

# Employers:



How can you support parents/caregivers of children with medical complexities?



## Flexible scheduling

- work from home
- compressed work days
- flexible hours/days
- job sharing



## Informational and emotional support

- subscribe to employee assistance plans
- provide lunch and learns on caregiving/stress reduction
- learn about challenges for families
- intranet resources



## Financial assistance information

- provide access to information (i.e. financial planner)
- flex funds for health costs
- advance salary when required



## Involve employees as part of the solution

- schedule regular "check-ins" to ask how an employee is doing
- keep communication open and honest
- collaborate with employees to find flexible and creative solutions

## Here are some benefits of providing support:



Decreased Absenteeism



Time Saved



Increased Work Performance



Employee Retention



Decreased Employee Stress and Health Care Costs

For more resources go to:

[www.changingyourlens.ca](http://www.changingyourlens.ca)

[www.cheo.on.ca](http://www.cheo.on.ca)

**CHEO**