

## SOCIAL SECURITY

The Home Carer's Allowance (**HCA**) is for carers of working age who spend 35 hours (or more) per week caring for someone who requires a very high level of personal care. The allowance is designed for carers who can't work full time or who have had to substantially reduce their working week because of their caring commitments. The HCA is currently £899.92 and is paid every 4 weeks. You can work and claim **HCA** providing you earn less than £167.53 (the Disregard).

### OUR CONCERNS:

- 1) The role of the Carer is often unseen and undervalued. It has been identified that children with disabilities living in residential care, costs the Government of Jersey between £3,155 and £5,734 per week (January 2018) further evidencing the important role that carers play.
- 2) The terms of the **HCA** are too restrictive in permitting carers to work alongside their caring responsibilities, in particular the Disregard.
- 3) Earnings from employment are assessed on a quarterly basis which negatively impacts carers who work term time only or who are on zero hour contracts and do not have a regular working pattern.
- 4) The current **HCA** terms can lead to dysfunctional outcomes due to:
  - a) Carers, including highly skilled workers, struggling to maintain part-time jobs which they can fit in around their caring responsibilities due to the maximum earning threshold.
  - b) Wider society is worse off by excluding this important and diverse working group from the majority of roles and organisations.

### OUR VISION:

- 1) To ensure carers are recognized for the vital role they play in Jersey society.
- 2) To make home caring a viable option for Parent and Carers of children and young people who require a very high level of personal care.
- 3) Enable children who require a very high level of personal care to stay within their family environment and be cared for by people who they feel most comfortable with.
- 4) Parents to retain their careers and for skilled and qualified parents to be able to maximize their career potential.

### OUR GOALS:

- 1) To enable Parents to work in roles which are appropriate to their level of qualification and experience.
- 2) Earnings for mandatory training and meetings not to be included in allowed earnings amount.
- 3) To get the "Disregard" increased in line with the cost of living.
- 4) For the rules to be much more flexible and possibly earnings being calculated over the year rather than quarterly.

