

The Ageing Workforce



Knowledge > Innovation > Productivity

The Event



As people live longer and retire later, there is potential – for the first time – to have four generations in one workplace. It is widely accepted that long serving, experienced personnel add value to the business but what must we do to ensure they are fully accommodated? These presentations take a lively and sometimes controversial approach to the issues that need to be addressed.

Attend for the whole day or, just the morning or afternoon. Whichever you choose, join us for lunch and take full advantage of valuable networking time.

Agenda

TIME	Session and Speaker	Speakers
10:00	Tea, coffee and light refreshments	
10:30	Age Management in the Workplace – Health & Safety	Mark Preston
<p>Studies indicate that, although older workers have fewer accidents, their injuries are often more severe and take longer to heal. Whilst older staff are less likely to take time off through ill health, any absences that do occur are likely to be longer. Since older workers are often the most experienced within an organisation, such absences can have a disproportionate impact on productivity.</p> <p>This presentation explores techniques and ideas to ensure that age-related factors are taken into consideration in the management of Health & Safety.</p>		
11:30	Assessing Fitness for Work of the Older Worker	Glyn Smyth
<p>Over the next decade, a third of UK workers will be over 50. Recent legislation changes have removed the fixed retirement age and employers cannot dismiss older workers on grounds of age. As UK life expectancy increases, the population faces the prospect of longer periods of retirement with proportionately less pension. For this reason, many workers may need to postpone their retirement.</p> <p>There is evidence that aerobic and cardiovascular functions decline with age, and musculoskeletal changes lead to reductions in muscle and grip strength, posture and balance. However, fitness and health vary enormously between individuals and age itself is a poor predictor of capability.</p> <p>With no mandatory retirement age, employers must consider the ability of an employee to undertake the physical aspects of their job. It will therefore be necessary to seek professional advice about a worker's fitness for their role or whether they should be dismissed on the grounds of capability.</p> <p>This presentation outlines how we might assess Fitness to Work in an older worker and report on the capability of an older manual worker compared to their job demand.</p>		
12:30	Lunch & networking	

CONTINUED ►

The Event



Agenda continued

TIME	Session and Speaker	Speakers
13:30	Ergonomics, Design and the Ageing Workforce	Terry Cloke
	<p>Age is not a disability. It is an insidious misconception that people aged over 65 years are best regarded as a subset of “the disabled”. Good design for the elderly also means good design for young adult users. 70 million Europeans (20% of the population) are over 60 years of age. This group also has higher relative prosperity.</p> <p>The lives of the over 60s could be substantially improved by the use of hi-tech products if they are thoughtfully designed.</p> <p>This presentation focuses on age changes in the sense organs (sight, hearing, touch, smell, memory) and highlights how designers can make their products more accessible to the over 60s. It finishes with a heart-felt plea to include an ergonomist in any design team - whether for a product or workplace - from the concept stage, through testing to introduction.</p>	
14:30	The Ageing Workforce and Generation Y – Never the Twain?	Guy Osmond
	<p>Much has been said and written about the needs of The Ageing Workforce and the Millennial Generation but these two topics are usually discussed as separate issues needing separate approaches and separate solutions.</p> <p>Drawing on extensive discussions in both Europe and the United States, this presentation considers these separate issues and explores whether it is possible to develop an inclusive approach to workplace design and ergonomics which addresses the needs of all parties - and all ages - effectively.</p>	
15:30	Final questions, summary and resources to take away	
16:00	Close	

Dates & Venues



LOUGHBOROUGH – Wednesday 21st May, 2014

Human Applications, The Elms, Elms Grove,
Loughborough LE11 1RG

Book now, limited places available:
bit.ly/smart-2014



LONDON – Wednesday 16th July, 2014

Great Minster House, 33 Horseferry Road,
London SW1P 4DR

Book now, limited places available:
bit.ly/smart-2014



BRISTOL – Wednesday 17th September, 2014

Engineers House, The Promenade, Clifton Down,
Bristol BS8 3NB

Book now, limited places available:
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Speakers



Mark Preston

Mark has more than 25 years' experience in providing environment, health and safety guidance and training to a wide range of commercial, industrial and public organisations. He has worked in a number of European countries and the US, advising on international safety management and has been invited on joint UK and US safety delegations to China and Eastern Europe.

Mark has worked with numerous blue chip organisations including Microsoft, The British Museum, Thames Water, Air Canada, BP, Mastercard and Dell. He has developed several safety management systems (SMS) and been involved in a number of serious incident investigations.

Mark has also managed a number of safety behavioural development programmes within the construction industry. These programmes have helped to develop the health and safety culture within a number of companies.



Maxwell Glyn Smyth

Glyn Smyth MCSP MSc (Ergonomics) M.Erg.S qualified as a Chartered Physiotherapist in 1987 and is a Registered Ergonomist, gaining a master's degree in ergonomics in 1994. Glyn has substantial clinical experience in managing work-related injuries, occupational health and the management of chronic conditions.

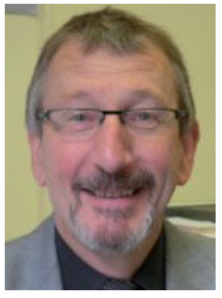
As a director of Work Fit, Glyn delivers work-focused physiotherapy and ergonomics services to large and small organisations in both public and private sectors. Work Fit's twin aims are to improve working lives and reduce sickness absence / work loss.



Glyn is a very experienced trainer, lecturer and presenter. He has delivered sessions on managing musculoskeletal disorders in the workplace, Work Instability, ergonomics, vocational rehabilitation, work-related injuries, manual handling risk assessment / risk management, assessing fitness for work, functional capacity evaluation and chronic musculoskeletal conditions, including chronic pain.

Glyn is getting older.

Speakers



Terry Cloke

Terry is an ergonomist with thirty years' experience in workplace ergonomics and is a registered member of the Institute of Ergonomics and Human Factors. Since 2000, he has worked as a consultant and trainer for Human Applications, a risk management consultancy based in the Midlands.

Terry presents courses on display screen equipment risk assessment, general risk assessment and personal safety for lone workers. His consultancy work also includes the evaluation of vehicles for high mileage business drivers. Prior to joining Human Applications Terry worked for BT's human factors unit and helped in the development of products and services for people with special needs.



Guy Osmond

Guy has been in business for over forty years and in workplace ergonomics for more than twenty. During that time, he has become well known internationally in both the commercial and academic ergonomics communities. As a result of his travels, Guy has developed a broad understanding of the variable approaches to workplace ergonomics arising from different cultures and legislative backdrops. He has also been involved in the sourcing, development and UK introduction of a number of innovative products.

Guy regularly speaks at conferences and seminars throughout the UK, and more recently, in the United States.

He has continuously pioneered innovative products and services and is especially interested in the use of technology to improve processes and communication. For example, he registered ergonomics.co.uk when the 'interweb' was almost unknown and actively uses various social media to communicate news, research and developments in the ergonomics community.

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Ageing Workforce Seminars



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