



PRESENTED BY  
FAMILY CAREGIVERS OF BRITISH COLUMBIA



Family Caregivers  
of British Columbia

# Supporting a Family Caregiver (a friend, colleague and/or employee) in the Workplace

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Moderator: Kate Landreth, Education Lead with Family Caregivers of BC

# Webinar Instructions

- Everyone will remain muted and cameras will be off
- You may be prompted to reflect and provide feedback through the presentation – please use the ‘Chat’ box
- There will be a 10-minute question period at the end- use the “Q & A” feature to ask questions anytime, and the questions will be responded to during the question portion



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# Who we are

- Family Caregivers of BC (FCBC) is a non-profit charity dedicated 100% to the well being of family caregivers
- 30 years – 1st of its kind in Canada & only 3 provincial organizations across Canada
- Serving across BC since 2010, past 5 years as part of the Ministry of Health's Patients as Partners Initiative
- Three pillars include: caregiver support, education and engagement and collaboration

## CAREGIVER SUPPORT

- Caregivers Support Line - 1-877-520-3267
- Informational, referral & navigation
- Caregiver support groups
- Caregiver Coaching
- Online caregiver resource centre

## EDUCATION

- Resource library: webinars and podcasts
- Newsletters publications, E-news, articles and blogs
- Support group facilitator training
- Outreach to community groups

## ENGAGEMENT & COLLABORATION

- Caregiver engagement quality improvement health policy
- Presentations participation in health committees
- Collaborations: condition specific org; health authorities, Ministry of health research



Canadian  
Cancer  
Society

Healthy  
Workplaces

Powered  
by



# Why Have Healthy Workplaces?

- The Canadian Cancer Society's mission has been to **eradicate cancer**.
- Given that the average Canadian spends sixty percent (60%) of their waking hours on the job, adopting healthy behaviors at the workplace creates a mutually beneficial relationship between workplaces and the Canadian Cancer Society's mission.
- As such, Healthy Workplaces , Canadian Cancer Society's comprehensive workplace wellness program, **was created to offer businesses the support and tools they need to develop or enhance workplace wellness programs.**



Canadian  
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Healthy Workplaces consists of three main components:

Website



Challenges



Consultations



# Your Learning

## WHAT WE'RE COVERING

- The definition of a family caregiver and identify a) as a caregiver yourself b) a colleague, friend or employee as a caregiver
- The scope of family caregiving, including the many roles, tasks and activities the role involves
- Practical ways and strategies to support a family caregiver in the workplace and outside of work hours – for employees and employers
- Where to find resources and supports for family caregivers in British Columbia



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## The Definition of a Family Caregiver

Family member or friend who provides care and support to someone living with disease, disability or frailty due to aging.

The role of a family caregiver is mutually determined by the people providing care and support as well as those receiving it.



# HOW BIG?



Family Caregivers  
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28%

OF THE POPULATION

(Turcotte 2013)

1,376,155

IN BRITISH COLUMBIA

SANDWICH GENERATION



SANDWICH GENERATION -  
'TRYING TO DO IT ALL'

FAMILY CAREGIVERS OF BC

35%

ARE WORKING



[www.familycaregiversbc.ca](http://www.familycaregiversbc.ca)

# FAMILY CAREGIVERS OF BC



# 25%

EMPLOYED CAREGIVERS SPEND UP TO 30 HOURS PER WEEK CARING FOR A FRIEND OR FAMILY MEMBER

# What do family caregivers do?

75%

Help with transportation

23%

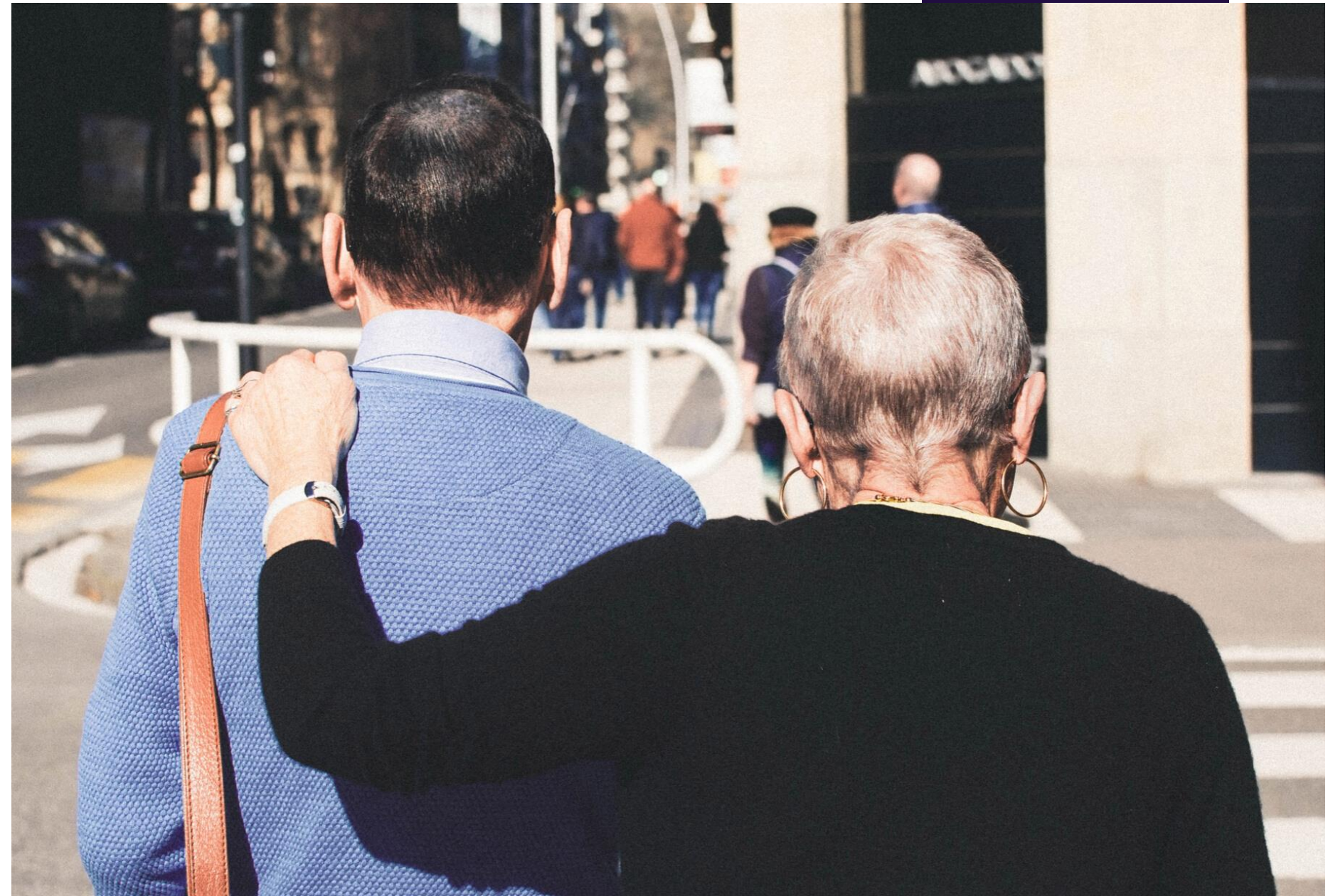
Help with medical treatments

22%

Provide personal care

33%

Schedule and Coordinate Appointments



# IMPACT

## The Time Commodity

- Time caregivers spend with the care recipient
- Time spent on behalf of the recipient (e.g. scheduling appointments)
- Time spent getting to/from the recipient
- Time spent monitoring or managing care.



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# IMPACT

## Consequences

- Reduced working hours or having to quit
- Decreased productivity and the resulting career limitations
- Reduced/forgone income
- Out-of-pocket expenses include housing, community services, supplies and transportation that may also be incurred by caregivers

Challenges. IRPP Study 58. Montreal: Institute for Research on Public Policy

Fast, J. 2015. Caregiving for Older Adults with Disabilities: Present Costs, Future



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DEPRESSION AND  
ANXIETY

INSOMNIA

HIGH LEVELS OF  
STRESS

**CHRONIC HEALTH CONDITIONS  
TWICE THE RATE  
OF GENERAL POPULATION**

# **IMPACT OF CAREGIVING ON HEALTH**

HYPERTENSION

BACK INJURIES

COMPROMISED  
IMMUNE SYSTEM

# Challenges Experienced

- Overload and exhaustion
- Trying to “do it all” and not asking for help
- Not setting boundaries or saying “no”
- Complex family dynamics; changing roles
- Having difficult conversations
- Lack of a support network - feeling isolated
- Overwhelming emotions and uncertainty
- Ongoing grief/losses
- Financial and legal concerns
- Navigating the healthcare system
- Feeling isolated
- Poor self-care



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# Ten Signs of Caregivers Stress

1. Denial – about disease & effect
2. Anger
3. Social Withdrawal
4. Anxiety about the future
5. Depression
6. Exhaustion
7. Sleeplessness
8. Emotional reactions – crying & yelling
9. Lack of concentration
10. Health problems



# Issues for Family Caregivers

WE NEED TO SHIFT CULTURE TO RECOGNIZE, SUPPORT AND INCLUDE CAREGIVERS AS PARTNERS IN CARE

1

FAMILY CAREGIVERS DO NOT SELF-IDENTIFY

2

FOCUS OF CARE IS ON THE CARE RECIPIENT (PATIENT, CLIENT)

3

ONE TIME OFFERS OF HELP USUALLY NOT ACCEPTED

4

DIVERSITY- ONE SIZE DOES NOT FIT ALL CAREGIVERS' NEEDS

# The Challenge

“Invaluable and invisible. These two words, more than any others, perhaps best describe the 8.1 million caregivers in this country.”

[Torjman, S. (2015, May). Renewing Canada's Social Architecture: Policies in Support of Caregivers.]



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# Supporting Employed Caregivers

## **SUPPORTING A WORK COLLEAGUE**

- Focus on them first, then the person they are caring for
- Reach out... even if it feels uncomfortable
- Listen without judgment or trying to fix a problem
- Ask to help in specific ways to what they need
- Refer them to resources



# SUPPORTING EMPLOYED CAREGIVERS

## Supporting an Employed Caregiving

### HOW IS IT DIFFERENT THAN CHILDCARE?

- Caring for an adult is not the same as parenting or raising a child.
- The care of an adult is usually more complex.
- The need for care is often due to a by a crisis and/or is incremental
- Difficult to predict the type, amount and duration of care required.



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# SUPPORTING EMPLOYED CAREGIVERS

## Supporting an Employed Caregiving

### HOW TO SUPPORT YOUR EMPLOYED CAREGIVERS?

- Build awareness & supportive environment
- Time
- Respite/Relief
- Information
- Financial Aid
- Multiple options; one size doesn't fit all



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# Caregiver Resources

- FCBC Toll-Free Support Line
- FCBC Caregiver Connection Newsletter
- FCBC Monthly Enews
- Caregiver Tips and Tools (webinars, articles, podcast, booklets)
- FCBC Social Media (FB Lives and YouTube Channel)



## Stay Tuned for September Caregiver Challenge with FCBC and Healthy Workplaces

The challenge includes:

- Self-identification checklist
- Care inclusive workplace tips
- How to support a caregiver at work
- Resources for caregivers



# FAMILY CAREGIVERS SUPPORTS & EDUCATION

**Caregiver Support Line in BC 1 877 520 3267**

**Mon-Fri: 8:30am-4:00pm**

- One-to-one emotional support
- Help navigating the health care system
- Access to support groups
- Newsletter with timely articles
- Referrals to other community resources



**ONE-ON-ONE CAREGIVER COACHING**



**JOIN A CAREGIVER SUPPORT GROUP**