

Safe Work for an Aging Workforce

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April 21st, 2008

Demographic Review

- Canada is projected to have 34.5 million people by 2011
- The median age was 26 in 1966 and reached 35 in 1996
- Individuals 45 or older was 26.6% of the population in 1976, in 1996 it was 32.5%
- The average age of a Canadian worker was 35 in 1980, in 2007 the average age was 41.
- By 2010, 70% of the net increase in working age population will be from the 45-64 group.

Risk of Injury

Generally,

Accident frequency tends to **decrease** as age increases, however taking occupation and industry into account, the literature is contradictory. In some cases, the accident frequency increases with age.

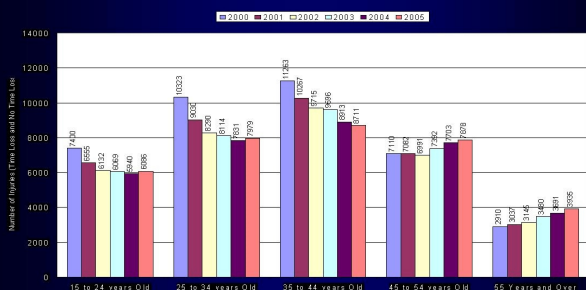
Accident severity **increases** with age. This applies to fatalities, permanent disabilities and average number of lost days per accident, however a negative relationship was been found for temporary disabilities and for white collar and service workers.

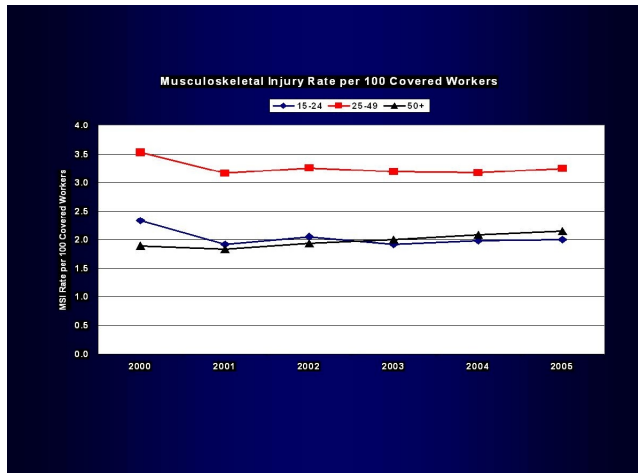
Specifically, in Manitoba

- “The average age of WCB clients rose from **34 years** of age in 1982 to **39 years** of age in 2005.
- Older workers generally take longer to recover from their injuries, experience more recurrences and suffer a disproportional number of fatalities and injuries with permanent impairment.

The Workers Compensation Board of Manitoba's Statistics Report for 2000-2005 found claims for “those 55 years of age and older went from **7.5%** in 2000 to **11.4%** in 2005. Employment for the 55+ age group during this time rose **13%** while claims rose **35%**.”

Therefore, the increase in claims among 55+ cannot be solely explained by growth in the number of older workers.” Not only are workers 55 and older increasing in the distribution of the workforce but they are also experiencing an increase in injuries.





AGE GROUP	DURATION (Days)	AVG. COST (Dollars)
<20	15	605
20 – 24	20	905
24 – 34	31	1,577
35 – 44	41	2,058
45 – 54	48	2,430
55+	64	3,374

- ## Summary
- Older worker's rate of injury is increasing and older workers experience more severe injuries in Manitoba.
 - Older workers injuries take longer to heal.
 - Older workers are more prone to suffer the longer term consequences of repetitive motion – Musculoskeletal Injuries

Aging Issues

- Calendar age does not always equal biological age.
- There is a general decline in sensory, motor, and cardio-respiratory functions with time.
- These declines are **highly variable** with older individuals showing increases, average declines and some significant declines.
- Genetics, lifestyle, work demands and chronic diseases all effect an individual's biological age

Physical and Cognitive factors

Chronic Diseases

Physical and Cognitive Factors

Strength (muscle mass, capacity, endurance), Flexibility, Hearing, Vision, Balance/Agility, Tactile Loss, Recovery Ability, Reasoning, Thermal Regulation, Sleep Regulation, Aerobic Capacity, Numerical Ability, Reflexes/Reaction Time, Working Memory,

Chronic Diseases

- Cardiovascular Disease,
- Vision Impairment,
- Arthritis, Sleep Disorders
- Hypertension, Tobacco use/Cancer
- Obesity, Medication Use
- Diabetes,
- Alzheimer's Disease,



- Spot the hazard
- Assess the risk
- Find a safer way
- Everyday

HOW AGING AFFECTS BELT HEIGHT...



YOUTH ADULT MIDDLE- OLD
AGE AGE AGE

Raymond