

HEALTHY WORKPLACES FOR ALL AGES

Ageing is not about decline but change!



A sincere thank you to all members of the working group who contributed to this campaign.

CAMPAIGN INTRODUCTION

Work is part of the solution, not the problem to Ireland's ageing workforce. Work can be beneficial to both your physical and mental health. Promoting sustainable work and healthy ageing can result in a healthier and more motivated workforce, lower staff turnover and absenteeism. This campaign raises awareness of the importance of efficient and proactive occupational safety and health (OSH) management throughout our working life. By managing OSH and considering the diversity that exists within the workforce healthy ageing at work and retirement in good health can be achieved.

Safe and healthy working conditions throughout the whole working life is positive for our workers, our organisation and society as a whole.

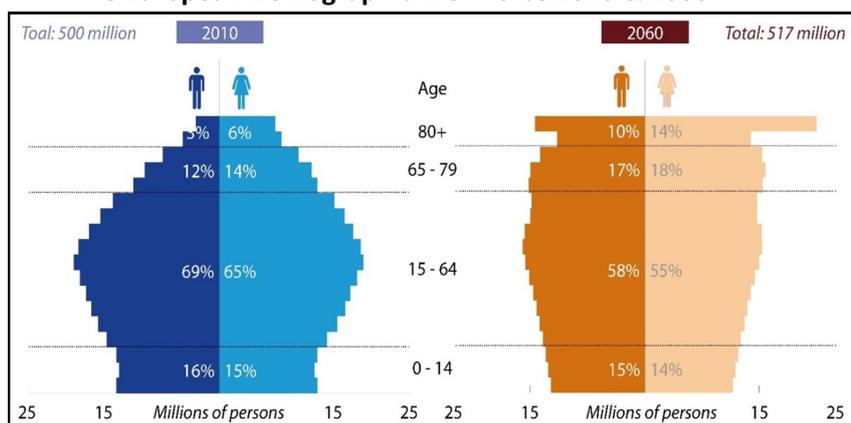
The campaign has four key objectives:

1. Promoting sustainable work and healthy ageing from the start of your working life
2. Preventing health problems throughout your working life
3. Providing ways for employers and workers to manage occupational safety and health in the context of an ageing workforce
4. Encouraging the exchange of information and good practice

WHY IS THIS CAMPAIGN IMPORTANT?

The European Workforce is ageing. Retirement ages are rising. Our working lives are likely to become longer. Demographic change can create challenges, but ensuring a sustainable working life helps to meet those challenges.

The European Demographic Workforce 2010 & 2060



The age pyramids for the European Demographic Workforce (on the previous page) shows the magnitude of the demographic challenge ahead of us. The European population has been ageing for several decades, because of increasing longevity and declining birth rates. In Ireland, the ageing workforce has changed rapidly with 12% of the workforce over 65⁺ in 2013 which has risen to 22% in 2016 and is set to continue in accordance with the age pyramid (Ref: The National Social Monitor, European Agency Safety and Health at Work, 2016)

WHAT DO THESE CHANGES MEAN TO ME?

The official retirement age is increasing therefore many workers are likely to face both longer working lives and longer exposure to hazards at work as well as a changing world of work. The changes we are facing in Ireland result in various challenges for Employees, Managers, Employers and Organisations:

- Longer working lives may result in longer exposures to risk
- Older workers might be more vulnerable to certain hazards
- Injury prevention, rehabilitation and return to work are of increased importance

To prevent higher incidents of ill-health, efforts have to be made to ensure safe and healthy working conditions throughout the whole working life. For further information please go to www.hse.ie/safetyandwellbeing



WHAT IS THE HSE DOING TO PROMOTE THIS CAMPAIGN?

On commencement of our working lives with the HSE, the fostering of healthy and safe work practices, environments and conditions which promotes sustainable working lives and ensures healthy ageing is critical.

The HSE continues to support this campaign, facilitated through the **Workplace Health and Wellbeing Unit**. Professionals working in the areas of Health & Safety, Occupational Health, Health Promotion & Improvement, Human Resources, Employee Assistance and Counselling Services (EACS), Organisational Psychology, Learning, Education and Development continue to support the holistic approach taken by the HSE by reviewing and updating the European Health and Safety campaign material. All this information is available at www.hse.ie/safetyandwellbeing.



The **Workplace Health and Wellbeing Unit** offers a range of support services and programmes specifically tailored for healthcare staff to help support them physically and emotionally throughout their working life. It's vision is to empower staff to maintain their health and wellbeing; to provide a safe and healthy working environment and ensure that each staff member working across 2,500 work locations nationally can access staff support services.

In turn, staff support services respond in a positive and proactive manner to ensure that there is timely intervention and advice tailored to the specific requirements of the client. **The Workplace Health and Wellbeing Unit** www.hse.ie/healthandwellbeing provides employees with information and links that will assist all staff regarding topics such as:

Workplace Health and Safety
Employee Assistance and Counselling Services
Occupational Health
Health Promotion and Improvement



The People Strategy 2015-2018 - "The health system has a talented, committed workforce and through their collective knowledge, skills and hard work they provide excellent health services". It recognises the importance of caring for the workforces health, safety and wellbeing and as a result has identified the need to develop a staff health and wellbeing strategy to support staff manage their own health and safety.



"Good Leadership and worker participation are key to meeting the challenges of an ageing workforce"

European Safety Agency