

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 RN, currently earning around \$40 per hour.

I am a veteran RN of 35 years experience, currently trying to save for retirement after raising a family. I am also a postgrad student.

If penalty rates were abolished... there would be no incentive to work weekends at all. Why work when most "normal" people are enjoying themselves? I would seriously consider getting out of nursing, and that is one reason why I am doing more postgrad study, because I want to be prepared if penal rates disappear.

Currently I work most weekends simply because I get more money for doing so.

My weekends are important to me because...I am always missing out on events! But I have prioritised earning money because I realise I have limited time to earn for

retirement.

I urge the committee to keep penalty rates.

I was working in NZ when we went through a similar loss of penal rates. It was a disaster. No-one wanted to work weekends, most of the time we worked short staffed because we just couldn't get people to work. The weekend sick calls were unbelievable; staff became very nonchalant about not coming in to work and morale was at an all-time low.

I would hate to see Australia copying NZ's mistakes.

Submitted by

Linda Dow

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