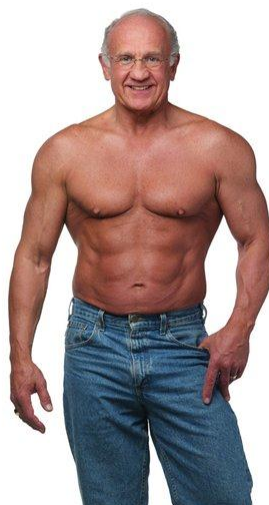




ADAPTING YOUR SAFETY PROGRAM FOR THE AGING WORKFORCE

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WHY ARE WE HERE ????



What Is Driving This Change

- ^ Injury history in facilities today
- ^ Demographic make-up of today's employers
- ^ Driving need to control healthcare and WC cost



Workplace Injuries

- ^ Since 1970, workplace fatalities have been reduced by more than 65 percent and occupational injury and illness rates have declined by 67 percent. At the same time, U.S. employment has almost doubled
- ^ Worker deaths in America are down — from about 38 worker deaths a day in 1970 to 13 a day in 2011
- ^ Worker injuries and illnesses are down — from 10.9 incidents per 100 workers in 1972 to fewer than 4 per 100

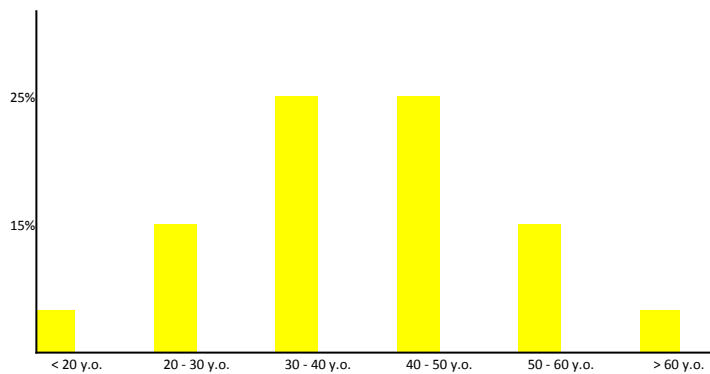


Injuries Today

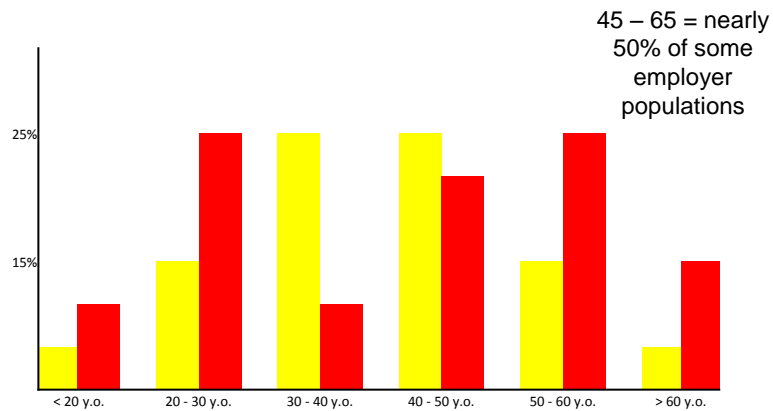
- #1 Sprains/Strains
 - Backs
 - Shoulders
- #2 Slips, Trips and Falls
 - Backs
 - Shoulders
 - Knees/ankles



Snapshot of your workforce -1995



Snapshot of your workforce - 2013

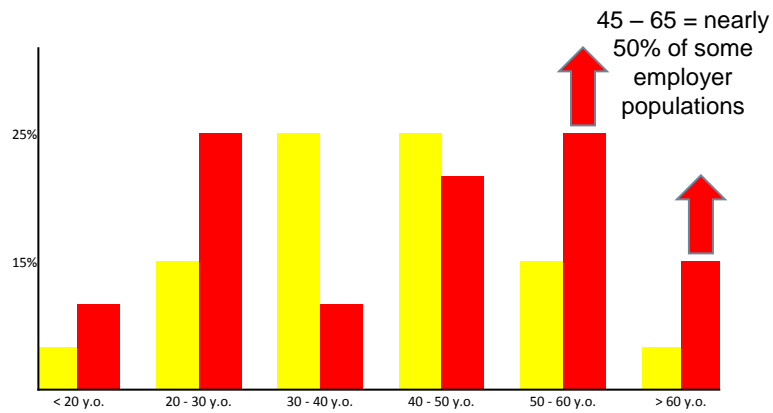


Who IS the aging worker?

- ^ ~50 or above
- ^ Between 1990-2005 number of working men between age 55-64 increased 43%, women 65%
- ^ Called to be productive later in life, and in more strenuous positions
- ^ Integral part of our current workforce-
 - **workers 65 and older will increase 7 times as fast as that of the total labor force.**



Snapshot of your workforce - 2013



Generational Differences

^ 18 – 25 year olds

- Entitled
- Lazy
- “ME” attitude
- ?? Priorities
- Always looking to automate
- KNOW IT ALLS

^ Over 50 year olds

- Hard workers
- Loyal
- Appreciative
- “Family”
- Stubborn
- Proudful
- Resentful to change



Work related injuries within the two groups

^ 18- 25 year olds

- HIGH frequency
- Lower severity
- Short duration
- More common to have "incidents"

^ Over 50 year olds

- Lower frequency
- HIGHER Severity
- Higher DART rate
- >% RTW with restrictions
- Carryover to ADA cases



What IS Aging



Vision Changes

Vision: changes accelerate after 40.
Reduced night vision, near vision.
Cataracts



CONSIDERATIONS

- Frequent screening
- Job responsibility changes
- Area lighting



Hearing

^Hearing: changes accelerate after 55. High tones
and speech hard to hear



CONSIDERATIONS

- Written Instructions
- Follow up questions



Nervous System

- ^ Nervous system (brain): changes accelerate after 60. Short term memory reduces
 - Reflexes – significantly slow with age



CONSIDERATIONS:

- Reminders with new job tasks
- Monitor trip hazards
- BI-FOCALS are a concern



Other Changes

- ^ Sleep: reduced in total, and reduced deep sleep
- ^ Metabolism reduces = weight gain
- ^ Heart: efficiency reduces thus stamina reduces



Other Changes

- ^ Kidneys: reduce in size and function. Tolerance to toxins reduces, risk of dehydration increases
- ^ Muscle tissue: reduced flexibility, strength
- ^ Bone: reduced density



25 y.o.



55 y.o.




Associated Factors



Silver Tsunami – Metabolic Diseases

- ^ 79 million people are pre-diabetic
 - Less than 7% are aware of this
- ^ 26 million have diabetes
 - ONLY 5 million know this AND have it controlled
- ^ 75% of healthcare costs stems from PREVENTABLE diseases
- ^ 49% of Americans either have HTN, high LDL's and/or are smokers
- ^ Heart Disease is the leading cause of death in the US



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- ^ Those with a chronic disease (HTN, DM) AND/OR are obese are
 - 2 times more likely to have a WR injury
 - 5 times more likely to NOT RTW



Safety related questions we need to consider with older workers



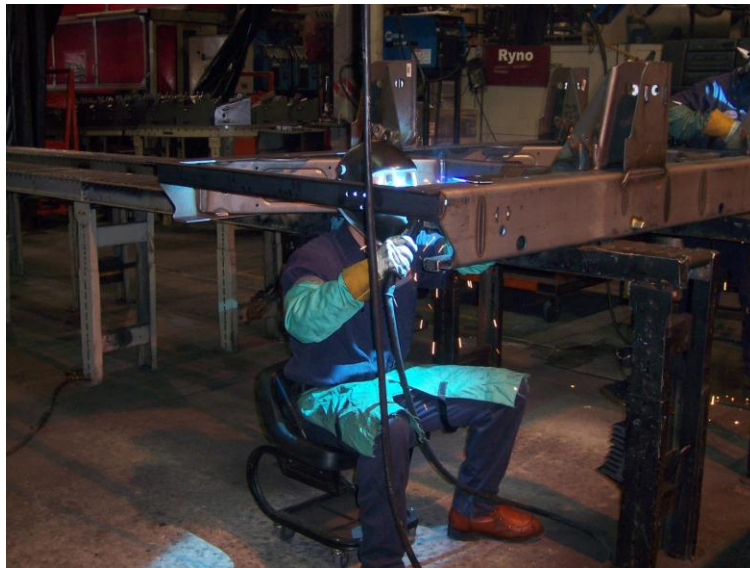
- Do aging workers need special accommodations in this workplace?
- Are there specific health and safety concerns related to aging workers?
- What is the impact of physical changes associated with aging in our particular workplace?
- What is the likely impact of a serious injury on an older worker in our workplace?







 **ATi**
WORKSITE SOLUTIONS





The HR connection

ADA



ADA Amendments Act of 2009

- ↗ Requires courts to construe the definition of disability broadly
- ↗ Prohibits courts from considering mitigating measures
- ↗ Prohibits courts from considering whether the manifestations of an impairment are episodic or in remission



Impairments By TYPE

BACKS	8.8%
REGARDED AS	11.7%
MENTAL (ALL TYPES)	13%
DIABETES	3.4%
HEART ISSUES	3.4%



Regarded As

^ Aging Workforce



Summary

- ^ Be mindful of physiological changes
 - Vision
 - Hearing
 - Stamina/Strength
- ^ Consider impact of
 - Job shift
 - Job rotation
 - Environmental issues



Training

- ^ Connect to the population
- ^ Focus on early recognition to areas of risk
 - Don't assume that the limitation is NORMAL considering the age
- ^ Provide "reasonable accommodations" when capable



Prevention

- FAR Cheaper than Treatment
- Touches more lives
- Makes an impact on work and home life

