

Reference:	FOI.12466.23
Subject:	Older employees
Date of Request:	18 August 2023

Requested:

What is the average age of employed staff over 50? and do you offer any additional support or benefits to those Older employed Adults?

Response:

Hywel Dda University Health Board (UHB) confirms that the average age of staff employed aged over fifty (50) is fifty seven and a half (57.5), including bank and locum staff, as recorded on the UHB's Electronic Staff Record (ESR) system, as at 21 August 2023.

The UHB has extensive support and benefits packages with no age limitations. The UHB does offer support aimed for colleagues who may be seen as older adults, including support through the menopause or caring responsibilities. However, it is acknowledged that many of its workforce may experience these issues at a younger age. Therefore, there are no restrictions or specifics for those aged over fifty (50). The UHB is proud of the widespread support pathways and benefits packages that all staff can access, irrelevant of age, with no barriers or age restrictions in place.