



# DYING TO WORK



Over 1 million  
employees  
now protected

Wales  
**TUC**  
Cymru

[www.dyingtowork.co.uk](http://www.dyingtowork.co.uk)



# The Dying to Work Campaign

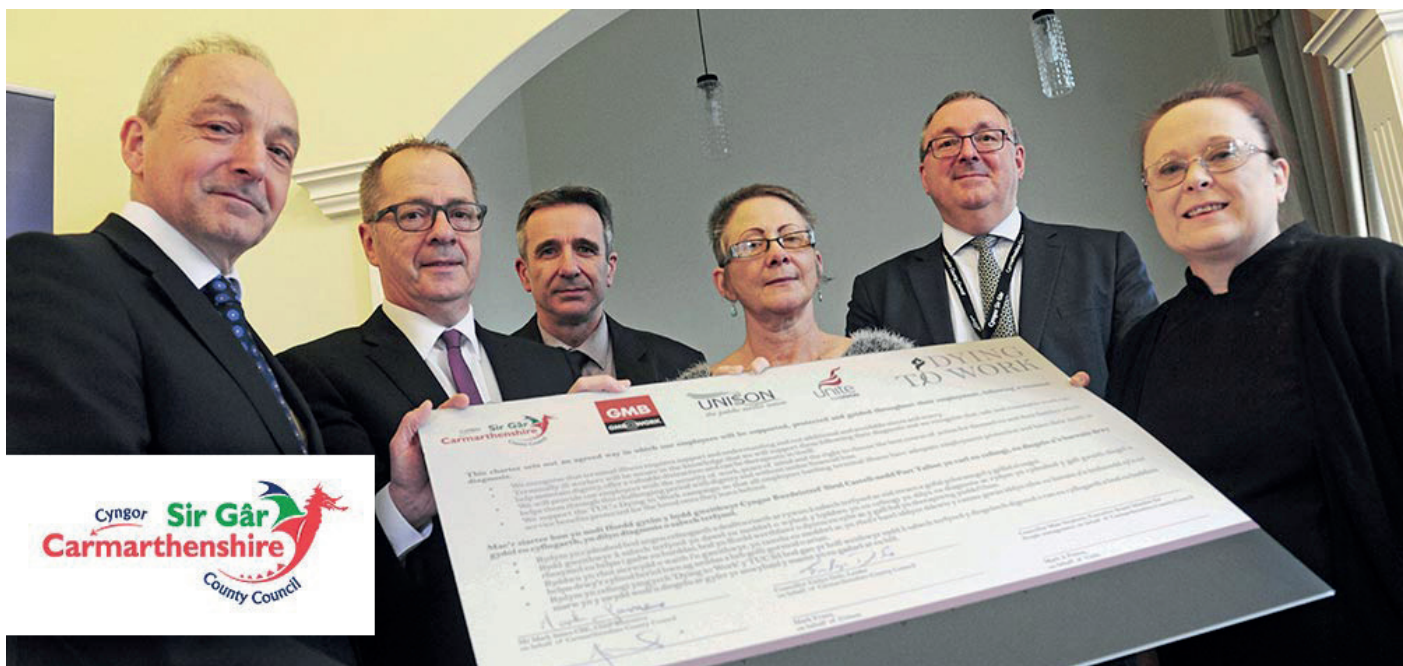
Many workers get seriously ill at some time in their lives. They may need time off, sometimes for months, to get treatment or to get well.

There are times however when there is no effective treatment. In those cases, the worker and their families face huge emotional stress, fear, and possible financial concerns. The Dying To Work charter can help alleviate some of that stress and sets out an agreed way in which an employee should be treated and supported in the event of a terminal diagnosis.

The charter is about choice. It's about giving an individual options around how they want to proceed at work. In some cases, an individual will want to continue to work for as long as they can, for financial security or because work can be a helpful distraction from their illness. In other cases a person may decide that they do not want to work anymore and would rather spend their remaining time with family and friends, getting their affairs in order, or simply doing what they want. Whatever choice a person makes they should expect help and support from their employer.

Many employers across Wales have already signed the Dying to Work charter, demonstrating their commitment to support staff when they need it most.

Local authorities including Newport, Cardiff, Neath Port Talbot, Carmarthenshire and Caerphilly have signed up, as well as the likes of Santander, The Co-operative group and Royal Mail. You can see if your workplace has signed up by visiting [www.dyingtowork.co.uk](http://www.dyingtowork.co.uk) and if they haven't the website sets out how your union can help protect you and your colleagues.



## DID YOU KNOW...?

**Cancer Research UK are projecting that one in three people will be diagnosed with cancer. Currently one in 10 new cancer cases are found in people under 50. (Over 33,000 cases a year)**



## Jacci's story

The following is a real-life account of GMB member Jacci Woodcock who has been diagnosed with terminal breast cancer and her on-going case. "I knew something was wrong. I went to the doctors and I got diagnosed with terminal breast cancer. I didn't even take any days off until I hit a wall of complete exhaustion."

"I visited my GP, he gave me a sick note for a couple of weeks and I sent this into work. At this point, it never occurred to me that they wouldn't support me."

**"People think the protection is there but I'm categorically saying it isn't!"**

"When I returned to work, I asked to meet with HR. Over the course of the meeting she questioned my capability to do important aspects of my job, incorrectly claimed they had made adjustments for me and told me that the company had already been kind enough to pay my salary whilst I attended my hospital appointments. Finally, she told me that she had done a lot of research into the benefits I would be entitled to if I wasn't in work."

"For the first time, I began to feel anxious because I now understood that they were trying to get rid of me. I was upset but giving up was not an option. I thought this is not right, not fair and incredibly wrong! I feel strong and determined to use the time I have left to do my utmost to get the law changed to protect terminally ill people. People think the protection is there but I'm categorically saying it isn't!"

### UPDATE

**Despite her prognosis, Jacci continues to be an inspiration by speaking out about the importance of additional employment rights for terminally ill employees as a patron of the TUC's Dying to Work campaign.**

**Although her health means she cannot attend as many events as she would like, she remains determined to drive forward the campaign to make sure nobody has to be put through the same treatment that she endured after her diagnosis.**

## DID YOU KNOW...?

**An internal Macmillan survey found that 37% of cancer patients 'experienced discrimination' on their return to work.**



# A step by step guide to getting the TUC's Dying to Work charter signed by your employer.

## STEP 1

### CHECK THAT YOUR EMPLOYER HAS NOT ALREADY SIGNED UP TO THE TUC DYING TO WORK CHARTER:

The TUC Dying to Work charter is already protecting over half a million working people in the UK and this number is growing nearly every week.

You can check to see if your employer has already signed up by visiting:  
[www.dyingtowork.co.uk/whos-signed/](http://www.dyingtowork.co.uk/whos-signed/)

## STEP 2

### INVOLVE YOUR UNION

Raise the campaign with your trade union branch and ask your rep to raise the charter with your employer. If your workplace has more than one recognised union then ensure their representatives are also involved in the discussions.

## STEP 3

### ENCOURAGE YOUR EMPLOYER TO SIGN THE VOLUNTARY CHARTER

Unions should be clear about what they want from their employer. Just getting a vague commitment is not enough. Union negotiators should seek agreement that their employer will:

**Review sick pay and sickness absence procedures** and include a specific statement that they will not dismiss any person with a terminal diagnosis because of their condition.

**Ensure that they have an Employee Assistance Programme** that has the capacity and competency to provide support to any person with a terminal illness, including access to counselling and financial advice.

**Provide training to line managers and all HR staff** on dealing with terminal illness, including how to discuss future plans with any worker who has a diagnosis of a terminal illness, and what adaptations to work arrangements may be necessary.

**Adopt the Dying to Work charter** and notify all employees that they have made the commitments contained in it.

(Model HR procedures which have been adopted by other employers are available on request from the TUC via the contact details provided)



## STEP 4

### INFORM THE TUC

Once the employer and the recognised unions are happy that the commitments within the charter have been met, please inform the TUC of your intention to sign using the contact details provided.

In your correspondence, please include:

- Dates of availability for a public signing ceremony
- The logo of your organisation and union(s) signing the charter
- The names of those signing the charter on behalf of the employer and union(s)
- The names and quotes for draft press releases - the TUC will be happy to liaise with your organisation's press department
- The number of workers to be covered by the charter - we will add these to the national total
- Confirmation that photos can be taken at the event which the TUC can share on social media, the campaign website and other outlets

## STEP 5

### SIGN THE CHARTER

The TUC will provide a customised copy of the charter for the public signing ceremony which will be attended by a representative of the campaign.

The TUC will also work with you to get media coverage and positive publicity for the signing.

After the signing, your organisation will have officially joined the growing number of employers from across the public and private sector which have made this important commitment to their employees. Your organisation's details will be added to our website and the charter will be left with the employer to display as they see fit.



SAMPLE  
COMPANY  
LOGO

SAMPLE  
UNION  
LOGO

SAMPLE  
UNION  
LOGO

This charter sets out an agreed way in which our employees will be supported, protected and guided throughout their employment, following a terminal diagnosis.

- We recognise that terminal illness requires support and understanding and not additional and avoidable stress and worry.
- Terminally ill workers will be secure in the knowledge that we will support them following their diagnosis and we recognise that safe and reasonable work can help maintain dignity, offer a valuable distraction and can be therapeutic in itself.
- We will provide our employees with the security of work, peace of mind and the right to choose the best course of action for themselves and their families which helps them through this challenging period with dignity and without undue financial loss.
- We support the TUC's Dying to Work campaign so that all employees battling terminal illness have adequate employment protection and have their death in service benefits protected for the loved ones they leave behind.

**Mae'r siarter hwn yn nodi ffordd y bydd ein gweithwyr yn cael eu cefnogi, eu diogelu a'u harwain trwy gydol eu cyflogaeth, yn dilyn diagnosis terfynol.**

- Rydym yn cydnabod bod angen cefnogaeth a dealltwriaeth ar rywun â salwch terfynol, ac nid straen a gofid ychwanegol y gellid ei osgoi.
- Bydd gweithwyr â salwch terfynol yn dawl eu meddwl o wybod y byddwn yn eu cefnogi yn dilyn eu diagnosis ac rydym yn cydnabod y gall gwaith diogel a rhesymol eu helpu i gadw eu hurddas, bod yn ffordd werthfawr o dynnu eu sylw ac y gall fod yn therapiwtig ynddo'i hun.
- Byddwn yn rhoi sicrwydd o waith i'n gweithwyr, yn tawelu eu meddwl ac yn rhoi'r hawl iddynt ddewis y camau gorau iddyn nhw eu hunain a'u teuluoedd sy'n eu helpu drwy'r cyfnod heriol hwn ag urddas a heb golli gormod o arian.
- Rydym yn cefnogi 'ymgyrch Siarter Afiechyd Marwol' y TUC fel bod gan yr holl weithwyr sydd â salwch terfynol warchodaeth ddigonol o ran eu cyflogaeth a bod eu buddion marw yn y swydd wedi'u diogelu ar gyfer yr anwyliaid y maent yn eu gadael ar eu hól.

Enw / Name  
Swydd a Sefydliad / Position and Organisation

Enw / Name  
ar ran TUC Cymru / on behalf of Wales TUC

Wales  
TUC  
Cymru

SIARTER  
AFIECHYD MARWOL

DYING  
TO WORK