

# Top tips on **caring and working**

University of Liverpool

Katherine Wilson

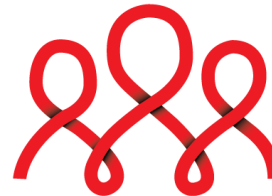
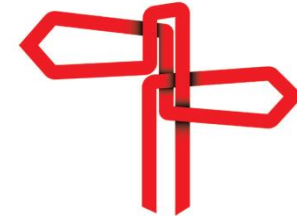
Employers for Carers, Carers UK





# Objectives

- Gaining information on what it means to be a working **carer**
- Understanding your **rights** as a carer
- Finding **information** and **support**
- Identifying **options** to help you combine work and care



## Every day 6,000 people become carers

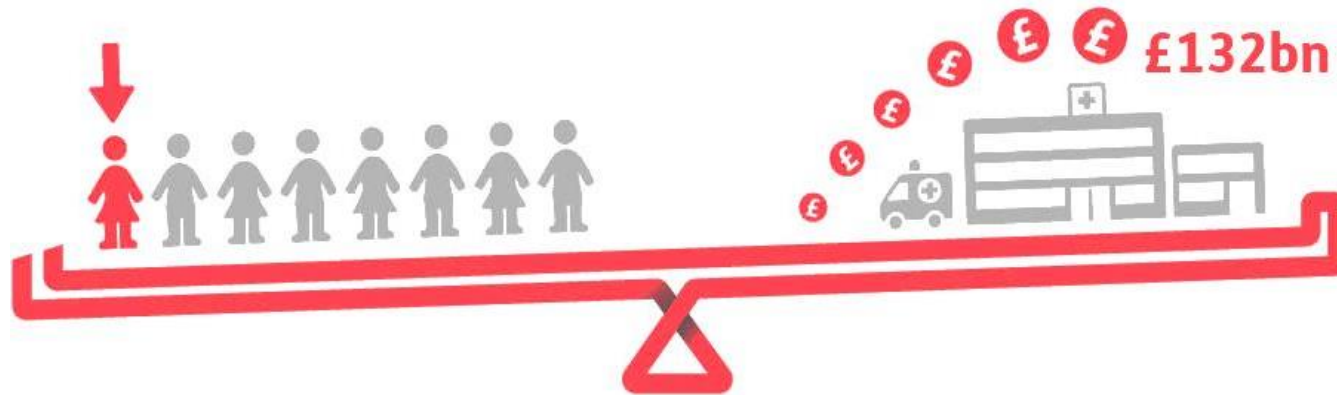
Carers look after loved ones who are older, disabled or seriously ill.

Caring can affect anyone, at any age, at any time and can last a lifetime.

Carers UK aims to make sure **no one** has to care alone.



There are **6.5 million carers**  
in the UK today. That's 1 in 8 adults.



This **unpaid** care saves the state £132 billion a year.

There will be **9 million carers** in the UK by 2037

**3 million carers** combine paid work with care.

That's 1 in 9 people in any workplace.



## Impacts of caring



- Over 2m people have **given up work** to care
- 3m carers have **reduced their working hours**

## Why?

- Lack of understanding/flexibility in **workplace**
- **Stigma** (*perceived lack of commitment*)
- Lack of suitable and accessible **care services**
- **Stress** (*juggling work and care if unsupported*)





## Workplace legal rights for carers

- Right to **time off in emergencies** to care for dependants
- Right to request **flexible working**
- **Parental leave** and Shared parental leave (April 2015)
- Right not to be **discriminated against** or **harassed** because of association with disability or age (Equality Act 2010)



# What helps in the workplace?

- **Preparation:** what would help at work?  
- *Who can I speak to?*
- **Policies:** what support is available?  
- *Flexible working? Leave?*
- **Practical help:** what support is available?  
- *Health and wellbeing scheme?*  
- *Employee benefits?*  
- *E-learning tools and digital resources?*
- **Peer support:** other colleagues who are carers?  
- *Staff carers network(s)?*
- **Promotion:** awareness raising events?  
- *Carers Week and Carers Rights Day*





## Employers for Carers: Carers UK's business forum

Informed by Business

Supported by the specialist knowledge of Carers UK

Over 100 members; representing 1.25m employees

- **Supports** employers to develop carer friendly workplaces
- **Promotes** the business benefits of supporting carers
- **Influences** employment policy and practice
- **Maintains** a Leadership Group committed to working with Government

# What employees/carers can do

- Be as **open** as you feel able about your caring situation to enable your manager to provide support
- Where possible give your manager **advance notice** of leave requests
- Appreciate that you are **part of a team** and that your actions may impact on colleagues

(Accept that you may have to **compromise** if your request cannot be accommodated)

- **Look after yourself** and **take up support** available



# Legal rights for carers







## Care Act 2014

- England only, **adults caring for adults**
- Direct **rights to services and support** (including advice)
- Includes people who pay for their own support

## Children and Families Act 2014

- Inserts new section in Children's Act 1989:  
**parent carers** needs assessments
- Councils must take reasonable steps to identify  
**young carers** and their need for support

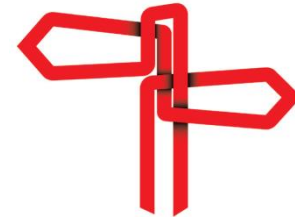
## What helps outside the workplace?

- **Friends** and **family** 
- **National** advice and information (e.g. Carers UK) 
- **Local** condition-specific networks (e.g. for stroke, dementia, etc)
- Local council **needs assessments** and **carers assessments**
- **Financial** information and help 
- **Technologies** and **equipment**
- **Breaks** and alternative care
- **Health** information and help 



## Practical steps

- Ask **family and friends** to help out
- Contact the **local council** for an **assessment** (for the person you are caring for and you as a carer)
- Find out what **local services** are available:
  - Local Council, voluntary/community services and care agencies
- Consider **options** on:
  - Location (e.g., residential or home care) and
  - Timing (long or short term, including getting a break)



**Tip:** You can **search for care providers** through the *Which? Care Services Directory* and *Care Quality Commission*

[www.carersuk.org](http://www.carersuk.org)



**Financial support**



**Practical support**



**Health**



**Work & career**



**Your relationships**



**Our products**



**Get support**



**Get resources**



**Talk to us**



# Financial information and support

- **Help with benefits:**

- Carer's Allowance
- Personal Independence Payment (PIP)
- Disability Living Allowance (DLA)
- Attendance Allowance (AA)
- Benefits for carers of working age/carers of pension age
- Benefit cap
- Housing benefit
- Bedroom Tax
- Challenging a benefit decision
- Tax Credits and Child Benefits
- Work focused interviews/Work related activity



## Financial information and support

- **Help with health costs**

- Free NHS benefits
- NHS Low Income Scheme



- **Help with household finances**

- Fuel costs
- Council tax/Rate relief
- TV Licence
- Grants and schemes



- **Managing someone's affairs**

- Appointees, Third party mandate, Power of Attorney

- **Help with your pension**




MENU VIDEOS

About Me 01 | 43

About Me:  
building resilience for caring

- Finding information
- Building networks of support



carersUK



MENU RESOURCES

What is good nutrition? 04 | 29

Click on the Eatwell plate below:



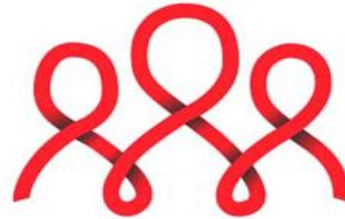
35% Fruit and vegetables



## Carers UK is here to make life better for carers



**We give expert advice,**  
information and support



**We connect carers so**  
no-one has to care alone



**We campaign together**  
for lasting change



**We innovate** to find new  
ways to reach and  
support carers



## Top ten tips for carers

- Step 1: **Remember** you're a carer!
- Step 2: Include your **family and friends**
- Step 3: Tell your **GP**
- Step 4: Tell your **local council** social services department
- Step 5: Tell people at **work**
- Step 6: Claim your **rights** and **entitlements**
- Step 7: Find your nearest carers **network/support group**
- Step 8: Look after **yourself**
- Step 9: Think about the **future**
- Step 10: Connect with **Carers UK**





## Employers for Carers

[employersforcarers.org](http://employersforcarers.org)

0207 378 4956

[employers@carersuk.org](mailto:employers@carersuk.org)



## Carers UK

[carersuk.org](http://carersuk.org)

[info@carersuk.org](mailto:info@carersuk.org)

[advice@carersuk.org](mailto:advice@carersuk.org)

