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**Abstract 48**

Healthy ageing at work: how the implementation of an ecological approach to aged care benefits its workers

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As a result of demographic changes in Australian aged care workplaces, it has become more and more important that workers remain healthy, motivated, competent and productive at work. It is possible to extend working life through improved individual health and lifestyles as well as through healthier work organisation and environment.

This presentation reports on how the implementation of an improved model of wellbeing for residents living in two nursing homes in South Australia has actually benefitted staff to take action for their own healthy ageing. The mutual gains approach to health, safety and wellbeing at work has impacted on individuals' awareness to take responsibility for their own healthy ageing process. This in turn, has impacted on the success of the model with residents.

Staff are encouraged to apply the life-course model of healthy ageing to themselves. While learning about the Partners in Positive Ageing model of wellbeing for residents, staff are introduced to principles of Positive Psychology (Seligman, Peterson, Lyuburmirsky, Fredrickson et al), the Five Standards for Health Promotion (The WHO) and the Science of Wellbeing (Huppert et al) during structured training which underpins the Partners in Positive Ageing model. Staff explore Character Strengths and Virtues, the Flourishing Life, Positive Emotion, finding Flow at Work (Csikszentmihalyi) and Emotionally Intelligent Leadership (Newman). They engage in their own positive ageing journey, become great role models for residents, and more actively contribute to their own healthy workplace.

Results from surveys show that the ecological approach to resident wellbeing increases active participation by both staff and residents in their own healthy ageing behaviours. Creating healthy workplaces is the responsibility of staff as well as management and working together towards common goals in a health promotion framework is shown to improve job satisfaction and sustained work-ability.