



Federal Ministry for
Family Affairs, Senior Citizens,
Women and Youth

FamilienpflegeZeit

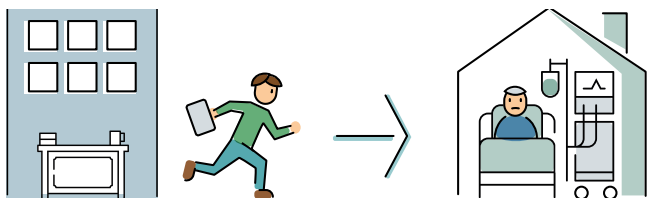
Zeit für Pflege und Beruf



Better reconciliation of
family, care and work



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Short-term absence from work and carer's grant Care situation occurring at short notice and wage compensation benefit

Close relatives can stay away from work for up to ten working days in order to organise appropriate care in a care situation occurring at short notice or to ensure the provision of long-term care in this time. A wage compensation benefit – the carer's grant – is proposed for this time, limited to up to ten working days.

Short-term absence from work for up to ten working days

If you need time to organise long-term care in a situation occurring at short notice, you can stay away from work for up to ten working days without any notification period.

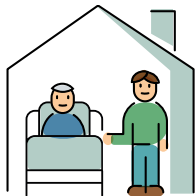
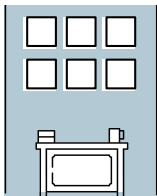
Wage compensation benefit

What is new is that you now have a claim to a carer's grant for a person in need of care, limited to a total of ten working days. You can apply for this from your relative's long-term care insurance fund.

i *This right applies in respect of all employers irrespective of the size of the company.*

Definition of 'close relatives'

The possibility of a short-term absence from work and the rights to time off work are open to grandparents, parents, parents-in-law, step-parents, spouses, life partners, partners in a civil partnership or cohabiting partners, siblings, brothers-in-law and sisters-in-law, children, adopted or foster children, adopted or foster children of the spouse or life partner, stepchildren and grandchildren.



Caregiver leave

Complete or partial release from work for up to six months

Employees can still step out of work fully or partly for up to six months in order to care for a close relative in need of long-term care at home. There is the possibility to apply in writing for an interest-free advances with the Federal Office for family and civil-social duties during this time to tone down the loss of the income.

Legal claim to up to six months' release from work

You have the right to step out of your job completely or partly for up to six months if you are caring for a close relative in need of long-term care at home.

Interest-free loan

What is new is that you have a right to an interest-free loan as subsistence support.

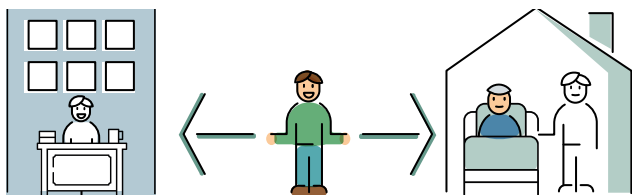
Up to three months to provide support in the last phase of life

It is also possible to take time off work partly or completely for up to three months to be with a close relative in the last phase of life.

Caring for close relatives who are minors in need of long-term care

It is also possible to have a complete or partial release from work for up to six months to care for a close relative who is a minor in need of long-term care. Care does not need to be provided in the home.

i *No legal claim against employers with 15 employees or fewer.*



Family caregiver leave

Partial release from work for up to 24 months

If close relatives are in need of long-term care for longer, reconciling care and work can become a challenge for many families. Against this background, a legal claim to partial release from work for up to 24 months and an interest-free loan was introduced.

Legal claim to up to 24 months' release from work

If a close relative is in need of long-term care, you have a right to reduce your working hours to 15 hours per week minimum for up to 24 months to care for them at home.

Interest-free loan

What is new is that you have a right to an interest-free loan as subsistence support.

Caring for close relatives who are minors in need of long-term care

It is also possible to have a partial release from work for up to 24 months to care for a close relative who is a minor in need of long-term care, whether this is at home or outside the home.

i No legal claim against employers with 25 employees or fewer, excluding employees undergoing vocational training.



Protection against dismissal

Employees are protected against dismissal from the notification date – but not more than twelve weeks before the notified commencement – until the end of the period of full or partial release from work.

Regulations on caregiver leave and family caregiver leave

- Total duration of all time off work allowed including part-time work: 24 months
- With part-time work, you must sign a written agreement with your employer about reducing and distributing your working hours.
- Early discontinuation: if your close relative is no longer in need of long-term care at home or care at home has become impossible or unreasonable, caregiver leave and family caregiver leave end four weeks after the start of the changed circumstances.
- The periods of notice for employees are based on the type and length of time off.

Periods of notice under the Caregiver Leave Act

- For release of up to six months: ten working days
- For release to care for close relatives who are minors in need of long-term care: ten working days
- For release to be with a close relative in the last phase of life: ten working days
- When changing from family caregiver leave to caregiver leave: no later than eight weeks before start

Periods of notice under the Family Caregiver Leave Act

- For release of up to 24 months: eight weeks
- For release to care for close relatives who are minors in need of long-term care: eight weeks
- When changing from caregiver leave to family caregiver leave: no later than three months before start



For further information on this matter:

Online at www.wege-zur-pflege.de

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 Commitment

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 Children and Youth