



The Human Factors and Ergonomics Society of Australia with
support from
Swinburne University of Technology, Monash University and
WorkSafe Victoria

PRESENTS

Promoting Productivity in an Ageing Workforce

Professor Juhani Ilmarinen

Finnish Institute of Occupational Health

Professor Philip Taylor

Monash University Gippsland

Assoc Professor Libby Brooke

Swinburne University of Technology



Date: Tuesday 23rd March

Time: 09:30 – 16:00
Coffee & registration from 09:00

Where: Melbourne
Darebin Arts Centre
Cnr Bell St & St Georges Rd, Preston

Cost: \$295

HFESA Members - \$245

Full-time students - \$95

**10% early-bird discount if paid in
full before 4th March**

RSVP: Pauline Pertel, HFESA Secretariat
secretariat@ergonomics.org.au

Enquiries: (02) 9680 9026

**Places are limited
so register today!**

Complete the attached registration form
and send to the HFESA Secretariat

Workshop Overview

Demands to prolong working life and increase productivity are under discussion in Australian policy; hence designing for an ageing workforce is a critical workplace issue.

Work ability, which is the balance between work demands and personal resources, has underpinned the framework for Finnish Institute of Occupational Health services for close to three decades. Maintaining and improving work ability has been used as a way of solving the problems associated with an ageing workforce.

This workshop will outline how the Work Ability Index (WAI) is being applied in Australian workplaces to promote productivity in an ageing workforce and maintain quality of working life. The WAI provides a basis for measuring the changes individuals undergo in their life course with age as well as changes in work demands. Participants will gain an understanding of the complexity of longer working lives, the application of work ability to productive ageing and quality of work life, how to design appropriate interventions to maintain work ability and evaluate the efficacy of interventions at the work organisational, work environment and individual worker level.

About the Presenters

Professor Juhani Ilmarinen is well-known and highly regarded both in Finland and worldwide for his research, development and pioneering in ageing and the quality of working life. He is to a high degree credited with the Finnish focus on activities maintaining and improving work ability in an effort to solve the problems of an ageing workforce.

Professor Ilmarinen was formerly Director of the Work & Life Course at the Finnish Institute of Occupational Health which produces new methods for the extension of work careers and for the prevention of exclusion.

Professor Philip Taylor, Director of Research and Graduate Studies at Monash University Gippsland is currently leading major programmes of research considering the management of ageing workforces, and involving extensive employer-based research. Prior to this, he was Executive Director of the Interdisciplinary Research Centre on Ageing at the University of Cambridge. His interests include the management of labour supply, individual orientations to work and retirement, employers' attitudes and practices towards older workers and international developments in public policies aimed at combating age barriers in the labour market and extending working life.

Associate Professor Libby Brooke is based at the Business, Work and Ageing Centre for Research at Swinburne University of Technology and has been researching issues concerning older workers since the late 1990s. Her publications include studies of older workers and age discrimination, their economic costs and benefits, and human resources policies in information technology employment. She is currently directing a five-year VicHealth funded project which supports the employment pathways of older workers into aged care work by applying the 'work ability' framework.

Learning Outcomes

Participants will gain knowledge in:

- The concept of Work Ability and the Work Ability Index (WAI)
- Applications of Work Ability implemented in Finland and other countries
- Case studies of Work Ability in the Australian context
- How to implement actions and measures to improve productive ageing and the quality of work life



Acknowledgements

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