

**Report of the Chief Executive****DYING TO WORK CHARTER****1. Purpose of report**

To consider the introduction of a Dying to Work Charter.

**2. Detail**

Many workers get a serious illness at some time in their working lives, and sadly, sometimes there is no effective treatment. In these cases, the employee may face a time of huge emotional stress, fear and uncertainty. The Council, therefore, has a duty of care to these employees and help and support should be provided to them. Sometimes the nature of the illness is such that the person is unlikely to be able to work again. In other cases, a person may decide that they do not want to work anymore and would rather spend their remaining time with their family and friends, getting their affairs in order, or simply doing what they want.

If a worker with a terminal illness loses their job they lose their income. They can also lose any death in service payments they have earned through a life-time of work but are only payable to those that die while still in employment.

By signing the Charter, the Council are agreeing to supporting any employee diagnosed with a terminal illness by continuing to provide reasonable adjustments to help maintain dignity, continuity of employment and the right to choose the best course of action for themselves and their families without undue financial loss. Their employment will be protected for the duration of their terminal illness, preserving their death in service benefits for their loved ones.

Employees and their families should not have to worry about losing their jobs on the back of a terminal illness diagnosis and Broxtowe Borough Council is committed to supporting these employees via our policies. Along with the proposal to adopt a Dying to Work Charter, an amendment has also been proposed to the Attendance Management Policy to incorporate this. Information on other authorities that have adopted the Charter are included in the appendix.

Unfortunately, the Council has had five employee deaths in service since 1 April 2016, with three as a result of terminal illness. Commitment to this Charter would affect only a small number of employees but would provide assurance to them and their families that the Council would be committed to supporting them to continue in employment until they decide their best option.

**Recommendation**

**The Local Joint Consultative Committee is asked to RECOMMEND to the Personnel Committee that the commitment to a Dying To Work Charter be approved.**

**Background papers**

Nil

**APPENDIX**

The Charter is a TUC initiative, voluntary and for comparison, the following local authorities have already signed up:

Amber Valley  
North Kesteven Council  
South Derbyshire District Council  
Derby City Council  
Derbyshire County Council  
Rutland County Council  
Ashfield District Council  
Leicestershire County Council  
Nottinghamshire County Council  
Nottingham City Council  
Mansfield District Council  
Gedling Borough Council