



# Employers for Carers

## How we can support you

Employers for Carers (EfC) is a subscription membership that offers guidance to employers to implement carer confident work practice. The objective is to give you a toolkit so you can support your employees, who are carers, so that their skills and experience can be retained within your business.

## Who are we and what do we do?

EfC's mission is to show the benefits of retaining carers in your workforce by adopting practices in order to better support carers. We provide employers with the tools they need to enable employees to manage their work commitments.

### Did you know?

**1 in 7** of all employees in Wales juggle work and care for loved ones, this equates to **223,000** workers with caring responsibilities. The most likely people to have caring responsibilities are aged between 45 and 64 - the prime working years when people are at their most skilled.

Without support, **22%** of employees with care responsibilities will **reduce** their hours or **give up** work.

**We can help you retain them.**

## Become a member of EfC Wales

Join us today for 'hands on' practical advice and support from the EfC team who have over 15 years' experience in the field of carers and employment. We can help you with:

- Raising awareness of caring and caring issues in the workplace.
- Reviewing and 'carer proofing' current policies and practice.
- Identifying and engaging with carers in the workplace.
- Developing, supporting and managing staff carer networks.
- Training and supporting line managers to implement carer friendly policies.
- Signposting employees to sources of workplace and external support.

## Members receive the following benefits:

- **Access to our online members' platform, EfC Digital**, containing guides, e-Learning, best practice examples, templates, sample policies and case studies; designed to help build your strategy around supporting working carers. The platform is co-branded to reflect your corporate identity. The platform has also been translated into the Welsh language.
- **An initial consultation/diagnostic session** - used to identify where we can best work with you to build upon your existing employee support or to look at a particular issue of relevance to you.
- **In-house 'lunch and learn' or training sessions** tailored to meet individual requirements. (Further sessions can be arranged).
- **Direct support from the EfC Wales Hub for Wales based organisations** or organisations with a Welsh presence/regional office.
- **Invitations to Members Networking Events** each focusing on a specific area of interest (approximately four per year).

## Business Benefits of becoming an EfC Member

Employers need to support working carers. Far from compromising business objectives, research shows that using a flexible working approach achieves impressive business results.

This flexible approach:

- Attracts and retains staff
- Reduces stress
- Reduces recruitment and training costs
- Increases resilience and productivity
- Reduces sick leave
- Improves service delivery
- Produces cost savings
- Improves people management
- Increased staff morale



Organisations that have introduced flexible working and special leave arrangements for carers have judged them a success. Their message is – it makes business sense to care for carers.

Join a network of over 220 forward thinking employers who recognise the business benefits of supporting working carers.

### Carer Confident - The Employers for Carers benchmarking scheme

Building a supportive workplace for all staff – including the growing numbers who are, or will become carers - is both good employment practice and good business sense.

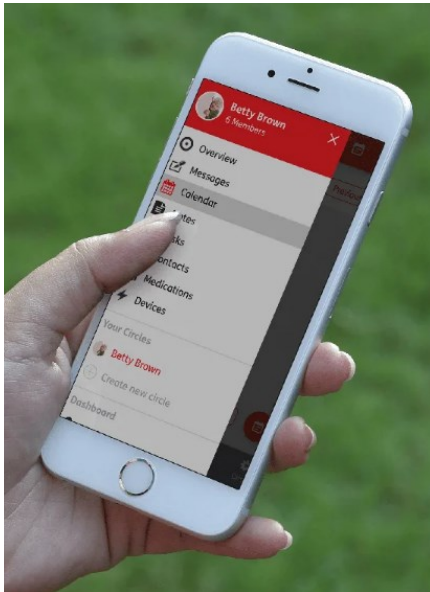


The **Carer Confident** benchmarking scheme assists employers to build a supportive and inclusive workplace for staff who are, or will become, carers and to make the most of the talents that carers can bring to the workplace.

**Carer Confident** also seeks to recognise employers who achieve this, and to inspire others to follow suit.

The certificate of achievement will be presented to employers who have demonstrated that they have built an inclusive workplace where carers are recognised, respected and supported.

**Carer Confident** employers recognise the importance of retaining valued members of staff, reducing absence and unnecessary recruitment costs, and increasing staff resilience, engagement and productivity.



## Jointly App

Jointly is a mobile and online application created by carers for carers. It is designed to make caring a little easier, less stressful and more organised.

It combines group messaging with other useful features including to-do and medication lists, calendar and more! Use it with others or on your own.

Carers can download individually or an organisation can pay for a subscription and provide this as an Employee Benefit.

Features of the Jointly app include:

- Profile - store useful information about the person you care for.
- Messaging - Communicate with everyone in your jointly circle.
- Medication - Keep track of current and past medications.
- Calendar - Create date and time specific events.

## Pricing

The cost of membership is bespoke to each organisation and depends on a number of factors, such as employee numbers and company sectors. There are also significant discounts available when you subscribe to a combination of products.

## For more information

Please visit [www.employersforcarers.org](http://www.employersforcarers.org). Email [employers@carerswales.org](mailto:employers@carerswales.org) or telephone 029 2081 1370.



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