



Is your human resource strategy addressing the unique risk-profile of your employees?

! Health care workers are at risk



Worker-Carers are juggling work commitment, family caregiving and personal responsibilities.

This has huge impact on the health care workforce across Canada.

🔊 Employees are feeling the strain

19% of worker-carers experience physical and emotional health challenges



15% reduce their work hours



40% take time off work or leave early



6% leave the workforce



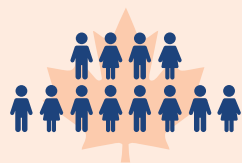
26% take a leave of absence from their job



10% turn down job opportunities



📈 Double-duty carers are vulnerable



35% of Canadian workforce are worker-carers

40% of nurses are double duty caregivers—balancing

Health and home care employers estimate that **19-25%** of their employees are balancing work and unpaid care – actual number are much higher paid care work and unpaid care obligations

💣 Employers are being impacted



Workplaces experience the impact of **employees who are balancing work and care**

Physical and emotion strain = increased use of **extended health benefits** and Employee Assistance Programs

70% of employer disability **claim costs** are related to mental health concerns



Is your organization creating a healthy and productive work environment

Create practical and effective workplace accommodations that address the stigma and challenges of worker-carers with the Carer-Inclusive and Accommodating Organizations workplace standard (B701-17).

📄 Policies and Practices

Recognize and understand worker-carers and identifying gaps and barriers to using workplace accommodations.

100% of health and home care employers have at least 2 types of workplace accommodations that can be applied to worker-carers

50% of employers have more than 9 types of accommodations

🏆 Senior Leader Champions

Take concrete actions to engage senior leaders.

91% of health and home care employers have senior management commitment to a caregiver-friendly workplace.

100% of employers want a culture where employees are comfortable discussing challenges around balancing work and care

👤 Employee Engagement

Co-create new programs with employees that optimize engagement.

80% of health and home care employers have an “open-door policy”

95% of employer identified a need for more organization—wide inclusion

📢 Raise Awareness

Get new ideas on how to raise awareness of workplace accommodations.

85% of health and home care organizations use a variety of ways to communicate with employees

100% of employers want more flexible and effective communication strategies

Create a human resource strategy that addresses the unique risk-profile of your employees

Learn more about the Carer-Inclusive and Accommodating Organizations (B701-17) workplace standard and Helping Worker-Carers in your Organization (B701HB-18) implementation guide.

(B701-17)

(B701HB-18)

Both resources are complimentary for a time-limited period.