

Council 9th September 2015

Motion 1 – Supporting Older Workers

This Council notes that:

- Many people beyond the age of 50 are denied the opportunity to participate in employment on the grounds of age
- 10.2 million people in the UK are aged between 50 and the state pension age, yet 2.9 million (or 28%) are out of work
- People continue to lead full and productive lives well beyond state pension age, and this can include a desire to participate in paid employment
- Denying work on the grounds of age to people who wish to do so has a deleterious effect on their well-being and upon the economy
- Its responsibility, as a leading employer in the borough, to have a diverse workforce, including an age-diverse workforce, to reflect the community it serves

This Council further notes:

- The report 'A New Vision for Older Workers: Retain, Retrain and Recruit' published by Dr. Ros Altmann CBE, the Government's Business Champion for Older Workers, in which recommendations of good practice are made to employers, including:
 - Monitoring and promoting age diversity in the workforce
 - Carrying out audits to identify skill shortages when older workers leave
 - Ensuring training remains available to employees over 50
 - Offering mid-life career reviews to employees over 50
 - Retaining older employees as mentors, rather than forcing them to retire
 - An alumni programme for retired staff
 - Making flexible working arrangements available so that older employees who care for others or who have a health condition can continue to work
 - Providing Gap Breaks and Family Crisis leave, especially for carers, to help retain older staff
 - Establishing 'age-blind' recruitment processes

- Valuing the experience of job applicants as much as the possession of a degree whenever possible in the selection process
- Creating Mature Apprenticeships and work experience opportunities for applicants over 50

This Council also notes the welcome expansion of the Council's Traineeship scheme to applicants of all ages.

This Council:

- Requests the relevant Cabinet Member carry out an audit of the Council's current practices to ensure that these follow best practice as identified by Dr Altmann in her report, and bring a report back to Council on this issue.
- Requests the relevant Cabinet Member actively promotes the Traineeship scheme to applicants who are 50 or over
- Requests the relevant Cabinet Member give consideration to creating Mature Apprenticeships and work experience opportunities for older applicants within the Council as part of the 'Get Oldham Working' offer and that he urges other progressive employers within the borough to also do so.