# Carer’s Leave - response form

The consultation is available at: [www.gov.uk/government/consultations/carers-leave](https://www.gov.uk/government/consultations/carers-leave)

The closing date for responses is 8 June 2020.

Please return completed forms to:

Carer’s Leave Consultation, Individual Rights & Migration Team
Labour Markets Directorate, Floor 1, Spur 1
Department for Business, Energy and Industrial Strategy

1st Floor, Spur

1 Victoria Street

London

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Tel: 020 7215 5000
Email: labourmarketparticipation@beis.gov.uk

Please be aware that we intend to publish all responses to this consultation.

Information provided in response to this consultation, including personal information, may be subject to publication or release to other parties or to disclosure in accordance with the access to information regimes. Please see the consultation document for further information.

If you want information, including personal data, that you provide to be treated as confidential, please explain to us below why you regard the information you have provided as confidential. If we receive a request for disclosure of the information, we shall take full account of your explanation, but we cannot give an assurance that confidentiality can be maintained in all circumstances. An automatic confidentiality disclaimer generated by your IT system will not, of itself, be regarded as binding on the department.

I want my response to be treated as confidential [ ]

Comments: Click here to enter text.

## Questions

Name:
Organisation (if applicable):
Address:

|  | Respondent type |
| --- | --- |
| [ ]  | Business representative organisation/trade body |
|[ ]  Central government |
|[ ]  Charity or social enterprise |
|[ ]  Individual |
|[ ]  Large business (over 250 staff) |
|[ ]  Legal representative |
|[ ]  Local government |
|[ ]  Medium business (50 to 250 staff) |
|[ ]  Micro business (up to 9 staff) |
|[ ]  Small business (10 to 49 staff) |
|[ ]  Trade union or staff association |
|[ ]  Other (please describe) |

|  | If you are an employer, how would you classify your organisation? |
| --- | --- |
| [ ]  | Private sector |
|[ ]  Public sector |
|[ ]  Charity/Voluntary sector |
|[ ]  Other (please specify) |

|  | If you are an individual, are you: |
| --- | --- |
| [ ]  | Employed |
|[ ]  Self-employed |
|[ ]  Unemployed |
|[ ]  Retired |
|[ ]  Not looking for work |
|[ ]  other |

**Existing employment rights and practices**

Question 1 Have you or your employees used any of the below options to take time out of work to fulfil caring responsibilities? Please select all that apply.

[ ]  Yes, annual leave

[ ]  Yes, formal flexible working (meaning a change to contracted hours or location of work)

[ ]  Yes, time off for dependants (the statutory right to leave in emergencies)

[ ]  Yes, unpaid parental leave

[ ]  Yes, informal flexible working (such as an afternoon or morning off or occasional homeworking)

[ ]  Yes, other (such as special/compassionate leave granted by the employer)

[ ]  No

**Please comment on your experience of these existing rights and practices in relation to care, including what specific caring needs the leave was used for:**

Click here to enter text.

**Who would be eligible to take Carer’s Leave?**

Question 2: Do you agree that an employee should be able to take Carer's Leave to provide care for a dependant such as a spouse or civil partner; a child; a parent; a person who lives in the same household as the employee (other than as an employee, tenant, lodger or boarder); someone else who reasonably relies on the employee for care?

☐ Strongly agree ☐ Agree ☐ Neither agree nor disagree ☐ Disagree ☐ Strongly disagree ☐ Don’t know

Please provide reasons for your answer: Click here to enter text.

Question 3: Are there other caring relationships that you think should be considered for inclusion within the scope of Carer’s Leave? Comments: Click here to enter text.

Question 4: Which conditions on care need do you believe are appropriate for Carer’s Leave? Please select all which apply.

☐ Length of the condition. Comment on appropriate length: Click here to enter text.

☐ Conditions which automatically qualify as a disability under the Equality Act 2010 (Cancer, HIV and MS). Comments: Click here to enter text.

☐ Terminal illness. Comments: Click here to enter text.

☐ Other. Comments: Click here to enter text.

Question 5: If you do not believe that any conditions about care need are appropriate, please explain why and comment on any other conditions which might be appropriate: Click here to enter text.

Question 6: Which qualifying period do you believe is appropriate for Carer’s Leave. Please select one option.

☐ 6 months of continuous employment with their employer

☐ 3 months of continuous employment with their employer

☐ A day one right (no qualifying period, but with appropriate notice period)

☐ Other, please specify Click here to enter text.

Please provide reasons for you answer: Click here to enter text.

**What the leave can be taken for**

Question 7: Do you agree with the proposed reasons for taking Carer’s Leave?

☐ Strongly agree ☐ Agree ☐ Neither agree nor disagree ☐ Disagree ☐ Strongly disagree ☐ Don’t know

Please comment, including on whether Carer’s Leave should be available to use to accompany someone to appointments: Click here to enter text.

Question 8: Are there any other reasons that you think should be included?

Click here to enter text.

**What the leave cannot be taken for**

Question 9: Do you agree that childcare (other than where the child has a disability or other longer-term care need) should be out of scope for Carer’s Leave?

☐ Strongly agree ☐ Agree ☐ Neither agree nor disagree ☐ Disagree ☐ Strongly disagree ☐ Don’t know

Please provide reasons for your answer: Click here to enter text.

Question 10. Do you agree that caring for a person with short-term care needs should be out of scope for Carer’s Leave?

☐ Strongly agree ☐ Agree ☐ Neither agree nor disagree ☐ Disagree ☐ Strongly disagree ☐ Don’t know

Please provide reasons for your answer: Click here to enter text.

Question 11: Are there any other circumstances or activities which Carer’s Leave should not be taken for?

Click here to enter text.

Evidence

Question 12. Do you agree that an employee should in the first instance be able to self-certify their eligibility for Carer’s Leave?

☐ Strongly agree ☐ Agree ☐ Neither agree nor disagree ☐ Disagree ☐ Strongly disagree ☐ Don’t know

Please provide reasons for your answers: Click here to enter text.

Question 13: If you strongly agree or agree, how often do you think an employee should self-certify their eligibility for Carer’s Leave?

☐ Each time they request the leave ☐ Once per year ☐ Other, please comment: Click here to enter text.

Please provide reasons for your answers: Click here to enter text.

Question 14: Do you agree that an employer should be able to request further evidence if they are not satisfied with the self-certification?

☐ Strongly agree ☐ Agree ☐ Neither agree nor disagree ☐ Disagree ☐ Strongly disagree ☐ Don’t know

Please provide reasons for your answers

Question 15: If agree or strongly agree, please describe what evidence could be provided to demonstrate:

* The need for care (of the person being cared for): Click here to enter text.
* What activities the leave is used for: Click here to enter text.

Question 16: Please comment on the key difficulties or challenges associated with providing and appropriately handling evidence, including data protection issues related to information about a person’s health: Click here to enter text.

How the leave can be taken

Question 17: Please comment on the pros and cons for employees and employers, if the leave was available to take as:

***A week of unpaid leave, available to take as a single block?***

Pros for employees: Click here to enter text.

Cons for employees: Click here to enter text.

Pros for employers: Click here to enter text.

Cons for employers: Click here to enter text.

***A week of unpaid leave, available to take as individual days?***

Pros for employees: Click here to enter text.

Cons for employees: Click here to enter text.

Pros for employers: Click here to enter text.

Cons for employers: Click here to enter text.

Requesting the leave

Question 18: Do you agree that an individual should be required to give their employer notice ahead of taking Carer’s Leave?

☐ Strongly agree ☐ Agree ☐ Neither agree nor disagree ☐ Disagree ☐ Strongly disagree ☐ Don’t know

Please provide reasons for your answers: Click here to enter text.

Question 19. If you strongly agree or agree, what do you think a reasonable notice period would be for a block of one week of Carer’s Leave? Please select one:

☐ 2 weeks

☐ 3 weeks

☐ Other, please specify: Click here to enter text.

Please provide reasons for your answers: Click here to enter text.

Question 20. If you strongly agree or agree, what do you think a reasonable notice period would be for single day of Carer’s Leave? Please select one:

☐ Less than 1 week, please specify: Click here to enter text.

☐ 1 week

☐ More than 1 week, please specify: Click here to enter text.

☐ Other, please specify: Click here to enter text.

Please provide reasons for your answers: Click here to enter text.

Question 21. Please comment on how employers would manage the process for requesting and recording the leave, and any associated issues, if it was:

☐ A week of unpaid leave, available to take as a single block? Click here to enter text.

☐ A week of unpaid leave, available to take as individual days? Click here to enter text.

The impact on employers

Question 22. What benefits for employers would arise from introducing a right to unpaid Carer’s Leave? Click here to enter text.

Question 23. What are the most significant costs for employers which would arise from a right to unpaid Carer’s Leave? Please rank 1 – 4; with 1 as the most significant cost.

|  | 5 | 4 | 3 | 2 | 1 |
| --- | --- | --- | --- | --- | --- |
| The costs of administering the process (for example employees submitting requests to line managers/HR, asking for additional information, HR recording details of leave taken) |[ ] [ ] [ ] [ ] [ ]
| Re-organisation process/costs (reallocating work, costs of an absent employee etc.) |[ ] [ ] [ ] [ ] [ ]
| Familiarisation costs (costs associated with understanding any new legislation) |[ ] [ ] [ ] [ ] [ ]
| The costs of employers voluntarily opting to pay for the leave |[ ] [ ] [ ] [ ] [ ]

**Please provide reasons for your answers and indicate if there are other significant costs**: Click here to enter text.

Thank you for your views on this consultation.

We do not intend to acknowledge receipt of individual responses unless you tick the box below.

Please acknowledge this reply [ ]

At BEIS we carry out our research on many different topics and consultations. As your views are valuable to us, would it be okay if we were to contact you again from time to time either for research or to send through consultation documents?

[ ] Yes [ ] No