

# Addressing the health of an Ageing Workforce

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# Overview

- Why Address the Changing Workforce?
- The Changing Nature of Ageing Workforce
- Characteristics of an Ageing Workforce
- Considerations of an Ageing Workforce
- Future Direction
- Case Study – BMA's Approach to Health Promotion



# Why Address the Ageing Workforce?

- Cost of health to Australia and to employers
- Health risks of workers
- Increased need to address risks of ageing workers



# The Changing Workforce

- Life Expectancy

Male	78.5 years
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Female	83.3 years
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- Total Fertility Rate

1960	3.45
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1997	1.75
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# The Changing Workforce

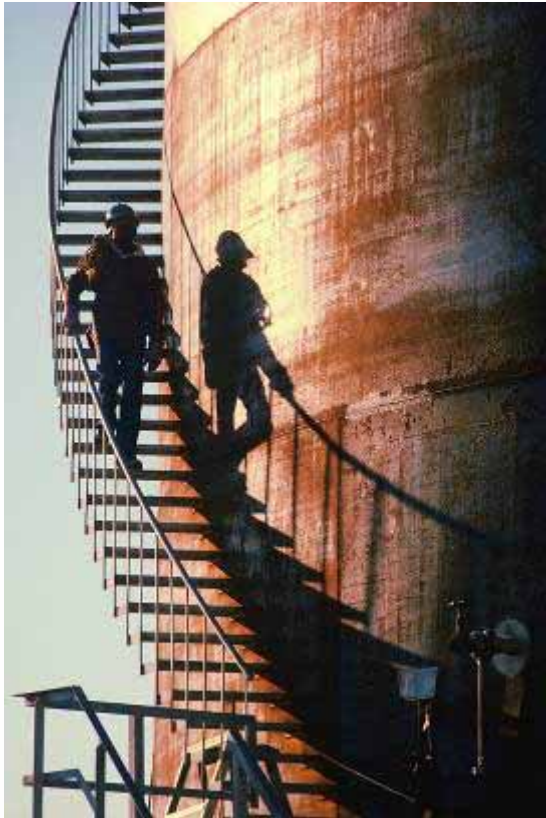
- Older Employees (45-64 years) in the Australian Labour Force

1983: 23%

2003: 32%



# The Changing Workforce



- Productive Ageing Phase
- Workforce numbers decreasing
- Retiring Baby Boomers



# The Changing Workforce

	<b>Average Age 1984 Years</b>	<b>Average Age 2004 Years</b>	<b>Average Increase Years</b>
General Population	36.6	38.8	2.2
Full time Work force	35.9	39.4	3.5
<b>Mining Work force</b>	<b>35.9</b>	<b>40.3</b>	<b>4.4</b>

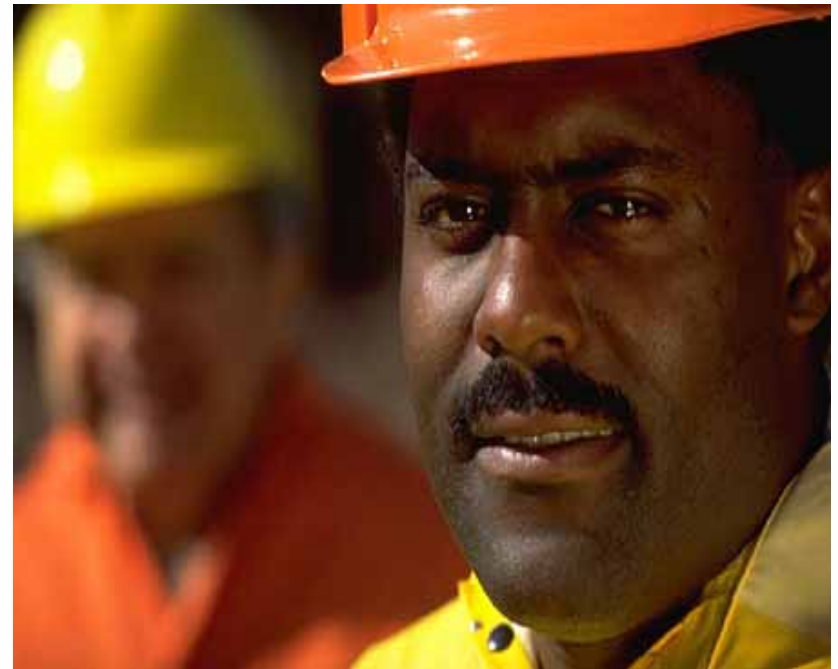
Table 1. Age changes in the Workforce - the past 20 years



# Characteristics of an Older Workforce

- Positives

- Skills & Experience
- Work Ethic & Loyalty
- Flexible & Coping Skills





# Characteristics of an Older Workforce



- Negatives
  - High risk of injury
  - Longer return from injury
  - Common causes  
Cardiovascular health &  
musculoskeletal injury



# Considerations for Ageing Workforce

<b>For Employers</b>	<b>For Employees</b>
Work conditions	Flexibility
Adaptability of older workers	Adaptability
Consideration of employing older workers	Change in profession



# Future Direction

- Education

- An effective productive ageing program will embrace government strategies like 'Experience Pays' to help employers
- Address generational differences within the organisation.



# Future Direction

- Develop & apply corporate policies
  - Encourage & reward flexibility
  - Adaptability with individual job roles & the greater workplace
- Health Promotion Implementation
  - Positive long term behaviour change



# Case Study - BMA

- BMA has long since recognised the importance of health promotion
- Introduction of BHP Billiton FFW/FFL Guidelines
- Sites implementing programs on ad hoc basis for a number of years



# The Health Passport

- Is the main tool in BMA's Healthy Lifestyle Program
- Development overseen by Wesley Corporate Health
- Provided to each participant to record their own health results
- Allows employees to make informed decisions about their health needs



PASSPORT HOLDER: \_\_\_\_\_



# How is BMA Different?

- BMA's Healthy Lifestyle Program addresses the deficiencies that were identified in the business with regards to health management
- Has 3 crucial elements:
  - *Sustainability*
  - *Consistent* Approach across the sites
  - Addressing *Relevant* Health Issues



# Sustainability



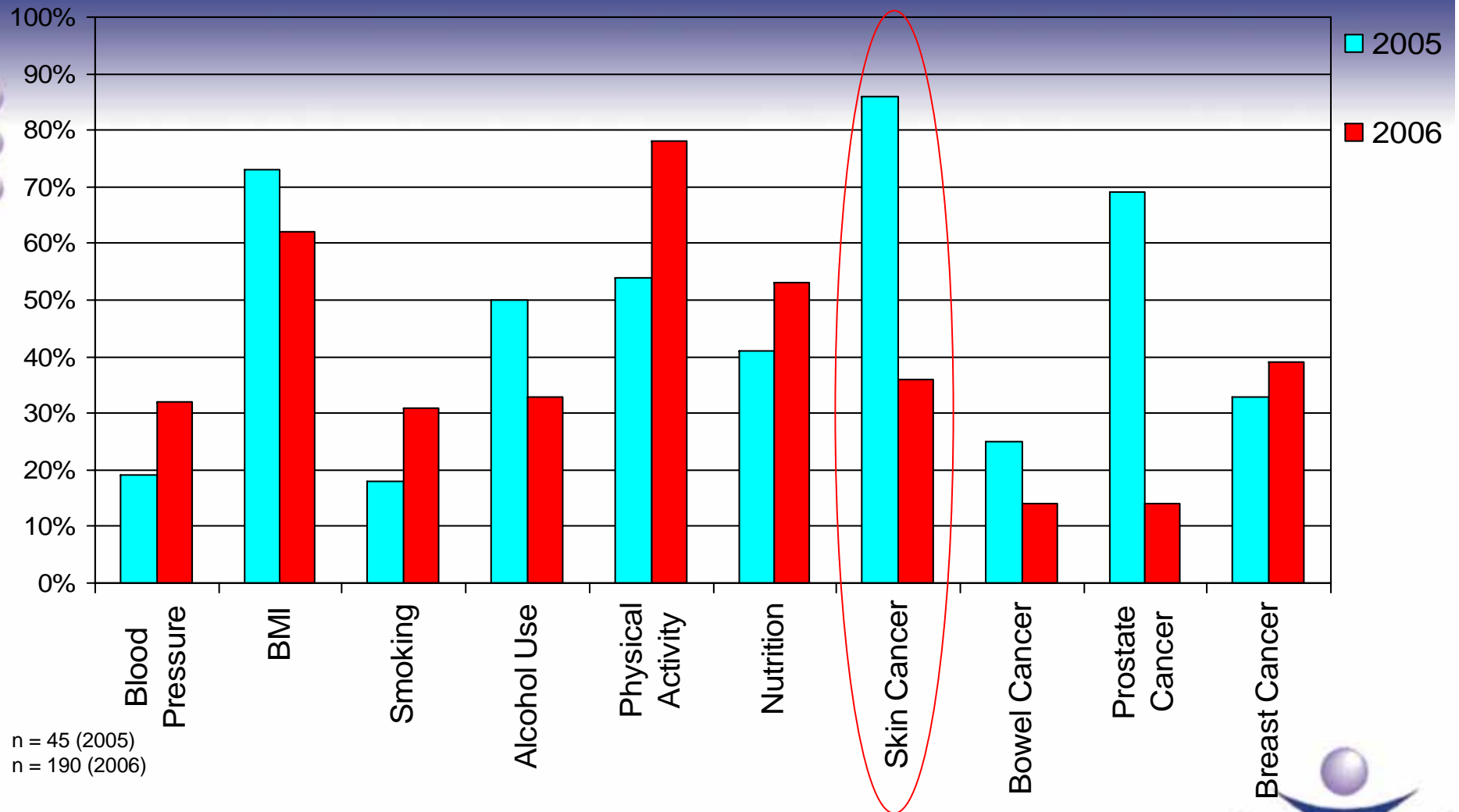


# Consistent Approach

- Sites are provided with all the tools necessary to undertake the program
  - The Health Leader's Handbook
  - Measurement Protocols
  - Directory of Health Promotion Providers
  - Health Passports
- Sites follow similar processes, collect the same information using consistent methods
- Able to compare site against site
  - Underground, surface and port operations



# Addressing the Relevant Health Issues at each Site



# Confidentiality

- Concerns during initial stages of the program as to how information would be used
- Consent form used – only de-identified data collected
- De-identified data used solely for purpose of health promotion programs – not for employment purposes



# Conclusion

- Health promotion is an investment in future business success
- Requires long-term commitment of time and resources
- Assists in the retention of skilled employees and enables them to work and retire well
- Addressing the health risks for the ageing worker is a 'step change' to a safer future

