

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 caseworker and policy officer, currently earning around 80000 per year.

I have a mortgage and am happy to contribute money voluntarily and through taxation to build a better community.

Losing penalty rates would most effect vulnerable workers. As it is people in the hospitality and retail industries are given particularly low rates of pay to perform jobs that are often more difficult than they appear or generally unpleasant. Penalty rates are a very small way of appropriately remunerating them for the sacrifice they are making when they work these hours.

My weekends are important to me because they allow me to connect with my family

and friends. When I worked in a job that had shift work, I felt very isolated from my support network and became mentally unwell. I believe that the cost to the community would outweigh the small gain by business owners if penalty rates were abolished.

I urge the committee to keep penalty rates. Please allow Australia to maintain first world standards for workers.

Submitted by

Melissa de Silva

Wednesday 19th of September 2012