

part of a series of brochures, distributed throughout the Sutherland Shire on financial, emotional, physical and sexual abuse.

Training was also provided to Aged Care Services and Allied Health staff at the Sutherland Hospital.

Sustainable outcomes from this project include an Older Women's Staying Safe and Connected Committee which is applying for funding to continue the Forums, together with the brochures and a DVD of the Theatre Group.

References

Australian Bureau of Statistics. 2006.
Shire Secrets, Caringbah Women's Health and Information Centre. 2005.

Mature age workers' intention to leave aged care

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Australia's ageing population has many significant implications including the maintenance of a sustainable labour force. A growing ageing population not only represents a decline in the size of the working-age population but can also be expected to lead to an increase in the demand for labour in crucial sectors, such as aged care. Workforce retention in aged care is already a significant issue and likely to get worse. The recent NLS surveys found a high proportion of mature age workers in aged care intending to leave the sector shortly. A detailed understanding of the factors that promote or hinder these workers' retention is urgently needed.

Late in 2011, we recruited nineteen aged care organisations around Australia to distribute a survey to their workers aged 45 and above. An electronic version of the survey was also made accessible on the ANF and ACSA websites. Nearly 4000 completed surveys were received, 2850 by mail and 1085 electronically. The response rate for the mail out survey was 41.5%. The survey asked about individuals' intentions to leave or stay in aged care, and collected information on their personal circumstances; their work roles, conditions and experiences; and their 'workability'.

The survey data are currently being analysed. Preliminary analyses of the electronic data indicate that: 55% are thinking of leaving and of these, 40% think about it at least once week; the proportion thinking about it increases with age; their main reasons for leaving are the physical and mental demands of the job and not feeling their work is valued.

The results from both survey modes will be presented and discussed in terms of the insight they give us into the factors

associated with mature age worker retention and what strategies the sector might adopt to increase it.

Mental health, resilience and proactive coping: ageing well in Australia

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Australian population is rapidly ageing, which has significant impact on all aspects of social and economic life in the country. This trend calls for proactive approaches are necessary to ensure the wellbeing of older persons that leads to healthy, active and fulfilling lives. Mental health is one of the key factors, which plays an essential role in promoting older persons' wellbeing and maintaining their social connectedness in the community. Accordingly, prevention and screening of mental health problems has been given greater importance in age-care policies in Australia. Using the Clinical Assessment Scale for Elderly, this study examines mental health problems among 300 older persons living in Australia, exploring the effects of resilience and proactive coping strategies on their mental health. The purpose of the paper is to add to a better understanding of the mental health issues that the older persons face. The focus of the paper is on healthy and positive ageing, which reflects a shift from a traditional deficit-focused position towards a strengths-based approach in ageing and mental health research. The paper will contribute to the development of effective strategies of building individual, familial and community capacities, establishing social services, and developing responsive policies to meet the physical, social and psychological needs of older people.

Cultural differences in older people's relationships with their adult children

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Background: Based on the solidarity-conflict model (Bengtson, Giarrusso, Mabry, & Silverstein, 2002), this study explored the complexity of older people's relationships with their adult children from the older person's perspective. In the context of increasing cultural diversity in Australia, the study focused on cultural differences in these relationships. Based on the few studies that investigated cultural differences in intergenerational relationships in later life, it was hypothesized that there would be cultural differences in some dimensions of intergenerational relationships, for example, Chinese older migrants might live closer to their children, have more intergenerational contact and have higher filial expectations.