

The Ageing Workforce

(Management and Legal Considerations)

What is happening?

Many employees now continue to work into old age and some well beyond the previous retirement age of 65.

So, what do I need to know?

1. Equality legislation protects employees from discrimination and/or being treated differently because of their age.
2. A third of the workforce in the UK are over 50 and that number is set to rise.
3. As long as an employee is capable and willing, they can continue to work (unless the employer can objectively justify retirement).

What do I need to do?

1. Consider and make use of the positive impacts older employees can bring, such as skills and experience, which can save significant time and money on recruitment and training.
2. Have a clear strategy for how you will manage the difficulties associated with an older workforce, such as keeping up with new developments such as technology.
3. Ensure you have policies and procedures in your employee handbook that address areas associated with ageing, such as flexible working and capability assessments.
4. There will likely be some significant safety considerations to be included in your risk assessments.

Where Can I Find Further Information?

To discuss how the team at Greens Consultancy can support you in addressing these areas, contact us by phone or email.

Contact us on 0116 216 9224 or at enquiry@greensconsultancy.co.uk