

Cross-Party Group on Older People, Age & Ageing AGM

Thursday 20th April '023 1pm-2.30pm

Minute

Present

MSPs

Jeremy Balfour - Convenor
Alexander Stewart

Invited guests

Diane McLeary – Presenter
Catherine Foot – Presenter
Marek Zemanik - Presenter

Non-MSP Group Members

Tilly Robinson-Miles – Food Train/Eat Well Age Well
Kate Robertson – Outside the Box
Debbie Horne – Independent Age
Diana Findley
Hetty Malcolm- Smith - SOPA
Jo Savege – SASW
Elizabeth Lumsden – ROSPA
Bernadine Blair – Fire Scotland
Elaine Thornton-Nicol – Scottish Borders Older People's Champion
Eileen Cawley - Scottish Pensioners Forum
Rose Jackson – Scottish Pensioners Forum
Kim Stringer – Vegetarians for Life
Dave Budd – Partners in Advocacy
Alan Gow – Heriot Watt University
Ruairidh Smith – Generations Working Together
Ben Hall – Shared Lives Plus
Catriona Melville – Age Scotland
Adam Stratcura – Age Scotland
Anne Gallacher – Luminare
Elizabeth Friel – Carers Trust Scotland
Laura Wilson – RPS Scotland
Leeann McGurk – University of Dundee
Murdo McLeod – Church of Scotland
Pat Scrutton – Intergenerational Network

Susan Hunter – Befriending Networks
Joan Fraser

In attendance

Julia Shilitto – Senior Caseworker Jeremy Balfour MSP
Christine Ryder – Outside the Box (Secretariat)
George Hannah - CIPD
Marta Tycinsk
Mehtar Staguftu – Playlist for Life
Katrina O’Keeffee

Apologies

Rhoda Grant MSP
Christine Grahame MSP
Monica Lennon MSP
Rohini Sharma- Joshi - RJS Equality Consultancy
Dr Anne Hendry – IFIC Scotland
Sarah Murray – Royal Voluntary Service
Rowan Wallace - British Geriatrics Society
Valerie Arbuckle – Police Scotland
Sophie Bridger – Chest, Heart & Stroke Scotland
Mark McDonald – Scottish Autism
David Cavanagh – Salvation Army
Andrew Senew – Home Instead Edinburgh
Allison Clyde- Generations Working Together

Agenda item 1

Welcome

Jeremy Balfour MSP welcomed and thanked everyone for their attendance to this meeting and noted that this was also the AGM.

Agenda item 2

AGM - Appointment of Office Bearers

The AGM began with the appointment of Office Bearers. Jeremy Balfour will continue as Convenor, Fulton McGregor as Depute-Convenor, Christine Ryder as Secretariat, and Rose Jackson as Treasurer.

Christine updated the group with the MSP’s stepping down from the CPG – Monica Lennon, Christine Grahame, and Rhoda Grant.

Jeremy formally welcomed Alexander Stewart MSP as a member of the CPG.

Rose raised the issue of the money remaining in the bank account. After discussion it was suggested that the CPG would distribute the funds and close the bank account.

Agenda item 3

Minutes 8th December meeting

Meeting minutes were agreed as accurate.

Agenda item 4

Matters Arising

No matters arising were raised.

Agenda item 5

New Members

It was agreed that The Salvation Army and Scottish Autism would be approved as members.

Agenda item 6

Presentations

Shared Lives model of care and support across Scotland and how Moray Shared Lives have developed a successful day support service for older people and those with dementia– Ben Hall & Diane McLeary, Shared Lives

Ben thanked the group and explained that he and his colleague, Diane, were going to explain the Shared Lives model of care with examples of how the model has supported people in Moray.

Shared Lives Plus are a UK wide charity and the network body for what is described as shared living. The fairly niche model of social care started out as an alternative to residential care or supported accommodation for people with a learning disability. It grew from the closure of Learning Disability Hospitals and has been around for about 40 years. The traditional model within shared lives was somebody who needed care and support would be matched with a paid professional carer. That matching was

done by a regulated shared life scheme and then they would move in with or visit the Carers house regularly, and together they would share family and community life.

It's now regulated by the Care Inspectorate under the Adult Placement Regulations. It provides support across the social care sector, which is based upon planning together, keeping good quality relationships and investing the time needed to form those relationships. It's unafraid to talk about love in the context of social care and there is often a deliberate blurring of the professional and personal life where it enriches the relationship and both parties. Over the 40 years the model has grown – sometimes slowly – and there are now about 10,500 people supported like this in the UK, around 570 of those people are in Scotland. Around ¼ of the people supported in Scotland are older people and those with dementia.

Ben highlighted key elements of the process: recruitment, assessment, and the matching process. Shared lives carers are self-employed and attached to a specific scheme. There is a significant assessment process very similar in style and thoroughness to fostering assessment. At the end of that assessment an assessor writes a report that's considered by an independent panel who makes the recommendation to the registered manager of the scheme - only then can you work with that scheme. The scheme takes the time to match you with somebody needing support - a two-way process and both the supported person, and the carer can choose not to progress with the relationship. By choosing to work together it means that the relationship starts with both parties making a positive choice and a powerful symbolic act at the start.

Diane spoke about Moray. There are 30 shared lives carers in Moray and 27 of those provide day support to around 100 adults every week across Moray. It equates to about 680 hours of support every week. Around two thirds of the people attending are older people with dementia, have physical disabilities, mental health issues or they're experiencing social isolation.

Diane shared two examples of the impact of the model. With support of her shared lives carer, Ada, regularly meets up with another lady to play draughts. It enables Ada to feel confident, valued, worthwhile and part of everyday life – even when her short-term memory can let her down. Ada's confidence dipped after a fall and a broken arm but with support from her carer, over time and at her own pace she started back with her Shared Lives activities. Another example is a woman who receives 1-1 supported, rather than 1-2 support as she has Multiple Sclerosis that severely affects her mobility. She was very isolated and lonely and frustrated at what she can no longer do. She chooses what she wants to do with her carer so continues to make choices and be in control. She has recently enjoyed seated 'exercise to music' class and festive wreath-making with support from her carer.

Diane outlined some of the key benefits; living good lives and potentially staying at home longer, opportunities to build relationships with carers and wider community, potential to support unpaid carers and their families. It promotes physical activity, health and wellbeing by providing a flexible model of care with support to wrap around the persons changing needs.

Ben concluded by saying there are 15 shared lives schemes in Scotland run by Local Authorities – 3 are run by third sector providers, some of which operate across Local Authority boundaries. There are 12 local authorities that have no provision. Covid has a significant impact on the scheme, but provision is almost back to pre-covid size.

Discussion and Questions

Key points and questions from the discussion included:

- Can the professional carers be paid through SDS, Local Authorities, other means? People are paid following a social care assessment so, Yes – SDS and local authorities.
- The Fire Service would be interested in linking in to ensure people can access a free fire safety visit. Shared Lives keen to strengthen links.
- What support is there for unpaid family carers or are they signposted? In Moray, carers are signposted to Quarriers for the main support.
- Do Shared Lives have any links with faith communities? Local schemes have informal links with local faith groups but a conversation about more formal links would be welcomed.
- ROSPA offer Fall Fighters session that may be of interest and help prevent older people having falls at home.
- Foodtrain run malnutrition training for anyone working with older people and exploring screening for malnutrition. Shared Lives see referrals around decline in eating and would be keen to link with Foodtrain to build on this.
- Vegetarian for Life can offer information on fortification and nutrition. They have a huge amount of resources that can be shared.

Phoenix Insights, a new think tank from Phoenix Group focussed on catalysing the changes needed in society to respond to longer lives, presenting data and evidence on our national crisis of under-saving and the looming prospect of future increases in pensioner poverty, and setting out the key actions needed to tackle this.– Catherine Foot, Phoenix Group

Phoenix Insights, is a new think tank from Phoenix Group focussed on the changes needed in society to respond to longer lives and addressing inadequate pensions. The Phoenix group are the parent company to Standard Life - so we're the biggest pensions company in the UK. It's mission is to explore issues around living longer lives and how to get more people on track for good retirements.

Society is just simply not structured to enable people to make the most of long life expectancies. The company is trying to create some action in response to this, and to what I see as one of the most critical issues we face in policy around age and ageing, and that is simply that most of the UK population looks set for inadequate retirement incomes. In particular Gen X, who are at the greatest risk here, which

leaves us with about 10 years left to do something about it before it before the oldest of Gen X are going to start to retire.

Catherine mentioned most of the UK population is not going to be OK – you can measure this in a lot of different ways. Our own large data analysis called the Longer Lives Index – surveyed 16,500 people across the UK and by our analysis we found that only 14% of people were on defined contribution Pensions and set to achieve adequate retirement incomes. Fewer than 1 in 5 self-employed people are saving into a pension. About 2/3 of middle income, private sector workers are contributing to a pension, they're saving less than 8%. By all predictions this will not be a good standard of living.

Baby Boomers generally emerge as the group most likely to achieve decent retirement income due to access to final salary pensions. This group also has the most variation and a huge divide depending on what pension, if any, and rates of poverty.

Millennials and younger generations – majority are not on track to achieve a decent retirement with a driver being long-term housing costs. The exception for millennials is that the auto enrolment and new state pension has been a success story. Another risk is that alongside inadequate pension pots we also find ourselves in an environment where it's difficult to know how to spend them well – with the risk and responsibility falling to individuals.

The areas where Catherine sees potential solutions are:

- Helping lower and middle income baby boomers and GenX stay in decent work and grow their income. Flexible work and part-time jobs will help with this as will employers seeking to recruit older workers.
- We need to get better at simplifying information about pensions. This will help everyone understand how far off they might be and help encourage people to save more when it's right for them.
- There are policy levers around filling gaps that exist in auto-enrolment so that self-employed people, and others, automatically save into a pension.
- Shore up the Social Security safety net and recognise raising the pension age is an incomplete policy response to living longer. We need to think differently about how to make social security work better for pensioners in a world of such wide inequalities – perhaps increase access to pension credit and working age benefits.

Discussion and Questions

The following questions and discussion followed:

- It was highlighted there are several organisations who have been feeding into the pensions issue for a while and there is lots being done to try to address it. It was also noted that longer lives were not the full picture with many areas in Scotland having lower life expectancy.
- Age Scotland's own polling reflected the presentation. Would a pensions dashboard help people understand their pension plan? Is

there a something that Scottish Government could be doing to support future generations? Catherine noted that Pension Dashboards are the next step but questions who would use them as they could be hugely complex. She's interested in whether pension pots could follow people through their working life. For ScotGov reserved powers over employment policy and to find different ways to do it. Find radically different ways for people to understand and take control over their own pension situations.

Report into Understanding Older Workers from CIPD in Scotland – Marek Zemanik, CIPD

Marek stating by saying the first question is why are we talking about older workers?

The narrative has shifted over the last couple of years. At the start of the pandemic there was a focus on protecting young people. In Scotland there's now more interest in older workers in public policy landscape and media. Lots of research being done and some long-term trends are an ageing workforce, and the links between job quality, wellbeing, and productivity.

Recent trends include the covid impact for economic connectivity of older workers in the 50-64 bracket in particular for men. Potential reasons - long-term health, long covid, early retirement or changes priorities. Severe skills and labour shortages emerged post-covid – employers can tap into labour forces that they've not tried before. Cost of living has caused people to go back into work or delay their retirement.

Marek shared an overview of key findings and official statistics from the CIPD Report – Understanding Older Workers in Scotland.

- Number of children predicted to fall by 22% by 2045
- Number of people of pension age predicted to grow by 30% by 2045
- Today we have 852,000 older workers, including over 90,000 65+ ; that is a third of Scotland's workforce so there is an imperative to understand this segment.
- Average workforce age varies across industries: hospitality average is 35, agriculture is 48 with over half being 50+. There could be valuable learning across these industries.
- Employment pattern for older workers show higher rates of self-employment, reduced hours, homeworking even pre-pandemic. These all contribute to flexibility and work life balance.
- The pandemic presented an opportunity to increase flexible working but Marek stressed that flexible working is not just about home working – they are not the same thing.
- Age group 50-64 had the lowest satisfaction with the hours they worked and 14% wanted fewer hours and less pay.
- Career progression is important to job quality for recruitment and retention. Older workers less likely to say they have these opportunities.

- Older workers are less likely to have formal qualifications – this is not an indicator of skills but often used as a screening process in recruitment so older workers are less likely to apply.
- Public policy dimension of Lifelong Learning – previously investment was for younger learners but there are still huge gaps.
- Health and disability – very clear links between long-term conditions, disability status and age. Over 25% of people aged 50-64 who are looking for work say that their condition limits the amount and kind of work they can do. 20% aged 50-59 say the same.

Conclusions – Key Messages

- Importance of older workers – they are a big segment of the workforce and it's about to get bigger. Important issues for employers, policy-makers, and employees themselves.
- Flexible working – there are unmet demands for flexible working options.
- Career Development and skills – avoid assumptions.
- Health and Wellbeing – focus on wellbeing through workforce lifecycle.
- Those who want to work should be able to do so.

Discussion and Questions

The discussion and questions following Marek's presentation included:

- The Fire Service recruited a full-time firefighter at age 57.
- Is there anything that smaller scale organisations or charities can do to make their workplace more attractive – or do better for older employees? Marek explained the challenge for smaller employers is the need to focus on survival so have less capacity for long-term staff development. In general, with labour and skills shortages, is flexible working. There are lots of forms of flexible working – not just homeworking. Job Share is a good example – drop hours and pay but share workload with someone else. This is not widely used in Scotland, only around 2%. Key message is that there are more ways to offer flexible working.

Agenda item 7

AOCB

It was raised the OPSAF review and the next scheduled CPG meeting and questioned if there could be a coordinated response to the issue of the Older People's Minister. Christine said the intention was to use the June meeting to focus on the issue.

Leanne McGurk introduced herself to the group as this was her first meeting. She is Principle Investigator researching Alzheimer's disease and related disorders at University of Dundee. Part of her scope is to get a broader understanding of the

impacts of the ageing society, not just the genes and causes of accelerated ageing but a better understanding of what it means for us. She thanks the group and will share her work going forward.

Generations working Together highlighted the Global Intergenerational Week with lots of sessions happening. Christine agreed to circulate the programme link around the CPG members.

Next meeting will be on Thursday 8th June 2023. The meeting will be hybrid.