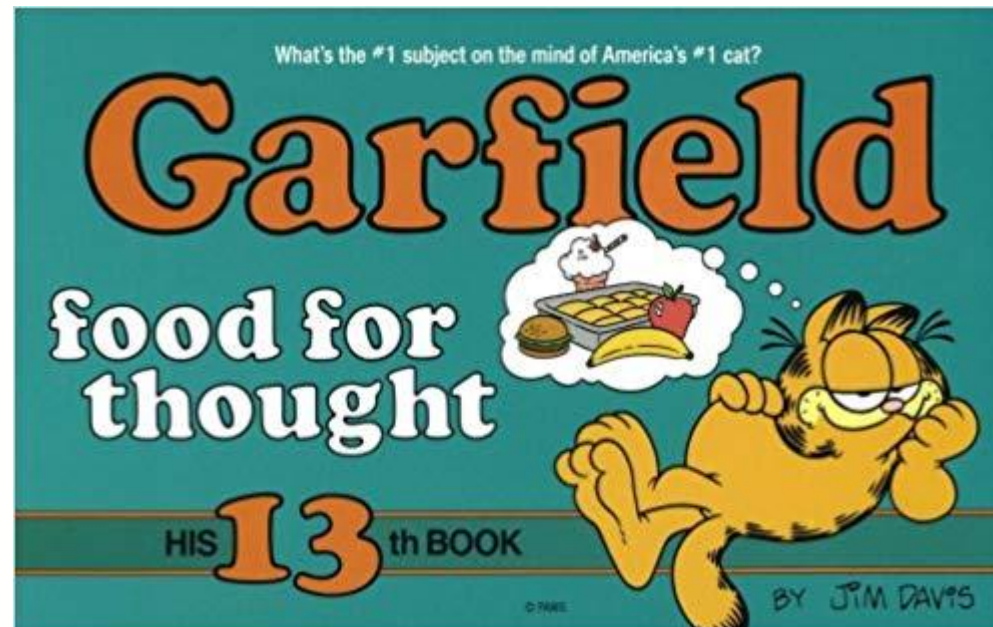


Paper Cuts & Coffee Safety in the Office





Myth: Workers are banned from putting up Christmas decorations in the office



The reality

Bah Humbug! Each year we hear of companies banning their workers from putting up Christmas decorations in their offices for 'health and safety' reasons, or requiring the work to be done by a 'qualified' person.

Most organisations including HSE and local councils manage to put up their decorations, celebrating the spirit of Christmas without a fuss. They just sensibly provide their staff with suitable step ladders to put up decorations rather than expecting staff to balance on wheelie chairs.

The Wrong Focus



- Taking away self responsibility to manage risk
- Focus is on the mundane, not the critical

The Wrong Focus



- Turns people off
- Sends the wrong message
- Dumbing down the workforce

There is More to Health and Safety!



Real Issues in Today's Workplace



Mental Health

















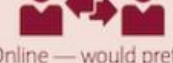




Bullying and Intimidation



Inter-generational Implications


Chart 1: An overview of the working generations

Characteristics	Maturists (pre-1945)	Baby Boomers (1945-1960)	Generation X (1961-1980)	Generation Y (1981-1995)	Generation Z (Born after 1995)
Formative experiences	Second World War Rationing Fixed-gender roles Rock 'n' Roll Nuclear families Defined gender roles — particularly for women	Cold War Post-War boom "Swinging Sixties" Apollo Moon landings Youth culture Woodstock Family-orientated Rise of the teenager	End of Cold War Fall of Berlin Wall Reagan / Gorbachev Thatcherism Live Aid Introduction of first PC Early mobile technology Latch-key kids; rising levels of divorce	9/11 terrorist attacks PlayStation Social media Invasion of Iraq Reality TV Google Earth Glastonbury	Economic downturn Global warming Global focus Mobile devices Energy crisis Arab Spring Produce own media Cloud computing Wiki-leaks
Percentage in U.K. workforce*	3%	33%	35%	29%	Currently employed in either part-time jobs or new apprenticeships
Aspiration	Home ownership	Job security	Work-life balance	Freedom and flexibility	Security and stability
Attitude toward technology	Largely disengaged	Early information technology (IT) adaptors	Digital Immigrants	Digital Natives	"Technoholics" — entirely dependent on IT; limited grasp of alternatives
Attitude toward career	Jobs are for life	Organisational — careers are defined by employers	Early "portfolio" careers — loyal to profession, not necessarily to employer	Digital entrepreneurs — work "with" organisations not "for"	Career multitaskers — will move seamlessly between organisations and "pop-up" businesses
Signature product	 Automobile	 Television	 Personal Computer	 Tablet/Smart Phone	Google glass, graphene, nano-computing, 3-D printing, driverless cars
Communication media	 Formal letter	 Telephone	 E-mail and text message	 Text or social media	 Hand-held (or integrated into clothing) communication devices
Communication preference	 Face-to-face	 Face-to-face ideally, but telephone or e-mail if required	 Text messaging or e-mail	 Online and mobile (text messaging)	 Facetime
Preference when making financial decisions	 Face-to-face meetings	 Face-to-face ideally, but increasingly will go online	 Online — would prefer face-to-face if time permitting	 Face-to-face	 Solutions will be digitally crowd-sourced

Asbestos





Ergonomics



PREVENTION. CARE. RECOVERY.
Te Kāpōrehana Awhina Munga Whānau

HabitAtWork

HabitAtWork is an educational tool promoting self-help and problem solving for preventing and managing discomfort, pain and injury.
Learn more and assess yourself by choosing your work environment.

→ Office 2.0


Industrial ←

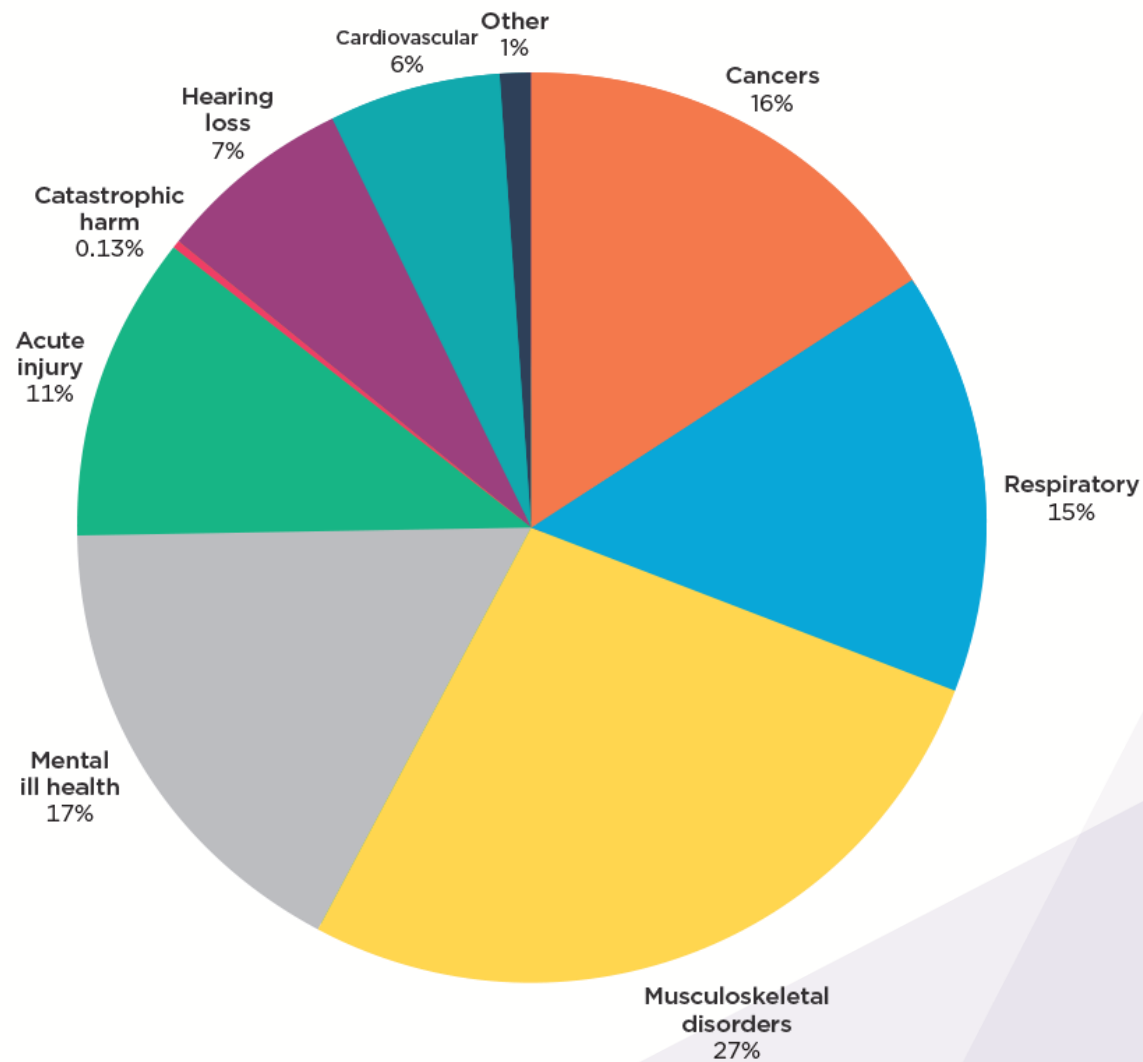
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Occupational Illness - 900



Aging Workforce



Employees aged over 50 years are the fastest growing demographic

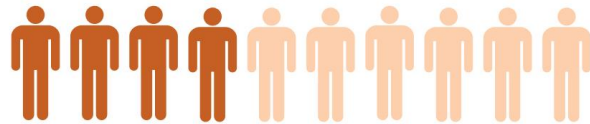
By 2030:

55%

increase in employees aged over 50 years



Account for **40%**



of the workforce



Cost and productivity loss due to ill health

Doubling of medical costs per employee:

2016

\$946

2030

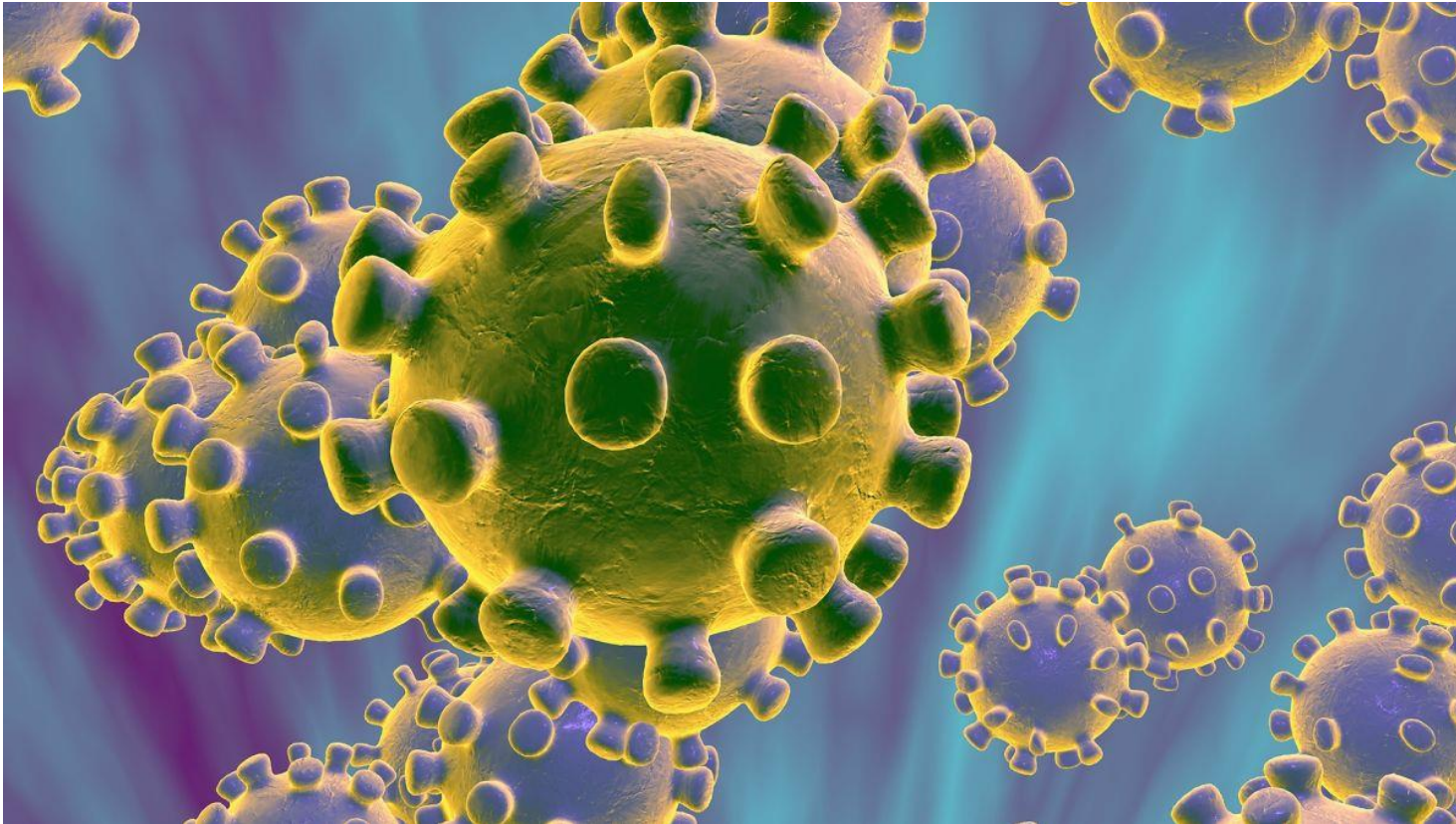
\$1,973

Productivity loss due to sickness absenteeism:

\$3.3 billion

Approximately 1% of GDP

Pandemics



Physical Hazards





YOUR
CULTURE
IS YOUR
BRAND