

**Carers in your
Workforce Matter**

7. How do I know
if changes have
had an impact on
working carers?



You will want to know that changes you have introduced have made a positive impact on your workforce.

There are many ways of achieving this but here are some suggestions:

- Employee satisfaction survey – through this approach, you can ask working carers whether they feel more supported by any changes you have made. You could also ask them whether their improved satisfaction would make them stay with your organisation for longer or work harder?
- Using supervision and appraisal – appraisal can be used to ask about the impact of changes on an individual level or an organisational level. Supervision is a good moment to ask if changes brought in have helped.
- Monitoring sickness rates – we know that those with heavy caring responsibilities are two to three times more likely than workers without caring responsibilities to be in poor health. If unsupported, we also know that carers often end up resorting to taking time off sick or using up their annual leave to care and then becoming ill. Therefore, measuring sickness rates could prove to be a way of measuring the impact of changes.
- Recruitment practices – by advertising that you are a flexible, ‘carer friendly’ employer, you may find that you attract more of a different type of person. Carers can bring considerable skills into an organisation and will be motivated to perform well if supported in their caring responsibilities. Consider asking those recruited whether your status as a ‘carer friendly’ employer affected their decision to work for you?





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