

Living Caring Working

IMPROVING QUALITY OF LIFE FOR PEOPLE WITH A LIFE THREATENING ILLNESS,
THEIR FAMILIES, CARERS AND COMMUNITIES

RESOURCE 12 | Supporting your staff

Your company may currently employ a person who has a life threatening illness or is the carer of a person with a life threatening illness. Experiences of illness, treatment, rehabilitation, caring, death and bereavement may be impacting on your business and your employees.

Management of these issues to benefit of your business, to protect and care for all employees and to achieve the best possible outcome for the employee affected may be critical to your ongoing viability—to meeting production needs and retaining valued employees. A range of resources and website links are available to assist employers to deal with this situation as part of an Australian Best Practice Model for Life Threatening Illness in the Workplace.

A Model Company Policy has been developed which provides Information Resource Sheets for managing an ill employee or an employed carer at work. They provide information on:

- human resource principles and guidelines
- workplace assessment checklists
- occupational health and safety guidelines
- grief and loss occupational health and safety guidelines
- tough questions for managers.

These resources will be available from June 2006 from PCV on **03 9662 9644** during business hours.

Providing flexibility for people with life threatening illnesses and their carers can benefit a business or organisation in a number of ways:

- improved ability to attract and retain skilled employees
- reduced staff resignations and savings in recruitment and training costs
- reduced absenteeism if employees can take a few hours off work instead of a whole day
- increased staff morale, loyalty, commitment, productivity and performance
- enhanced public image as an employer who cares about employees' commitments and contributes to the well being of the community.

Other resources which might be helpful include:

http://www.docep.wa.gov.au/lr/LabourRelations/Content/Work_Life_Balance/Work_and_Family/Pages/Creating%20Carer%20Frien.html

http://www.workandfamily.nsw.gov.au/resources/familyguide_febo3.pdf

Source: Best Practice Support Model for Life Threatening Illness in the Workplace—PCV, 2006.