






Top Tips for Carers

Know your rights

-  Thanks to the [Carers Leave Act](#), as of 2024 carers are entitled to up to 5 days of unpaid leave per year. You will need to give notice to your employer, normally a minimum of three days. If you need to take leave as an emergency, consider [Dependent's Leave](#) instead.
-  Find out what support your employer offers. Some provide paid carer's leave, parental leave or compassionate leave which can be used instead of taking annual leave. Mental health support can also be crucial, so establish if your workplace offers any.
-  Utilise flexible working where you can. Your employer may have their own flexible working policy, but you also have the right to request flexible working from day one in a job, and can make two formal requests every year.
-  Always check the eligibility of benefits for the person you care for, even if you don't think you'd be entitled.
 - gov.uk/benefits-calculators
 - entitledto.co.uk
 - turn2us.org.uk

Communication is key

-  It can be hard to open up about your caring situation, but sharing what your responsibilities are with your manager or HR is the first step in getting the support you need.

- 💡 When it comes to asking for flexible working, aim to have an informal conversation with your manager first. There may be some negotiation needed, see our [advice pages](#) for the best way to approach this.
- 💡 It's worth asking clinics and hospitals if they can give appointments that fit in with your working hours.

💡 Wider support

- 💡 Does your employer have a network of peer-to-peer support, or is there one in the local community? These can be a vital source of advice as well as providing much needed support.
- 💡 Lean on friends and family for respite care where you can. Caring can be wonderfully rewarding but incredibly challenging and this can help you recharge your batteries.
- 💡 Factor in time for yourself. Even if it's just a lunch break, your nervous system needs time to rest and recover.

This information is intended as a guide only and you should seek legal advice where necessary. Working Families will not be liable for any losses subsequent to the use or misuse of this information and guidance.