

## School for Social Care Research

**ILPN Conference, 2 September 2014, 11.45**

**Does 'replacement care' help unpaid carers remain in  
employment in England?**

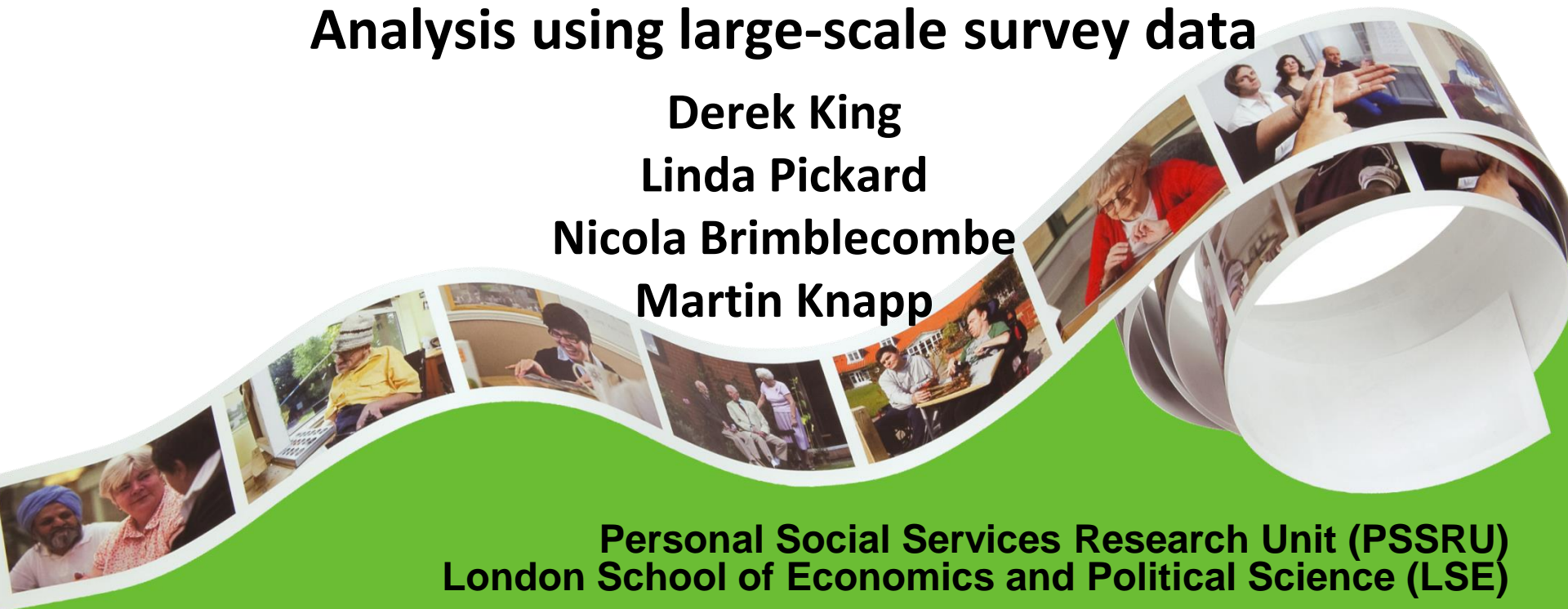
**Analysis using large-scale survey data**

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## Introduction - policy context

- Unpaid care and employment is a key policy issue
- Current Government Carers' Strategy (2010) "It is crucial that we place a much higher priority on supporting people of working age with caring responsibilities to remain in work, if they wish to do so"
- Emphasis on supporting working carers reinforced in
  - Government White Paper, *Caring for Our Future* (2012)
  - Recent report of Government and employers, *Supporting Working Carers* (2013)

## Policy context - 'replacement care'

- Emphasis mainly on role of employers in providing flexible working conditions
- But there is increasingly an emphasis also on 'replacement care' for the cared-for person
  - Carers Strategy (2010) emphasises developing “social care markets” partly to meet carers’ needs for “replacement care to enable them to continue to work”
- *Care Act*, passed by Parliament in May 2014, says that
  - carers’ assessments must consider if carer wants to work
  - support for carers may be provided to cared-for person in form of 'replacement care'

## ‘Replacement care’ - gaps in evidence

- But how much do we know about ‘replacement care’ and its effectiveness in supporting unpaid carers to remain in employment?
- Literature review identified international literature mainly from USA and Europe
- But no peer-reviewed papers on effectiveness of services for cared-for person as means of supporting carers in employment in England
- International literature is inconclusive and not necessarily applicable to England, owing to differences in labour market and community care conditions

## Outline of presentation

- Objective today is to present new evidence on effectiveness of ‘replacement care’ in supporting carers to remain in employment in England
- Outline of presentation
  - Methods
  - Results
  - Conclusions and discussion
- ‘Replacement care’ = social care support and services for cared-for person as means of supporting carers in employment
- ‘Carers’ = people who provide unpaid care to family or friends in need of help because of ill-health, disability or old age

## Methods

- Analysis uses secondary data from 2009/10 *Personal Social Services Survey of Adult Carers in England (PSS SACE)*
- Aims to examine association between *employment rates of carers* and *receipt of social care support by cared-for person*, controlling for key variables
- Analysis of carers under State Pension Age (SPA) (SPA = 60 for women, 65 for men in 2009/10)
- Separate analyses for women and men
- Analyses focus on unpaid care for 10 or more hours a week because care at this threshold has negative effect on employment (King & Pickard 2013)

## *Personal Social Services Survey of Adult Carers in England, 2009/10 (PSS SACE)*

- National survey of carers known to local authorities (Councils with Adult Social Services Responsibilities)
- Carers aged 18 and over caring for someone aged 18 or over
- Voluntary – 90 councils (59%) took part
  - analysis by NHS Information Centre suggests survey is representative of England
- 35,000 respondents (40% response rate)
- Services for cared-for person in survey include: care home, Personal Assistant, home care, day care, lunch club, meals on wheels
  - analysis looks at combinations of services

## The *PSS SACE* sample

	All sample	Carers under State Pension Age (SPA)	Under SPA and caring for 10 or more hours a week
<b>WOMEN</b>			
N	22,351	8,907	6,940
Age in years: mean (st. dev.)	62.5 (13.1)	49.8 (8.0)	49.8 (8.0)
Ethnicity: % BME	9.3 %	14.5 %	15.0 %
In employment (%)	26.0 %	49.6 %	46.4 %
<b>MEN</b>			
N	11,333	4,692	3,644
Age in years: mean (st. dev.)	67.4 (14.1)	51.1 (8.5)	53.7 (8.9)
Ethnicity: % BME	7.4 %	10.8 %	11.0 %
In employment (%)	20.4 %	41.7 %	38.1 %



## Among carers providing care for 10+ hours a week, types of paid services used by cared-for person

	Women (n=2,923)	Men (1,523)
One type of paid service only		
Home care	20.2%	31.5%
Day care	21.1%	13.7%
Personal assistant	8.6%	7.8%
Care home	5.2%	5.3%
Meals-on-wheels	1.0%	0.9%
Two types of paid services only		
Home care and day care	9.4%	8.4%
Home care and care home	5.3%	7.0%
Home care and personal assistant	3.4%	5.7%
Day care and care home	4.6%	2.8%
Meals-on-wheels and home care	2.9%	2.5%
Three types of paid services only		
Home care, day care and care home	3.9%	2.9%
Home care, day care and personal assistant	2.1%	2.0%
Other combinations of paid services	8.6%	7.2%

## Multivariate analysis of factors affecting carers' employment rates

- Dependent variable is employment rate of carers
- Analysis confined to those caring for 10 or more hours a week
- Factors considered:
  - receipt of at least one service/receipt of each of most common service combinations by the cared-for person
  - age, health, ethnicity and region of residence of carer
  - whether carer is co-resident with cared-for person
  - whether cared-for person has mental health problem
  - hours of care provided

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**Multivariate analysis of factors affecting employment rates of women carers under SPA providing care for 10+ hours a week; N=3,642 (\* p < 0.05, \*\* p < 0.01, ns = not significant)**

	Odds-ratio
Cared-for person receiving at least one service ... relative to not receiving services	1.57 **
Age 35 to 49...	2.11 **
Age 50 to 64...	1.69 **
... relative to age 18 to 34	
Carer lives with cared-for person...	1.29 *
... relative to cared does not live with cared-for person	
Health: does not have illness or disability...	2.36 **
... relative to having an illness or disability	
Region: ... North East	0.73 ns
North West	0.48 **
Yorkshire & the Humber	0.61 **
E Midlands	0.71 *
W Midlands	0.55 **
South West	0.75 *
Eastern	0.63 **
London	0.58 **
... relative to South East	
Hours of care provided...Caring for 10 to 19 hours per week	8.74 **
Caring for 20 to 34 hours a week	4.22 **
Caring for 35 to 49 hours per week	1.55 **
Caring for 50 to 99 hours per week	1.55 *
... relative to caring for 100 or more hours a week	
Constant	0.13 **

**Multivariate analysis of factors affecting employment rates of men carers under SPA providing care for 10 or more hours a week; N=1,962 (\*  $p < 0.05$ , \*\*  $p < 0.01$ , ns = not significant)**

	Odds-ratio
Cared-for person receiving at least one service ... relative to not receiving services	1.69 **
Health: does not have illness or disability... ... relative to having an illness or disability	2.41 **
Hours of care provided...Caring for 10 to 19 hours per week	7.21 **
Caring for 20 to 34 hours a week	4.42 **
Caring for 35 to 49 hours per week	2.00 **
Caring for 50 to 99 hours per week	1.84 **
... relative to caring for 100 or more hours a week	
Constant	0.12 **

**Multivariate analysis - association between employment rates of women and men carers providing care for 10+ hours a week and receipt of combinations of services by cared-for person, controlling for age, health, region, ethnicity & hours of care provided (\*  $p < 0.05$ , \*\*  $p < 0.01$ )**

Service used by cared-for person	Women	Men
Home care only	**	**
Day care only	*	not significant
Personal Assistant only	**	**
Care home only	not significant	not significant
Meals-on-wheels only	*	not significant
Home care and day care	*	**
Home care and care home	not significant	**
Home care and Personal Assistant	not significant	not significant
Day care and care home	*	not significant
Day care and Personal Assistant	**	not significant
Meals-on-wheels and home care	*	*
Home care, day care and care home	**	not significant
Home care, day care and Personal assistant	**	not significant
All other combinations of services	**	*

## Conclusions and discussion

- There is a positive association between carers' employment and receipt of social care services by cared-for person
  - cared-for person receives services -> carer more likely to be employed than if cared-for person does not receive services
- Use by the care-recipient of:
  - **home care only** and help from a **personal assistant only** are significantly associated with the employment rates of **women and men carers**
  - **day care** and **meals-on-wheels** are significantly associated with **women carers'** employment
  - **Care home/short-term breaks only** is not significantly associated with the employment rates of women or men carers, although this service is associated with carers' employment **when combined with other services**

## Conclusions and discussion (2)

- Relationships holds when controlling for other factors, such as gender, age, health and region
- Positive association between carers' employment and 'replacement care' is a necessary condition if services for the cared-for person are effective in supporting working carers
- Therefore, results give support to hypothesis that services for cared-for person help carers to stay in employment

## Policy implications

- ‘Replacement’ care is actually complementing or supplementing unpaid care
- Results support policy of ensuring carers have access to ‘replacement’ care to help them remain in employment
- Costs of ‘replacement care’ are likely to fall to cared-for person, typically older person, who may lack resources to purchase care on ‘market’
  - more publicly-funded ‘replacement care’ also likely to be needed



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*The views expressed are those of the authors and not necessarily those of the NIHR School for Social Care Research or the Department of Health, NIHR or NHS*

**Thank you for your attention!**

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