

Section A: NICE to complete	
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Guidance title:	Workplace health - older employees
Committee:	PHAC D
Subject of expert testimony:	Healthy workplaces group (Age Action Alliance) and your work with the Employers Network for Equality and Inclusion
Evidence gaps or uncertainties:	Related/overarching scope questions
Question 1: What are the most effective and cost-effective methods of protecting and promoting the health and wellbeing of older workers at both an individual and organisational level?	
Question 2: What are the most effective and cost-effective methods of supporting workers who wish to continue in employment up to and beyond the state pension age?	
- What supports or prevents implementation of these methods (Q1 and 2)?	
Relevant considerations including: <ul style="list-style-type: none"> • Activities to counteract or challenge ageism in the workplace. • Availability and accessibility for different groups of older workers. 	
Section B: Expert to complete	
The Age Action Alliance Healthy Workplaces Group	
<p>The Age Action Alliance is a UK wide network to promote partnership working & practical action in relation to older people, and was launched on 30 September 2011 as the result of initial dialogue between Age UK and DWP, who provide secretariat support. It has a Partnership Development Group of 50:50 older people & organisations, with a commitment to ensuring that older people are at heart of the Alliance. It aims to focus on the socially excluded and most vulnerable, and members share a common commitment to improving older people’s lives. The Alliance now has 700+ cross sector organisations working in independent partnership.</p> <p>The vision of the Age Action Alliance is “to improve the quality of later life through partnership working between members and older people; creating communities where older people feel secure, valued and able to contribute to society.”</p> <p>The Alliance has established workgroups covering 14 themes, one of which is Healthy Workplaces. The following organisations are members of the workgroup:</p> <ul style="list-style-type: none"> • ACAS • Age UK 	

- [Association of British Insurers \(ABI\)](#)
- [Beth Johnson Foundation](#)
- [Carers UK](#)
- [Community Service Volunteers](#)
- [Department for Work and Pensions \(DWP\)](#)
- [Department of Health](#)
- [Employers Network for Equality & Inclusion](#)
- [Local Government Association](#)
- [NHS Confederation](#)
- [South East England Forum on Ageing](#)
- [TAEN – The Age and Employment Network](#)
- [Trade Union Congress](#)

and the group is chaired by Denise Keating, CEO of the Employers Network for Equality & Inclusion (enei).

The aim of the group is to help employers create healthier workplaces to improve the health and productive contribution of their ageing workforce, and offer a better quality of life to people in the workplace and their later life.

The group believes that healthy workplaces are dependent upon employers understanding that effectively managing an ageing workforce pays business dividends. To achieve this employers should:

- Provide effective health and performance management in the workplace;
- Provide opportunities for workers to discuss and change their working patterns, hours or job content both to meet their own needs and to remain productive for the business;
- Ensure a positive attitude to the ageing workforce.

The objectives of the group are to:

- consult, influence and engage leading employers, other key stakeholders and representative bodies, on improving the effective management of an ageing workforce in terms of healthy productive working;
- develop the Business Case: Drivers of Change for employers and develop or draw together practical solutions and resources for employers on managing a healthy and productive ageing workforce;
- create a network of people who share best practice, the business case and resources for employers freely;
- develop and maintain a free resource centre of practical solutions for employers of all sizes, business advisers, partners and stakeholders, including resources that can be used with older employees.

To date the outputs of the group have principally been directed towards small and medium size employers (SMEs) and consist of:

- [Healthy and Productive Workers leaflet for small and medium employers offering top tips and actions for measuring success.](#)
- [Healthy Ageing Workplaces On-line Toolkit for employers and workplace managers PDF](#)
- [Healthy and Productive Workers Employer's Business Case PDF](#)

The Age Action Alliance website is also being used to disseminate guidance from DWP for managers of older workers in the form of a toolkit: generic information is currently available, and sector specific guidance, which is in development by DWP’s Fuller Working Lives team, will be added when available. This material is available at <http://ageactionalliance.org/employer-toolkit/>.

The Healthy Workplaces Group also expects shortly to publicise a new guide on managing older workers written by Dr Matt Flynn of the Centre for Research into the Older Workforce Ltd and Kathleen Houston, Scottish Healthy Working Lives, part of which focuses on health.

The Employers Network for Equality & Inclusion (enei)

enei was established in 2011 as a development of The Employers Forum on Age (EFA) – which had previously worked for many years on the single protected characteristic of age – in response to member demand for broader coverage of diversity and inclusion. enei now has around 150 members – mostly larger employers – across both the public and private sectors.

Key issues for enei members in relation to older workers are:

- The increasing importance of older workers in the labour force
- Factors affecting older workers’ employment, among which health figures strongly

Our members are drawn from a wide cross-section of sectors and the issues they face in relation to the health of older workers tend mirror the wide variations by gender, sector and occupation noted by DWP in the Fuller Working Lives – Background Evidence report published in 2014:

Chart 4.4: Economically inactive former workers aged 50-SPa who left through ill health³² in the last eight years as a proportion of current workers in that age group

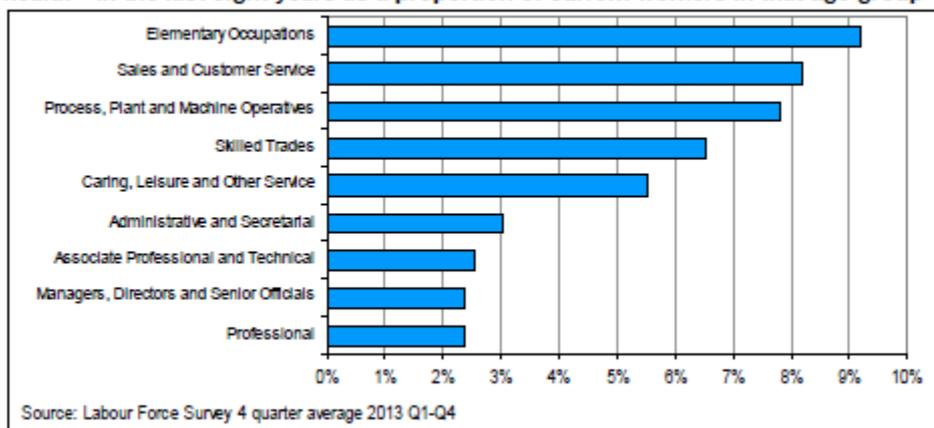


Table 4.3: Proportion of inactive men aged 50-SPa who had left work in last 8 years by the last industry worked in³⁹

Total of 760,000 inactive men aged 50-SPa who had worked in last 8 years	Proportion of inactive men from sector	Proportion of those "retired"	Proportion who left for other reasons
Manufacturing	17%	33%	67%
Construction	13%	19%	81%
Wholesale and retail trade	10%	27%	73%
Public administration and defence	10%	59%	41%
Transportation and storage	9%	25%	75%
Education	9%	63%	37%
Human health and social work activities	6%	46%	54%
Professional, scientific and technical activities	4%	56%	44%
Information and communication	4%	37%	63%
Administrative and support service activities	4%	27%	73%
Finance and Insurance	3%		
Accommodation and food service activities	3%		
Energy and Water	2%		
Agriculture and Mining	2%		
Others	4%	38%	62%

Table 4.4: Proportion of inactive women aged 50-SPa who had left work in last 8 years by the last industry worked in

Total of 574,000 inactive women aged 50-SPa who had worked in last 8 years	Proportion of inactive from sector	Proportion of those "retired"	Proportion who left for other reasons
Human health and social work activities	22%	24%	76%
Education	21%	35%	65%
Wholesale and retail trade	15%	13%	87%
Public administration and defence	8%	34%	66%
Manufacturing	5%	20%	80%
Administrative and support service activities	5%		
Accommodation and food service activities	5%		
Finance and Insurance	4%		
Professional, scientific and technical activities	3%		
Transportation and storage	2%		
Information and communication	2%		
Construction	1%		
Agriculture and Mining	1%		
Energy and Water	0%		
Others	6%	15%	85%

Given these variations, it is surprising that recent statistics from DWP on older workers by sector show little difference between sectors in the proportion of older workers (50+) with a long-term health condition or disability:

	18-24	25-49	50-64	65-69	18-69
Finance	12%	16%	34%	35%	20%
Construction	12%	16%	34%	32%	21%
Manufacturing	12%	18%	34%	36%	23%
Public Administration	13%	20%	36%	35%	25%
Health & Social Care	17%	24%	37%	34%	27%
Hospitality	14%	20%	36%	36%	21%
Retail	16%	21%	35%	36%	24%
Education	15%	21%	34%	36%	25%
Transport	18%	20%	36%	32%	25%
Other Sectors	16%	19%	33%	38%	23%
ALL	15%	20%	35%	36%	24%

Source: October 2013 – September 2014, APS

We have been unable to find research into variations in the health of older workers according to protected characteristics such as ethnicity or sexual orientation.

The influence of other social factors on healthy ageing forms a significant part of the research undertaken in the Healthy Ageing across the Lifecourse (HALCyon) research carried out under the New Dynamics of Ageing programme (in particular WP1 and WP5), with findings summarised in http://www.newdynamics.group.shef.ac.uk/assets/files/NDA%20Findings_33.pdf. Further detail about HALCyon can be found at the website <http://www.halcyon.ac.uk/>.

References (if applicable):

See text for references