



Committee Secretary
Senate Standing Committees
on Education, Employment
and Workplace Relations
PO Box 6100
Parliament House
Canberra ACT 2600
Australia

Dear Committee Secretary

Fair Work Amendment (Small Business Penalty Rate Exemption) Bill 2012

I run a small business employing less than twenty full time equivalent employees.

I wish to provide my absolute support for the passage of this Bill through Parliament as my labour costs have blown out since the introduction of the Restaurant Industry Award regulating wages and penalty rates. Last year wages as a proportion of turnover was 48%. We have already reduced our trading hours and are now considering closing on Sundays.

If penalty rates were abolished not only would my business be more viable on weekends I would consider employing more casual employees. Our industry has also been hit by escalating electricity and gas bills and the ever increasing demands of compliance within our industry.

Consumers expect restaurants and cafes to trade 24/7 yet this can only be achieved if it is commercially viable to trade through de-regulation of the mandatory penalty rates applied under the Modern Industrial Award system.

Yours faithfully

Lea Shannon

Business Owner

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