

Your ageing workforce what you need to know

47% of the NHS workforce are now aged 45 and above¹



The average age of the NHS workforce is 43 and predicted to increase²



More than a third of people aged 50+ want to work part-time or have flexible hours before retiring⁸



The 2015 NHS Pension Scheme normal pension age is linked to the national state pension age³



Common misconceptions:⁹

Fiction	Fact
Older people have more instances of sickness	Older workers on average have fewer instances of sickness absence
Younger people perform better than older people	Older workers with up-to-date training and good health can perform just as well
When you retire you stop work altogether	There are lots of different ways to retire gradually

70% of 2015 NHS Pension Scheme members will have a state pension age of between 65 and 68⁷



In the next 10 years there will be 700,000 fewer people in England aged 16-49⁴



41% of community nurses, health visitors and district nurses are over 50 years old⁶



Workers aged 50+ are less likely to access training and development opportunities than their younger counterparts⁵



TO DO LIST

- Take steps to understand the age demographics of your workforce
- Look into the implications of an ageing workforce on the delivery of safe and effective care in your organisation
- Plan how you can support the health, safety and wellbeing of your staff throughout their longer working lives
- Decide what you need to do to make sure the ageing workforce is recognised in workforce planning
- Learn about how you can use the NHS Pension Scheme flexibilities to support a longer working life



Sources:

1. Health and Social Care Information Centre, Oct 2013 monthly provisional statistics. 2. HCHS staff, NHS Employers estimates, September 2013. 3. 2015 NHS Pension Scheme guide. 4. Office of National Statistics (ONS) population projections. 5. National NHS Staff Survey 2014. 6. NHS Workforce Statistics in England, non-medical staff, 2004-2014, Health and Social Care Information Centre. Table 4.2, [Accessed 30th April 2015]. 7. NHS Working Longer Group Implications of a raised retirement age – information for employers factsheet April 2015. 8. YouGov poll December 2014. 9. Working Longer Group preliminary findings and recommendations report.

Keep in touch

If you would like further information on the Working Longer Group, please get in touch with us via email to: workinglongergroup@nhsemployers.org visit us online at www.nhsemployers.org/wlg [@NHS_WLG](https://twitter.com/NHS_WLG)