

53 G McPherson
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Name: GRAHAM MCPHERSON

DEAR ALRC INQUIRY

SORRY I AM LATE FOR THE SUBMISSION DATE. THE MESSAGE BELOW IS VERY IMPORTANT, IF NOT ALREADY REPORTED TO THE INQUIRY.

FROM WHAT I KNOW ABOUT THE STATE EOC ACT AND READ ABOUT THE AGE DISCRIMINATION (AD) ACT THEY BOTH DEAL WITH INDIVIDUAL EMPLOYMENT APPLICATION COMPLAINTS WITH SIMILAR PROCEDURES (DUPLICATION). THERE IS A NEED FOR COMPLAINTS AGAINST PRIVATE EMPLOYERS AND GOVERNMENT EMPLOYERS WHO HAVE AN AGE DISCRIMINATION STRATEGY OR POLICY FOR RECRUITMENT. FOR EXAMPLE MY PAST EMPLOYMENT IN A WA STATE DEPARTMENT THE HUMAN RESOURCES SECTION DISCLOSED TO ALL STAFF VIA EMAIL A NUMBER OF YEARS AGO THE EMPLOYEE RECRUITMENT PROFILE WAS 18 YEARS TO 35 YEARS OLD. THUS UNLESS INDIVIDUAL OLDER APPLICANTS WERE AWARE OF THIS RECRUITMENT POLICY THEY WERE PROBABLY NOT LIKELY TO KNOW THEY WERE DISCRIMINATED AGAINST.

IT SEEMS NEITHER THE STATE EO ACT OR THE FEDERAL AD ACT IS ADEQUATE TO DEAL WITH OVERALL ORGANISATION HUMAN RESOURCE AGE DISCRIMINATION RECRUITMENT POLICIES. IF THE LATTER CAN BE IDENTIFIED BY PEOPLE LEGISLATION IS NEEDED FOR COMPLAINTS AND SANCTIONS TO BE PROCESSED AGAINST ORGANISATIONS. THE LATTER IS CRUCIAL TO DEAL WITH AGE DISCRIMINATION AT ITS CORE PRACTISE.

ORGANISATIONS ARE NO DOUBT BECOMING SMARTER TO AVOID PRESENTING AGE DISCRIMINATION EVIDENCE TO APPLICANTS DURING THE APPLICATION, INTERVIEW AND SELECTION PROCESSES. THEREFORE, PEOPLE WHO MAY BE ALREADY EMPLOYED IN ORGANISATIONS OR PREVIOUSLY EMPLOYED COULD SUBMIT COMPLAINTS ON AGE DISCRIMINATION WITH RESPECT TO RECRUITMENT STRATEGIES OR POLICIES IF NEW LEGISLATION WAS ENACTED AS PROPOSED ABOVE.

YOURS SINCERELY

GRAHAM MCPHERSON