

Supp Submission 14.1
CWK Inquiry (Ex) 15/3

4 Lansell Road
Glen Waverley, Vic., 3150

1 March 2000.

Dr Brendan Nelson
Chairman
House of Representatives Standing
Committee on Employment, Education and
Workplace Relations
Suite R1 116 Parliament House
Canberra ACT 2600.

Dear Dr Nelson,

**Re: Issues specific to workers over 45 years of age seeking employment, or
establishing a business, following unemployment.**

As a further addition to my Submission to the above House of Representatives Inquiry, I wish to draw to the attention of the Committee the attached three (3) items of correspondence.

I enclose this correspondence to encourage the Committee to think beyond the narrow boundaries of present policy initiatives as the following article from the "Declaration on Human Rights" has some relevance:

ARTICLE 23: "Everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment".

Why should I and many fellow Australians be excluded from full participation in the life of our country?

Let me take this opportunity to once again outline my story.

I was formerly the Chief Executive Officer and Director of Nursing of Burwood & District Community Hospital, which was one of the most cost effective and efficient public hospitals in this State. This dual appointment gave me an unprecedented opportunity to forge a new direction for the hospital. Within an environment of government-led reform initiatives, I consistently maintained service excellence and found ways to enhance resources in a creative and flexible manner. This was matched with sustained levels of innovation, productivity and cost effectiveness. During my period of tenure, the power of vision, teamwork, quality values and stewardship enabled the achievement of significant accomplishments, including Australian awards for innovative health care services. My own personal dedication and commitment to healthcare in this Country culminated in an Australia Day Honour 1997.

Following the closure of Burwood Hospital in December 1996, due to Government rationalisation of health services, my position became redundant and I was kept in a

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hiatus for a year. I tried actively to seek employment through the Inner and Eastern Healthcare Network, but no job became available. I was terminated from the Network on 28th November 1997.

Since then the same situation has continued, even though I am highly trained and qualified for the work that I did. I have pursued Career and Outplacement Counselling, as well as Job Search strategies and have been informed, that 75 to 80% of the job market is "hidden", ie it is not advertised.

Furthermore, there appears to be discrimination by potential employers on the grounds of age, maturity and gender, even though there are Acts in this Country against such discrimination. I have applied for 70 jobs in the last 25 months and have been called for interview on one occasion only.

I have had a very successful career path with a breadth of knowledge and diverse experience in the healthcare industry, which has spanned the past 37 years. After so many years of genuine commitment to making a real difference to the lives of so many people, I find my present status of unemployment frustrating, soul destroying and unbelievable.

My dream and vision is that we have a more equitable and truly representative workforce in this country. I know that Australia needs its best minds as we face the new millenium. I can only hope that my knowledge, skills and creativity can be used to make a significant contribution in the years ahead.

Yours sincerely,



Mary T. Archibald. Churchill Fellow PSM