



**RHONDDA CYNON TAF COUNCIL**

**RECORD OF DECISIONS OF THE EXECUTIVE**

**DECISION MADE BY: Cabinet DATE DECISION MADE: 27 January, 2022**

**Cabinet Members Present:**

Councillor A Morgan (Chair), Councillor M Webber (Deputy Chair),  
Councillor R Bevan, Councillor J Bonetto, Councillor G Caple,  
Councillor A Crimmings, Councillor R Lewis, Councillor C Leyshon and  
Councillor M Norris

**Other Councillor(s) in Attendance:-**

Councillor P Jarman

***Agenda Item : 7***

**SUBJECT: NEW GUIDANCE FOR UNPAID CARERS IN THE WORKPLACE**

**1. DECISION MADE:**

**Agreed –**

1. To endorse the Working Carers Guidance (Appendix 1) and support its implementation.
2. To endorse additional specific paid leave arrangements for unpaid carers within the workforce of up to 5 days per annum.
3. To endorse the pursuit of a recognised accreditation scheme for working carers.

**2. REASON FOR THE DECISION BEING MADE:**

The need to seek Cabinet endorsement for the staff guidance (Appendix 1) that is specifically designed to inform unpaid carers in the Council workforce about the support available to them to help manage and balance work and caring responsibilities, and to clarify this support formally for managers.

The need to present the business case to Cabinet for introducing a new leave of absence for employees who have unpaid caring responsibilities.

**3. LINKS TO CORPORATE PRIORITIES/FUTURE GENERATIONS - SUSTAINABLE DEVELOPMENT:**

There is a strong direct link to the Council's purpose: "To provide strong community leadership and create the environment for people and businesses to be independent, healthy and prosperous." Further there are links to the Corporate priorities as follows

- People: by ensuring carers in RCT are able to remain independent, healthy and successful by remaining in work
- Prosperity: by supporting businesses in RCT to attract and retain employees that are carers through effective guidance and support.

In addition, there are links to the Wellbeing of Future Generations Act:

- A healthier Wales: A society in which people's physical and mental wellbeing is maximised and in which choices and behaviours that benefit future health are understood.
- A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio-economic background and circumstances).

Supporting unpaid carers in the workplace also links to Priority 4 in the Welsh Government's National Plan for Unpaid Carers: "Supporting carers in education and the workplace – "employers and educational / training settings should be supported to adapt their policies and practices enabling carers to work and learn alongside their caring role."

**4. CONSULTATION UNDERTAKEN PRIOR TO DECISION BEING MADE:**

The report has been prepared by the working group with staff members from a wide range of service areas and departments represented

The recommendations have largely been derived from the findings of a staff SNAP consultation survey completed during the summer of 2021.

Third sector organisations including Carers Trust South East Wales and Employers for Carers have contributed their knowledge and expertise on working carers to inform the working group.

**5. PREVIOUS CONSIDERATION BY A COMMITTEE OF THE COUNCIL:**

None

**6. PERSONAL INTERESTS DECLARED:**

None

**7. DISPENSATION TO SPEAK (AS GRANTED BY STANDARDS COMMITTEE):**

N/A

**8. (a) IS THE DECISION SUBJECT TO CALL-IN BY THE OVERVIEW AND SCRUTINY COMMITTEE:**

Yes

**Note:** This decision will not come into force and may not be implemented until the expiry of 3 clear working days after its publication i.e. **2 February 2022** to enable it to be the subject to the Call-In Procedure in Rule 17.1 of the Overview and Scrutiny Procedure Rules.

**8.(b) IF NO, REASONS WHY IN THE OPINION OF THE DECISION-MAKER THE DECISION IS EXEMPT OR NON APPLICABLE:**

**I. COUNCIL / SCRUTINY FUNCTION (CALL IN IS THEREFORE NON APPLICABLE):-**

Reason: N/A

**II. URGENT DECISION:-**

Reason N/A

**8.(c) IF DEEMED URGENT - SIGNATURE OF MAYOR OR DEPUTY MAYOR OR HEAD OF PAID SERVICE CONFIRMING AGREEMENT THAT THE PROPOSED DECISION IS REASONABLE IN ALL THE CIRCUMSTANCES FOR IT BEING TREATED AS A MATTER OF URGENCY, IN ACCORDANCE WITH THE OVERVIEW AND SCRUTINY PROCEDURE RULE 17.2:**

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(Mayor)

.....  
(Dated)



.....  
(Proper Officer)

27.01.22  
(Dated)