

Your Employer (Manager, supervisor, owner, HR manager)

Potential Objections

- Deflection – ‘It’s your problem not mine’
- Denial – ‘I don’t have time for this’
- Capacity – ‘We need you to be here and working’
- Financial – ‘We can’t afford to pay you for not working’

Asks	Intended Outcome	Points to consider
I need you to know what is happening	Take off the initial pressure on yourself to be at work	<ul style="list-style-type: none"> • Don’t delay in letting your employer know what is happening and how important your elderly relative is to you • Don’t be afraid to ask for their understanding and support • If you can, give them an idea of how long you will be off work • Don’t make promises to be back at work the following day if you don’t know if that will be possible • Keep in touch. Don’t “disappear”
Changes to working patterns in the medium to long term		<ul style="list-style-type: none"> • If you can, agree a working pattern that allows you to maintain a degree of normality whilst supporting your elderly relative (part-time, job share, etc) • If applicable, think about whether you are in the right job that will enable you to meet your commitments to your elderly relative in the medium to longer term