

Committee Secretary
Senate Standing Committees
on Education, Employment
and Workplace Relations
PO Box 6100
Parliament House
Canberra ACT 2600
Australia

Dear Committee Secretary

Fair Work Amendment (Small Business Penalty Rate Exemption) Bill 2012

We run a small business employing less than twenty full time equivalent employees.

We wish to provide our absolute support for the passage of this Bill through Parliament as my labour costs have blown out since the introduction of the Restaurant Industry Award regulating wages and penalty rates.

Consumers expect restaurants and cafes to trade 24/7 yet this can only be achieved if it is commercially viable to trade through de-regulation of the mandatory penalty rates applied under the Modern Industrial Award system.

The current system is archaic with these current times of 24/7 service in mind.

We have employees who choose to work week days only and we have employees who choose to work weekends due to family or perhaps study commitments.

The industry cannot continue on the current system.

Small business will continue to have no choice other than to close on Public holidays and Sundays resulting in **No weekend work at all!**

Yours faithfully Tony and Carmel West

Business Owner