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POLICE STAFF COUNCIL (PSC)

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**To: Police and Crime Commissioner (copy Chief Exec & Treasurer)
Chief Constables (copy Force Personnel/HR Manager/Payroll Manager)**

**cc: PSC Members
Scotland and MPS (for information only)**

17 December 2019

JOINT CIRCULAR 106 - TUC'S 'DYING TO WORK' CHARTER

As part of the Police Staff Council 2019 pay award it was agreed that the Council should promote the TUC's 'Dying to Work' Charter and encourage all police forces and their trade unions to consider signing up to the Charter.

This TUC backed initiative provides for additional employment protection for terminally ill employees.

The 'Dying to Work' Charter sets out the following commitments which signatories pledge to uphold:

- 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.

Five forces have already signed up to the 'Dying to Work' Charter. As and when other forces sign up, they will be recognised on the 'Dying to Work' website.

More information on the Charter can be found here: <https://www.dyingtowork.co.uk/>

The Joint Secretaries would welcome notification from forces/unions when they sign up to the Charter.

Yours sincerely



Ben Priestley
Trade Union Side Secretary



David Algie
Employers' Side Secretariat