

Committee Secretary
Senate Standing Committees
on Education, Employment
and Workplace Relations
PO Box 6100
Parliament House
Canberra ACT 2600
Australia

1st October, 2012

Dear Committee Secretary

Fair Work Amendment (Small Business Penalty Rate Exemption) Bill 2012

I run a small business employing less than twenty full time equivalent employees.

I wish to provide my absolute support for the passage of this Bill through Parliament as it will benefit not only small businesses like mine, but also provide work for many young Australians who desperately want to work but cannot find jobs. Each week I receive numerous Resumes from school leavers, university students, and unemployed people, who want to work particularly on weekends because this is when they are free of study obligations.

Unfortunately, penalty rates on weekends of up to 150% and on Public Holidays of 250% make it impossible for me to make a profit and stay in business, if I employ these young people. So, I either close the shop, or work with my co-owners and no employees; if penalty rates were abolished not only would my business be more viable on weekends I would consider employing more casual / part time employees.

Consumers expect restaurants and cafes to trade 7 days a week 52 weeks a year, yet this can only be achieved if it is commercially viable to trade through de-regulation of the mandatory penalty rates applied under the Modern Industrial Award system.

Yours faithfully

Mike Deare

For Pure Espresso Pty Ltd.