

Part-time Works

**THE PODCAST.**

PART-TIME WORKS SPECIAL: HEALTH & CARING  
Your 7-step guide to finding work  
that works for you

**timewise**

**Standard Life Centre**  
for the Future of Retirement

**For people with caring responsibilities or managing a health condition.**

This guide is designed to help you reflect, plan and take confident steps toward finding flexible, meaningful work that fits your life. You can complete it at your own pace—print it out, jot down your thoughts and revisit it as your journey unfolds.

I had to change one of the variables in front of me.

REBEKAH ZAMMETT



# 1 Remember a time when you felt ‘at your best’

Think back to a moment when you felt proud, happy or truly in your element. It could be an example that happened when you were in school, in your home life or in an old job.

- What were you doing?
- What made it feel so good?
- What strengths were you using?
- How did it make you feel?



“I felt at my best when...”

“This felt good because...”

“I was proud that...”

“I remember thinking...”

## 2. What helped you to shine in that moment?

Was it the task itself, the people around you, the recognition or the impact you made?

Understanding this can help you figure out the kind of environment and conditions where you do your best work.



What do I need in a job to feel supported and successful?

Work gives you that sense of identity, of achieving. Because you are giving, giving, giving all the time. This is about having something for yourself.

ERICA FITCHIE



# 3. Recognise the skills you already have

Caring and managing health challenges build real, valuable skills. These belong on your CV just as much as formal qualifications.

Everyday strengths you might already have:

**Empathy & emotional intelligence**

Organisation & time management

**Problem-solving** Initiative & independence

Staying calm under pressure **Advocacy & communication**

**Budgeting & planning** Flexibility & adaptability



What else do you do well?

# 4. Exploring what you'd like to do...

Now that you have a clearer picture of your strengths, start imagining the kind of work that could suit you.

- What kind of places would you enjoy working in?
- What roles or industries interest you?
- What themes or causes matter to you?

## Need inspiration?

Open Learn from the Open University offers 1000 **free** courses, of various lengths. Browse them to explore your interests.



Research, research, research – most of us have the world at our fingertips, on our phones. I feel much better equipped to map a path for myself.

REBEKAH ZAMMETT





# 5. Define Your Non-Negotiables

Now it's time to get clear on the boundaries that will help you find roles that truly fit your life.

It may be just for now.  
Be open to change.

SHALINE MANHERTZ



Days or times you can't work

The maximum and minimum hours per week you can do

Whether you need remote working built in and when

6.

Use this table to keep your goals and values front and centre. Add to it as you go.

[illegible]

# 7 ○ Build a support network

Job searching can be emotional—ups and downs are normal. Who can you talk to, lean on, or celebrate wins with?

- A friend or family member
- A support group or online community
- A mentor or job coach

**Remember:** You deserve work that fits your life and values. Be patient with yourself—this is a journey, and every step counts.





# Taking that next step: applying for roles

Practical tips to help you move forward with confidence

**Tap into your network—even if it doesn't feel like you have one.** Many jobs are never advertised and are filled through word of mouth. As Erica shares in our podcast, everyone really does have a network. It simply means a group of people you're connected to—family, neighbours, your pharmacist or even other parents at school. Let people know what kind of role you're looking for. You never know who might be able to make an introduction.

**Don't be discouraged if a job ad doesn't mention part-time options.** Only around 12% of UK job listings mention part-time possibilities—but that doesn't mean the other 88% are off-limits. Apply anyway, and be ready to discuss flexible working during the process. Many employers are open to it—they just don't always think to say so upfront.

**Use specialist job sites that focus on flexible work.** Register with platforms like [Flexible Working People](#), [Flexa](#), and [Ten2Two](#). You can also use filters on mainstream sites like Indeed to search for part-time roles.

**Know your rights around flexibility and disclosure.** Whether or not to share your reasons for needing flexibility is entirely your choice. If you have a health condition that qualifies as a disability, you may have additional legal protections. Learn more from:  
[Scope UK – Flexible and Part-Time Working](#)  
[GOV.UK – Flexible Working Overview](#)  
[Acas – Code of Practice on Flexible Working Requests](#)

**Present your availability with confidence.**

Think of your working pattern as part of the value you bring. For example: “I'm confident I can meet all the requirements of the role, and I'm available to work three days a week.”

Framing it positively shows you're solution-focused and professional.

**Be clear on your boundaries.**

Before entering negotiations, know what's non-negotiable for you—whether that's working hours, location, or health-related needs. Having this clarity helps you avoid accepting a role that won't work for your life. And don't forget to consider freelance or self-employment options—they can offer greater flexibility and control.

# Further support and advice

## On looking for work as a carer

The Carers UK website has great advice on work and career:

<https://www.carersuk.org/help-and-advice/work-and-career/>

<https://carers.org/finding-paid-work/finding-paid-work>

Looking for an employer, known to be supportive of carers? Carers UK run 'Employers for Carers' - check their dedicated site out here:

<https://www.employersforcarers.org/>

Worried about any impact on money or benefits? Check out Carers Trust's guide:

<https://carers.org/money-and-benefits/intro>

## On looking for work whilst living with a long term health condition

Rethink has good advice around work and mental health conditions:

<https://www.rethink.org/advice-and-information/living-with-mental-illness/work-studying-and-mental-health/work-volunteering-and-mental-illness/>

We spoke to a number of people with Long Covid and other chronic health conditions when researching the podcast. Please find some good information here:

<https://www.longcovidsos.org/resources>

## There is good support available for people with cancer, who have to, or want to keep working.

Russ Read-Barrow in Episode 2 talks launched [EC:AI](#) - a project dedicated to using AI to make the lives of cancer patients, and their families and friends, a little easier.

He also mentioned the Working With Cancer Pledge, from the Working with Cancer Initiative, which his employer has chosen to take. See more [here](#):

Please check out the Macmillan website:

<https://www.macmillan.org.uk/cancer-information-and-support/impacts-of-cancer/work-and-cancer/finding-a-new-job>

And also Working With Cancer:

<https://workingwithcancer.co.uk/>

Finally, the numbers of young people not in work, due to a chronic condition are on the rise. Please see some job hunting tips from Youth Employment, here:

<https://www.youthemployment.org.uk/job-hunting-tips-for-young-people-living-with-chronic-pain-or-chronic-illness>