

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 Pilot, currently earning around 140 per hour.

I have a mortgage, a wife, son and daughter.

If penalty rates were abolished I would lose about 40% of my income.

My weekends are important to me because I spend half of my working life out of the country so my time with my family is precious.

I urge the committee to keep penalty rates. Penalty rates should only be considered for removal when executive bonuses are also canned. The rationale is very similar - you are providing a financial incentive for employees to do more than the standard Monday to Friday 9 to 5. If you want more from people you need to reward them. When you

want someone to do the harder yards for the company, it is reasonable to expect better compensation for doing so. If this philosophy is good enough for those on high incomes, it is good enough for all.

Submitted by

Anthony Johnstone

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