

## OH&S and the Ageing Workforce

Responsibility	Legislation	Planning	Actions
<b>Employer</b>	s21	<ol style="list-style-type: none"> <li>1. Have you considered incorporating upcoming and existing ageing workforce needs and requirements into your strategic planning?</li> <li>2. When was the last time you had a thorough risk management review, inspection of work place, Asset register reviews?</li> <li>3. Did you have those consultations with your workforce and encourage views and ideas with regard to the ageing workforce?</li> </ol>	<ol style="list-style-type: none"> <li>1. Review work/load/intensity/scheduling/allocate time for adaptation, map modifications &amp; enhancements or redesign required - Ergonomics (work space/tools/processes/documents - colour &amp; size of the font, etc/physical environment/customized PPE)</li> <li>2. Refresher training modules to be tailored that incorporates different cognitive abilities such as engaging alternate learning approaches (encouraging safe working across age-diverse groups)</li> <li>3. How do you recognise and celebrate your workers' individual performance to demonstrate their value? Do you know what your ageing workers want?</li> <li>4. Nominate experienced workers to catalogue/document manuals/instructions, plant &amp; equipment serviced, continual modifications of the work environment that best suits all workers including welfare facilities</li> </ol>
	s22	<ol style="list-style-type: none"> <li>1. Are you up to date with your workers' health conditions?</li> <li>2. Have you allocated sufficient resources to bring in required changes?</li> <li>3. How are you promoting health and well-being at your work place?</li> </ol>	<ol style="list-style-type: none"> <li>1. Revisit the past incidents/accidents, review associated implanted controls, make amendments to enable the controls to perform better</li> <li>2. Educating workers through awareness forums/talks from specialists (Nutritionists/Exercise, Physio/Dietician/Diabetes, Educator/Quit Smoking Programs, Coordinator/sleep scientist, etc)</li> <li>3. Relaunch EAP services, peer group education, review controls if they are still valid in protecting your workers' health (noise mufflers/lighting needs/dust extractor, etc)</li> </ol>
<b>Employee</b>	s25	<ol style="list-style-type: none"> <li>1. Have you observed and embraced the changing health profiles physically &amp; mentally?</li> <li>2. What are you doing to stay healthy, positive and active?</li> <li>3. Do you know your obligations and safety responsibilities?</li> </ol>	<ol style="list-style-type: none"> <li>1. Implementing guidelines/ideas/suggestions provided during health and wellbeing forums/talks</li> <li>2. Attempt to gradually give up habits that continually deteriorate your health by seeking professional support</li> <li>3. Are you continually learning new technologies/methodologies to keep up with the ever changing needs of your employer?</li> <li>4. Look/ask for opportunities to share your knowledge, seek newer opportunities to keep your self-challenged sufficiently</li> <li>5. Cooperate with your organisational OHS protocols and revised procedures</li> </ol>