46% of the NHS workforce are now aged 45 and above\(^1\)

The average age of the NHS workforce is 43 and predicted to increase\(^2\)

The 2015 NHS Pension Scheme normal pension age is linked to the national state pension age\(^3\)

In the next 10 years there will be 700,000 fewer people in England aged 16-49\(^4\)

Workers aged 51 and over are less likely to access training and development opportunities than their younger counterparts\(^5\)

30% of qualified nursing, midwifery and health visiting staff are over 50 years old\(^6\)

More than a third of people aged 50+ want to work part-time or have flexible hours before retiring\(^8\)

96% of 2015 NHS Pension Scheme members will have a state pension age of between 65 and 68\(^7\)

Common misconceptions\(^9\):

**Fiction**
- Older people have more instances of sickness
- Younger people perform better than older people
- When you retire you stop work altogether

**Fact**
- Older workers on average have fewer instances of sickness absence
- Older workers with up-to-date training and good health can perform just as well
- There are lots of different ways to retire gradually

Sources:

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

TO DO LIST
- Use the age awareness toolkit 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
- From the HR information package, learn about how you can use the NHS Pension Scheme flexibilities to support a longer working life