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

# Submission No 128

**Name** John R McGregor

**Submission made by**

[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?**

[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 was gainfully employed as an Australian Government public servant **[redacted–working overseas]** from 1995 until March 1997 when after a depressive episode lasting more than 2 months I attempted suicide, and 2 days later after my employer was informed I was "presented" with a pre-typed resignation letter in my own name and asked to sign, whilst I was still in my hospital bed **[redacted]**. Because of this I lost all chances of continuing work and of a rehabilitation package, and subsequent attempts at compensation through Comcare and the AIRC have been unsuccessful. I have been on the DSP and unemployed since, sometimes earlier thinking I had been blacklisted by my former employer, never to find employment again despite University qualifications, 6 languages and employment experience in Australia, Japan, China, Korea and Spain. I still wish that somehow an investigation could be held into why I was not presented with any options, such as leave without pay or work rehab, and would be grateful for your comments.

**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 told to sign a pre-typed resignation letter in my own name, a letter I did not ask for or request. I was given no other options.

### **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**

**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

[x] 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?**