

MID LIFE MOT

Checklist for Employers

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The Mid Life MOT helps your employees, aged 50+ review their current status on their health, careers and finances. Helping them to assess where they are now and what they may need to plan or do for the future they want.

As an employer you can really help your employees to do this by providing the right support and advice as they approach middle age and beyond. There is a wide range of support available to you, and them and implementing a programme can help you as an employer keep some of your most skilled and knowledgeable employees for longer.

The defined 8 targets of age management are:

1. Better awareness about ageing
2. Fair attitudes towards ageing
3. Age management as a core task and duty of managers and supervisors
4. Age management included in HR Policy
5. Promotion of work ability and productivity
6. Lifelong learning
7. Age friendly work arrangements
8. Safe and dignified transition to retirement
(ACAS 2016)

Simple set of steps employers can take to begin the conversation:

- Check your own awareness regarding age management at work and train your manager to be age aware.
- Review the support and advice available to your employees about health, finances and skills. Check out the website www.yourpension.gov.uk
- Review the health and safety of older workers guidance on the HSE website: www.hse.gov.uk/vulnerable-workers/older-workers.htm
- Review how many of your employees are in the 40-60's age category.
- Consider whether they would prefer a 1:1 conversation or would a group session work better?

For more information

www.ciosgrowthhub.com/mid-life-mot-50-plus-choices

email: info@cioslep.com

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Health:

- Discuss with your employees whether their health needs affect their ability to work - discuss any adjustments that may need to be made. Make a plan for their future, including flexible working and reasonable adjustments as part of the discussion.
- Undertake risk assessments where necessary.
- Encourage employees to take up the free NHS Health Check for over 40's with their own GP Practice.
- Signpost them towards the NHS Better Health website if they want to make lifestyle changes and promote healthy lifestyles in and out of work. www.nhs.uk/better-health/
- Train line managers to manage health conditions confidently and effectively.
- Employers can play a key role in contributing to the health of their employees and in turn the health of the organisation. A healthy and productive workforce should be every organisation's ambition. For more information visit www.healthycornwall.org.uk/organisations/healthy-workplace/

Skills, Work and Career:

- Actively promote the benefits of flexible working.
- Identify whether your employees have specific knowledge and skills that could be used for mentoring and knowledge transfer over time.
- Undertake a mid-life career review with your employee as they reach middle age to understand whether there are any skills gaps so that training needs are identified.
- Discuss the need for digital skills and support.
- Consider whether there needs to be a career transition to a different role, especially for physically demanding jobs. Is the work age appropriate?
- Encourage your employee to undertake a skills and career review with the National Careers Service, if appropriate. <https://nationalcareers.service.gov.uk/>

Finances:

- Discuss retirement planning as part of the midlife career review. Encourage your employees to check their state pension status www.gov.uk/check-state-pension
- Signpost them towards advice on managing finances through their local Citizens Advice Bureau www.citizensadvicecornwall.org.uk/specialist-advise-services/ or Money and Pensions Service <https://moneyandpensionservice.org.uk>
- Consider offering a financial wellbeing seminar for employees.

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