

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 Manager, currently earning around 80 per hour.

Yes I am in a same sex relationship and we have 4 year old twins.

If penalty rates were abolished the living standard for our family would be greatly diminished. My partner is a midwife and works night duty which allows our family some flexibility. She works unsociable hours and is currently remunerated for them. If they were abolished she would have to find alternate employment, we would have to find extra child care and our wage and subsequent lifestyle would have to change considerably. My partner does night duty for the specific reason of the penalty rates. She does 4 nights from Tuesday night to Saturday morning. Sleeps Saturday morning and we can then have some family time for the remainder of the weekend.

My weekends are important to me because it is very valuable family time. The kids are just starting to play sports and attend dancing classes, swimming lessons etc and it is the most rewarding time of the week whereby we can all be together as a family and do things together. It is also a time to catch up with our friends and family, without it our life would be a chaotic mess.

I urge the committee to keep penalty rates. It make a huge difference to my family's lifestyle and our standard of living.

Submitted by

Kate Adams

Tuesday 25th of September 2012