

Carer Friendly Employer

Resource sheet

Who is a carer?

A carer is any individual who provides unpaid care and support to family members and friends who are living with a disability, mental health condition, chronic or terminal illness, an alcohol or other drug dependency or who is frail aged. For further details see the [Carers Recognition Act 2010](#).

Some people become carers gradually, as they start providing more and more help over time to someone whose health or ability declines. Other people become carers suddenly, such as when a family member or friend has a major accident or health crisis.

Carers Inclusion

Did you know that 70% of all working age carers are employed? Some estimates suggest that replacing a competent staff member can equal nearly a year of that employee's salary and with 42% of employed carers holding managerial or professional roles, these replacement costs may be much higher.

Caring will affect every employee at some stage. They are either caring now, will care for someone in the future or will require care themselves at some point. As an employer, you may not know who among your staff has caring responsibilities. Each carer will have different needs but the support they may require from an employer will often come down to flexible workplace provisions.

Flexible Work

Under the National Employment Standards, carers have the right to request flexible working arrangements if they have had 12 months of continuous employment with the same employer. Detailed information about who is eligible and the process is available through the [Fair Work website](#).

Flexible options may include:

- Changes to hours of work such as a reduction in hours or changes to start and finish times.
- Changes to patterns of work, such as 'split- shifts' or job-sharing arrangements.
- Changes to the location of work, such as the ability to work from home.

Implementation of carer friendly provisions fosters more positive relationships between employees and their employer.

Carer's Leave

It is important for employers to promote carer's leave entitlements so that carers are aware of what their options are. The [National Employment Standards](#) include both [paid](#) and [unpaid](#) leave entitlements.



Carers WA

www.carerswa.asn.au



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Support Services

Carers WA is a non-profit community based organisation that aims to enhance and promote carers health and wellbeing by focusing on the emotional and social support needs of unpaid family carers in Western Australia.

In partnership with Carer Gateway, Carers WA can provide a variety of free supports and services for carers to help them through the caring journey. Below is a list of supports carers can access:

- Counselling and facilitated coaching
- Carer planning and financial support
- Access to respite care and retreats
- In-person peer and social support
- Young carer specific support for ages 8-25 years

Contact Us

For additional resources or to register your interest to become a Carer Friendly Employer please contact us.



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Creating carer friendly workplaces by incorporating recognition and support for employees with caring responsibilities does not need to be expensive or represent a major change to how an organisation operates.

The benefits are:

- Endorsement as a Carer Friendly Employer
- Attraction and retention of staff
- Building a resilient workforce
- Reduction of recruitment and training costs
- Improved staff morale and engagement
- Reduced employee stress and absenteeism
- Increased productivity and improved service delivery



Employees are more likely to become carers between ages 45-64.



1 in 9 Australians are family carers



Carers WA