

Committee Secretary

Senate Standing Committees on Education, Employment and Workplace Relations

PO Box 6100

Parliament House

Canberra ACT 2600

Australia

Submission to the Inquiry into the Fair Work Amendment (Small Business-Penalty Rates Exemption) Bill 2012

I am a permanent employee, working as a clerk, currently earning around \$34 per hour.

I have a family, 2 mortgages as I purchased 5 acres with a dream to retire on. I am a woman working in the NSW Government, the job and pay cuts mainly effect woman, it's very disappointing that I've worked hard all my life, are near to retirement and the O'Farrell Government dont value me as a worker, it's like being transported back to the 50's when woman stayed at home and looked after the family.

If penalty rates were abolished... Mum, Dad's, teenagers and students trying to earn a living by working weekends or nights will be very disadvantaged by losing penalty rates, it will mean a loss of their income which helps support either themself or families stay off welfare. This will also have a added impact on gaining staff for retail on

weekends and nights. Why work weekends and nights when you could be home with your family if your not being compensated with additional penalty rates. With all the cuts it's interesting to note the Politicians of NSW gave themselves a pay rise. My daughter has friends who attend University, to earn an income they work weekends and nights, the shift allowance helps them to support themselves and pay their Uni fees, otherwise they would be 24 and still dependant on their parents.

My weekends are important to me because... When I was younger and then later as a mum, I worked weekends and nights to help support my family, as my husband was on a low income. I missed family events and my children sporting and dancing events, memories which can be replaced. Weekends are how we stay together as a family, attending outings and supporting each other.

I urge the committee to keep penalty rates. I'm sure you would prefer to be at home with your family, whether as a parent, carer or student. It's hard enough for people to make ends meet without the Government trying to strip hard earnt wage conditions from NSW workers. Sit back and think if you can only work nights or weekends and it provides a valuable service to NSW public, why would be work for the basic wage or dayshift wag. It will mean our children working at fast food outlets will earn around \$6 per hour even at 12 midnight, have some compassion. If they had to get a taxi to get home safely at night, they will have worked their 4 hour shift for nothing. How will we retain our health and emergeny front-line staff without shift allowances. Would you work weekends and nights leaving your family at home without penalty rates, No I dont think so.

Submitted by

Amanda Spinks

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