

## Carers Leave Act 2024 - One year on

On 6 April 2024, the Carer's Leave Act came into force, which entitled employees a right of to up to 5 days **unpaid leave for planned occasions** to give or arrange care for a 'dependant' who has:

- a physical or mental illness or injury that means they're expected to need care for more than three months
- a disability (as defined in the Equality Act 2010)
- care needs because of their old age

A link to guidance in understanding the law is here <https://www.carersuk.org/help-and-advice/work-and-career/the-carer-s-leave-act-2023/> (You may need to copy & paste the URL to your web browser)

A year ago NHS England's carers' network wrote to NHS commissioning organisations and acute providers to check compliance with the new legislation. Of the replying organisations, only a shade over 25% had planned carer's leave in their current Special Leave policy. Full results, including copies of policies supplied, can be found on the FutureNHS Collaboration Platform - Commitment to Carers workplace - NHS Special Leave Policies Pre 06/04/2024 - Commitment to Carers Folder. (You may need to copy & paste the following URL to your web browser and to seek permission from the administrator to Join). <https://future.nhs.uk/committocarers>.

On the 1st anniversary of the act, the network has teamed up with Carers UK to see the progress made by NHS organisations, as well as 'what good looks like' for special leave and carer's policies. This is an important exercise to protect carer's rights, promote equitable, fair and consistent treatment of carers, and ensure that the law is enacted, not just to the letter, but in a real, meaningful, kind and supporting way.

Please could you reply to this short survey by **23 May 2025**.

Hi, Todd. When you submit this form, the owner will see your name and email address.

Required

1. What is the organisation's ID code (ODS) –

RTQ

2. What is the organisation's name –

Gloucestershire Health & Care NHS Foundation Trust

3. What is the best e-mail address to contact the organisation in the future regarding working carers?

[cathy.newman@ghc.nhs.uk](mailto:cathy.newman@ghc.nhs.uk) or [ella.nuttall@ghc.nhs.uk](mailto:ella.nuttall@ghc.nhs.uk)

4. Does the organisation have a carers' staff network or peer support group –

Yes

5. If yes, what is the network/group's e-mail address -

[cathy.newman@ghc.nhs.uk](mailto:cathy.newman@ghc.nhs.uk) or [ella.nuttall@ghc.nhs.uk](mailto:ella.nuttall@ghc.nhs.uk)

6. Is the organisation a member of Carers UK/Employers for Carers (EfC) –

No

7. If yes, has the organisation undertaken the Carer Confident Assessment –

Not applicable.

8. If yes, at which level is the organisation

Level 1 - Active

Level 2 - Accomplished

Level 3 – Ambassador

Not applicable.

9. What is the organisation's employee **Headcount** total (Not FTE or WTE)? –

As of 25th April 2025

6,382

10. How many of the organisation's employees have formally identified (on ESR) as a working carer? –

As of 25th April 2025

175

11. What is the organisation's Working Carer percentage (%), based on the latest NHS Staff Survey –

35.4%

12. How has the organisation communicated to staff about their rights under Carers Leave Act –

HR policy manual and supporting documents to policy manual details staff rights under the Carers Leave Act. These documents are publicised on the staff intranet.

13. What training has been given to line managers about the Carers Leave Act –

No formal training offered about the Carers Leave Act, but individual managers and staff can approach HR Operations Team for guidance and support.

14. How many staff have booked Carers Leave for **planned** events in the last 12 months?

Absence Period used: 25th April 2024 to 2025

530

*Please be aware it is not recorded in ESR if this was a **planned** event, this figure is based on the number of employees that have selected 'Carer's Leave' as the Absence Reason in the last 12 months.*

15. What was the average number of days taken –

Absence period as above.

1.3

16. Please attach a copy of the organisation's current Special Leave policy –

Please find it attached.

**17.** In the organisation's Special Leave/Leave policy, is **planned** Carer's leave paid, unpaid or both –

Unpaid

**18.** How many days are **paid** (maximum) in a 12 month period –

0

**19.** How many days are **unpaid** (maximum) in a 12 month period –

5

**20.** Are any paid days repayable to the organisation, via payroll deduction or additional time worked –

Not applicable.

**21.** Do managers have discretionary authorisation to go beyond the policy in appropriate circumstances –

Yes.

**22.** If yes, what are they allowed to do –

The response is dependent on the individual circumstances.

**23.** In the organisation's Special Leave/Leave policy, is **unplanned** Carer's (Emergency Domestic / Dependant) leave paid, unpaid or both

Both - Up to 5 days paid leave (37.5 hours), pro rata for part-time employees, in a 12-month period. Once exhausted any time of needed to deal with unexpected or sudden emergencies will be unpaid.

**24.** How many days are **paid** (maximum) in a 12 month period –

5

**25.** How many days are **unpaid** (maximum) in a 12 month period –

No defined limit.

**26.** Does the organisation's Compassionate Leave allowance include **paid** Terminal Care leave –

No

**27.** If **paid** Terminal Care is allowed, what's the maximum number of days allowed in a 12 month period –

Not applicable

**28.** The NHS Terms and Conditions of Service Handbook (section 33.23) requires that all NHS employers have a carer's policy to address the needs of people with caring responsibilities - please confirm –

The organisation has a HR policy manual that covers carers leave in the Other Types of Leave section. The HR policy manual also includes a flexible working policy.

**29.** Please attach a copy of your current carer's policy –

Please find it attached.