

Carers and Employment

Definition of a carer?

A carer is anyone who cares, unpaid, for a friend or family member who due to illness, disability, a mental health problem or an addiction cannot cope without their support.

Why support carers at work?

Reduced loss of talent and increased business productivity

If carers were supported to remain in work there may be less unwanted labour market turnover, with additional benefits to businesses able to maintain the working hours and productivity of employees with caring responsibilities. In 2006, one major utility company reported savings of more than £1 million per year as a result of retaining carers through workplace support. (Ref Sheffield Hallam University report for Carers UK – Benefit of supporting Working Carers 2006)

Businesses will individually benefit in other ways from developing a workplace culture that is supportive and understanding of people's individual needs for flexibility due to caring. Policies and practices should then flow from this, supporting carers, their colleagues and line managers.

Many organisations are now taking actions designed to release the benefits of an actively engaged workforce, including offering support for working carers. Securing high levels of employee engagement is now the top workforce priority for UK businesses, (Ref Supporting Working Carers – Employment Task and Finish Group report 2012 – Carers UK)

How can you support carers at work?

- Help to facilitate a carers right to Flexible Working. The Employment Rights Act 1996 changed in 2014 and carers now have a statutory right to request flexible working arrangements.
- Adopt 'Carer Friendly' policies and procedures to ensure that carers in the workplace feel supported; this will in turn generate better employee engagement.

Contact us:

Tel: 01723 850155

Email:

staff@carersresource.net

www.carersresource.net

Scarborough & Ryedale
Carers Resource

96 High Street

Snainton

YO139AJ

**We can support your
business to develop
'Carer Friendly'
policies and
procedures.**

Making minor adjustments to your working policies can result in greater employee engagement, less unauthorised absence and enable you to retain skilled staff.

We can offer advice and support; enabling you to better support carers in the workplace.

Contact us for free, impartial advice.

To request a full and comprehensive factsheet please use any of the contact methods above.