

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 casual employee, working as a admin , currently earning around 20.00 per hour.

I do have a mortgage plus many other commitments eg utility bills , land rates, water rates etc

If penalty rates were abolished..at this time I do not receive penalty rates. However in the pass I did recive penalty rates. Without that extra pay at that time I was supporting my parents and younger siblings. Also the type of work that I did demanded that I work weekends and night shift and public holidays. If we had not recived penalties I dout very much weather people would contionue to give up there time week after week

My weekends are important to me because...it is when most people have off. To enjoy time with family and friends. I have missed more social events in my life to the point

that I have been know to say . " Whats a week end I have no idear" " one day is the same as another"

I belive if this bill gets passed it won't stop with small business. Places like large supermarkets who now employ self serve instead of having some one to put your goods through the till will be able to employ less people . Hence more jobs will be lost. So these multi billion dollar business will only have to employ may be a small number of staff on any shift on any given day.

I urge the committee to keep penalty rates. I wish to ensure penalty rates are maintained to ensure the younger generation has the ability to have a reasonable standed of living. EG people take out mortgages based on there wage if those wages were to suddenly disappear it will place greater pressure on eg families and individuals as a whole. Over time this country would decline socially as well as economically. It would also add to greater mental health issues which in turn is a greater cost to the community. It is a known fact that in rural areas that many people are already being unpaid. Many of the business kept employes frightened to speak up for fear of losing their job.

Submitted by

Helen Gollan

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