

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 Midwife, currently earning around \$35 per hour.

I have a family and have worked for 40 years as a shift worker.

If penalty rates were abolished... I would need to consider giving up shift work. Without penalties my income would be greatly reduced. There needs to be some compensation for the unsociable hours we work

My weekends are important to me because...It's time to spend and share with my family. They have always had their lives dictated by my roster and some really important decisions have to be made without me

I urge the committee to keep penalty rates. You will have s much better chance of getting good quality employees when people have job satisfaction and penalty rates have softened the blow of what I have missed in my children and their children's lives. If you cancel penalty rates less people will be working less money for purchases and less money paid in taxes. There will be a great reduction in job satisfaction more stress for those left working.

Submitted by

Kim Taylor

Tuesday 25th of September 2012