



## Industrial Relations Unit (IRRU)

Seminar Series – Autumn Term 2019

- Speaker:** Dr Sheena Johnson, Senior Lecturer in Organisational Psychology, Alliance Manchester Business School
- Title:** Considering the Health and Wellbeing needs of Older Employees
- Date:** Wednesday 20<sup>th</sup> November 2019
- Venue:** Meeting Room 2.214
- Time:** 14:00 – 15.30

**Abstract:**

Following the removal of a formal ‘retirement age’, and changes to the state pension age, there is an increasing trend for people to continue working into older age. Along with a decrease in the number of young people entering the workplace, this means some organisations are relying more and more on older workers. Despite this, there is remarkably little evidence that employers are thinking about the health implications of managing an ageing workforce.

In 2017, we set up the *Age, Health and Professional Drivers’ Network* (AHPD Network) which currently has over 70 member organisations, including transport and logistic firms and representatives, unions, employers and employees. During the research project the team explored the experiences and viewpoints of professional drivers and employers via: interviews with 10 health and safety managers and trainers; 1 focus group; a discussion forum with representatives from a transport union; interviews with 36 drivers of 7.5 to 44 tonne vehicles and 6 managers of two large national companies.

Working with network members a set of industry led *Best Practice Guidelines* were produced focussing on the mental and physical health and wellbeing needs of professional drivers, including targeted content relevant to older employees. The guidelines cover ten areas of health and wellbeing identified through the research as relevant for older workers. These are illustrated in a ‘Wellbeing Wheel’, and are detailed fully in the guidelines available for download here: [www.ambs.ac.uk/ahpdn](http://www.ambs.ac.uk/ahpdn). The Best Practice Guidelines are separated into ten ‘spokes’ showing the key themes relating to driver health and wellbeing, with separate emphasis on Support, Implementation and Evaluation.

This seminar will cover changing workforce demographics, consider the health and wellbeing needs of older workers, and detail the findings of our research and content of the guidelines. The guidelines apply to employees of all ages, with highlighted advice of particular relevance to older employees. They are focused specifically on professional drivers but can be used when considering the needs of all employees.

- Registration:** Please email [irruoffice@wbs.ac.uk](mailto:irruoffice@wbs.ac.uk)