

**The Ageing Workforce: Implications for the Occupational Safety and Health
Professions - 09-02-17**

**‘Experiences from Industry: Health and Safety effects
and challenges on older people’**

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Aim

To contextualise experiences and evidence from industry with regards to legislation?

Objectives

For delegates to be aware of the

- historical experiences from public and private sectors.
- differences in approaches to physical and mental health.
- interrelationships between H&S, Equalities and HR legal law.

Initial thought...

Why the problem, is it new what's changed?





Removal of retirement age

Guidance for employers 

Working without the default retirement age

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Compulsory retirement age at 65 fully abolished

🕒 1 October 2011 | Business | 📧 Share

The default retirement age in the UK has been fully abolished after being phased out from April this year.

New legislation stops employers from





Equality Act

[Home](#) > [Law and the justice system](#) > [Statutory rights](#)

Guidance

Equality Act 2010: guidance

From: [Government Equalities Office](#) and [Equality and Human Rights Commission](#)
Part of: [Equality](#) and [Statutory rights](#)
First published: 27 February 2013
Last updated: 16 June 2015, [see all updates](#)

Information and guidance on the Equality Act 2010, including age discrimination and public sector Equality Duty.

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- [Overview](#)
- [Discrimination: making a complaint](#)
- [Equality Act provisions: commencement dates](#)
- [Age discrimination](#)

Overview

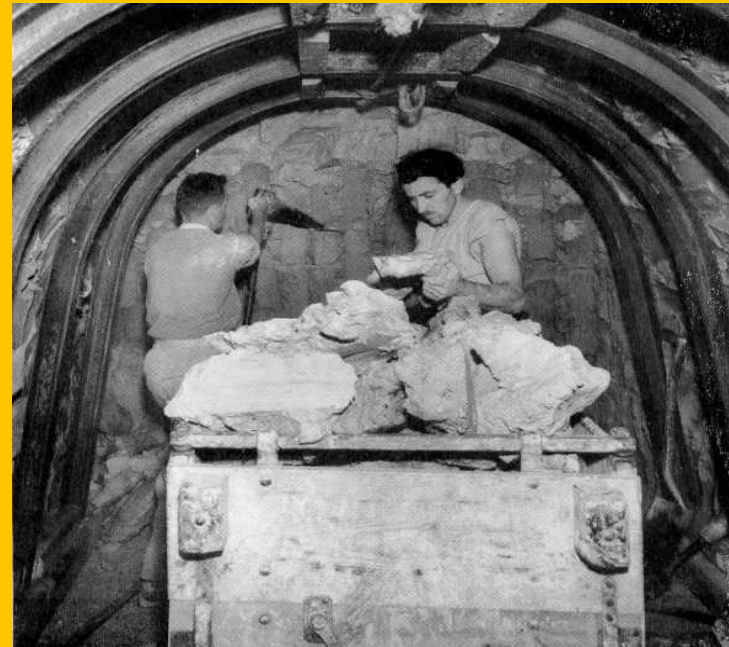
The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society.

It replaced previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations. It sets



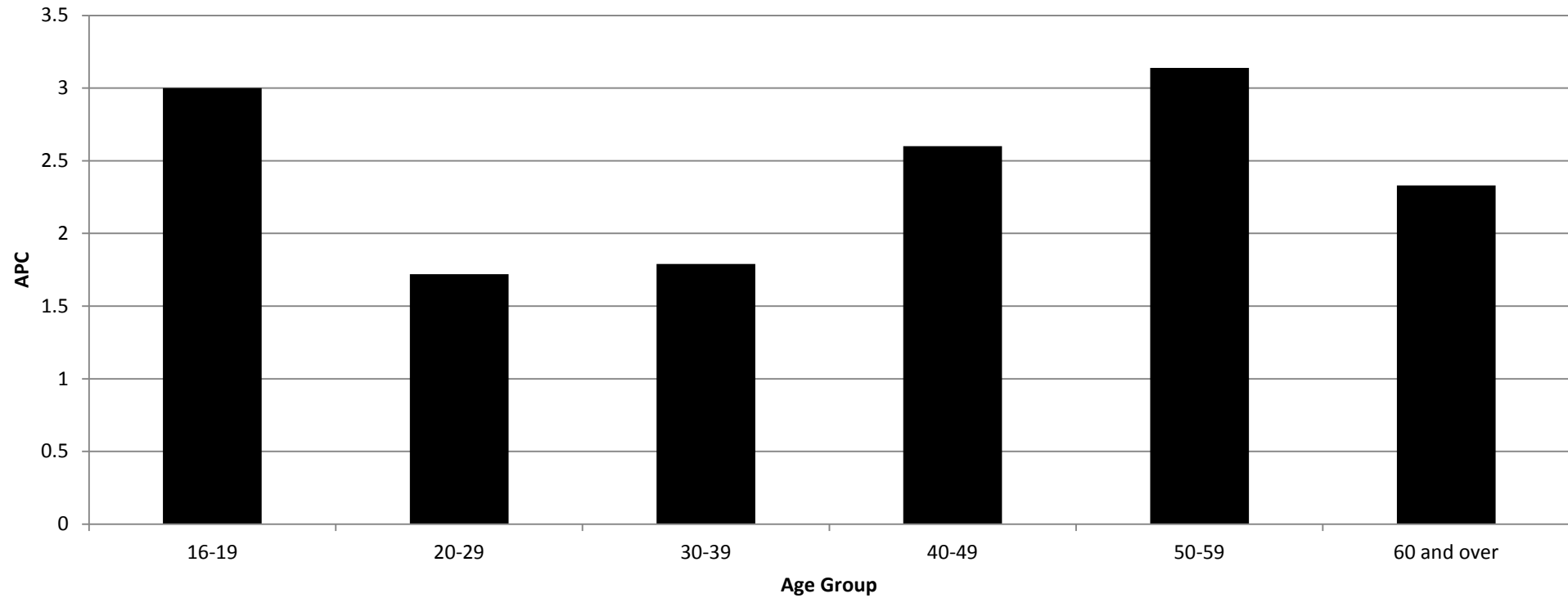
Consider Physical Work

Case Study – English China Clay – Imerys Minerals 1975-2000





What do we know





HSE Research

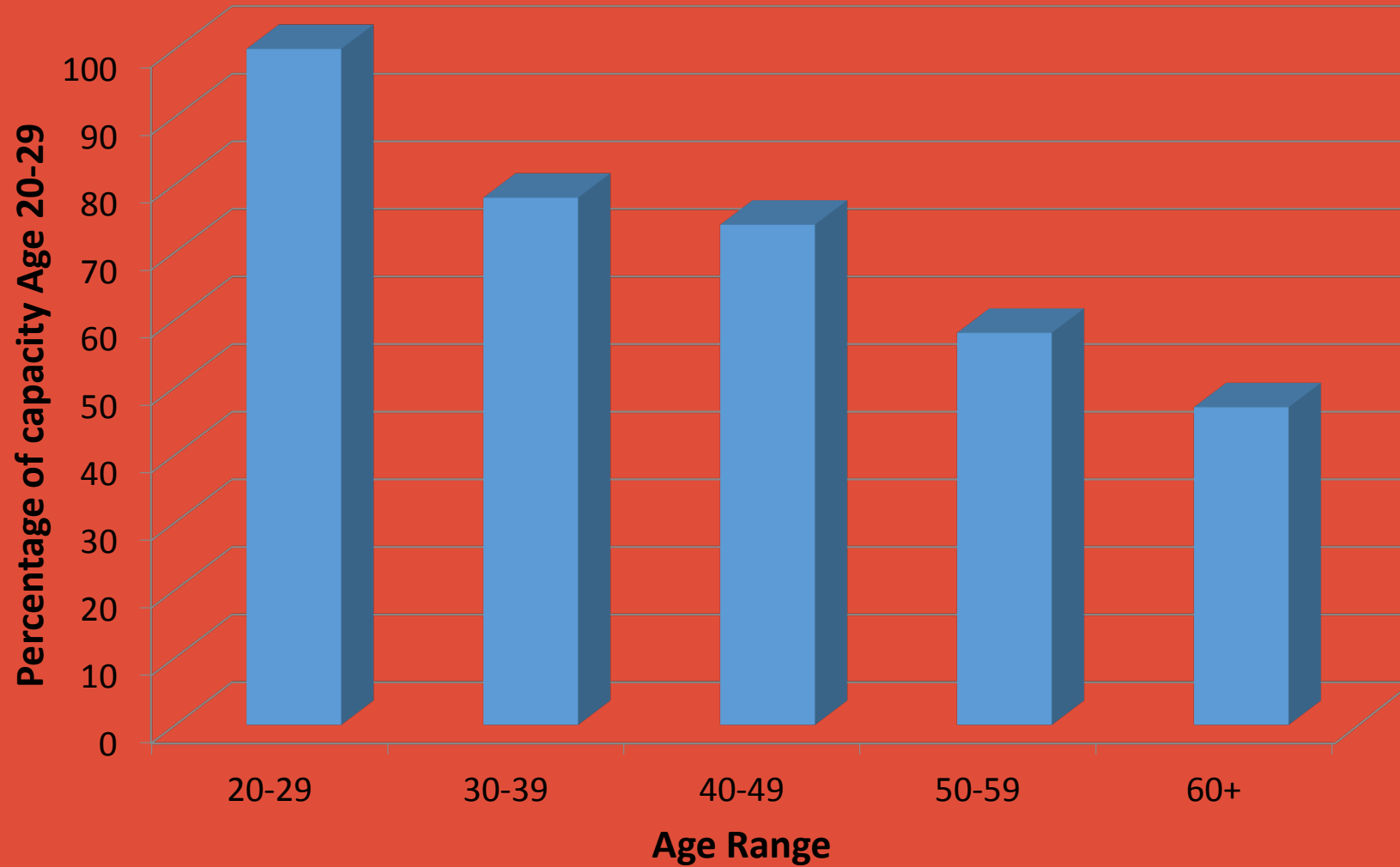
- Absence between 7.8 days/worker to 24.0 days/worker (10.8 days/year, LA in house staff 13.7 days/year)
- 60% of absence is long term; of this:
 - 34% mental health
 - 22% physical injuries
 - 17% MSDs
- Workers age is contributory
- Is scope to reduce sickness absence

Source National survey of the burden of sickness - Absence in the waste and recycling industry, Naylor, HSE RR108

Spinal Compression Tolerance Limits

- The maximum compressive load that a specified motion segment can be exposed to without failure.
- If expected loads exceed the SCTL then the tasks must be redesigned such as reducing load or load moment.
- Female values are 67% of male values.

Diagram of reduction in SCTL with age - After Bridger R 2009



Consider Mental Health

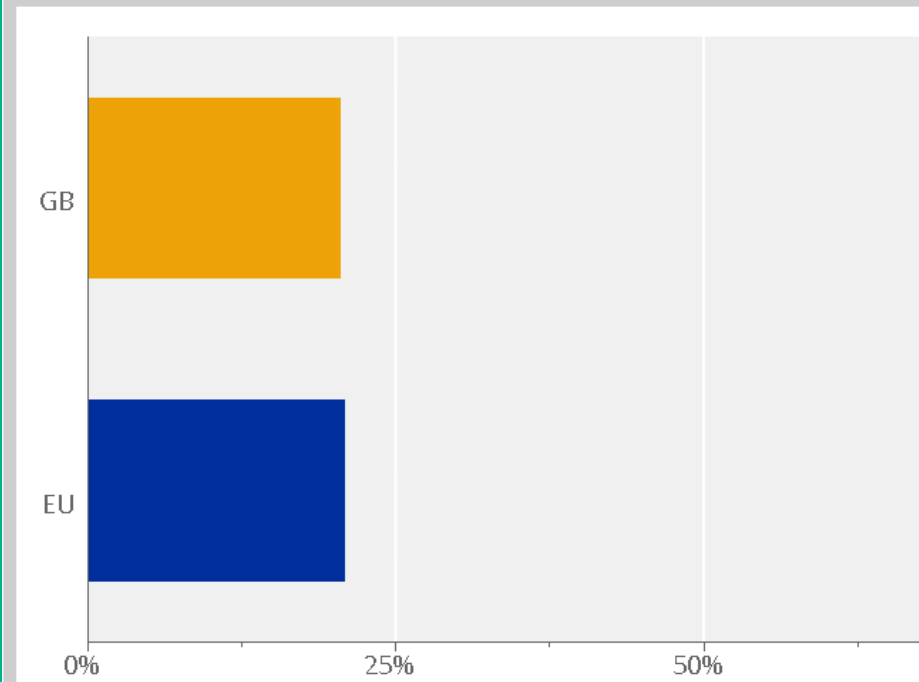
Antecedents of Work Related Stress

- Change
- Role
- Demands
- Support
- Relationships
- Control

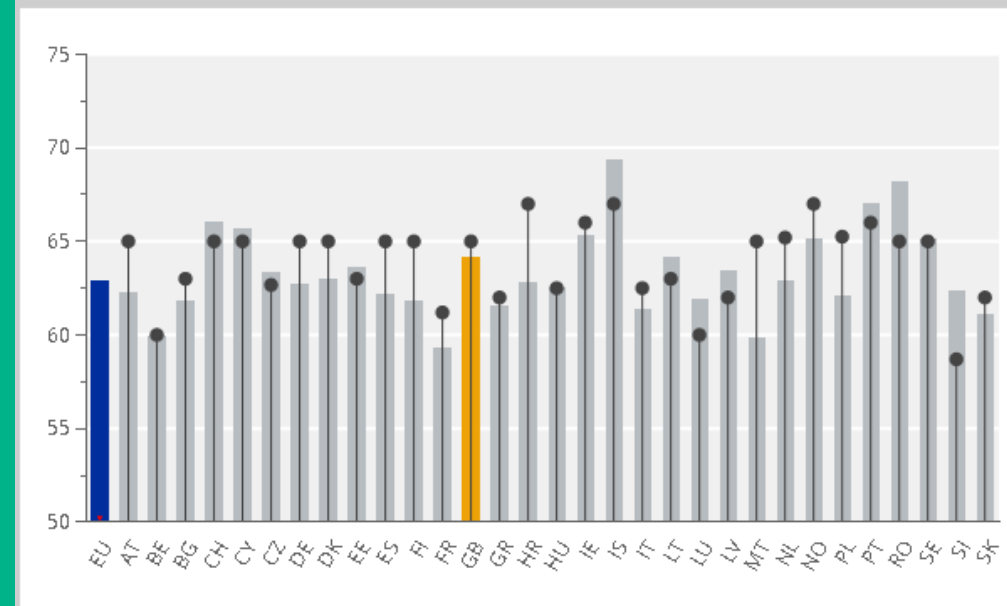


Evidence from EU

Proportion of pensioners (50-69 years) who indicated own health or disability as the main reason to quit working



Male





Issues

- Capability
- Speed
- Ability to say no – wiser worker
- Training and development
- Post Truth – forcing attraction to a company vs paternalistic support

Way forward

- Acceptance that this is an issue by employers
- Possible indirect discrimination issues



**CHANGE
STARTS
HERE**

Department of Built Environment

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