EML
MUTUAL SINCE 1910

# Exercise

**Promote and offer exercise to improve general health (both physical and mental) and prevent injury among your workers.**

- Exercise
- Lifting equipment
- Education
- Return to work Management
- Workplace Environment

## Target Audience

Exercise can be of benefit to all workers, however it can be most useful for older workers and those who follow a relatively sedentary lifestyle.

Those with a higher risk of injury (such as those in physically demanding roles) would particularly benefit from exercise, as improving their physical condition also reduces the likelihood of injury.

## Benefits

Can improve mental and physical wellbeing, particularly in older adults.

Also plays a key role in preventing falls; an important consideration for older workers.

Reduces the risk of injury and improves recovery for those who happen to get injured.

## Considerations

Workplaces can make use of existing resources or outsource exercise programs.

Exercise is most effective when tailored to an individual, is something they enjoy and can be scheduled easily into their lifestyle.

Education regarding the benefits of exercise and ongoing support can help motivate workers.

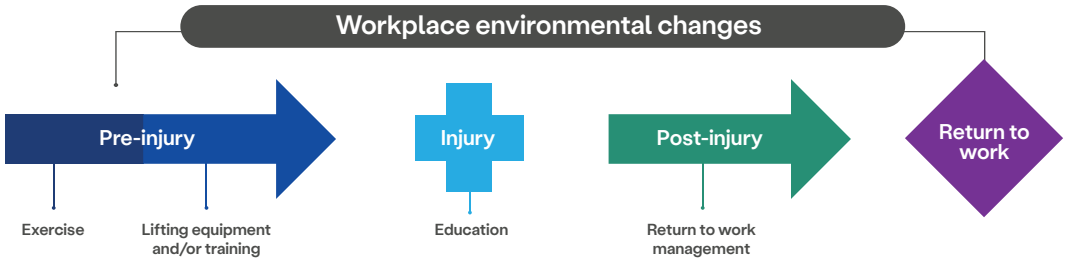
Shift workers may require special consideration.

## Examples

Walking groups during lunch hours.

Provide structured regular fitness classes through your workplace employee program.

Consider remote worker exercise options such as exercise program guides or virtual subscriptions.




This information sheet outlines one of the five key actions recommended by the Interventions to Support the Return to Work or Recovery at Work of Older Healthcare Workers Study conducted by Monash University and funded by EML's **Mutual Benefits Program.**

More information and resources to support you and your workers are available through: eml.com.au/resources/ageing-workforce

*Please note that this material is general information only. It does not take anyone's particular circumstances into account. It is not medical, legal or financial advice.*

EML
MUTUAL SINCE 1910

# Lifting Equipment

Reduce injury rates by promoting the correct techniques for lifting, moving, carrying, pushing or pulling items. Recommend lifting equipment to help to reduce the likelihood and severity of injury.

- Exercise
- **Lifting Equipment**
- Education
- Return to work Management
- Workplace Environment

## Target Audience

Improving lifting techniques and encouraging the correct use of lifting equipment will benefit all employees.

Consistently promoting the correct use of lifting equipment will particularly benefit workers who move heavy or bulky items as part of their regular duties.

## Benefits

Can reduce the incidence of workplace injuries and importantly, can also reduce the severity of injuries when they do occur.

Reduces unnecessary stress and strain on muscles and joints.

## Considerations

By fostering a safety culture, you are helping workers to feel comfortable when using correct techniques.

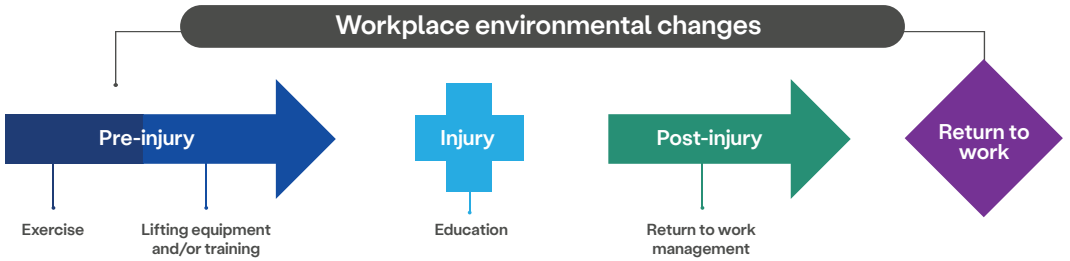
Costs of equipment vary, what options are available to either purchase or hire appropriate equipment with your budget.

To ensure your workers are receptive to changes, consider the best time to review current practices and roll out improvements across your organisation.

## Examples

Hold regular training sessions to teach correct lifting techniques and how to correctly use lifting equipment.

Provide safety posters with clear visual guides in full view of where lifting equipment is being used.




This information sheet outlines one of the five key actions recommended by the Interventions to Support the Return to Work or Recovery at Work of Older Healthcare Workers Study conducted by Monash University and funded by EML's **Mutual Benefits Program.**

More information and resources to support you and your workers are available through: eml.com.au/resources/ageing-workforce

*Please note that this material is general information only. It does not take anyone's particular circumstances into account. It is not medical, legal or financial advice.*

EML
MUTUAL SINCE 1910

# Education

**Increase return to work rates and reduce recurrence rates by encouraging a greater understanding of the workers compensation system, including the worker's role, rights and responsibilities throughout a claim**

- Exercise
- Lifting equipment
- **Education**
- Return to work Management
- Workplace Environment

## Target Audience

Providing early education to managers (pre-claim), helps them to effectively support injured workers to:

- confidently navigate the process (through to post-injury/claim)
- understand their rights and responsibilities.

## Benefits

Workers who understand their rights and responsibilities are empowered to direct their own recovery.

Understanding the claims process and what is expected of them, makes for a more positive experience for both managers and injured workers.

## Considerations

Injured workers may have difficulties navigating the workers compensation system and require extra support.

In-person or online training options may be available.

What appropriate digital and/or physical resources can be provided to embed learnings.

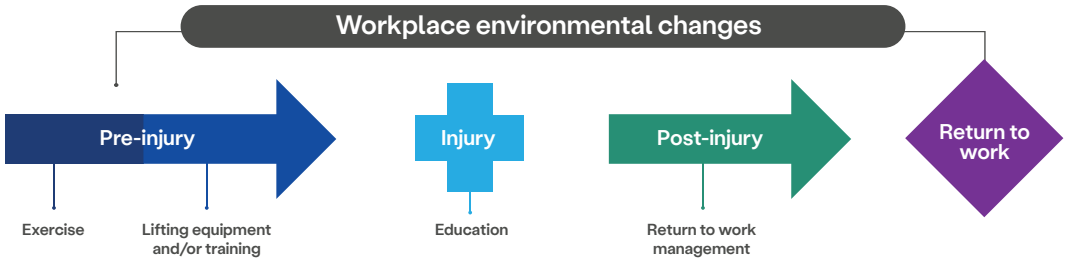
## Examples

Current workers compensation systems and processes.

Upfront and ongoing support for managers and workers.

Ongoing communication regarding progress.

Returning to work and in what capacity.




This information sheet outlines one of the five key actions recommended by the Interventions to Support the Return to Work or Recovery at Work of Older Healthcare Workers Study conducted by Monash University and funded by EML's **Mutual Benefits Program.**

More information and resources to support you and your workers are available through: eml.com.au/resources/ageing-workforce

*Please note that this material is general information only. It does not take anyone's particular circumstances into account. It is not medical, legal or financial advice.*

EML
MUTUAL SINCE 1910

# Return to work Management

**Support injured workers through their recovery and the return to work process to increase return to work rates, decrease duration of working time lost and improve redeployment measures.**

- Exercise
- Lifting equipment
- Education
- **Return to work Management**
- Workplace Environment

## Target Audience

Employees who are charged with resourcing for and/or planning for an injured worker's return (such as Return to Work Coordinators or managers).

Injured workers.

## Benefits

Providing a worker with effective support throughout their recovery and return to work process improves outcomes for them. Also, successfully supporting an injured worker return to work increases the confidence of managers.

## Considerations

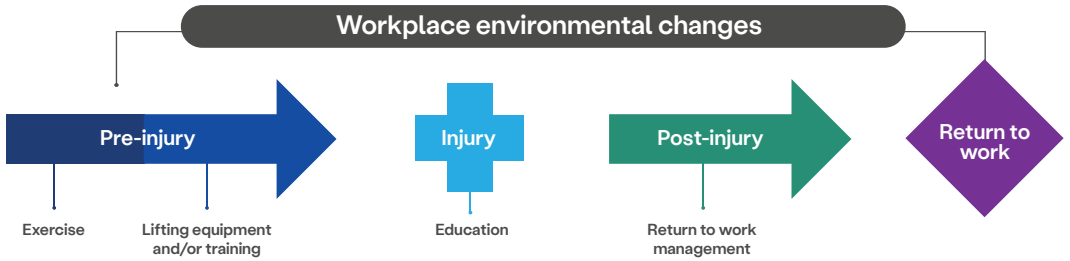
A clear understanding of the role that each member of the health care team plays in the recovery and return to work process is crucial (including the fundamental tasks that define the job).

The location and nature of the workplace.

## Examples

Examples of resources that can support positive return to work outcomes include:

- job dictionary
- job task analysis
- return to work checklist
- support for partial return to work and/or alternate roles
- support for upskilling and/or role change.




This information sheet outlines one of the five key actions recommended by the Interventions to Support the Return to Work or Recovery at Work of Older Healthcare Workers Study conducted by Monash University and funded by EML's **Mutual Benefits Program.**

More information and resources to support you and your workers are available through: eml.com.au/resources/ageing-workforce

*Please note that this material is general information only. It does not take anyone's particular circumstances into account. It is not medical, legal or financial advice.*

EML
MUTUAL SINCE 1910

# Workplace Environmental Change

**Create a positive workplace culture (where workers feel supported by their leaders and peers) which will help improve staff retention and return to work rates, increase employee morale and work efficiency across your organisation.**

- Exercise
- Lifting equipment
- Education
- Return to work Management
- **Workplace Environment**

## Target Audience

All senior leaders, managers and supervisors play a crucial role in any successful program of positive cultural change within an organisation.

## Benefits

Can lead to improved rates of staff wellbeing and therefore employee retention.

A reputation of having a positive workplace culture can impact the recruitment of quality staff.

Improved patient safety and care (in healthcare settings).

## Considerations

Top-down approach (where senior managers are seen to take the lead) is required for changes to be successfully embedded in an organisation.

Not all areas of an organisation will require a cultural shift.

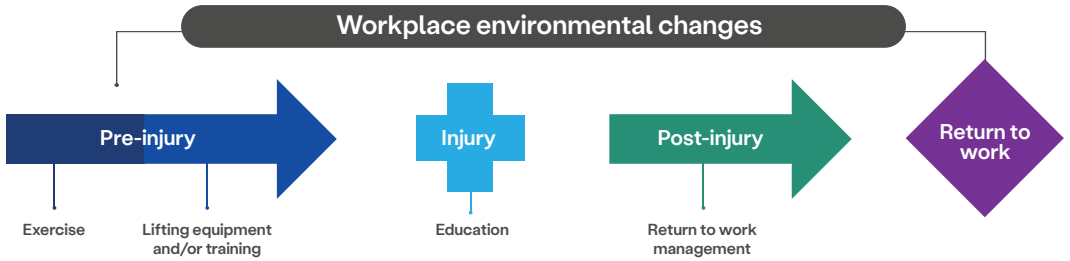
Any change can be met with resistance and/or criticism.

Will take time to implement and see results.

## Examples

Use a scorecard to determine how employees feel about the workplace culture and to identify opportunities for improvement.

Results can help senior management recognise problem areas within the organisation which provides an opportunity to make changes which deliver positive cultural change.




This information sheet outlines one of the five key actions recommended by the Interventions to Support the Return to Work or Recovery at Work of Older Healthcare Workers Study conducted by Monash University and funded by EML's **Mutual Benefits Program.**

More information and resources to support you and your workers are available through: eml.com.au/resources/ageing-workforce

*Please note that this material is general information only. It does not take anyone's particular circumstances into account. It is not medical, legal or financial advice.*