



# Carers in the Workplace

SCC as an Employer



# What support is available now

- **Flexible working in most areas of the Council**
- **Increasing home working**
- **Right to request flexible work patterns open to all staff**
- **Paid leave in an emergency for those with caring responsibilities**
- **Extended leave allowing periods of unpaid leave**
- **Employee Assistance Programme**

# Flexible Working

## **‘The Way We Work’ Project (Support Work Life Balance)**

- **Flexible working scheme – work anytime between 6.30am – 9.30pm – allows up to 4 breaks in a day giving employees more control over their working day (operationally permitting).**
- **IT in place to work anywhere enabling home working.**

**Request flexible work pattern such as part-time, job share, consolidated hours etc – open to all staff (above legal requirement)**

# Leave

- **Paid for leave for up to 6 days in an emergency for caring responsibilities.**
- **Accrue and use flexi leave (most areas of SCC)**
- **Extended leave - unpaid leave for up to 13 weeks – priority given to requests from carers**

# Wellbeing

- **Employee Assistance Programme (EAP) Provided by Health Assured**
- **Guidance on website for Carers**
- **Confidential Counselling**
- **Legal and financial advice**
- **Bereavement and loss support**
- **Wellbeing guidance available to all staff on Staff Stuff**
- **Access to Mental Health First Aiders**

# Questions?