



DSP Annual Carers Forum 2024



Wednesday 22nd May

Welcome



Catherine Cox,
Head of Communications & Policy



Sue O'Grady,
Marketing Manager

Carer Pathways, funded by Dormant Accounts aims to upskill and empower family carers to re-enter or remain in paid employment through targeted interventions.

It also strives to future-proof workplaces for family carers by providing targeted programmes of support, namely FCI's Caring Employers programme.

None of us know what is around the corner.

A child may be born with a disability or receive a diagnosis in their early years. A parent or partner may have a life-changing diagnosis or injury.



unknown

Every day, mums, dads, daughters, sons, relatives, friends and our colleagues become family carers.

Caring for a loved one can be rewarding. But it can also be difficult, frightening and isolating.

It shouldn't be.

We want family carers to know there is support there for them, to make it less of a battle and to know that they are not alone. That is why Family Carers Ireland exists.





WE CARE

Family Carers Ireland (FCI) is the national charity supporting family and young carers across the country who care for loved ones such as children or adults with additional needs, physical or intellectual disabilities, frail older people, those with palliative care needs or those living with chronic illnesses, mental health challenges or addiction.

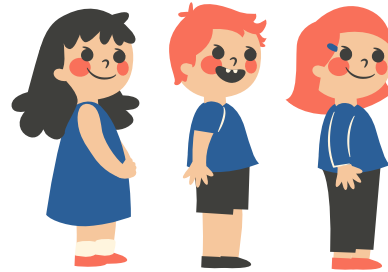
We believe NO ONE SHOULD HAVE TO CARE ALONE.

500,000



*approx. figure

67,000



Young Carers 10-17yrs

129,702

family carers receive the Carer's Support Grant



61%

female

39%

male



€20 BN

Family carers save State p/yr

250,000+

1 in 9

Juggle paid work with care



Caring by Numbers



Max. rate Carer's Allowance

95,848

family carers receive Carer's Allowance

3,911

receive Carer's Benefit

These statistics are derived from a variety of sources, each contributing unique insights into the prevalence and characteristics of family caregiving in Ireland, including the Central Statistics Office (CSO), Department of Social Protection and academic research studies. These sources employ diverse methodologies, including surveys, census and analysis of administrative data.

Census 2022 figures published by the CSO show that over 299,000 people identified as family carers, an increase of 53% when compared to Census 2016.

Family Carers Ireland believes the actual number of people with caring roles exceeds 500,000 as many still do not identify as family carers.

This figure is supported by Irish Health Survey 2019, estimating 1 in 8 people over 15yrs are family carers.



"S had a terrible night - soiling the bed, crying, lashing out. When he's like this, it's impossible to sleep.

I came into work running on 2 hours sleep and obviously worried about him. But you go into work-mode and you get the job done.

It's a break and I enjoy it".

Caring Employer Member Employee

The reality of being a family carer & juggling a full time job.



Keeping carers
working is VITAL to;

- Career goals
- Financial security
- Economy
- Society

Support social inclusion and local and community development.



A Solution. A Partnership.



Caring Family Carers Ireland

Employers



A bespoke programme designed by caring employees, for caring employees.



THE ISSUES

Full Employment -
employee-driven market

*22%/1,109,557 people reported
experiencing at least one-long lasting
condition or difficulty to any extent

Ageing Population - more of us
will become family carers by 2030

EMPOWER

EMPATHY

FLEXIBILITY

LOYALTY

SAFETY

UNDERSTAND



Most of us will give care or receive care!

*Census 2022

How does the programme work?

Learning about your workforce's caring/anticipated caring responsibilities:

1

Hello

Welcome intro event

Partnership launch
(in-person or online) to introduce
FCI/what they can expect

Tell Us More

Employee Survey

Learning about employees'
pressure points/hours spent
caring/challenges faced etc.

2

Delving Deeper

Focus Sessions

In-person and/or virtual
groups facilitated by FCI to
gain a deeper understanding

Report

Results summary

Detailed discovery report
summarising survey and
focus group data

3

Calendar Kick Off

Programme of Events

Based on discovery findings,
FCI will suggest several
practical virtual events

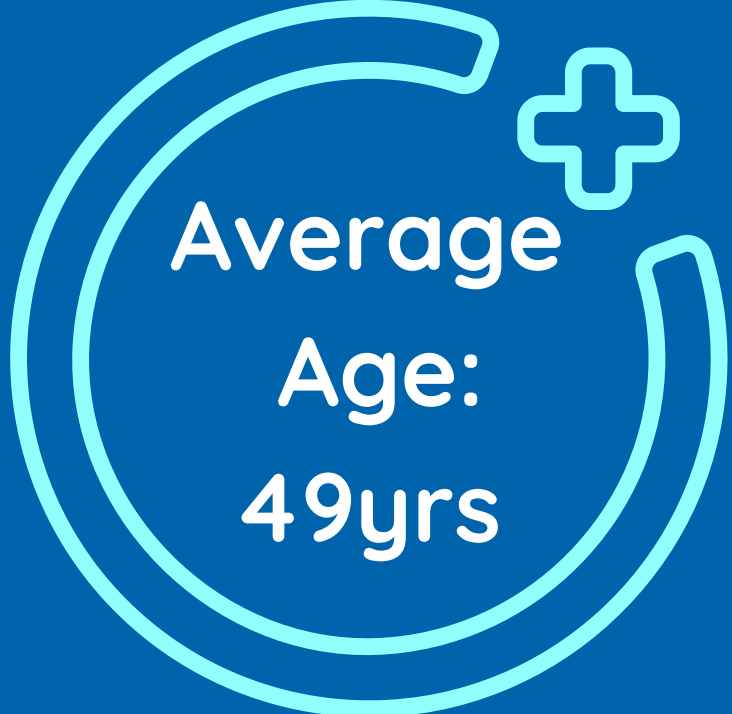
"Carer Circle" peer
group support sessions

Monthly CARETALK webinars

One-to-One Carer Clinics

Carer-led policy advice

Survey report - 54 respondents from 2 organisations - 27 female / 27 male.



Caring for between 2 to 4 years



63%

Arranging/coordinating care and support, medical appointments, prescriptions and other sources of support

Over half (52.6%) of respondents indicated that the intensity of their caring role has increased over the last 6 months

38 respondents who identified as family carers:

- 30 (78.9%) caring for one person
- 6 (15.8%) caring for 2 people
- 2 (5.3%) caring for 3 people (both female)
- 17 respondents (44.7%) parent or parent-in-law
- 14 family (36.8%) caring for a son or daughter (in-law)
- 4 respondents (10.5%) caring for a spouse or partner
- A higher percentage of female carers were looking after a parent or parent-in-law, with a higher number of male respondents were looking after a son or daughter

Out of the 53 respondents, 38 identified as family carers (before being prompted), of which 20 were female and 18 males

Practical Workplace Support

Education & Development for wider employees and working carers:

- **People Manager Workshops**

- 1hr virtual session, educating about family carers, their challenges and how Managers can and should support them. We also cover Carer's Leave, Carer's Benefit and the new EU Work-Life Balance Directive

- ***Webinars/Training - practical supports:**

- Carer Rights & Entitlements
- Elder Care/Dementia Care
- Coping with Bereavement
- Anxiety & Caring
- Coping with Responsive Behaviours
- Anticipated Caring
- Managing Change in the Family Unit
- Falls/Medication Management
- Assisted Decision-Making Capacity Act
- Assistive Technology
- Wellbeing/Self-care
- Continence Care
- End-of-Life Care
- Patient Moving & Handling



KNOWLEDGE IS POWER

The Benefits of Being a Caring Employer

Recognition

- Carving a caring, long-term cultural strategy - lifting the stigma on the topic of caring
- Encouraging caring employees to identify, and [making it safe to do so](#)
- Promoting carer policies
- Creating "Carer" pillars within D&I strategies and giving carers their own identity

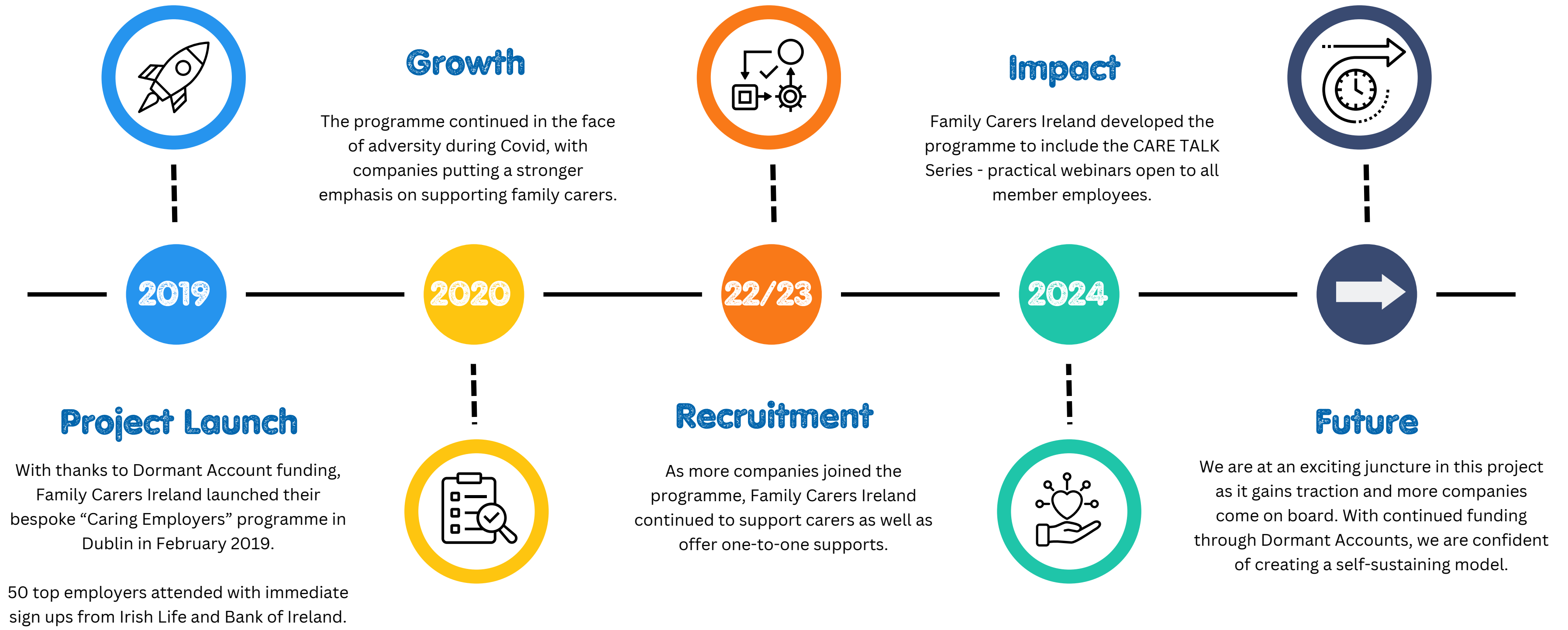
Talent Retention

- Keeping the best people long-term (employee-driven market)
- Capitalising on the strengths family carers have
 - Committed**
 - Loyal**
 - Multi-taskers**
 - Productive**
 - Adaptable**
 - Time Management**
- Attracting the right people to the company

Bottom Line

- Save on expensive recruitment costs
- Avoid the high costs associated with the "brain-drain" and loss of experience
- Save on costs associated with onboarding new staff
- Avoid the loss in productivity - how long will it take a new employee to catch up?

The Caring Employers Journey



Pioneers Leading the Change



An Roinn Caiteachais
Phoiblí agus Athchóirithe
Department of Public
Expenditure and Reform



**+ 4 more
contracts
pending**

Future-proofing workforces.

The future of Caring Employers

We're only getting started!

Team

- Caring Employers Project Manager (full-time)
- Caring Employers Officer* (full-time)

*family carers bringing lived experience to programme

Growth

- Recruit 10 companies per year
- Retain current members for rollover renewals

Accreditation

- Review accrediting the Caring Employers programme (similar to Great Place to Work)

FUNDING

- Funding to grow Caring Employers and continue making a direct impact on carers' lives



FCI's BUDGET PRIORITIES

for Department of Social Protection to include;

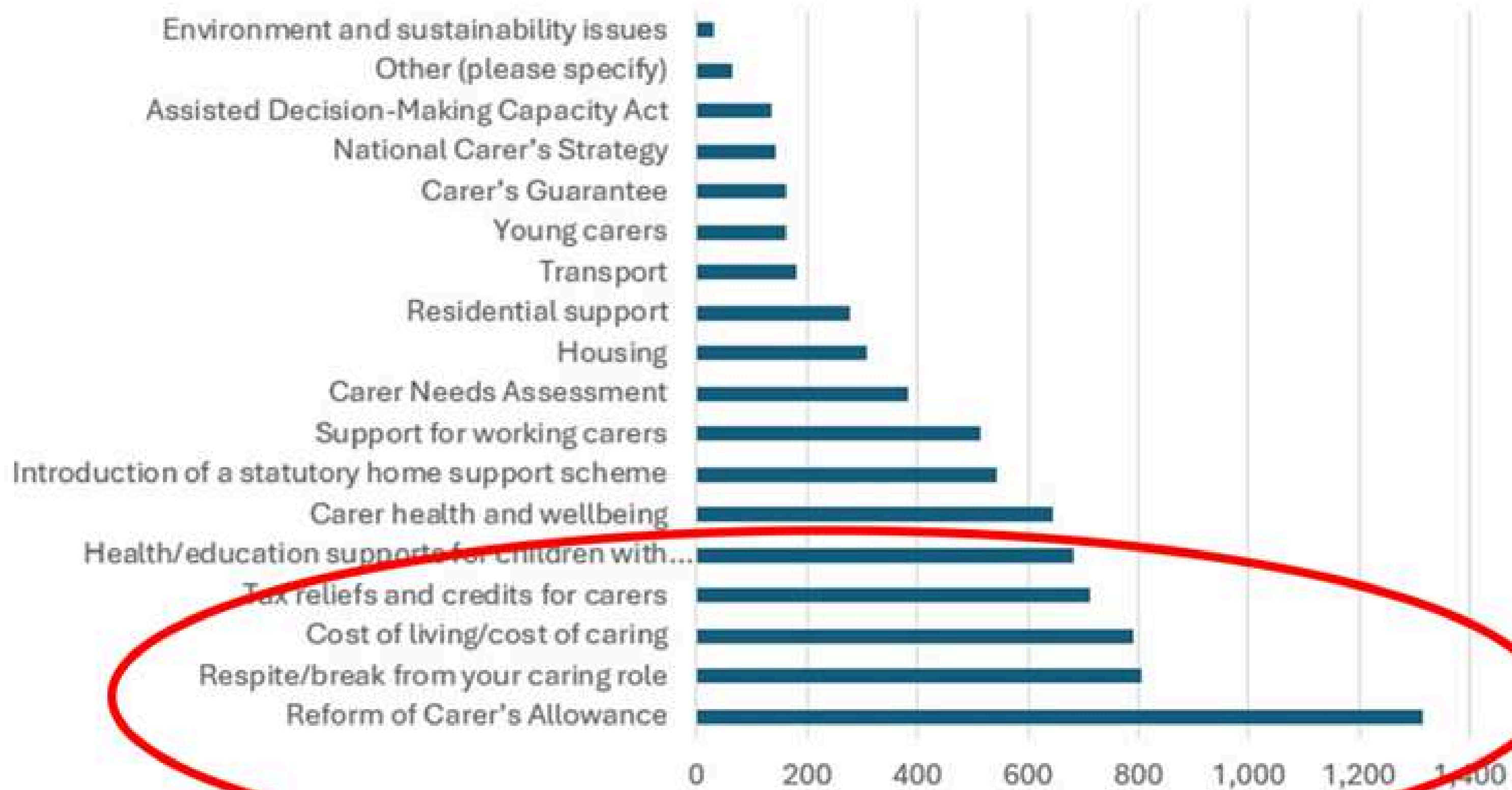
- Increase Carer's Allowance income disregard to €1,250 (couples) and €625 (single carers) in Budget 2025, with a similar increase in Budget 2026 **with the full abolition of the means test and the introduction of a Family Carer Payment by 2027.**
- Rate of Carer's Allowance and Carer's Benefit should be increased to €325 in recognition of the significant and unavoidable costs of care faced by caring families and to keep them afloat in a sea of rising living costs.
- Increase the annual Carer's Support Grant from €1,850 to €2,000.
- Include Carer's Allowance as a qualifying payment for the Fuel Allowance scheme.

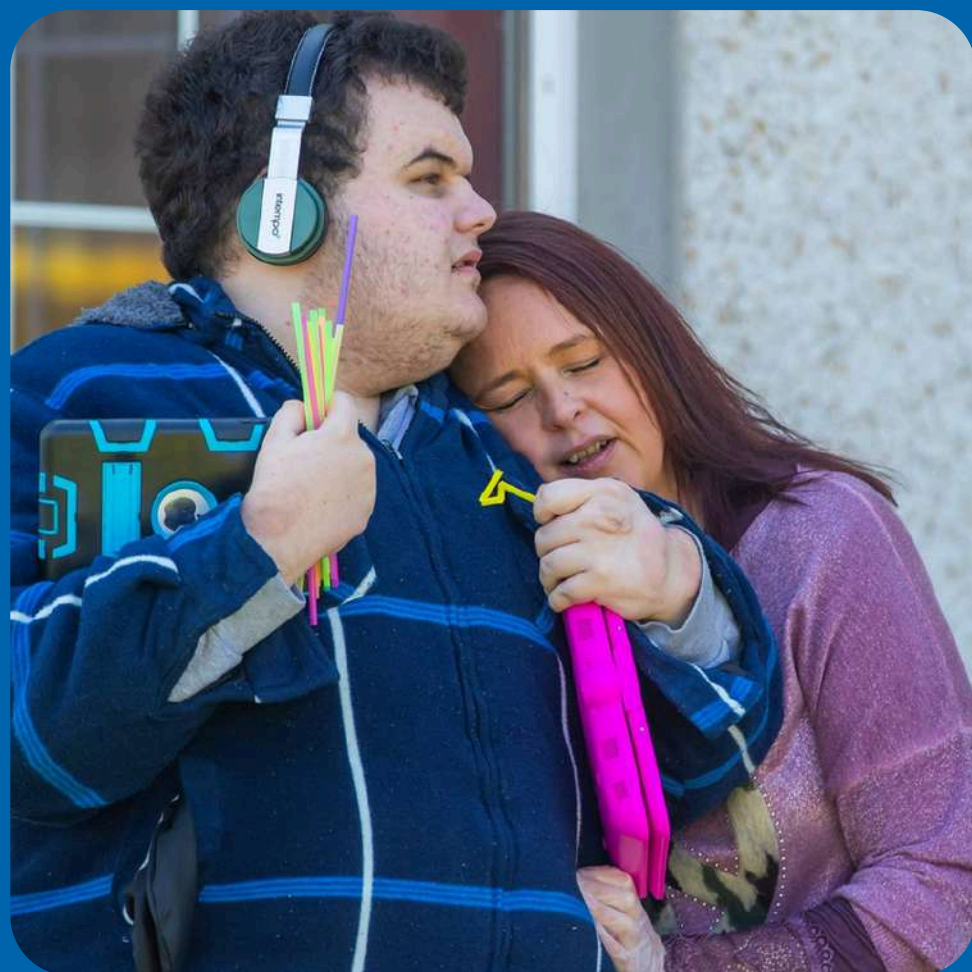
FCI's BUDGET PRIORITIES contd.

for Department of Social Protection to include;

- Extend Carer's GP Visit Card to include full-time carers who receive the annual Carer's Support Grant as a standalone payment (joint action with DoH).
- Increase monthly payment of Domiciliary Care Allowance (DCA) from €340 to €400.
- Extend eligibility for the Free Travel Scheme to include children in receipt of DCA.
- Remove 18.5 hour ceiling for people in receipt of Carer's Allowance who want to undertake care-specific training or education that will help them secure employment after their caring role ends.
- Carer's Benefit is not a means-tested payment, so current earnings limit of €450 p.w for those who want to continue to work for up to 18.5 hours makes little sense and is unfair to workers who need the scheme but cannot access it because of their earnings. FCI calls for the removal of the earnings limit so that the scheme is available to all workers.

FCI's ELECTION PRIORITIES State of Caring 24





Thank you

www.familycarers.ie

National Freephone Careline

1800 24 07 24

