



Nippon Yakin Kogyo Co., Ltd.

## Educating workers over 40 about safety

Employee training and health Safety

### Challenge

It goes without saying that employee safety is one of the most important issues in manufacturing stainless steels. Of the 220 or so industrial accidents in the ten-year period between 1992 and 2001, about 40% involved workers aged 40 or above. These workers were presumably experienced in their work.

The high level of accidents amongst this group of workers prompted us to implement safety measures which focus on middle-aged and elderly workers. These measures are in addition to the routine safety practices all employees must observe.

## Action

Analysis of the causes of the industrial accidents involving workers over 40 showed that a primary cause was their lack of awareness of the decline in their physical abilities (for example, cardio-pulmonary function and athletic performance).

To address this issue, a new educational programme was provided to all employees aged 40-years or older. The aim of the training was to inform them about age-related declines in physical abilities and to encourage them to work in a way that is appropriate for their age.

The training was provided by a safety management leader who was supported by an external safety consultant. The training was provided in a two-hour session to groups of about 20 workers.

Training covered:

- Age-related declines in physical abilities, and recognising the confidence and pride of workers aged over 40.
- Safety measures which take these issues into account.

A group discussion was also held on safety measures for mature workers.

## Outcome

As a result of this safety training, the number of industrial accidents involving workers aged 40 and older was reduced to an average of four incidents per year for the decade between 2002 and 2011. In 2012 the figure dropped to three incidents in the year.

This compares favourably to the 10 years between 1992 and 2001 when there was an average of nine incidents per year. The training has also had an impact on younger employees. As many of the employees over 40 are in leadership positions in their groups, the improvement in their safety awareness has been passed on to the younger generation.

*Number of accidents per year for employees over 40*

