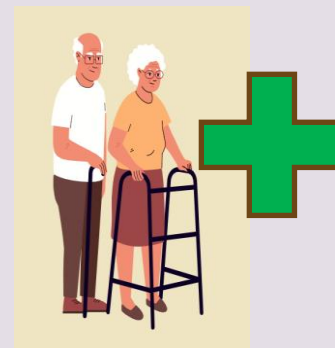
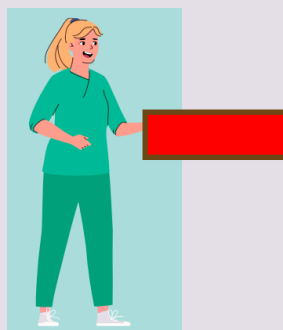
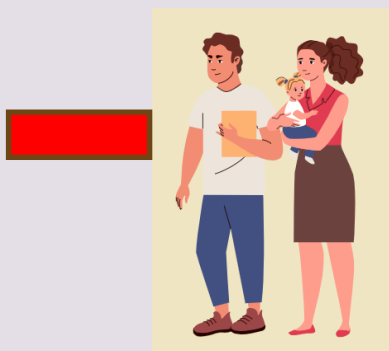
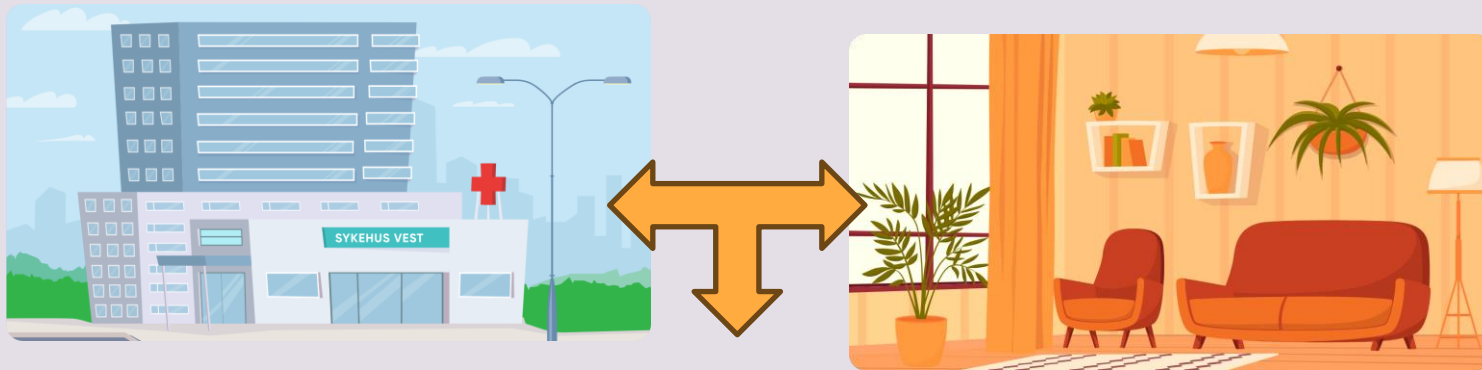


# Healthcare is moving home – how can we help working carers to combine work and care in the best way – without falling sick or out of work?



# Background and facts

## Norway: Population of 5.5 million

In 2040 30 % will be aged >67

200 municipalities experience decline in inhabitants

70 % of men between 18-67 year are employed

66 % of women between 18-67 are employed

## Informal carers

About 800 000 in active informal caring roles

→ about 15 % of the population

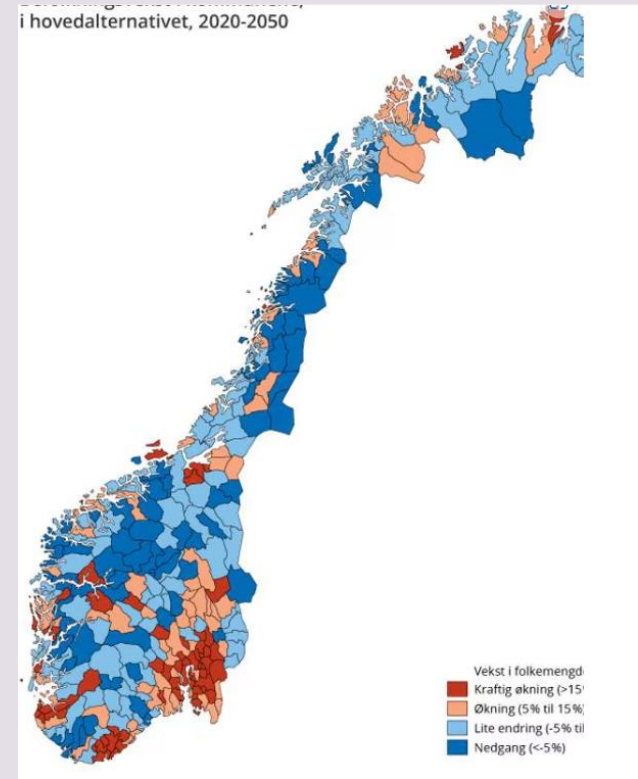
→ **Informal carers give 50 % of the care needed for patients, sick and elderly people**

→ 62 % of informal carers are aged 30 til 70 years

→ Almost 70 % of informal carers are employed, most of them in FTE

→ Sandwich generation – and Long distance caregivers

i hovedalternativet, 2020-2050



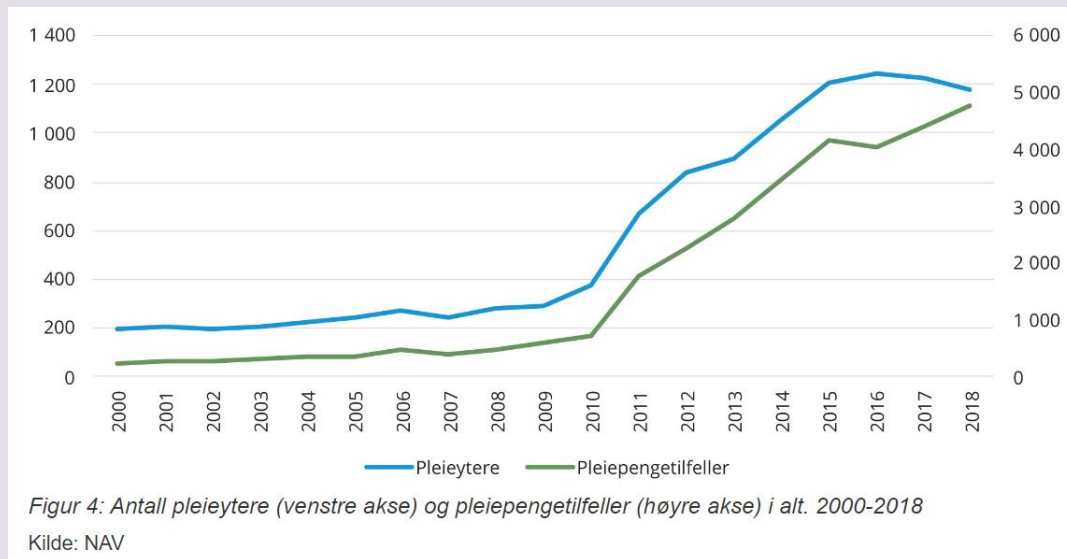
Pårørendealliansen

# Paid care leave to care for terminall ill patient/familymembers

- The right to **20 days paid care leave from 1990**
- This is to care for familymembers who are terminally ill, and cared for at home
- This right was **expanded in 2009/10 from 20 days to 60 days**
- The care can be performed by others than familymembers
- **Criteria:**
- The patient appoints who will share the care and be affected at work
- The doctors can confirm this for the employer
- The care leave can be taken out as 60 single days or as suitable
- It can only be used 1 per patient
  
- **Other care leave solutions §AML 12-10 10 days care leave**
- Paid or not -> up to employer (State employees have + some unions their own agreement)

# The use of this care leave is not killing the budgets

- 2000 – 2010
- About 200 to 300 persons pr year
- NOK 1,5 to 3 million NOK pr year
  
- From 2010 to 2018
- A steady rise up to 1100 persons per year
- NOK about 30 million pr years



- ***If you do not plan for working carers , you will see it in the sickleave statistics!***

# Pros and cons

- The employer can pay salary and get reimbursed fra NAV. If the employee must claim care leave money ->extra stress
- Still need to spread information about this option
- Some time 60 days is not enough – this will be increasing in years to come due to medical treatments and innovations
- Can only be used once – for the same reason as over
- We are looking to Sweden and their 100 days pr calendar year
- Other issues
- We need at least 10 Paid care days same for all
- AML §12-10 – because the services will ask us more and more to help them out in the coming years

