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

# Submission No 14

**Name** Withheld

**Submission made by**

[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

[x]  Carer/family member of Australian with disability

[x]  Other: Carer, three post grad degrees

# Submission regarding Older Australians and Australians with Disability

### **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

[ ]  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.**

Fear of reprisal. I am a mature age nurse graduate who has a masters degree and can't get work due to 12 months experience requirement and due to inflexibility of work rosters surrounding my carer role of a person with severe disability.

**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?)**

[ ] Yes

[ ] No

**Please tell us more**

yes, I had to quit my job.

### **Barriers**

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

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

of course, there are many jobs a nurse can do that doesn't require being on a ward for 12 hours.

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

[ ] 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?**

[ ] Yes

[ ] No

[ ] Not sure

**Please tell us more**

yes, bring back the nursing jobs that allowed nurses to get the 12 months experience so when they graduated they could be immediately employed.

**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.**

Having flexible hours, splitting shifts, Having on the job post grad training that is not exclusively new grad placement. i got the first new grad placement I asked for but had to resign because there was no support for part time new grads. The full time new grads got more support so that when I was fostered on, I got no one on the ward to help me but when they were roster end on they had people on the ward they could ask for support from. I lost confidence in my ability and I was frightened that without adequate support, I would cause a patient harm. I asked for more support but by the time it was offered, it was too late. Had I not been a carer of my son, I would have been full time and gotten the support I needed early on.

### **Solutions**

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

NOT HAVING GRADUATES DE-SKILL BECAUSE THEY CANT FIND WORK,!

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

allow multiple ways for new grads to enter the workforce,

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

It would be great not to just are the crappy jobs more accessible but also the high paying, good jobs more accessible to those who want to work