

acas working for everyone
to resolve and prevent
workplace problems

Managing a multi-generational workforce


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The five generations in the workplace

Myth busting stereotypes



	Traditionalists	Baby Boomers	Generation X	Millennials / Generation Y	Generation Z
Age	75-94 years	57-74 years	41-56 years	21-40 years	1-20 years
	 Technology and computer trail blazers				
	Bob Kahn & Vint Cerf	Bill gates	Jeff Bezos	Mark Zuckerberg,	??
	Radar World War II, Rationing, Intro welfare state (NHS),	First computer, video cassette recorder The bar code Computer programming	Cell phone, digital camera, Apple	1989 - World Wide Web 1998 - Google	2005 - You Tube
Born	1927 - 1946	1947 - 1964	1965 - 1980	1981 - 2000	2001 - 2020

7 tips for managing multigenerational teams



Legal obligations and considerations

- Policies



- **Can employers enforce compulsory retirement ages?**
 - Professor P Ewart v The Chancellor, Master and Scholars of the University of Oxford
 - Professor John Pitcher v The Chancellor, Masters and Scholars of the University of Oxford and others
- **14-year-old waitress sacked because of her age was discriminated against, tribunal rules**
 - Ms H Cassidy v The Daimler Foundation Ltd
- **Pay scales - proportionate means of achieving a legitimate aim?**
 - Heskett v Secretary of State for Justice

By law, employers must keep records of any young worker's:

- working hours – to make sure they're not working more than 8 hours a day and 40 hours a week
 - night work, if they do any – to show they're not working during restricted hours
 - health assessments offered before starting any night work and throughout their employment
 - These records must be kept for 2 years from the date they were made.
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- Acas - [Young workers, apprentices and work experience](#)

- [Acas guide on age discrimination](#)

- [Acas Job evaluation: considerations and risks advice booklet](#)

- [Acas - Young workers, apprentices and work experience](#)

- **Flexible Working**
 - [Acas guidance – Flexible working](#)
 - [Acas blog - Flexible working: a dream or a reality?](#)