

Forest Heath District Council

(This report is a key decision. This report has been subject to appropriate notice of publication under the Council's Access to Information Rules)

CABINET

3 JULY 2012

CAB12/013

Report of the Cabinet Member for Resources, Governance and Performance

JOINT WORKING WITH CANCER OR CRITICAL ILLNESS POLICY (Forward Plan Reference – JUL12(A)/05)

Summary and reasons for recommendation(s)

It has been identified that a joint Policy is required to give guidance and support to employees who are diagnosed with cancer or any other critical illness. It also covers both Councils' approach to employees who have a family member diagnosed with cancer and/or who become carers for someone diagnosed with cancer.

Recommendation(s)

The Cabinet is requested to consider and recommend to Council, the adoption of the Working with Cancer or Critical Illness Joint Policy

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How will the recommendations help us meet our strategic priorities?

1. This Policy gives clear guidance on behaviours expected of all and will support existing HR Policies and Practices.

Wards affected

2. This Policy is for use with internal staff.

Key issues

3. This is a joint Policy with St Edmundsbury Borough Council and gives guidance and support to employees who are diagnosed with cancer or any other critical illness. It also covers both Councils' approach to employees who have a family member diagnosed with cancer and/or who become carers for someone diagnosed with cancer.
4. This policy is also useful guidance to managers and employees facing other critical illnesses. It sets out clear principles of working with cancer/critical illnesses for managers, employees diagnosed with Cancer/critical illnesses and carers or family members affected by these.
5. Forest Heath District Council already are a supportive and caring organisation and in these types of situations they have been understanding of the needs of the individuals, however this Policy provides overall practical guidance and advice to those who find themselves in this position, who may not have dealt with this before.
6. It was suggested by Forest Heath District Council Unison Members that this Policy should become a joint one, with the Council adopting it in its present format.
7. The draft Policy is attached at Appendix 1.

Other options considered

8. None.

Community impact

9. None.

What consultation has been undertaken and what were the outcomes?

10. The Policy has been consulted upon at the Joint Consultative Working Group and recommended for adoption by them.

Financial and resource implications

11. None.

Risk management implications

12. No risks have been identified.

Legal/Policy implications

13. None.

Documents attached

Appendix 1 - Joint Working with Cancer & Critical Illness Policy 2012

Background papers

None.