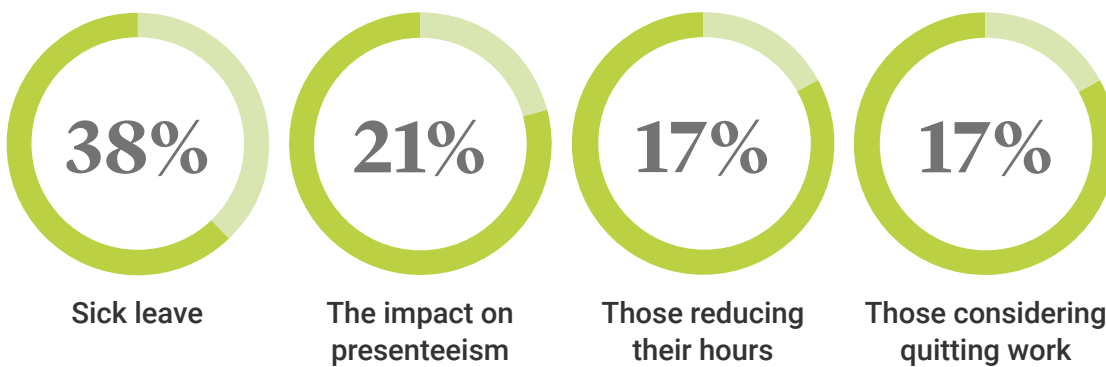


Reduce your business costs by supporting your working carers

This analysis will help you understand how much your business could save financially by being a 'carer friendly' organisation. By offering support we anticipate that you will reduce, amongst your working carers:



Evidence for this can be found on page 30 of this CIPD report: [Supporting working carers: How employers and employees can benefit](#). We also know from Carers UK that 5% of working carers quit work every year.

When supported, we estimate that the leave rate will fall to 4%. We have calculated this based on the percentage drop in those considering leaving their job, as identified in the above CIPD report.

What is the cost of working carers on your business?

Presenteeism

costs **£605** per employee.

Source:

Royal College of Psychiatrists –
Mental Health and Work

Sick leave

on average costs employers
3.6 days of employee time.

Source:

ONS – Sickness absence in
the UK labour market

'Brain-drain'

and the cost to replace an
employee has been calculated
at **£30,614** for each leaver.

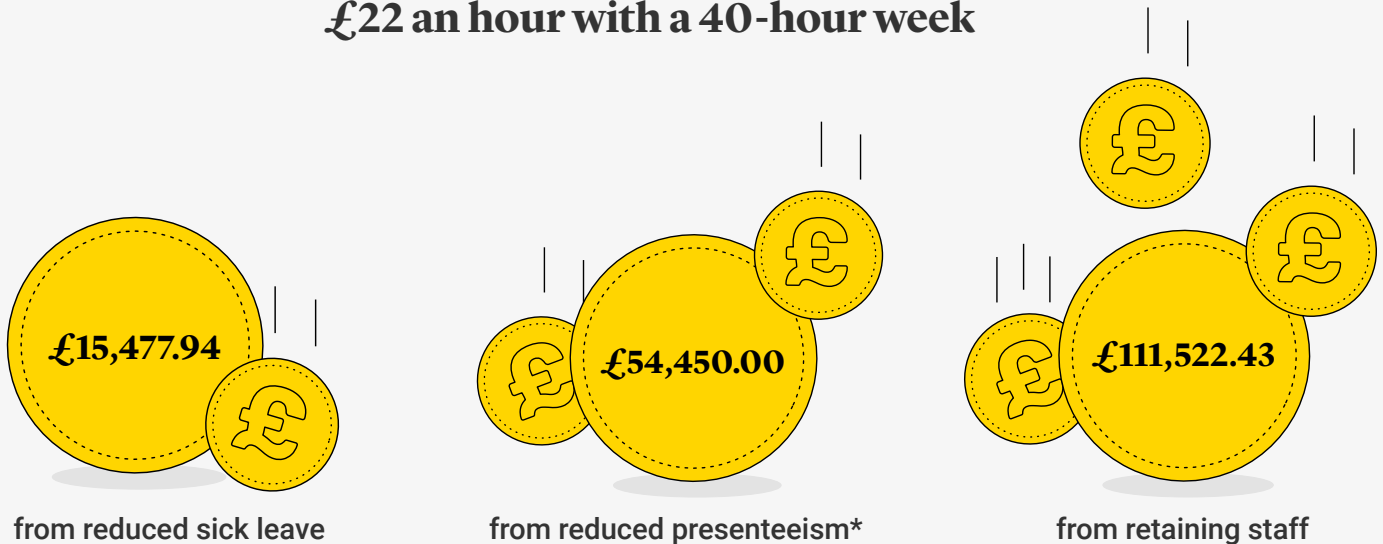
Source:

Oxford Economics –
The cost of Brain Drain

How much can Care Concierge save your business?

This will depend on the size of your organisation, the average salary, and the average working week of your employees. However, an example is provided below with a simple calculation form provided for you to estimate the savings for your own business. All assumptions are based on the reduced rates of sick leave, presenteeism and staff rotation identified in the CIPD 'Supporting Working Carers' report.

**Based on an employer of 3000 paying
£22 an hour with a 40-hour week**



This would therefore give a total estimated saving to your business of £181,450.37 each year.

* Presenteeism refers to lost productivity when employees are present but not fully functioning. This can be either mentally or physically.

Calculate the savings for your business

To estimate the savings to your own business of introducing the Care Concierge resource to your employees, start by taking the number of employees in your organisation and divide this by 7.

This is the number of working carers, on average, in your business.

- **To calculate sick leave** – Multiply the number of working carers by 15%, this is the number of carers, on average, that take sick leave for caring responsibilities. Multiply this number of working carers by 0.72, the number of weeks on average taken as sick leave. Multiply this number by the average weekly salary paid in your organisation. This is the cost of sick leave amongst your working carers. Finally, multiply this number by 38%, the assumed fall by becoming 'carer-friendly', and you have the saving to sick leave.
- **To calculate presenteeism** – Multiply the number of working carers by £605. Multiply this number by 21%, the assumed fall in presenteeism, and you have the saving to presenteeism.
- **To calculate 'brain-drain'** – Multiply the number of working carers by 5% and you have the current number of carers, on average, leaving employment every year. Multiply this figure by 17%, the assumed fall in staff rotation, and finally times this figure by £30,614. This is the saving on 'Brain-drain' or staff loss.