

REPORT – AGE IN THE WORKPLACE

The following is a preliminary report of the 'Age in the Workplace' group, established ¹ at the request of the executive committee on 5th April 2015, to survey the average age of employees and the positions held within each age group. It should be noted that these results are ² subject to verification: a full report will be published at the end of September.

The demographic of the current workforce at AFT breaks down as follows:

20–29 age group: 24%

30–39 age group: 35%

40–49 age group: 20%

50–59 age group: 15%

60+ age group: 6%

Benchmarking against other companies is still ³ in progress, but initial results show that ⁴ in comparison with the rest of the insurance sector, AFT has a relatively young workforce. This may ⁵ to some extent be a side-effect of a high turnover of staff, or it may have other causes. However, it must be pointed out that there is no formal policy within the company of recruiting younger candidates.

The distribution of ages ⁶ in relation to positions of responsibility ⁷ is in line with norms for the industry. 82% of those in senior management positions are aged 45+ and 67% of those in the lowest grade jobs are in the 20–29 age group. One aim of the study was to find out whether the various age groups feel there is adequate job mobility within the company. ⁸ At the time of writing, not all the employee questionnaires had been returned, but the final report will include results of this question.

⁹ On behalf of the HR department, we would like to thank everyone who has helped in carrying out this study.

As you know, the owners are a bit concerned about the high turnover of staff at the hotel (61%), even though it's similar to the rest of the industry (58%). We will be writing a proper report, but in the meantime, can you send the owners an update. Please include how turnover breaks down by activity (kitchen staff, restaurant, room service, cleaning, reception, management, etc.) and some explanation of the numbers – pay, anti-social hours? Thanks.