



SITREP

NOTICE TO RETIRED MEMBERS DEVELOPMENT OF TRANSITION TO RETIREMENT PROGRAM

26/8/2022

Dear retired members,

Recently, you may have received the email below (page 2), inviting you to the 'Retirement in Review' online event hosted by Airservices Australia and Converge.

The UFUA has been advocating for Airservices to implement a Transition to Retirement framework to address a significant gap in critical retirement planning. Best practise programs are holistic and focus on multiple aspects of retirement, not just financial considerations, but also how to deal with all the social, emotional, and physical changes associated with retirement and transitioning to a new phase of life. Airservices recent Retirement Incentive Scheme (RIS) has underscored the need and value of such an approach.



Principles for a holistic approach to wellbeing

Recognising the consistent themes identified in the research, the Systems Framework offers a holistic approach to retirement through a commitment to three key principles:

1. Apply a whole career cycle approach to promote adjustment in retirement by ...

- 'Normalising' discussions on retirement and taking actions at **each** career stage to facilitate effective transition to retirement when ready. The evidence tells us that investing time and effort into early planning for retirement leads to better mental health outcomes post-retirement.
- Promoting work-life balance at **each** career stage to enhance meaning, social connections and identity beyond work. This might include flexible work options or different job types to meet an individual's aspirations.
- Promoting and supporting mental and physical health **throughout** career stages to reduce the build-up of trauma and other forms of ill health.

2. Apply a systems approach involving the individual (and family), management, agency, and sector by

- Considering activities the sector can take for consistent and collective improvement, whether through policy development, management guidelines, sector-wide training and/or sector-wide promotional activities (e.g. the Well Beyond coaching program).
- Recognising that individuals' socio-emotional 'ecosystems' (i.e. family and friends) play a significant role in retirement adjustment and are impacted by it. Workplace interventions to support retirement for wellbeing should involve partners, children, and significant others who may support the retirement journey.

3. Recognise that wellbeing encompasses a range of dimensions (see Well Beyond Flourishing wheel) by ...

- Supporting personnel to plan appropriately for a retirement that takes into consideration the full spectrum of wellbeing needs. This will give emergency service workers a better chance of flourishing in retirement. Critical to this is the provision of opportunities to help process accumulated trauma.



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We encourage all our retired members to attend the 'Retirement in Review' session to have your voice heard, and to provide feedback on what a valued and functional framework should look like. Airservices needs to hear your stories, your experiences and use that advice to create a meaningful retirement support program for current and future retirees.

A reminder that if you would like to discuss any issues concerning your retirement our branch Welfare Officer Les Daly can be contacted on 0419321645 or via email at les.daly@gmail.com

Subject: FW: You're invited to the Retirement in Review Event

You're invited to a live virtual event.

Come and say hello to other Airservices retirees. The live virtual event offers strategies to support and enjoy retirement, an opportunity to review your retirement thus far and network with peers.

When

Wednesday 14 September 2022

3:00pm-4:00pm AEST

1:00pm - 2:00pm AWST

Register here

[Click here](#)

What to expect

- *Storytelling*
- *Group discussion*
- *Polls*
- *Case studies*
- *Networking opportunities to connect with peers*

You are very welcome to attend with a peer, friend, or family member.

Questions comments

You can reply to this email Wellbeing@AirservicesAustralia.com

Post session feedback

<http://bit.ly/TrainingSeminarFeedback>

*Warm regards,
Health & Wellbeing
Airservices Australia*

In Unity,

Wesley Garrett,
Secretary
UFUA Aviation Branch