

Carers
First



Carers Rights

in Employment

Welcome to Carers Rights Day



Carers Rights Day brings UK organisations together to raise awareness and help carers access vital support.

This year's theme, "**Recognise Your Rights**," highlights the importance of understanding these rights.

The session will cover employment rights, including the Carer's Leave Act 2023, and provide guidance on Carer's Allowance, Personal Independence Payment (PIP), and Universal Credit.

Welcome & Introductions



Meet our team of experts here today to talk about and share information on carers rights for working carers. We will also talk about benefits and share information on Universal Credit, PIP and more.

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Manager**

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How many people care?



5.7m people reported being a carer in the UK in the 2021 Census



However, Carers UK estimate there are **10.6m** carers in the UK



4.3m people become a carer, every year



Broken down, this means **12,000** people become a carer every day in the UK.

Legislative Acts supporting carers rights



**Care
Act
2014**

**Equality
Act
2010**

**Employment
Rights Act
1996**

**Flexible
Working Act
2023**

**Carers
Leave Act
2023**

**Children &
Family Act
2014**



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Download your copy

Carers Checklist Know your rights as a carer

If you look after someone who needs your help because of a disability or long term ill health condition, it is important to know your rights to access support for you as well as the person you look after.



As a carer, it's important to understand your rights to access the support available to you. However, many carers are unaware of these rights, especially when facing challenging decisions that impact their role.

Our [Carers Rights Checklist](#) helps you understand and exercise your rights, ensuring both you and the person you care for receive the support you deserve.

Working Carers Statistics

600 people a day give up work due to caring



**90% of
working
carers are
aged 30+**

**8 in 10
carers are
working age**

**1 in 3 carers are
in professional
or management
roles**

**1 in 7 are
juggling
care**

**12% rise in
carers leaving
work in the
last decade.**



Right to request
flexible working
from your first day at
work

Carer's Leave Act 2023.

Right to take up to
a week's unpaid
leave to care



More legal rights for carers at work



Right to take **time off** in **emergencies** to care for dependants.



Right **not** to be **discriminated against** or harassed



Parental leave and shared parental leave.



What is a Carer Passport?



A Carer's Passport is a document that recognises your role as a carer to access specific support, benefits, and services at work and in other settings. It is usually issued by employers, local authorities, or other organisations like Carers First.

The passport may provide various benefits, such as **flexible working arrangements, priority access to support services, or discounts**. The carer's passport helps to formally acknowledge your carer status, ensuring you receive the appropriate recognition and assistance while juggling work with caring for someone.

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Carer's Allowance



Carer's Allowance - who is eligible?



Criteria to claim Carer's Allowance

- ✓ Providing 35+ hours of care a week
- ✓ Care for some who receives
 - ✓ Attendance allowance
 - ✓ Personal Independence Payment
 - ✓ Disability Living Allowance
 - ✓ Armed Forces Independent Payment
- ✓ Not in full-time education
- ✓ Do not earn more than £151 net a week.

How much is Carer's Allowance worth?

- ✓ Carer's Allowance is paid at **£81.90** per week
- ✓ At **State Pension age**, you can only claim either the State Pension or Carers Allowance
- ✓ **Underlying Carer's Allowance** can help at State Pension age
- ✓ **Check** the benefits claimed by the person you care for.



What is Universal Credit?



- ✓ **Working aged** benefit (16-65)
- ✓ **Means** tested
- ✓ Households on a **low income**
- ✓ **Monthly** payment
- ✓ **Replaces** legacy benefits.

Who qualifies for Universal Credit (UC)?

Universal Credit support may include housing, childcare, and costs for raising a child with a disability.



Single or joint (couple) claimants

Age over 18 and below pensionable age

Part and full time students with a dependent child and claim DLA or PIP

Accept the 'claimant commitment'

Have capital under £16000

Personal Independence Payment?



- ✓ Someone of working age (16 to state pension) who has **limited ability** and **mobility** to perform daily tasks
- ✓ Score **8 points** to get the standard rate and **12 points** to the enhanced rate of Personal Independence Payment (PIP)
- ✓ **Not** entitled to Armed Forces Independence Payments
- ✓ Does **not** receive Disability Living Allowance (DLA).

Your Questions



- ✓ **Carer's Allowance** is not enough to cover **living expenses**, is there anything else I could be entitled to?
- ✓ Why does Carer's Allowance **stop** at **pensionable** age when I'm still caring?
- ✓ How much **time** do you get under **Carer's Leave?**
- ✓ I would like to get **back** to work after **extended time** off caring. Where do I start?

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Carers Rights Day 2024



Carers First

Resources

- [Carer's Rights Checklist](#)
- [Carer's Leave](#)

Help for Carers

- [Working While Caring](#)
- [Carer Services Near You](#)
- [Care Free Breaks for Carers](#)
- [Starting the Caring Conversation](#)
- [Discounts for Carers](#)



Benefits

- [Carer's Allowance](#)
- [Universal Credit](#)
- [Personal Independence Payment](#)
- [Checking the Benefits you can Claim](#)
- [Entitled To Benefits Calculator](#)
- [Attendance Allowance](#)
- [Help With Council Tax](#)
- [Challenging a Benefits Decision](#)
- [Turn2Us Grants](#)





Thank you for joining us

Want more information?

Please get in touch with one of the team at

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