

**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



Do you juggle work and caring?





Are you a carer?

If you provide support to a family member or friend who could not manage without this help, you are an 'unpaid carer'. You may not think of yourself in this way – you just get on with it, doing what anyone else would in the same situation.

We want to help you to stay in work

- 1 in 5 carers leave or turn down a job because of caring responsibilities
- 1 in 9 of an employer's workforce is 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

Your rights?

Current legislation gives you rights to request flexible working and time off to manage working and caring better. This might include:

- Flexible start and finish times
- Compressed, staggered, reduced or annualised hours
- Term time, part time or home working
- Access to a phone, the internet or a reserved parking space close to our place of work
- Carers/emergency leave

We can help you by

- Explaining your employment rights and options
- Helping you to negotiate flexible working arrangements with your employer
- Providing you with information, advice and signposting to help you remain in employment and to support you with your caring role
- Trialling new technology and initiatives with you to support you in your caring role and providing peace of mind whilst at work