

HC-One becomes first care organisation to sign TUC's Dying to Work Charter



HC-One has become the first care organisation to sign the Dying to Work Voluntary Charter aimed at helping employees who become terminally ill at work.

With the support of HC-One's recognised union, the GMB, HC-One signed the Charter on Wednesday, February 12, at its Aspen Court Care Home, in Poplar, East London, joining a growing list of employers committed to supporting employees diagnosed with terminal illnesses, including high-profile companies such as Rolls Royce, Royal Mail, and the Co-operative.



The Charter is part of the TUC's Dying to Work campaign, a movement aimed at ensuring greater job security for terminally ill workers and protecting them from being dismissed due to their condition. The Dying to Work campaign was taken forward by Jacqui Woodcock, an area sales manager from Derbyshire who was forced out of her job after being diagnosed with terminal breast cancer.

The Dying to Work campaign seeks to ensure that no one faces the added distress of losing their livelihood during one of the most difficult times in their life. The signing of the voluntary Charter aims to prevent cases like Jacqui's happening in the future.

In line with the Charter, HC-One already offers protections to colleagues with a terminal illness but by signing the Dying to Work Charter, HC-One is proud to publicly declare its commitment to supporting colleagues with a terminal diagnosis.

Present at the Charter signing were James Tugendhat, Chief Executive of HC-One who signed the charter, along with James Morrissey, People Director at HC-One. They were joined by representatives of the GMB including Natalie Grayson, National Care Organiser, three HC-One colleagues who also operate as members of the GMB National Committee, and Abigail Hunt, TUC's Policy Officer and National Social Care Lead.

James Tugendhat, HC-One's Chief Executive, stated:

"At HC-One, we're committed to fostering a supportive and compassionate environment for our colleagues, especially in their most difficult times. By signing the Dying to Work Voluntary Charter, we reaffirm our dedication to standing by our colleagues who are terminally ill, and ensuring they have the security and dignity they deserve, no matter their circumstances."

Natalie Grayson, GMB National Care Organiser, said:

"No worker should face losing their job simply because they've received the worst news imaginable. HC-One are the first care company to sign up to this charter, which shows the power of recognising a trade union like GMB in the workplace.

"Listening to your workers' trade union voice means that care workers – who do a vital role for the most vulnerable in society – get the protections they deserve."

The Dying to Work campaign wants to see terminal illness recognised as a 'protected characteristic' so that an employee with a terminal illness can enjoy a 'protected period' and not be dismissed due to their condition and any death in service benefit protected for the loved ones they leave behind.

The Dying to Work campaign has been growing in momentum and more than 580,000 workers across the UK will be covered by the Charter.



Press office

07958 156846

press.office@gmb.org.uk

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info@gmb.org.uk

