

Carer's Leave Act 2023

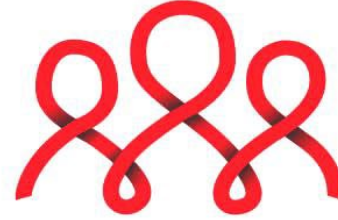
Implementing the new Act

Employers for Carers,
Carers UK

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



Objectives

- **Why?** Understand **context** for the Act
- **What?** Discuss **changes** introduced under the Act
- **How?** Share practical **tips** on implementing the Act

About carers in the workplace



Who are carers?

- **Carers** look after loved ones who are **older, disabled** or **ill**
- Every day **12,000 people** in the UK become carers
- It takes an average of **two years** to self-identify as a **carer**



How likely are we to become carers?

- **Two thirds of adults** are expected to care in their lifetime
- **Women** have a **50:50 chance** of caring by age **46**
- **Men** have a **50:50 chance** of caring by age **57**



About working carers

- 1 in 7 employees in any workplace is a carer
- Carers are twice as likely to suffer from stress
- 600 carers a day give up work to care



Carers' priorities for support

- **Understanding** and recognition from employer / manager
- **Flexibility** including **flexible leave** arrangements
- **Information** including signposting to practical support

About the Carer's Leave Act



Legal rights for carers at work

- Right to **time off in emergencies** to care for **dependants**
- **Parental leave** (and shared parental leave)
- Right not to be **discriminated against** or **harassed**
- Right to request **flexible working**
- **New right to take up to a week's unpaid leave to care - Carer's Leave Act 2023**



About the Carer's Leave Act 2023

- New entitlement to unpaid Carer's Leave “to provide or arrange care for a dependant with a long-term care need”
- Applies to England, Scotland and Wales
- Comes into force on 6 April 2024



Definitions in the Act

- **Dependant** - aligns with statutory right to time off for dependants
- **Long term care need** – covers a dependant who:
 - has an illness or injury requiring care for more than 3 months
 - has a disability
 - or requires care because of old age

The main framework is in the Regulations ...



What is 'providing or arranging care'?

- Covers a **wide range** of caring situations
- **Personal care** or **other support** such as arranging visits with health professionals, accompanying someone to an appointment
- **Arranging care for the future**



How should the leave be taken?

- “At least **a week’s leave** during any period of **12 months**“ (pro-rated)
- Can be taken **flexibly**, as **half, or full days**, up to a block of one week
- Covers all eligible employees from their **first day of employment**



What notice or evidence is required?

- **Notice period** is a similar process to annual leave
- **No evidence** is needed to support a request for leave
- Employees will need to **self-certify** that they are caring



How should employers respond?

- Employers **cannot refuse** an employee's request
- However, they can **postpone** if they **'reasonably consider that the operation of their business would be unduly disrupted'**
- If postponed, a new date must be agreed and take place **within one month**



Employment terms and conditions

- Employees will be entitled to the benefits of their **terms and conditions of employment**
- This does **not** include **remuneration** (wages or salary)
- Employees will also be entitled to **return from leave** to their job



Employment protections

- Same **employment protections** as with other family related leave
- Protection from any **detriment** because of taking Carer's Leave
- Protection from **unfair dismissal** and redundancy



How will Carer's Leave interact with other leave?

- Carer's Leave is for planned commitments - **unforeseen** caring situations are covered by the **statutory right to time off for dependants in emergencies**
- Carer's Leave is also separate to **parental leave rights**
- Carer's Leave may also be **enhanced** by employers

Practical tips on implementing the Act



Review and update your leave provisions

- Check whether you have a workplace **definition** of caring or carers
- Check whether you currently offer **leave** that may be relevant for carers, such as special leave
- If you **DON'T** already provide leave for carers (for planned caring situations) you will need to **introduce this**



Help carers to identify themselves

- **Promotion** campaigns within the organisation
- **Awareness** raising through team meetings
- **Support** and listening ear of line managers in 1-2-1s



Review your wider workplace support

- Flexible working arrangements
- Staff network or support group
- Practical support from a health and wellbeing scheme
- Signposting carers to external sources of support
- Workplace adjustments support / workplace passport



Start the conversation in your workplace!

- Encourage this organisation-wide and at 1-2-1s
- Help employees to feel **comfortable** talking about caring
- Equip managers to feel confident about discussing **options for support**



What managers can do

- **Be approachable** and start the conversation
- **Be informative** and promote workplace support
- **Be responsive** rather than reactive, and reflect



What employees can do

- **Have the conversation** - be as open as you feel able about your situation
- **Give and take** - where possible to plan, give advance notice of leave or flexible working requests
- **Look after yourself** and take up support available



Summary: What helps?

- Preparation
- Policy and guidance
- Practical support
- Peer support
- Promoting support



Business benefits

- Improved **recruitment**
- Improved **retention**
- Improved **resilience**
- Improved **results**



What next?

- Government guidance has been published on [gov.uk](https://www.gov.uk)
- Implementation date – 6 April 2024

Carers UK will be:

- Providing more updates for our networks on progress
- Developing information and advice resources for **carers** and **employers**



Contact:

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Carers UK has made every effort to ensure that this information is correct, but it is not an authoritative statement of the law