



bistro & tandoor

Melbourne, Auckland, Tauranga, Hamilton, Wellington, Nelson, Christchurch, Dunedin, Timaru, Invercargill

30 September 2012

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

As a part of a large New Zealand group of restaurants, I run a small business employing less than twenty full time equivalent employees in Melbourne.

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. If penalty rates were abolished, not only would my business be more viable on weekends I would consider employing more casual employees.

Consumers expect restaurants and cafes to trade 24/7 including similar or even better services during weekends when most of them take a break from their Monday to Friday work day. On the other hand many workers prefer to work on weekends due to their other work commitments or life style. Such arrangements can only be achieved if it is commercially viable to trade through de-regulation of the mandatory penalty rates applied under Modern Industrial Award system.

Yours faithfully

James Khare
Executive Director
Little India Bistro & Tandoor, Melbourne