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12 August 1999

Inquiry Secretary
House of Representatives Standing Committee
on Employment, Education and Workplace Relations
Suite R1 116, Parliament House
Canberra, ACT 2600

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Dear Ms Chan,

I am pleased to supply corrected proofs of the Hearing 15 July in Sydney and also some additional material as follows.

1. With reference to question from Mr Sawford, p63, "In terms of that legislation, have you any particular recommendations you would make?"

RECOMMENDATION:

(a) Review anti-discrimination legislation to determine whether it may in some cases be unnecessarily stringent.

(b) Consider relaxation of legislation to permit honest advertising on the part of employers.

(c) Produce carefully composed, non-threatening information pamphlet for distribution to HR departments, classified advertising media, employment agencies, post offices, etc.

Content to suggest that before composing job specifications and advertising, careful thought should be given to whether age (youth or maturity) is a valid requirement. Guidelines could be provided to assist in the decision. Case study of the unintentional impact of concealing an age requirement from applicants also could be provided.

2. With reference to comments from CHAIR, p65, "Perhaps one thing governments could at least offer people over the age of 45 who are otherwise eligible for the particular job is the computer training they need . . . We have remedial numeracy and literacy for young people. Perhaps we need remedial computer literacy training for older people."

One would hope that this initiative could be offered as a preventative, i.e. not only available to over-45s who are registered with government agencies.

3. The attached document, 'Canada Bay Local Government Enterprise Position Statement 23-7-99', illustrates many of the points made in my written and verbal submissions.

'COMPETENCIES', p 6-7, is particularly illuminating.

Of the "essential" qualifications:

- To my understanding, NSW Police SEINS accreditation and

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Special Constabulary accreditation are not open to enrolment by members of the public and remain active only while a person is in the employ of the Government body which has sought such authority for the employee.

- At least one of the three "essential" OH&S requirements appears to be an obscure certificate unlikely to be held by a member of the public.

- Unless the Canada Bay Local Government Enterprise has obtained the higher level of security license required to employ operatives, it is unlikely that the enterprise would be able to require that an applicant holds Security Licence Level 1A.

Of the "desirable" qualifications:

- only the First Aid Certificate and the high-level driver's licence would seem likely to be available to an external applicant. Obtaining and renewing the First Aid Certificate would be an expense reimbursed to existing employees, however.

Of the "essential" and desirable" skills, it is noticeable that only one of 26 requirements relates directly to the advertised duty of "Animal Control". That single requirement relates only to "Law Enforcement". Perhaps because no certificated courses are readily known to the HR personnel concerned, there appear to be no requirements concerning animal handling, animal rescue, hygiene, etc.

The point of these comments is that here is yet another good job which is unlikely to be available to experienced and capable external applicants . . . although this may not become clear until sometime after such applicants painfully compose written applications and attend one or more interviews.

- Mrs Diane Michel
12 August 1999

Diane Michel

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