

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 Senior Traffic Operations Controller, currently earning around 46.00 per hour.

I have 3 children, a Sydney size mortgage.

If penalty rates were abolished... I would loose about 20% of my income. My family finances would be devastated.

I am required to work any shift on 24/7 basis, 365 days a year, in a high stress job taking care of incidents on the states road network. A vital job to enable our economy to function. ON night shifts we receive only 15% extra, what to be sleep deprived, fatigued, family life disrupted, miss seeing your kids, studys show a shortened life span for shift workers. Try working regular nights for a few week and you will agrre the

disruption to your life is worth a lot more than a meagure 15%.

My weekends are important to me because... To become a shift worker, to enable the rest of society to function whilst they are not working, you really give up a hell of a lot, in many ways. Most shift workers would agree, the extra penalties barely cover the inconvenience to you and your familys life.

The worst part is missing out on those precious hours with your family, that non shift workers take for granted. You can't claim back those lost moments away from your wife and family, no monetary compensation can make up for it, and to take away our penalties that have been fairly earned over decades of negotiation, is an act of bastadry.

If penalties are abolished, you know where I will be on Christmas day, regardless?

Home with my family.

I urge the committee to keep penalty rates. Quite simply a great deal of quality employees will be lost to work after hours, without penalties.

Submitted by

Russ Webb

Thursday 13th of September 2012