



# Making a difference for staff who are Carers

## The Equity Office - Te Ara Tautika

Caring for someone and balancing this responsibility with work and other duties can be rewarding and challenging.

The Equity Office has developed a Toolkit for Staff Carers to provide practical information and resources for staff who are Carers, as well as for their colleagues and managers.

It also provides advice based on the direct experience of Carers at the University of Auckland.

---

### What is a Carer?

A Carer is “anyone who supports a person with ill health, a disability, mental illness, an addiction, or in their old age”<sup>1</sup>. Many staff will, at some stage of their career, combine work with primary or secondary Carer roles.

<sup>1</sup>The New Zealand Carers’ Strategy and Five-year Action Plan 2008, Ministry of Social Development

### Download the Toolkit for Staff Carers to read practical information on:

- Resources for specific Carer roles or responsibilities
- Flexible work arrangements
- Different types of leave, and returning to work after long-term leave
- FAQs
- Helpful contacts at the University

### Which Equity policies can assist you?

#### Work, Life, Family and Carers Policy

Ensures that the University workplace accommodates work, life, family and Carer responsibilities.

#### Flexible Work Policy

Describes the University’s commitment to supporting flexible work arrangements for employees.

#### Merit Relative to Opportunity Policy

Evaluates success based on the quality and impact of achievements in a non-conventional career path.



### Did you know?

The Equity Office has produced a Toolkit for Student Carers, too.

[www.equity.auckland.ac.nz/carers](http://www.equity.auckland.ac.nz/carers)