

**If you care,
we care.**

Half of carers work alongside caring and many struggle to juggle work with care. Without the right support, the strain of caring and working can force carers to reduce their working hours or leave employment altogether.

'When there is a lack of flexibility at work it can lead to stress and anxiety, absence, tiredness, isolation and loneliness'
Carers UK and Employers for Carers 2015

A win-win for employers

'Stress related absence has been reduced by 26% through flexible working alone'

'The average increase in productivity for flexible workers is 21% – worth at least £5-6 million on the company bottom line'

'Retaining carers through support or special leave arrangements represents a saving to the company of about £1 million a year'

'The cost of recruiting is incomparable to the cost of 2-3 days emergency leave'

A win-win for working carers

'I personally go that extra mile for them because I appreciate what they are doing for me'

'I think management realise that they are getting better production from us...we all work better when we are here'

'It makes for a happier workforce and... people can come to work with an easy mind'
Carers UK Who Cares Wins Report 2006

How can I find out more?

Tel: 0117 958 9985

Email: employment@carerssupportcentre.org.uk

www.carerssupportcentre.org.uk/employment

You can also follow us on Twitter and Facebook.
See our website for links.



Carers in paid employment

This is a partnership project between Carers Support Centre (Bristol & South Gloucestershire) and South Gloucestershire Council. It is one of nine pilot sites in England receiving funding from the Department of Health, Government Equalities Office and the Department for Work and Pensions. It aims to develop support for carers in paid employment.

Carers Support Centre provides services for carers of all ages. This includes a confidential telephone support line, carers emergency card, one-to-one support and carers' groups, activities for carers to take some time out, short breaks and training.



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Carers Support Centre
Bristol & South Gloucestershire



**South Gloucestershire
Council**

Helping employees balance work and care



Why does this affect you as an employer?

Current legislation gives carers rights to request flexible working and time off to manage working and caring better. Supporting employees with caring responsibilities is becoming a more critical social issue.



- 1 in 5 carers leave or turn down a job because of their caring responsibilities
- 90% of working carers are aged 30+ with the peak age for caring being between 45 and 64 – many of these employees will have gained valuable skills and experience
- At any one time, 1 in 9 of your workforce will be caring for someone who is ill, frail or has a disability
- In South Gloucestershire there are over 27,000 carers; 58% of whom are in paid employment
- The number of carers in the UK is set to rise from 6 million to 9 million over the next 30 years

What is a 'carer'?

A carer is someone who provides support to family or friends who could not manage without this help. This could be caring for a relative, partner or friend who is ill, frail, disabled or has mental health or substance misuse problems. All the care they give is unpaid.



What are the benefits of supporting working carers better?

- Lower staff turnover and retention of valued, skilled, experienced staff
- Reduced recruitment and training costs – losing experienced staff increases costs as skilling up new staff takes time and can cause business interruption
- Lower absence rates
- Greater productivity and continuity due to higher staff morale, commitment and motivation
- Competitive advantage – carer friendly policies and working practices make it easier to attract people with specialist skills



How we can help you?

We want to work with you to help carers stay in work. We can:

- Help you identify carers in your workplace and develop 'carer-friendly' policies and working practices
- Provide training, information and advice to you and your employees, so they feel better equipped in their caring role
- Help set up staff carer networks and groups
- Trial new technology to support carers in their caring role and provide peace of mind whilst at work
- Set up networking events, so good practice can be shared across organisations
- Set up an accreditation scheme with you, so you can promote the support you provide to carers