



Working together to improve the health and wellbeing of our communities

Healthy Workplace

Supporting local employers with health and wellbeing in the workplace

August 2024

The Public Health Workplace Health Team work with local service providers to offer FREE workplace health and wellbeing services, to workplaces based in Milton Keynes, Bedford Borough and Central Bedfordshire.

Our monthly bulletin outlines our offer, focuses on different health and wellbeing topics, showcases support services and highlights forthcoming campaigns to support health and wellbeing in your workplace.

Service offer spotlight



Money & Pensions Service

The Money and Pensions Service (MAPs) is a body sponsored by the Department for Work and Pensions.

MAP's vision is "Everyone making the most of their money and pensions".

The service delivers **FREE** support for everyone across 5 areas:

- Pensions support
- Debt advice
- Money Support
- Consumer protection
- Strategy

MoneyHelper is a free service to help cut through financial jargon and complexity, explain what can be done and how. This service enables people to be in control of

their finances, with free, impartial help that's quick to find, easy to use and backed by government.

Pensions guidance: [0800 011 3797](tel:08000113797)

Money guidance: [0800 138 7777](tel:08001387777)

Monthly focus



An ageing workforce



We're living longer, healthier lives and have the opportunity to think differently about working as we get older. Workers aged 50+ represent a rising proportion of the UK workforce. CIPD analysis from 2020-21 showed workers aged 50+ accounted for 33% of the workforce up from 21% in the early 1990s.

However, employment rates still decline rapidly after workers enter their fifties for a range of reasons, including early retirement, ill health or a move to self-employment.

It is important for employers to retain older workers as mixed aged teams bring a wealth of opportunity to any workplace – fresh thinking coupled with experience can produce highly effective teams and work.

How can employers retain older workers?

Stay clear of stereotypes and bias

Many older employees believe biases within the workplace affect how they're seen and treated, so challenge your workforce when you see stereotyping.

Work with your workforce to address any existing biases that may lead to exclusion or discrimination to create a better working environment for older employees that celebrates them and their presence. This should come in the form of ongoing learning and development about addressing bias and promoting inclusivity.

Know your workforce

Understand the demographics within your organisation, gauge insight from your workforce, and understand how your workforce is split, and identify trends within this. Engage with your older workforce to find out what their preferred methods of communication are, or what they envisage their career trajectory being in the company. Tailor your communications according to these insights.

Understand the needs of older workers

Every employee will have different needs and expectations from their employer, but there may be some patterns among generations. Find out: what does a great workforce experience look like for them? What would retain them? What skills or training do they need? What level of support are they looking for?

Make sure health and wellbeing policies are up to date and inclusive

Older employees are much more susceptible to health problems and 75% of workers over 50 have a chronic illness.

Adjust your health and wellbeing policies to accommodate these potential health problems to keep these employees in the workforce.

Offer flexible hours and competitive wages

Flexible working is an important part of creating a better workforce experience for older employees, with 78% of workers over 50 saying that they want more flexible working hours (SAGE 2020). For example

- Allowing full-time employees to slowly phase to part-time hours over several years
- Hiring retirees for short-term projects
- Offering part-time roles for semi-retirees
- Offering seasonal positions
- Implementing job-sharing opportunities for employees.

[Click here for a 2 minute DWP video on how to retain your older workers](#)

Campaigns



UK SAVINGS WEEK

UK savings Week – 9th – 15th September 2024

UK savings week are on a mission to help make savings simple, easy, and rewarding. Having savings can help employees feel more relaxed and confident about their future. But how might they get there at a

time when everyone is feeling the pinch? By focusing on what they can control, developing a savings habit little by little, and starting to change their relationship with money.

If you're interested in promoting the **#takethesavingschallenge** then have a look at the [UK Savings Week website](#) for more details.

Thank you for reading our newsletter. If you would you like to be added to our mailing list or for more information on:

- [Free training and workshops](#) on a range of health and wellbeing topics
- A range of [information and resources](#) covering all aspects of workplace health

Please email the Workplace Health Team at public.health@milton-keynes.gov.uk

Please do not reply to this email

Send all queries to public.health@milton-keynes.gov.uk