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New employers guide on managing older workers published today

A new guide for employers on managing older workers, written by leading experts in ageing, has been published today by Healthy Working Lives, part of NHS Health Scotland. The guide, *Managing Health Ageing Workforces*, has been written by Dr Matt Flynn, Director of Newcastle University's Centre for Research into the Older Workforce and Kathleen Houston, Development Manager for Healthy Working Lives. The guide aims to provide advice to businesses on hiring and managing older employees and is the first of its kind to specifically target smaller employers. It was written based on discussions with SME business leaders in Scotland organised by HWL and in the South East of England organised by the Surrey Chamber of Commerce and South East of England Forum on Ageing.

The UK population is ageing at a rapid rate; one in six people in Britain are now over 65, with 8 million workers aged 50 and over. Of these, 5.2 million work for businesses with less than 250 employees. The guide therefore looks to support these smaller businesses in managing their older workers, seeing an ageing workforce as an opportunity rather than a challenge.

Dr Matt Flynn commented:

“Older workers present a great opportunity for businesses in being able to harness their talent and expertise. In many firms but especially in smaller companies, more experienced workers play a critical role in passing on not just technical skills to the younger generation, but also the tacit organisational knowledge that businesses need to retain their competitive advantage.

“Small businesses, for example, need employees who can be ‘all-rounders’, and jobseekers who are rich in experience are also likely to be multi-skilled. The problem small business leaders have is that they simply don't know where to find the experienced job seekers they want – this guide seeks to address that, as well as providing practical advice on how best to manage an older workforce.

“The contribution of older workers to the British economy is undeniable. We must ensure that as people stay in work for longer, their extended working lives are healthy, sustainable and mutually beneficial to both employees and employers.”

Kathleen Houston added:

“In the coming years, many more people will continue working into sixties and seventies. It is vital for business owners and managers to be able to get the best from ageing workforces.”

The report can be found at the Healthy Working Lives website:

<http://www.healthyworkinglives.com/resources/managing-healthy-ageing-workforces-a-small-and-medium-sized-enterprise-business-imperative-55391>

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For a full copy of the guide, to arrange an interview or for more information, please contact:

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About Newcastle University

- Newcastle University is a [Russell Group University](#)

- Ranked in the top 1% of universities in the world (QS World University Rankings 2014)
- Ranked 16th in the UK for global research power (REF 2014)
- Ranked 22nd in The Sunday Times 2015 Good University Guide
- Amongst our peers Newcastle is:
 - Joint 6th in the UK for [student satisfaction](#)
 - Ranked 1st in the UK for Computing Science research impact, 3rd in the UK for Civil Engineering research power and 11th in the UK for Mathematical Sciences research (REF 2014)
 - Ranked 8th in the UK for Medical and Life Sciences research quality (REF 2014)
 - Ranked 3rd in the UK for English, and in the top 12 for Geography, Architecture and Planning, and Cultural and Media studies research quality (REF 2014)
 - Engineering and Physical Sciences Research Council (EPSRC) top 20 strategic partner
- 93.7% of our students are in a job or further training within six months of [graduating](#)
- We have a world-class reputation for research excellence and are spearheading three major [societal challenges](#) that have a significant impact on global society. These themes are: Ageing, Sustainability, and Social Renewal
- Newcastle University is the first UK university to establish a fully owned international branch campus for medicine at its [NUMed Campus in Malaysia](#) which opened in 2011
- Our international students put Newcastle University in the world's top 50 ([ISB 2013](#)) of global universities
- Newcastle University Business School is one of 20 Triple Accredited Business Schools in the UK