

Mark Bloomfield Director

PRAGMA

Pre-Retirement Association of
Greater Manchester

PRAGMA: history

- 1962 Preparation for Retirement Steering Group
(Manchester and Salford)
- 1964 Manchester and District Pre-Retirement Committee
(Manchester and Salford Council of Social Service)
- 1978 Pre-Retirement Association of Greater Manchester
(registered charity)

Aims

Original

Encourage, promote and assist in pre-retirement education provided by colleges, adult education service and employers

Educational changes

Decline of college provision

PRAGMA as direct provider of pre-retirement education

Current

Open courses for mixed groups

In house courses for individual employers

Supports further education providers

Courses for trade unions

Approaches to Retirement

Overall attitude

- Dread/ terror to extreme optimism
- Majority cautiously optimistic

Concerns: impact of loss of work

- Social relationships
- Income
- Status
- Identity
- Routine

Retirement and Change

Characterised by

- Significant changes for the individual
- Impact on virtually all aspects of life
- Can be uncomfortable, unsettling, emotionally upsetting

Four areas of significant change

Coleman and Chiva (1991, Health Education Authority)

- Money/ finance
 - Health (ageing)
 - Use of time
 - Relationships
- + Self (concept/ identity)

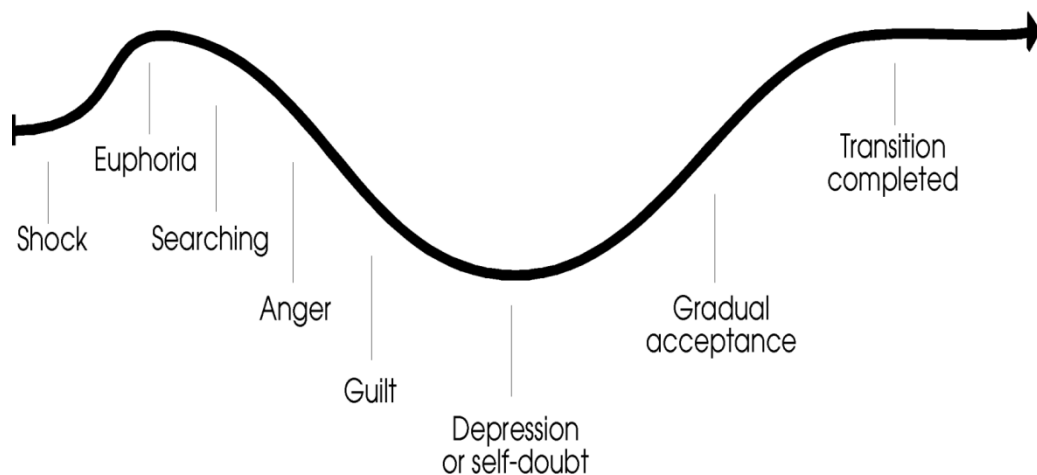
Significant individual variation
Compounded by key life changes

Retirement: an Emotional Journey

Process rather than event

Emotional reaction to a major life event

Coping with change - a pattern of transition



Retirement: an Emotional Journey

But pattern of transition idiosyncratic:

- Not all retirees experience complete sequence
- Aspects of transition may occur before retirement
- Time taken can vary from '10 mins' to +12 months
- Varying level of emotional well-being at end of transition
(may be higher than when working)

Older Workers' Reports

Experiences of PRAGMA course participants

Common themes:

- Guilt and altruism
- Anger
- Escape, wanting 'out' (stress, disaffection, 'burnout')
- Workplace dislocation: reorganisation, down sizing (planned/ chaotic)
- Disruption of workplace values and ethos
- Forced retirement: age, redundancy, ill health, caring responsibilities
- Reluctance
- Loss of identity
- Fear
- Enthusiasm (can't wait, work an inconvenience)
- Readiness

Variety of responses reflect differing personal circumstances, experience and personality variables

Post-Retirement Quality of Life

Weiner, Reed and Stanley (2006)

-Quality of life questionnaire (SEIQoL)

-Interview

-Sample: 21 pre-retirement course attendees

Findings:

Quality of life - healthy and family valued most highly

Expectations and plans – few had any firm ideas before retirement

Adjustment – correlation between voluntary retirement and satisfaction

Income – contrast between pre and post retirement concern

Health – a means to continued independence and engagement rather than an end in itself

Family and friends – quality of life critically dependent on inter-familial well-being

Use of time – freedom of action but importance of structure

Changes in retiree groups over time

More women on courses

Wider age range

More diverse expectations of retirement

-often including paid work (P-T, down shifting, self-employment)

More likely to be a carer (parents, partners, grandchildren)

Higher expectations – more affluent, more ambitious, greater life expectancy (quantity and quality)

More risk of frustration if expectations not met

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