

Do you have employees who:

- Are caring for someone who is elderly or ill?
- Are seriously ill?
- Have experienced the death of a loved one in the past year?

Do your employees know about advance care planning and the importance of making future health care decisions?

Why Should Employers Care About End-of-life Issues in the Workplace?

There are significant financial costs related to the issues of caregiving, grief and serious illness that affect the workplace. These costs will continue to increase as the Baby Boom generation ages.

- ⌘ 44 million Americans, or approximately 16% of the population, are now providing unpaid care to an adult relative or friend. (AARP/NAC, 2004)
- ⌘ Nearly 60% of those caring for someone 50 or older are working. 48% are full-time employees and 11% work part-time. (MetLife/NAC, 2006; AARP/NAC, 2004)
- ⌘ 29% of employed caregivers report needing help balancing their work and family responsibilities. (AARP/NAC, 2004)
- ⌘ According to the Society for Human Resources Management, absenteeism is the most frequently reported eldercare issue. (SHRM, 2003)

What Are the Costs of End-of-life Issues for Employers?

- ⌘ U.S. businesses lose from \$17.1 billion to \$33.6 billion per year in productivity for full time employees with caregiving responsibilities. (MetLife/NAC, 2006)
- ⌘ The annual cost of grief in the workplace is estimated to be \$75.1 billion. (Grief Recovery Institute, 2003)

How Can You Help Your Employees?

It's About How You LIVE – At Work: An Employer's Guide to Work-Life Programs and Policies can help you, as an employer, evaluate and enhance current policies and work-life programs to ensure that your employees are supported when faced with the following issues:

- Caregiving
- Serious illness
- Grief and loss
- Advance care planning

Educational brochures are also available on a variety of end-of-life issues.



It's About How You Live-At Work Additional Resources

It's About How You LIVE – At Work resources were developed by Caring Connections, a consumer engagement program of the National Hospice and Palliative Care Organization (NHPCO) and supported by a grant from The Robert Wood Johnson Foundation, Princeton, New Jersey.

The following Caring Connections publications are specifically geared to end-of-life issues in the workplace and are available for purchase:

- ☞ *It's About How You LIVE – At Work: An Employer's Guide to Work-Life Programs and Policies*
- ☞ *A Guide for Working Caregivers*
- ☞ *Helping Employees Cope After A Critical Incident*
- ☞ *A Guide for Managers*
- ☞ *Grief in the Workplace: When a Co-Worker Dies*
- ☞ *Grief in the Workplace: When an Employee Dies*
- ☞ *Supporting Someone Who is Grieving*
- ☞ *When a Co-Worker Suffers a Loss*

To Order

EMAIL: liveatwork@nhpco.org

PHONE: 800.658.8898

ONLINE: www.caringinfo.org

Caring Connections HelpLine: 800.658.8898

Trained staff is available to help people find information including:

- Locating a hospice, palliative care program, or other end-of-life care organization
- Free state-specific advance directives
- Brochures
- Information about state and community end-of-life coalitions
- Identifying local, state and national resources

Linea Cuidando con Cariño: 877.658.8896

Bilingual HelpLine offered in partnership with the National Alliance for Hispanic Health.

www.caringinfo.org

Provides free, easy-to-read information and resources on end-of-life care topics:

- Learn more about end-of-life issues
- Download legally valid, state-specific advance directives
- Preview all Caring Connections resources



**To learn how to support your employees and your bottom line,
call Caring Connections at 800.658.8898 today!**