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

# Submission No 152

**Name** Withheld

**Submission made by**

☐ Older Australian in work

[x]  Older Australian looking for work

[x]  Older Australian who would like to work

[x]  Australian with disability looking for work

[x]  Australian with disability who would like to work

# Submission regarding Older Australians / Australians with Disability / Both

### **Your experience**

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

[x]  Yes

[ ]  No

[ ]  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.**

When I attempted to, I was informed that I had no avenues to take.

**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 was made redundant from my position of five years due to a White Tailed Spider Bite, but it was for "Budgetary Reasons". They immediately hired another IT Officer to conduct an audit, but he is still working there, advertising the fact that he is the IT Officer.

### **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?**

**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**

I personally have applied for over 787 positions all over Australia, and as soon as I attend an interview or mention that I have a walking disablity (60% of my leg muscle removed over thirteen surgeries over three months in 2013), the demeanor changes in the panel.

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

**Incentives:**

Anything is better than New Start Allowance.

**Disincentives:**

Anything is better than New Start Allowance.

### **Good practice**

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

[ ] Yes

[x] No

[ ] Not sure

**Please tell us of examples of good practice in employing and retaining older Australians/ Australians with disability in work that you are aware of.**

### **Solutions**

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

Take into consideration the experience and knowledge of the applicant.

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

A hell of a lot more than what is being done now.

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

A fair go for Mature workers / Workers with Disabilities instead of the absolute rubbish that is happening now.