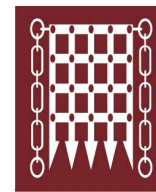


# Westminster Employment Forum Keynote Seminar: Next steps for policy on supporting older workers, extending working lives and State Pension Age reform

Timing: Morning, Thursday, 2<sup>nd</sup> November 2017

Venue: Central London

Draft agenda subject to change



WESTMINSTER  
EMPLOYMENT  
FORUM

- 8.30 - 9.00 Registration and coffee
- 9.00 - 9.05 **Chair's opening remarks**  
**Baroness Jolly**
- 9.05 - 9.30 **The ageing population and its impact on policy**  
**Anna Dixon**, Chief Executive, Centre for Ageing Better  
Questions and comments from the floor
- 9.30 - 9.55 **'Ensuring the sustainability of the UK State Pension'**  
**Professor Paul Sweeting**, Head of Actuarial Science, University of Kent  
Questions and comments from the floor
- 9.55 - 10.45 **Perspectives on the State Pension Age (SPA) and identifying future challenges**  
*In light of the ageing population, is a universal SPA linked to life expectancy sustainable in the long-term; if so, what proportion of a person's adult life is it reasonable to expect them to work for - otherwise should weight be given to regional and social variance in life-expectancy, and healthy life-expectancy, as called for by the TUC? What are the broader challenges for addressing the gap in perceptions on reasonable retirement ages and levels of pension contribution; could further changes yet be made to the auto-enrolment system to address this? In light of the recommendations of the Cridland review, does the Government need to look again at the long-term viability of the state pension Triple-Lock; would removing the 2.5% increase be sufficient? Is there more the pensions industry can do to support those groups who rely most on the state pension - carers, the self-employed, people with disabilities, ethnic minorities and women?*  
**Gregg McClymont**, Head of Retirement Savings, Aberdeen Asset Management and former Shadow Minister for Pensions  
**Tim Sharp**, Pensions Policy Officer, TUC  
**Christopher Brooks**, Senior Policy Manager, Consumer and Community, Age UK  
**Dr Iain Clacher**, Associate Professor in Accounting and Finance, Leeds University Business School  
Questions and comments from the floor
- 10.45 - 10.50 **Chair's closing remarks**  
**Baroness Jolly**
- 10.50 - 11.20 Coffee
- 11.20 - 11.25 **Chair's opening remarks**  
**Baroness Greengross**, President and Chief Executive, International Longevity Centre UK
- 11.25 - 11.40 **Case study: best practice in supporting older workers and utilising their skills**  
**David Blackburn**, Head of People, Financial Services Compensation Scheme
- 11.40 - 12.30 **Next steps for extending working lives - job design, recruitment practices and re-skilling**  
*What are the best options for dealing with health related challenges for extending working lives - particularly in those industries which are physically demanding? Could more be done to prevent burnout in the more stressful occupations, such as among general practitioners? How could Government encourage and support businesses to look at job design in order to address these issues and retain older workers in the business for longer? Should the Government introduce a 'Mid-Life MOT' to help older workers plan the rest of their career, as recommended by the Cridland review; could more be done to improve education and careers advice for older workers to enable them to switch careers? What further steps could Government take to encourage older workers to engage in formal re-training opportunities to open new career paths? How can Government best support those older workers with caring responsibilities? What effect could a 'hard Brexit' have on the quality and length of working lives in the UK? Would steps such as introducing age-blind recruitment practices have a positive effect on the number of older workers being hired, and if so should Government legislate to this effect?*  
**Dr Joanne Crawford**, Head of Ergonomics and Human Factors, Institute of Occupational Medicine  
**Sandra Kelly**, Head of Education, Whitbread  
**Ben Franklin**, Head of Economics of an Ageing Society, International Longevity Centre UK  
**Professor David Grayson**, Professor of Corporate Responsibility, Cranfield School of Management, and Chairman, Carers UK  
**Mark Malcomson**, Principal and Chief Executive, City Lit  
Questions and comments from the floor with **David Blackburn**, Head of People, Financial Services Compensation Scheme
- 12.30 - 12.55 **Putting Fuller Working Lives into practice**  
**Andrew Latto**, Deputy Director, Ageing Society & State Pensions, Department for Work and Pensions  
Questions and comments from the floor
- 12.55 - 13.00 **Chair's and Westminster Employment Forum closing remarks**  
**Baroness Greengross**, President, International Longevity Centre UK  
**Sean Cudmore**, Deputy Editor, Westminster Employment Forum