

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 Fitter, currently earning around \$26 per hour.

I am currently saving for a house and I don't see how I could ever afford property if penalty rates were abolished.

The loss of penalty rates would entirely remove the incentive to assist the companies desire for operational capability. And I know of many many people that would have the bank foreclose on their mortgages if they lost this especially important right.

My weekends are important to me because the right of an individual to rest time should be enshrined as a basic human right. I have missed out on many many special occasions due to the companies requirement to have operations at strange hours and

weekend days. And I believe that every person has the right to family time and appropriate remuneration for the loss of these special occasions and events.

I urge the committee to keep penalty rates. If penalty rates were abolished there would be absolutely no incentive to work of a weekend or night. It is bad enough that my career has me working at all hours of the night and day to service the govt.s assets. in my career as a dry dock worker. It seems that the idea of what penalty rates are for has been forgotten. They exist to protect the worker from exploitation. Why should people be expected to work like slaves as such people as Gina Reinhardt and others expect for the only reason that it maximises the greedmongers profits.

If you cannot afford to pay penalty rates as a business perhaps you should be reassessing the hours that you operate in, not demanding that they (penalty rates) be scrapped.

There has been a widespread change in Australia over the last thirty years, a change for the worse. It absolutely disgusts me that people are expected to sacrifice family and rest time as it is (as the idea of voluntary overtime simply does not exist in a large number of companies) without the disgusting idea that they would not be rewarded for their sacrifice. Further, their sacrifice would be used to line the pockets of business owners is absolutely abhorrent.

Submitted by

Guy Henderson

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