

West Lothian Council signed up to the Dying to Work Charter on 17 January 2020.

The Dying to Work Charter states that the council:

- Recognises that terminal illness requires support and understanding and not additional and avoidable stress and worry;
- Will support terminally ill workers following their diagnosis and recognises that safe and reasonable work can help maintain dignity, offer a valuable distraction and can be therapeutic in itself;
- Will provide our employees with the security of work, peace of mind and 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;
- Supports the 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.

Lawrence Fitzpatrick, Leader of West Lothian Council, said:

"By signing this charter we recognise that terminal illness requires support and understanding and not additional and avoidable stress and worry. "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."

Julie Whitelaw, Head of Corporate Services for West Lothian Council, added:

"Terminally ill workers will be secure in the knowledge that we will support them following their diagnosis and that 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 period with dignity and without undue financial loss."

E-Learning

An e-learning module 'Supporting an Employee with a Terminal Diagnosis' has been developed to support managers in managing such situations in line with the Charter ensuring a sufficiently compassionate and flexible approach is taken. The module is available on [Mylearning](#).

Supporting Attendance Policy

In line with the Dying to Work Charter, where an employee is diagnosed with a terminal illness the employee's case will be handled with compassion, respect and dignity, and any Attendance Support Meetings or medical referrals will only be to assist with the employee's wellbeing. In this regard, an employee may wish to be supported to remain in employment in order to access Death in Service benefits as an alternative to Ill Health Retiral.

For more information go to: [Dying to Work Campaign](#)