

School for Social Care Research

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**Can we save the Government £1.3 billion a year
by supporting unpaid carers in employment?**

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Can we save the Government £1.3 billion a year by supporting unpaid carers in employment?

- Around 315,000 unpaid carers aged 16-64 in England, mainly women, have left employment because of caring
 - 2009/10 *Survey of Carers in Households* (England)
 - 2010 Office for National Statistics (ONS) population estimates
- Key result of SSCR-funded study, *Overcoming Barriers: Unpaid Care and Employment in England (Scoping Study)*
 - more information on Findings from Scoping Study on SSCR website (*SSCR Findings #10*)

Public expenditure costs of carers leaving employment

- Cost to Government of carers leaving employment comes to at least £1.3 billion a year
 - £300 million a year in Carer's Allowance paid to people who have left employment because of unpaid caring
 - £1 billion a year in taxes forgone on this group's lost earnings
- £1.3 billion is a conservative estimate
 - does not include additional benefits, such as Housing Benefit, to which carers who have left work may be entitled
 - 2010-based figure - currently being updated

What would it take to help some of 315,000 people who leave work because of caring to stay in their jobs?

- Flexible carer-friendly working conditions are important
- Increasing emphasis in Government policy on 'replacement care' (paid social care support/services for cared-for person)
- *Care Bill*, currently before Parliament, says that
 - carers' assessments must consider if carer wants to work
 - support for carers may be provided to cared-for person in form of 'replacement care'
- Low access to publicly-funded support for working carers
 - only 4% of carers working full-time, and 6% working part-time, are currently offered assessment/review (2009/10 *Survey of Carers in Households*)

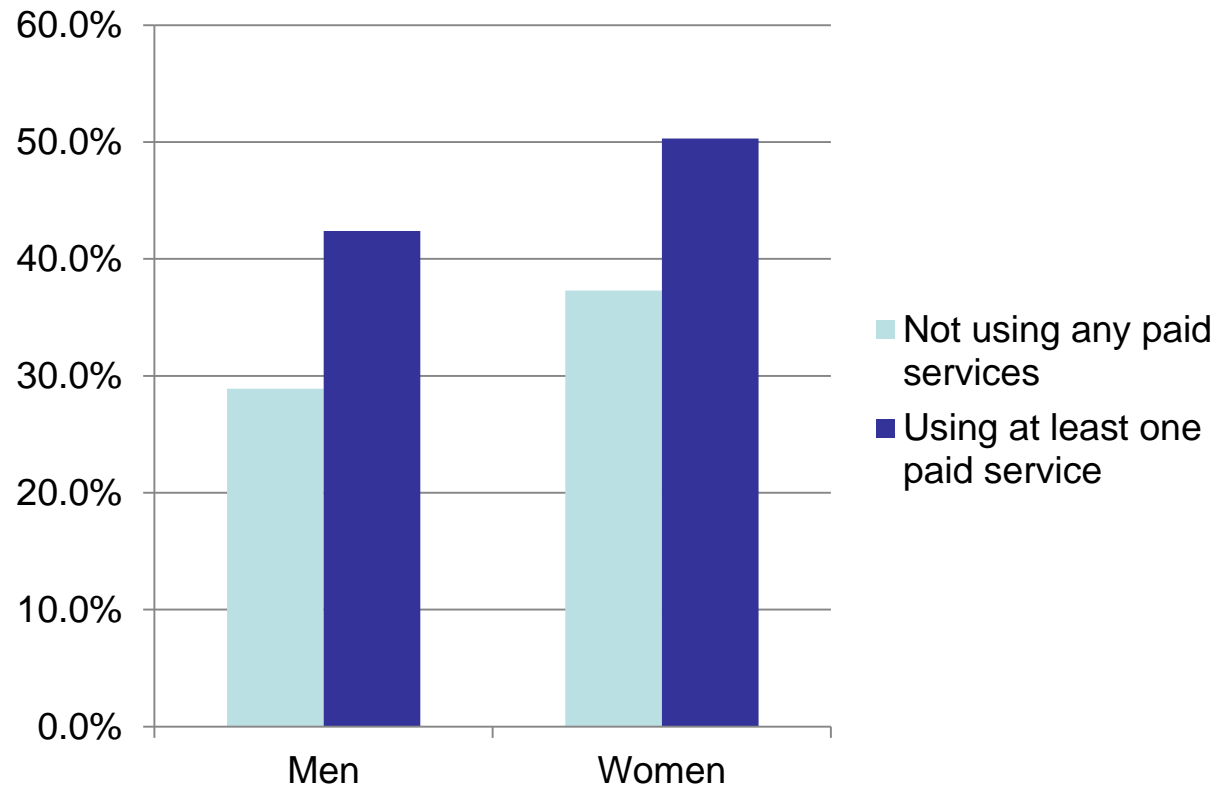
Gaps in knowledge about 'replacement care'

- Two key research gaps investigated by SSCR-funded follow-on study, *Overcoming Barriers: Unpaid Care and Employment in England (Follow-on Study)*
 1. We do not know whether 'replacement care' is effective
 - no papers on whether paid services for cared-for person are effective in supporting carers' employment in England
 2. We know carers have unmet needs for 'replacement care' (Yeandle *et al* 2007, Phillips *et al* 2002)
 - but not enough information to estimate costs of meeting working carers' needs for social care support

Is 'replacement care' effective in helping carers stay in employment?

- Analysis uses large-scale survey of over 35,000 carers, *Personal Social Services Survey of Adult Carers in England (PSS SACE)* (2009/10)
- Looks at whether there is association between use of services by cared-for person and employment rate of carers
- Carers defined as people who look after family or friends in need of support because of their age, disability or illness
- Focus is on carers whose employment is 'at risk'
 - people in employment who provide unpaid care for 10 or more hours a week (King and Pickard 2013)

Employment rates of carers under State Pension Age providing unpaid care for 10 or more hours a week, by gender and use of paid services by person cared for, England, 2009/10 (*PSS SACE*)



Does 'replacement care' help carers stay in employment? Follow-on study 'Findings' (provisional)

- Carers in England are more likely to be in employment if cared-for person receives paid services, controlling for key factors
- Use of home care and help from a personal assistant are associated on their own with carers' employment
- Use of day care and meals-on-wheels are associated on their own with women carers' employment
- Use of short-term breaks is associated with carers' employment when combined with other services
- Therefore study finds some evidence that services for cared-for person are effective in supporting unpaid carers' employment in England

What are unmet needs of working carers for 'replacement care' and costs of meeting them?

- New primary data collection from working carers and people they care for in England
- Initial *Survey of Employees* completed by 2,891 public sector employees, of whom 1,645 provide unpaid care
- 759 opted to take part further in study
 - 384 carers completed detailed *Working Carers' Questionnaire*
 - 166 cared-for people completed detailed *Questionnaire for People Helped by Family or Friends*

What are unmet needs of working carers for 'replacement care' and costs of meeting them?

- Focus is on carers who provide care for 10 or more hours a week – carers whose employment is 'at risk'
- Detailed information on
 - 239 working carers whose employment is 'at risk'
 - 117 cared-for people who are looked after by working carers whose employment is 'at risk'
- Unique dataset - information on working carers and cared-for people in 'dyads'

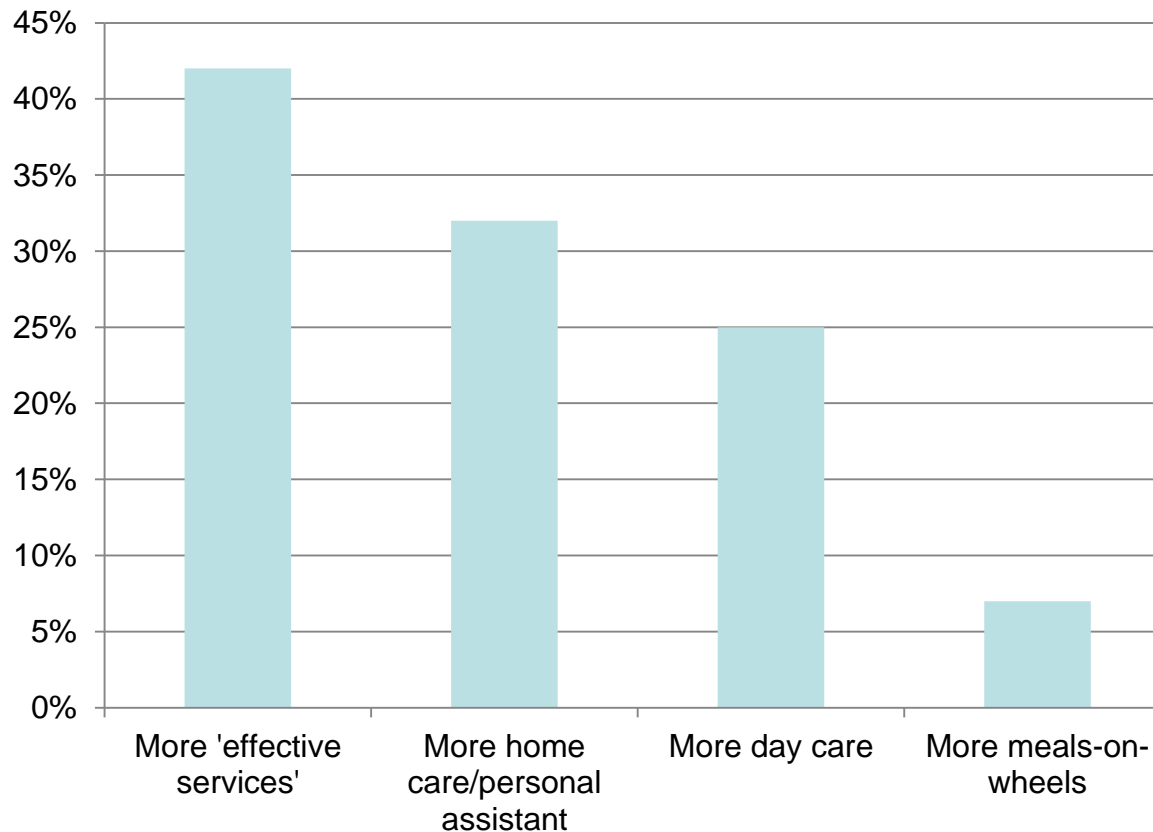
Characteristics of working carers whose employment is 'at risk' (caring for 10 or more hours a week), England, 2013 (*Working Carers' Questionnaire*)

	% of carers in sample (N = 239)
Women	85%
Aged: under 44 years	25%
45-54 years	50%
55-64 years	25%
Ethnicity - White backgrounds	88%
Working full-time	62%
Cares for parent	47%
Fair, bad or very bad health	41%
Cared-for person lives with carer	63%
Income under £20,800 pa	65%

Characteristics of people cared for by 'at risk' working carers

- Nearly 80% of working carers providing care for 10 or more hours a week look after someone with a personal care disability (ADL-disability)
- However, despite high levels of disability, only 36% of people cared for receive home care, help from a personal assistant, day care or meals-on-wheels or their equivalent
 - only minority of cared-for people receive services that are likely to be effective in supporting carer's employment

Percentage of 'at risk' working carers (caring for 10 or more hours a week) who think cared-for person needs more support/services (*Working Carers' Questionnaire*)



What are public expenditure costs of meeting unmet needs of working carers for support and services?

- Analysis of public expenditure costs still in progress, based on estimates of
 - (1) numbers of carers in England whose employment is 'at risk' using
 - employees providing unpaid care in 2011 Census, and provision of unpaid care for 10 or more hours a week in *Understanding Society*
 - (2) total costs of meeting needs for services of 'at risk' working carers using
 - numbers of 'at risk' working carers, primary data on unmet needs, amount of each service needed and PSSRU unit costs of care

What are public expenditure costs of meeting unmet needs of working carers for support and services?

- 3) Division of total costs of meeting unmet needs for services into public and private expenditure
 - using primary data on cared-for people's ability to pay
- We'll then compare
 - costs of meeting needs of working carers for services
 - costs of carers leaving employment
- To answer question: Can we save the Government at least £1.3 billion a year by supporting unpaid carers in employment?

Implications for policy and practice

- Findings support emphasis in English social policy on ‘replacement care’ as a means of supporting working carers
 - results provide evidence that paid services for the cared-for person are associated with higher employment rates among unpaid carers
- If policy aims to support people to combine unpaid care and employment
 - there needs to be greater access to paid services for disabled and older people who are looked after by working carers

Implications for policy and practice

- Costs of ‘replacement care’ are likely to fall to cared-for person, typically a disabled or older person, who may lack resources to purchase care themselves
- It is therefore likely that more *publicly-funded* ‘replacement care’ is needed
- We do not yet know if public expenditure costs of meeting carers’ needs for services would exceed costs of carers leaving employment
- Findings from Follow-on Study will be published later this year on SSCR website

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Thank you for your attention!

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