

Committee Secretary

Senate Standing Committees on Education, Employment and Workplace Relations

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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 Registered Nurse, currently earning around 33.00 per hour.

We all have family - I have three grown children - but I have cousins, aunts & uncles, sisters and brothers, nieces and nephews who we mostly catch up with on weekends

If you abolish penalty rates it will cause major friction between staff to begin with as nobody will want to work on Saturdays and Sundays - this will cause major issues for unit managers. And of those rostered on weekends may be doing it begrudgingly (not what we want). And in addition Nursing Unit managers may find themselves without experienced staff on those weekends, as being seniors they will declare their seniority when comes to the rostering.

My weekends are important to me and most others because a considerable amount of social activity is set aside for weekends. If weekends no longer prevail as important then possibly schools and TAFES should open on weekends. Furthermore sporting events ie semi finals etc, musical events, sporting clubs such as golf and bowls, operate majorly on weekends. If there is to be no compensatory rates, then everybody is going to want to work Mon-Fri for reasons given.

It will be at the Committee's peril to abolish weekend rates. When I look around the nursing fraternity the majority of staffing is over 50. You will not attract young people to this profession - they will turn to other professions which are less demanding and that pay better professional rates or provide opportunity for greater remuneration

Submitted by

Kerry Emmett

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