

# Carers Leave Act Explained

The Carers Leave Act 2023 comes into effect in April 2024. But what does it mean? How will it affect you as a working carer and what do you need to know?

## 1 What is the Carers Leave Act?

It essentially means employees in England, Wales, and Scotland are entitled to up to one week of unpaid leave each year to care for individuals dependent on them due to illness, injury, disability, or age-related care needs.



## 2 What if I'm new?

This will be a "day-one right," meaning there's no requirement for a specific length of service. You'll be entitled to it even if you've just started a new job.



## 3 How does it work?

Carers can take up to a week of leave every 12 months, with a "week" being defined as the duration of their typical workload spread over seven days. For instance, if an individual typically works three days a week, they can take three pro-rated days of carer's leave within a year. This leave can be taken all at once, as half days, or full days, offering flexibility to accommodate various caregiving needs.



## 4 Are there exceptions?

Carer's leave is for specific needs, not general childcare, but it's applicable to long-term health or disability-related care for a child. Additional dependents don't increase leave entitlement, which remains at one working week per 12 months.

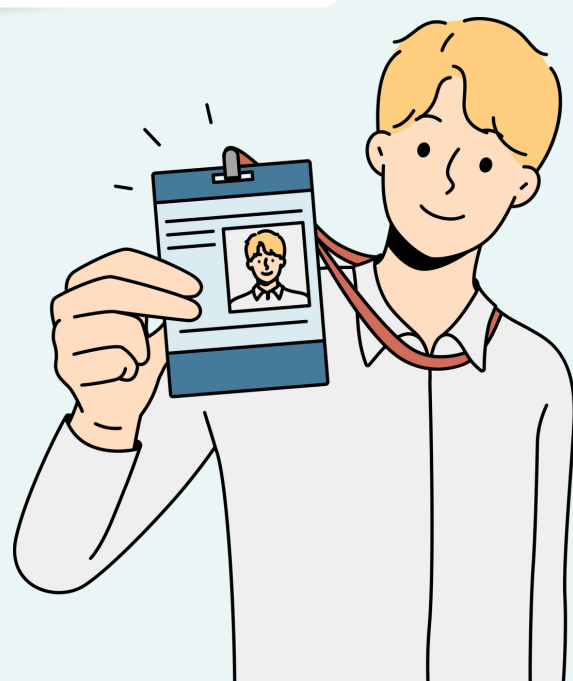


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## Do employees have to show proof?

Under the Carer's Leave Act, employers are prohibited from requesting evidence regarding an employee's caregiving responsibilities or inquiring about how the leave will be used. This restriction is due to data protection concerns surrounding the handling of sensitive personal or medical information.



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## Am I entitled?

The Act stipulates that employees are entitled to leave if they require time off to provide care - or make arrangements - for a dependant who is suffering from a physical or mental illness or injury necessitating care for a period exceeding three months, or who has a disability as outlined in the Equality Act of 2010, or requires assistance due to advanced age.



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## And what exactly is a dependant?

A dependant is defined as an employee's spouse, civil partner, child or parent, any person who lives in the same household as the employee (other than as a lodger or similar), or any other person who would reasonably rely on the employee to provide or arrange care. This does not have to be a family member.



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## Is there anything else I need to know?

Legislation can be a tricky thing, with jargon and stipulations that can go over your head! For more information get in touch with us via social media or our website and we'll help wherever we can.