

Kristine Gatt

WCD Workforce Management



CREATING A COMPELLING BUSINESS CASE FOR EMPLOYERS; PSYCHOSOCIAL BENEFIT FOR MATURE WORKERS

Introduction

- Twenty years ago, those of us in the allied health field were trained to believe that mature people didn't lodge workers' compensation claims and mature workers didn't have injuries because they 'knew their work environment so well'.
- Insurers believed that their book of claims in Workers' Compensation had no age related correlation to claims costs.

We now know that all of these assumptions do not stand up in relation to the current workforce in Australia and we are building a wealth of knowledge about the mature cohort in today's workforce.

Based on WorkCover Research and verified by Agent Data we know:

- Risk of injury (claim) rises with age
- Risk of more serious injury (claim) increases with age
- Risk of work-related fatality rises with age
- Older workers take longer to return to work

- Developing a compelling business case to assist employers understand the cost benefit of proactively engaging with their mature employees and the benefits for both the workers over fifty five years of age and businesses in Australia.

WCD Workforce Solutions

Employment

Event

- 65th Birthday
- Illness
- Workplace injury
- Restructure
- Redundancy

Retire

Plan

WCD Workforce Solutions

Employment

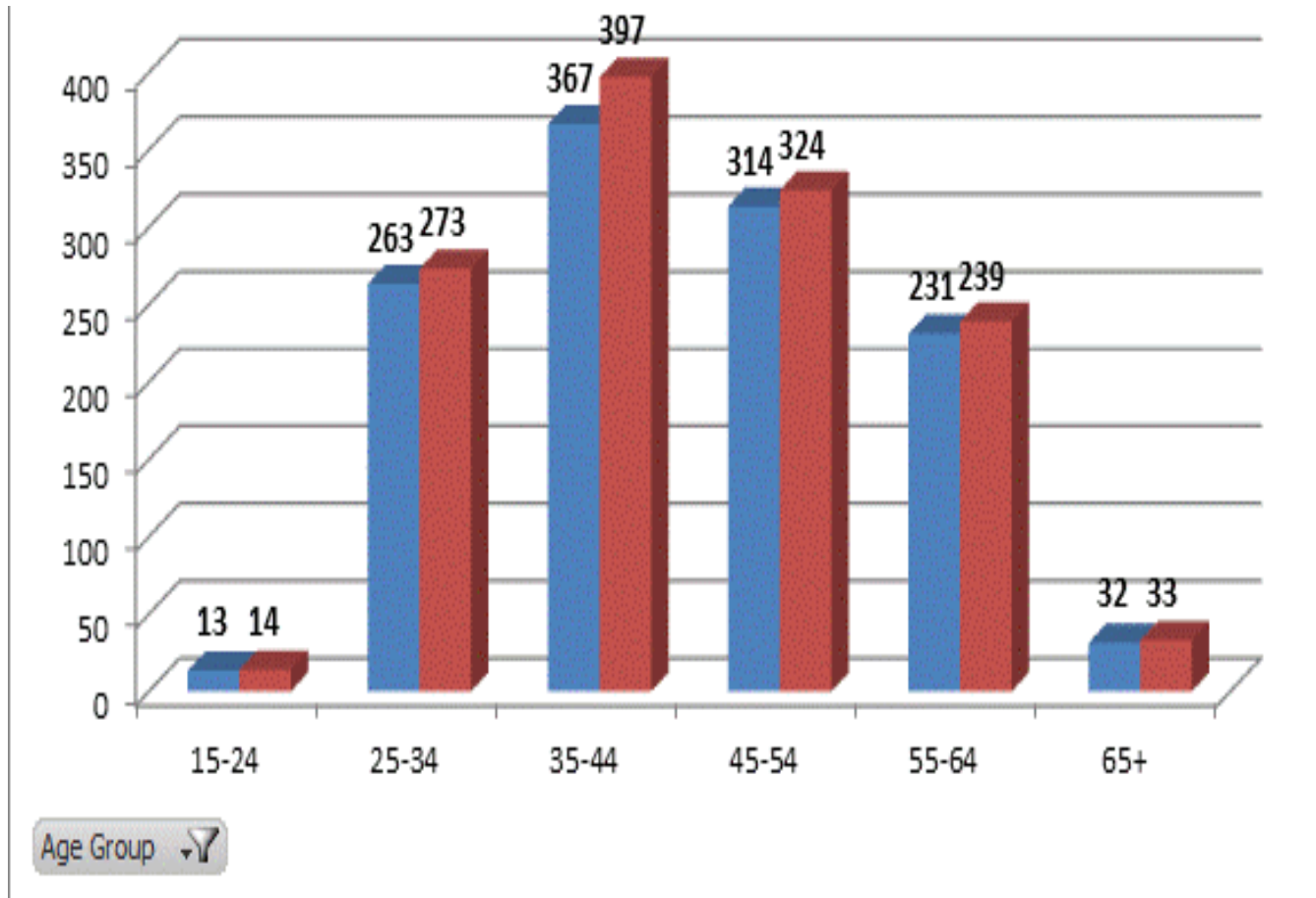
Plan

Event

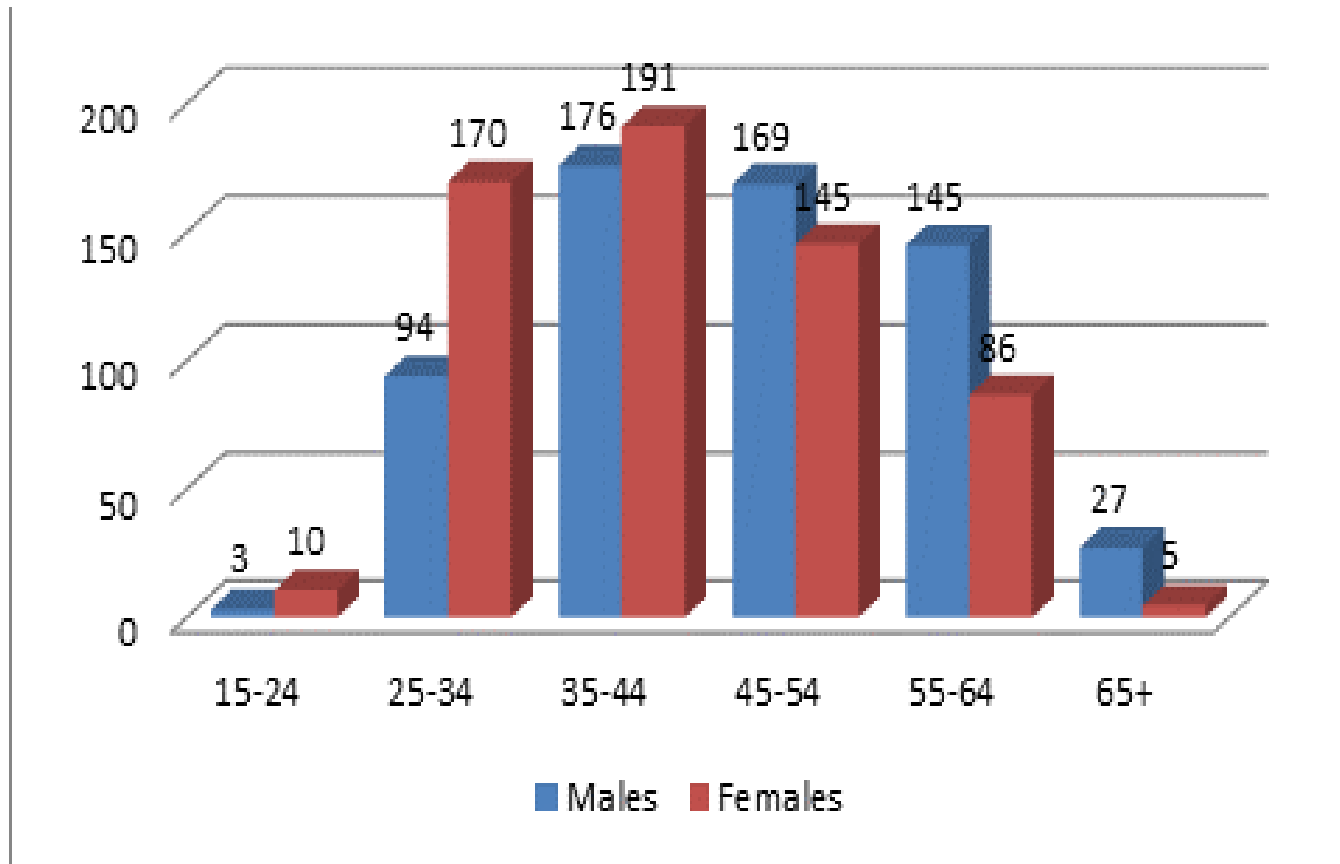
- 65th Birthday
- Illness
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Retire

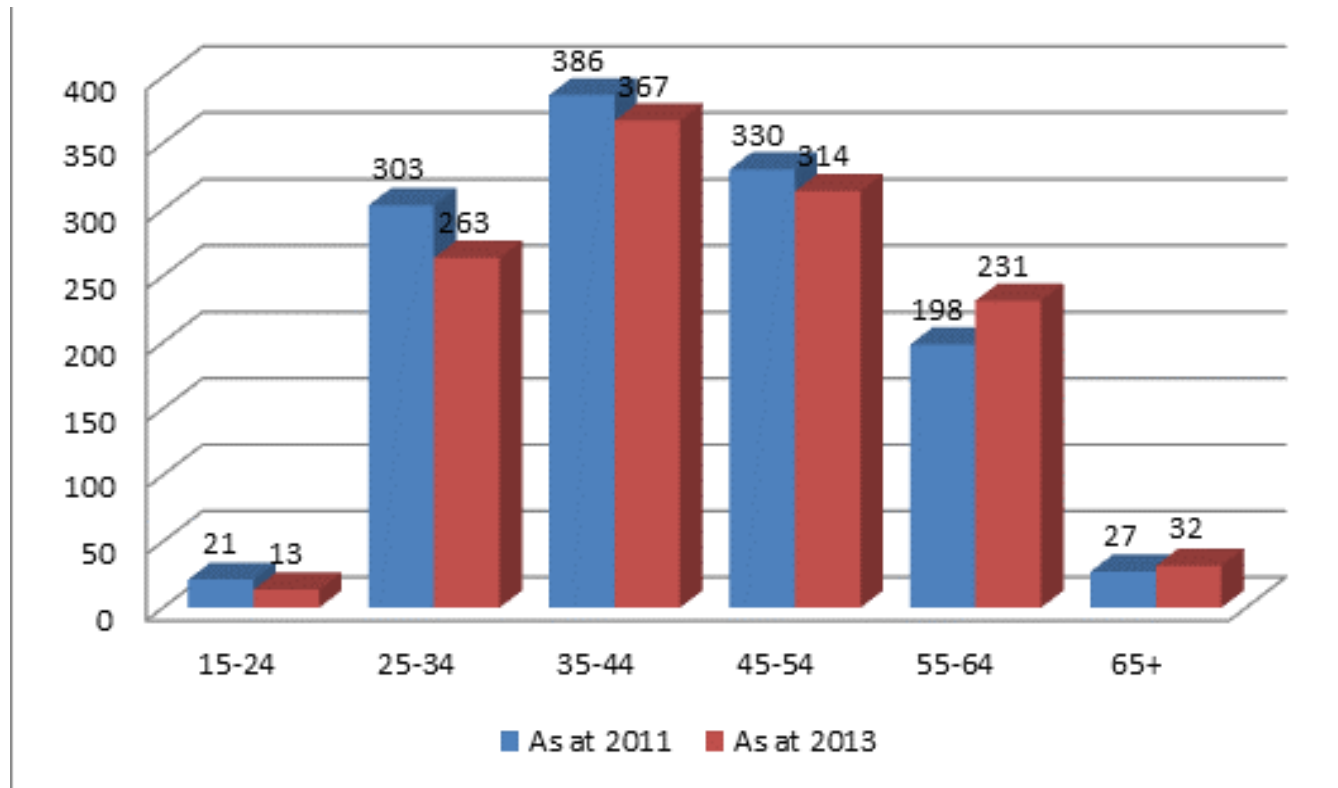
Age Profile, FTE and Headcount



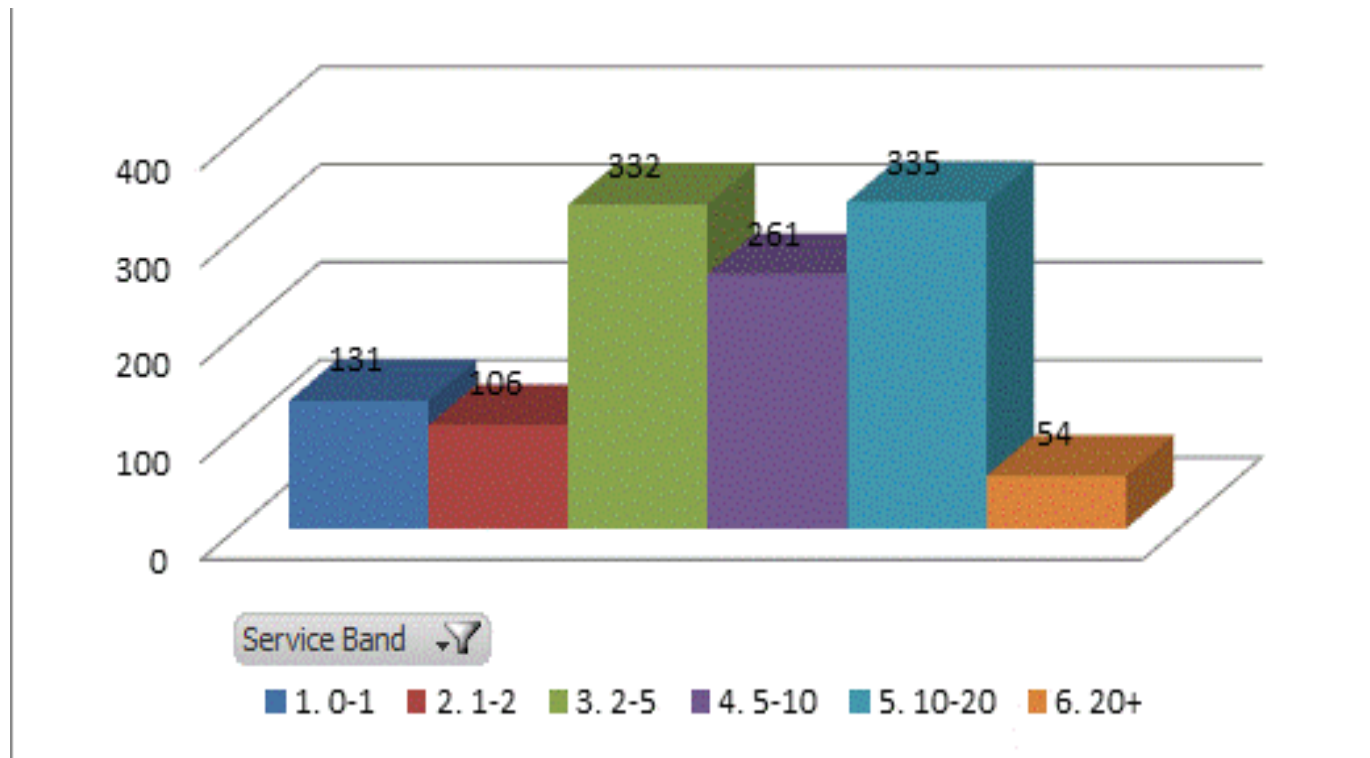
Male / Female Split



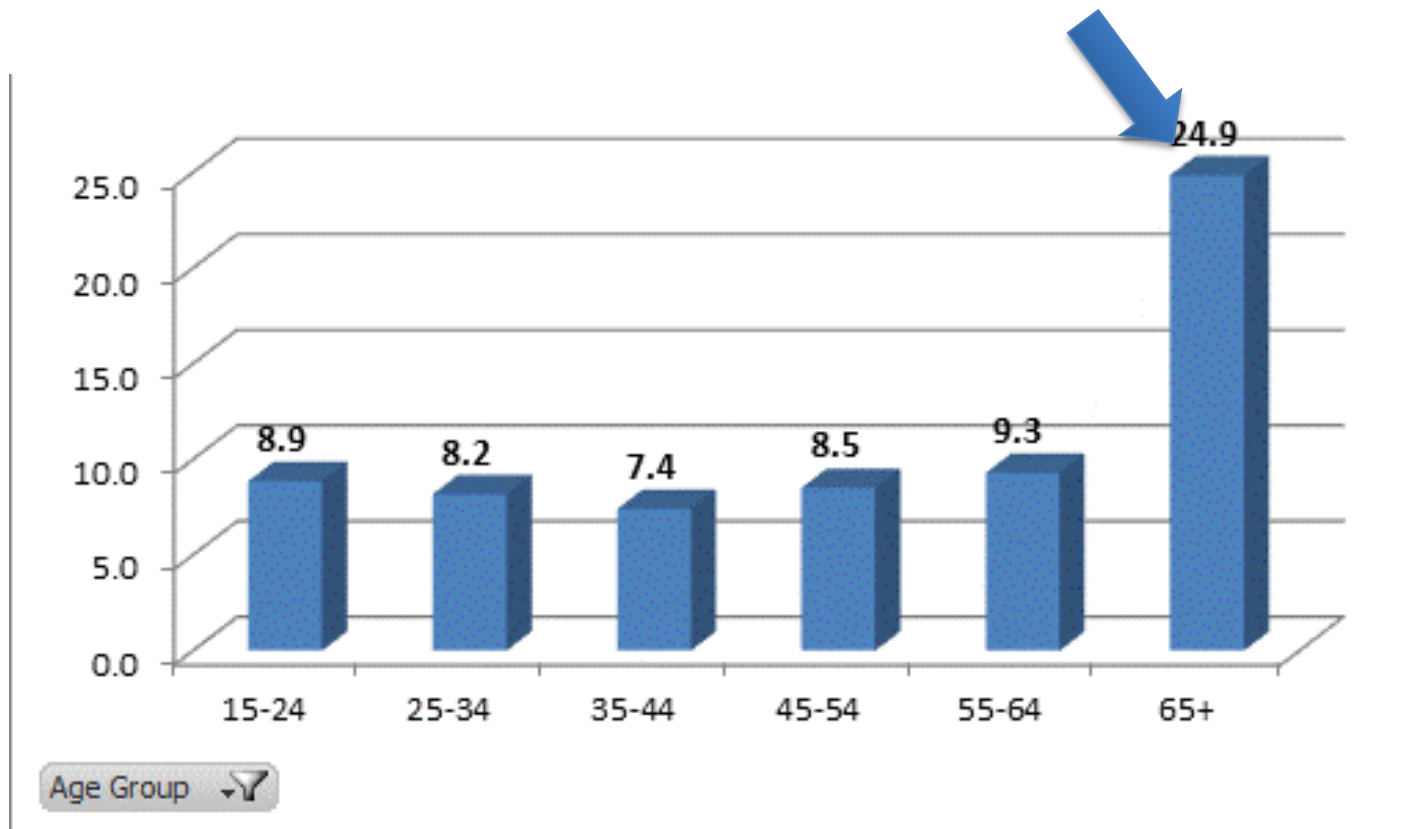
For this organisation not much has changed over two years ...



Years of Service

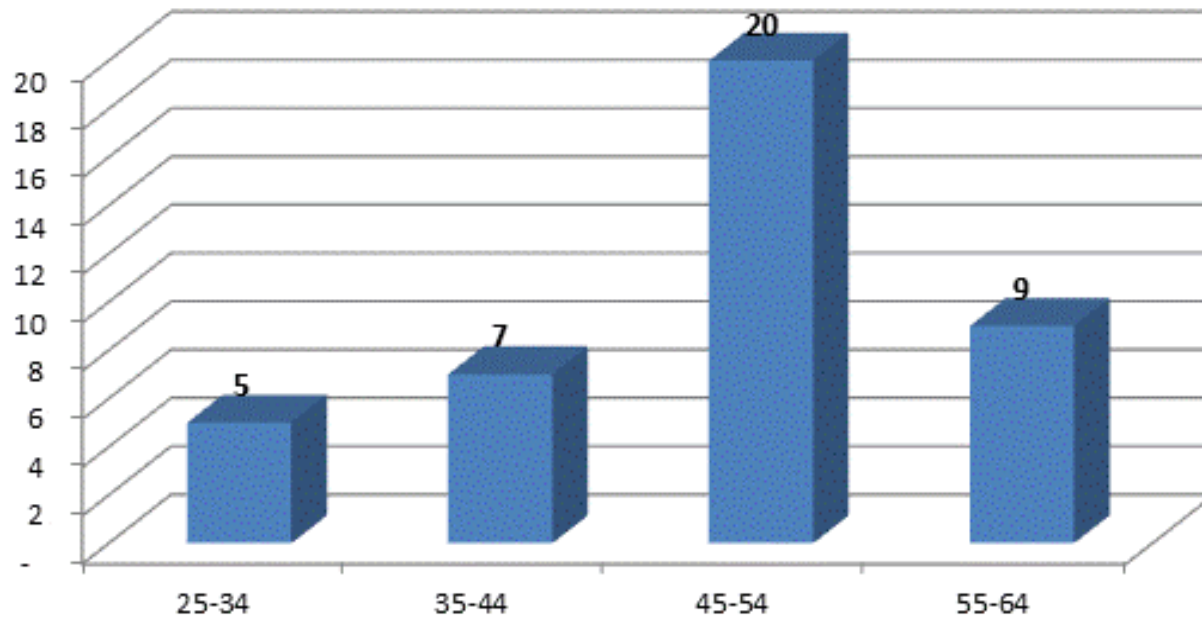


Average Days of Sick Leave



Count of Capped

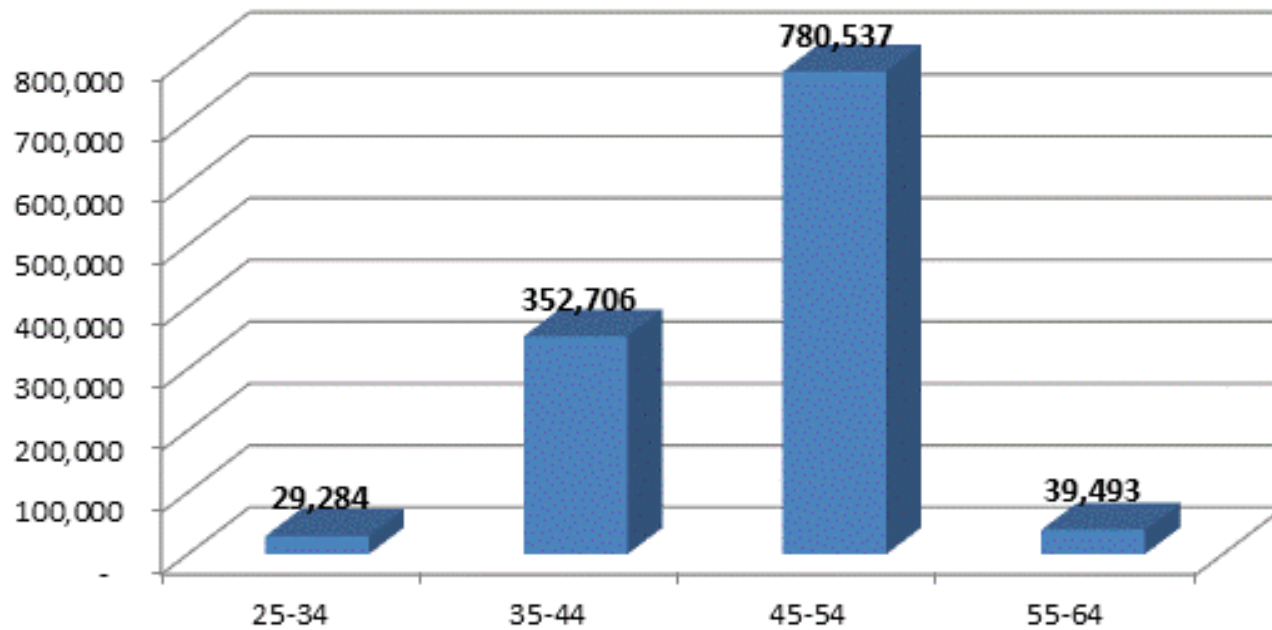
Number of Claims, 2010-2012



Age Group ↕

Sum of Capped

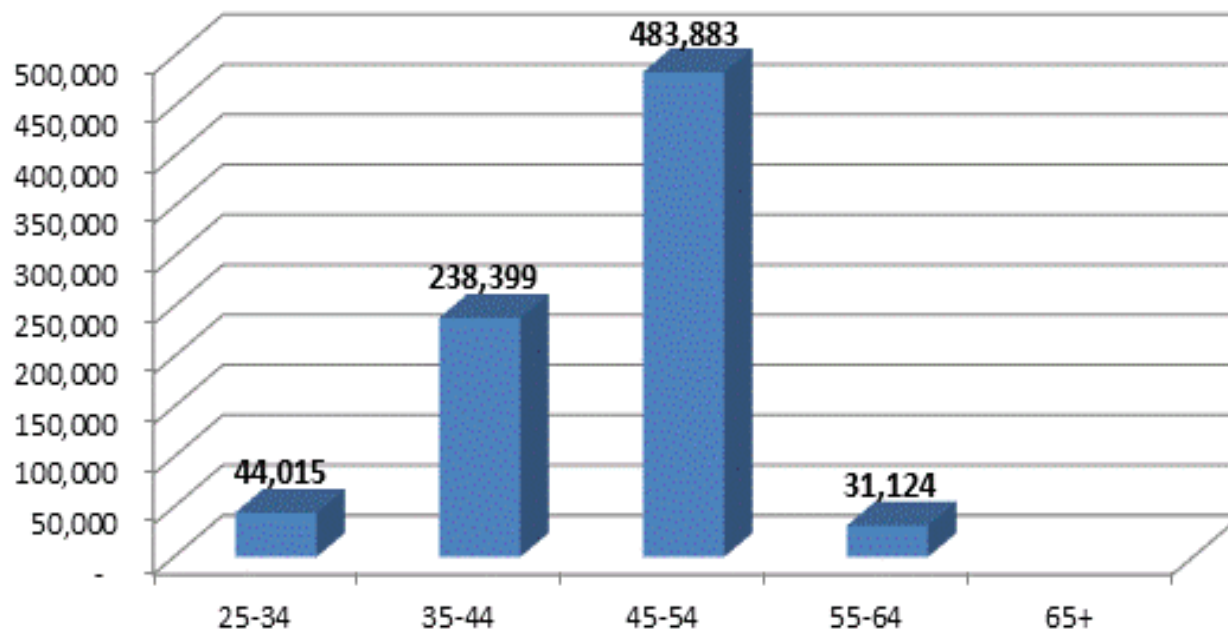
Claims Cost - Psychological Claims 2010-2012



Age Group ↕

Sum of Premium impact 13/14

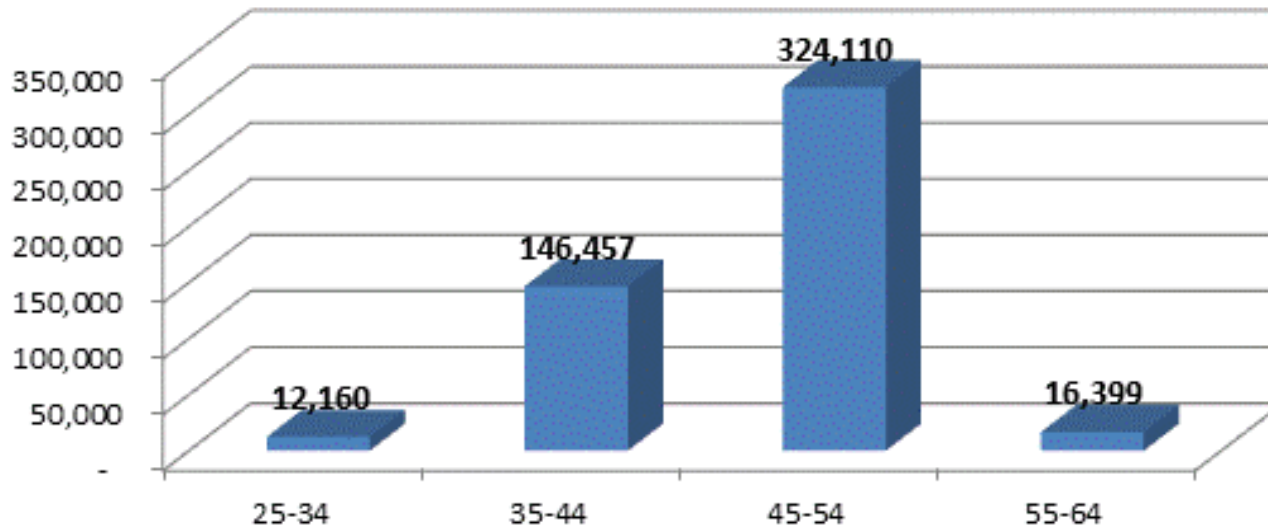
Forecast Premium Impact 13/14



Age Group ↕

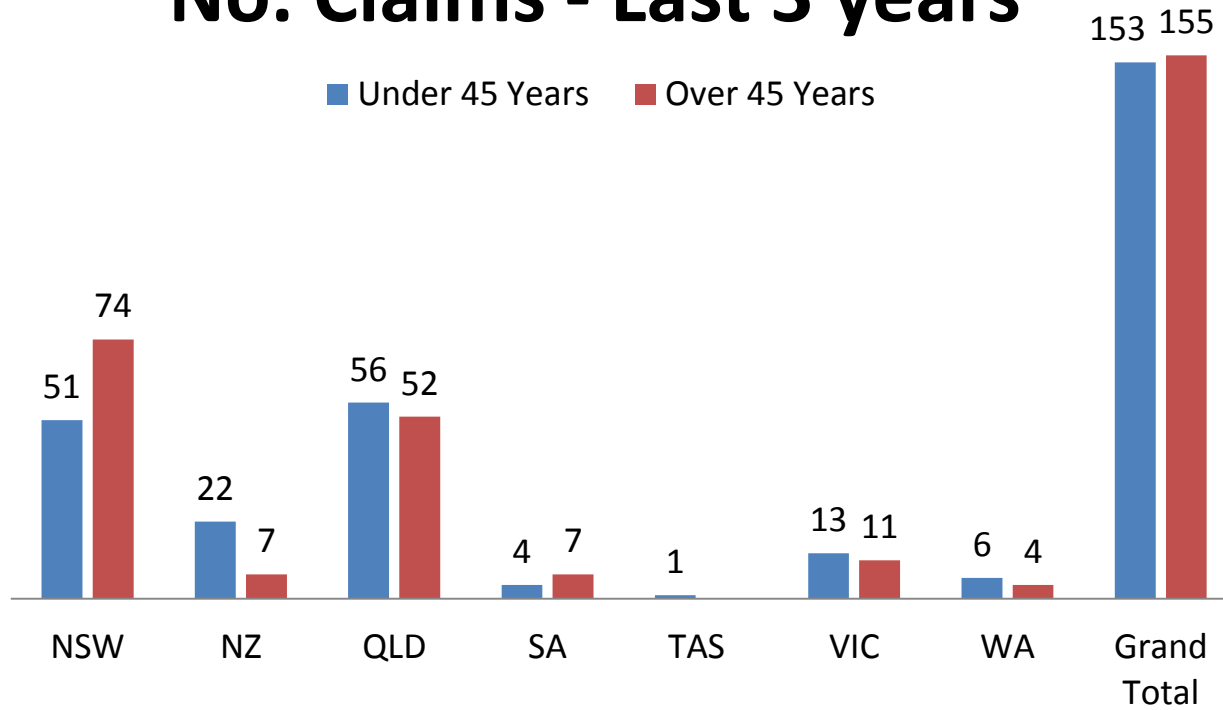
Sum of Premium impact 13/14

Forecast Premium Impact 13/14 Psychological Injuries

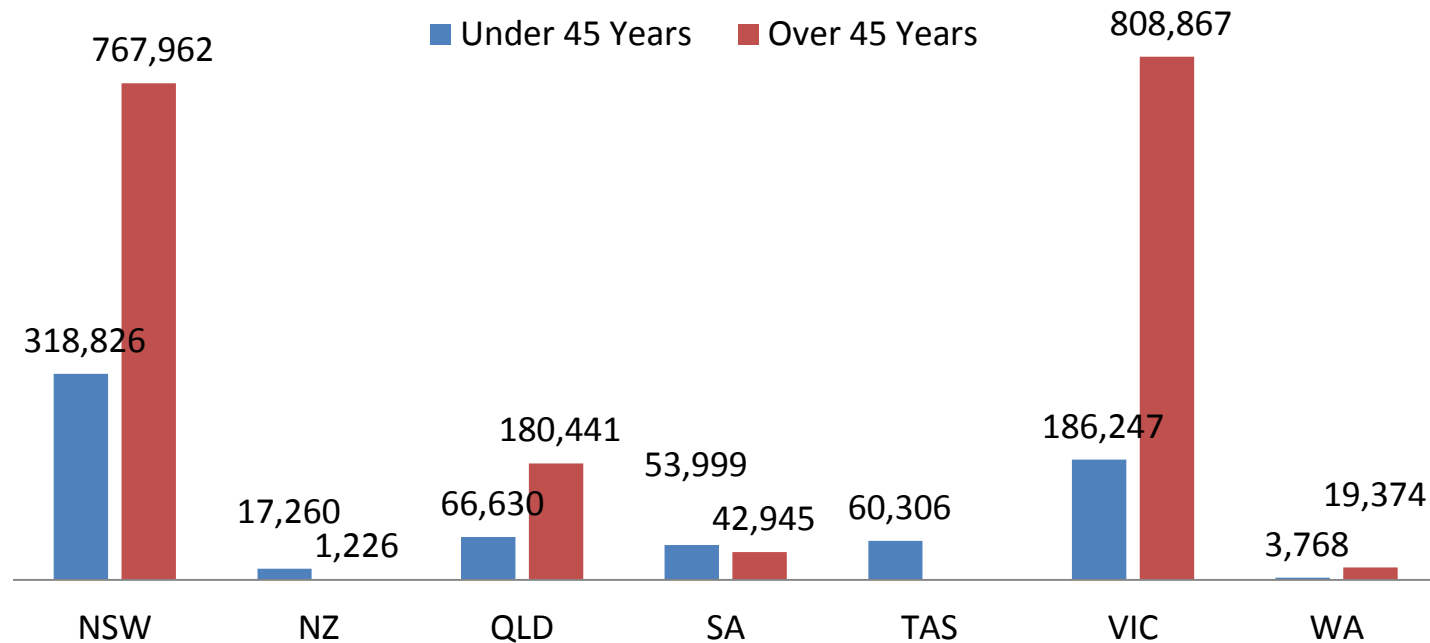


Age Group ↕

No. Claims - Last 3 years



Cost of Claims - Last 3 years



Contact Details

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Please contact me if you'd like to know more about our Workforce Management Programmes and how we can assist organisations.