

Carers in your
Workforce Matter

9. Notes and action planning



Below is space for you to consider and plan what you may do to support carers in your workforce. To help you, we have offered a number of 'starting questions' as a guide of areas to consider.

Does my organisation have carers employed within it? Will this number be likely to rise in the future and if so, why?

Have I made assumptions about who these might be and why?

Do I know who the carers are in my workforce? Do the relevant people in my organisation know who is combining caring and work?

**Do the the staff in my organisation have sufficient knowledge of what a carer is and what this might mean to be able to identify them and support them well?
Do some/all staff need training in this area
(see www.skillsforcare.org.uk/carers for free resources to do this).**

**Have we got a range of supportive measures in place to support working carers?
Are they used? Are they sufficient?**



Have we got a system for identifying carers? Whose responsibility is this? What difference does it make once we know?

[Empty response box]

Do I know if people have reduced their hours or retired early due to their caring responsibilities?

[Empty response box]

Do I know if people have left my workforce due to their caring responsibilities?

[Empty response box]

Is there monitoring in place to measure the effectiveness of the support offered for carers?

[Empty response box]

Action plan

Below is an action planning table that is based on the organisational approach described in 'How can I retain the skills of my employees who are carers?'

Use it to help you plan in detail your next steps and monitor your progress.

	Recruitment and marketing	Organisational policies	Assessment of individual need	Ongoing support	Learning and development support	Evaluation of carer support offered
I will....						
To do this, I will involve...						
The outcome will be...						
We will measure it's impact by...						

Skills for Care

West Gate
Grace Street
Leeds
LS1 2RP

Telephone 0113 245 1716
www.skillsforcare.org.uk

© Skills for Care 2012