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यदि आपको अनुवाद सेवाएँ, या इस दस्तावेज़ की प्रति किसी अन्य भाषा, ऑडियो टेप, ब्रैल या बड़े अक्षरों में चाहिए, तो कृपया CPW स्टाफ के सदस्य से बात करें या cwp.info@nhs.net पर ईमेल करें

- Many staff would like to carry on working if there was more flexibility
- Many staff are negative about getting older
- Staffs' focus on caring for others is often to the detriment of their own wellbeing
- This workshop could be adapted to benefit any age
- Many staff are negative about getting older
- Many staff have done some financial planning, but few have given little or no thought to other aspects of later life

Response

We have been delivering the workshop for a number of years now and the response had been overwhelmingly positive:

"I realised that I didn't want to retire, I just needed some flexibility to manage my other caring responsibilities."

"I went home that first day and realised that I did want to retire, but that there was no immediate rush. I wanted to plan it properly and have time to train up someone else to step into my shoes."

"I went straight home and talked to my husband. I needed to make sure we were both on the same page as far as our future was concerned."

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**Cheshire and Wirral
Partnership**
NHS Foundation Trust

Later Life Transitions

Working Longer and Living Life
to the Full

Helping people to be
the best they can be

The Later Life Transitions Programme

The programme is designed to empower staff aged 50+ by providing them with a space to reflect on their lives and then develop strategies to plan for the future. The workshop encompasses a wide range of practices and techniques, which include both individual tasks and group discussion to facilitate peer support and communal learning.

The Later Life Transitions Programme has been independently evaluated by the University of Swansea.

Supporting Staff

Wellbeing – to stay physically & mentally healthy

Retention – to have the flexibility to remain in the workplace

Succession – to pass on skills, expertise & experience

Later Life Transitions Workshops help staff to:

- Better manage later life transitions
- Be aware of and challenge ageism in the workplace
- Engage in thinking and behaviours that support their resilience
- Attend to their physical and emotional wellbeing
- Stay connected and avoid loneliness
- Maintain a purpose in life
- Support staff to stay engaged and remain effective in the workplace
- Identify each individual's strengths and development needs whilst they continue to work
- Identify the ways in which the organisation can better support its older worker

Workshop Content

Life Stages & Transitions through the life course	Ageism and the power of the positive	My skills
Personality & character traits / Values & Beliefs	Personal finances	Managing change
Relationships and staying connected	Resilience: physical & emotional spiritual wellbeing	Life Planning & Goal Setting

Our older workforce: some facts



- Many women in their 50s are part of the first generation of women to have gone back to work fulltime after having children
- Both men and women in their 50s and 60s are often still working, as well as supporting elderly parents and helping to care for grandchildren
- Older workers are therefore being pulled in many directions and staff shortages in the NHS adds to this pressure
- 46% of the NHS workforce are aged 45 years and above
- The average age of NHS staff is 43 years
- 30% of qualified nursing, midwifery and health visiting staff are over 50 years

Both men and women are working longer and the rise in state pension age for women means that 4.9 million women aged 50+ are now employed, double that of 1994.

Later Life

Embracing Ageing

A recent study carried out in partnership with the Centre for Ageing Better revealed that:

- Just 30% of UK adults say they are looking forward to later life and;
- 50% say they worry about getting older

Outcomes

	Focus groups to discuss flexible working and how the policy and its translation into practice can best help support those who need/want to work longer
	Suite of wellbeing workshops currently in production, to include one to support managers to support themselves and their teams and one focusing on the importance of healthy relationships
	Nominated for a Parliamentary Award in 2019 for Wellbeing at Work Secured legacy funding to disseminate the workshops to other NHS & Social Care Organisations

In later life, staying:

- **Purposeful**
- **Well**
- **Connected**
- **Fun loving**

Can extend your life!

What we learned

- Staff have not really thought about the impact of later life transitions