

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.

The impact of the current transition payment for the South East Queensland Modern Award, plus the increase in the casual rate on the weekends has added approximately \$10,000 per month to our wages outlay – in this economy we cannot recoup this by menu increases, we are constantly cutting staff hours and this in turn impacts on service and any profit that is now very minimal in our industry. The regulatory impact as well with Superannuation, Payroll Tax etc etc create a huge burden on our businesses with the added increase in wages just recently applied.

It is questionable whether to be in business at all after 25 years in the industry. The long hours, regulations, increases in wages, produce, rent, services etc etc is making our industry unviable.

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 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

Regards
Michelle & Glen Day

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