SPEAKERS

Barbara Moll, Manager Education, Research & Workforce Development, South West Healthcare

Kate McCormack, Group Executive Director People, Learning & Culture, Mercy Health

Pamela Atkinson, Senior WHS Consultant, Worksafe Tasmania, Department of Justice

Bernadette Goulding, National Advisor, Health & Workers Compensation, Carlton United Breweries

Tony Johnston, Program Manager, Assurance, Health & Wellbeing, Queensland Health

Toni Strutt, Rehabilitation Manager, Workers Compensation Claims, QBE Australia

Belinda Ayres, Manager People & Culture, City of Kingston

Stephen Hehir, Manager, Safe Design, Enterprise Safety, Australia Post

Neil Logan, Health, Wellness & Safety Advisor, IRT

Phil Lovelock, Senior OHS & Policy Advisor, Training & Business Sustainability, VECCI

Andrew Douglas, Victorian Head, Workplace Relations, M+K Lawyers

Dr Caroline Howe, Executive Director, Think Howe

Valerie Caines, Director, Cognitrix HR Consulting

Paul Marsh, Director, P2 Group

Elizabeth Wotherspoon, Director, Employee Relations & Health, Safety Wellness, Austin Health

David Norris, Director, Get Healthcare Direct

Dr James Murray, Managing Director, Soft Tissue Centre

Elizabeth Brooke, Associate Professor, Swinburne University

Rafal Chomik, Senior Research Fellow, Centre of Excellent in Population Ageing Research (CEPAR)

Deborah Beattie, OHS & IM Manager, St John of God Burwood Hospital

EARLY BIRD DISCOUNTS AVAILABLE
SAVE $440 OFF THE STANDARD PRICE

KEY BENEFITS OF ATTENDING

- Develop engagement programs to support health and wellbeing in mature age workers
- Examine age management strategies to increase retention of mature employees
- Develop effective job design to meet the needs of your ageing workforce
- Achieve an age inclusive culture to reduce discrimination and pre-conceptions
- Implement innovative succession planning strategies to prepare for the future workforce gap
- Create strategies to close the ageing gap and minimise intergenerational challenges

SPECIAL FEATURES

- 8 Innovative case studies
- 2 Interactive sessions
- 18+ Industry experts
- 2 Interactive workshops

ENDORSER

MEDIA PARTNER
MODELS TO SUPPORT THE AGEING WORKFORCE

CONFERENCE DAY ONE: WEDNESDAY 29TH JULY

8:00 Registration Opens
9:00 Opening remarks from the Chair
Dr James Murray, Managing Director, Soft Tissue Centre

THE FUTURE OF AN AGEING AUSTRALIA

9:10 An Ageing Australia: Preparing for the future
• Ageing as a global phenomenon
• Projecting Australia’s demographic and economic future
• What does this mean for the labour force
Rafal Chomik, Senior Research Fellow, Centre of Excellent in Population Ageing Research (CEPAR)

9:50 Recognising the value of older workers
• Embedding a corporate strategy that includes mature aged employees
• Retaining tacit knowledge, mentoring and improving wellbeing
• Cultivating a community of diverse staff who work well together
Elizabeth Wotherspoon, Director, Employee Relations & Health, Safety Wellness, Austin Health

SUCCESSION PLANNING FOR AN AGEING WORKFORCE

10:30 Morning Tea
11:00 CASE STUDY
Reducing manual handling risks through an efficient Human Factors/Ergonomics (HFE) approach
• Ensuring a safe design catering for an ageing workforce
• Safe design of a Parcel Sorting System for an ageing workforce
• Fitting new equipment and systems to match the capacity of a diverse workforce
Stephen Hehir, Manager, Safe Design, Enterprise Safety, Australia Post

11:40 Examining strategies to increase retention of mature employees
• Applying prevention strategies for loss of knowledge and skill shortages
• Preventing the mismatch between employee skills & competencies and the requirements of the job
• Avoiding restrictions on company growth through shared goals
• Understanding ever-changing IR and OHS laws
Dr Caroline Howe, Executive Director, Think Howe
Andrew Douglas, Victorian Head, Workplace Relations, M+K Lawyers

12:20 Luncheon
1:20 PANEL DISCUSSION
Making age an advantage for your organisation
• Developing effective job design to meet the needs of your ageing workforce
• Achieving an age inclusive culture to reduce ageism and pre-conceptions about age
• Creating ways to close the gap to minimise intergenerational challenges
Panellists:
Dr Caroline Howe, Executive Director, Think Howe
Andrew Douglas, Victorian Head, Workplace Relations, M+K Lawyers
Stephen Hehir, Manager, Safe Design, Enterprise Safety, Australia Post
Paul Marsh, Director, P2 Group

2:00 CASE STUDY
An older employee has been injured in the course of their employment: how do we respond?
• Determining the impact of considering comorbidities within the workers compensation system
• Establishing the power of “stakeholder intelligence” in achieving the best outcomes for older workers
• Discovering the relationship between an age centric response to work related injuries and successful RTW outcomes
Toni Strutt, Rehabilitation Manager, Workers Compensation Claims, QBE Insurance

2:40 Afternoon Tea
3:10 CASE STUDY
Implementing programs to assist with skills migration
• Developing autonomous and self-motivated learners
• Opportunities for learning and development, demotion and career transfer
• Building alternative working arrangements to gradually phase into retirement
Barbara Moll, Manager Education, Research and Workforce Development, South West Healthcare

3:50 Putting health at the forefront to prevent physical decline
• Taking a holistic view to wellness using the WorkAbility Model
• Strategies to engage and lead your workforce to live a healthy life
• Underpinning risk management strategies for mature age workers
Paul Marsh, Director, P2 Group

4:30 Providing sustainable employability
• Valuing older workers, tailoring flexibility and inclusive practice
• Embracing change, accepting challenges and providing new opportunities
• Employing strategies to boost productivity
Dr James Murray, Managing Director, Soft Tissue Centre

5:10 End of day one

CONFERENCE DAY TWO: THURSDAY 30TH JULY

8:00 Registration Opens
9:00 Opening remarks from the Chair
Dr James Murray, Managing Director, Soft Tissue Centre

EMBEDDING A SUSTAINABLE EMPLOYABILITY MODEL

9:10 KEYNOTE
Encouraging a positive workplace culture
• Incorporating long term strategic workforce planning by incorporating support to reduce ageism
• Educating employees about the older workforce and their position as company role models
• Ensuring respect and dignity to ageing workers across the board
Kate McCormack, Group Executive Director People, Learning & Culture, Mercy Health

9:50 CASE STUDY
Managing barriers to returning from injury
• Preventing barriers through safety, health and wellbeing
• Delivering appropriate support, resources and training
• Safeguarding health through a combination workplace initiatives and redesigned workplace practices matched to individual capabilities
Tony Johnston, Program Manager, Assurance, Health and Wellbeing, Queensland Health

10:30 Morning Tea
MODELS TO SUPPORT THE AGEING WORKFORCE

11:00 CASE STUDY
Implementing an ageing strategy to improve morale, teamwork, and productivity
- Shifting workplace behaviours through positive marketing to attract older workers
- Instilling a culture that encourages and manages intergenerational interaction
- Normalise mature aged participation for the benefit of sense of belonging and ongoing value

Belinda Ayres, Manager People and Culture, City of Kingston
Elizabeth Brooke, Associate Professor, Swinburne University

11:40 Establishing a safety culture: One size doesn’t fit all
- How to engage employees of all demographics in the same safety practices
- Changing behaviors buy gaining organisation buy-in
- Attracting and retaining talent in line with your company culture

Deborah Beattie, OHS & IM Manager, St John of God Burwood Hospital

12:20 Luncheon
1:20 PANEL DISCUSSION
Developing engaged workers and promoting a positive workplace
- Assisting with flexibility agreements
- Encouraging discussions about diversity in the workplace
- Attracting and retaining ‘fit for the role’ candidates
- Positioning retirement planning as a top priority in the organisations framework

Panellists:
Belinda Ayres, Manager People and Culture, City of Kingston
Kate McCormack, Group Executive Director People, Learning & Culture, Mercy Health
Tony Johnston, Program Manager, Assurance, Health and Wellbeing, Queensland Health
Elizabeth Brooke, Associate Professor, Swinburne University

DRIVING SAFETY & WELLBEING TO MAINTAIN CAPACITY
2:00 Optimising the benefits of physical, psychological and social health
- Implementing engagement programs to promote physical, psychological, spiritual and emotional wellbeing in mature aged workers
- Applying policies and procedures for best practice
- Supporting physical capacity in the workplace through the promotion of fitness and wellbeing

Neil Logan, Health, Wellness and Safety Advisor, IRT

2:40 Afternoon Tea
3:10 CASE STUDY
Building frameworks for the future of the ageing workforce
- Reducing safety risks for mature employees
- Considering changes in your work environment to keep ageing workers safe, healthy and productive
- Understanding how a safe and healthy work environment benefits mature aged workers

Pamela Atkinson, Senior WHS Consultant, Worksafe Tasmania, Department of Justice

3:50 CASE STUDY
Alternative options to reduce OHS risks for mature employees
- Scaling down hours and introducing flexible work hours
- Providing incentives to encourage more recreation time
- Ensuring access to effective equipment, training and other assistive tools

Bernadette Goulding, National Advisor, Health & Workers Compensation, Carlton United Breweries

4:30 Embedding best practice in OH&S via effective leadership at the unit level
- Employing sound leadership foundations from the top to the bottom
- Ensuring employees take responsibility for their own safety and the safety of others
- Understanding how to best mould a constant OH&S model

Phil Lovelock, Senior OHS and Policy Advisor, Training & Business Sustainability, VECCI

5:10 Closing remarks from the Chair and conference adjourns

DAY 3 POST-CONFERENCE WORKSHOPS
FRIDAY 31ST JULY

WORKSHOP A: 9:00 – 12:00
How to attract and retain an ageing workforce

Attracting and retaining older workers can be challenging however, the implementation of policy seeks to remodel employment practices and processes to better accommodate the needs of older workers.

This workshop will explore strategies which will entice mature age workers to continue their career while continuing to meet the needs and aspirations of younger workers, minimising intergenerational challenges.

This highly interactive workshop will explore how to:
- Build a business case for age smart programs
- Promote the physical, mental, and social ageing processes and their meaning with respect to work
- Communicate strategies focusing on business concepts and future visions
- Attract and retain experienced aged workers
- Develop leadership groups and success at managing an age diverse workplace

Facilitator:
David Norris, Director, Get Healthcare Direct

LUNCHEON: 12:00 – 1:00

WORKSHOP B: 1:00 - 4:00
How to lead your organisation through the transformational change of an ageing workforce

Baby Boomers are set to retire from the workforce during the next decade or so and will take with them irreplaceable levels of experience.

This workshop will examine methods to ensure the longevity of employment and flexibility for succession management purposes. Organisations must move quickly to capture and protect difficult to replace intellectual capital.

In this practical workshop you will learn how to:
- Develop a business case to address your ageing workforce issues
- Develop a workplace culture that embraces age diversity
- Understand and address your older worker’s needs through the entire employee lifecycle
- Identify and manage the ‘push/pull’ retirement factors
- Identify ways you can support older workers
- Address future workforce and success planning issues

Facilitator:
Valerie Caines, Director, Cognitrix HR Consulting
MODELS TO SUPPORT THE AGEING WORKFORCE

HUM37 REGISTRATION FORM

REGISTRATION FEE (including GST)

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Discounted Rates for Health Care Providers & NFPs

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Register & book before

- **15 May 2015**
- **5 June 2015**
- **26 June 2015**
- **17 July 2015**

STANDARD PRICE

**Conference Only**

- **15 May 2015**
- **5 June 2015**
- **26 June 2015**
- **17 July 2015**

**Conference Plus 1 Workshop**

- **15 May 2015**
- **5 June 2015**
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**Conference Plus 2 Workshops**

- **15 May 2015**
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Choose between:

1. **EARLY BIRD DISCOUNT.** Register and pay by a deadline indicated above to achieve up to 20% SAVINGS on the Standard Rate. Registrations received without payment are ineligible for an Early Bird Discount and will be charged at the Standard Rate.

2. **TEAM DISCOUNT.** (i) Register 3 delegates and receive a $1000 DISCOUNT off the Standard Price (ii) Register 4 delegates and receive the 5th ticket FREE off the Standard Price

All group registrations must be from the same company, at the same time and for the same event. Registrants must choose between the most advantageous discount option.

DATE & VENUE

- **MELBOURNE**
  - 29th-31st July 2015
  - Rendezvouz Hotel
  - 328 Flinders Street,
  - Melbourne VIC 3000
  - Ph: +61 3 9250 1888

DELEGATE DETAILS

Today's date:    /    /    

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Job Title:
Phone:
Email:

Delegates 2 & 3

Company:
Postal Address: PO BOX/STREET ADDRESS

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