

## It's a Balancing Act: Working & Caring for Others

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- » Who are employees & care-givers
- » Discuss issues when both occur simultaneously
- » Learn how to balance
- » Offer resources

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### Just when you think "I've got this"!



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### What are we attempting to balance?

- Family issues: childcare, illness, academics, transitions, eldercare, marriage, divorce, death, finances, etc.
- Work issues: new roles & responsibilities (be careful what you ask for), schedule changes, income changes, change within the organization, travel demands, etc.

**AT THE SAME TIME!**

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Work & care-giver rules are many times the same

- Be on time?
- Meet deadlines?
- Get along well with others?
- Hold other people accountable?
- Stay within budget?
- Develop and implement new policies?
- Train new employees?
- Organize & run meetings?
- Leave on-time?

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### What is a caregiver anyway?

A **caregiver**, sometimes called an **informal caregiver**. Unpaid individual (spouse, partner, family member, friend, or neighbor) assisting **others with activities of daily living** medical tasks.

I like to spend my days off luxuriating with a good book.

Oh wait, I have no days off. I am a caregiver.

somecards.com



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## Activities of Daily Living (ADL)...the beginning

- **Bathing:** includes grooming activities such as shaving, & brushing teeth & hair.
- **Dressing:** choosing appropriate garments & being able to dress & undress, having no trouble with buttons, zippers or other fasteners.
- **Eating:** being able to feed oneself.
- **Transferring:** being able to walk, if not ambulatory, being able to transfer oneself from bed to wheelchair & back.
- **Continence:** being able to control one's bowels & bladder, or manage one's incontinence independently.
- **Toileting:** being able to use the toilet.



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## Work adjustments

- 6 out of 10 (61%) experience at least one change in employment such as cutting back work hours, taking leave of absence, receiving a warning about performance and/or attendance, among others.
- 49% arrive late/leave early/take time off,
- 15% take a leave of absence,
- 14% reduce their hours/take a demotion,
- 7% receive a warning about performance/attendance,
- 5% turn down a promotion,
- 4% choose early retirement,
- 3% lose job benefits, and
- 6% give up working entirely. Work is affected even more with co-residence (27%), high burden (73%), primary caregivers (66%), and caregivers involving medical/nursing tasks (70%).



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## Impact on working caregivers

- 70% of working caregivers suffer work-related difficulties due to their dual roles.
- Only 56% of caregivers report that their work supervisor is aware of their caregiving responsibilities.
- Many feel they have no choice about taking on caregiving responsibilities (49%).
  - This is even higher in caregivers that provide 21 or more hours of care per week (59%) & live-in caregivers (64%).



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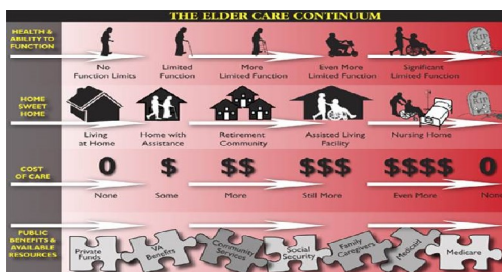
## Dementia

- 17% of caregivers of those with dementia quit their jobs either before or after assuming caregiving responsibilities.
- 54% arrive to their place of work late or leave early,
- 15% take a leave of absence, and
- 9% quit their jobs in order to continue providing care.
- 10 million caregivers aged 50+ who care for their parents lose an estimated \$3 trillion in wages, pensions, retirement funds, and benefits.



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## Elder care Continuum; begin here



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Note to self...  
Taking time to care for myself is not selfish, it is necessary to maintain my physical, emotional, mental and spiritual well being.

@Note to self Daily Exercises For The Broken Hearted by Debbie Kay

### Care-giving Rule #1:

- On an airplane, an oxygen mask descends in front of you. What do you do?
- Rule #1; put your own mask on before assisting anyone. Only by first helping ourselves can we effectively help others.
- **KEEP YOUR PRIMARY ROLE;** I am a daughter who is helping with caregiving!

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### Care-giving Rule #2: Accept help

- Make decision about care location.
- Bring in experts.
- If hiring a professional provider, get references, & contact them!
- If you don't have money to pay for professional help, & don't feel comfortable asking friends, turn to volunteers.
- Churches, senior centers, 4H clubs, HS community service organizations, colleges that train nurses and social workers.
- Let volunteers sort mail, go grocery shopping, do laundry, pay social visits, help them at mealtime, drive them to appointments.

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### Bring in the experts

- Legal expert; Elderlaw and/or Special Needs Attorney; Medicaid planning, asset preservation, VA benefit determination & application: <https://www.naela.org/>
- Free Medicare support: OSHIP: <http://www.insurance.ohio.gov>
- Medicaid: <https://Medicaid.ohio.gov>
- Nursing Home compare: <https://www.medicare.gov>
- Assisted Living compare: <https://ltc.ohio.gov>
- » VA Benefits; Aid & Attendance for home care: [https://www.benefits.va.gov/pension/aid\\_attendance\\_housebound.asp](https://www.benefits.va.gov/pension/aid_attendance_housebound.asp)

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### Care-giver self-promises

- I have choice...I can say no.
- I will put myself first.
- I will take time for myself and my partner.
- I will establish a routine.
- I will ask for help.
- I can say yes, maybe, later, or no.
- I will pay attention to my own feelings & needs.
- I will remind myself that this is my one life to live.

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### Self care & care of family unit

- Take respite: yearly vacation, plus weekly & daily respite.
- Nurture your partner.
- Establish a routine...but expect interruption.
- Ask employer for more flexible work schedule, possibly leave provisions.
- Family & Medical Leave Act of 1993.
- Counseling, online support, self-help groups.

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**ease@work can help...**

- ⊙ Stress
- ⊙ Anxiety
- ⊙ Depression
- ⊙ Relationship issues
- ⊙ Difficulty with co-workers
- ⊙ Legal concerns
- ⊙ Financial questions
- ⊙ Fitness coaching
- ⊙ Nutritional consulting
- ⊙ And more!

*If you would like to consult with a clinician, coach or advisor, please contact us.*

**216.241.3273 or 800.521.3273**  
 easeatwork.com  
 Username: City of Cleveland  
 Password: EASE

**It's free and it's confidential.**

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## Resources

Smart Patients: [www.Smartpatients.com](http://www.Smartpatients.com)

Patients like me: [www.Patientslikeme.com](http://www.Patientslikeme.com)

AARP.org

<http://www.aarp.org/home-family/caregiving/caregiving-tools/>

National Caregiver Alliance

<http://www.caregiving.org/resources/>

National Caregivers Library

<http://www.caregiverslibrary.org/home.aspx>



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