“Options for Me Programme”
Promoting Equal Opportunities for Older Workers at Tallaght Hospital
Dublin Ireland

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29th May, 2012
Aim of the Project

• To open up Opportunities for older workers and to encourage and promote their inclusion and active participation in the workforce. The removal of compulsory retirement at age 65 was a key impetus for this project.
Project review

• Quantitative Research – consisted of a survey to 900 staff in order to gather the data. 30% of staff returned it. Some of the areas they looked at included experiences, working conditions, training, promotion, retirement.

• Qualitative Research – 6 Focus groups and interviews with key stakeholders to gather data.

• Audit of HR Policies and Practices & Procedures to include recruitment
Report Findings

• The report was comprehensive and presented positive findings in relation to best practice.
• Stable workforce - Recruitment & Selection system, well structured and in line with best practice particularly in Nursing.
• Respondents over 50 years more positive about training opportunities than younger workers
Report Findings

- 16% of the workforce are over 50 years – Admin & Nursing Grades
- Positive about work life balance options & terms and conditions of employment
- Greater proportion of staff over 50 would like to continue to work beyond 65 years of age.
Report Findings

• There is not an equal representation of older workers across the range of jobs
• Pre-retirement programme is not promoted
• Older workers do not avail of flexible working arrangements
• Don’t feel that career opportunities exist personally for them
Recommendations

• Develop an “Options for me Programme”
• Targeted at workers aged 50 and over
• 5 Components
• Pilot programme launched September 2007
• Strong interest and demand for the programme
Options for me Programme

• Pension Options – advice to staff on their entitlements.
• Career Pathways – progression options interview skills
• Work Life Balance/ Flexible working / shorter working year
• Health & Lifestyle - Occupational Health Department
• Training & Development
Evaluation of the Programme

• Participants felt empowered and energised and had a positive contribution to make.
• Communication prior to and during the programme was excellent. “You felt if was directed at you”
• Staff were now informed and objectives of programme achieved
• Elimination of Stigma faced by older workers
Conclusion

- Management & Trade Unions committed
- Genuine desire to address the real & perceived challenges
- Challenges at present are Recruitment Moratorium, Budgetary constraints and current Economic Climate.
Options for me Programme

Grazie a tutti per l’ascolto, avete qualsiasi domanda?