

Mature Age Workforce Resource 2015



A framework of recommendations for the management and retention of mature talent in local government.

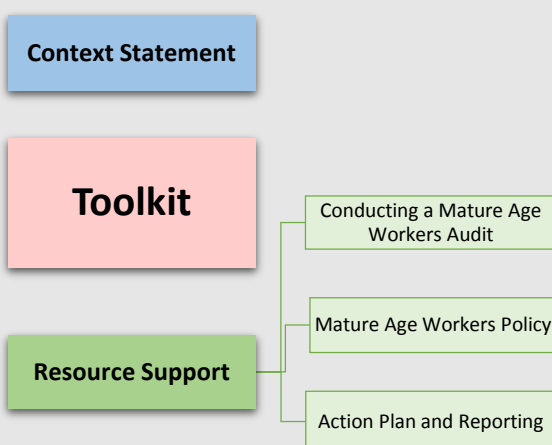
Purpose

Councils across Australia are keen to be seen as preferred employers to ensure that they can attract the best employees to subsequently deliver the best service to their communities. In order to do that it is important to make the employment offer very clear to current and potential employees. One aspect of the employment offer is the way in which a council outlines its commitment to its mature age workers.

The **Mature Age Workforce Resource** is a guide for use by Human Resources or Organisation Development (HR/OD) practitioners and leadership teams in councils across Australia. It has been developed following extensive, academic-based research and comprehensive, multi-faceted consultation with practitioners in the local government sector. The practical focus and elements of the Resource are freely accessible online. The Resource will enable HR and OD practitioners to evaluate, apply and monitor improvement initiatives to enhance the employment experiences of their mature age workers.

Structure of the Resource

The **Mature Age Workforce Resource 2015** has been designed to proactively support the implementation of a corporate framework, policy and set of aligned, recommended actions towards the engagement, support and retention of older workers.

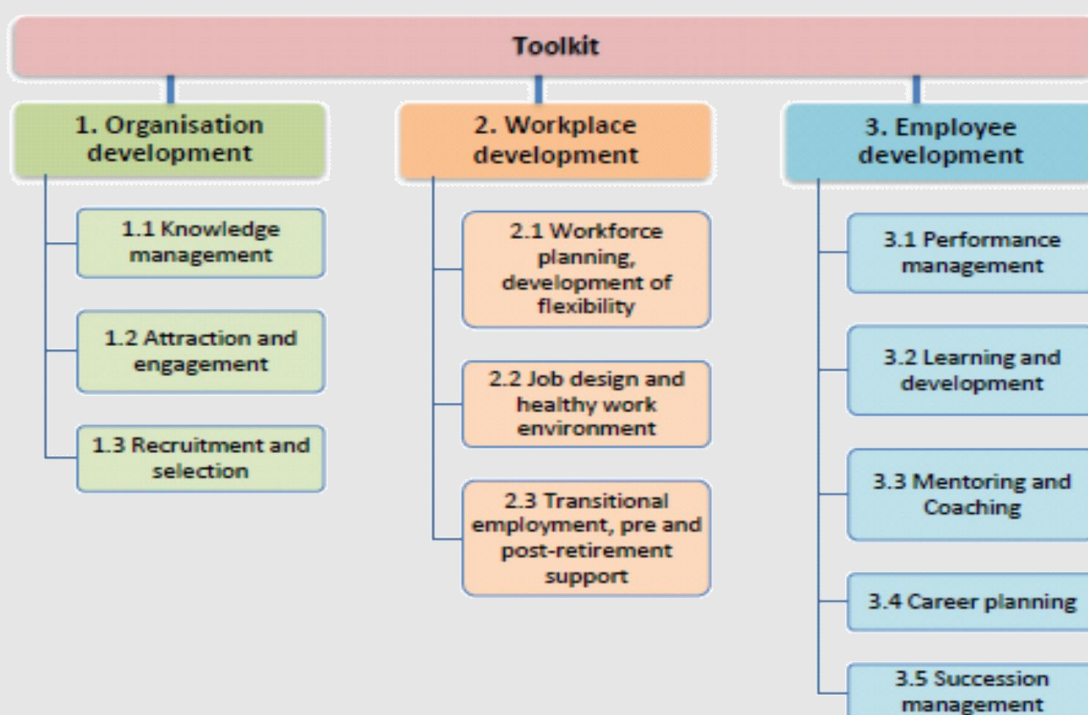


The intent of the **Mature Age Workforce Resource** is to reflect global best practices in managing an age-diverse workforce, with particular emphasis on the older workforce. There are three elements to the overall framework: The **Context Statement**, the **Toolkit** and a set of **Resource Support** documents.

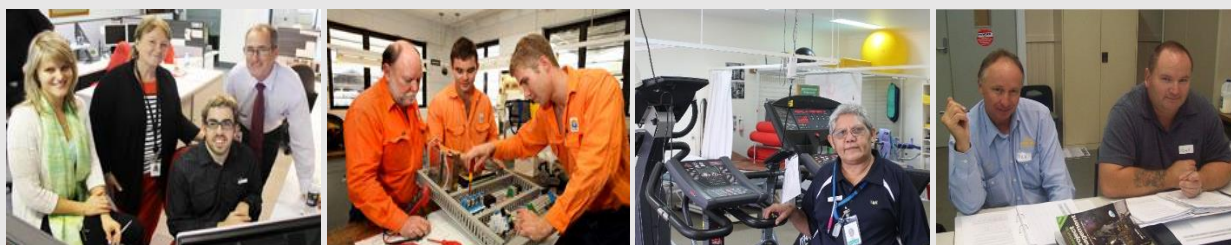
The *Context Statement* lays the foundation and places the broad Resource documents in a context within other elements associated with the development of councils.

The *Toolkit* provides a set of 11 practical documents designed to be used as organisations choose to work on any of the 11 Key Focus Areas of the organisation's culture.

Several Key Focus Areas of the Toolkit emerge that support the application of the Resource for a council organisation. These form the basis of the Toolkit's content and are identified as follows:



The *Resource Supports* provide a set of templates for use by HR and OD practitioners in building structures that can enhance the capacity of the organisation to best provide for its mature age workers and present itself as an employer of choice to current and potential employees.



Disclaimer

It is acknowledged that a number of the suggested actions and strategies within the Resource may have application to the broader workforce and, where appropriate, could be applied to ensure fair and equitable work conditions and opportunities for all staff. It is also acknowledged that the organisation will already have in place a range of human resource management policies and it is not the intention of this framework to conflict with those policies. Rather, it can add value to the operations of the organisation by being used as a stand-alone resource or integrated into existing policy and procedures.

The **Mature Age Workforce Resource** is an initiative of Local Government Professionals Australia and the Australian Centre for Excellence in Local Government. It is available as a free online resource at:

<http://www.lgprofessionalsaustralia.org.au/mature-age-workforce-resource.html>

For more information, contact Local Government Professionals Australia on (03) 9682 9222 or email: office@lgprofessionalsaustralia.org.au