

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 employee, working as a Clinical nurse educator, currently earning around \$40 per hour.

I have a husband and a mortgage. I am studying part time

If penalty rates were abolished... It would become difficult to retain nursing staff due to a seven day rotating roster without compensation with weekend penalties. Nurses working shift work rely on penalties to supplement their base wage. Losing this would have a detrimental effect on their finances and work satisfaction.

My weekends are important to me because... I spend time with my family and enjoy sports. When I used to work on weekends as a Registered Nurse, the only attraction was the penalty rates.

I urge the committee to keep penalty rates. Nursing is a stressful profession, with burnout and nursing retention causing more strain on the remaining nursing workforce. If nurses are not compensated for their weekend duties, they will leave the profession and find an equivalent paying job that takes less of an emotional toll than a caring job does.

Submitted by

Vanessa Caval

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