

The Caring Journey

- Employees may become carers at any time.
- Employers can encourage staff and managers to prepare for 'what if'.

- Supporting those employees who may have had a crisis/emergency and have become a carer suddenly.
- Supporting those who may have been caring but have only just identified themselves as a carer.



Pre-caring

New to caring

Some working carers may experience major transitions during their caring journey:

- Hospital discharge and in-patient admission
- Major treatment intervention
- Large or significant health events e.g. a fall, relapse, accident
- Moving from one home to another e.g. to assisted living
- Family matters e.g. family moving away, having a child.



- Supporting those with an ongoing caring responsibility.
- This may involve caring for someone at home or at a distance.

Already caring

- Supporting employees who are caring for someone with a terminal illness where caring is coming to an end.

Without sufficient support for transitions throughout the caring journey, a carer may be at risk of significant work changes, including sickness, time off, reduced working hours or leaving work altogether.

Caring coming to an end

After caring



- Supporting those employees dealing with bereavement.
- Supporting employees who would like to return to work.