

ANGUS COUNCIL

Policy and Resources Committee – 1 MAY 2018

Carers Policy and Guidance

**REPORT BY SHARON FAULKNER, HEAD OF HR, DIGITAL ENABLEMENT &
BUSINESS SUPPORT**

ABSTRACT

This report advises the introduction of a new policy and guidance for employees who have caring responsibilities.

1. RECOMMENDATION(S)

It is recommended that Committee approves this new policy and guidance.

2. ALIGNMENT TO THE ANGUS LOCAL OUTCOMES IMPROVEMENT PLAN/CORPORATE PLAN

This policy and guidance aligns itself to the Angus Local Outcomes Improvement Plan 2017-2030 in the following areas:

Economy - in providing attractive employment opportunities and;
People - in providing a better opportunity for people to achieve success and improved physical, mental and emotional health and well being.

3. BACKGROUND

The Carers (Scotland) Act 2016 which came into force on 1 April 2018 states there is a requirement for each local authority to have its own information and advice service for carers which must provide information and advice on, amongst other things, emergency and future care planning, advocacy, income maximisation and carers' rights. This report contributes to the council's recent accreditation as a Carer Positive Employer in Scotland at Engaged status.

4. CURRENT POSITION

Any employees requiring advice or support in the workplace as a result of being a carer would discuss the matter with their line manager and would utilise existing HR policies and procedures.

5. PROPOSALS

This new policy and guidance provides specific support to employees who are carers and sets out the council's commitment to this. The policy and guidance were developed as a result of an action from the Carers (Scotland) Act 2016 Implementation Plan from the Angus Care Planning & Development Group.

6. FINANCIAL IMPLICATIONS

6.1 Within the Guidance, section 5 sets out Carers - Support at Work Scheme which categorises specific additional support available for identified carers who are employees of the council. The majority of these are cost neutral or contain indirect costs. The proposal to offer our employees who are carers an annual health check from the occupational health nurse would be £50 per employee.

6.2 There has been some initial engagement with carers via a focus group and staff survey and although this has been low in terms of uptake, awareness of the new policy and guidance should reassure employees and go a long way in encouraging employee engagement as we move forward in achieving Level 2 Established status of Carer Positive.

6.3 The number of employees estimated as identifying themselves as carers is 5% of the total workforce (approx. 250) although it is not expected that there would be this uptake for the annual health check. This figure has been considered alongside data from the Angus Carers Centre, Arbroath which has identified 5% of Angus households with economic activity have unpaid carers who are employed outside the home. Demographics indicate that as the ageing population increases this will also increase the age-profile of carers and we might expect this to be reflected in our workforce.

7. OTHER IMPLICATIONS

Human Resources Implications

Human Resources will provide support through the Carers Support at Work Scheme.

Human Rights Implications

There are no Human Rights implications arising from this Report.

Equalities Implications

No equalities issues are expected from this Report and an Equalities Impact Assessment is attached.

8. CONSULTATION

The Chief Executive, Strategic Directors and all Heads of Service have been consulted on the terms of this report. All unions recognised by the Council have also been consulted including Angus Teachers' unions.

NOTE: No background papers, as detailed by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information) were relied on to a material extent in preparing the above report.

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Appendices:

Carers Policy

Carers Support at Work Guidance

Equality Impact Assessment