

## Time off to help someone else

By law, anyone classed as an [employee](#) has the right to take time off work to help someone who depends on them (a 'dependant') in an unexpected event.

### 3. How much time off can be taken for a dependant

The law does not say how much time can be taken off, or how many occasions. It simply says the amount should be 'reasonable'.

It's a good idea if the employer is as flexible as they can be, depending on the employee's circumstances.

### Who counts as a dependant

An employee's dependants can include:

- their spouse, partner or civil partner
- their child
- their parent
- a person who lives in their household (not tenants, lodgers or employees)
- a person who would rely on them for help in the event of an accident, illness or injury, such as an elderly neighbour
- a person who relies on them to make care arrangements

### When it's appropriate to take time off for a dependant

The employee can take time off if they need to:

- help a dependant who is ill, injured or assaulted, or gives birth
- arrange care for a dependant who is ill or injured
- deal with the [death of a dependant](#)
- deal with an incident involving their child during school hours

### Pay

Time off for a dependant is unpaid, unless your workplace has a policy that it's paid.

Employees should check their contract or talk to their employer to find out what they're entitled to.

### Extra rights in your workplace

Your workplace might offer employees more entitlements for dependants than the legal minimum, so it's a good idea to check.

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