



Appendix C — List of exhibits

No	Individual/Organisation	Exhibit Title
1	Mr Ron Hawkins	Various correspondence
2	Mr Kenneth Wood	A paper written by the sender about his personal work experiences
3	Belconnen Employment Solutions Taskforce	Our Neglected Resource: A Canberra Challenge - Report
4	Ms Mary Archibald	Ms Archibald's Curriculum Vitae and various correspondence
5	Confidential	
6	Sunshine Coast Area Consultative Committee	Document 'A project to examine employment opportunities for the 45-63 age group ...' July 1996
7	Kingston Employment Services	Health Concerns for Unemployed Men from the City of Kingston - Report 10 September 1998
8	Mr Frank Mossfield AM MP	A series of correspondence from a Constituent
9	Professor Sol Encel	Excerpt from 'Managing an Ageing Workforce' Chapter 3 Age Discrimination
10	Professor Sol Encel	'Employment and Unemployment among Older Workers' - Literature Review (by Sol Encel and Helen Studencki)

No	Individual/Organisation	Exhibit Title
11	Mr Mark Tindall	A Poetry Collection by Mark Tindall
12	University of Queensland - Department of Social and Preventative Medicine	Article from Australian Journal on Ageing Vol 15 No 4 'Attitudes of Employees and Employers towards Older Workers in a Climate of Anti- Discrimination'
13	University of Queensland - Department of Social and Preventative Medicine	'Managing an Ageing Workforce' - Chapter 4, Too old to work?
14	University of Queensland - Department of Social and Preventative Medicine	Healthy Ageing Unit - Information paper
15	Ms Anne Monten	Various newspaper articles and notes
16	Ms Anne Monten	Newspaper articles and notes
17	Ms Anne Monten	Correspondence from Martin Ferguson MP and newspaper clipping
18	Mr Patrick O'Neill	Curriculum Vitae (Mr O'Neill)
19	The Salvation Army Employment Plus	Qualitative Research into the Impact of Unemployment - February 1999 Report
20	Confidential	
21	Brotherhood of St Laurence	'Quality Training Through Employment Programs' Submission to the Employment and Skills Formation Council - December 1995
22	Brotherhood of St Laurence	'Life... after ' - Excerpt from publication
23	Jobseeking Over Forty Association Inc	Various newspaper cuttings
24	Ms Anne Monten	Various newspaper clippings

No	Individual/Organisation	Exhibit Title
25	Mr Alan Howard	Curriculum Vitae (Mr Howard)
26	Confidential	
27	Mr Noel Buchanan	Reviews Essential to Resuming Progress (information supplied by Noel Buchanan - Jobseeker)
28	Mr Noel Buchanan	Information on retail experience of Noel Buchanan
29	Mr Noel Buchanan	A community work application from Noel Buchanan
30	Chief Minister of ACT	Pathways to Employment Opportunities (Information Pack)
31	Chief Minister of ACT	Restart - An Incentive Scheme for Mature Aged People (Information and Application Form)
32	Chief Minister of ACT	Pathways to Successful Business Development (Information Pack)
33	Mountains Community Resource Network Inc	Audio Cassette - Employment + Plus broadcast 2BLU 20/5/99
34	Jobs East	Attachment 2(a) - draft marketing material for the Australian Employers Convention
35	Jobs East	Attachment 2(b) - draft marketing material for the Australian Employers Convention
36	Jobs East	Attachment 2(c) - draft marketing material for the Australian Employers Convention
37	Jobs East	Attachment 3 - 'Balancing your Workforce' (draft copy)
38	Jobs East	Attachment 4 - ABS Data Summary - Statistical landscape of workers over the age of 45 years

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39	Employment Victoria, Department of State Development	Skills Pay 1999 Guidelines
40	Employment Victoria, Department of State Development	Profit from Experience (various brochures)
41	Employment Victoria, Department of State Development	Media Release 18/3/99 - Minister for Industry Science and Technology 'Government Pioneers Assistance for 'older' jobseekers'
42	Cabinet Office, New South Wales Government	'Mature Workforce' Policy and Guidelines August 1998 (Premier's Department, New South Wales) Publication
43	Cabinet Office, New South Wales Government	'Gendered Ageism: Job Search Experiences of Older Women' (Department for Women, NSW Committee on Ageing 1997) Publication
44	Cabinet Office, New South Wales Government	'Over the hill or flying high?' An analysis of age discrimination complaints in NSW by Sol Encel and Helen Studencki (Publication)
45	Lions Club of Cambridge Park Inc	Lions Club's Objectives
46	Lions Club of Cambridge Park Inc	Article from <i>Australian Financial Review</i> 3-4 July 1999
47	Lions Club of Cambridge Park Inc	Advertisement from Penrith Press 6 July 1999
48	Lions Club of Cambridge Park Inc	NESB Benefit - long term beneficiaries cross-tabulation
49	Lions Club of Cambridge Park Inc	MAP - Disability Support Pension (1999)
50	Lions Club of Cambridge Park Inc	MAP - New Start Allowance (1999)

No	Individual/Organisation	Exhibit Title
51	Mountains Community Resource Network Inc	The Flexible Firm (Chart)
52	Mountains Community Resource Network Inc	'Cut waste, save energy and create jobs' article from Habitat Australia October 1995
53	Mountains Community Resource Network Inc	'Older Workers: Myths, Evidence and Implications for Australian Managers' by L Bennington and P Tharenou, Monash University (Paper)
54	Mountains Community Resource Network Inc	'Unemployment and the Distribution of Work' by V Fatseas and G Walker, Charles Sturt University (Research Seminar Paper)
55	Centrelink	Centrelink - Request for Exit Form
56	Mountains Community Resource Network Inc	'Self-Employment as a Career Option for Redundant Workers' by Judy H Gray Working Paper 51/98 September 1998
57	ACTU	'Managing an Ageing Workforce - A Guide to Good Practice' by Alan Walker (Booklet)
58	Professor Sol Encel	'Managing an Ageing Workforce in Britain and France' by Anne-Marie Guillemard, Philip Taylor and Alan Walker (Paper)
59	Mr R Highfield	'Living on a Knife Edge' (Article from The Newcastle Herald, Sat 17 July 1999)
60	Queensland Rail	'Queensland Rail, Great South Pacific Express' March 1998 (Video)
61	Queensland Rail	'Turning a dream into reality' The story of the Great South Pacific Express (Book, Queensland Rail)

No	Individual/Organisation	Exhibit Title
62	Lions Club of Cambridge Park Inc	Commonwealth Seniors Health Card, A Guide to Concessions - brochure
63	Labour Market Policy Group, Department of Employment, Workplace Relations and Small Business	Summaries of Focus Group Discussions and Attachment D 'International Differences in the Labour Force Status of Mature Age and Older Age Persons'
64	Mrs Beryl Mitchell	Various correspondence
65	Mrs Diane Michel	Position Statement 23-7-99 (Document)
66	Shoalhaven Area Consultative Committee	Appendix A - Job Seeker Survey Results
67	Shoalhaven Area Consultative Committee	Appendix B - Employers Survey Results
68	Shoalhaven Area Consultative Committee	Appendix C - Job Seeker Survey
69	Shoalhaven Area Consultative Committee	Appendix D - Power Point Presentation
70	Brotherhood of St Laurence	'Existing but not Living' Compiled by Sue Jackson & Mary Crooks October 1993
71	Port Pirie Central Mission Inc	'Caring for Country People' (leaflet)
72	Ms Valerie Williams	'Don't Tell Them you are 50' (article from That's Life August 1999)
73	South East Area Consultative Committee Inc	'Strengthening the Partnership' (Information Pack) National Network of Area Consultative Committees
74	Anti-Discrimination Board of NSW	'Training Sessions for Employers & Service Providers' (Leaflet)

No	Individual/Organisation	Exhibit Title
75	Office of Seniors Interests	'Mature-Age Employment in Western Australia' A report prepared for the WA Office of Seniors Interests by Anne Hawke, Frances Robertson & Keith Norris
76	Employment SA, Department of Employment, Training and Education	'Employment Statement 1999-2000' (Government of South Australia)
77	Chief Minister of ACT	Employment by Industry (Graph)
78	Volunteering Australia	'Standards for involving Volunteers in Not For Profit Organisations' (Manual of Standards developed by Volunteering Australia)
79	Older Men:New Ideas (OM:NI)	Article from The Economist 14/9/99 'A Full Life'
80	Grey Army	Correspondence (from Mrs Margaret May MP dated 22.9.99)
81	Grey Army	Grey Army Information Pack
82	Grey Army	Gold Coast Small Business Consumer Guide 1999 (Grey Army 1999)
83	Grey Army	Grey Army News Composite (Video)
84	Centrelink	Focus on experience (NSW Mature Age Program) - leaflet
85	Centrelink	Article: 'The Age of Forgetfulness' by Richard Worsley in People Management (30 June 1999)
86	Centrelink	Article: 'Anti-ageism protagonists divided on voluntary code' by Mark Whitehead in People Management (30/6/699)

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87	Centrelink	Article: 'Grey areas' by Jane Pickard in People Management (29 July 1999)
88	Davidson & Associates	D&A News Release and supporting statistical data
89	Training and Industrial Relations, Queensland Government	Submission Attachment 1 - Submission to the Jobs Policy Council (Meeting date 17 February 1999)
90	Training and Industrial Relations, Queensland Government	Submission Attachment 2 - Information from the Office of Ageing
91	Training and Industrial Relations, Queensland Government	Submission Attachment 3 - Phone-In on Age Discrimination in Queensland
92	Training and Industrial Relations, Queensland Government	'Breaking the Unemployment Cycle' Qld Labour Force Symposium 1999 & Experience Pays: Qld Mature Age Workforce Symposium 1999 (Information pack)
93	University of Queensland - Department of Social and Preventative Medicine	'In Recruiting, What Age Group Would You Prefer?' (Graph)
94	University of Queensland - Department of Social and Preventative Medicine	'Computer Literacy (1999)' (Graph)
95	University of Queensland - Department of Social and Preventative Medicine	'Self Reported Computer Literacy' (Graph)
96	University of Queensland - Department of Social and Preventative Medicine	Healthy Ageing in Rural Communities in Queensland by Margaret Steinberg & Anna Nichols - April 1999 (Report)
97	University of Queensland - Department of Social and Preventative Medicine	Computer Literacy in Queensland - implications for education, training and employment by Healthy Ageing Unit - March 1999 (Report)

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98	University of Queensland - Department of Social and Preventative Medicine	The Mature Age Labour Force by Workforce Strategy Unit, Employment Taskforce, Queensland Government - Feb 1999 (Report)
99	University of Queensland - Department of Social and Preventative Medicine	Modified Finnish Model - 1998 (table)
100	East Coast Training & Employment	Graphs showing responses to an Employment Survey
101	East Coast Training & Employment	Actual completed surveys conducted by East Coast Training and Employment
102	Mr John Cameron	Question without Notice to the Minister for Family and Community Services, Senator the Hon J Newman (14/10/99) and Senator Newman's response
103	Mr John Cameron	'Work no Place for over 35s' Article by Shelley Thomas, Courier Mail 1999
104	Mr John Cameron	'Reforms make Firms Ripe for Picking' Article by James McCullough, Courier Mail 11 October 1999
105	Mr John Cameron	Executive Summary from 'Rethinking Work and Retirement' by Dr Vince Fitzgerald for the National Australia Bank, October 1999
106	Mr John Cameron	Interview with Cheryl Kernot MP, Shadow Minister for Employment & Workplace Relations - taken from the internet in October 1999
107	National Seniors Association	'Unemployment Statistics for Australians Aged over 50' (Tables)

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108	Employment Taskforce, Department of Employment, Training and Industrial Relations	'Breaking the Unemployment Cycle' (number of information leaflets on relevant employment issues)
109	Grey Army	Letter from Morrisons Motors Pty Ltd, North Sydney to the Grey Army
110	Department of Family and Community Services	'Bonus for Working Seniors!' (Leaflet)
111	Department of Family and Community Services	'Evaluation of the Older Unemployed Labour Market and Income Support Strategy' Report May 1992
112	Australian Manufacturing Workers Union	Correspondence from Newcastle Regional Office to NSW State office of the AMWU
113	Australian Manufacturing Workers Union	'Personal Pathways - future directions for BHP employees' Booklet
114	Australian Manufacturing Workers Union	Judgment of the Hon Justice Hill dated 27 February 1997 re BHP Steel (Transition Arrangements) Award
115	Mr Ben Grummels	Correspondence from Australian Learning Academy to Mr Ben Grummels dated 21.10.99
116	Council on the Ageing	Press Release for Inaugural National COTA Congress (9.11.99)
117	Employment Resource Centre	Various press clippings from 'The Age'
118	Employment Resource Centre	Drake Consulting Media Release on Age Discrimination Survey
119	Hume City Council	2 Hume City Council Municipality Maps
120	Mr Peter Connors	Correspondence from Mr P Connors to the Committee

No	Individual/Organisation	Exhibit Title
121	Mr Peter Connors	Correspondence to Mr P Connors
122	Mr Peter Connors	Various newspaper clippings
123	Volunteering ACT Inc	Volunteering ACT Information Pack
124	South East NSW Area Consultative Committee	Promotional material from SERTEC
125	Volunteering ACT Inc	'National Strategy for an Ageing Australia' Employment for Mature Age Workers Issues Paper supplied by the Minister for Aged Care, The Hon Bronwyn Bishop MP
126	Centre of Full Employment and Equity (CofFEE) University of Newcastle	Media Release 'Government Employment Policies Not Helping Regions'
127	University of Queensland - Department of Social and Preventative Medicine	Chapter 10 Age and Employment 'Handbook of Industrial & Organizational Psychology Second Edition Volume 4 (1994) Editors H Triandis, M Dumete, L Hough
128	Australian Institute of Health and Welfare	Submission to the House of Representatives Legal and Constitutional Affairs Committee's Inquiry into the Treatment of Census Forms by the Institute
129	Australian Institute of Health and Welfare	Supplementary submission to the House of Representatives Legal and Constitutional Affairs Committee's Inquiry into the Treatment of Census Forms by the Institute
130	Australian Institute of Health and Welfare	'The Impact of Employment and Hours of Work on Health Status and Health Service Use' by Deborah Schofield, NATSEM, Discussion Paper No.11 March 1996

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131	Lake Macquarie Neighbourhood Information Centre Inc	Various Information Sheets
132	Department of Employment, Training and Industrial Relations	'Worker Assistance Program' (Information Handout from the Queensland Department of Training and Industrial Relations)
133	Employment Taskforce, Department of Employment, Training and Industrial Relations	Information on Workers' Compensation Statistics, Australia, 1996-97
134	Department of Family and Community Services	Evaluation of the Older Unemployed Labour Market and Income Support Strategy (May 1992) - Report
135	Department of Family and Community Services	'Bonus for Working Seniors!' - Pamphlet
136	Mr Noel Buchanan	Correspondence from Mr Buchanan to the Senior Planning Officer, Victoria University
137	Mr Denis Baker	'Personal Job Hunting' - Booklet by Denis Baker (1996)
138	Mr Denis Baker	'The Secrets - Personal Job Hunting Part II' - Booklet by Denis Baker (1998)
139	Mr Denis Baker	Background Notes to Personal Job Hunting and The Secrets - Personal Job Hunting Part II by Denis Baker
140	Mr James Rice	Social Policy Research Centre (UNSW) Newsletter No 74 August 1999
141	BIS Shrapnel	BIS Shrapnel News Release dated 14 December 1999 and Economic Outlook brochure November 1999

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142	Mr Jim Macbride	Various Correspondence and Newspaper Clippings
143	Dr Ian Gardner	Article on Older Workers by Dr I Gardner
144	Centrelink	Various brochures and leaflets from Centrelink
145	Shoalhaven Area Consultative Committee	'Mature Age Employment Survey' - Presentation sheets
146	National Centre for Vocational Education Research Ltd	'Creating a Future: training, learning and the older person' NCVER 1999)
147	Older & Wiser Pty Ltd	Attachment 1 - Queensland Government Experience with Apprenticeships and Traineeships
148	Older & Wiser Pty Ltd	Attachment 2 - Proposed Editorial, Proposed TV Commercial and Proposed Press Advertisements
149	Australian Workers Union	Newspaper Article from the <i>Australian Financial Review</i> 31 January 2000
150	Lake Macquarie Neighbourhood Information Centre Inc	Support Letters and a Program Budget for Year 2000 Pilot Program
151	Older Men:New Ideas (OM:NI)	OM:NIBUSiness Newsletters (Nov & Dec 1999, Jan & Feb 2000)
152	Older Men:New Ideas (OM:NI)	OM:NI Information Leaflet
153	Centre of Full Employment and Equity (CofFEE) University of Newcastle	Media Release 'Government Employment Policies Not Helping Regions' - University of Newcastle
154	Chief Minister of ACT	'Teacher Renewal Program' advertised in the Department of Education Bulletin on 14 October 1999

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155	Dr John Stanton	'The Challenge of Under-Utilised Labour Resources: Lessons from a Major Lay-Off in a Regional Centre' Report by Moira Gordan & Phillip Clarke Mar 1996
156	Dr John Stanton	'The Labour Force Status of Redundant Steel Industry Employees: Newcastle, NSW' Paper No. 34 by Moira Gordon, B Gordon & R Smith, reprinted 1991
157	Dr John Stanton	'Redundancy, Employment & Occupational Status: Ex-Steel Industry Employees, Newcastle, NSW' Paper No. 36 by Moira and Barry Gordon
158	Dr John Stanton	'Education, Age & Redundancy: Labour Market Experience After BHP, 1982-84' Paper No. 39 by Moira Gordon, Barry Gordon & Phillip Clarke, August 1989
159	Ms Mary Archibald	Various Correspondence (Mrs M Archibald)
160	Labour Market Policy Group, Department of Employment, Workplace Relations and Small Business	Job Network Code of Conduct (February 2000) booklet
161	Mr Ross Venner	Submission to the Review of Business Taxation (RBT) by M. Ross Venner F.C.A. (11 April 1999)
162	Australian Council of Social Services	'Ways that Work (Good practices in working with unemployed people)' - Brochure
163	Australian Council of Social Services	'Working Agreements' Manual - December 1996

No	Individual/Organisation	Exhibit Title
164	Australian Council of Social Services	'Ways that Work (Good practices in working with unemployed people)' Report
165	Mission Australia	'no " <i>use by date</i> "' an advocacy statement on mature aged workers and unemployment' Mission Australia (report)
166	Job Network, Department of Employment, Workplace Relations and Small Business	'Job Seekers - Your Guide to Job Network' February 2000 (Brochure)

