% of all funerals in the UK. NAFD Services Limited is a founding member of the Funeral Planning Authority, the official body that oversees the operation of companies offering funeral plans.

Perfect Choice Funeral Plan funds are held securely in a guaranteed whole of life assurance policy. For maximum security NAFD Services only works with UK-based life assurance companies that are authorised by the Prudential Regulation Authority (PRA) and regulated by the PRA and Financial Conduct Authority. A key difference with Perfect Choice Funeral Plans is that the pre-payment monies cannot be used for anything other than the client’s funeral for total peace of mind.

