

February 2020 AHPD Newsletter

AHPD Network: health and wellbeing new resources and follow up

Dear Age, Health and Professional Drivers' (AHPD) Network member,

We are getting in touch as you have downloaded the Age, Health and Professional Drivers' Network 'Best Practice Guidelines for the Health and Wellbeing of Older Professional Drivers'.

Being given funding and time to work on projects like the AHPD Network is very competitive, and to keep going we need to be able to show we are making a difference. We know that some organisations and individuals are using the Best Practice Guidelines to inform their health and wellbeing policies or training programmes. We also have support from the Health and Safety Executive (HSE) and other government bodies. We know we are making a difference but we need to demonstrate it!

You can help by simply telling us what you have been doing to improve the health and wellbeing of your older drivers and how our Best Practice Guidelines may have helped you. Can you spare a maximum of 5 minutes of your time to complete the following short survey:

https://qtrial2019q4az1.az1.qualtrics.com/jfe/form/SV_3t1Ke2kuU92SRQF

If you can help us, we would really appreciate it as we want to continue our work into health and wellbeing, and the ageing workforce in the transport and logistics sector. Our plan is to work with HSE to develop intervention studies to:

1. Look at shift patterns, in relation to sleep and fatigue, to maximise performance and minimise health risks for different age groups
2. Retain experienced employees and postpone 'complete' retirement by identifying the most effective support and flexible working options.

We're very happy to chat and respond to any feedback you have about the AHPD Best Practice Guidelines, and as such are putting together a series of one-page summaries based on the Wheel of Wellbeing. Attached is the first one with tips for managers about 'How to retain experienced drivers' who are considering retirement.

Looking forward to hearing from you.

Sheena and Lynn

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Retirement: how to retain experienced older drivers

Be aware of key retirement triggers such as:

- Unmanageable physical demands
- Driving card renewal

What can you as a manager do to help?

- (1) Recognise **you** play a key role in influencing drivers retirement decisions
- (2) Consider simple changes to work processes to reduce physical demands
- (3) Plan to talk to older drivers before the renewal date of their Driver CPC card
- (4) Be open to conversations about retirement
- (5) Promote, or create, a retirement plan and policy
- (6) Introduce policies for flexible working to support phased retirement
- (7) Remember to publicly thank drivers for their work when they do retire

Visit the Age, Health and Professional Drivers' Network for more detail and links to useful resources www.ambbs.ac.uk/ahpdn



