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

Compulsory retirement age at 65 fully abolished

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

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


Contents
- 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 out the different kinds of unfair treatment it is against and the public bodies that must not discriminate.
Consider Physical Work
What do we know

<table>
<thead>
<tr>
<th>Age Group</th>
<th>APC</th>
</tr>
</thead>
<tbody>
<tr>
<td>16-19</td>
<td>3.0</td>
</tr>
<tr>
<td>20-29</td>
<td>2.0</td>
</tr>
<tr>
<td>30-39</td>
<td>1.5</td>
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<tr>
<td>40-49</td>
<td>2.5</td>
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<tr>
<td>50-59</td>
<td>3.5</td>
</tr>
<tr>
<td>60 and over</td>
<td>2.0</td>
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</tbody>
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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.

Bridger RS 2009
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

- GB
- EU

Chart showing the proportion of pensioners who indicated health or disability as the main reason to quit working, comparing GB and EU.
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
Department of Built Environment