

Newsletter – Volume 9 – 01/11/2019

SPECIAL POINTS OF INTEREST

- UK adults plan to work past retirement
- Breakfast - most important meal of the day
- Making a smoothie
- Making a yoghurt
- The need to close the mental health gap



Half of UK adults plan to work past retirement

Employers are urged to offer more flexible options as older workers shun 'cliff-edge' retirement. Over half of adults are planning to carry on working in their retirement, a survey has found, as experts highlight the importance of employers giving workers control over how they choose to retire.

The poll of 2,400 people in the UK, conducted by Fidelity International, found that while most workers planned to retire from their primary job at the age of 66, 52 per cent expected they would continue to work at least part time in their retirement. The survey also found 45 per cent expected to work past the age of 70, and nearly one in 10 (9 per cent) planned to keep working into their 80s. Jill Miller, diversity and inclusion adviser at the CIPD, said the findings showed a demand to retire gradually. "Giving people choice about how they choose to work is important. Many people no longer want cliff-edge retirement where you just stop working one day. Instead, many are choosing phased retirement," she said.

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Half of UK adults plan to work past retirement - continued

The employment rate for those aged between 50 and 64 has grown from 55 per cent to 70 per cent over the past 30 years, according to government findings, and employers must ensure they're prepared for this ageing workforce, said Miller. "With an ageing population, more people are working longer and employers need to ensure their people management approach fits the needs of a multi-generational workforce," she said. "Older workers bring with them a wealth of both job and life experience, but employers need to make people want to stay. For example, can people work flexibly to balance caring responsibilities with work?"

The survey also found that higher earners were more likely to plan to retire later. Over half (58 per cent) of higher earners – defined as those earning £50,000 or more – planned to work past retirement age, compared to 50 per cent of those on lower incomes. But despite the findings reflecting longer working lives for higher earners, experts warned that some people will work for longer than they would like. Steve Webb, former pensions minister and director of policy at Royal London, noted that those who are better off might find it easier to secure a part-time role, change to being self-employed or become a member of a board in later life. "For those who are in good health and who enjoy what they do, carrying on working, perhaps with reduced hours, can be fulfilling and rewarding," he said. But Webb added: "It's important not to forget the large numbers of people who expect to work on not because they want to, but because they have to."

"A growing number of people will reach retirement without enough pension saving for a comfortable retirement and they may have to go on working long past the point when they would have wanted to stop."

https://www.peoplemanagement.co.uk/news/articles/half-uk-adults-plan-work-past-retirement-finds-survey?utm_source=mc&utm_medium=email&utm_content=pm_daily_01112019.Half+of+UK+adults+plan+to+work+past+retirement%2c+finds+survey&utm_campaign=7295441&utm_term=5550381



Breakfast - the most important meal of the day



When you wake up in the morning do you think of food or more sleep? Here are a few facts on why breakfast is important.

KEEPS YOU FOCUSED

Eating a healthy breakfast helps us feel more focused for the coming day, whether we are at work or simply getting on with our daily routines. There's nothing worse than being constantly aware that you are hungry and counting the minutes until lunchtime. Eating food in the morning not only fuels us until lunchtime but actually gives our brains the essential energy to function and focus better on tasks throughout the day.

BE HAPPY!

The foods we eat are intrinsically linked to our moods, and whilst many of us aren't morning people we guarantee you'll be less grumpy if you get a good breakfast in you! This is because eating in the morning gives our bodies that essential boost to get us going and also balances blood sugars to prevent those tired and cranky feelings!

CONTROLS YOUR APPETITE

Those that are calorie-conscious could be forgiven for thinking that skipping out a meal will help them lose weight, but in fact the opposite may happen instead. If you don't eat breakfast, you're way more likely to end up snacking throughout the morning, which could pile up the unhealthy calories! Stay away from overly-refined snacks with added sugar.

ENERGISE YOURSELF

It's quite a simple equation - if you don't eat, you won't feel so great! Well this especially applies to your first meal of the day. The next time you wake up, think about the last time you ate - it might be anything up to ten hours so why make yourself wait longer? Our bodies need energy to function, and that energy comes from food. As soon as we start eating in the morning, we kick start our body chemistry which gets us feeling energised and ready for the day.

<https://www.naturalbalancefoods.co.uk/>

<https://www.azquotes.com/quote/736204?ref=breakfast>

Stuck for Ideas?

Avacado and mango smoothie

INGREDIENTS

Half a ripe avocado
One ripe mango
Fresh mint leaves
Filtered water
Fruits and grains
200g frozen berries
150ml almond milk
2 heaped teaspoons of wheatgerm or oat bran
1 teaspoon of ground sunflower, pumpkin or linseeds



METHOD

Scoop out the avocado into the blender and slice up the mango as best you can to get all the flesh from the stone.
Blend together with filtered water until the liquid is smooth but still retains some thickness.
Add your mint leaves and give it all another whizz until blended.
Add fruits and grains.
Blend all the ingredients together.

Dairy free yoghurt

INGREDIENTS

2 bananas
Half an avocado
1 tsp of fresh lemon juice (zing!)
Half a tsp of vanilla extract
Half a tsp of ground cinnamon
Half a cup of pumpkin seeds
One cup of pomegranate seeds



METHOD

Place your chopped banana and sliced avocado flesh into the blender alongside the lemon juice, vanilla extract and cinnamon. Then cover the blender and give it a good whizz till you have a smooth and thick consistency.
Grab two glasses and create alternating layers of pumpkin and pomegranate seeds before adding the creamy yoghurt on top. Fill both glasses to the top and finish with a sprinkling of pomegranate seeds to finish.
Place both in the fridge to chill for half an hour before serving. Enjoy!

We need to close the mental health gap



Employers need to start proactively managing mental health in the same way they do other areas of wellbeing, argues Nick Taylor. Mental health has become a critical consideration in the development of employee wellbeing strategies, across the globe. Over the last few years, we've seen positive steps being taken to drive this agenda forward; from key business leaders speaking up about their own mental health to the Reward and Employee Benefits Association (REBA) announcing that mental health is now the number one wellbeing initiative being addressed by UK employers.

World Mental Health Day was a further proof-point in how far we've come, with news feeds that were peppered with information geared towards raising awareness of mental health in the workplace, and society at large. Couple this with our own research which found that UK workers now place greater importance on their mental health than their physical health – and it's clear that we are starting to witness a significant change in workplace culture. Yet there is still more to be done. One in six people will experience some form of mental health issue related to work this year, and six in ten of those will not have spoken to anyone about it. Alongside this, 70 per cent of managers believe there are barriers to providing support for those they manage.

While it's extremely positive that organisations across the UK are starting to pay attention to the mental health of their employees, a lot of the programmes still focus on reactive over proactive and preventive care – and herein lies the mental health gap. The only way to close this gap is to start appreciating that we all have mental health, all of the time – and in turn, start proactively managing it, in the same way we do with other areas of our wellbeing. Throughout my career as a clinical psychologist, I've seen the consequences of treating mental ill-health too little too late. There have been numerous times where I have met people experiencing mental ill-health and wished that I had met them six months earlier, at a time where I could have helped prevent things from getting worse.

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We need to close the mental health gap - continued

The first step for businesses to start tackling this is to ensure that they are making a concerted effort to develop a holistic mental health strategy and that the strategy has the buy-in and support of colleagues across the organisation, including senior leaders. To accomplish a proactive agenda, companies need to focus on breaking down the barriers around mental health and open up channels of communication which are free of judgement. The best way to do this is to start talking about mental health as something we all have every moment of our lives and that while it can cause us problems, it is ultimately the most amazing and unique part of being human. This will help normalise the conversation and allow people to speak more freely about their mental health before it reaches a crisis point. Fundamentally, everyone can benefit from mental health initiatives – whether it's to maintain peak performance or to seek critical support.

Training all employees to understand mental health (the whole spectrum, not just problems) is necessary. If people feel they understand a subject they will have more confidence to speak to others about it. It's important to recognise that technology and digital solutions can help to solve some of these issues. People are busy and provisions need to be accessible, adaptable and fit around the preferences of your workforce. Digital platforms can facilitate this and can allow employees to monitor, manage, and improve their mental health proactively, confidentiality, and on a regular basis.

Organisations that want to get the best from their people, while retaining and attracting talent and they need to recognise that the time is now to move from words to actions – they have a duty to support and empower their employees. By implementing a holistic mental health strategy which embraces reactive and proactive initiatives, we can create working environments where mental health is universally understood, nurtured, and celebrated. We can create working environments where people reach their full potential.

Dr Nick Taylor is CEO and co-founder of Unmind.

https://www.peoplemanagement.co.uk/voices/comment/need-close-mental-health-gap?utm_source=mc&utm_medium=email&utm_content=pm_daily_01112019.Opinion%3a+We+need+to+close+the+mental+health+gap&utm_campaign=7295441&utm_term=5550381