

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 , currently earning around per hour.

I am retired, but I appreciate the huge disincentive for people still with jobs that involve penalty rates, if these were to be removed. Most people in industries where penalty rates apply receive wages at the lower end of the awards spectrum. To ask them to go without penalty rates would seriously disadvantage them and their families. They may as well give up and go on the dole. If penalty rates are to be removed then the equivalent has to replace them somehow. I do not understand why Sen Xenophon would propose such a discriminatory measure. It will not improve productivity. Workers in these industries on the Gold Coast already suffer from unrealistic expectations of employers and poorer working conditions. They are already doing it tough and cannot be expected to continue working if penalty rates disappear.

If penalty rates were abolished... see above

N/a

I urge the committee to keep penalty rates.

Submitted by

Anna Bridle

Friday 14th of September 2012