

Information for Staff Carers within SaBP

A carer-positive employer supporting working unpaid carers in their workplace

Who is an unpaid carer?

A 'carer' is defined as anyone who provides unpaid care and support to a friend or a family member who, due to illness, disability, a mental health problem or an addiction, would not be able to cope without this care and support.

Many people do not identify themselves as carers, or wish to do so. They may see the help they give as their duty or just what is expected of them and they are happy to do what they do. Some may feel there is a stigma attached to being labelled a carer. A lot of carers find themselves looking after frail and disabled elderly relatives as well as their own children. This group is called 'sandwich carers'.

It is of course every individual's right to make this choice but not identifying as or being recognised as a carer can lead to missing out on important and helpful support which they are entitled to and also missing out on the assistance the Trust can offer.

The 2021 NHS Staff Survey revealed that 1 in 3 NHS staff provide unpaid care. It's so important that you tell your line manager about your caring responsibilities. That will enable them to provide you with the support you need.

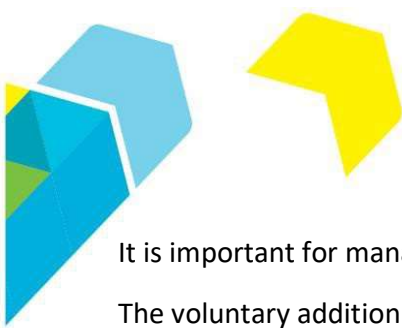
Support could include the following:

- Flexible working options
- Leave options: Unpaid, Parental and Emergency leave, which incorporates carers leave
- Your carers emergency plan
- Options to make changes to your work responsibilities (on a short-, medium- or longer-term basis)

Recording your carer status on ESR

We'd like to understand how many unpaid carers are working within the Trust and ensure that we are providing the support that they need. To add carer status directly to your ESR record login and follow these instructions:

1. ESR Homepage – In the **My Personal Information** area, click on the arrow > next to your name.
2. Click on **Update My Information**
3. Select the tab **My Wellbeing Information**
4. Select your **Unpaid carer status** and **SAVE**



It is important for managers to identify and encourage staff to record their status.

The voluntary addition of this information to your ESR will help the Trust understand the number of staff carers in our work force. Your information is confidential and only available to HR. They will only share statistics with the Experience and Participation Team. However, if you are happy to share your information with us please email carerssabp@sabp.nhs.uk. We can provide advice and guidance around support options available to you. We'd also like to set up a Staff Carer Network in the future, so it would be great to be able to identify our staff carers and share information directly with you.

Registering at your GP

It is important to register at your GP surgery. It's important for them to know you are a carer in case you are eligible for support that they can offer, such as flu or covid vaccinations. They may also be able to provide a GP Carers Break, which is a one off grant.

GP and local support services are there to support you in order to ensure that you get a carers assessment. Register as a carer with your GP for information on local services, please see the link below: <http://www.sabp.nhs.uk/advice/carers/links>

Where can I go for further/local information?

Our web page provides some information on what support we provide carers:
<https://www.sabp.nhs.uk/our-services/info-carers-families>

Carers Trust: www.carers.org

Surrey County Council: www.surreycc.gov.uk/health-and-welfare/support/financial-support/carers-support

Surrey Young Carers: www.surrey-youngcarers.org.uk

Action For Carers: www.actionforcarers.org.uk

Telephone: 0303 040 1234 Email: carerssupport@actionforcarers.org.uk

As a working carer please go to: <http://www.employersforcarers.org/>

We have a carers Lead in the Trust

In the first instance you should inform your line manager of your unpaid carer responsibilities. Jo Brittan, the Carers Lead can also offer general support and advice to staff. Contact via: carerssabp@sabp.co.uk



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