

# Southern Services Reform Group (SSRG)

## Project proposal and assessment template

---

*Project assessment stage: To be completed and forwarded to the SSRG Steering Committee for consideration*

### Project name

Employed Carers: the Hidden Asset

### Project description

The project involves developing a resource to raise awareness in the workplace about working carers, including the impact of caring and where carers can access services. The resource package will be aimed at both employer and employee.

The resource will consist of a power point, DVD, information booklet, a check list (to identify working carers) and a tool that the employer can use to collect information from staff to research number of working carers and attitudes towards working carers. An evaluation tool will be developed to gauge the success of the package.

When the package is complete it will be trialled in 2 community organisations.

### Project nominator

Name:

Work group: Carer Issues Workgroup

### Reason for the project

Carers in the workplace are often unaware they are carers. The research suggests that predominantly middle aged women (skilled and experienced workers) are shouldering most of the aged care plus there is pressure for them to stay in the workforce to alleviate the skilled workforce shortage. They are facing the issue of juggling paid employment with their caring responsibilities. There is also evidence that services and support are not accessed until a crisis situation has occurred. This project aims to create awareness and promote preventative measures by informing both employers and employees about working carers. Working carers will be given information about the impact of caring and how to access support services which will promote better outcomes for both carer and care recipient.

Carers want to work and by raising awareness and allowing them to continue in the work force it is working towards achieving the following HACC principle – Promote each person's opportunity to maximise his or her capacity and quality of life.

## Project scope

The following are excluded from this project:

- Directions and instructions about leave entitlements and degree of flexibility offered through employers
- Detailed specifics about caring roles – the package is generalised and aims to create awareness
- Individual advocacy or negotiation of work conditions for employed carers

## Project stakeholders

Name	What their interest is / how they're affected
Carer Issues Workgroup: Southern Services Reform Group, Carer Support, Carers SA, Resthaven, ECH, ACH, City of Mitcham, City of Onkaparinga, City of Holdfast Bay, MIFSA, Home Hospital Care, Alzheimer's Association	To improve outcomes for consumers and carers.  To target a group (employed carers) that may be unaware they are in a caring role (hidden carers) and therefore promote carer health and wellbeing by offering information and support.

## Project objectives

The objectives of this project are:

- To raise awareness about the issues affecting working carers to employers and employees in the workplace.
- To provide appropriate tools for the employer to assist the employee to maintain and continue in their role as carer and their role as employee.

### Project Outcomes:

- Self identification of working carers in the workplace
- Knowledge about carer services and support
- Employers to be supportive and understanding of working carers

- Co workers to be supportive and understanding of working carers
- Promotion of the Carers Charter

#### **How am I planning for/engaging with Consumers? (including carers of younger disabled)**

- Feedback through the SSRG Consumer Workgroup
- Feedback through Carer Support, Resthaven and Carers SA Consumer groups
- Feedback through participating organisations

#### **How am I planning for/engaging with CALD clients?**

- The project is inclusive of all working carers, including carers from different cultural groups

#### **How am I planning for/engaging with Aboriginal clients?**

- The project is inclusive of all working carers, including Aboriginal carers

#### **How am I planning for/engaging with 'disadvantaged' clients?**

- The project is inclusive of all working carers, including disadvantaged carers in the workplace.

#### **Risks**

The risks for this project are:

- Keeping the project at a manageable size
- Resistance from organisations trialling the package

#### **Estimated time frame**

Desired Start Date: March 2011  
Desired Completion  
Date: July 2012

---

Person who prepared this document:

Name: Sally Warnes  
Position: Project Officer  
Organisation: SSRG  
Email: [salwar@onkaparinga.sa.gov.au](mailto:salwar@onkaparinga.sa.gov.au)  
Telephone: 8384 0758  
Date submitted: