

Strong, Liveable Communities

TASMANIA'S ACTIVE AGEING PLAN 2017-2022

Progress Report July 2017 – December 2018



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INTRODUCTION

The Tasmanian Government wants a Tasmania that is the best place to live, work, invest, be part of a family, and supports Tasmanians as they age. Active ageing is about providing people with opportunities to grow older in the way they want.

At 30 June 2016, there were 519,128 people living in Tasmania. Of these, 97,608 were over 65 years of age and 205,458 were over 50 years of age. Compared to other states and territories, Tasmania has experienced the largest increase in median age over the last 20 years, increasing by seven years, from 35 years old in 1996, to 42 years old in 2016. By 2030, it is projected that one in four Tasmanian people will be 65 or older. As a result of this ageing trend, there will be more older people living, working in, and visiting Tasmania than ever before.

Strong, Liveable Communities: Tasmania's Active Ageing Plan 2017-2022 (Strong, Liveable Communities) is a comprehensive whole-of-government strategy to support older Tasmanians and enable them to participate at all levels of our community.

Strong, Liveable Communities identifies four action areas:

- Health – focusing on health promotion and health literacy, healthy eating and maintenance of physical strength and wellbeing, and exploring ways to improve access to health care.
- Lifelong learning – focusing on digital literacy skills, intergenerational learning opportunities, and lifting the literacy and numeracy skills of older people.
- Participation – focusing on liveable communities, participation in paid or unpaid work, supporting businesses to respond to an ageing community, transport accessibility, and age-related discrimination.
- Security – focusing on preventing elder abuse, cost of living, appropriate and affordable housing, online safety, and the maintenance of independence as people age.

It is important to note that Strong, Liveable Communities supports personal choice to help achieve essential factors of a good life as we age. It also sets out the future direction to re-shape the way our workplaces, communities and society view and value older Tasmanians, and to reduce barriers to participation and create opportunities for older Tasmanians.

The *Strong, Liveable Communities Progress Report July 2017- December 2018* (the Progress Report) reports on actions achieved by the Tasmanian Government from 1 July 2017 - 31 December 2018.

OUR APPROACH

The Tasmanian Government is using the following foundations to guide its approach to Active Ageing.

Evidence based

The Tasmanian Government wants its response to be guided and informed by evidence and data. A greater effort is needed to ensure data collection and reporting of older age groups reflects the diversity of older people, and assists in research and policy development. It wants to improve the way it uses data, understand ageing from diverse perspectives, and better understand the impacts of ageing throughout the different stages of life.

Intergenerational connections

The Tasmanian Government wants to facilitate environments that are inclusive and bring people of all ages and backgrounds together to share knowledge and skills. Through intergenerational connections, its aim is to promote greater understanding and respect between generations, and build acceptance of diversity.

Accessibility

All Tasmanians should be able to access the services they need to age well. The Tasmanian Government is directing its efforts towards collaborative solutions to long standing issues such as transport, cost of living, and health care. Its aim is to ensure Tasmanians can access the right information and the right services when they need them.

Affordability

Although the average wealth of older people has risen in recent years, some older people are still experiencing financial stress. The Tasmanian Government wants to ensure people can make informed choices about continuing in the workforce, that vulnerable older people have access to adequate concessions, supports and services, including being able to buy the essentials (e.g. housing, utilities and food), and that they have the ability to plan for their financial future.

Liveability

Older people are as diverse as the rest of the community and will have different experiences of, and views on, ageing. The needs of older people who are Aboriginal, culturally and linguistically diverse, lesbian, gay, bisexual, transgender or intersex, carers, living with a disability, dementia, or chronic disease, and living in rural or remote areas, are being considered.

Action Area One:

HEALTH

The Tasmanian Government is keen to ensure that Tasmanians can access information and services and be active participants in managing their own health and wellbeing as they age.

1. Supporting people to be active in managing their own health

Mental health: supporting consumers and carers

The Department of Health (DoH) provides funding to the Mental Health Council of Tasmania to provide a small grants program for mental health promotion events held as part of Mental Health Week. DoH also funds Flourish Mental Health Action in Our Hands and Mental Health Carers Tasmania, which are dedicated organisations representing mental health consumers and their families and carers respectively.

Linking improved health to parks and reserves experiences

The Department of Primary Industries, Parks, Water and Environment (DPIPWE) has been working cooperatively with health organisations to provide experiences for people in parks and reserves. Along with the Parks and Wildlife Service (PWS), DPIPWE has trialled a number of Healthy Parks, Healthy People initiatives to highlight the link between nature and human health, and improve mental health outcomes within the Tasmanian community.

These initiatives included engaging with the Migrant Resource Centre's Phoenix Centre to provide counsellors on field excursions for elders from the refugee community; discussing a Park Prescription program with general practitioners; and running yoga and mindfulness activities through the Discovery Ranger Program. In addition, the PWS partnered with Public Health Services to run an Active Autumn campaign – a series of eight family friendly Amazing Race activities in parks and reserves throughout autumn where teams competed against each other in a series of fun and stimulating challenges. A number of grandparents took their grandchildren to this initiative.

Geriatric care and rehabilitation

- The Tasmanian Government is reforming the health system to make it focus more on the needs of patients. The Government's vision is for Tasmania to strive to have the



healthiest population in Australia by 2025, and a world-class health care system.

- As part of the National Partnership Agreement on Improving Health Services in Tasmania, the Australian and Tasmanian Governments will improve subacute care in Tasmania by developing a clear statewide model of care for geriatric evaluation and management as well as for rehabilitation.
- The THS worked alongside the private and non-government sector to ensure that activities undertaken as part of the project are evidence based, building on reforms under One Health System and include settings outside of acute hospitals and in the primary and community sectors. The project commenced in January 2018 and is set to conclude early 2020.

Sharing information: between health services and community

There have been continued opportunities for allied health professionals and the non-government sector to share information about their services and outreach. Health Promotion South, within the Tasmanian Health Service (THS), partnered with Hobart City Council to host an ageing and social isolation workshop on 4 May 2018. Speakers included representatives from the Hobart City Council's Community Development, Lifeline, and the Council on the Ageing Tasmania (COTA).

Organisations at the workshop were invited to collectively plan an event, which resulted in an event being held in Hobart in October 2018 as part of Mental Health Week. The event promoted awareness of loneliness and its impact on health; how individuals and communities can encourage connection; and information about activities in which people can get involved.

Raising awareness – adult immunisations

A cooperative approach is being developed between the Primary Health Network, the Department of Health and COTA to raise awareness of, and access to, adult immunisations for older Tasmanians.

Making healthy changes

To promote better health, the Tasmanian Government launched the Healthy Tasmania Five Year Strategic Plan in July 2016 to give Tasmanians and their communities the information and tools they need to make healthy changes in their lives. A number of initiatives progressed include:

- The Healthy Tasmania Community Challenge, which focused on a partnership with Libraries Tasmania to provide more than \$29,000 in prizes for Active Every Day and Neighbour Day challenges. The Healthy Tasmania Community Challenge (promoted through a Facebook page) featured 12 weeks of challenges with prizes posted each Friday and winners announced weekly. The Healthy Tasmania Community Challenge promoted everyday healthy activities and provided programs and incentives to encourage participation.

- The LiveLighter campaign was run to inform people of the risks of obesity and to support healthy choices. A new campaign focusing on water as the drink of choice is now being developed locally with key community partners.

- The beta version of the Healthy Tasmania portal was launched in October 2017. Feedback is being used to create a new and improved version.
- An Anticipatory Care Action Learning Project has commenced with the aim of improving the responsiveness of health services for people who are at risk of developing chronic conditions. Four community pilot sites have been chosen and partnerships have been formalised with the Australian Prevention Partnership Centre and University of Tasmania.

2. Facilitate access to physical activity to improve strength, resilience and participation

Australian Masters Games (held in Tasmania)

The Australian Masters Games, held in Devonport in October 2017, were supported to provide older Tasmanians with opportunities to participate in physical activity.

Masters sport is open to competitors generally aged 35 years and over. However, 48 per cent of participants were aged 55 years and over.

The Games attracted more than 5,000 participants. Sixty per cent of attendees were from interstate, 22 per cent were local Tasmanians, two per cent were international, and 15 per cent were non-local Tasmanians. Sixty one percent of participants were female and 39 per cent were male.

Older Tasmanians and State Sport and Recreation Infrastructure

A consultation paper for the development of a State Sport and Recreation Infrastructure Strategy was sent to Local Councils and State Sporting organisations to inform the Strategy. This feedback has now been received and will be considered in development of the Strategy.

Improving health through innovative, sustainable, community-driven programs

The Government launched the first round of the Community Innovations funding, as part of the Healthy Tasmania Five Year Strategic Plan, to facilitate innovative community partnership approaches to better health.

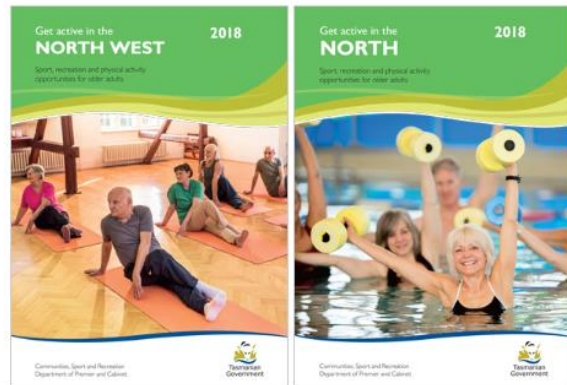
The Tasmanian Government is investing \$1 million in the Healthy Tasmania Community Innovations Grants program. Between 2017 and 2019, the Government is providing seed-funding to support innovative, sustainable, grassroots, community-driven programs that aim to improve health and reduce health inequities for Tasmanian communities.

The Government launched the Grant program in December 2017. More than \$500,000 in preventive health grants to support healthy eating, physical activity, quitting smoking, and encourage community connection and partnerships were announced. These will flow to 26 community projects around the state to improve the health and wellbeing of Tasmanians.

Of the 26 community projects, 14 projects included older people in their target groups. For example, the Kingborough Council's Empowering Seniors Program is a physical activity initiative focusing on older residents and isolated communities in the Kingborough municipality. The remaining funds will be allocated to projects that have been selected from the second round of applications in 2018 and will be distributed in March 2019.

Get Active

Get Active booklets provide ideas for older adults to be active and social in their local area. Get Active booklets for the North West and North were released in December 2017. The booklets provide many ideas for older adults to be active and social in their local area, whether it be gardening, playing golf or tennis, joining in aqua aerobics or playing scrabble.



These booklets have something to suit a wide range of interests and abilities and can be accessed online at the Department of Communities Tasmania website. The 2019 booklets were released in late 2018.

Opportunities for older Tasmanians to be active

COTA is developing a portal for older Tasmanians. This portal will focus on active ageing opportunities in the community including sport and recreation, and other activities such as arts and education.

Improving cycling experiences

This action supports new experiences and/or augments existing mountain bike trails. It has provided infrastructure that encourages the physical challenge of cycling, including for older people.



Northern Tasmania

1. Trevallyn and Kate Reed Nature Recreation Areas - trail network upgrade.
2. Derby and Blue Tier - continuation of mountain bike trail development.
3. Blue Tier to Bay of Fires mountain bike trail, and the St Helens mountain bike trail project – the PWS has been working in partnership with the Break O’Day Council in the planning and approvals process for these projects, with Council, Tasmanian and Australian Government funding of approximately \$4 million dollars.

North West Tasmania

1. Wild Mersey - 100 kilometres (km) of trails, which include 52km at Kimberley’s Lookout, between Railton and Sheffield, and about 30km of transition trails (across Sustainable Timber Tasmania managed land) that link the Warrawee trails to the Kentish trails, plus 13km within the Warrawee Reserve. The development will offer opportunity for riders of all ages and abilities.
2. Dial Range and Mt Montgomery State Reserve - an 8.5km mountain bike loop trail in the Dial Range and Mt Montgomery State Reserve. The loop will be the first purpose-built mountain bike trail in the Dial Range and is an extension to the Penguin mountain bike park trail network.

West Coast Tasmania

1. In 2014, [six projects](#) were granted funding from the Tasmanian Government associated with the West Coast Economic Working Group responding to the closure of the Mt Lyell Mine.
2. Since then, five trails were improved for mountain biking between Tullah and Zeehan. In February 2018, the final signage was installed on these trails, which are now being marketed by the West Coast Council, with maintenance managed by the PWS (Sterling Valley 12km, Montezuma Falls 28km, Spray Tunnel 6km, Heemskirk Loop 14km and Granville Harbour 12km). The trails offer opportunities for riders of all abilities.
3. An Expression of Interest, expected to be finalized by 30 April 2019, is progressing in relation to complementing the existing trail network near Zeehan (i.e. the Spray Tunnel and the existing Heemskirk mountain bike trail). It is expected that a trail will be completed by April 2019.
4. In addition, the West Coast Council has recently received Tasmanian Government funding to develop a gravity trail adjacent to Queenstown.

Promoting Parks for All People

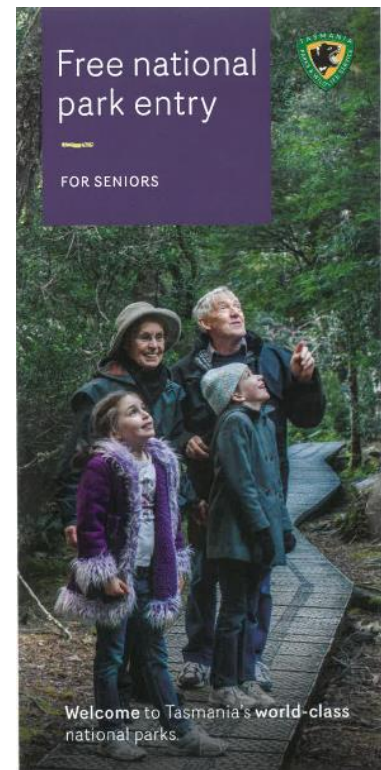
On 1 July 2018, the PWS implemented the Government’s election commitment for one year of free park entry for Seniors Card holders. Eligible seniors can register via the PWS website for a free Seniors pass that gives them access to Tasmania’s 19 national parks until 30 June 2019.

- As at 31 October 2018, 2,817 Tasmanian Seniors had registered for a free Seniors pass, which after only four months already exceeds the total number of passes sold to seniors concession card holders during 2017/18.

From 1 July 2019, Seniors Card holders can continue to enjoy national park access with half price annual and two year Seniors all park passes.

The Seniors Card Program and COTA are actively supporting the PWS to promote this initiative.

- The PWS has purchased three “Trailriders” to facilitate access to back-country tracks for visitors with reduced mobility. These are located at Mt Field, Cradle Mountain and Freycinet National Parks. A big-wheeled beach access chair is also available on Maria Island.
- An upgrade of the Russell Falls Track at Mt Field means that the track is suitable for self-propelled wheel chairs. More information about tracks suitable for wheel chair access is available through:
 - Website - <https://www.parks.tas.gov.au>
 - Telephone - 1300 827 727.
- The Discovery Ranger Program offers visitors to Tasmania's national parks the chance to join in a wide range of activities such as guided walks, evening talks, children’s activities and much, much more. An Active Autumn program was conducted for the first time this year.



Healthy Parks, Healthy People

The Parks and Wildlife Service conducted a range of physical activity events through the Discovery Ranger Program, including the Active Autumn program conducted for the first time this year.

3. Provide information and programs about affordable, healthy eating

Healthy food for older Tasmanians (training for those supporting older people)



At least 28 different service groups across Tasmania that work to support community living for older people have had direct, expert nutrition input (training, resources, advice, other support) to help them to improve nutrition outcomes for their clients.

As at 30 December 2018, about 285 Tasmanian staff and volunteers who support community living for older people have fully completed the Nutrition for Older People

online training. It includes videos and interactive activities, practical tips and ideas. It is free for staff and volunteers working with older people living in the community. Feedback on the training has been positive. The DoH continues to promote the training, which will continue to be available to staff and volunteers.

- The DoH has developed and launched the Malnutrition in Older People online training package. It is interactive and includes instructional videos and fictional scenarios for users to practice using resources and tools to screen for malnutrition risk. It is free for staff and volunteers working with older people living in the community and includes training for aged care providers to support healthy eating and physical activity for older people, including identifying key signs of malnutrition in older people.
- COTA is supported to manage the Eat for Life peer education program which informs older Tasmanians about improving their knowledge of good eating habits as they age. The first Eat for Life session was completed in November 2017 and peer educator training for this session was conducted in December 2017. In the period 1 July 2017 – 31 December 2018, the COTA Tasmania peer education program delivered a total of 23 Eat for Life sessions. Sixteen sessions were delivered in the South, five in the North-West and two in the North.

4. Improve access to mental and physical health care in rural communities

Improving the provision of health services in rural communities

A total of 14 video-enabled Computers on Wheels have been provided to facilitate Telehealth in rural and remote locations including major outpatient clinics. The THS is currently working with clinicians to integrate Telehealth into their practice in order to improve access to mental and physical health services.

Rural Alive and Well

The DoH provided funding to Rural Alive and Well to support rural individuals, families and communities to respond to challenging life experiences, with a particular emphasis on suicide prevention and mental health and wellbeing.

Improving health and recreation of older Tasmanians

Through Tasmanian Government funding, COTA works with local government and community organisations to improve the health and recreation of older Tasmanians. This includes providing low cost and intergenerational opportunities for older people (including those in rural communities) to participate in outdoor activities.

In December 2017, COTA in partnership with the PWS, launched a brochure with information about low cost Parks opportunities for older Tasmanians.

This brochure included a range of low-cost activities in national parks and information about the #RethinkParks hashtag competition. The competition offered a prize to the best age-diverse image of people enjoying Tasmanian national parks, tagged with the hashtag.

Sponsorship for this prize was provided by local business, the Running Edge. The brochure and a competition flyer were distributed extensively through COTA and the Parks networks, including to Mathers House, Libraries Tasmania, Visitor Information Centres and on Facebook, as well as through other related programs and initiatives.

Action Area Two:

LIFELONG LEARNING

The Tasmanian Government wants to make sure that learning is accessible and inclusive of older Tasmanians so that they feel valued, accepted and able to cope with change.

5. Work collaboratively to increase confidence and skills to use digital technology

Improving digital inclusion

- The Government continues to roll out computing and technology courses for older Tasmanians in local communities through Libraries Tasmania.

Libraries Tasmania is a member of eSmart and provides a range of technology-based courses to all Tasmanians. It is an active member of the BeConnected Network and successfully applied for a number of grants to deliver technology-based courses, specifically tailored to older Tasmanians.

- Through the Government's Active Ageing funding grant, COTA conducted a survey of digital literacy programs in September 2017, and developed fliers that advertised programs in ten local areas around Tasmania.

These fliers have been distributed to libraries, neighbourhood houses and through COTA networks. COTA also conducted a volunteer program to improve digital inclusion for older Tasmanians.

Supporting careers in ICT, sciences and engineering

TasICT received Skills Tasmania's Workforce Development grant funding to support workforce development in the Science, Technology, Engineering and Mathematics (STEM) and Information and Communications Technology (ICT) industries, and included an interactive online portal and App for careers in ICT.

TasICT developed the interactive website and App for the ICT industry to engage with students, educational partners and the general public interested in the industry's jobs, skilling and workforce information. With this particular project, there was a focus (among others) on identified gaps in the ICT sector – specifically mature age workers, women and Aboriginal workers.



6. Provide opportunities for diverse groups to share skills and knowledge

Intergenerational learning opportunities

This action involves exploring partnerships between schools and community learning programs to identify intergenerational learning opportunities.

A number of libraries have developed relationships with local schools. At some sites, high school students come into the library to assist older Tasmanians with their technology, either through a formal community learning program or through one-on-one assistance.

Connecting new migrants to place and community

The PWS continues to work in partnership with the Migrant Resource Centres and Wildcare Inc. to deliver activities aligned with the Get Outside with Community program, using Tasmania's natural environment to help connect new migrants to place and community.

The Get Outside with Community program is an ongoing innovative social inclusion project run in collaboration between PWS and Wildcare Inc.

The program encompasses a number of excursions to Tasmanian reserves with people seeking asylum, people from a refugee background and with other culturally and linguistically diverse cohorts in the Tasmanian community.

Enhancing cultural experiences

This action concerns working with Tasmanian Aboriginal people, and in particular Aboriginal Elders, to enhance the cultural experience of visitors to Tasmania's parks.

The PWS employed four Aboriginal Discovery Rangers on 10 December 2018 to provide Aboriginal cultural activities for visitors to parks and reserves.

Grandparents/grandchildren sharing national parks experiences



The Government supported Seniors Week events in 2017 that encouraged grandparents to share national parks experiences with their grandchildren.

Through the Government's Seniors Week funding grant, COTA coordinated a Seniors Week program (October 16-22, 2017). The 2017 theme was Getting Outdoors. More than 200 seniors attended the launch event held at Mount Field National Park

on 2 October 2017.

The 2017 program featured more than 600 events, many of which encouraged Seniors to try new outdoor activities.

Supporting men's sheds

The Government is providing core funding to establish a statewide, coordinated approach for Men's Sheds, including to support intergenerational sharing of knowledge and skills.

Men's Sheds provide a safe outlet for men to meet and share information while working on community projects. This has been shown to improve health outcomes through increased physical activity and increased awareness of mental health issues like anxiety and depression.

The Tasmanian Government is providing the Tasmanian Men's Shed Association with peak body funding of \$110,000 per annum from 2018-19. The Government has also allocated \$375,000 over three years to support the sustainable development of Men's Sheds in Tasmania to provide more safe and supportive environments for men. This funding is in addition to the \$296,000 in 2018 election commitments that the Tasmanian Government has made to individual Men's Sheds across the state.

7. Work to lift literacy and numeracy levels of older adults

Literacy/Numeracy programs for older Tasmanians

- The Government worked in collaboration with COTA to target literacy and numeracy programs to older Tasmanians in areas where these are needed most.

On 7 February 2017, COTA became a member of the 26TEN Network. COTA has a comprehensive 26TEN Action Plan, undertaking a range of activities to support 26TEN goals. For example, in May 2018, COTA staff and volunteers participated in a literacy awareness workshop.

- Libraries Tasmania increased support and involvement in Seniors Week 2017. Throughout this Week, Libraries Tasmania promoted digital literacy programs and through them is often identifying older people who need more targeted literacy and numeracy support. A number of libraries also work closely with aged care providers and nursing homes including in-home visits to deliver training programs (particularly with an IT focus).

Literacy and numeracy mentoring opportunities

26TEN regularly features older literacy volunteers in its communications (newsletter, Facebook, website and twitter), recognising their role in building the literacy and numeracy skills of Tasmanians.



A number of libraries promote 26TEN within their facilities including with School for Seniors Groups and Probus. One library invites seniors from School for Seniors to actively support and volunteer in their Library Literacy program.

8. Provide targeted information about education, training and learning opportunities

Maximise opportunities for use of Department of Education facilities

A review of the *Community Use of Facilities Policy* will be included as part of a whole of Agency project to review all policies across the Department of Education. This will be reported on in the next *Active Ageing Plan's* Progress Report.

Migrant Mentor Program



The Tasmanian Government funds the Australian Red Cross to deliver the Migrant Mentor Program to assist new migrants, including older migrants, to improve their employability through partnering with experienced professionals who can help to build their skills, experiences and networks. The Migrant Mentoring Program aims to assist migrants to improve their settlement, social networks and ultimately, their employability.

The Australian Red Cross delivers the Program with some support from Rotary Club members who form some of the mentor base. Currently there are 20 mentors and 30 mentees participating in the program. Around half of the mentors are older persons.

Action Area Three:

PARTICIPATION

We need to ensure that older Tasmanians are able to fully participate in family, community and civic life.

9. Strengthen the liveability of local communities

Planning for liveable communities through Tasmanian Planning Policies

The Tasmanian Government will look to introduce new Tasmanian Planning Policies to guide the location of residential and other development, based on proximity to health and community services, the surrounding transport networks, and community use areas (e.g. parks) to support and improve liveability for all residents. Proximity and accessibility to services and facilities is critical to support active ageing. Drafting of these Policies is due to commence in 2019.



Delivering a Liveable Communities Grants Program and Toolkit

One of the key initiatives within Strong, Liveable Communities is the Liveable Communities Grants Program 2017-18.

Funding was directed towards innovative and strategic projects that aimed to make local communities more responsive and inclusive of the needs of older people. Applications opened on 9 September 2017. The total funding pool was \$75,000.

Nine local government projects were funded statewide. These included: 'A Dementia Friendly Central Coast'; 'Keeping Engaged in the Derwent Valley' and a Local Government Association of Tasmania (LGAT) project looking at walkability in local communities.

COTA developed a toolkit to support local councils to undertake liveability audits, identify barriers for older persons' participation, and identify actions to increase their community's liveability.

On 19 July 2017, COTA sent a Liveability survey to all Council Community Development Officers (or equivalent) and Administrators to identify existing initiatives and key issues for them in improving liveability.

COTA used this feedback to inform the content of the [Liveable Communities Toolkit](#) to create a relevant and useful document. The Toolkit and Liveable Communities Grant Program were promoted through the COTA Tasmania Facebook page, e-newsletter and networks (including LGAT) at the end of August 2017.

Supporting older Tasmanians with disability

In January 2018, the Government released *Accessible Island: Tasmania's Disability Framework for Action 2018-2021* (Accessible Island). Accessible Island is the third stage of a whole-of-government approach to ensure that all government agencies implement socially just policies and practices for Tasmanians with disability.

10. Maximise opportunities for older workers to re-enter, reskill or remain in the workforce

Vocational education and training for older learners



We need to ensure that funding for Tasmanian vocational education and training programs includes opportunities for older Tasmanians to have a working future by building their vocational, employability and adaptability skills.

TasTAFE offers training for older learners who are planning to commence, return to or continue study. TasTAFE also provides a wide range of part-time and full-time training courses to suit the needs and personal circumstances of all individuals.

Training older Tasmanians who have lost their jobs

The Department of State Growth (State Growth) delivered the Rapid Response Skills initiative, to provide financial support for training to people who have lost their jobs because they have been made redundant, the place they work has closed or had to let their staff go. The targeted training is aimed at helping people to transition into their next career.

In 2017-2018, more than 193 applications for assistance were received with an expected total commitment of over \$210 000.

Training subsidised under Rapid Response Skills includes pre-employment programs and short courses such as: occupational licenses, medium and heavy rigid vehicle licenses, plant and equipment training, white card and high risk licenses for work in the building and construction industry, and occupational health and safety training.

Inclusive workplace practices

State Growth funded COTA to deliver the Recruiting for Life project and prepare a report on ways to both improve participation by older Tasmanians in the workforce, and promote age-

diverse and inclusive employment and workplace planning practices. The report looks at barriers for older workers and what needs to change.

A summary of the report, *Rethink Ageing: Recruiting for Life Experience*, is available on the COTA website.

Identifying needs of older workers (Tasmanian State Service)

The Tasmanian State Service undertook research to determine the needs of older workers, including identifying key attraction, engagement and retention elements for mature age employees, and what supporting policies, practices and information can benefit them in these transitions.

Tasmanian State Service staff aged over 50 years were invited to participate in the Active Ageing Employee Survey. Follow up interviews were conducted with staff in May and June 2018.

The project summary is now available on the Department of Premier and Cabinet's website.

Mental health best practice framework in Tasmania

The Mental Health, Alcohol and Drug Directorate is leading a project team comprising representatives from Department of Health, State Service Management Office and WorkSafe Tasmania to finalise a draft framework for consultation. A panel of experts in the field of mental health best practice has been convened to support this work.

Ensure older workers are not disadvantaged by changes to the Age Pension eligibility age

Section 87 of the *Workers Rehabilitation and Compensation Act 1988* has been amended to remove reference to the specific age of 65 years and link the cessation of weekly compensation payments to the Age Pension eligibility age, as defined under the *Social Security Act 1991*.

During Parliamentary debate on the Bill, the then Minister undertook to review the provisions relating to older workers within the next two years. On 31 October 2018, the Minister referred the matter of the review to the Workcover Tasmania Board for analysis and recommendations by August 2019.

11. Work with local businesses to respond to the needs of an ageing community

Encouraging industry to recruit, retrain and retain older workers

Skills Tasmania is actively working with its industry and community partners on workforce development activities including attracting and retaining skilled labour.

Community of Practice – workforce planning for an ageing workforce

The COTA Tasmania established a Community of Practice group with representatives from government, business, industry, research and community organisations, with an interest in the ageing workforce. The group now meets quarterly.

COTA has conducted ageing workforce research with feedback from Practice members. The Community of Practice group has identified key industry and businesses to work with and to understand ageing workforce challenges and opportunities. The next step will be to contact key persons in these industries and businesses, with the intent to develop industry-specific resources that will support businesses to plan for an ageing workforce.

Employer of Choice program and WorkSafe Tasmania

The Employer of Choice program of events, run through Skills Tasmania, highlights issues in managing an ageing workforce and showcases businesses that can be considered 'active ageing workplaces'. Employer of Choice engages with interested stakeholders to develop case studies and content for each event.

Age-friendly businesses

The COTA Tasmania was funded to develop an Age-Friendly Business Toolkit. This includes new resources for businesses to use to become 'age-friendly'. For more information and to see the Toolkit, visit COTA's website: www.cotatas.org.au.

Support organisations to develop an ageing workforce

The Department of State Growth held a WorkSafe Tasmanian conference on 22 and 23 October 2018 in Hobart included the theme 'An Ageing Workforce'. Skills Tasmania is looking at opportunities to work with the COTA to promote active ageing workplaces through its Employer of Choice program.

12. Implement whole-of-community strategies to overcome transport barriers

Finding transport solutions - rural areas

In the 2017-18 State Budget, the Tasmanian Government committed \$20,000 to develop innovative approaches to overcome statewide transport gaps, as part of Strong, Liveable Communities. This is to support regional authorities to develop transport solutions based on cross industry, community and government consultation, to meet the needs of local communities with a focus on rural areas.

Sector consultations during the development of Strong, Liveable Communities identified that the lack of access to public transport was a major barrier for older Tasmanians in connecting with essential services, especially in rural and regional communities. One of the major problems for people in rural communities was getting to and getting home from the bus stop. Community Transport Services Tasmania has been funded to pilot Tasmania's first connector service model.

Supporting older drivers

This action is about supporting older drivers to maintain their licences or transition out of driving, including identifying community connections to provide information to older drivers, and dedicated information on the Transport website at www.transport.tas.gov.au.

The Tasmanian Government, through the Road Safety Levy, is funding the Royal Automobile Club of Tasmania (RACT) over four years – 2018-2022 – to deliver road safety for older drivers. This includes the Years Ahead program and CarFit program specifically aimed at helping drivers choose a safer vehicle and to maximise their safety and comfort while driving.

State Growth's Registration and Licensing Services is currently undertaking an Older Driver Licensing Review. Aspects such as publications, website content and architecture, driving assessments and consultation strategies form part of this review.

Supporting affordable transport options

The Tasmanian Government provides for people with permanent and severe mobility impairment to access membership of the Transport Access Scheme. Benefits of the Scheme include the Australian Disability Parking Permit, subsidised taxi travel for eligible scheme members and registration and licensing discounts.

13. Support a skilled, sustainable volunteering sector

Supporting volunteers

The Government provides funding to Volunteering Tasmania to help support local volunteer organisations. This includes assisting them to find and retain volunteers, and making it easier for people interested in volunteering to find suitable roles.

In 2018-19, the Tasmanian Government increased Volunteering Tasmania's core operational funding to \$110,000 per annum, which will be indexed from 2019-20.

The *2016 State of Volunteering in Australia Report* found that 86 per cent of volunteering organisations are struggling to obtain the volunteers they need. Therefore, Volunteering Tasmania will use \$300,000 from its \$510,000 three-year project funding to deliver an innovative new project: Safeguard Volunteering in Tasmania. The project is aimed at ensuring a sufficient volunteer base to support the community sector to deliver services into the future.

Engaging older volunteers in Parks and Wildlife programs

The PWS works collaboratively with around 90 Wildcare Inc branches throughout the State.

Wildcare members provide volunteer time estimated to be worth around \$5,000,000 annually. Wildcare Inc has 7,000 members, with a large representation from the seniors sector.

Supporting older volunteers

Volunteer Tasmania (VT) and COTA worked together to prepare a project proposal in 2017-18 for implementation in the latter part of the 2018-19 financial year.

As part of a 2018 election commitment, the Government is supporting VT to use its project funding towards a new initiative, Safeguarding Volunteering in Tasmania. As a result, this initiative will capture key intergenerational volunteering as noted in VT and COTA's original project proposal.

Up-skilling sporting volunteers

The State Grants Program provides grants of up to \$60,000 to state sporting organisations, state disability organisations, state active recreation providers and state sector service providers.

A total of \$1,068,600 was allocated through the 2018 State Grants program to 31 sporting organisations, the Australian Sports Medicine Federation and the Alcohol and Drug Foundation. A proportion of that funding is directed to funding key performance indicators that target coaching and volunteer development.

14. Address ageism and combat age-related stereotypes

Supporting the Council on the Ageing Tasmania

The Tasmanian Government funds COTA to act as the peak body representing the needs of older people, and the older persons sector, in Tasmania.

COTA is the primary organisation representing the rights of older Tasmanians and has been the voice of older Tasmanians for over 50 years. While individual issues may have changed over that time, the determination and commitment of the organisation to ensure that the voices of older Tasmanians are heard, has not.

In 2018-19, the Tasmanian Government increased COTA's core operational funding to \$110,000 per annum, which will be indexed from 2019-20.

Seniors Week



The Tasmanian Government funds COTA to run Seniors Week each year. Seniors Week provides an opportunity for everyone to celebrate the valuable contributions of older Tasmanians. It also gives Tasmanians over 50 years of age opportunities to connect to their community by trying and sharing new experiences and activities.

2017

Seniors Week ran from 16-22 October 2017. The theme was Getting Outdoors, celebrating Tasmania's abundance of stunning, world-class parks and reserves.

Key figures are as follows:

- 606 events were held in 75 locations around Tasmania;
- there were 177 event organisers;
- around 10,000 participants;
- 37.6 per cent of respondents participated for the first time; and
- 23,000 hard copies of the program were distributed to 726 locations.

2018

Seniors Week ran from 15-21 October 2018. The theme was *Food, Glorious Food*, recognising Tasmania's renown for having some of the best produce, best variety and most delicious food in the nation.

While still gathering attendance figures for Seniors Week 2018, COTA can confirm that 582 events were held across Tasmania: 102 in the North; 321 in the South; 158 in the North-West; and one in the East. There were 177 event organisers; and 21,567 hard copies of the program were distributed to 851 locations.

COTA will receive \$106,000 per annum from the Government for four years, from 2018-19 to 2021-22, to continue delivering Seniors Week.

Action Area Four:

SECURITY

We need to ensure that older Tasmanians are supported to be safe and secure in their own home and in their community.

15. Support awareness and improve our response to elder abuse

Elder Abuse Research/Helpline

The Department of Communities Tasmania (Communities Tasmania) is exploring what data is being collected by Tasmanian Government agencies so as to improve our understanding of elder abuse. This work is ongoing and will inform the development of the next Elder Abuse Prevention Strategy.

The current Elder Abuse Prevention Campaign has been updated in response to public feedback and will continue to be reviewed over the coming year.

Protecting and respecting older Tasmanians

The rights of older people need to be at the forefront of policy and program development, and service delivery.

The Tasmanian Government is participating in the national discussions to develop an Australian Government National Plan for the prevention of Elder Abuse.

COTA drafted *Guiding Principles that Protect and Respect Older Tasmanians*, which was circulated statewide for stakeholder feedback. COTA distributed the final document to the COTA Australia National Policy Council held in 2017. It is anticipated that this document will be a key resource in the development of the updated Elder Abuse Prevention Strategy.

Review findings from the Protection the Rights of Older Australians from Abuse inquiry

A range of work is continuing nationally, including the development of a National Plan under the Council of the Attorneys-General Working Groups. This will be reported on in the next *Active Ageing Plan's* Progress Report.



Consider extending the Family Violence Act 2004 to a broader number of family members

The Department of Justice evaluated submissions to the consultation paper *Family Violence: Strengthening Our Legal Responses*, including feedback on extending the *Family Violence Act (2004)* to a broader number of family members, not just intimate partners. However, any change to the definition of ‘family relationship’ needs to be evidence based. People who fall outside of a ‘family relationship’ such as a grandmother, may apply to obtain a restraining order under the *Justices Act 1959*.

16. Assist people to access appropriate cost of living support

Economic security for women of all ages

The Government released the *Financial Security for Women Action Plan 2018-2021* in September 2018. This is the first in a series of action plans under the *Tasmanian Women’s Strategy 2018-2021*. It recognises the key financial security issues facing older women in Tasmania.

The strategic priorities of the *Financial Security for Women Action Plan 2018-2021* are:

1. Improving outcomes for women in paid employment
2. Increasing women's participation in science, technology, engineering, maths and medicine (STEMM)
3. Building women and girls’ financial capabilities
4. Supporting women in business
5. Addressing cost of living impacts on women

Discounts and Concessions

The Tasmanian Government provides information on a range of concessions and discounts on the cost of government services to support older Tasmanians to access essential services.

The discounts and concessions aim to achieve a balance in the standard of living and access to essential services for all members of the Tasmanian community. The *2018-19 Discounts and Concessions Guide* was released in August 2018.

Seniors Card Program

The Tasmanian Seniors Card Program is a Tasmanian Government initiative, jointly supported by private enterprise. Currently in Tasmania there are over 109,000 Seniors Card holders, supported by more than 600 businesses that offer a diverse range of discounts on products and services.

To be eligible for the free lifelong Tasmanian Seniors Card, a person must be a resident of the State, 60 years of age or over, and not working more than 20 hours per week in paid employment.

The Tasmanian Government is offering Tasmanian Seniors Card holders a twelve-month Free Parks Pass in 2018-19, and from 1 July 2019 a 50 per cent discount on the concession fee for an All Parks Annual Concession Pass. A hard copy Directory is printed every second year covering two calendar years. A new *2019-2020 Seniors Card Directory* was released in December 2018.

Emergency relief initiatives

The Government supports emergency relief initiatives to provide food, information and support to those in need, for example, food vans, emergency food relief distribution, the energy hardship fund and family assistance.

The Tasmanian Government is also taking actions to address cost of living pressures such as capping electricity prices to ensure Tasmania continues to have the lowest electricity prices, and putting a cap on water and sewerage costs.

17. Strengthen our efforts to provide appropriate and affordable housing



Raise awareness of the services of Housing Connect

Housing Tasmania is currently working with Housing Connect to raise awareness of the role and function of Housing Connect.

The Government also continues to monitor housing demand from older Tasmanians through the Housing Register.

Continue to design and construct new public housing for older people.

All new public housing construction is expected to meet livability standards suitable for 'ageing in place'. The Housing Design – Standards for Social Housing policy, which already mandates these standards, is under review.

As part of the Government's *Tasmania's Affordable Housing Action Plan 2015-2019*, six independent living units for older people on the housing register opened at Somerset, North-West Tasmania, on land owned by the Director of Housing.

The units each consist of two bedrooms. They were built to the 'Livable Housing Design Guidelines' that provide features to benefit older residents, such as wider doorways, level access to the property (no stairs), and ample room for residents to move around comfortably.

Support construction of a new aged care facility - Southern Tasmania

The project to construct a new specialist aged care facility for 50 beds in Southern Tasmania to support frail elderly on low incomes is progressing. Completion is expected in 2020-2021.

Providing women's shelters

The Government will continue to fund women's shelters in each region to provide crisis and transitional accommodation for women across the State.

To increase the availability of crisis accommodation, the Tasmanian Government contributed capital funding to support the development of a purpose-built Hobart Women's Shelter. The new consolidated housing model also allows for greater interaction, engagement and support for women and their children affected by family violence. The Hobart Women's Shelter commenced operation in March 2018 with a 30 per cent increase in bed capacity (from 47 to approximately 63 beds).

The new National Housing and Homelessness Agreement (NHHA), which came into effect on 1 July 2018, makes Commonwealth funding for homelessness permanent and indexed for the first time.

The Tasmanian Government has committed to immediate planning for additional accommodation in the South for women and children in crisis, and to mapping accommodation needs for families in crisis in the North and North-West.

Prioritise housing for the homeless

Communities Tasmania continues to use the Household Assessment Prioritisation System (HAPS). Housing Connect uses HAPS to assess peoples' need for housing assistance. Key attributes of housing needs are: affordability, homelessness, safety, health and mobility issues. People are assessed as being Priority or General. Priority applicants have an urgent need for housing assistance and will be housed first. General applicants are assessed as having a serious housing need. Both Priority and General applicants will be placed on the Tasmanian Housing Register.

HAPS benefits older people by recognising that while a person may be housed, their housing may not be meeting their needs, and may in fact exacerbate the health and mobility issues with which many older Tasmanians live. Finding affordable rental housing is also becoming more difficult for older people on fixed incomes.

Duty concession for pensioners downsizing

The Government introduced a concession that provides a 50 per cent discount on property transfer duty for eligible pensioners who sell their former home in Tasmania and downsize by buying another home in Tasmania, between February 2018 and February 2019.

Further information around eligibility is available through:

- Website - <https://www.sro.tas.gov.au>
- Telephone - 1800 001 388.

18. Facilitate education and support for older people to be safe online

Support use of technology and cyber safety

Digital literacy is a key focus of Libraries Tasmania's Strategic Directions 2018-2021.

Libraries Tasmania is also a member of eSmart library, accredited through the Alana and Madeline foundation. It is working to equip staff and have systems to support Tasmanian library users with the skills they need for smart, safe and responsible use of technology.

District Community Police Officers continue to focus on communicating with older Tasmanians, particularly in relation to online safety and personal safety.

19. Support older people to maintain independence as they age

Supporting older Tasmanians to feel safe – Tasmania Police

As mentioned above, District Community Police Officers communicate with older Tasmanians, particularly in relation to online, personal and household safety.

This has included at least 110 presentations Statewide to senior groups, including Probus, Rotary, and other community groups including Neighbourhood Watch and retirement homes. Presentations also occurred with carers of older people to ensure that information is provided to older Tasmanians in a simple and targeted way.

In addition, the Northern District Older Victims of Crime Visitation Program visited older victims of crime to provide information on both online safety and household safety and security.

In addition to the presentations mentioned above to seniors groups, District Community Police Officers have had a number of articles on personal safety and security tips published in local papers, including the Examiner newspaper.

Carer Action Plan

In December 2017, the Government released the *Tasmania Carer Action Plan 2017-2020*, which can be viewed online. The Action Plan takes account of consultations that included an online community survey, written submissions, face-to-face forums conducted by Carers Tasmania, and Government department consultations. The Action Plan recognises the role and valuable contributions of older carers, and those who care for older Tasmanians.

The Actions in the Action Plan respond to issues identified during consultations and cover existing, ongoing and new actions. These fall under the three objectives of the Carer Policy, namely to:

1. Increase the level of recognition of carers
2. Improve the level of support and services to carers
3. Involve carers in the development and evaluation of policies, programs and services that affect them and their caring roles.



Compassionate Communities

The *Strengthening Communities of Care Strategy* (17 July 2018) outlines priorities and actions that aim to ensure that Tasmania has a skilled, confident, competent and sustainable palliative care workforce in the future. The Strategy is a key deliverable of *Compassionate Communities: A Tasmanian Palliative Care Policy Framework 2017-2021*. The framework aims to create a contemporary, inclusive approach to palliative care in Tasmania.

The DoH has funded the District Nurses to provide services under an End of Life Care Supplementary Services Program. The program provides support to individuals and their carers who cannot access other assistance through My Aged Care, Home and Community Care or other programs. Services commenced in May 2018.

The DoH is working with the THS to trial an after-hours telephone support service to palliative care patients and their care givers in the North and Northwest of the state. The trial will conclude in June 2019 and inform future service planning.

Work is continuing on advanced care directives and developing common tools and resources for advanced care planning.

Consider findings from the Review of Notional Estates

'Notional Estate' refers to assets that are no longer part of the actual estate of a deceased person because they have been distributed either before or after the death of the deceased. As the assets are no longer part of the estate they are not taken into consideration in a claim against the estate under family maintenance provisions.

The Tasmania Law Reform Institute has accepted but not yet finalised a new reference relating to Notional Estates. This will be reported on in the next *Active Ageing Plan's* Progress Report.

Educating community: Powers of Attorney and Guardianship

The Office of the Public Guardian provides education and information sessions about guardianship and power of attorney issues on request. It has also partnered with Palliative Care Tasmania to provide education sessions, and also provides advice to members of the public on enquiry.

Work is continuing nationally in relation to enduring appointments, including powers of attorney, under the Council of Attorneys-General Working Groups.

The Tasmania Law Reform Institute is reviewing the Guardianship and Administration Act. It is expected that the review will make a number of recommendations for the reform of that Act, and will include an examination of the inter-relationship between that Act and the *Powers of Attorney Act 2000* and how these Acts should interact if legislative amendments are proposed.

GOVERNANCE

Tasmanian Government departments take an integrated and coordinated approach to delivering actions under Strong, Liveable Communities. The Active Ageing Government Advisory Group, which is led by Communities Tasmania and comprises senior officials from key State Government departments, remains in place to implement Strong, Liveable Communities.

Strong, Liveable Communities is integrally linked to the Government's commitments to jobs and economic growth, education, health, housing and supporting Tasmanians in need.

The Tasmanian Government is committed to working with older people so that the action plan responds to their needs and aspirations over the next four years.

It is also working with the Australian Government, local governments, the business community and non-government organisations, to ensure a coordinated effort to help people age well.

Implementation and reporting

Strong, Liveable Communities is a living document, and therefore the Government will take a flexible approach to action areas over time to ensure that these continue to be based on the best available evidence, take into account the needs of older Tasmanians, and are an effective use of resources.

The Minister for Disability Services and Community Development is the responsible Minister, and is monitoring progress on the Strong, Liveable Communities action areas.

The next Implementation Strategy will outline initiatives for the 2019-2020 calendar years.

Monitoring and evaluation

Given the Tasmanian Government's commitment to initiatives that enable older people to age well, it is essential that the Government monitors and evaluates its efforts.

As part of the Active Ageing grant funding, COTA is collaborating with other COTA federation members to conduct a national survey of older Australians. The survey will provide rich data about older people's views, concerns and aspirations. Results from this survey will help inform ongoing actions to support active ageing in Tasmania.

During the implementation of Strong, Liveable Communities, the Government will continue to determine whether the action plan is improving outcomes and empowering older Tasmanians by continuing to consult with them and the sector.

WHERE TO FROM HERE?

It is important to continue enhancing community relations, improving access and equity to Tasmanian Government services and fostering social and economic participation and community development.

Over the next two years, the Tasmanian Government intends to progress a range of activities, some of which include:

- Funding COTA to act as the peak body representing the needs and rights of older people, and the older persons sector, in Tasmania.
- Completing the DoH's model of care for geriatric management and rehabilitation.
- Producing new 'Get Active' booklets to provide ideas for older adults to be active and connected to their local community.
- Funding COTA to develop an online portal for older Tasmanians seeking information on staying connected to community and active recreation opportunities.
- From 1 July 2019, Seniors Card holders can enjoy national parks access with half price annual and two year Seniors all park passes.
- Connecting people to creativity via arts, dance therapy or other creative interests.
- Funding COTA \$106,000 per annum for the next three years to continue delivering Seniors Week.
- Allocating \$125,000 per annum over the next two years to support the sustainable development of Men's Sheds in Tasmania.
- Publishing Concessions Guides to provide information on the range of concessions and discounts available to support older Tasmanians to access essential services.
- Publishing a new Seniors Card Directory for 2019-2020 to provide Seniors Card holders with a range of discounts on products and services.
- Addressing food security through increased funding to Foodbank, Produce to the People, the Loaves and Fishes Project, and Tasmania's food vans.



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