



Walsh's Auto employees Bob Franklin (left), Allan Halfpapp, Robert Edwards and Manager Shane Walsh

NO IDLING FOR OLDER AUTO WORKERS - Walsh's Auto

Shane Walsh manages Walsh's Auto in Cairns which employs 14 people, 10 are aged 45 years or over. Some employees have been with the company for over 20 years, a testament to some good working relationships and satisfied employees.

Shane values the knowledge older employees bring to his business and has no qualms recruiting older employees.

Employees like Robert Edwards, 58, who has been working in automotive sales for over 30 years.

"You can't beat that knowledge and experience," said Shane. "It goes right back - they've had so long in the industry."

Robert works in a different role now making deliveries and enjoying a shorter working day.

Flexible working options are a key factor when attracting and retaining older workers and Shane sees the benefits these bring to his business and his employees.

Bob Franklin is 66 and may retire soon if he chooses. However, Shane does not want to lose Bob and offers him flexibility in his hours. Bob works part-time – four and a half hours a day, four days a week.

"I accept Bob has other things in his life," said Shane. "The hours are up to him - flexibility works both ways."

Bob has been with Walsh's Auto for 15 years working in spare parts sales.

"Bob had a crook leg so we brought him into the office working on the computer," said Shane.



Walsh's Auto computer whiz 66-year-old Bob Franklin

"At 66, he's better on the computers than any of us - he's a bit of a whiz and loads up all the new programs, then teaches us how to use them."

Bob Franklin is proof that mature-age workers are adaptable to change and new technologies.

Shane has found his mature-age employees to be responsible and conscientious requiring little direction.

"I hardly ever need to say anything to them - they know what to do and they contribute very well," said Shane.

"It's got me beat why other employers wouldn't employ older workers."