

## Retire Vially – a narrative

Due to an ageing population, we see an ageing of the workforce as well. This brings specific challenges: this fast growing segment has relatively more issues as sick leave and incapacitation. This has a clear impact for employees, employers, for the healthcare systems (costs results in higher premiums) and also for pension funds or insurers. There is a rationale to prevent this negative trend as much as we can. All stakeholders to the issue have a common interest in ensuring vital retirement and the costs of inaction for them are huge.

However, prevention is often not rewarded in our (health) systems despite the fact that there is a broad interest to accelerate on prevention practices: for containing labour costs that do not result in business value, for the resilience of our economies (because the labour market is growingly under pressure due to ageing of the population), for relieving pressure on health systems and of course for the benefit of the people involved!

AEIP, TELA (FI) and PGGM (NL) join forces to ensure an international dialogue on the topic as no one can do this on its own and as we are aware that sharing good practices will have a real added value.

We are developing an agenda that engages relevant stakeholders, public and private, build on approach that is not only top-down but also bottom-up (community involvement), disseminate data and best practices, interact with governmental agenda(s); and work on systemic innovation, for instance in financing solutions.

To kick off this important public and private journey we organize a Conference where we will set the scene and provide a forecast for the future, including projections for the (economic) burden of inaction, share proven solutions, and connect this to the overall EU-policy context.

- 12:00 Welcome lunch in central hall
- 12:50 Transfer to the auditorium
- 13:00 Welcome by chair *Frido Kraanen* (PGGM)
- 13:05 Opening words on behalf of hosts PFZW
- 13:15 Opening words hosts TELA and Humanis  
*Suvi-Anne Siimes* (TELA) and  
*Bruno Gabellieri* (AEIP)
- 13:25 Results on EU-OSHA campaign Healthy workplaces for all ages & economic aspects on prevention/benefits for society by *Dr. Dietmar Elsler* (EU-OSHA)
- 13:50 Setting the scene and call to action  
*Paul ter Wal* (ANDARE)
- 14:15 Q&A with speakers and hosts
- 14:40 Workshop carrousel instructions
- 14:45 Coffee break and transfer to workshops
- 15:00 Workshop carrousel – first round
- 15:40 Transfer to second workshop
- 15:50 Workshop carrousel – second round
- 16:25 Transfer to auditorium
- 16:30 Workshops Highlights (plenary)
- 16:50 Reflections and Closing
- 17:00 Drinks in central hall



**Organized jointly by :**



**24 JANUARY 2019**  
**ZEIST, THE NETHERLANDS**

# WORKSHOPS

## EIGHT TIMES GREAT PRACTICES TO LEARN FROM

### **Workshop 1: 'Semco Style Healthcare' by Joris Kuppens (Progressional People) - NL**

Joris is an inspiring young speaker connected to Ricardo Semler and the Dutch affiliate of his institute. His workshop will be on Semco Style Healthcare, his view on the effects of autonomy for vitality and employability and his experience with effectively implementing selfmanagement in healthcare organizations.

### **Workshop 2: 'Creating critical conditions' by Wendy Koolhaas (ZorgpleinNoord) - NL**

In her doctoral research as a sociologist, Wendy extensively analysed development, implementation and effectiveness of interventions to increase sustainable employability. The dialogue with professionals – a tailored approach with individual adjustments - appears to be key in overcoming health related obstacles. Nowadays, Wendy brings this into practice in healthcare organizations. She perceived that any effective dialogue has to be founded on a consistent set of critical conditions.

### **Workshop 3: 'Return-to-work programs Finnish style' by Seppo Kettunen (Ilmarinen) - FI**

MD Seppo Kettunen presents the practice of return-to-work programs in the Finnish model. Seppo works as an adjunct chief physician at Ilmarinen Mutual Pension Insurance Company. He will reveal to us how return-to-work programs are designed and how they work in practice. Also you will learn about the results of these programs and how they are continuously developed and improved.

### **Workshop 4: 'Addressing and facilitating later retirement' by Britt Brandum (PKA) - DK**

Britt will present how joint efforts, from public regulation to general agreements between the Social Partners over flexible pension products and a change of counselling have facilitated this development. Britt will also give her view on the challenges to come.

### **Workshop 5: 'Healthy Society' by Brigit Heemskerck (Healthy Society) - NL**

As a former manager en director in healthcare Brigit will be presenting a Stanford-based approach for employees who have a long-term illness or have long-term health problems. The approach is focusing on knowledge promotion, practice health skills and social support of a group. The power of the approach is that it support self-management for employees and it offers the possibility for an organization to set up their own support structure through a train the trainers spread model. During the workshop you will acquaint what the approach is and you will be challenged to think about sustainable employability from a co-creating point of view.

### **Workshop 6: 'Aging prevention centers and further initiatives targeting active employees in France' by Cécile Vokleber (Agirc-Arrco) - FR**

Cecile will present how the Pension network of Agirc-Arrco, at the request of the French social partners, conducts and evaluates several experiments aimed at maintaining employment and returning at work. Employment spaces, prevention centers, as well as "club houses" inspired by the New York Fountain House (mental health), are some of the initiatives carried out in partnership with various public actors.

### **Workshop 7: 'eHealth & prevention programs' by Dejan Malesic (Previmedical) - IT**

Dejan Malesic is Head of Business Development for Previmedical/Previnet, leading Italian based TPA for healthcare, pensions and insurance service. Dejan will share with us how technological solutions (eHealth) can help addressing prevention matters. Two events that can lead to a bold transformation of the prevention process: the availability of large range of affordable medical IoT devices and range of technologies & methodologies of telemedicine including the Artificial Intelligence.

### **Workshop 8: 'e-counselling Best practices for individuals close to retirement' by Chris Launay (Psya) - France/Spain**

E-counselling includes online and on-demand supports to a person close to retirement and in an early-stage of retirement. Chris, as head of International development, explains common psychosocial risks involved and provide best practices in France and Spain to prepare the person for this new stage of life: face any stop of activity, prevent social isolation, manage the new financial reality, build a new family relationship.

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