

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 nurse, currently earning around \$38 per hour.

I have two dependant teenagers, a husband who earns less than I do, and a mortgage.

If penalty rates were abolished my pay would be a lot less - I receive evening, night duty and weekend penalty rates, all of which I would prefer to not have to work, but if i don't, then my wage is not enough to support the family.

My weekends are important to me because that is when I get to see my family and friends. Noone else works weekends, so it is me that suffers by having to work them, and I should be properly compensated for that. Especially since my base wage

working mon-fri ensures that I have to work some weekends and evenings to bring a decent wage in.

I urge the committee to keep penalty rates. It is unfair that you are thinking of no longer compensating people for working at socially unacceptable times, and indeed, you may find that in some industries, like mine, it may backfire and you will lose even more nurses than ever.

Submitted by

Catherine Smith

Saturday 29th of September 2012