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

The average age of the NHS workforce is 43\(^2\)

Most staff in the NHS now have a pension age of 65 or above\(^3\)

The 2015 NHS Pension Scheme allows for partial retirement so you can take some of your pension whilst still working, perhaps part time.

Over 60% of surveyed staff feel working in their current job until their new normal pension age might have a detrimental impact on some aspect of their health and wellbeing\(^4\)

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

Over 40% of surveyed staff don’t feel confident that they understand their pension arrangements\(^4\)

Older workers on average have fewer instances of sickness absence\(^6\)

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Common misconceptions\(^6\):

**Fiction**

- When you retire you stop work altogether
- Younger people perform better than older people
- Older staff receive preferential treatment

**Fact**

- There are lots of different ways to retire gradually
- Older workers with up-to-date training and good health can perform just as well
- Over half of staff feel their organisation could do more to show they value older workers

Sources:

2. Health and Social Care Information Centre, Provisional Monthly Workforce Statistics – Average age of all staff as at 30 September 2015
3. Health and Social Care Information Centre, Provisional Monthly Workforce Statistics – Staff by pension age as at 30 September 2015
4. Staff side submission to the WLG call for evidence, August 2013
5. NHS staff survey 2014
6. WLG preliminary findings and recommendations report

Keep in touch

If you would like further information on the Working Longer Group, please get in touch with us via email workinglongergroup@nhsemployers.org or visit us online www.nhsemployers.org/wlg @NHS_WLG