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

# Submission No 9

**Name** Susan Joan Fleming

**Submission made by**

[x]  Older Australian in work

# Submission regarding Older Australians

### **Your experience**

**Gender**

[x]  Female

[ ]  Male

[ ]  X (Indeterminate/Intersex/Unspecified)

**Are you of Aboriginal or Torres Strait Islander descent?**

[ ]  Aboriginal

[ ]  Torres Strait Islander

[ ]  Both

[x]  No

**Are you from a culturally and linguistically diverse background?**

[ ] Yes

[x] No

**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.**

I was employed by **[redacted]** as a PCA, It took four weeks of interviews, online medicals, more interviews and I was informed , 'Congratulations you have been successful in your application"!

I signed the employment contract and started worked the next day! I then received a phone call from **'[redacted]'**, assuming she is 'Human Resources', - she informed me that I could not work the next day as scheduled as there was a problem with my online medical (which was 2 weeks prior) and I had already worked one day and everything was fine! Was stuffed around by them, couldn't take any more stress and lies from them! They then wanted me to come in for a meeting and I could bring a support person! Don't know why it was happening and it was very stressful for me. I decided they had lied so much and caused me so much stress that I couldn't possibly work there anyway so didn't want to attend their meeting and cause myself more stress.

I joined an agency and began work with them, worked in many aged care facilities and really loved one of them - was chatting with some of the residents and they stated 'We have been watching you and you are good, you should apply for a job here', I replied, I love it here can you be my referees? They told me to talk to the Manager which I did and she told me to bring in my resume the following week.

When I arrived for my interview the Manager told me that the residents I had spoken to had visited her twice that week to ask her if she had employed me yet!

The manager (a lovely woman then stated 'we are told not to employ older people but I like you and am going to employ you anyway'! I was employed by this organisation because of this manager - she knew I would be great at my job as I had 25 years experience as a State Enrolled Nurse previously and had lots of experience.

I had applied for over 150 jobs prior to that and couldn't even get a job as a 'Dishwasher' as I was not experienced enough!

I have many fields of experience - State Enrolled Nurse, 'Cert 1V Phlebotomist, 'Diploma of Illustrative Photography', 'Real Estate Agent', 'Travel Agent', as well as decades of education and courses BUT COULDN'T GET A JOB !

**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**

I was a Div 2 Nurse for 25 years, my registration lapsed for 6 years, cost for re-entry $10,000 and no pay for 6 - 12 weeks on placement! Couldn't afford it as I am a single parent with a son doing yr 11! I

### **Barriers**

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

[ ] 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?**

[ ] 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**

See previous post!

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

**Incentives:**

None!

### **Solutions**

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

T encourage organisations to employ older workers as we have much to offer!