

Consequences of an ageing workforce for management?

Think back to the sixties and seventies, you looked around the room at work at all the oldies who held the power and experience and you didn't want to ever get that old.....
(They were probably 40 then...)

Well, it is now the twenty first century and you have lived longer than you ever expected, and will probably work longer than you ever intended to. You may have had a couple of years away doing the travel thing, relinquished rank and power, gardened yourself silly and are now bored stiff.

Anecdotally, the country needs you back in the work force, because the rules and regulations have left many government departments looking like Swiss cheese, staff wise. Plenty of staff on the books, but there is now maternity/paternity leave, flex time, negotiated working hours, extended sick or bereavement leave, stress leave, leave without pay et al..

Many departments are affected by simple things such as school holidays, where parents take them too! Add to all this, public holidays, annual leave and the skills shortage, it could become the norm for a department to find itself running at permanently reduced staff levels.

Who Ya Gunna call? The oldies!!!!

They have experience, wouldn't be there if they didn't want to be.....are less likely to panic and are very focused. Don't take maternity leave or school holidays...and won't climb all over ascending staff for position.....they have already been there!

But what about OH&S?? What concessions will management have to make to cater for a very valuable OLDER work force? What are the specific needs of an aged work force? How about communication? How do we handle disability? Specialist seating needs? Updated sick bay? Is there a rule book?