Break-Out Session 2

Special Topics
Group 5

Please save under a different name, e.g.
"Break-out Session 2_Group 5_Presentation"

B. Ageing and organisational change (people, procedures, management)

C1. Provide your perspective on how to inspect ageing management in light or organisational change.

- *What sort of organizational elements do you regard to be most relevant for this discussion?*
  - *Human resources management (succession planning, retraining of staff, bringing in new staff with new skills, for small organisations – sharing of information is important)*
  - *Finance, budget (are they spending the same after change in organisation on things like maintenance, planning for future investments?)*
  - *Operations (especially for SMS)*
  - *Procedures-If the company changes in some way, then you have to change procedures (growth, process, etc.)*
  - *Documentation - Sometimes they have old equipment and they don't know their limitations*

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- ***What documentation would you request to see before a visit?***
  - *Basic layout of factory and inventory of assets, documentation of equipment*
  - *Is the documentation complete and relevant for the equipment?*
  - *How have you adjusted to the staff reduction? What are you doing to help staff with the workload?*
  - *Scheduling of shift changes, how shift changes are managed (e.g., communication)*
  - *Do workers have time to ask questions and ask help with problems?*
  - *Incidents and accident reports*
  - *When were procedures last updated?*

  - ***Difficult to enforce***

- *What types of ageing are covered under this topic?*
  - *Ageing of people*
  - *Ageing of competence*
  - *SMS procedures*
  - *Change of leadership can affect all aspects of ageing*
  - *Keeping track of the historic records for different processes, e.g., risk assessments,*

C2. In what circumstances, would the following inspection approach be useful:

a. **Use of standards to determine the level of ageing risk, e.g., gap analysis against a standard?**
   - *HSE has a guidance on organisational change*
   - *OECD Change of ownership guide*

b. **Following a checklist (produced from this workshop)?**
   - *A checklist would be useful building on the concepts in the first question*
   - <u>We need more questions for organisational change!</u>

c. **Asking open questions?**
Yes, also

d. **Other?**
Spotchecks