

AGEING WORKFORCE READY

NEWSLETTER #1
NOVEMBER 2019



CHRIS LOWE AND RACHAEL PALMER AT BUS EXPO AND MAINTENANCE CONFERENCE

PROJECT SUMMARY

The Ageing Workforce Ready (AWR) project is an innovative collaboration between Australia's largest industry super fund AustralianSuper, and organisational psychology practitioners, Transitioning Well.

AWR is funded by WorkSafe Victoria's WorkWell Mental Health Improvement Fund.

The project aims to protect and promote the mental health and wellbeing of ageing workers in the public transport industry. This will be achieved through the delivery of resources and advice to a pilot group of Victorian workplaces and their employees.

MILESTONES

Since the project commenced in April this year, we have successfully put in place the necessary project governance and received ethics approval for our research approach.

The most recent highlights have been the Expert and a Consumer Roundtables. The richness of the discussion will contribute immensely to the design of the assessment and interventions.

We are working on publishing some key insights from the Roundtables, and integrating the thinking into our Maturity of Practice Index.

“ COMMUNICATION BETWEEN MANAGERS AND EMPLOYEES ACROSS THE ORGANISATION IS SO IMPORTANT—DIGITAL OR OTHERWISE—TO CREATE SOME KIND OF CONNECTION.

DR SANJEE PERERA

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SO FAR MORE EFFORT HAS GONE INTO FINANCIAL PLANNING FOR RETIREMENT, AND OUR DATA IS SHOWING THAT SOCIAL PLANNING IS JUST AS CRITICAL. IT IMPACTS MENTAL HEALTH, PHYSICAL HEALTH AND WELLBEING, AND WE JUST DON'T INVEST ENOUGH IN THAT.

DR CATHERINE HASLAM

THE CONVERSATION

Follow Transitioning Well on LinkedIn:
www.linkedin.com/company/transitioning-well/

In addition we have presented on the topic of an ageing workforce at:

- Innovations and Advances in Ageing Well Conference
- Bus Expo and Maintenance Conference
- Safety in Action Conference

NEXT STEPS

Publish and share key insights from the Roundtables.

Keep contributing to the broader conversation about wellbeing and mental health of ageing workers.

Refine our approach to the Maturity of Practice Index (MPI).

Assess the ageing workforce maturity of practice within participating organisations using the MPI.

Design organisation, manager and employee activities that improve the wellbeing of ageing workers.

Launch the AWR Project website.



CONSUMER ROUNDTABLE



THE INTERFACE BETWEEN WORK AND THE REST OF OUR LIVES IS CHANGING, AND THAT WILL HELP PEOPLE WITH THEIR WHOLE LIVES.

DR SIMON MOSS

DESIGNING ACTIVITIES THAT ADDRESS WORK-RELATED FACTORS

WorkSafe's WorkWell, Mental Health Improvement Fund is a large scale investment to organisations or industry groups committed to making prevention focused and systems level change to create thriving workplaces.

This is achieved by addressing the root cause of a problem and creating programs that reduce the impact of work-related factors. Work-related factors are anything in the design or management of work that increases the risk of work-related stress.

Unfortunately organisations often fall into the trap of reacting once a worker is already exhibiting signs of distress by failing to identify hazards early. For example, they introduce alternate duties or bring in the EAP after psychological injury has already occurred.

Another mistake is to implement projects that build knowledge and skills with a few people at a time. An example is resilience training, which has its place in supporting employee wellbeing, but is only as effective as people's ability to use the information they are told.

Employee training often fails to recognise the importance of the environment and systems in keeping people safe.

To create organisations where people can thrive, wellbeing is promoted, and psychological injury is prevented, we need to get on the front foot and target the source of employee stress.

In the Ageing Workforce Ready project we will be reviewing the results of the MPI with each participating organisation and looking at the linkage to work-related factors.

Our aim is to tailor workshops and other activities in order to better protect and promote mental health and wellbeing of ageing workers.

For more information about work-related factors see: Work-related psychological safety. *Safe Work Australia National Guidance Material*. January 2019 www.safeworkaustralia.gov.au/doc/work-related-psychological-health-and-safety-systematic-approach-meeting-your-duties



PUBLIC TRANSPORT INDUSTRY CAN BE TOUGH. WE NEED TO WATCH OUT AROUND FITNESS FOR WORK, BE VIGILANT, HAVE CONVERSATIONS. BUT IT'S NOT EASY HAVING THOSE CONVERSATIONS. WHERE IS THE LINE BETWEEN MANAGER AND EMPLOYEES RESPONSIBILITIES?

KEY STAKEHOLDERS

Program funding: WorkSafe Victoria

AWR Project oversight: AustralianSuper

AWR Project delivery: Transitioning Well

Industry Partners: BusVic, Transdev, Yarra Trams

Stakeholders: Superfriend, RTBU, TWU

In addition, we are finding that many organisations are interested in what we are doing for a whole variety of reasons.

➤ PLEASE FEEL FREE TO SHARE THIS NEWSLETTER WITH THOSE IN YOUR NETWORK.



THERE IS HUGE VARIABILITY BETWEEN WORKERS OF ALL AGES AND IT IS COUNTERPRODUCTIVE TO ASSUME THAT ONE SIZE FITS ALL.

MS ZAHRA HILTON



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