



## EVENTS

# Talkin' 'bout my generation: Ageing and pensions

**Date:** Thursday, 23 March, 2017

**Venue:** Broadway House, Tothill Street, London, SW1H 9NQ

**Facilitator:** Duncan Brown

### Programme

09.30 *Registration and refreshments*

09.45 Welcome and introductions

*Dr Duncan Brown*, Head of HR Consultancy, IES

You may have been to a number of events already on the ageing workforce, 'demographic timebomb', the pensions and savings and eldercare crises, generational differences and inter-generational warfare and the like. By the mid 2030's us over 50's will account for over half of the UK adult population.

The DWP strategy paper Fuller Working Lives was released in February and the Cridland Review of the State Pension Age is due to be published in March. One million over-50s will need to be brought into active employment over the next five years, according to Andy Briggs, the government's business champion for older workers, who wants every UK employer to increase the number of workers aged 50-69 by 12% by 2022, as a way of helping address the skills gap, tackle age bias in the workplace and enable older people to work for longer.

But we also apparently will need to take more of the burden of looking after our elderly parents according to care minister David Mowat, as well as nanny our grandchildren. So what should employers and you be doing differently as a result of these changes, how should HR in practice respond?

Our Network meeting will use academic research and practical examples to help us consider the major trends affecting employers as the UK workforce gets older, and draw out some of the key implications in terms of pension and reward policies, health and wellbeing and performance management.

10.00 *Managing an ageing workforce: What are the issues for employers and HR*

*Dr Annette Cox*, Associate Director, IES

IES has been doing a considerable amount of research and employer work on the various dimensions of ageing in the workforce. Annette will summarise the findings from all of this work and draw out the key practical implications. Topics will include:

- Why employers need to worry about workforce ageing
- How to harness and retain older talent
- Making adjustments for disabilities and long-term health conditions
- Managing performance with an age-related dimension

Annette is an Associate Director at IES with interests in skills development, reward management and relationships between HRM practices, innovation and organisational performance. Her expertise on managing

**HR Network bookings and enquiries**

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older workers effectively is based on studies undertaken for NICE, the Centre for Ageing Better and the Department for Education.

10.45 Pensions: From DB to 'Consumer engagement': How can we encourage employees to make the right pension choices?

*Sarah Luheshi*, Deputy Director, Pensions Policy Institute (PPI)

One person's 'pension freedoms' is another person's incomprehensible complexity. As the UK moves from a DB to a DC and stakeholder environment, how can we encourage employees to save and make the right pensions' choices for their long-term wellbeing? The Pensions' Policy Institute has been researching many aspects of these shifts and its latest report considers how behavioural techniques can be used to promote saving and help people make better pensions' decisions.

Sarah has overall responsibility for the PPI's research programme, as well as supporting the PPI's Director. She has over thirty years' experience in financial services, initially working for a FTSE 100 composite insurance company and then as a management consultant, both in the UK and overseas. She held a number of senior roles within the Guardian Royal Exchange Group, including strategy, marketing and IT. Her client work varied from post-merger integration and market entry studies to qualitative and quantitative primary research, specifically product development and testing with consumers and distributors. The majority of her 15 years as a management consultant focused on delivering quantitative and qualitative research projects for major clients, with an emphasis on private pensions. She has presented and spoken at a number of events on a range of topics including lessons from around the international pension world, tax relief, the complexity of DC consumer decision making and IGCs.

She has a BSc in Mathematics and Physics from the University of Manchester and an MBA in International Business and Corporate Finance.

11.30 *Coffee break*

11.45 The ageing workforce: The HR Directors' perspective – changing the mindset

*Indi Seehra*, Director of Human Resources, London School of Economics & Political Science

Reflecting on his wide experience across the Higher Education and public sectors, Indi will illustrate how he has successfully confronted the challenges which dealing with an ageing workforce have presented to some of the more traditional mindsets and policies and practices in HR. While at Cambridge University he supported the successful retention of a compulsory retirement age, he will talk about the importance of separating decisions over drawing a pension and stopping work, the need for more flexible working and pension arrangements and the critical role which effective workforce and talent planning can play.

Indi is Director of Human Resources at the London School of Economics and Political Science. Until May 2014, he headed up Human Resources at the University of Cambridge. He is a Fellow of the Judge Business School at Cambridge, a visiting lecturer at two Institutions in India and the coordinator of the "SGPC/Cambridge" Scholarship, facilitating students to achieve postgraduate qualifications at the University of Cambridge.

In addition Indi is also the Chair of CRAC (Careers Research and Advisory Council) who run the Vitae programme for Researchers. Vitae is dedicated to realising the potential of Researchers through transforming their potential and career development.

Indi held a number of significant private and public sector appointments including HR Director of the Crown Prosecution Service and subsequently the National (previously known as SOCA) Crime Agency. He is a non-Executive Director with the Leadership Foundation for Higher Education (in England) and has remained involved with respective European Union Task Groups looking to overcome the barriers to mobility for Researchers. He is a regular speaker on Leadership and Organisational Behaviour - with regular speaking engagements in India, Moscow and Austria. Indi is a Fellow of the Chartered Institute of Personnel and Development

12.45 *Lunch*

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