

## Australian Utilitarian

### Carers

**The Productivity Commission  
wants to hear from you about  
Carer Leave**



### Individual Basis Base Line

The Commission wants to hear from individual carers about how potential entitlement to extended unpaid leave would affect you and the people you care for. For example:

- Have you used paid or unpaid leave or requested flexible working arrangements?
- Would you take extended unpaid leave if it was available?
- Why would you take extended unpaid leave?
- How would you take this leave - e.g. for one long period or several shorter periods of time?
- Would extended unpaid leave make it easier to return to work?
- In making these decisions, how do you weigh up your needs with the needs of the person you care for?
- What else would help you balance work and care?

### Submission Peni Iredale

In my experience leave is really a blanket word on gap time because in 20 years worth of trial and error development in care when it was time to take leave it was on the objectives being met and satisfaction of work detail and off the clock hours to relieve the tension of professional to companion ...Connection Procurement...

In summary to the first question when I needed to take leave and I mean physically leaving the premises of work it was on the basis of the points system and thresholds unpaid leave was not written into the care plan or service agreement in which I recommend it should be...Being on call with flexibility of around the clock care provisions had me more prone to burn out as at the time there were no reinforcements or reserves as I was the primary care provider and I recommend a three to one ratio per participant. Benefits including meal allowances being paid for by the participant were part of the routine in producing quality share time.... In my breaks gap time or leave...I had to treasure what actual time I got to my self as drop ins and the needs and wants of others in the community committments were also not thought about when constructing priorities so that precious time of leave one gets so it was integral to care for oneself in order to care for another...In further time management strategy and efficiency in rest and recovery...in nsaying that I took short leaves to top up the galley in the human form of being a service providor/support worker/carer.

I would take unpaid leave if it was available in the form of respite care retreatment and regather. Written in to the service agreement or atleast offered by the industry.It just was not discussed in the industries infancy mind you I liked working and it really didn't bother me to take holidays as I felt needed and I was reliable and have good ethics and productivity...

In taking unpaid extended leave I wouldn't pursue it as I love to work rather than take leave in the extended form as care is very rewarding and builds a lot of feel good chemicals in the brain...

If I took the extended leave I would rather it be short leave in more succession rather than lengthy wait times less frequent for instance Xmas and Easter holidays only...

In my opinion extended leave would make it harder to return to work as your rhythm and routines are interrupted as well as shoulder bearing weight occurs for complaints about temporary or relief carers while being away from primary duties...

In my decision process or contingency I would calculate the needs of myself first and then practicing active listening in order to meet the needs and wants of the participant inviting love and companionship followed closely by wealth pairing health marrying wisdom and understanding...

In my experience learning the science and arts of relationships and human needs with Sexual health and a venue to vent therapy also Information and technology supports like further education to adapt with leading trends policies and guidelines...Work Rest Play...