

Regulations on Care Leave and Family Care 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 no longer needs care or care at home has become impossible or unreasonable, care leave and family care leave ends 4 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 Care Leave Act

- For release of up to 6 months: 10 working days
- For release to care for close relatives who are minors in need of care: 10 working days
- For release to be with a close relative in the last phase of life: 10 working days
- When changing from family care leave to care leave: no later than 8 weeks before commencement

Periods of notice under the Family Care Leave Act

- For release of up to 24 months: 8 weeks
- For release to care for close relatives who are minors in need of care: 8 weeks
- When changing from care leave to family care

For further information on this matter:

Online at www.wege-zur-pflege.de

Care service line at the Ministry of Family Affairs:
Telephone 0 049 (0)30 - 201 791 31

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* For general questions to all departments and public authorities, you can also use the uniform public authorities number 115 from Monday to Friday, 8 a.m. to 6 p.m.. You can currently reach this number in selected model regions such as Berlin, Hamburg, Hesse, North Rhine-Westphalia, etc.. For more information, visit www.115.de.



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

FamilienpflegeZeit



Better reconciliation of family, care and work

New statutory provisions since 1 January 2015

Introduction



It can often be difficult for people with relatives in need of care to find the right balance between work, caring and the family. Often, they have to give up their careers completely. But it must be possible to do both: to take time to care within the family and time for work. This is important for those needing care and for their relatives.

The new regulations in the Family Care Time Act and the Care Time Act make it easier to reconcile the family, care and work. As from 1 January 2015, employees will be given more time flexibility and security so that they can care for their relatives and continue to work.

This also benefits the economy, because companies will no longer have to lose the knowledge and experience of their employees if these take over care responsibilities.

With the new regulations, we are reducing the bureaucratic burdens and costs for businesses and supporting staff planning by introducing fair notice periods.

These regulations are a contribution towards a new family time. They allow families to realize their plans for reconciling the demands of family, care and work more easily. In this way, we are empowering the people who make a major contribution to their families and to solidarity between the generations. I am doing everything I can to ensure that these people are also provided with the necessary support in their workplace.

Manuela Schwesig
Federal Minister for Family Affairs,
Senior Citizens, Women and Youth

Short-term absence from work and care support payments

Care situation occurring at short notice and wage compensation benefit

Close relatives can stay away from work for up to 10 working days in order to organize appropriate care in a care situation occurring at short notice or to ensure the provision of care in this time. From 1 January 2015, a wage compensation benefit – the care support payment – is proposed for this time, limited to up to 10 working days.

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

Care time

Complete or partial release from work for up to 6 months

Employees can still step out of work fully or partly for up to 6 months in order to care for a close relative in need of care at home. What is new since 1 January 2015 is the possibility of applying during this time for an interest-free loan to the Federal Department for Family and Civil Society Affairs in order to cushion the loss of income during this time.

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

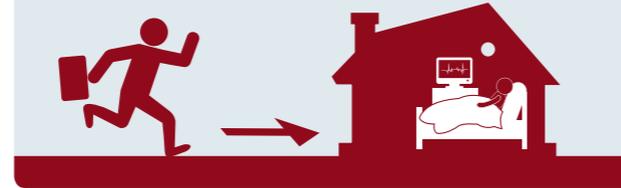
Family care time

Partial release from work for up to 24 months

If close relatives need 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 on 1 January 2015.

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

If care is required at short notice



Short-term absence from work for up to 10 working days

If you need time to organize care in a situation occurring at short notice, you can stay away from work for up to 10 working days without any notification period.

Wage compensation benefit

What is new is that you now have a claim to care support payments for a person in need of care, limited to a total of 10 working days. You can apply for this from your relative's long-term care insurance fund.

If you would like to step out of work completely or partly for a while



Legal claim to up to 6 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 care at home.

Interest-free loan

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

If 6 months are not enough



Legal claim to up to 24 months' release from work

If a close relative is in need of 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.

The following applies in all cases:

Protection against dismissal

Employees are protected against dismissal from the notification date – but not more than 12 weeks before the notified commencement – until the end of the period of full or partial release from work.

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.

Up to 3 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 care

It is also possible to have a complete or partial release from work for up to 6 months to care for a close relative who is a minor in need of care. Care does not need to be provided in the home.

Caring for close relatives who are minors in need of 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 care, whether this is at home or outside the home.