

Ramazzini Presentation

*Industry Attitudes to the Ageing
Workforce and the Medical
Profession in a Regional Area of
Australia*

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Background

- Demographic changes of population
 - global/local
 - Social and economic impact
 - Longer working life
- Workforce demographics – average age increasing
- Functional capacity decline > 45 yrs
 - Hence point of definition ageing workforce
 - Timely preventative measures
- Challenges in managing ageing workforce
 - Staff and skill retention
 - Preventative strategies
 - Training specific to ageing workers
 - Wellness programs
- Competitive advantage if done well

Objectives of Study

- Survey of organisations in a regional area of Australia to determine: -
 - Level of awareness of ageing workforce
 - Whether they see a role for medical practitioners

Methodology

- Choice of regional area
- Questionnaire
 - Specific to study
 - Piloted
- List regional organisations
 - Albury Wodonga Industrial and Commercial Register
 - ANZSIC classification
 - Industry type
 - Number employees
- Random selection 50 made

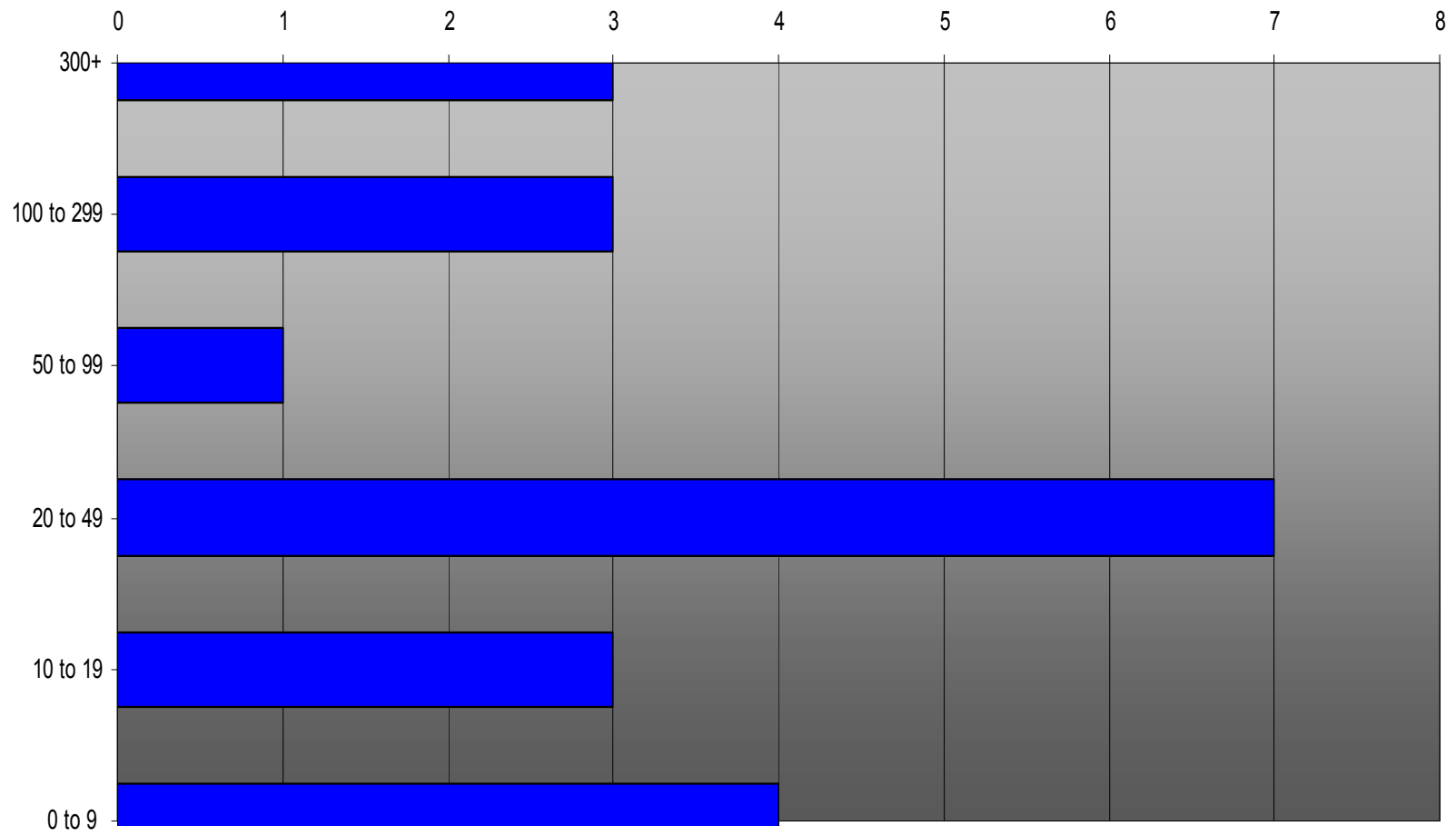
Methodology....

- Sample representative of region
- Survey distributed
 - Initial contact
 - Contact 1 week after survey sent
- 4 weeks timeline for response
- Data collated and analysed

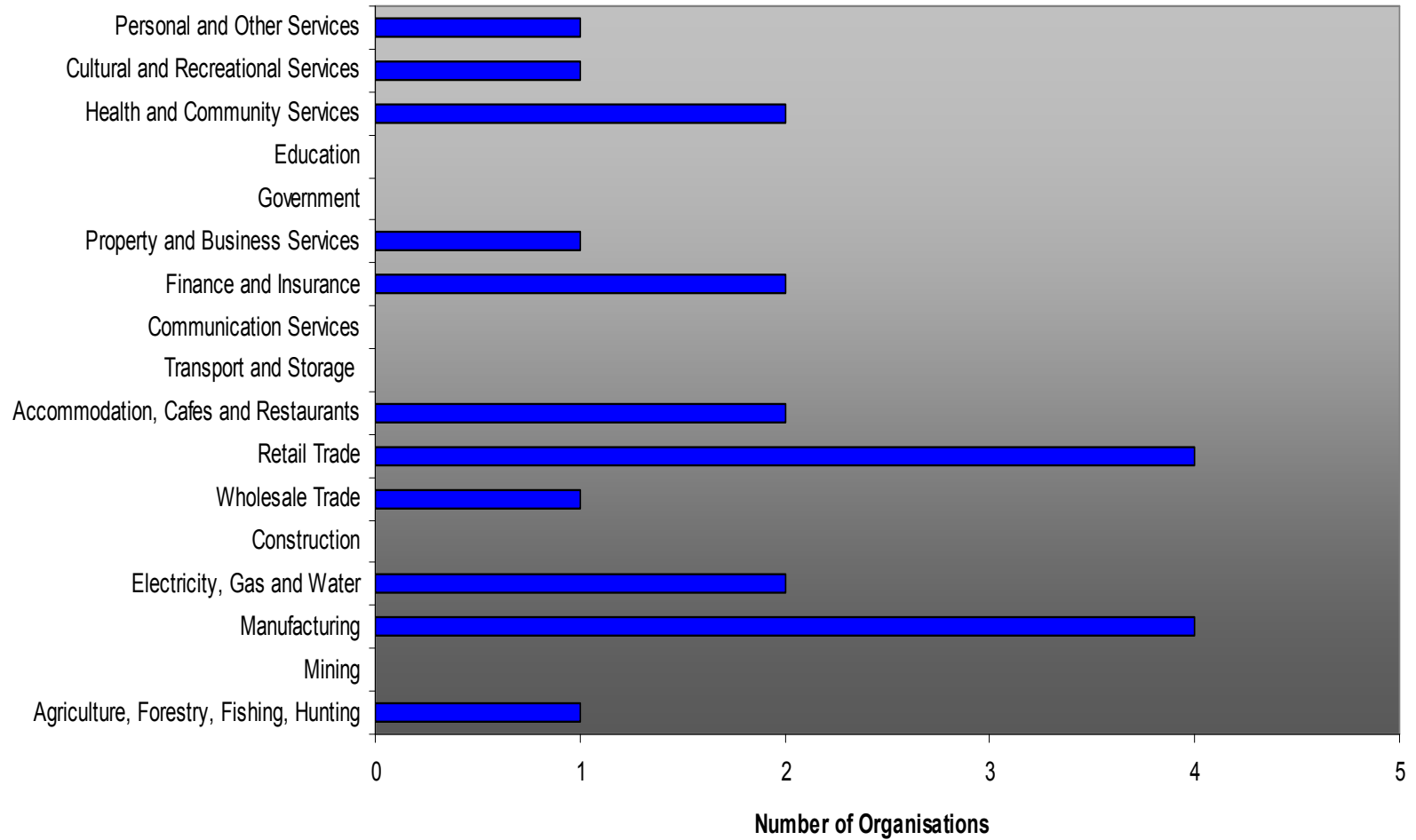
Results 1

- 21/50 response rate
 - Reasonable for study type
- Respondents representative
 - Compared to total random sample
 - Most industry groups and size of organisation responded

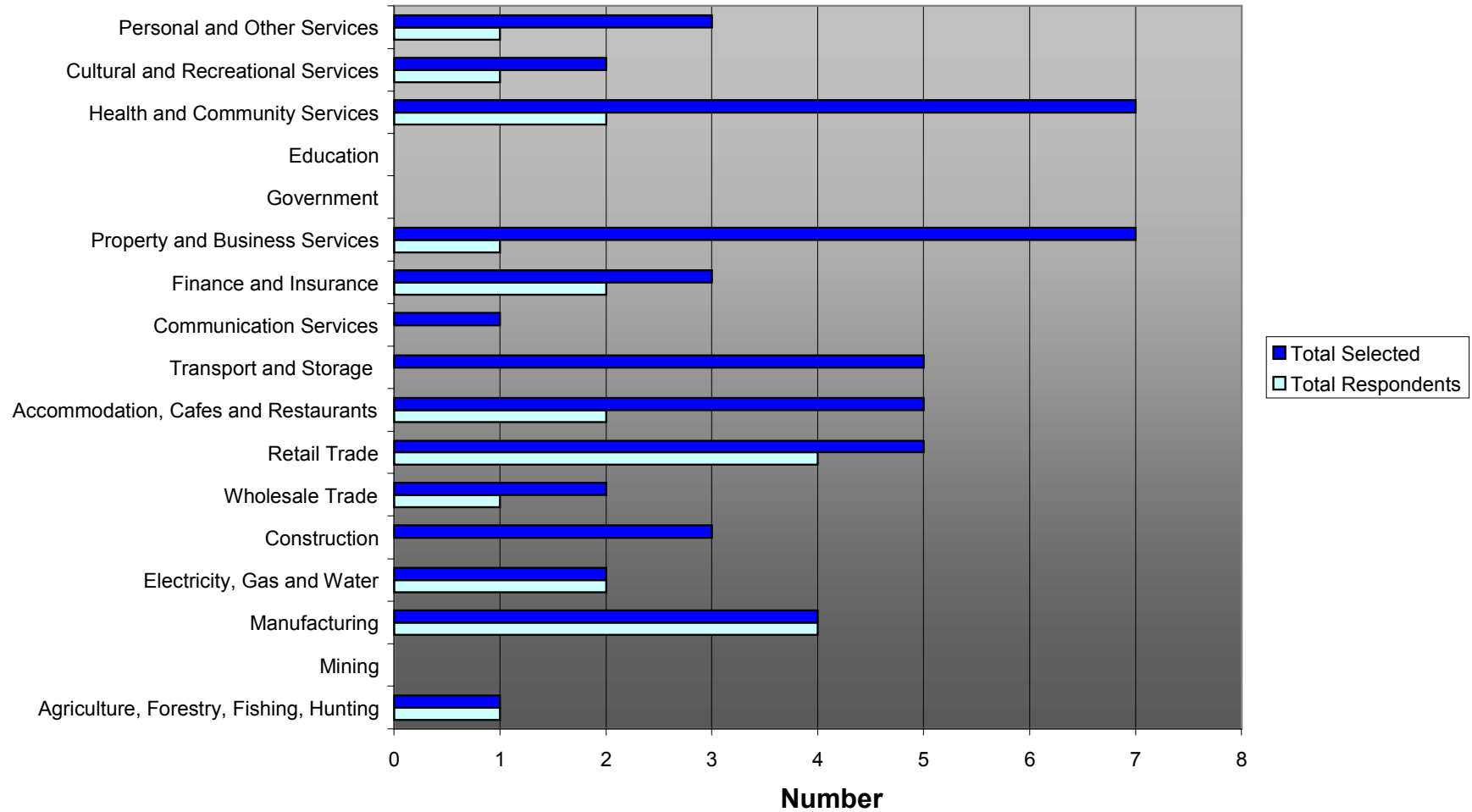
Organisations that Responded to Survey Based on Number of Employees



RESPONDENTS to SURVEY by INDUSTRY CLASSIFICATION



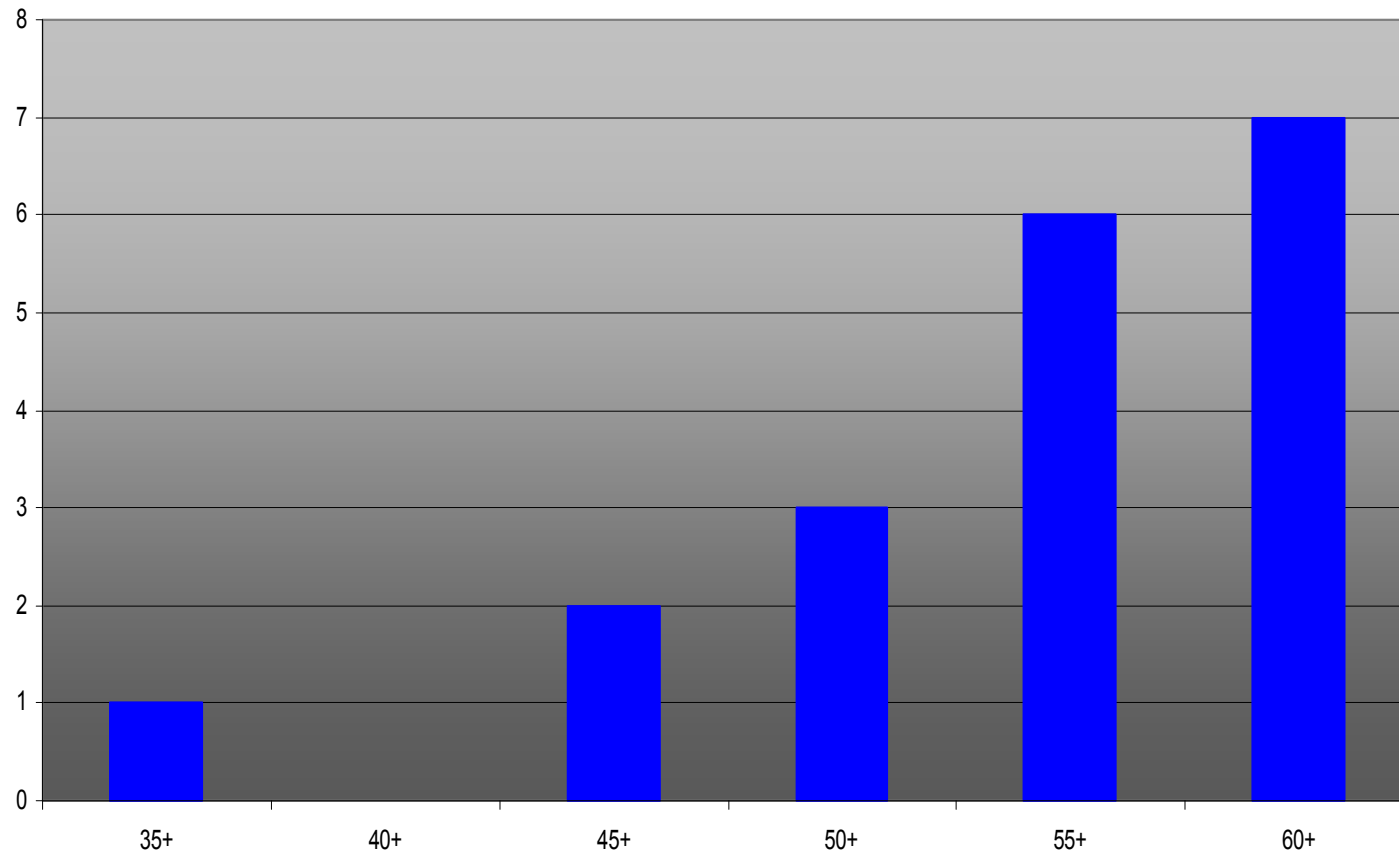
Industry Classification



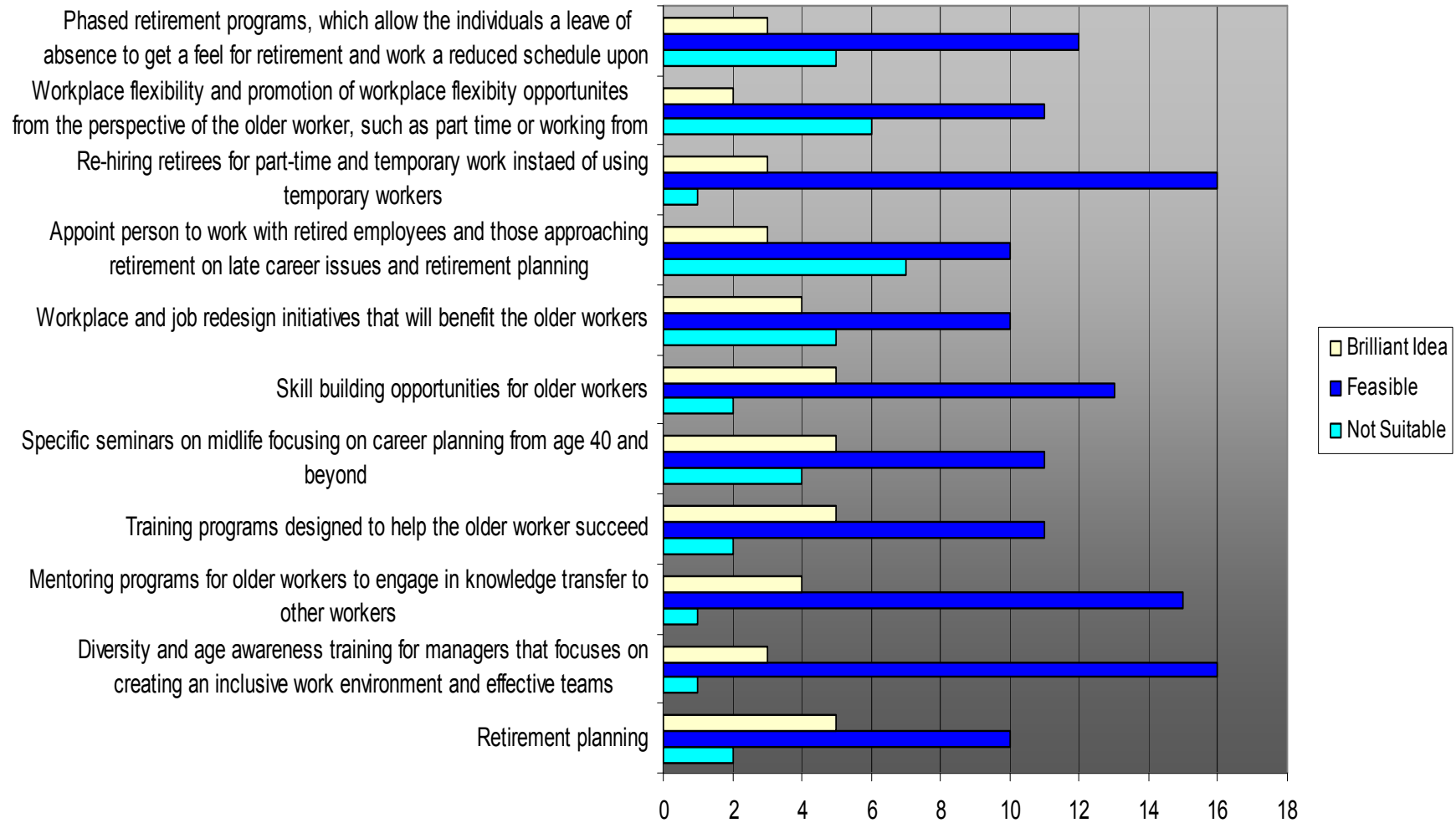
Results 2

- Definition of ageing workforce
 - 2/21 – smaller organisations
- Ageing workforce policies
 - 4/21
 - 3/21 implementing policies
- Attitudes to ageing workforce
 - Generally positive
- Solutions to ageing workforce
- Medical practitioners

Age Regarded by Organisation as "Older Workers"



Feasibility of Various Strategies in Management of Older Workers



Discussion

Survey

Limitations

- Type of study

- This study

- Definition of ageing workers

- Policies on ageing workforce

- Attitudes to ageing workforce

- Use of medical practitioners

Conclusions

- Industry awareness of concern
- Further studies needed
- Role for medical practitioners

References

- (1) <http://www.who.int/topics/ageing/en/>
- (2) Australian Bureau of Statistics 4102.0 Australian Social trends, 2004

<http://www.abs.gov.au/ausstats/abs@.nsf/46d1bc47ac9d0c7bca256c470025ff87/3C1B29BBC2C1D573CA256E9E00288DDF?opendocument#>
- (3) Albury Wodonga Industrial and Commercial Register 2004. Albury Wodonga Business
- (4) Ilmarinen, J. The Ageing Worker. *Occup. Environ. Med.* 2001;58:546 – 552.
- (5) 1292.0 - Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993
- (6) Greenhalgh, T. *How to Read a Paper*, 3rd ed. BMJ Books, Blackwell publishing, 2006.

Questions.....

