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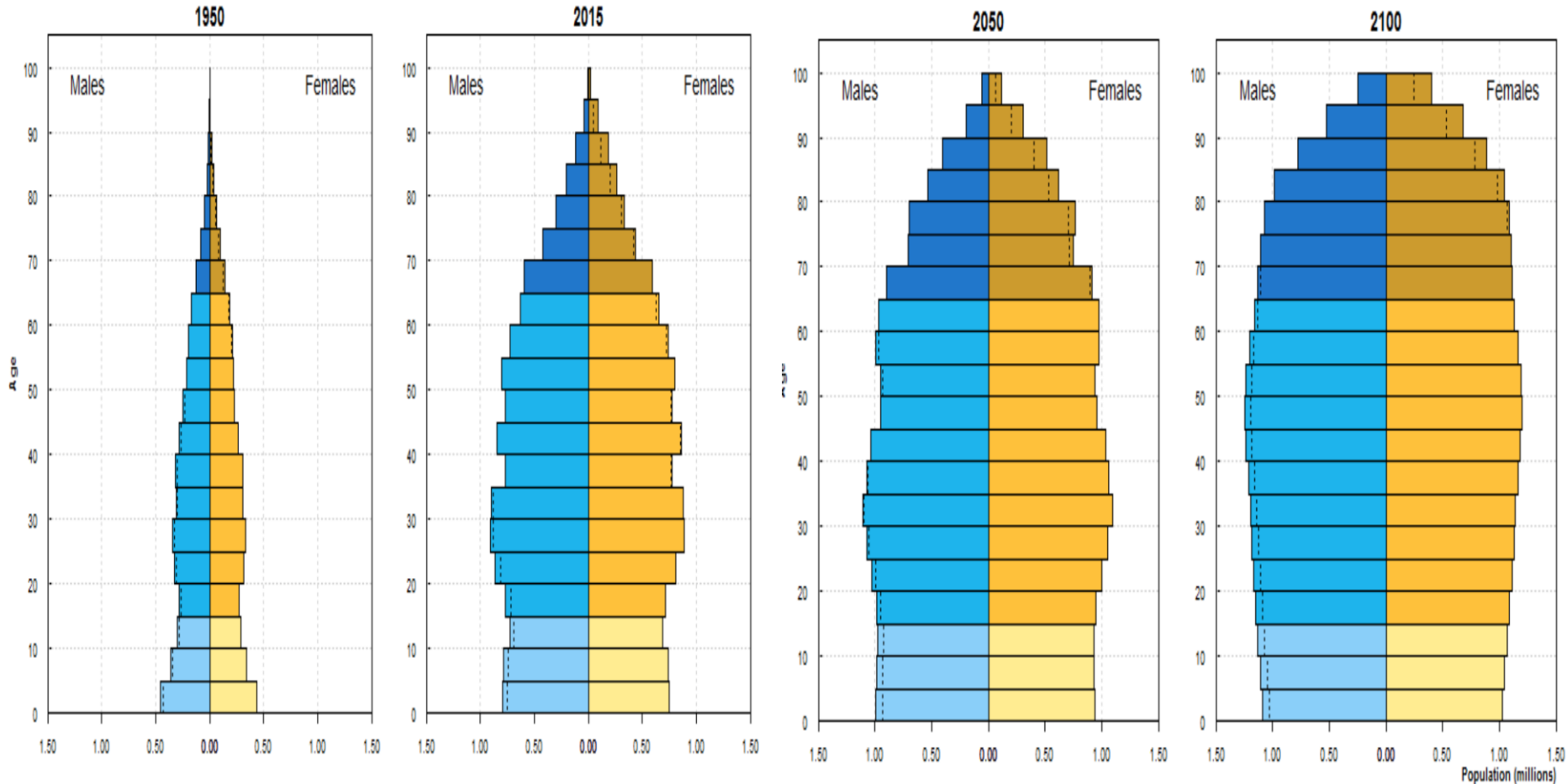
Seniorpreneur: we need you!



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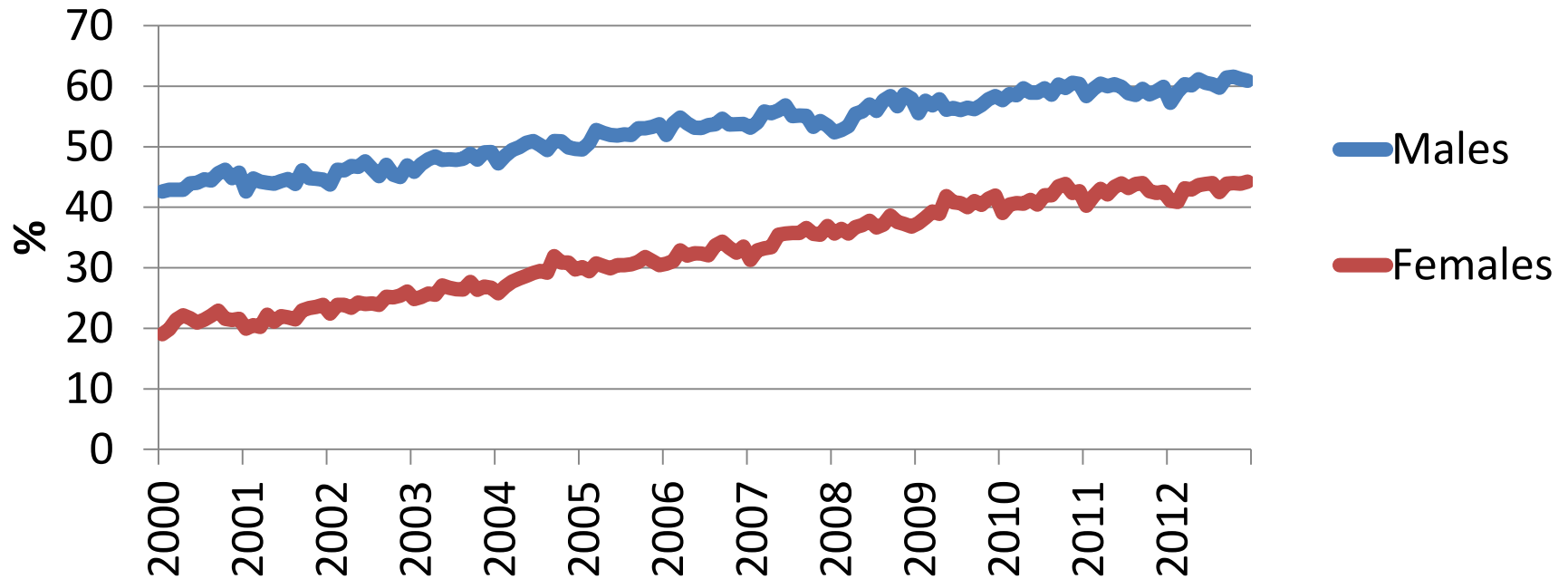
Australia's population 1950-2100



Source: <http://esa.un.org/unpd/wpp/Graphs/DemographicProfiles/>

Ageing pop.= Ageing workforce

% of 60-64 year olds in paid employment



Source: Australian Bureau of Statistics, 2014, 6291.0.55.001 - Labour Force, Australia, Detailed - Electronic Delivery, Mar 2014, ABS, Canberra

What does this mean?

- Imminent future skills shortage due to retirement of Baby Boomers
- Vital for orgs to encourage & support mature age employees to remain in the workforce
- Must address the reasons why mature age workers exit the labour market



Ill health, injury & disability (IID)

- Poor physical & mental health major factors leading to early permanent retirement (ABS 2013; Luo & Herzog 2002; Brown et al. 2006)
- Mature age workers' health problems that are manageable & temporary, face greater difficulties finding a job following IID (Vegeris et al. 2010)
- Many mature age people with health problems have the potential to remain or return to workforce if their conditions are acknowledged & supported

Ill health, injury & disability

- Most common: cardiovascular disease, arthritis, musculoskeletal injury, & mental health illnesses
- Work-related injuries high in male dominated industries: agriculture, forestry & fishing; manufacturing; & construction (due to high levels of physical demand) (ABS, 2007)
- Musculoskeletal disorders e.g. sprains & strains
- Rising prevalence in female dominated occupations e.g. nursing - manual handling & physical demands involving actions of lifting, pushing or pulling heavy objects

Ill health, injury & disability

- Socioeconomic inequalities = low employment & poor health e.g. low education, unskilled labour & low income
- Workers aged 55+ have lowest rates of work-related injury (ABS, 2007)
- Possibly indicates poor health at older ages less likely caused by work-related injuries & more likely pre-existing health conditions

Mental ill health

- Cause of longest work absences (LaMontagne 2010)
- Teachers & police: stress, depression & anxiety
- Stems from low job satisfaction, work overload & pressure, poor work/life balance, lack of control & decision making, poor support, & unclear management & work roles (Schnall et al., 2009)
- Physical/mental comorbidity reduces engagement
- Bi-directional r'ship bw physical/mental conditions

Changing nature of work

- Change in work environments
- Decline in full-time permanent jobs
- Growth in: 'non-standard' work arrangements: casual, part-time, temporary, contract etc.
- Rise of the Seniorpreneur
- Decrease in job security= could be equally detrimental to mental health as unemployment (PricewaterhouseCoopers, 2010)

Changing nature of work

- Involuntary non-standard work agreements can constitute underemployment
- Underemployment adverse effects: income adequacy, underutilisation of skills or qualifications, employment stability, desired hours of work = potential harmful effects on employee mental health
- Voluntary non-standard work agreements can improve employee mental health

Changing nature of work

- Non-standard employment can = ‘bad’ job characteristics: low income; job insecurity; deficient benefits; hazardous conditions (e.g. vibrations, loud noise, or hazardous products); painful, repetitive or tiring positions; lack of induction & safety training (OH&S); little/no superannuation; greater physical & psychological demands; low control over processes; & involuntary part-time or seasonal work

Reactive & preventive measures



- **Reactive measures:** understanding & support to manage pre-existing health problems
- **Preventive measures:** health & wellbeing programs designed to establish & maintain healthy behaviours

Reactive measures

- Cooperation, org policy & +ve workplace culture
- Return-to-work plan: job adaptations, change to type of work & tasks, additional leave, special equipment & individual assistance, flexible work, supervisor & co-worker support
- Encourage & enable self-managing behaviours e.g. taking prescribed medications, symptom management, follow appropriate diet & exercise, space & privacy for safe completion of behaviours

Dame Carol Black's Review

- Review of health of Britain's working age pop., *Working for a healthier tomorrow* (2008)
- Employers can facilitate return to work through early, regular & sensitive contact
- Replace paper-based sick note with electronic fit note - alter mindset from what employees cannot do to what they can do
- Improve communication b/w employers & GPs

Preventive measures (H&W)

- Take stock of existing programs
- Make use of experts & consultants (Quit)
- Provide information & advice
- Promote healthy physical activities (10,000 steps)
- Make use of medical & other services
- Look at equipment & infrastructure
- Embed in workplace policies

Benefits of H&W programs

- Reduce risk of injuries/work-related accidents
- Improve workplace morale, satisfaction, motivation and workplace culture
- Reduce stress levels & absenteeism
- Improve retention/delay retirement & prevent premature exit due to ill health
- Increase productivity & external image
- Increase retention of valuable knowledge, skills & experience of mature age workers

Examples of best practice

Oil company, UK

- Workplace health assessments to resolve common problems e.g. back pain
- A doctor available on site to review employees' existing health problems and to intervene when serious health problems arise. In addition, as a preventive measure, the company offers annual medical examinations for employees aged 50+

Example of best practice

- BMW group
- <https://www.youtube.com/watch?v=1b2aLleeC4A>



Conclusion

- IID adversely affects engagement of mature age people
- Non-standard work: +ve & -ve effects depending on voluntary nature of arrangement
- Reactive measures: management & co-worker support; less psych & physically demanding; return-to-work programs; mod to tasks, equipment, infrastructure
- Preventive measures: H&W, health assessments, opp. for exercise & info for healthy lifestyle
- Evaluate & update regularly for sustainable policies

Thank you!

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