

NICE Working Group on Health and Older Workers

Some evidence on impact of Age
Management and Work Ability
Programmes

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The Saga Guides

- This is the guide we prepared for employees - [http://taen.org.uk/uploads/resources/Employee_Guide_\(4th_March\)_SHN4767_SagaThoughtLeadership_Employee_24pp_v443.pdf](http://taen.org.uk/uploads/resources/Employee_Guide_(4th_March)_SHN4767_SagaThoughtLeadership_Employee_24pp_v443.pdf)
- this is the guide we prepared for employers
- [http://taen.org.uk/uploads/resources/Employer_Guide_\(4th_March\)_SHN4760_SagaThoughtLeadership_Employer_24pp](http://taen.org.uk/uploads/resources/Employer_Guide_(4th_March)_SHN4760_SagaThoughtLeadership_Employer_24pp)

Aims of the guides

- “...Guide for Employees to help older workers recognise the opportunities that now exist for them to extend their working lives.”
- “...Guide for Employers aims to help them recognise the challenges and opportunities they face as the world of work changes. It includes examples from other countries where the Default Retirement Age has already been abolished and also from UK firms who have embraced the values of extending their employees’ working lives.”

Rethinking Retirement

- Re-shape jobs, workplaces, working conditions
- Value employability - work and earn for longer.
- Improve employee value to employer.
- Use work to stay well; stay well to work



<http://taen.org.uk/resources/view/140>

Employers' Guide - contents

- Introduction
- What is happening to the default retirement age
- What employers can consider doing now
- Questions and answers for employers
- Good practice examples of managing an ageing workforce
- The evidence from employers - concerns and reality
- Concluding comments
- Appendix: The Finnish work ability programme

Both guides sought to....

- Explain legal / technical challenges /opportunities to use older workers differently following repeal of default retirement age.
- Provide comparative examples of different practices by other employers.
- Inspire creative approaches to work after retirement.

Evidence of impact?

- No direct evidence but significant increase in numbers of older people in work has occurred.
- Flexible and part time working is increasing as more older people work longer (cause and effect?)
- Some of the change in ways of working may be attributable to *choices* made by older employees, but ...
- older people often constrained in job choices and may find low value (coincidentally, part-time and flexible) work is only option.

Active Ageing and Age Management

- “Key policy goal - overall environment that encourages older workers to stay in employment *rather* than make an early exit”
- Address causes of early exit and provide incentives to working longer.
- E.g. access to lifelong learning; adaptation of work places to older workers’ health status; financial benefits such as tax privileges,
- “age management strategies at company level, etc.”

Elements of age management

**Recruitment and
exit**

**Lifelong
Learning**

**Career
development**

**Transitions
to retirement**

**Age
Management**

**Knowledge
management**

**Working time and
Flexibility**

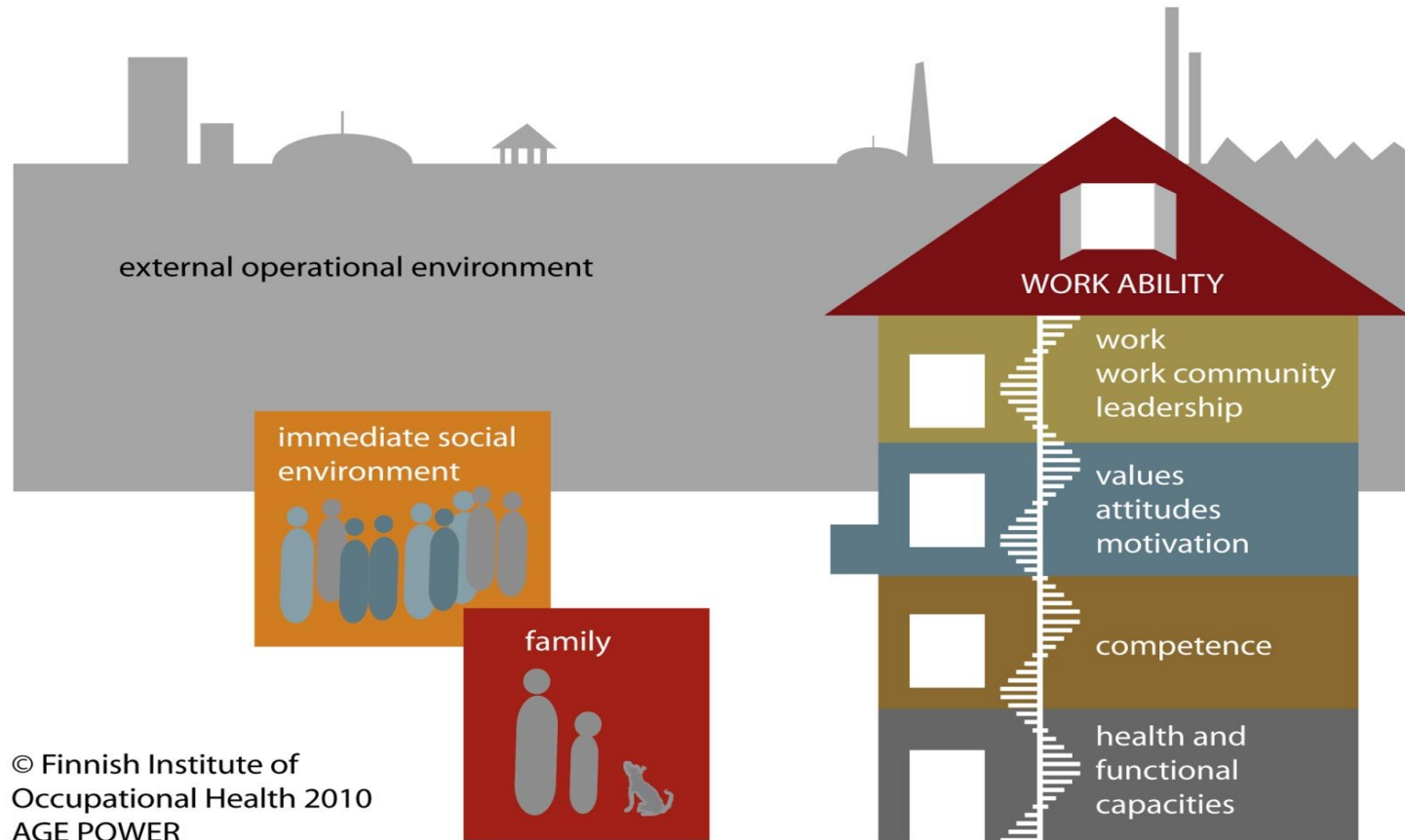
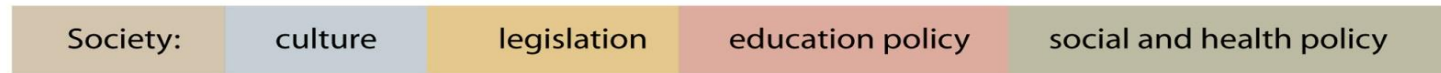
**Leadership and
Culture**

**Health promotion
Ergonomics and
Job Design**

Age management good practice - examples

- AARP Best Employers International Award
http://taen.org.uk/uploads/resources/BEI_brochure.pdf
- Active ageing in European Chemicals Industry
http://taen.org.uk/uploads/resources/FECCIA_Doku_engl_RZ280912web.pdf
- Eurofound (many publications)
http://eurofound.europa.eu/sites/default/files/ef_files/pubdocs/2005/137/en/1/ef05137en.pdf

Work ability concept



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AGE POWER

The Work Ability Index

Items		Range	
1	Current work ability compared with lifetime best	0-10	0 = completely unable to work
2	Work ability in relation to the demands of the job	2-10	2 = very poor
3	Number of current diseases diagnosed by a physician	1-7	7 = no diseases
4	Estimated work impairment due to diseases	1-6	1 = entirely unable to work
5	Sick leave during the past year	1-5	5 = no sickness absence
6	Own prognosis of work ability 2 years from now	1-7	1 = unlikely to work
7	Mental Resources	1-4	1 = fewer resources

Work ability index in survey research

Basic results from the Finnish Health 2000 study National Public Health Institute, Finland

Two samples:

Adults aged 30 years and over (n = 8028)
Young adults aged 18-29 years (n = 1894)

About half of the participants were occupationally active at the time of the study => Work Ability Index data available.

Work Ability Index

7 Items

- Current work ability compared with the lifetime best
- Work ability in relation to the demands of the job
- Number of current diseases diagnosed by physician
- Estimated workimpairment due to diseases
- Sick leave during the past year (12 months)
- Own prognosis of work ability two years from now
- Mental resources

Work Ability Index

Scoring of the Questionnaire (range 7- 49 points)

<u>Points</u>	<u>Work ability</u>	<u>Objective of measures</u>
7 - 27	POOR	RESTORE WORK ABILITY
28 - 36	MODERATE	IMPROVE WORK ABILITY
37 - 43	GOOD	SUPPORT WORK ABILITY
44 - 49	EXCELLENT	MAINTAIN WORK ABILITY

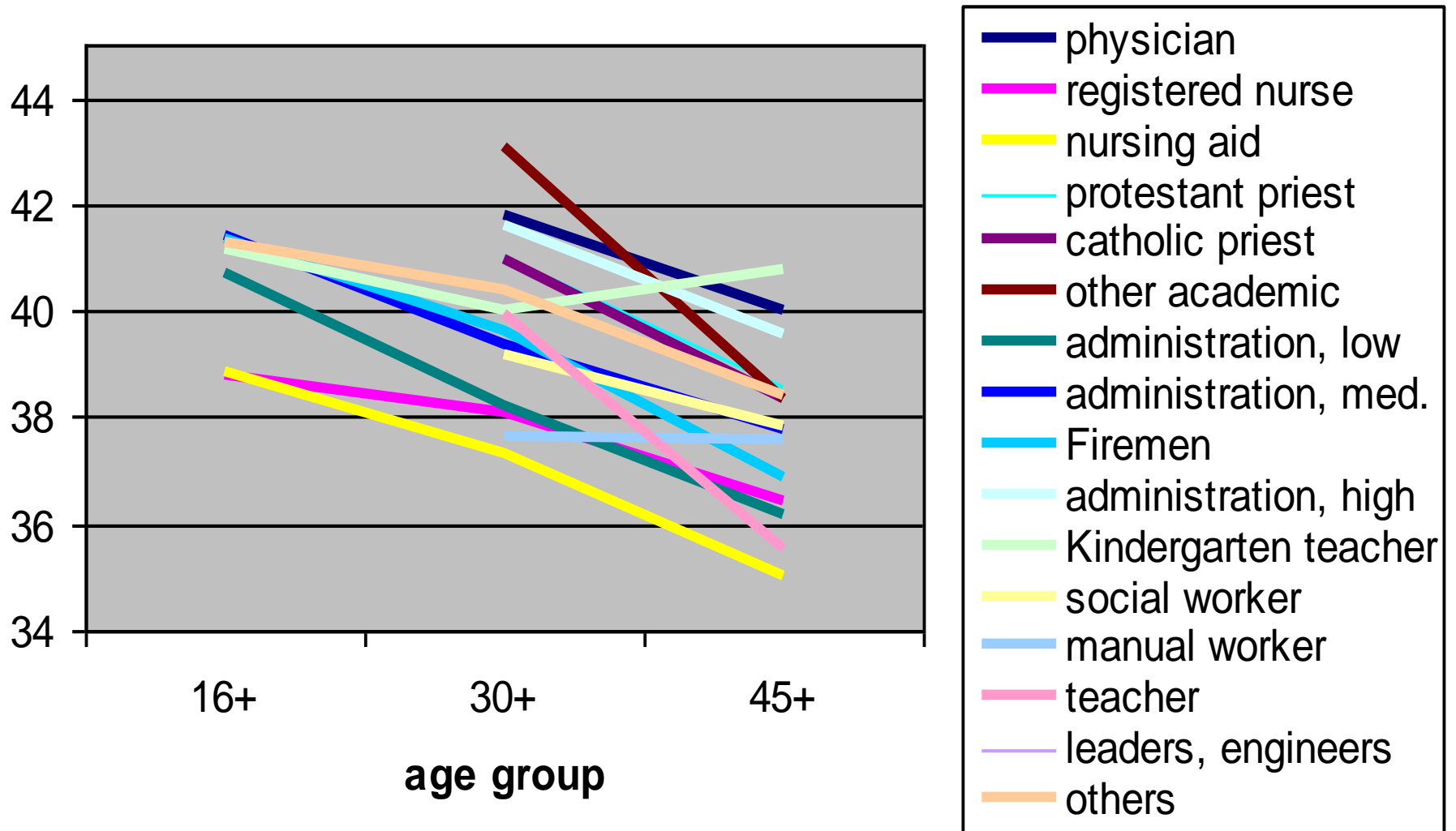
Lea Katajarinne

Finnish Institute of Occupational Health

Scoring the index

1. Current work ability compared with life time best	0-10 points
2. Work ability in relation to demands of the job	Score weighted according to nature of work (mental/physical)
3. Number of current diseases diagnosed by physician	Sliding scale according to number and type 1-7 points
4. Estimated work impairment due to diseases	1-6 points
5. Sick leave during past year	1-5 points
6. Own prognosis of work ability 2 years from now	1,4 or 7 points
7. Mental resources	Complex

Work ability graphs for selected occupations



Correlations between Work Ability Index items in two age groups ($r^2 > 0.30$)

Age	18-29	55-64			
WAI item	1.	1.	2.	3.	4.
2. Work ability in relation to job demands	0.41	0.60			
3. Number of current diseases		0.32			
4. Work impairment due to diseases	0.31	0.60	0.53	0.32	
5. Sick leave during the past year		0.39	0.31		0.51
6. Own prognosis of work ability two years from now		0.51	0.52		0.52
7. Mental resources	0.32	0.45	0.41		

WAI means by age groups

Work ability index

<u>Age</u>	<u>M</u>	<u>Sd</u>
18-21	43,7	(3,24)
22-25	43,2	(3,39)
26-29	42,5	(3,96)
30-44	41,4	(4,41)
45-54	39,2	(5,50)
55-64	36,9	(6,62)

Work ability index in survey research

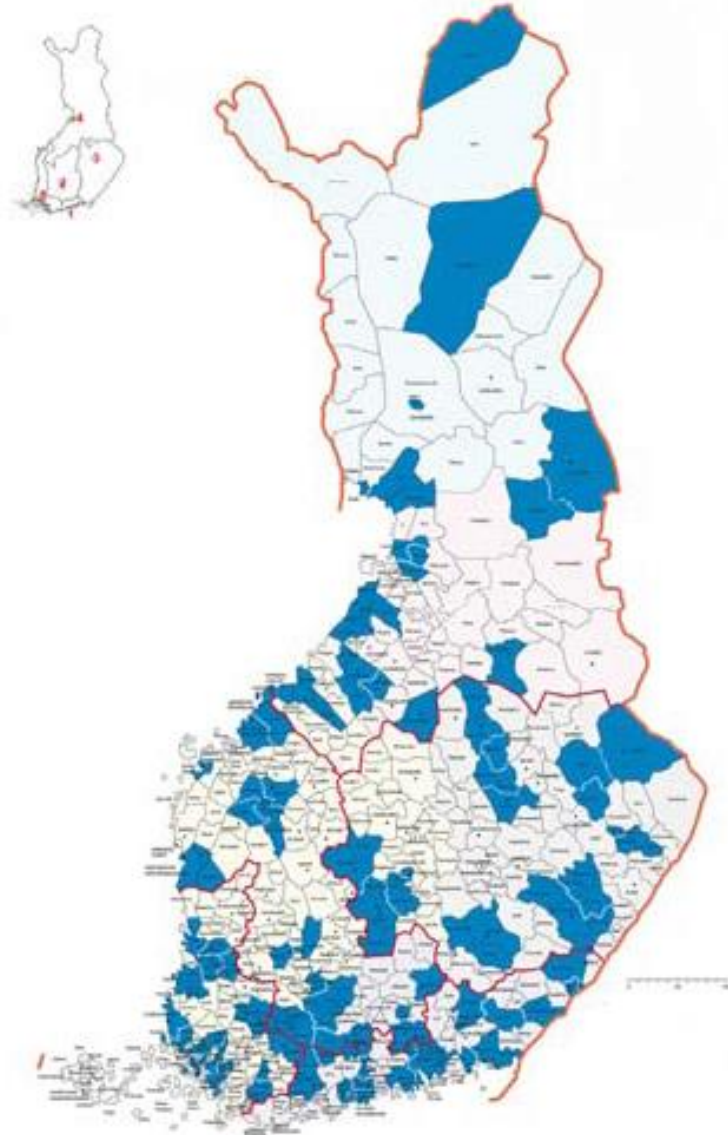
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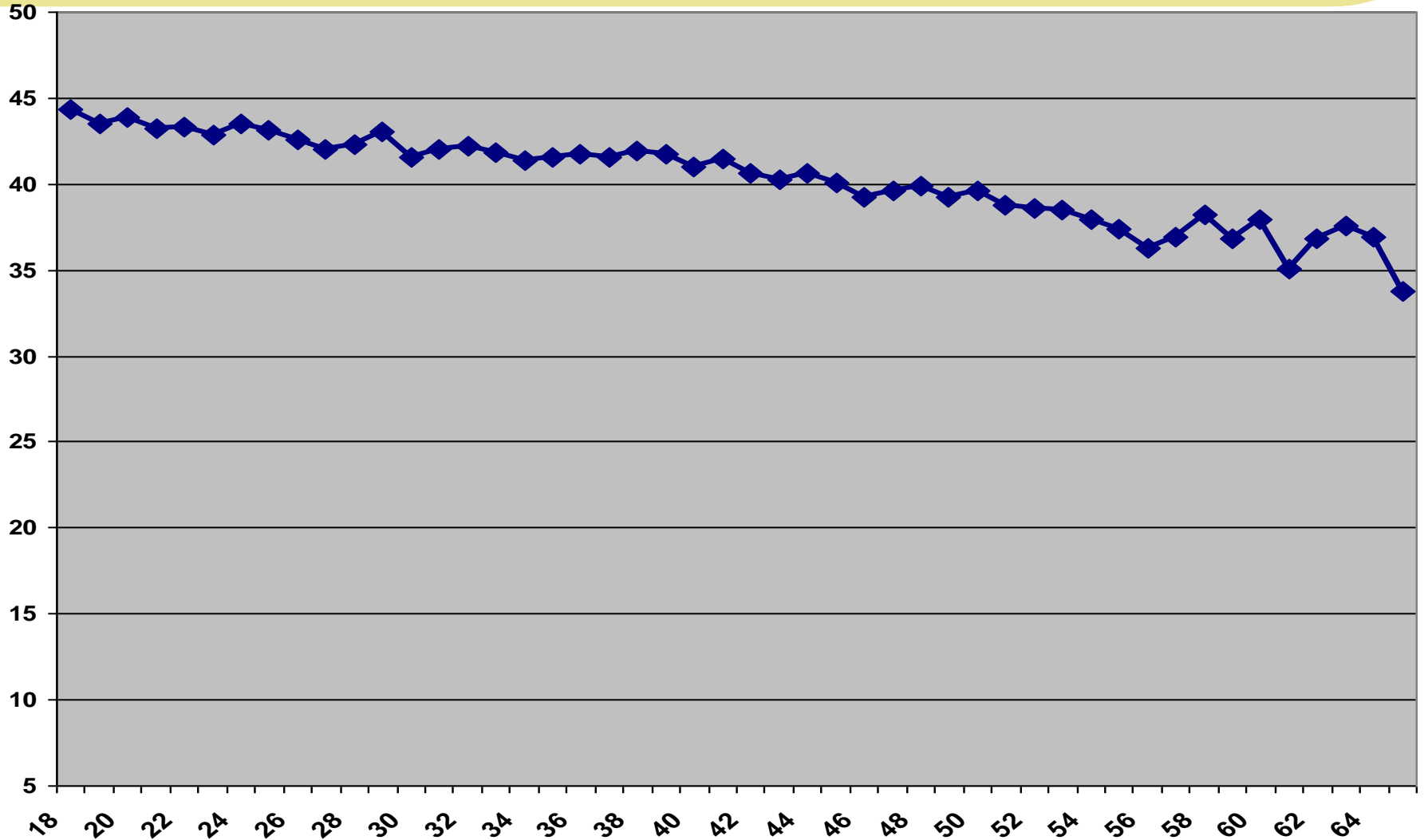
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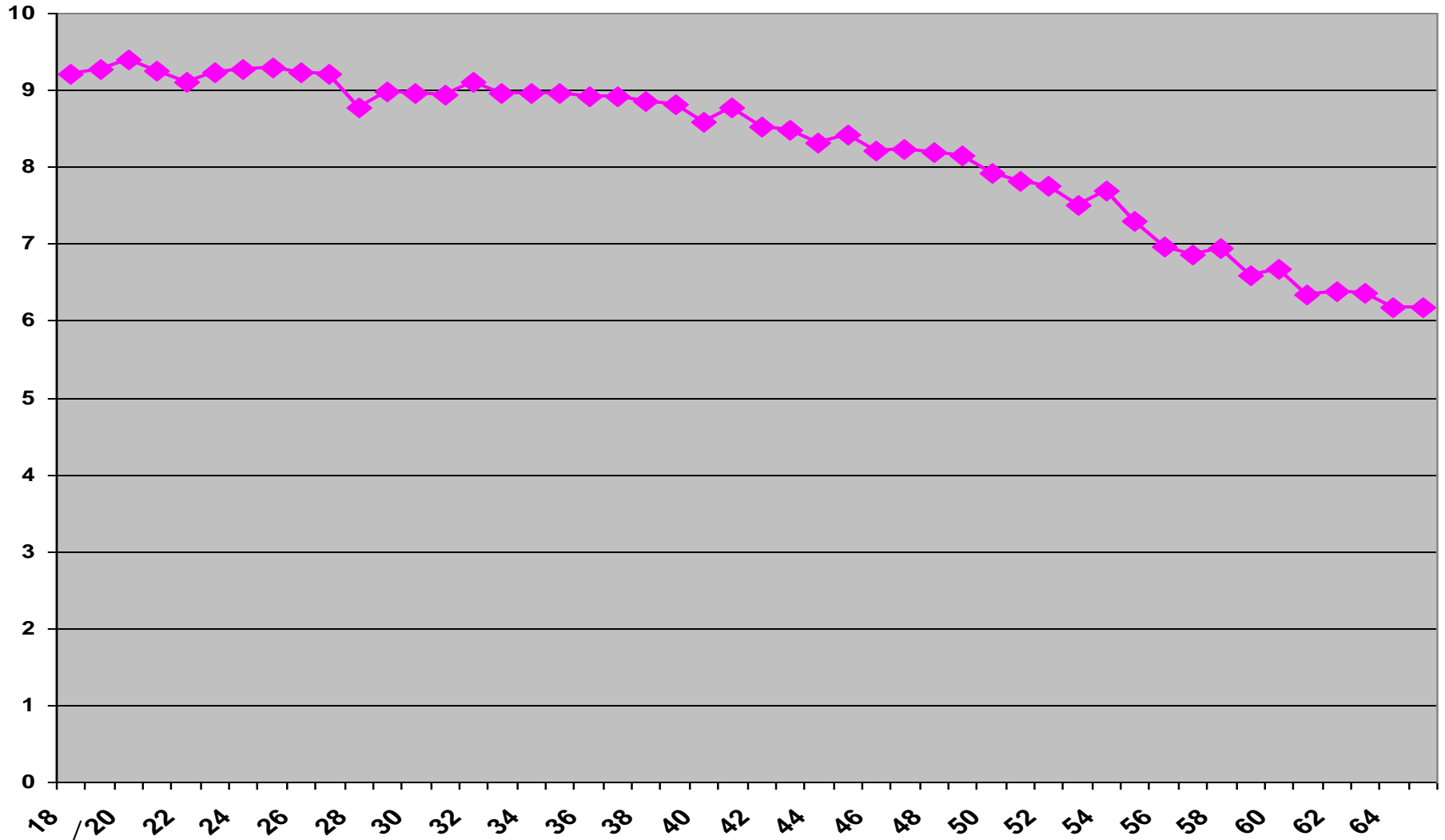
Study locations of Health 2000



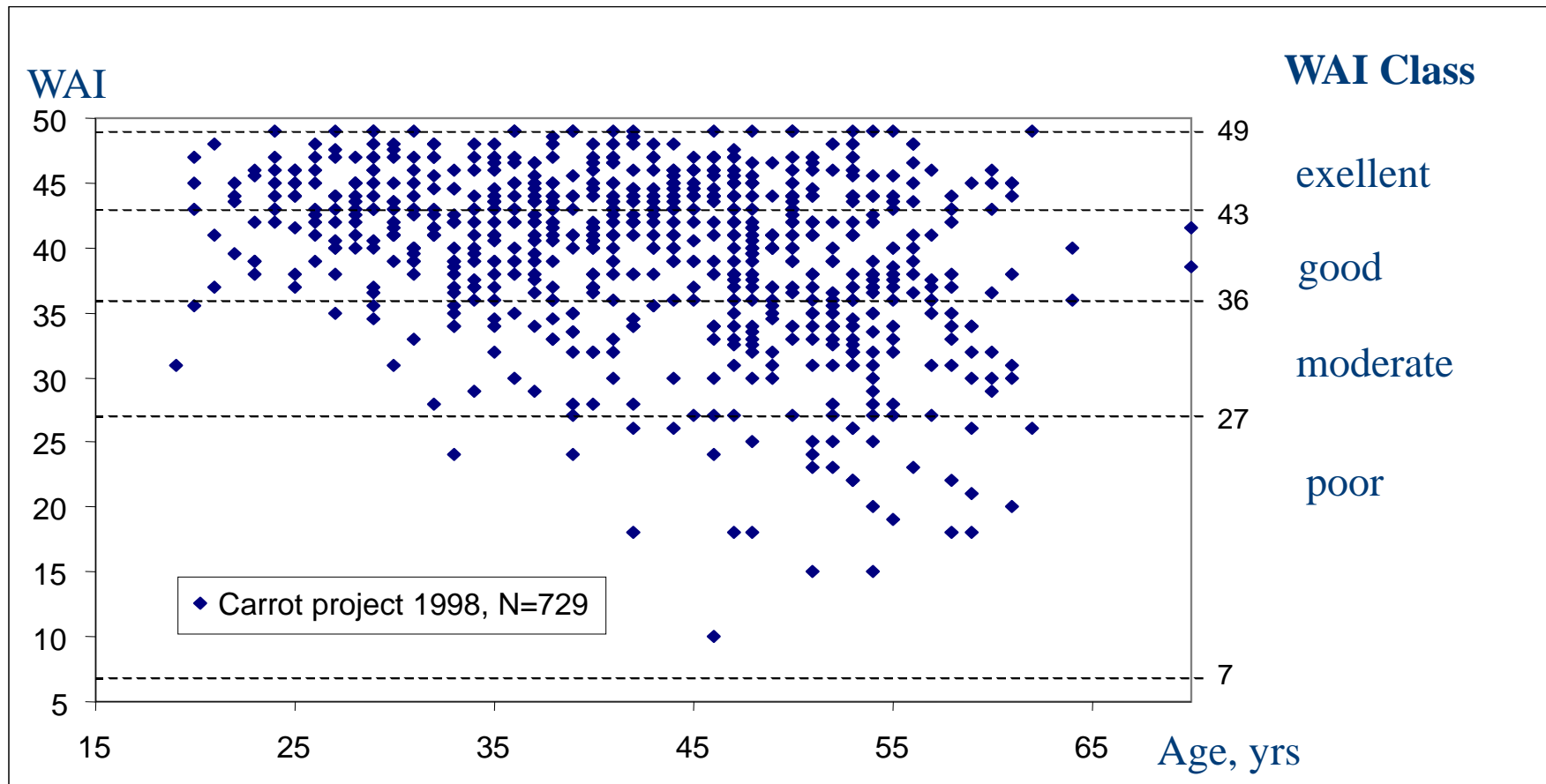
Average Work Ability Index by age



Average Work Ability Index Item1: Current work ability compared with the lifetime best by age

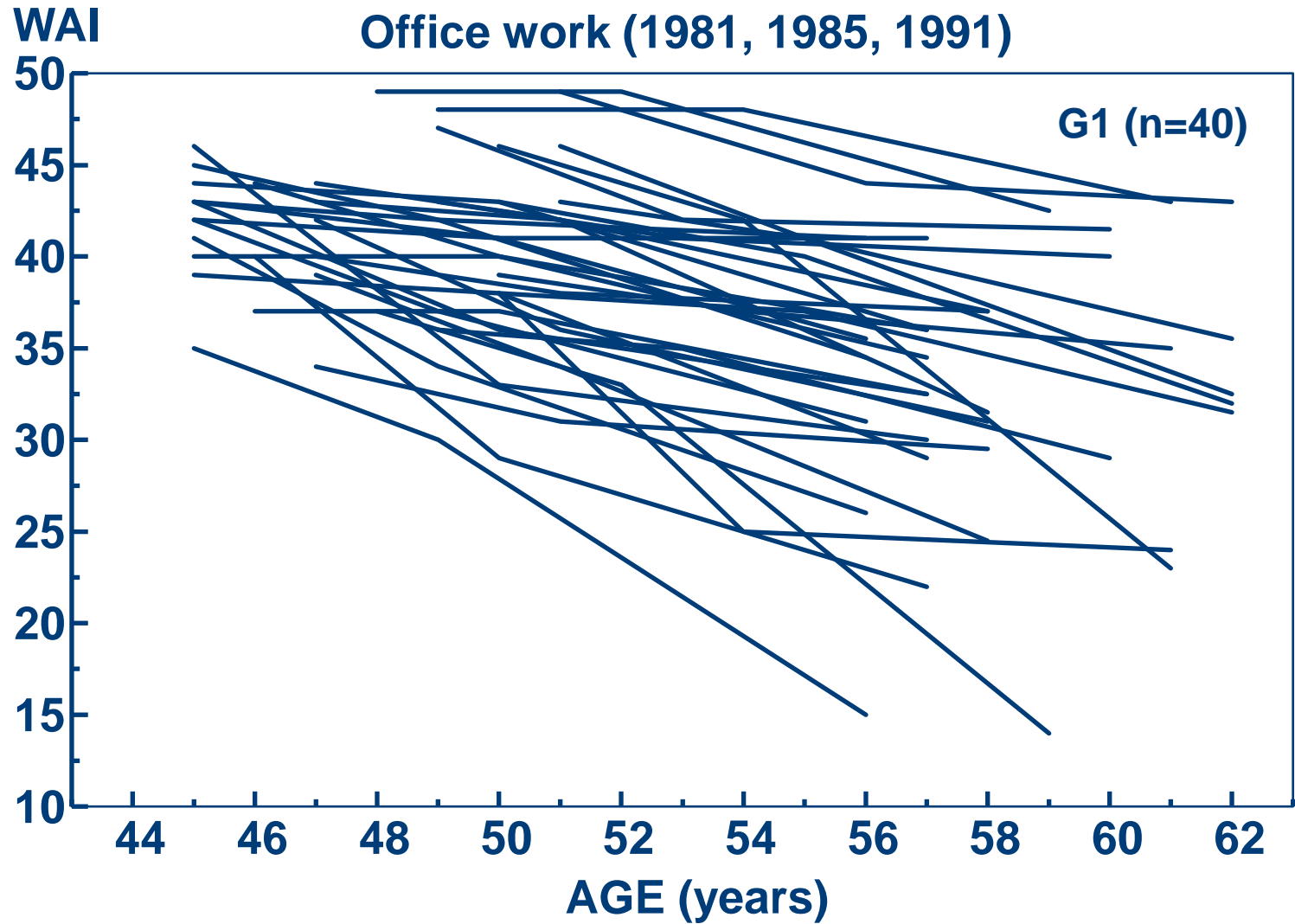


Work ability index (WAI)



WOMEN

Office work (1981, 1985, 1991)



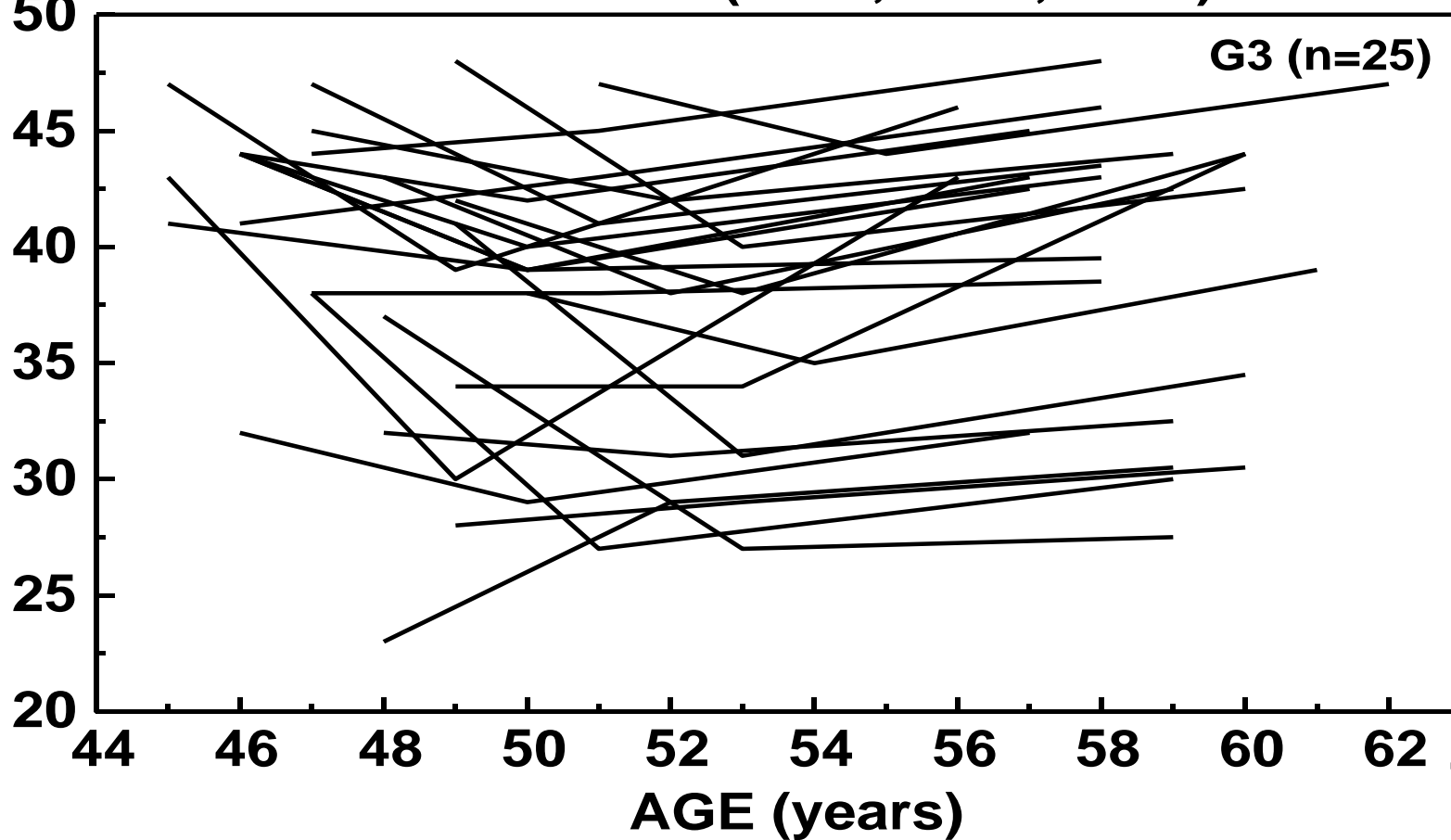
Improving work ability in office workers

1981 - 1992

WOMEN

Office work (1981, 1985, 1992)

WAI
50



Work Ability Index

7 Items



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In summary...

- *Work ability* can be measured using an index – the WAI and simple questionnaire, it is also a *conceptual tool* which does not completely align with WAI but embraces all aspects of workplace, management and wider community.
- The WAI can apply to individuals or be used for groups of workers – low WAI is good predictor of early quitting.
- WAI emphasis leans towards health but it also reflects the total resources of employee. Work ability much broader.
- WAI should be adopted as a tool to maintain or enhance work ability
- Collaboration of workers is needed to make use of WAI – privacy protected
- Variations in way it is used are possible, Netherlands, Finland, some German employers

Evidence on work ability

- 12 months intervention of physical exercise impact on work ability, especially in subjects with low base line work ability.
- Impact of exercise on cardio-respiratory fitness (CRF) in healthy working adults
- 371 participants; 338 (212 F, 126M) allocated to exercise group, 33 to control group (17F, 16M)
- Baseline evaluation and follow up at 4,8,12, 24 months

Evidence on work ability (cont'd)

- During 12 months exercise intervention, exercise group increased leisure time physical activity by 71% and improved mean WAI by 3% and CRF by 7% while WAI and CRF decreased in control group
- Results suggest physical exercise intervention may improve work ability
- Source Tommi Vasankari, International Journal Environmental Research and Public Health 01/2014, PubMed.