

Supporting carers in their workplace

Last updated October 2012

What is a carer?

Carers provide regular, unpaid help to someone close to them due to frailty, physical or mental illness, addiction or disability.

Many people do not recognise themselves as carers. In the UK, 12% of the adult population are carers. Becoming a carer can happen to anyone.

Carers in the workplace

- 1 in 8 workers in the UK combine paid work with unpaid care.
- Every year around 30% of carers are new to caring and many will be juggling paid work and care.
- 1 in 5 people give up work to care.

Why support carers?

- It makes good business sense to retain staff.
- It can lead to reduced rates of employee sick leave and stress levels.
- Adopting a carer friendly approach can improve staff morale for the whole workforce

The business case for supporting carers in the workforce:

- The peak age for caring is 45-64 when many employees are a valuable asset and may be in senior positions
- Unsupported carers are more likely to give up work.

York Carers Centre

 01904 715490

 enquiries@yorkcarerscentre.co.uk

 www.yorkcarerscentre.co.uk

City of York Council

 01904 555111

 adult.socialcare@york.gov.uk

 www.york.gov.uk/health/carers

- Turnover costs are estimated to be an average of £6,000 per employee.

Employers who support their employees to combine work and care have reported business benefits all round: **retention, resilience and results!**

What can you do to support carers in your workforce?

- Know who the carers in your workforce are.
- Ensure you have the right information to signpost carers to sources of support.
- Offer flexible working arrangements where possible.
- Communicate your support for carers throughout the organisation.
- Create an atmosphere that values everyone and respects employees' lives outside work

To find out more about supporting carers in the workforce, visit:

www.employersforcarers.org (organisation employers can join for support)



www.carersuk.org (see 'Who Cares Wins' paper – research by Carers UK and Sheffield Hallam University)

www.workingfamilies.org.uk (organisation helping families to achieve work-life balance)




www.skillsforcare.org.uk (organisation helping social care employers to support their workforce)

For further information, including staff training, please contact York Carers Centre or City of York Council on the details below:

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