

# Media Release



Carers Australia is the national peak body for carers. Our vision is an Australia that values and supports the contribution that carers make both to the people they care for and to the community as a whole.

17 September 2014

## Flexible working conditions for carers needed to meet ageing challenges

The need for flexible working conditions for carers has in recent weeks been emphasised by both the Advisory Panel on Positive Ageing (APPA), and the Age Discrimination Commissioner, The Hon Susan Ryan AO.

Ms Ryan's speech at the National Press Club today underlined points made by the APPA's recent report, *Blueprint for an Ageing Australia*, which sets out steps that must be taken now to ensure that ageing is an asset, not a liability.

Ms Ryan said, "All employers need to ditch assumptions that job flexibility is an aberration to be reluctantly granted only to women returning from maternity leave."

The Blueprint, which can be found [here](#), outlines the importance of increasing mature age employment, and identifies a range of barriers including significant caring responsibilities and a lack of flexible work arrangements.

One of the key recommendations to improve mature age employment is ensuring employers offer flexible working hours to accommodate caring responsibilities.

CEO of Carers Australia, Ara Cresswell, supported this recommendation, stating that "With an ageing population, becoming a carer-friendly workplace makes business sense. Providing flexible and supportive working conditions to enable employees to combine paid work with an unpaid caring role will ensure employers are able to hold onto experienced workers.

"This year Carers Australia is launching a new *Work & Care* Initiative which aims to improve the capacity of carers to combine paid employment with their caring responsibilities. Many of these carers will be mature aged workers."

The Advisory Panel on Positive Ageing was established in 2011 with a three-year mandate to produce a comprehensive policy review on the opportunities and challenges associated with an ageing Australia. In November 2013 the funding of the Panel was discontinued, and four members of the Panel subsequently entered into a partnership with the think tank Per Capita to complete the Blueprint.

To read more about Carers Australia's *Work & Care* Initiative click [here](#).

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