



## **BONZA REPORT 2022**

### **BUDGET SUBMISSION**

New data released from the latest census shows that Australia's millennial generation is becoming the nation's largest, displacing the postwar baby boomers.

“ Both demographic groups comprise 5.4 million people but the 2021 statistics reflect a diminishing number of “Boomers” compared with the 2016 survey. Defined as the generation of people born between 1946 and 1964, the number of baby boomers fell from 25.4% to 21.5% of the overall population. Millennials, born between 1981 and 1996, increased from 20.4% to 21.5%.

In 1966, baby boomers made up nearly 40% of all Australians.”

<https://www.dewr.gov.au/mature-age-hub/employing-mature-age-workers>

BONZA has suggested to government previously that the skills of the Boomers could be used as many travel Australia as Grey Nomads where they can teach skills in remote and isolated regions and we have a workable program called Bush Skills that can assist develop that idea if any government is interested in contacting us for a copy.

This year's report will again make available their many suggestions/needs/wants that BONZA advocates on behalf of all Boomers in the hope that some more can be implemented.

BONZA continues to recommend government make a MAP (Mature Age Policy) compulsory in the workplace and we have published our Guide to Developing a

Mature Age Policy this year and sent it to all levels of Government and Employer Groups (A copy is attached).

[http://www.bonza.com.au/uploads/4/7/8/8/4788449/a\\_guide\\_to\\_developing\\_a\\_map\\_.docx.pdf](http://www.bonza.com.au/uploads/4/7/8/8/4788449/a_guide_to_developing_a_map_.docx.pdf)

### **Suggested initiatives from Boomers to BONZA:**

- Make MAPs (Mature Age Policy) compulsory in all workplaces
- Make NDS available to retirees
- Mature Age Unpaid or Accrued Leave for over 50's (Quality and lengthy time out from their workplace so they can travel while they are fit to do so) Other Budget Suggestions
- Maturelink- over 50s need a separate one stop shop/office in every city focussing on their employment and training needs (The missing link for Boomers as many are lost in the current system which has them vying for jobs and looking for mature age specific information alongside younger generations at Job Service offices across Australia)
- Govt subsidies for grandparent flats (a family approach to an Ageing Australia in line with European and Asian cultures to enable parents to be looked after by their children in their declining years)
- A need for Community Health Clinics for the aged (Hospitals with their average 5 hour waiting periods for attention are no place for the ageing)
- More development of the University of the Third Age U3A(Keeping our minds active by offering lifestyle or life changing courses)
- More social housing for women as there are too many who are homeless. (ABS has 13500 women over 55 homeless and vulnerable)
- Skills for the Bush project called BUSH SKILLS (A database of jobs available to those travelling Australia as Grey Nomads so they can do training of new skills in regional and isolated areas)
- Subsidised dental care for all Boomers (Our bad teeth are wrecking our health)
- Government superannuation contributions for parents over 50 who are carers (Parents will not have enough super at retirement age)
- Newstart payments for grandparents to care for their grandchildren. (Parents can then work rather than have extended parent leave and less childcare money is being paid)

- Renewed efforts for retired workers to work part-time to fill the skills gap (many older retiree's are open to a few days a week to make some extra money)

### **Boomer Feedback**

There is no doubt that Boomers have had a wonderfully full life through the efforts of previous governments in developing and supporting Baby Boomers. Initiatives such as free education that allowed us to become the first most educated generation in history was something special.

Many still have no qualms about re-inventing themselves through more training and skill enhancement because they have no fear of failure in education due to our background. They are still motivated enough to look at their ageing years as something to be embraced and enjoyed and have a glass half-full attitude.

Many Boomers are now travelling around Australia thus injecting thousands of dollars into the economy, by buying travel vans, accommodation, food, theme parks and outback interest sites.

### **Overview**

We are the generation that has caused great concern by governments, employers, and society over our economic and social participation in the last two decades. There are many Boomers who do not have enough superannuation to fund their retirement and many are now homeless so any effort to house them would be appreciated. No baby boomer should be homeless and, especially for women, it is particularly dangerous.

### **Key Findings**

- Boomers are too well educated to allow their skills not to be harnessed during the current skill shortage
- Employers need a Boomer (mature age) policy
- Allow us to die with dignity through voluntary euthanasia laws throughout Australia
- There are four stages of ageing- over 50, over 60, over 70 and over 80 with different needs for each group

- Community medical centres needed for retirees as well as free dental care.

Finally, I have to say that it is BONZA's observation and opinion that the majority of Baby Boomers today in 2022, seem to be informed/educated now about what they have to do daily for health, fitness, finance and engagement in society. BONZA's and government efforts have not been in vain over the last 20 years because, in all honesty, there was a general ignorance in the issue at the end of last century when the issue first raised alarm.

Predictions that Baby Boomers would cause concern for health, social welfare, aged care and pension demands on current day budgets proved correct but we seem to have approached each issue with pragmatism and we are coping.

This will not be the end of our story as we will continue to inform and entertain 'my generation' through social media links but we feel confident that there is no need for annual BONZA Reports any more so unless there are dramatic changes to our lifestyle then we are 'OK BOOMERS'.

Ageism is being addressed by many, age care is getting the attention it needs, our finances are mostly secure, homelessness is becoming a priority and governments are aware that we are watching closely when they make decisions that adversely effect seniors and mature age.

Our sincere thanks to all government departments for your diligence in dealing with us and our issues. It is appreciated.

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# EMPLOYEES STAY WHEN THEY ARE

