

## Valuing older workers: Getting ready for retirement

In recent years, more flexible options have been made available to people who may want to continue to work, but also want to benefit from receiving their pension. It means that it is possible for older workers to stay in work and continue to earn. It is a valuable offer to staff who may change their working pattern but also manage their finances as they approach retirement.

- **Retire and return** - NHS employees may apply to 'retire and return' meaning they will receive a pension and have the option to also work and top up their pension with a salary. It may also be possible to retire and re-join the pension scheme (depending on the pension scheme previously joined).
- **Partial retirement** - Staff also have an option of 'partial retirement' where the pension may be claimed, whilst continuing to work, but without having to leave their job.

All options allow staff to retire gradually and work flexibly for longer, which means they can pass their skills and knowledge on to colleagues, which aids succession planning and maintains high quality care for patients.

Flexible retirement improves the work life balance for staff and can support financial wellbeing. This can result in reduced sickness absence and burnout and improve staff retention and staffing levels whilst also improve staff health and wellbeing.

Employers should have a clear policy and information for staff on the options available to them on flexible retirement.

### Pensions and retirement sessions

Opportunities for staff to learn more and plan for their retirement should be made available on a regular basis, to allow staff to have the opportunity to discuss their flexible retirement options with the employer and pension provider. Sessions should be well advertised and arranged at frequent times throughout the year.

It is also important when planning sessions that days and times take into consideration shift patterns and members of staff who may work remotely from a main site/ location to ensure all staff who want to attend are able to.

The [RCN advice guides on pensions](#) provides more detailed information on flexible retirement and NHS Employers also have information on their webpages.

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