



**Healthy
Workplaces**

Deborah Brown

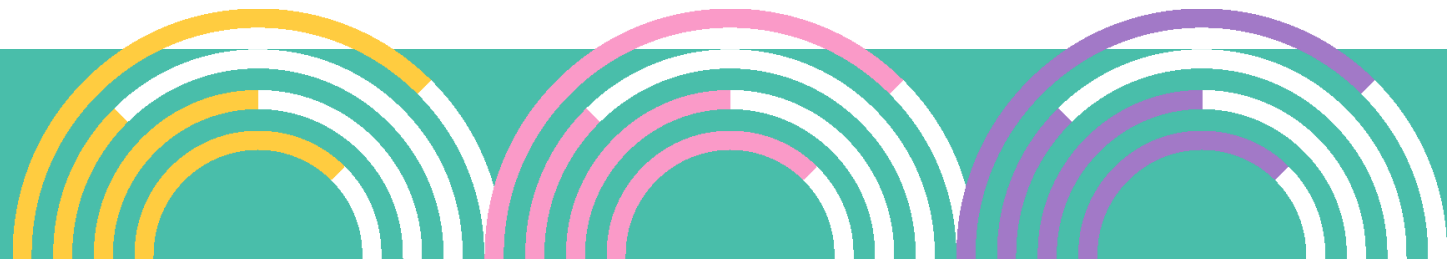
Director
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&

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LGA Authorised Officer / Manager – IM
Local Government Association
Workers Compensation Scheme

Supporting your
state of wellbeing





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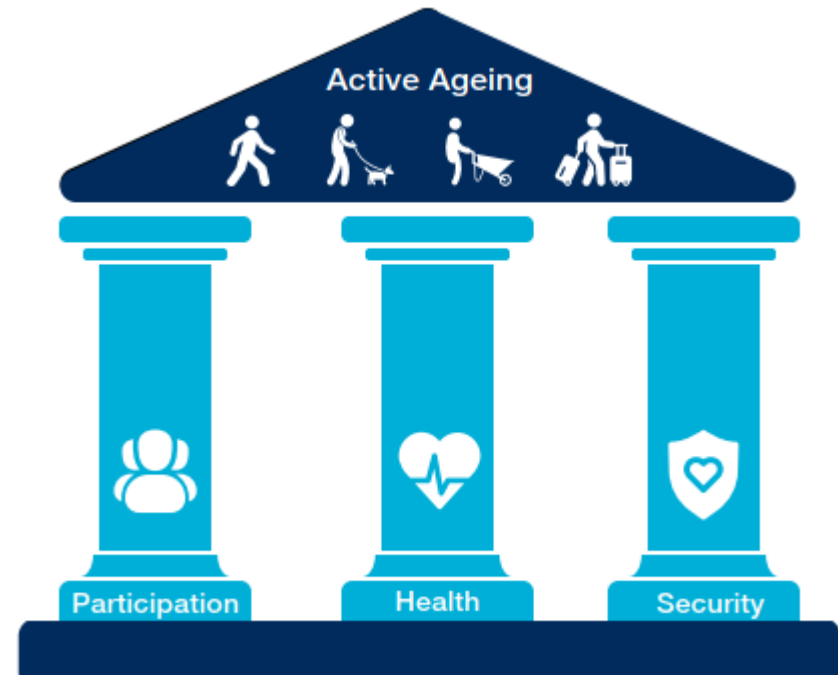
Ageing and Work Health Program

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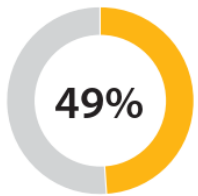
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Did you know..



Slips, trips and falls

are more common among workers who are over 45 years of age and workers' compensation claims for these incidents incur more costs.



By 2030, 49%

of LGAWCS claimants will be 55 years and over.



The average claim cost

for 65+ workers is over twice that of workers aged 35-44.



Local Government Statistics



The average age
of a Local Government claimant increased from 40 in 1995 to 49 in 2020.



57% of 417 outdoor workers
surveyed said that they would like to retire by age 65, with 87% planning
to by age 70.



Purpose of the Ageing and Work Health Program

- Identify, develop, implement and evaluate initiatives aimed at reducing the number and severity of work-related injuries in an ageing workforce, particularly for those in high physical demand job roles.
- Support the ageing workforce to remain at work as safe, healthy and productive Members.
- Increase employee engagement in health and wellbeing initiatives, particularly those benefiting an ageing workforce.
- Provide employers with active ageing initiatives that are consistent, effective and evidence-based.



Key Program Deliverables

The key program deliverables target all employees within the workforce and importantly look at younger generations in Local Government performing high frequency, heavy manual tasks that would need to successfully transition to appropriate employment as they aged.

-  PRE-EMPLOYMENT ASSESSMENT
-  WELLBEING & HEALTH
-  FLEXIBLE AGE & RETIREMENT OPTIONS
-  ACTIVE AGEING
-  FIT FOR WORK
-  MENTORING & SUCCESSION PLANNING
-  RETRAINING TOOLKIT
-  NUTRITION EDUCATION



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Early Outcomes of the Ageing and Work Health Program

- Participating Members have experienced an 18% reduction in average workers compensation claim costs compared to a 4% reduction for those not participating since 2019.
- Staff surveys have demonstrated greater engagement with employees participating in initiatives and planning for the transition to retirement.
- Participating Members have implemented consistent policies and procedures to assist with managing an ageing workforce.



Early Outcomes of the Ageing and Work Health Program

94%

of outdoor employees indicated an increased awareness of ageing workforce strategies following release of the Active Ageing booklet.

53%

of outdoor employees are now aware of the ageing workforce strategies within their Council.

74%

of outdoor employees are now attending voluntary workplace wellness activities or information sessions compared to 42% in 2017-2018.

89%

of employees reported improved active ageing knowledge and awareness.

60%

of outdoor employees ages 45+ participated in on-site stretching session.

33

number of councils participated to date.

86%

of outdoor employees would prefer to transition into retirement with 83% of participating councils implementing retirement options in the workplace.

45%

of employers reported the number of employees transitioning to retirement increased due to the provision of more information on transition to retirement options.





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Next Steps



- Development of new resources for participating Councils



- Ongoing review and redistribution of documents and resources



- Ongoing support to Councils who have participated in the program



- Current and future support for newly participating Councils



- Ongoing evaluation and reporting of outcomes



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Thank You!
