



Scottish Government
Riaghaltas na h-Alba
gov.scot

SPF



Chief Executives & Chairs of Health Boards

30 March 2021

TUC Dying to Work Charter

The Scottish Partnership Forum (SPF) welcomes the announcement from the Health Secretary on 24 March 2021 that NHS Scotland will adopt the TUC Dying to Work Charter and that this will be fully implemented in all Health Boards across Scotland. [Click to view announcement.](#)

The health and wellbeing of our staff is one of our top priorities and when employees are faced with a serious or terminal diagnosis, it is important that they have the right to choose their own path without worry of the financial implications.

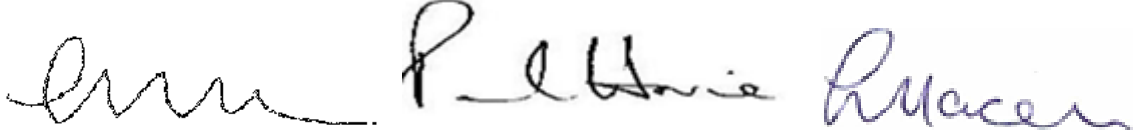
The introduction of this Charter into NHS Scotland through partnership working means staff can focus on themselves and their families at this difficult time and can be rest assured that we are here to support them.

Following the Health Secretary's endorsement of the Charter we ask that all Boards in NHS Scotland:

- Adopt the Dying to Work Charter and notify all employees that the Board has made the commitments contained in it.
- Introduce an Employee Assistance Programme that has the capacity and competency to provide support to any person with a terminal illness, including access to counselling and financial advice.
- Provide training to line managers and all HR staff/Staffside Representatives on dealing with terminal illness, including how to discuss future plans with any worker who has a diagnosis of a terminal illness, and what adaptations to work arrangements may be necessary.

We will also consider and agree, in partnership, a specific statement that all Health Boards are committed to the Charter for inclusion in the NHS Scotland attendance policy.

Kind regards
SPF Co-Chairs

Three handwritten signatures in black ink are arranged horizontally. The first signature on the left is 'Gillian Russell', the middle one is 'Pauline Howie', and the one on the right is 'Lillian Macer'. Each signature is written in a cursive, flowing style.

Gillian Russell
Scottish Government Co-chair

Pauline Howie
Employer side Co-chair

Lillian Macer
Staff side Co-chair