

Strong, liveable communities

TASMANIA'S ACTIVE AGEING PLAN 2017–2022



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ACKNOWLEDGEMENTS

The Tasmanian Government would like to acknowledge the Council on the Ageing (COTA) Tasmania, members of the Active Ageing Plan Community Advisory Group and community members who participated in the consultation to inform *Strong, Liveable Communities: Tasmania's Active Ageing Plan 2017-2022*.

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I don't want to be valued or undervalued, respected or disrespected simply because of how old I am. I want to live in a society where how I am viewed is not determined by my age but how I live my life.

Consultation Participant

FOREWORD



**The Hon
Will Hodgman MP
Premier**

Older people are integral members of the Tasmanian community, socially and economically.

As active participants in the workforce, volunteers, carers, parents and grandparents, older Tasmanians contribute significantly to Tasmania's future.

They also add to the diversity of our State, and enrich our community.

Generally, older Tasmanians are happy; they are leading healthy and active lives, and are connected and contribute to their communities. But not all Tasmanians enjoy the same life circumstances and the Tasmanian Government has a key role to play in supporting those people who feel more vulnerable as they age.

Strong, Liveable Communities: Tasmania's Active Ageing Plan 2017-2022 (the Plan) builds on previous and current government strategies, to create a Tasmania that is the best place to live, work, invest and be part of a family, as we grow older.

It is a comprehensive plan, developed with the voices of older Tasmanians, to support individuals to make informed choices about their health and wellbeing, education, participation, and security.

The Plan also aims to adapt and re-shape our workplaces, communities and society to better facilitate and value the contributions of older people. This includes rethinking policies, practices and services that enable older people to participate.

We acknowledge that our actions will evolve over time. That's why the Plan will be supported by an Implementation Strategy. This Strategy will allow the Tasmanian Government to refine its action based on what works, listening and learning from older people and exploring solutions to long-standing challenges.

We will also continue to work with the Council on the Ageing (COTA) Tasmania, local and Australian Governments, non-government sectors, and the wider community, to collaboratively plan for, and provide, the best opportunities for all Tasmanians to actively age.

MESSAGE FROM THE COUNCIL ON THE AGEING TASMANIA

The way we age is changing.

My ageing is different to my grandmother's.

People are living longer than previous generations.

They have longer periods of employment, have different educational and workforce participation, are more active, and have greater engagement in cultural, social, and civic life.

They are diverse, with different life experiences, cultural backgrounds, and aspirations for their future.

Advances in health, education and technology are changing the communities that we live in, the way we access information, and how we communicate with each other. The world is experiencing significant changes and Tasmania can learn from what is happening around the globe.

Tasmania has the oldest median age of all states and territories. By 2020, it is projected that one in five people will be aged 65 years or older. By 2030, one in four Tasmanian people will be 65 or older.

And as a result of the ageing trend, there will be more older people living, working in and visiting Tasmania than ever before.

While ageing is a process shared by all, it is experienced differently by everyone.

The difference in how we age is connected to our individual circumstances and the choices we make over our lifespan. The lifestyle and financial decisions made in younger and middle years can impact on our ability to maintain independent and fulfilling lives as we age.

How we age is also connected to the society in which we live.

Removing physical, communication, system (e.g. policies and programs) and attitudinal barriers, will allow older people to better access physical spaces, services and information. It will also encourage the design and delivery of services with older people in focus, enabling greater participation which is valued by the community. Design **with** older people not just **for** older people.

Improving access to healthcare, learning opportunities, community and workforce participation, and being safe and secure can help people to build resilience as they age. Improving access also helps to remove barriers to participation and reduce ageist stereotypes, which contribute to the disengagement, social isolation and vulnerability of older people.

COTA acknowledges the support of the many older people in Tasmania who participated in the Active Ageing consultation, contributed to the development of the Active Ageing Plan, and their generosity in sharing their stories of growing older. Although there are challenges, older Tasmanians are optimistic about what a great place Tasmania is to grow old. We look forward to continuing to hear from older Tasmanians as the Plan is implemented.



Sue Leitch
CEO, COTA
Tasmania

OUR AREAS FOR ACTION

Strong, Liveable Communities: Tasmania's Active Ageing Plan 2017–2022 is the Tasmanian Government's commitment to support people to maintain their health, increase their participation, continue to learn, and feel secure as they age.

All Tasmanians have the right to access health care and education opportunities, participate in their community, to feel safe and secure and have their values and preferences respected.

The Plan supports personal choice to help achieve these essential factors of a good life as we age.

It aims to re-shape the way our workplaces, communities and society, view and value older Tasmanians, to reduce barriers to participation and create opportunities.

The Plan identifies four action areas to guide our approach. It builds on previous government policies, and considers the needs of people over 50 in current Tasmanian Government initiatives.

The Tasmanian Government will also undertake new initiatives to support people over 50 to continue to age well.

ONE: HEALTH



1. Support people to be active in managing their own health
2. Facilitate access to physical activity to improve strength, resilience and participation
3. Provide information and programs about affordable, healthy eating
4. Improve access to mental and physical health care in rural communities

TWO: LIFELONG LEARNING



5. Work collaboratively to increase confidence and skills to use digital technology
6. Provide opportunities for diverse groups to share skills and knowledge
7. Work to lift literacy and numeracy levels of older adults
8. Provide targeted information about education, training and learning opportunities

THREE: PARTICIPATION



9. Strengthen the liveability of local communities
10. Maximise opportunities for older workers to re-enter, reskill or remain in the workforce
11. Work with local businesses to respond to the needs of an ageing community
12. Implement whole-of-community strategies to overcome transport barriers
13. Support a skilled, sustainable volunteering sector
14. Address ageism and combat age-related stereotypes

FOUR: SECURITY



15. Support awareness and improve our response to elder abuse
 16. Assist people to access appropriate cost of living support
 17. Strengthen our efforts to provide appropriate and affordable housing
 18. Facilitate education and support for older people to be safe online
 19. Support older people to maintain independence as they age
-



ACTION AREA 1: **HEALTH**

Tasmanians can access information and services to be active participants in managing their own health and wellbeing as they age.

It's a fact of life that everyone is growing older and costs are going to increase... but because people are living much longer, a very large part of that longer life is in pretty good health and it's only a small proportion that you can't manage without some support.

Focus group, Launceston

Older Tasmanians report that they value being in good health, and that good physical and mental health is key to living a good life.

Early detection and management of disease, healthy eating, and maintaining physical strength and activity, are important components of health and wellbeing as people get older:

Due to advances in health and technology, people are living longer than they used to. While this is a challenge for the health system, it is also an opportunity to improve the way people access and use health information and services.

Physical activity, and being involved in sport and recreation, can help people stay connected to their community and support good mental health, particularly where activities are undertaken in groups.

However, being unable to access to health information and services can be a barrier for older people to have good health as they age.

To enhance the health of the Tasmanian population and reduce health inequities, it is essential that people can understand and act on information about their health and health care.

To achieve this we will focus on:

- health promotion and health literacy to enable Tasmanians to take control of, and improve, their health;
- healthy eating, and maintaining physical strength and activity; and
- exploring ways to improve access to healthcare.



I

Support people to be active in managing their own health.

We will:

- provide health literacy resources and programs that are appropriate to different ages and life stages;
- implement whole-of-community initiatives from the *Healthy Tasmania Five Year Strategic Plan*;
- connect people to art, music and dance therapy, and other creative interests;
- focus on improving management of medications and of chronic conditions; and
- provide information about preventative health measures including immunisations.



2

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

We will:

- support older people to connect with local initiatives and community groups;
- promote and support the provision of high quality physical environments in which people can enjoy a wide range of physical activities;
- establish partnerships with arts, parks and sporting organisations to promote low cost, local activities with a specific focus on activities for older Tasmanians; and
- promote programs that build muscle strength to reduce the likelihood of serious injury from falls.

Get Outside with Community

Get Outside with Community is a social inclusion project that runs excursions to Tasmanian parks and reserves with people from culturally and linguistically diverse backgrounds. The project makes it easy for people of all ages to explore Tasmania's natural environment and make social connections. To help get older people involved, youth leaders, trained through the Outdoor Leadership program, are encouraged to bring along older family and community members to the events. This project provides an opportunity for people to develop friendships and increase feelings of independence, resilience and overall wellbeing. It also allows people to share knowledge about different cultures, food, art, singing and sport.



3

Provide information and programs about affordable, healthy eating.

We will:

- roll out complementary resources to the LiveLighter campaign, aimed at creating healthier environments for older people;
- provide training and resources to community organisations (including aged care services); and
- screen to identify the onset of chronic disease caused by obesity or malnutrition.

Channel Men's Shed

Men's Sheds are an opportunity for men of all ages to come together, be productive, active, and to discuss issues that are important to them. The Channel Men's Shed has almost 200 members, a large workshop space, kitchen, lounge and vegetable garden. Men's Sheds activities are flexible, driven by skill or knowledge gaps within the membership, and include projects within the wider community. For example, 26TEN funded a boat building course in which older men taught young unemployed men skills to build boats and their self-confidence. Men's Sheds provide a unique opportunity for older men to continue to make social connections, refine their skills and knowledge, and contribute to their community. As a highly successful example of the Men's Shed program, the Channel Men's Shed has an open, inclusive atmosphere, a large range of tools and equipment (and the space to use and store them!), and most importantly, a wealth of shared knowledge in membership.



4

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

We will:

- investigate augmenting the Telehealth Expansion Project to use technology to better connect people to health services;
- investigate central health hubs in regional communities that provide a central point for visiting health services;
- explore gender-based initiatives to improve access to, and understanding of, mental and physical health; and
- develop a business case for mental health training for rural workers.

Rural Alive and Well

Rural Alive and Well (RAW) is a not-for-profit organisation which helps build the resilience and capacity of those living in rural Tasmania. Through outreach services, RAW supports individuals, their families and the community to react to challenging life experiences, with a particular emphasis on suicide prevention, mental health and wellbeing.

People over 65 years of age, are the fastest growing age group to which RAW provides these outreach services. In recognition of its outstanding work in rural communities, the Tasmanian Government has committed \$1.7million over the next three years to RAW to continue this critical work.





ACTION AREA 2: **LIFELONG LEARNING**

Learning is accessible and inclusive of older Tasmanians so that they feel valued, accepted and able to cope with change.

From day to day you learn. It doesn't matter how old you are, or how young you are, it's about starting, and once you start you get the confidence that you can, and it builds up from that. It builds up and up.

Tom, 26TEN participant

Older Tasmanians report that they value opportunities to continue to learn and develop their skills throughout their lives.

Many older Tasmanians are active learners, as well as important contributors through sharing their knowledge and skills.

Continuing to learn, formally or informally, throughout life provides people with the knowledge and skills to manage their health, keep up-to-date with technology, participate in the workforce, manage finances and maintain independence.

Learning opportunities can also encourage social connection and enjoyment for people.

To support continued learning opportunities, we will focus on:

- building digital literacy skills;
- creating and retaining opportunities for older and younger people to learn from each other;
- supporting people to improve skills for continued workforce participation; and
- reinforcing the value of developing literacy and numeracy skills to maintain independence.



5

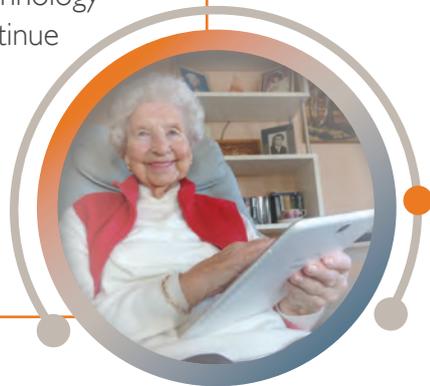
Work collaboratively to increase confidence and skills to use digital technology.

We will:

- extend formal and informal computing and technology programs;
- investigate targeted mechanisms to improve access to technology; and
- work with COTA, Australian and local governments, non-government organisations and the Tasmanian ICT sector; to build on existing resources and pilot new programs, to improve access and ability to use digital technologies.

Digital Inclusion

At 100 years old, Betty shows that age is no barrier to continued education and digital literacy. For Betty, her ability to use technology helps her to live life to the fullest, feel independent and continue to engage with other people. Having the confidence to use technology like Facebook helps Betty stay in contact with her children, grandchildren and friends. She can also use it to stay mentally active, and it has helped her maintain her independence through online services such as banking.



6

Provide opportunities for diverse groups to share skills and knowledge.

We will:

- explore partnerships between schools and community learning programs for intergenerational learning opportunities;
- investigate options for improving cultural awareness and learning between younger and older people;
- develop resources to identify best practice intergenerational program models; and
- celebrate and showcase local initiatives that foster intergenerational connection and capacity building.

Intergenerational Digital Skills Sharing

The Connecting to Community Project, run through Kingston High School's Big Picture Academy, sees students act as IT mentors to community members, especially older people. The aim of the Project is for students to share their digital skills, and help others to improve their ability to use IT. In addition to improving technology skills, the Project has allowed students to connect with older people and learn from their experiences and skills. In recognition of their efforts, Big Picture students received the Mentor Award as part of the National Year of Digital Inclusion Awards.



7

Work to lift literacy and numeracy levels of older adults.

We will:

- work with COTA to support older Tasmanians with low literacy by connecting them to 26TEN and other support services;
- work with Tasmanian businesses with an ageing workforce, and community organisations to improve access to 26TEN resources, workshops and grants; and
- actively promote opportunities for older Tasmanians to share their skills and knowledge by becoming 26TEN volunteers.

Tom's Story

Tom was a Leading Hand at a manufacturing plant before his job was taken over by someone with basic skills that Tom simply didn't have – the ability to read and write. With the support of his wife, Tom was able to keep up to date with the newspapers and mail over the years, but the point came when Tom realised he needed to be able to do things for himself. With the continued support of his family Tom attended a literacy course at his local LINC.



8

Provide targeted information about education, training and learning opportunities.

We will:

- promote formal and informal opportunities to improve work or life skills, including free or low-cost options; and
- develop a business case to establish a Learning Alliance for community groups to share best practice and better coordinate programs.

Launceston School for Seniors

School for Seniors is a volunteer organisation for people over the age of 50 who like to keep mentally and physically active, and who want to continue to pursue their interests or develop new ones as they grow older. The School encourages people to learn at their own pace, to achieve personal goals, and to make connections and friendships with other people in their community. The school is designed to meet the needs of people over the age of 50 and is physically accessible, affordable, and driven by the diverse interests of older people.





ACTION AREA 3: **PARTICIPATION**

Older Tasmanians are able to fully participate in family, community and civic life.

I've found volunteering very rewarding, and intellectually stimulating, and it's a good thing for everybody, it's a win-win really.

Focus group participant

Older Tasmanians report that opportunities to participate are important for them to live a good life. This includes the ability to access services and community activities, continuing to be a part of the workforce, volunteering, and having opportunities to connect socially.

Older people who can access programs and services, and who are connected to their community, are more likely to be in better health and continue to actively contribute to their community and the economy as they age.

The liveability of a community can be determined by the level of access people have to activities, services, transport and information, regardless of their age or mobility. Communities are also more liveable when they are respectful and supportive of diversity.

To ensure continued participation, we will focus on:

- strengthening the liveability of local communities;
- maximising opportunities to participate in paid or unpaid work;
- supporting businesses to respond to an ageing community;
- implementing Tasmania's *Transport Access Strategy*, to provide better coordinated passenger transport services, with a focus on vulnerable Tasmanians; and
- addressing age-related discrimination.



What is a Liveable Community?

Figure 1: Adapted from the World Health Organisation



9

Strengthen the liveability of local communities to enable greater participation for all people, regardless of age or mobility.

We will:

- develop practical resources for local councils to improve liveability in accordance with the *World Health Organisation's Age Friendly Cities: A Guide*;
- work with councils to identify and develop resources to help them improve liveability at the local level; and
- identify mechanisms for local councils to better engage with their older community members.

Local councils creating Liveable Communities

The West Tamar Council is actively engaging with older people through its Positive Ageing Strategy (the Strategy). The Strategy supports and values the contributions of the residents of West Tamar as they grow older. The Strategy aims to build opportunities for partnerships, planning and participation in positive ageing. The West Tamar Seniors' Advisory Group is a group of people over the age of 50 who meet once a month to discuss issues relevant to positive ageing. The advice and

input of this Advisory Group into the Strategy has contributed to many achievements within the community, such as the Windsor Computer Hub, Windsor Community Garden, and thriving Seniors Week celebrations.



10

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

We will:

- ensure that Tasmanian vocational education and training programs include opportunities for older Tasmanians to have a working future by building their vocational, employability and adaptability skills;
- undertake actions regarding trial recruitment practices, flexible workplace arrangements and pathway planning, through the Tasmanian State Service's Diversity and Inclusion Policy and Framework;
- support Tasmanian State Service employees to re-enter the workforce or transition into retirement while providing opportunities for them to continue to use their knowledge and skills;
- support Tasmanian State Service employees to improve their mental health and wellbeing; and
- share what we learn in the Tasmanian State Service with business and non-government organisations.



11

Work with local businesses to respond to an ageing community.

We will:

- encourage employers and industry to participate in their own workforce planning and development activities, including recruiting, retraining and retaining older Tasmanians in the workforce;
- continue to support the Employer of Choice program;
- provide support to Tasmanian businesses to improve their understanding of and ability to tailor their products and services to the needs of older consumers; and
- assist older Tasmanians with small businesses to access advice and mentoring to grow their business, through Tasmania's Enterprise Centres.

12

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

We will:

- support older people to maintain their driver's licence or transition out of driving and build confidence in using public transport;
- implement key initiatives from the *Transport Access Strategy*; and
- expand current stakeholder networks and investigate innovative consultation methods, to develop integrated, practical transport solutions to overcome transport barriers.



13

Support a skilled, sustainable volunteering sector.

We will:

- champion ways to make it easier for people to access volunteering opportunities;
- explore options for older volunteers to share their knowledge and skills with a younger cohort and plan for succession in the volunteering sector; and
- continue to fund a wide range of volunteering organisations to deliver services and create a range of opportunities for older people to participate.

Lifeline Volunteers

Volunteers at Lifeline Tasmania know first-hand the importance of social connections to mental wellbeing, and that is why they are always on the lookout for volunteers to connect with older people living independently or in aged care facilities. Lifeline's volunteers regularly pick up the phone to talk to older Tasmanians, knowing that social isolation can contribute to the risk of suicide. But older people have also found that volunteering with Lifeline gives them purpose and a sense of connection to community. Many of the Lifeline Chats volunteers are older people, who take time out of their day to call participants – some of whom may have become isolated after the death of a spouse – and take them on outings and social events. This helps older people with transport issues, or who may not live close to friends and family, get out and about, and to have a bit of fun.



14

Address ageism and combat age-related stereotypes to ensure all Tasmanians have the ability to participate in our community, regardless of their age.

We will:

- continue to fund COTA as the Peak Body representing older people;
- promote the contributions of older people, and opportunities for continued participation (e.g. through Seniors Week);
- investigate training opportunities for responsive and ready frontline service staff to meet the needs of older people; and
- review Tasmanian Government communication tools, and explore the use of positive imaging and alternate methods to increase the accessibility of government information, the contributions and opportunities for people as they get older.

Celebrating Older Tasmanians: Seniors Week

Seniors Week events aim to promote healthy and positive ageing, by building connections between older Tasmanians and their community. This is achieved by introducing older Tasmanians to new activities that can be sustained over time to improve their health and wellbeing, and by promoting positive ageing to the wider community. Most importantly, it is an opportunity for older people who might feel socially isolated throughout the year to have an active and social week, to try new things and to meet new people. The events are as diverse as the Tasmanian population itself, and the overwhelming response from older people is that they love having the chance to venture out to new places, enjoy new experiences and meet great new people.





ACTION AREA 4: **SECURITY**

Older Tasmanians are supported to be safe and secure in their own home and in their community.

Feeling secure at home and in the community is fundamental to active ageing. But security goes beyond the physical and also includes financial, food and housing security. Elder abuse prevention is also key.

COTA Tasmania

Older Tasmanians report that they value the strong sense of friendliness and safety in Tasmania, and want support to continue to be safe and secure in a home and a community they choose.

This includes access to secure housing, being able to afford essential needs, and support to help older people maintain their independence and actively age.

Supporting people to be safe at home, in relationships, and out in the broader community, means their interests are safeguarded, and their right to make decisions about their future is valued.

To continue to be active in exercising personal choice, older people also need access to information and education about palliative care and end of life planning.

To achieve this we will focus on:

- improving our approach to preventing elder abuse;
- supporting people to meet the essential costs of living;
- exploring appropriate and affordable housing options for older Tasmanians;
- helping older people to have the skills to be safe online; and
- supporting people to maintain their independence as they age.



15

Support awareness of, and improve our response to, elder abuse.

We will:

- explore improved data collection for different demographic groups over 65 years, and different types of abuse;
- continue to implement *Protecting Older Tasmanians from Abuse: Tasmania's Elder Abuse Prevention Strategy*; and
- consider the findings from the Australian Law Reform Commission's inquiry into *Protecting the Rights of Older Australians from Abuse*.

16

Assist people to access appropriate cost of living support.

We will:

- raise awareness of the eligibility for State and Australian Government concessions;
- connect vulnerable Tasmanians to financial assistance schemes (e.g. No Interest Loan Scheme, Energy Hardship Fund) and bill smoothing options; and
- target initiatives to assist women to be financially prepared for later life.

17

Strengthen our efforts to provide appropriate and affordable housing to meet the needs of people as they age.

We will:

- implement commitments in *Tasmania's Affordable Housing Strategy*;
- monitor demand for appropriate housing for older people through the Housing Register;
- implement state planning policies that guide the location of development based on proximity to services, transport and community use areas (e.g. parks);
- provide information about accommodation options, including emergency and long term accommodation; and
- advocate for design standards and assistive technologies to be incorporated into housing developments.



18

Facilitate education and support for older people to be safe online to prevent them from becoming victims of fraud and eCrime.

We will:

- provide information about scams and ways to protect personal information online;
- promote options for reporting potential fraudulent activity; and
- use a train-the-trainer model to provide eSafety programs at a number of locations across the State.

Fraud and eCrime impacts on Older People

With so many resources and services now online, it is important that older people can access information about being safe online. Older Tasmanians have lost thousands of dollars through telephone scams and receiving emails stating that a business bank account's information has changed or they owe money to a Government department.

These calls and emails seem to directly target older people who are home throughout the day, and who have limited understanding of technology and scams. In many cases, people do not report these instances, leaving them with reduced savings and little opportunity to pursue legal action.



19

Support older people to maintain independence as they age.

We will:

- promote the importance of continuing to respect the rights of vulnerable individuals as they age (e.g. cultural beliefs; sexual preferences);
- pilot programs to connect individuals and community groups who want to offer a helping hand to others in their local community; and
- work with individuals and organisations to begin conversations earlier, and improve education about options, for end-of-life planning including advanced care planning, enduring guardianship, and powers of attorney.



OUR APPROACH

The Tasmanian Government will use the following foundations to guide our approach to Active Ageing.

Evidence based

We want our 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. We want to improve the way we use data, understand ageing from diverse perspectives, and better understand the impacts of ageing throughout the different stages of life.

Intergenerational connections

We want to facilitate environments that are inclusive and bring people of all ages and backgrounds together to share knowledge and skills. Through intergenerational connections, we aim 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. We are directing our efforts towards collaborative solutions to long standing issues such as transport, cost of living, and health care. We aim 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. We want 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, will be considered.

MAKING A DIFFERENCE

The Plan will require sustained and collaborative efforts between the Tasmanian Government, other governments, non-government organisations, businesses and the community.

Governance

Tasmanian Government agencies will take an integrated and coordinated approach to delivering actions under the Plan. The Active Ageing Government Advisory Group, which is led by DPAC, and comprises senior officials from key State Government agencies, will remain in place to implement the Plan.

The Plan 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 the Plan responds to their needs and aspirations over the next five years.

We will also work with the Australian Government, local government, business community and non-government organisations, to ensure a coordinated effort to help people age well.

I'm not growing older, I'm just growing better.

Survey Respondent, 2016

Implementation and reporting

The Active Ageing Government Advisory Group will develop a rolling Implementation Strategy over the life of the Plan. This Implementation Strategy will clearly outline specific initiatives under each of the areas for action and the State Government agency responsible for delivery.

Through our Implementation Strategy we will continue to address the longer term challenges to ageing well. As the Plan is a living document, we 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 Premier is the responsible Minister; and will monitor the Plan's progress. The Premier will receive annual reports, outlining achievements and identifying recommended next steps.

Monitoring and evaluation

Given the Tasmanian Government's commitment to initiatives that enable older people to age well, it is essential that we monitor and evaluate our efforts.

During the implementation of the Plan, we will determine whether the Plan is improving outcomes and empowering older Tasmanians by continuing to consult with them and the sector.

To assist us in determining whether we are directing our efforts in the right places, we will focus on improving the breakdown of data collected for people aged 50 and over from national and state sources, and develop an evaluation framework.

Based on COTA's consultation with older Tasmanians, we have identified the following measures to help review our progress and guide us to success:

ACTIVE AGEING FOUNDATIONS	MEASURE OF SUCCESS
Evidence based	<p>Data is collected and reported for diverse groups of people aged 50 and over.</p> <p>Data is used to inform decision making for policy and services targeted at people aged 50 and over.</p> <p>Initiatives are informed by the latest evidence of what works.</p>
Intergenerational Connections	<p>There are opportunities for the community to create and reinforce intergenerational connections.</p> <p>Younger and older people see the value in creating intergenerational connections.</p>
Accessibility	<p>Services are accessible and used by people aged 50 and over.</p> <p>There is a range of accessible transport options for people aged 50 and over.</p> <p>Government information is delivered in a format that meets the needs of people aged 50 and over.</p>
Affordability	<p>People aged 50 and over can meet their essential needs (food, utilities etc).</p> <p>People are aware of the concessions and discounts to which they are entitled.</p> <p>Housing is accessible and affordable for people aged 50 and over.</p>
Liveability	<p>Tasmanians aged 50 and over have opportunities to participate in the Tasmanian community.</p> <p>People aged 50 and over feel safe and secure in their community.</p> <p>People aged 50 and over do not experience discrimination.</p> <p>The needs of an ageing community are taken into account in local and state planning and infrastructure development.</p>

WHAT IS ACTIVE AGEING?

Active ageing is about more than being physically active. It is about continuing to belong, be involved, learn, and have purpose as we age.

When people are supported to age actively, they are empowered to make choices about how to live their life and ways they can reach their potential for physical, mental, spiritual and social wellbeing.

Active ageing is about providing people with opportunities to grow older in the way they want.



10%
of Tasmanians aged
65–79 are in full-time
or part-time work



22%
of Tasmanians aged
65+ volunteer

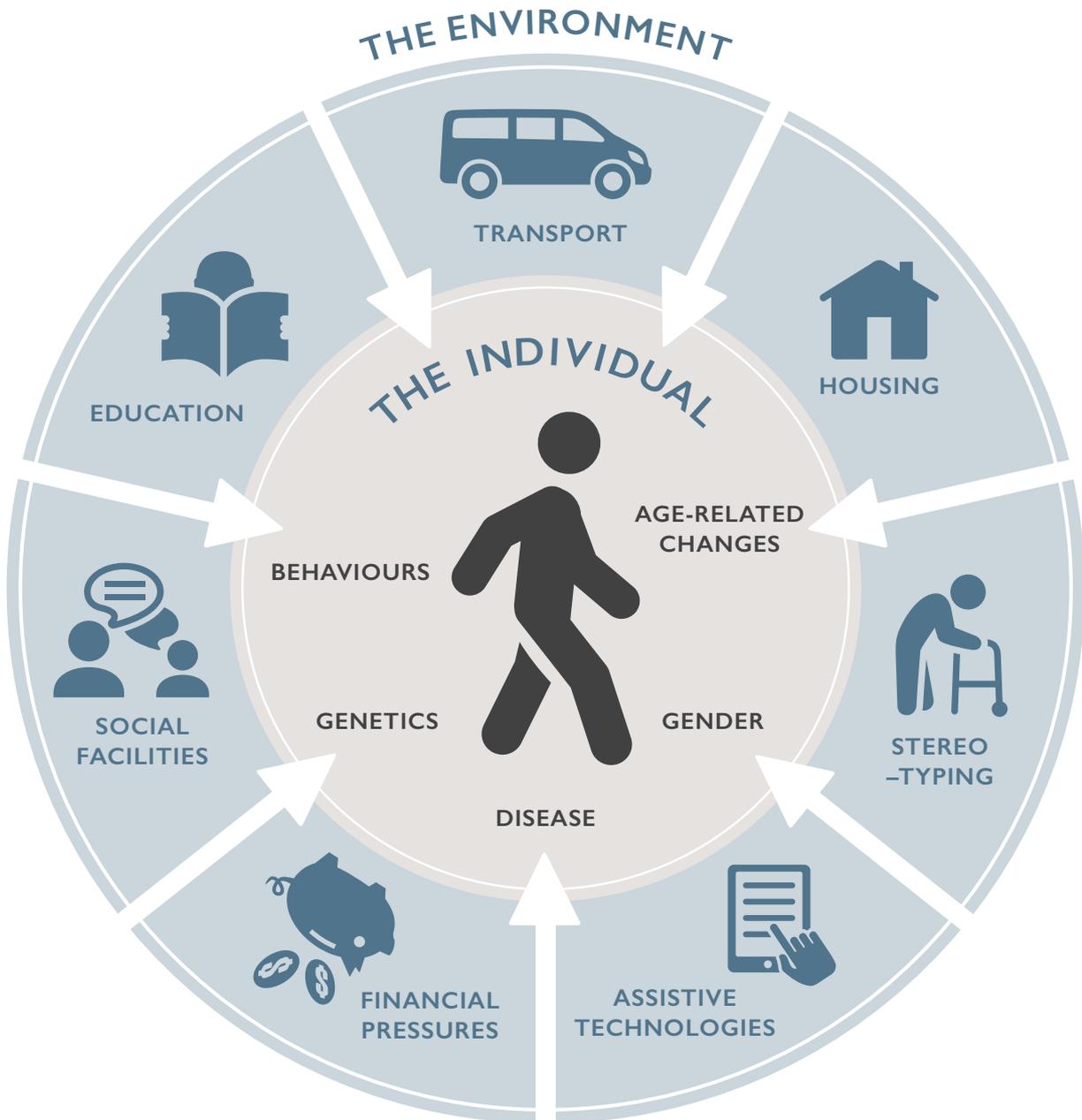


93%
of Tasmanians aged
65+ live at home



28%
of Tasmanians
aged 65+ regularly
participate in sport
(the national average is 23%)

What influences the way we age?



Every older person is different

Some 80 year olds have levels of physical and mental capacity that compare with people many years younger. Others of the same age may require support for basic daily activities.

This diversity in how people experience ageing is connected to our life experience and the impact of our physical and social environments.

All Tasmanians, regardless of their background, should be supported to age well, and have the opportunity to make decisions about how they want to age.

Older Tasmanians are not a homogenous group and their age does not define their aspirations and needs, nor their contribution to social and economic life.

COTA, 2016

Tasmania's ageing population

Tasmania has the oldest median age of all states and territories.

We have experienced the largest increase of states and territories over the last 20 years, increasing by seven years from 35 years in 1996, to 42 years in 2016. Interstate migration of younger adults from Tasmania to the Australian mainland has contributed to this accelerated ageing (ABS, 2016).

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 (ABS, 2016).



Estimated proportion of Tasmanian population over 65 years of age in 2020



Estimated proportion of Tasmanian population over 65 years of age in 2030

By 2020, it is projected that one in five people will be aged 65 years or older. By 2030, one in four Tasmanian people will be 65 or older.

WHAT OLDER TASMANIANS TOLD US

Between September 2016 and March 2017, the Tasmanian Government and COTA Tasmania spoke with over 900 people, including 841 older Tasmanians, to find out what is important to them.

The consultation was statewide and included:

- regional and special interest focus groups;
- online and hard copy surveys;
- postcards in multiple languages;
- opportunities to submit creative writing, storytelling and art;
- engagement with stakeholder groups; and
- direct feedback to COTA Tasmania.

A key focus of the consultation was to understand what Tasmanians see as a good life as they age; what factors contribute to a good life, and what the barriers to achieving it are.

Overall, the survey respondents reported that the most valued aspects of living a good life included being in good health, having enough money to meet their needs, having good relationships with family and friends, and living independently in their own home.

The most commonly reported barriers to living a good life were not having enough money to meet their needs, experiencing poor health, feeling that their age restricts their ability to do what is important, and leaving the paid workforce.



TASMANIA'S CURRENT SUPPORT FOR OLDER PEOPLE

In developing the Plan, we have considered opportunities to build upon and improve existing programs. Some of these are the responsibility of the Australian Government; others operate within individual Tasmanian Government agencies, while others represent a whole-of-government approach.

Ageing and the Australian Government

The Australian Government has responsibility for some of the portfolio areas that affect ageing. This includes the Age Pension and other income support, taxation and superannuation, workplace relations, higher education and aged and community care.

The Australian Government also helps to support older people through grants and funding for organisations that provide services for older Australians.

We are committed to working with the Australian Government to maintain a positive and coordinated approach to supporting our ageing population.

Tasmanian Government Support for Older People

The Tasmanian Government supports and protects older Tasmanians through:

ACTION AREA I: HEALTH

The **Healthy Tasmania Five Year Strategic Plan** is designed to give people the information and tools they need to make positive and healthy changes to their lives. It recognises specific health needs of people at different ages across the life span, including older age.

Rethink Mental Health: Better Mental Health and Wellbeing – A Long-Term Plan for Mental Health in Tasmania 2015-25 aims to improve the mental health and wellbeing of Tasmanians, including older Tasmanians. It includes actions to strengthen mental health promotion, prevention and early intervention, action to improve care and support for people with mental illness, their families and carers, and sets a path for integrating Tasmania's mental health system.

One Health System Reforms aim to reshape the Tasmanian health system so that all services are delivered through a statewide service model. These reforms will reduce inefficiencies, meaning that resources can be put back into high quality care, increase the number of people being treated and reduce waiting lists.

Hospital Link is a subsidised bus service providing transport for patients, their families and members of the public between the Mersey Community Hospital (in Latrobe) and the North West Regional Hospital (in Burnie).

Tasmania's Plan for Physical Activity 2011–2021 (Get Moving Tasmania) is a plan to help all Tasmanians experience and enjoy the many benefits of regular physical activity.

Healthy Parks, Healthy People aims to improve the quality of life of visitors to Tasmania's national parks and reserves. Through this initiative, all people, regardless of age, are encouraged to experience their natural surroundings and enjoy the physical, social, mental and spiritual health benefits of visiting national parks.

Home and Community Care (HACC): the Tasmanian HACC Program, funded by the Australian Government, provides resources for basic community care services that support people under 65 with disabling conditions and their carers.

ACTION AREA 2: LIFELONG LEARNING

LINC Tasmania provides a range of courses within local communities for older people to continue to learn. Courses include work and life skills, support for people from culturally and linguistically diverse backgrounds, and learning about computing and information technologies.

26TEN is a network of organisations and individuals working together to improve adult literacy and numeracy in Tasmania. 26TEN offers grants and resources for businesses and the community, recognising that better literacy and numeracy means a better Tasmania for all.

Tasmanian Museum and Art Gallery offers a range of programs for older Tasmanians including tours for older people, volunteer opportunities, and support for grandparents and their grandchildren to visit and enjoy the museum together.

Men's Sheds are community-based organisations that provide men with safe and welcoming environments to connect with friends and maintain an active body and mind. Men's Sheds also provide opportunities for the sharing of skills and knowledge across generations, through interaction with local school groups.

The **Discovery Ranger Program** offered through the Parks and Wildlife Service, is a community engagement program that offers free activities for visitors to parks and reserves. The program not only offers guided walks but also music, art and health opportunities for school groups and the broader community.

Enterprise Centres Tasmania is a statewide network of business advisors and mentors, created to help small businesses and their owners reach their potential.

ACTION AREA 3: PARTICIPATION

Neighbourhood Houses Tasmania are run by the community, for the community and offer a wide range of programs and activities tailored to local need. Neighbourhood Houses focus on community development by bringing people together to look at community needs and opportunities, and then taking action.

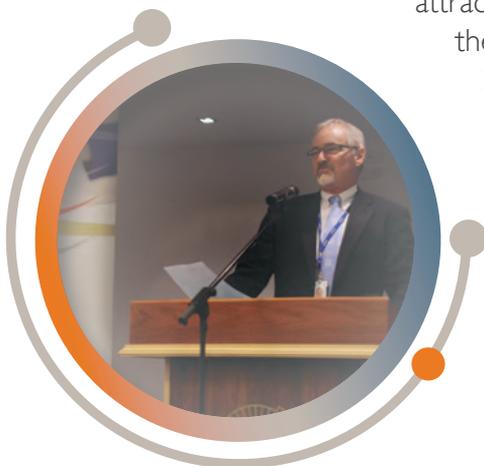
Tasmania's Population Growth Strategy a long term plan to support population growth and increase the State's population to 650,000 people by 2050. The Population Growth Strategy includes 50 actions, centred on three key areas; supporting job creation and workforce development; supporting interstate and overseas migration; and building on and promoting Tasmania's liveability. Actions from this strategy include supporting a whole- of-government approach to ageing.

Seniors Week is run by COTA Tasmania to deliver a great range of events and activities that promote active ageing. It highlights the many ways in which older people contribute to, and get involved with, their local community, and gives people the opportunity to try something new.

Tasmanian Seniors Card Program is a lifestyle card for people 60 and over; that enables holders to receive discounts from businesses and government services ranging from transport and health care to accommodation, building supplies, clothing, dining and more.

The **Transport Access Strategy** (under development) sets out the Tasmanian Government's approach to providing better integrated and coordinated transport services for all Tasmanians, particularly those who are disadvantaged through economic circumstances, age or disability.

The **Employer of Choice** program aims to assist employers to attract and retain skilled workers to support the growth of their business. Through this program business can access Employers of Choice who share their knowledge and practices; organisational development experts; and the Ageing Workforce Business Cluster Program.



ACTION AREA 4: SECURITY

The **Tasmanian Government Concessions Guide** provides information about the wide range of concessions and discounts offered by the Tasmanian Government. The concessions recognise that many Tasmanians on low or fixed incomes need assistance to afford basic services like electricity, healthcare, housing, education and transport. The concessions also aim to enable Tasmanians to participate and to be included in their community.

Protecting Older Tasmanians from Abuse: Tasmania's Elder Abuse Prevention Strategy is a strategy to outline the Government's commitment to prevent elder abuse in Tasmania. Key activities include the Tasmanian Elder Abuse Hotline, and the Elder Abuse Prevention Awareness Campaign.

Personal Safety Handbook – Safe and Secure Living offers simple, practical tips and strategies to improve personal and household safety for vulnerable people.

Tasmania's Affordable Housing Strategy and Action Plan 2015-2025 outlines the direction for the Government to achieve better housing outcomes. The Affordable Housing Strategy recognises that there is increasing demand for affordable homes that are appropriate to the needs of older persons.

Restoring Tasmania's Energy Advantage: Tasmanian Energy Strategy includes key actions to monitor the effectiveness of energy concession arrangements to ensure that vulnerable Tasmanians continue to be properly supported (Action 11) and to implement programs aimed at improving the energy efficiency of homes (Action 12).

Housing Connect is a 'one stop shop' for Tasmanians who need housing assistance. Housing Connect can provide access to a variety of housing options, from emergency accommodation to secure, longer term housing.



Supporting diverse older people

The Tasmanian Government has a variety of specific policy frameworks that support our diverse population, including older people.

The ***Tasmanian Disability Framework for Action 2013-2017*** is a whole-of-government policy which aims to remove barriers and enable people with disability to enjoy the same rights and opportunities as all other Tasmanians.

The ***Tasmanian Multicultural Policy*** aims to create a strong, confident and inclusive society where all people in Tasmania are treated fairly, with respect and without discrimination, and have an equal opportunity, and responsibility, to engage in Tasmanian life. The Multicultural Policy aims to build community relations, enhance access and equity to services, and foster social and economic participation and community development.

The ***Tasmanian Women's Plan 2013-2018*** is a five-year strategic framework for Tasmanian women and girls, with key outcomes to improve economic security and enable financial independence.

The ***Tasmanian Carer Policy 2016 and Action Plan*** aims to continue to raise awareness of the critical role of carers and to promote better understanding of the issues faced by carers in the caring role. The Carer Action Plan will also provide the framework for government actions to identify carers and to deliver the support and services they need.

The 2015 ***Whole-of-Government Framework for Lesbian, Gay, Bisexual, Transgender and Intersex Tasmanians*** supports the development and delivery of government policies, programs and services that are accessible to, and inclusive of, Lesbian, Gay, Bisexual, Transgender and Intersex Tasmanians, their friends and their families.



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7. World Health Organisation, 2012, *Global Age Friendly Cities: A Guide*, http://www.who.int/ageing/publications/Global_age_friendly_cities_Guide_English.pdf

RESOURCES

- Council on the Ageing: www.cotatas.org.au or phone (03) 6231 3265
- Department of Premier and Cabinet: www.dpac.tas.gov.au or phone 1 800 204 224
- Discounts and Concessions Guide: www.concessions.tas.gov.au
- LINC Tasmania: www.linc.tas.gov.au or phone (03) 6165 5538
- 26TEN: <https://26ten.tas.gov.au> or phone 1 300 00 2610
- Neighbourhood Houses Tasmania: www.nht.org.au or phone (03) 6228 6515
- Rural Alive and Well: www.rawtas.com.au or phone (03) 6254 1092
- Housing Connect: www.dhhs.tas.gov.au/housing/housing_connect
- Seniors Card Program: www.dpac.tas.gov.au or phone 1 300 13 55 13
- Local Government Association of Tasmania: www.lgat.tas.gov.au
- Equal Opportunity Tasmania: www.equalopportunity.tas.gov.au
- World Health Organisation: Age Friendly Cities: www.who.int/ageing
- My Aged Care (a national online and phone service): www.myagedcare.gov.au or phone 1 800 200 422

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