Annex 2: Objectives of the review
The focus of the NHS Working Longer Review was to look at the implications for staff, employers and patients given the requirement to work beyond 60. The NHS does not have the older workforce it will have in the future so there is currently limited evidence of working longer and the impact of this.

The NHS Pension Scheme proposed final agreement included the following objectives for the review to focus on:

- Gather and examine current and emerging evidence to determine the impact of the whole workforce working to state pension age and any impact on the delivery of healthcare to patients and clients. This evidence should make comparisons with UK-wide population data and sector specific data.
- Highlight any equal pay/equality issues arising from the new scheme.
- Explore the option for employer-funded contribution rates to offset the cost of early retirement for any potential staff groups identified as suffering detriment from working longer, with particular reference to staff in frontline and physically demanding roles including emergency services.
- Engagement of relevant partnership bodies.
- Examine the potential impact of an older workforce on ill-health retirement, scheme costs and sustainability.
- Make an assessment of the implications of working to state retirement age on the NHS workforce.
- Identify incentives for positive employer practices and behaviours which support the development of age diversity practices in the NHS.
- Consider what strategies employers will need to put in place to support the extension of working lives. This would include health and wellbeing and new career pathways for staff.
- Identify any categories of worker for whom an increase in Normal Pension Age would be a particular challenge in respect of safe and effective service delivery and consider how this may be addressed.
- Identify any categories of worker for whom an increase in Normal Pension Age would be a particular challenge in respect of their health and wellbeing.
- Determine the scope of pension scheme design flexibilities to support staff working to state retirement age and in particular to support flexible retirement.
- Consider links between scheme flexibilities and the concept of total reward as described in the NHS Employers organisation briefing Total Reward in the NHS. This briefing provides advice for employers on how to develop a total reward approach.

1 Annex C of the NHS Pension Scheme final agreement
2 Total Reward in the NHS briefing