

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 EEN, currently earning around 27.61316 per hour.

I have worked for over 40 years in the Health Department and I currently have a mortgage on a rental property

If penalty rates were abolished...I would guarantee that Nurses would not be available to work weekends. Nurses are currently underpaid in comparison with teachers etc. & if they did not receive penalties for weekends, night duty, evening duty etc. they would not bring home an acceptable wage for what unacceptable hours, duties, time & commitment they offer to their work practices. Nursing is not a job you can pick & choose hours to work especially if you are on a 7 day roster.

My weekends are important to me because...we only get two weekends off in eight weeks. Nurses are victimised from time spent with the family and their friends especially in country areas where everything social only occurs at weekends.

I urge the committee to keep penalty rates. If you want to keep Nurses in Nursing you must retain penalty rates as new trainees ( & older Nurses) will seek employment elsewhere that is better paid in other areas of work and have more valuable time to spend socially & with their families.

Submitted by

Nancy Carey-Berryman

Thursday 4th of October 2012