

HIGH PEAK BOROUGH COUNCIL

Council

15 December 2016

Notice of Motion – Dying to Work Campaign

Proposed by Councillor Siddall and seconded by Councillor Sloman

This council notes the TUC Dying to Work Campaign which has raised the following concerns:

1. That the Equality Act provides protections against discriminatory treatment based on the concept of 'Protected Characteristics.'
2. Currently workers with a terminal illness are not classified as having a Protected Characteristic and therefore have very limited legal protection against employers dismissing them due to illness.
3. That employers are therefore free to dismiss terminally ill workers once they have made 'reasonable adjustments' to the employee's job to assist with the illness.
4. This council agrees that the last thing a terminally ill worker would need is the distress at the same time as facing up to a terminal illness is to have to fight for the right to continue working and not to face the indignity of being sacked.
5. In addition, this council notes that the loss of death in service benefits to terminally ill workers sacked before death is a further distress at a time when security for a family for the future should be protected.

This council resolves that in response to the TUC Dying to Work Campaign, this Council commits to signing up to the Dying to Work Voluntary Charter that sets out an agreed way in which their employees will be supported, protected and guided throughout their employment, following a terminal diagnosis.

The Charter states the following:

- 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.

