

WEST MIDLANDS FIRE AND RESCUE AUTHORITY

AUTHORITY REPORT

10 APRIL 2017

1. DYING 2 WORK CAMPAIGN

Report of the Chief Fire Officer

RECOMMENDED

- 1.1 THAT the contents of this report are noted as the Service's response to the Trade Union Congress Dying 2 Work Campaign.
- 1.2 THAT the Service confirms it will be signing the supporting charter that aims to improve the lives of employees diagnosed as terminally ill.

2. PURPOSE OF REPORT

To inform the Authority of the Services position with reference to the Trade Union Congress campaign and Charter 'Dying 2 Work'

3. BACKGROUND

- 3.1 This report provides an overview of the approach being taken by the Service in support of the Dying 2 Work campaign and charter.
- 3.2 Dying 2 Work is a Trade Union Congress (TUC) campaign to gain support and encourage employers to sign a voluntary charter that sets out how employees will be supported, protected and guided through their employment should they receive a terminal diagnosis.
- 3.3 The campaign is about providing choices to employees who have been diagnosed with a terminal illness.
- 3.4 West Midlands Fire Service has a history of providing excellent care to our employees who have been diagnosed with a terminal illness. We work closely with them to support their decisions to ensure the best outcome for the individual, their loved ones and the Service.

3.5 The Dying 2 Work Charter states:

- 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 2 Work campaign so that all employees facing a terminal illness have adequate employment protection and have their death in service benefits protected for the loved ones they leave behind.

3.6 How will the Service continue to achieve this?

The Service will achieve this by working collaboratively and sympathetically with the employee and their representative through this difficult time and will:

- Support employees with a terminal illness diagnosis to maintain dignity and be empowered to explore appropriate options that provide them with choices giving some peace of mind and financial security to them and their families through this difficult time.
- Liaise with medical and occupational health professionals and the employee directly to consider reasonable adjustments to support them in undertaking valuable work and provide some improved measure of wellbeing. Whilst ensuring Health, Safety and Wellbeing implications for employee, Service and community are also considered.
- To work with the employee to assist them to achieve an appropriate work life balance and flexible working to support improved end of life care and support.

- To consider each case on its own merits and create specific support package for each employee diagnosed with as being terminally ill.

5. **EQUALITY IMPACT ASSESSMENT**

In preparing this report an initial Equality Impact Assessment is not required and has not been carried out. The Service's Policies that are applied in all case management have been subject to full Equality Impact Assessments.

6. **LEGAL IMPLICATIONS**

There are no direct legal implications arising from this report.

7. **FINANCIAL IMPLICATIONS**

There are no direct financial implications arising from this report.

8. **TRADE UNION CONSULTATION**

8.1 In preparing this report, Trade Union Representatives' views have been sort and the Dying 2 Work campaign is a Trade Union Congress campaign. The Trade Unions are supportive of the principles of the Charter and the approach the Service is taking.

8.2 This item will feature as a standing item on the Joint Working Party.

BACKGROUND PAPERS

Trade Union Congress Dying to Work Campaign

<http://www.dyingtowork.co.uk/our-campaign/>

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