



# CARING WORKSHOP

LINDA EADES



## Learning Outcomes

- To be able to identify self or others who may be carers
- To explore the challenges faced by carers both in the workplace and at home
- To explore the support available to help carers and the people they care for
- To gain a greater understanding of the support available through The Charity for Civil Servants

Our vision is a lifelong  
community of people  
offering effective support  
for each other when life  
takes a turn for the worse.

# Are you a carer?

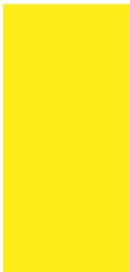


If you provide unpaid support to a relative, partner or friend who is ill, frail or disabled or has mental health or substance abuse problems, you are a carer



# What are the challenges faced by carers?

- Impact on own health
- Being able to manage work and caring responsibilities
- Impact on relationships
- Financial demands
- Differing challenges depending on who you are caring for



# Health

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- Carers often report high levels of stress and depression
  - Carers may neglect their own health due to lack of time to attend appointments, etc.
  - A lack of sleep on a regular basis can lead to health problems
  - Back pain and other injuries due to the physical demands of caring
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# Employment

- Disturbed nights can lead to late arrival or lack of concentration or productivity in work
- Hospital appointments are very often Mon-Fri 9-5 and can lead to the carer having to take time off work
- First point of contact for an emergency situation. Is the carer contactable when in work?
- Liaising with health and social care professionals to arrange care and support
- Colleagues may be unaware of circumstances



# Employment

## Statutory Rights

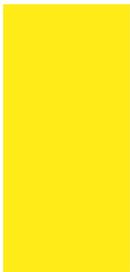
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- Right to request flexible working
  - Time off in emergencies
  - The right to parental leave

## Additional Support

- Carers' Leave (paid or unpaid)
  - Time off to accompany the person you are looking after to appointments (paid or unpaid)
  - Carers' Support Group or Carers' Contact
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# Relationships

- Caring can place a big strain on relationships
- Family and friends may lose contact leaving the carer feeling isolated and resentful
- Changing roles
- Making time



## Financial Implications

- Loss of income
- Additional transport/fuel/parking costs to attend appointments, etc.
- Aids and adaptations
- Care costs
- Higher gas and electricity bills

# Carers' Assessments

- Available through your Local Authority, GP, Community Care Team or Social Worker
- A way of identifying your needs as a carer
- The person you are caring for does not need to be receiving care services
- You may be eligible for support.
- Services may be provided to the person you care for

# What a Carer's Assessment covers

## Examples of help that could be directly available to carers

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- help with transport costs, such as taxi fares or driving lessons
  - costs for a car where transport was crucial, such as repairs and insurance
  - technology to support you, such as a mobile phone, computer where it is not possible to access computer services elsewhere
  - help with housework or gardening
  - help to relieve stress, improve health and promote wellbeing such as gym membership
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# Carer's Assessments

## Examples of help that could be available directly to the cared for

- changes to their home to make it more suitable
- equipment such as a hoist or grab rail
- a care worker to help provide personal care at home
- a temporary stay in residential care/respice care
- meals delivered to their home
- a place at a day centre
- assistance with travel, for example to get to a day centre
- laundry services
- replacement care so you can have a break



## Register with your GP

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- Make your GP aware of your caring responsibilities so that they are aware when diagnosing, prescribing or planning treatments
  - Some GP surgeries are working towards becoming more carer friendly by offering more flexibility around appointments or home visits for carers
  - GPs can assist with referrals to Social Services and Occupational Therapy who provide a range of services
  - Free flu jabs for carers
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# What is a Carer's Passport?

The Carer's Passport aims to help serving civil servants with onerous caring responsibilities by assessing their needs as a carer and how this may be impacting them at work, in terms of performance, attendance and efficiency.

The idea is that their responsibilities are outlined to their manager, in the form of the Carer's Passport. This document highlights special arrangements that the individual may benefit from as a result of their caring responsibilities.

- It outlines the caring responsibilities a working carer may have
- Opens up dialogue and communication
- Looks at identifying agreeable solutions between the employer and employee
- The document is transferable



# How carers can be supported in the workplace

## **Reasonable adjustments examples:**

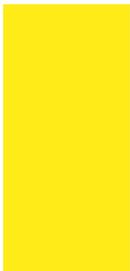
- Annualised hours
- Compressed hours
- Shift swapping
- Staggered hours
- Temporary reduction in hours
- Able to use mobile phones during working hours
- Access to a private area for phone calls
- Unpaid carer's breaks with a right to return
- Flexible working
- Special Leave

## Ways we support carers

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- Care options (long and short-term)
  - Carer's wellbeing
  - Financial assistance
  - Accessing support from Social Services and Carers' Centres
  - Transport
  - Getting a break from caring
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# Carer's Statement

- A communication tool for use with GPs, Health and Social Care Professionals and Carers' Organisations
- Provides details of the caring responsibilities and the impact this is having on the carer in order to enable the carer to access support and advice
- Avoids the need for the carer to continually repeat themselves
- Available to serving, former or retired civil servants and their informal carers



# Emergency Plan

- The Carers' Emergency Plan enables individuals to consider what would happen to the person they care for, and how they would be supported, if the carer were to experience an emergency or were taken ill which means they are unable to care
- An Emergency Plan is a safe way to hold essential information about the carer, the person cared for, what their care needs are and who needs to be informed if something goes wrong
- Local carers' support organisations can provide Emergency Plans
- The Charity is developing a downloadable document for individuals to complete, but assistance could be given on request

# Information and Advice

- If you are new to caring and are not sure where to start our Charity can provide you with information and advice
- Passports and Statements will come with information specific to your circumstances
- Signposting to other organisations
- Advice on grants that may be available from other funds or charities, e.g. MS Society, Macmillan and other occupational charities

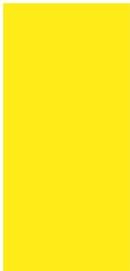


# Wellbeing Support

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- A supportive conversation
  - Assistance when deciding where to go for the best advice, information and practical help
  - A route to specialist charities and services where appropriate
  - Help for managers in supporting those who need it
  - Working with: Anxiety UK, Bipolar UK, The National Autistic Society and Aware NI
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# Relationships

- Access to information, advice & guidance
- Providing Live Chat with Relate counsellors



# Financial Assistance

- 
- Financial support to individuals
  - Support or referral for contacting other charities
  - Advice and guidance
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## What do we offer for individuals?

Assistance when deciding where to go for the best advice, information & practical help

A route to specialist charities and services where appropriate

Help for managers in supporting those who need it

Partner organisations:

Anxiety UK

Relate / Relate NI / Relationships Scotland

Law Express

## We do not offer:

Mental health treatment, counsellors, medication advice  
or interventions  
Guaranteed solutions to all problems  
Replacement services

Find out more about how we can help  
and ways to get involved...

[www.foryoubyyou.org.uk](http://www.foryoubyyou.org.uk)

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