



# The TUC 'Dying to Work' campaign

Employment protection for  
terminally ill workers.



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

## Why do terminally ill employees require additional employment protection?

1. Terminally ill employees often don't have the time to reskill or adapt to the "reasonable adjustments" that could be put in place by an employer.
2. A terminally ill employee can be forced to undergo stressful HR procedures and risks losing the positive stimulation and distraction of work.
3. By losing their job, they not only lose their income but also the dignity of dying in work.
4. Furthermore, termination of their employment will also mean the loss of death in service payments that the employee has planned for and earned through a life-time of work.

## A growing issue?

1. As retirement ages are increasing and Cancer Research UK are projecting that 1 in 3 people will be diagnosed by cancer, more people will be receiving terminal diagnosis' during their working life.
2. Currently 1 in 10 new cancer cases are found in people aged under 50  
**(Over 33k cases each year)**
3. An internal McMillan Survey showed that 37% of cancer patients “experienced discrimination” on their return to work.

## The campaign - What do we want to achieve?

The “Dying to Work” campaign is calling for terminal conditions to be made a ‘**protected characteristic**’. This would mean that all employees battling terminal conditions would enter a **protected period** within which they could not be dismissed as a result of their condition.

This would ensure that the employee was able to take an appropriate amount of time for rest and the care they require without the fear of stressful HR procedures, loss of financial security, stimulation and dignity from work.

Furthermore, it would ensure that they would be secure in the knowledge that their family would be provided for after their death.

## UK parliamentary support



Labour Party support

SNP support

Tory Party support

Cross-party support from over 100 MPs

OVER 500,000 employees have already been protected by the charter.



at an agreed way in which 'Sample Company' 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.

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Chief Executive of Sample Company

A handwritten signature in black ink, appearing to read 'Lee Barron', is written over a horizontal line.

Lee Barron TUC Regional Secretary



Business support



And many many more...

Third Sector support

breast  
cancer  
care

hospice<sup>UK</sup>

second  
hope

Marie  
Curie  
Care and support  
through terminal illness

EUROPEAN  
CANCER  
PATIENT  
COALITION

EPF  
European  
Patients  
Forum



Public sector / not for profit support



# Questions