**Willing to Work: National Inquiry into Employment Discrimination against Older Australians and Australians with Disability**

# Submission No 110

**Name** Matthew Francis Trezise

**Submission made by**

[x]  Older Australian in work

# Submission regarding Older Australians

### **Your experience**

**Have you (or the person you are submitting on behalf of) experienced employment discrimination?**

[ ]  Yes

[ ]  No

[x]  Not sure

**Did you take any action in relation to the employment discrimination you experienced?**

[ ]  Yes

[x]  No

**Please tell us more, for example, what action you took and how effective you felt it was; or why you chose not to take any action.**

Employment in the APS is based solely on merit. Any discrimination against older applicants may well be inadvertent. I researched the employment of older workers in the APS and subsequently contacted the Minister for Human Services to raise the issue. I have resolved to continue to seek employment in the APS.

**Did your experience of employment discrimination impact on your participation in the workforce? (For example, did you have to stop work, change jobs or take sick leave?)**

[x] Yes

[ ] No

**Please tell us more**

I am compelled to remain in a job that is becoming increasingly difficult. As a 64 year old single father with a daughter in Year 9, I have no option but to continue working, at least until I am 68. However, I am most unlikely to be able to continue in my current frequently strenuous role, and would therefore like to move to the APS.

### **Barriers**

**Do you think older Australians/Australians with disability face barriers when they look for work or are in a job?**

[x] Yes

[ ] No

[ ] Not sure

**If yes, or not sure, what do you think these barriers might be?**

An assumption that older workers lack contemporary knowledge and skills.

Younger managers are often uncomfortable about supervising older workers.

**Does employment discrimination have an impact on gaining and keeping employment for older Australians/Australians with disability?**

[x] Yes

[ ] No

[ ] Not sure

**Are there any practices, attitudes or laws which discourage or prevent equal participation in employment of older Australians/Australians with disability?**

[x] Yes

[ ] No

[ ] Not sure

**Please tell us more**

In the APS, selection based solely on merit may disadvantage older workers; employment programs have been introduced to lift the levels of disabled and indigenous workers, and could equally apply to older workers.

**What are the incentives and disincentives for older Australians/Australians with disability to work?**

**Incentives:**

For single parents of pension age, the pension is not sufficient to support their family.

### **Good practice**

**Are there examples of good practice and workplace policies in employing and retaining older Australians/ Australians with disability?**

[ ] Yes

[ ] No

[x] Not sure

### **Solutions**

**What action should be taken to address employment discrimination against older Australians/Australians with disability?**

The Federal Govt should actively seek to employ more older workers in the APS; not to do so, while advocating that the private sector should, would appear hypocritical.

**What should be done to enhance workforce participation of older Australians/Australians with disability?**

An employment program within the Dept of Human Services to assist older workers to improve or update their work skills as a precursor to applying for positions in the Dept.

**What outcomes or recommendations would you like to see from this National Inquiry?**

A recommendation that the APS employ more older workers.