

# Managing employees health is a key challenge

The inevitable ageing of our workforce presents both challenges and opportunities to employers, with managing the employees' health likely to be one of the key challenges.

Today's workforce is likely to contain a higher proportion of older workers because of factors such as increased life expectancy, removal of the default retirement age and raising the State Pension Age, which means that many people will need, and want to continue working. Therefore, employers need to consider how older workers are being managed within the workforce. As a result there will need to be subtle changes to practice and Occupational Health (OH) professionals are well placed to help employers through this process.

As it is understood that health deteriorates with age, businesses should take a proactive approach to their workers' health which will hopefully mean that any health deterioration can be drastically reduced.

Many chronic diseases can be controlled and assisted by adjustments being put in place within the work environment and employers should consider older workers' needs and make adaptations to working strategies.

For example, changing work patterns, increasing work flexibility, considering working from home and introducing opportunities for older workers to choose to move to other types of work. In addition, employers need to consider the activities of which older workers would carry out, as part of their overall risk assessment process. This may include, for example redesigning tasks that contain an element of manual handling in such a way that they eliminate or minimise the risk.

In essence, the knowledge and experience of OH professional should be widely used to create a better and health-adjusted working life. OH is best placed to not only deliver health promotion initiatives, but to also assist employers to make adaptations to their working strategies.



'Employers need to consider the activities of which older workers would carry out, as part of their overall risk assessment process.'





## About Us

We work with employers to provide support and practical guidance regarding effective management of sickness absence and other relevant employee health issues.

Our services aim to help you:

- ▶ avoid costly claims by ensuring you meet your legal and statutory responsibilities
- ▶ comply with Health and Safety and Disability legislation
- ▶ reduce the costs to your business of staff sickness absence
- ▶ prevent and remove health risks arising in the workplace
- ▶ achieve maximum staff productivity by reducing absences due to ill-health
- ▶ improve the overall health and wellbeing of your workforce
- ▶ increase your staff retention and productivity
- ▶ effectively manage employees who are off sick (especially long-term cases) and develop individual return-to-work strategies
- ▶ introduce cost-effective and proactive health promotion campaigns
- ▶ address complex stress and mental health cases.

## Contact details

To discuss your specific requirements and obtain a quote please contact:



**Katie Eastwell**  
Managing Partner

**Tel** 0844 481 0093  
**Email** [enquiries@lincolnoccupationalhealth.co.uk](mailto:enquiries@lincolnoccupationalhealth.co.uk)  
**Website** [www.lincolnoccupationalhealth.co.uk](http://www.lincolnoccupationalhealth.co.uk)  
**Twitter** @LincolnHealth

Lincoln Occupational Health LLP  
PO Box 696, Aylesbury, Buckinghamshire HP22 9WX

Lincoln Occupational Health LLP is a limited liability partnership registered in England & Wales. Partnership No. OC379274.  
Registered office: 2 Stone Buildings, Lincoln's Inn, London WC2A 3TH.