

# Health support

Getting started guide



 Centre for Ageing Better

Age-friendly Employer Pledge



# Health support

Poor health is not an inevitable part of ageing. But in later life we are more likely to experience conditions that may require adjustments – often small – if we are to remain in and thrive at work.

Our research shows that older workers can be reluctant to disclose emerging health conditions or disabilities to employers for fear of experiencing ageism. This can prevent them from getting simple, timely support to stay, and succeed, in work.



## Where to start?

1

**Support your line managers.** Provide training and support to all staff and line managers so they feel confident having early and sustained conversations about health in the workplace. There are tools and frameworks that can help – such as workplace adjustment passports or wellness action plans.

2

**Normalise the conversation.** Make it clear to staff that managing health conditions is a part of life and that health support is part of the culture. Anyone can experience a health need at any age, so ensure everyone feels confident and supported to speak up and ask for help without fear of stigmatisation. Communicate this message clearly from the top down and share examples where you can.

# You could also...

- ✓ **Ensure you have clear and visible policies and processes** for supporting workers with health conditions or disabilities and ensure these are regularly shared and discussed.
- ✓ **Provide staff training on menopause.** Support workers of all ages and genders knowing more about the symptoms and experiences of menopause, normalising open and honest discussion.
- ✓ **Use national awareness days** as a way to shine a spotlight on specific illnesses or conditions. e.g Mental Health Awareness Week in May or World Menopause Day in October.

You can find out more information on the Age-friendly Employer Action Framework [here](#).





### Did you know?

- Older workers are more likely than younger workers to be managing multiple long-term conditions in relation to both physical and mental health.
- People aged 45–65 on lower incomes are often forced to leave paid work early due to health issues while those with higher incomes are much more likely to leave by choice.
- More than a quarter of people aged 55–64 live with a long-term musculoskeletal condition.

## 1 in 10

A recent survey found that 1 in 10 participants who had worked during the menopause left their job due to their symptoms.

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## Success stories

### East Riding of Yorkshire Council

Many different services contribute to the provision of health and wellbeing support: People Services, Culture and Customer Services. Public Health and trade unions.

“Our employee wellbeing service, ‘LiveWell, WorkWell’ – commissioned by our Public Health team – is an important part of this. Our service focuses on prevention and is designed to keep our people fit and well.

“We offer staff confidential one-to-one consultations on any aspect of physical or mental health, financial or social wellbeing, and that can be in-person, on video call or by phone. You can refer yourself, or your line manager can refer you as part of a performance review or check-in.”

“Unusually for an employer, we offer staff free ‘Health MOTs’ that can be carried out in work time. These measure markers like blood pressure, bone density, Body Mass Index (BMI), metabolic age, muscle mass and hydration. Diabetes screening and cholesterol checks are also included. We can send the results confidentially to their GP. We’ve sometimes found indicators of potential health issues among people who are asymptomatic, and this early warning means that problems can often be nipped in the bud. Over 1,500 employees have taken the MOT at least once in the first two years.

Read the full story [here](#).

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Have you signed up to the  
Age-friendly Employer Pledge?  
Show you recognise the value  
of older workers.

