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### **Over 50s need a Mature Age Policy In the Workplace**

There is a need for employers to consider a Mature Age Policy within every workplace.

Currently, many over 50s are sick of the every day grind of their working life. Same routine of getting up and following the same pattern they have for 30 years in some cases.

They want a change but cannot afford to or want to leave their current employers.

A modern mature age policy in the workplace is the answer and should include options for them to stay on. Part time work, job sharing, mentoring, extended holidays are just some of the many ideas suggested by researchers.

The Hudson Report of 2006 suggests that the majority of workers want to negotiate a different working week and crave flexibility.

The government has acknowledged that mature skills have to be nurtured for the sake of our future economy and indeed some businesses will go bust without these skills.

Baby boomer advocate Brian Murphy, current editor of BONZA ([www.bonza.com.au](http://www.bonza.com.au)) the baby boomer information web site, has had many of them complaining to him about a need for change.

Some leave and start a new career (as is evident with many school teachers currently) but he thinks a smart employer should plan for the future.

“Most people over 50 like the security of their work but are bored. They need to be involved in the planing for their futures and that planning should include a change of work habits and time and some financial planning for their future,” he stated.

“Baby boomers will not be thinking of pensions in their 50s, they will be thinking of the fact that they have decades to live and what to prepare wisely so their working life will be extended beyond that of past generations.”

“No doubt the X, Y and Z generations won’t like such a policy but they will be there someday and then it will be their right to have some flexiblity in their working day. No doubt at the pace they are working now, they will need to slow down by then,” he added.

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