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

# Submission No 178

**Name** Withheld

**Submission made by**

[x]  Older Australian 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?**

[x]  Yes

[ ]  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.**

I wrote to the service manager of the department where I was unsuccessfully applying for work and was advised to submit my CV to HR.

I have applied to go back to work in the field where I have over 30 years experience. I am never offered an interview or given any encouragement.

Due to acute and chronic staff shortages, my old workplace is now employing people with no skills in mental health (where I worked) because they cannot recruit or retain experienced staff.

**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**

Prior to retirement one year ago, I had taken some time off work due to contracting Ross River Fever. When I was ready to go back to work, I had an interview with my team leader and asked to utilise the 'transition to retirement' policy was was supposed to be available to all **[Redacted]** employees if appropriate. I was told I was not eligible for this. I terminated my employment at that time as I knew it was useless to argue with the team leader plus I did not have the energy to fight him on this matter.

### **Barriers**

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

[ ] Yes

[ ] No

[x] 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?**

[ ] Yes

[ ] No

[x] Not sure

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

[ ] Yes

[ ] No

[x] Not sure

**Please tell us more**

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

**Incentives:**

**Disincentives:**

### **Good practice**

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

[ ] Yes

[ ] 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?**

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

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

I would like to see people aged 65 and over, being able to work if they are capable mentally and physically. Retirement should to a large degree be up to the individual and not an institution to push the person out.