

DYING TO WORK

Working until the end

The Dying to Work charter helps employers support employees with a terminal diagnosis, to carry on working, if they wish.

A terminal illness is one which is defined by UK Social Security legislation as ‘a progressive disease where death as a consequences of that disease can be reasonably expected within six months’

On learning they may only have a few months left to live, many people may decide that they wish to spend what time they have left, being with family and friends, putting their affairs in order, or doing some of the things they’ve dreamed of. However for some people, for financial reasons or because they find the continued routine of work, provides a constant helps them cope in what can be a turbulent and emotional time.



Many employers have little experience of how best to help their employees in these situations, by signing up to the voluntary charter, which has been developed by the TUC, it allows them to review policies and procedures such as

- Review Sickness and absence procedures
- Adopt an employee assistance programme
- Provide training to line managers and Human Resource staff

Each employees needs will be different, according to their circumstances, but for a company, having reviewed and put in place policies how they might best support an employee, takes away many of the 'unknowns' for each party allowing them to concentrate on making their employees last few months, the best they can be.



Want to know more? The Dying to Work Charter website

<https://www.dyingtowork.co.uk/>