

## **RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL**

### **CABINET**

**21<sup>st</sup> SEPTEMBER 2017**

### **DYING TO WORK CAMPAIGN**

#### **REPORT OF THE DIRECTOR OF HUMAN RESOURCES IN DISCUSSION WITH THE DEPUTY LEADER, COUNCILLOR M WEBBER**

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#### **1. PURPOSE OF THE REPORT**

- 1.1 This report provides information on the Dying to Work Campaign and outlines its requirements.

#### **2. RECOMMENDATIONS**

It is recommended that:

- 2.1 The Council supports the Dying to Work Campaign.

#### **3. REASONS FOR RECOMMENDATIONS**

- 3.1 That the ethos of the Dying to Work campaign reflects the current practice within the Council.
- 3.2 Our existing HR policy and processes support the endorsement of the campaign. There are some areas where improved communication and the timeliness of actions need to be strengthened, however, arrangements are in place to resolve this.
- 3.3 It is acknowledged to support the campaign we should raise awareness of the availability of support services such as Macmillan Cancer Care.

#### **4. BACKGROUND**

- 4.1 The Dying to Work campaign is a TUC initiative. We have been approached by GMB to support the campaign. The campaign would like to see terminal illness as a 'protected characteristic' so that an

employee with a terminal illness would enjoy a 'protected period' where they could not be dismissed as a result of their condition.

4.2 Such protection would give an employee the choice of how to spend their final months with the peace of mind to know their job was protected and future financial security of their family was guaranteed.

4.3 The potential effects of an employee losing a job following a terminal diagnosis include:

- Reduced income and loss of financial security
- Loss of stimulation, dignity and normality associated with being in employment
- Undergoing an inevitably stressful and upsetting HR procedure
- Loss of Death in Service payments to family members and loved ones.

## **5. EQUALITY AND DIVERSITY IMPLICATIONS**

5.1 An Equality Impact Assessment screening has been undertaken and recognised that this initiative has positive impacts on all protected groups.

## **6. CONSULTATION**

6.1 This is a TUC campaign and our recognised Trade Unions are in full support.

## **7. FINANCIAL IMPLICATION(S)**

7.1 There are no financial implications aligned to this report.

## **8. LEGAL IMPLICATIONS OR LEGISLATION CONSIDERED**

8.1 This proposal supports the Council in meeting the Public Sector Equality Duties contained within the Equality Act 2010, specifically with regard to promoting equality of opportunity.

## **9. LINKS TO THE COUNCILS CORPORATE PLAN / OTHER CORPORATE PRIORITIES / SIP**

9.1 Equality considerations feature throughout the Corporate Plan.

## **10. CONCLUSION**

- 10.1 Endorsing the Dying to Work campaign would publicly demonstrate that the Council is taking a positive step in supporting it's employees at the most difficult of times.

### **Other Information:-**

#### ***Relevant Scrutiny Committees***

Public Service Delivery, Communities & Prosperity