

Carer's home as workplace – safe and accessible

Results of the Focus group



norden

Nordic Council of Ministers'
Office in Estonia



Focus group

- ♥ Focus group is formed in order to support the international cooperation project „Carer’s home as workplace – safe and accessible“ funded by Nordic Council of Ministers. Partners are Association Saulstarini from Latvia and The Helsinki Metropolitan Area Association for Carers and Friends POLLI from Finland.
- ♥ Project is aimed to civil society organisations that can be through support and professionalism on the forefront of creating the social protection policy for informal carers. As a result of the project informal carers work will be simple, safe and with future!
- ♥ Focus group enables to introduce a new approach to the home of informal carer. In order to support it, there is a definite need for the analysis of legislation, common agreement on definitions and give sense to the value of informal carer’s work.



Who is the „informal carer“?

Carers are people of all ages who provide care (usually unpaid) outside of the formal care provision to family member or relative who needs assistance in their daily activities due to long term illness, disability or other long-lasting limitation.

(Eurocarers, 2014)



Work life of the carer

- ♥ 50% of carers are in paid employment – combining work, care and family responsibilities
- ♥ 50% would be ready to give up work if the care responsibilities would intensify
- ♥ 50% of carers in paid employment have felt the need to concentrate mostly on their work, experienced hardship when fulfilling work responsibilities, given up training opportunities and career options – shame, insult, guilt
- ♥ 56% of carers have discussed their care responsibility at work – 70% have lacked understanding



Health of the carer

- ♥ 80% of carers find their health to be acceptable
- ♥ 2/3 of carers' find their health worsened than previous year
- ♥ 2/3 of carers' worry about their health due to the care responsibilities
- ♥ 2/3 of carers' health have been deteriorating due to the care responsibilities
- ♥ 40% of carers report permanent health disorder
- ♥ 50% of carers take medicine regularly
- ♥ 50% of carers are satisfactory with their current circumstances



Carer's status - definitions

- ♥ Principles of equal treatment when sharing the responsibilities of social protection – Constitution and Family Law Act
- ♥ Care responsibility and maintenance responsibility – justification of unequal treatment when fulfilling the responsibilities
- ♥ Definition of „Person with care burden“ and „Person with maintenance responsibility“ – connection between them
- ♥ Care responsibility turning into care burden – protection against excessive care burden
- ♥ Privacy and the right to personal life in the light of care responsibility – minimum subsistence, relative poverty, subsistence level, pension – minimum care costs?



The Labour Inspectorate

Responsibilities of Employer:

- ♥ Systematic internal control of work environment
- ♥ Organising the risk analysis of the work environment with the preparation of an action plan
- ♥ Ensuring guidance and training appropriate to the workplace and profession before entering or replacing a worker
- ♥ Organising health checks for workers whose health can be influenced during work process by the work environment hazard or the nature of the work and bear the costs associated with it.



Institutional care

- ♥ Legal basis for the work in care institution (internal code, technical requirements, work safety, staff requirements)
- ♥ Rights and responsibilities of employee – working and rest time, training
- ♥ Risk assessment and elimination – safe and accessible workplace



Institutional care

- ♥ The service provider must ensure the availability of staff whose qualifications and workload allow the activities and operations to be carried out in a way that is specified in the care plan for persons receiving care.
- ♥ Care service is provided by careworker and care assistant. Care assistant is supervised by careworker. (beginning from 01.01.2020)
- ♥ One of the following preparatory requirements must be met by care worker providing direct care:
 - 1) curriculum for vocational education and training achieving the learning outcomes described in the professional standard of the care worker;
 - 2) in-service training, curriculum for the achievement of the learning outcomes described in the professional standard of the care worker;
 - 3) person has a profession of a care worker under the Professions Act



Home care service

- ♥ Preparation for service provision – home as service environment, burden of care
- ♥ Rights and responsibilities of employee – working and rest time, training
- ♥ Risk assessment and elimination – safe and accessible workplace



Home care service

- ♥ Aim of the service is to provide assistance in activities that are home-related and regarding personal life and coping with representation and conducting business – enhancement and preservation of quality of life in the habitual environment.
- ♥ Home care service is provided to the care recipient based on the evaluation conducted by the local government's social worker or service provider given the respective rules established.
- ♥ In order to be the direct home care service provider, it is necessary to have training based on the care worker profession.
- ♥ Care worker follows internal rules and additional requirements (e.g. Confidentiality agreement) put forward by the employer.



Preparation for service provision – home as workplace

BEFORE WORK

- ♥ When moving in public space, including parks, staircases, backyards etc, employee must be convinced of the possibility of a safe movement
- ♥ By notifying the danger to one's own health and life, the employee is immediately obliged to leave the danger area and inform the employer accordingly.
- ♥ Obligation to assess dangers
- ♥ Inspection of work inventory, tools and devices
- ♥ Ensure that lighting is sufficient in the workplace.
- ♥ Check that the cleaning supplies (washers, cleaning cloths, sponges, etc.) do not have piercing and cutting objects.
- ♥ Check the correctness of electrical systems, power cables, and plug connections.



Risk assessment and liquidation

- ♥ Risk analysis is an activity by which the employer identifies and evaluates the work environment hazards that may affect workers. For example, insufficient lighting, working in a forced position, exposure to chemicals or continuous noise. It is important to detect the health hazards before harming workers and thinking about solutions. Practical component are proposals to neutralize each risk factor.
- ♥ Home care service is not provided if the dependant needs inpatient care or inpatient nursing care, i.e. nursing care;
- ♥ Informal carer or the dependant is addicted to alcohol or narcotic substances;
- ♥ Behaviour of the dependant is endangering itself or third parties;
- ♥ When dependant suffers from an infectious disease in an infectious phase;
- ♥ If the conditions in dependant's home do not allow to provide care.



Risk analysis – home care service

Physical risk factors

- ♥ The risk of physical violence at the client's home
- ♥ Noise in traffic, at the customer's home
- ♥ Risk of piercing and cuts, danger of burns
- ♥ Lack of lighting
- ♥ Accident risk (stumbling, slipping, falling)

Chemical hazards

- ♥ Allergy, poisoning, possible skin damage

Biological hazards

- ♥ Infectious diseases, allergies or poisoning caused by microorganisms (bacteria, viruses, fungi, etc.)
- ♥ Human endo- and ectoparasites, the risk of infection
- ♥ Dust

Physiological and psychological risk factors

- ♥ Severity of physical work, manual handling of loads
- ♥ Working alone
- ♥ Mental overload, danger of burn-out



Health check

- ♥ The aim is to assess the employee's state of health and the suitability of working conditions for the employee and to diagnose work-related illnesses and occupational diseases.
- ♥ Discover as early as possible any health problems that may come from the working environment. Detection of an early problem will prevent further deterioration of the employee's health.
- ♥ The frequency of the periodic medical examination is determined by the occupational physician. The employer does not decide whether the health check will be carried out after one, two or three years. This decision is made by the occupational physician.



Home environment counselling

- ♥ The target group for counseling for the adaptation of the home environment is a person himself, his family or close relatives, a social worker, etc., who represents the person who needs adjustment.
- ♥ During counseling, people are visited, different ways of adaptation are discussed with a person and his or her family, and a written expert opinion is issued, outlining the necessary adjustments for the person.
- ♥ Expert opinions can be used to order repairs from builders in order to implement the adjustment realistically.



Work environment counselling

- ♥ The target group for work environment counseling is both an employer who needs an adaptation of the work environment for his or her employee and the worker himself.
- ♥ During the counseling process, a person is to be visited, various options for adaptation are discussed with the person and his employer, and a written expert opinion is issued, which contains the necessary adjustments for the person.



Health promotion

- ♥ Promoting health is a process that allows people to increase control over their health and thus strengthen their health.
- ♥ The basic idea behind the promotion of health is to make the environment so that healthy choices are easily accessible.



Health promotion in health care

Patient-oriented activities:

- ♥ Training the patient (for health, for coping with illness or everyday life);
- ♥ Development of communicativeness;
- ♥ Ensuring the patient's right to be informed about his or her health or illness;
- ♥ Designing a secure hospital environment;
- ♥ Patient satisfaction assessment;
- ♥ Psychosocial counseling.



Health promotion in health care

Staff-oriented activities:

- ♥ Prevention of health risks;
- ♥ Improving the culture of communication and communicativeness;
- ♥ Designing a secure working environment;
- ♥ Hospital staff Satisfaction Assessment;
- ♥ Work-related stress management.



Health promotion at workplace

Main actions:

- ♥ Improving the physical, mental and social working environment
- ♥ Promoting the health of the worker
- ♥ Development of the organization as a whole
- ♥ Supporting local-based health cooperation
- ♥ Sharing social responsibility



TET-network

The goals are:

- ♥ Pooling of professionals from different institutions, companies and organizations to share good experiences;
- ♥ Supporting organizations in developing the working environment and improving employee health awareness;
- ♥ Better prevention of occupational diseases, occupational safety and work-related diseases at the workplace.



Thank You for the attention!

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