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

# Submission No 16

**Name** Alonzo Llewellyn

**Submission made by**

[x]  Older Australian in 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?**

*Discrimination is when a person is treated less favourably than another person in a similar situation because of a characteristic they have, such as their age, or disability.*

*It is also discrimination when there is a rule or policy that is the same for everyone but has an unfair effect on people who are older or people with a particular disability.*

[x]  Yes

[ ]  No

[ ]  Not sure

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

[x]  Yes

[ ]  No

### **Barriers**

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

[ ] Yes

[x] 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**

As a fulltime employee of the **[redacted]** Government, Who started working at the **[redacted]** Embassy in Canberra at the age of 74 years old? And for the Past five years I have been discriminated against solely BECAUSE of my age. Because I am over 75 years old, I and other employees that are over 75 and still working fulltime are deprived of the benefit of making a **[redacted]** salary sacrifice to our Superannuation Fund which is matched by our employer as workers less than 75 years of age are allowed to do.

No matter how you cut it, that’s plain out right age discrimination!

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

**Incentives:**

To Support themselves and not be on the welfare rolls, and I work because I have to in order to support my family and maintain a healthy life style in today’s Australian economy

**Disincentives:**

The government’s support of this form of discrimination, the rent Treasurer say Australians Should work to an older age but the existing legislation prevents older workers from receiving fair treatment in the current work force

### **Solutions**

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

Treat them as you would other younger Australian workers

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

That the Superannuation legislation Be changed IMMEDIATELY to insure that ALL Australian workers are treated equally regarding their superannuation, the workers over 75 MUST be allowed to have the benefit of making a **[redacted]** salary sacrifice to their Superannuation Fund which is matched by our employer as workers less than 75 years of age are allowed to do.

And persons like me, who have had to miss out on this option for our superannuation, for a number of years, in my case almost 4 years now.

The govern should be required to allow us the opportunity to may voluntary **[redacted]** Salary sacrifices which would be matched by our employer, but the Government must also contribute an additional 3% for the number of years that the older worker missed out on, because of the governments Discriminatory legislation. Which never should have been implemented in the first place?

# Business or Employer Submission

### **About you**

**What is your role within your organisation?**

☐ Owner

☐ Manager

☐ Human Resources Manager

x Other

**If other, please tell us your role within your organisation**

Security Tech

**Is employment discrimination a barrier for older Australians/Australians with disability who are willing to work?**

*Discrimination is when a person is treated less favourably than another person in a similar situation because of a characteristic they have, such as their age, or disability. It is also discrimination when there is a rule or policy that is the same for everyone but has an unfair effect on people who are older or people with a particular disability.*

xYes

☐No

☐Not sure

**If yes, is employment discrimination a barrier (please tick all that are relevant):**

☐While working in a job

X While looking for work

x While dealing with recruitment companies

**What is your experience of recruiting and/or employing older Australians/Australians with disability?**

I formerly worked for **[redacted]** employment and training, as a trainer for mature workers,

I also assisted them in gaining employment in the Computer and retail Marketing industries which I am qualified to teach in.

### **Barriers**

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

X Yes

☐No

☐Not sure

**Does employment discrimination have an impact on older Australians/Australians with disability gaining and keeping employment in your business/industry?**

XYes

☐No

☐Not sure

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

xYes

☐No

☐Not sure

### **Good practice**

**Are there examples of good practice and/or workplace policies for employing and retaining older Australians/ Australians with disability in work in your business/industry?**

xYes

☐No

☐Not sure

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

My Present employer hired me based upon my ability to do the job and not on my age. And in our work place we have a number of Disable workers working full or part time.

**What works well in recruiting and/or retaining older Australians/ Australians with disability in your business/industry?**

Seeing worker who have a disability but are working well along side of their other workers

### **Solutions**

**What would help your business/industry employ and retain older Australians/Australians with disability?**

Don’t Discriminate against workers because of their as the government does NOW.

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

Change All existing legislation so that NO worker will ever be discriminated base on their Age, Race, Religion or Disability.

# Organisation or Government Agency Submission

### **About you**

**What is your role within your organisation?**

[ ]  Owner

[ ]  Manager

[ ]  Human Resources Manager

[x]  Other

**If other, please tell us your role within your organisation**

I am a Regional Security Technician responsible for providing technical security support for all of the [**redacted]** Embassies and Consulates in the south Pacific area.

### **Barriers**

**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**

As stated above in my personal case

### **Good practice**

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

[x] Yes

[ ] No

[ ] Not sure