

Workplace Older Employees Committee meeting**Date:** 18 February 2015**Location:** The Bollin, NICE Manchester office**Minutes:** Final

| Committee members present: | | |
|-----------------------------------|--|-------------------------|
| John Britton (Chair) | | Present for notes 1 – 6 |
| Charlie Foster | | Present for notes 1 – 6 |
| Susie Morrow | | Present for notes 1 – 6 |
| Richard Preece (Topic adviser) | | Present for notes 1 – 6 |
| Christopher Ball (Topic adviser) | | Present for notes 1 – 6 |
| Mark Gabbay (Topic adviser) | | Present for notes 1 – 6 |
| Kim Sunley (Topic adviser) | | Present for notes 1 – 6 |

| In attendance: | | |
|--|---------------------------------------|-------------------------|
| Jane Huntley | Associate Director, NICE | Present for notes 1 – 6 |
| Hilary Chatterton | Analyst, NICE | Present for notes 1 – 6 |
| Nicola Ainsworth | Analyst, NICE | Present for notes 1 – 6 |
| Alastair Fischer | Health economist, NICE | Present for notes 1 – 6 |
| Ruaraidh Hill | Analyst, NICE | Present for notes 1 – 6 |
| Peter Shearn | Analyst, NICE | Present for notes 4 – 6 |
| Rebecca Walker (Minutes) | Coordinator, NICE | Present for notes 1 – 6 |
| Contractor – Matt Taylor | Economist, YHEC | Present for notes 1 – 6 |
| Contractor – Alex Filby | Economist, YHEC | Present for notes 1 – 6 |
| Contractor – Annette Cox | Institute for Employment Studies | Present for notes 1 – 6 |
| Contractor – Tyna Taskila | The Work Foundation | Present for notes 1 – 6 |
| Expert testimony – Philip Taylor (via teleconference) | Monash University | Present for note 4.1 |
| Expert testimony – Joanne Crawford | Institute of Occupational Medicine | Present for note 4.5 |
| Expert testimony – Gerhard Naegele | University of Dortmund | Present for note 4.6 |
| Expert testimony – Alan | Employers' Network for | Present for note 4.7 |

| | | |
|----------|-------------------------|--|
| Beazeley | Equality and Inclusions | |
|----------|-------------------------|--|

Observers:

| | |
|------------------------|-------------------------|
| Stacey Wilkinson, NICE | Present for notes 1 - 6 |
|------------------------|-------------------------|

Apologies:

| | |
|-------------------|------------------|
| Paul Aveyard | Committee member |
| Jane Leaman | Committee member |
| Dagmar Zeuner | Committee member |
| Keith Palmer | Committee member |
| Mark Strong | Committee member |
| Robert Baughan | Committee member |
| Andrew Weyman | Committee member |
| Rachel Jennings | Committee member |
| Patricia Mountain | NICE |

1. Welcome and objectives for the meeting

The Chair welcomed the Committee members and attendees to the 12th meeting on Workplace Older Employees. The Committee members and attendees introduced themselves.

The Chair welcomed the members of the public to the meeting. The members of the public had been briefed already, both verbally and in writing by the NICE team, and the Chair reminded them of the protocol for members of the public, whose role is to observe (they should not speak or ask questions). No filming or recording of the meeting is permitted. The Chair reminded all present that the Committee is independent and advisory, that its decisions and recommendations to NICE do not represent final NICE guidance, and that they may be changed as a result of public consultation.

The Chair informed the Committee that apologies had been received. These are noted above.

The Chair outlined the objectives of the meeting, which included:

- Presentation and discussion on evidence review 3
- Update on the health economics
- Hear expert testimony from Joanne Crawford, Gerhard Naegele and Alan Beazely
- Hear expert testimony by Philip Taylor who is joining by phone from Australia.

- Consider the focus of the second call for evidence.
- Receive an update on the recommendations and considerations from the previous meetings.

The Chair noted that the PHAC are not able to develop recommendations and considerations at this meeting as the meeting is not quorate; however areas that have potential for recommendations that the attendees would like to bring to the attention of the remainder of the PHAC can be identified.

Introductions

2. Confirmation of matter under discussion, and declarations of interest

The Chair confirmed that, for the purpose of managing conflicts of interest, the matter under discussion was older workers.

The Chair asked everyone to verbally declare any conflicts of interest that have arisen since the last meeting.

- Name: Susie Morrow – Family interest – Partner is a governor of St George’s Hospital NHS Foundation Trust
- Charlie Foster noted that he no longer mentors Paul Kelly, so his personal non-pecuniary interest relating to this role is no longer valid

The Chair and a senior member of the Developer’s team noted that the interests declared did not prevent the attendees from fully participating in the meeting.

3. Minutes of last meeting

The Chair asked the Committee if it wanted any changes made to the minutes of the last meeting. The Committee agreed that the minutes were a true and accurate account of the meeting.

It was noted that the suggested papers for inclusion in review submitted by a committee member via email were not to be included, as the type of evidence was not relevant to the review.

4. Presentations

4.1. The Chair introduced **Philip Taylor**, Monash University, who gave a presentation on extending working lives and employers’ attitudes and practices. Phil joined the meeting via teleconference.

Philip took questions from the group.

4.2. The Chair introduced **Ruaraidh Hill**, NICE, who gave a presentation on the

focus of the second call for evidence.

Ruaraidh took questions from the group.

4.3. The Chair introduced **Annette Cox**, Institute for Employment Studies and **Tyna Taskila**, The Work Foundation, who gave a presentation on review 3.

Annette and Tyna took questions from the group.

4.4. The Chair introduced **Mat Taylor**, York Health Economics Consortium, who gave an update on the health economics.

Mat took questions from the group.

4.5. The Chair introduced **Joanne Crawford**, Institute of Occupational Medicine, who gave a presentation on work ability.

Joanne took questions from the group.

4.6. The Chair introduced **Gerhard Naegele**, University of Dortmund, who gave a presentation on extending working lives: experience from the health and care sector.

Gerhard took questions from the group.

Action – NICE to provide a version of the life-cycle diagram translated to English

4.7. The Chair introduced **Alan Beazley**, Employers' Network for Equality and Inclusions, who gave a presentation on the Department for Work and Pensions' Age Action Alliance and equalities.

Alan took questions from the group.

The Committee thanked Philip, Ruaraidh, Annette, Tyna, Mat, Joanne, Gerhard and Alan for their presentations and contribution to the development of the guideline.

5. Questions and discussion

5.1. The Committee discussed the draft recommendations and considerations from review 3 and the expert testimony, and were given the opportunity to ask questions.

5.2. The Committee discussed the suggested evidence, including gaps and expert testimonies, and were given the opportunity to ask questions.

6. Any other business

Peter Shearn noted that the draft scope consultation on the NICE guidance on Workplace Health: Employees with long term condition and disabilities will run from

06 March until 07 April 2015. Committee members are invited to submit comments during this consultation. In addition, the invite to tender for this topic is now live and the deadline for expressions of interest is 13 March. **Action – NICE to send the committee a link to the invite**

Date of next meeting: 14/05/2015

Location of next meeting: The Bollin, NICE, Level 1A City Tower, Piccadilly Plaza, Manchester M1 4BT