



**Clancy's Pies employee 70-year-old Norm Watts, Member for Burleigh Christine Smith and Managing Director Patrick Clancy**

### **OLDER WORKERS FANCY A CLANCY - Clancy's Pies**

The Experience Pays Awareness Strategy was launched at Clancy's Pies factory in Currumbin Waters in February 2007 as the company was already leading the way as an age-friendly employer.

In 2005 Clancy's Pies won National Employer of the Year Award and Managing Director Patrick Clancy said the company has an 'age is no barrier' employment policy, employing 10 people aged from 57 to 72 years.

Clancy's Pies employees Eddy Hall, Norm Watts and Lola Gunnis all love their jobs and are highly valued by Patrick.

"It's like their own business," Patrick said. "They worry about it more than I do."

Sixty-three-year-old Eddy was on a disability pension for 20 years before taking a job with Clancy's Pies in 2001.

Eddy took the opportunity to turn his life around, choosing to return to work and keep active, rather than sit at home and continue to physically deteriorate as he got older.

"He's a great employee," Patrick said. "I'd hate to lose him."

Sixty-two-year-old Lola had only been working at the factory for 17 months, after many years in the hospitality industry, and was already in charge of bagging.

"Who wants to retire?" said Lola, "I like the challenge and I like using the machinery."

Clancy's will also begin to train Lola in office work utilising her other skills and experience.

Norm, is a youthful 70-year-old and Clancy's resident engineer.

"Norm is like the Yellow Pages of equipment," said Patrick. "There are very few people around who have such an abundance of experience and knowledge."

Clancy's Pies has been in operation for over nine years and currently produces 50,000 pies a day which are distributed nationally.

"Our factory is running better than ever because of our mature-age workers."

Clancy's Pies is a great example of an age-friendly employer benefiting from the experience of its older workers who feel valued and enjoy their workplace.