

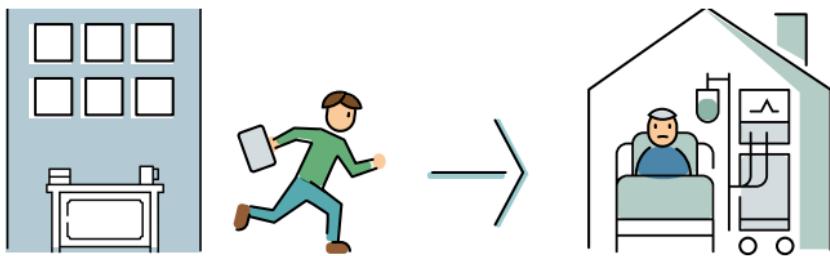


Federal Ministry for  
Family Affairs, Senior Citizens,  
Women and Youth

Familienpflege *Zeit*  
Zeit für Pflege und Beruf



Better reconciliation of  
family, care and work



## 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.

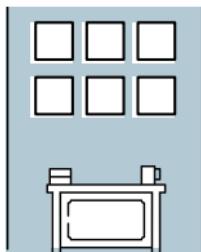


*This right applies in respect of all employers irrespective of the size of the company.*



### 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**

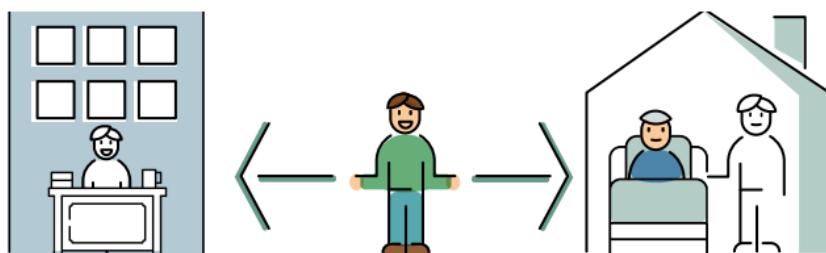
It is also possible to take time off work partly or completely for up to three months to be with a close relative in the last phase of life.

### **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.



*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](http://www.wege-zur-pflege.de)

Care service line at the Ministry for Family Affairs:

Telephone +49 (0)30 20179131

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Commitment



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Older Persons



Equality



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