

Committee Secretary

Senate Standing Committees on Education, Employment and Workplace Relations

PO Box 6100

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 public servant, currently earning around 70,000 per year.

I have a family, am paying off a house. Prior to commencing in the public service I was a student working in hospitality to help support myself.

I currently work for [redacted] occasionally working late nights or weekends. I receive penalty rates for such extra effort as some compensation for the family time sacrifice. Previously, as a student, I worked in hospitality receiving penalty rates for late night and weekend shifts. If penalty rates were abolished it would greatly reduce the amount of overtime that myself and my colleagues would be prepared to work, would reduce my annual salary by between \$2 - 4,000 and increase greatly the pressure on work completion during normal working hours.

As a student abolition of penalty rates would have reduced my capacity to continue to study as cashflow for living expenses would be severely compromised. The availability of shifts would be reduced as permanent staff would be asked to do the unattractive late night/weekend shifts.

My sister-in-law works full-time in retail and already does not receive penalty rates, her 'weekend' is Monday & Tuesday and over Easter/Xmas never has more than one of the public holidays off.

My weekends are important to me because I like to spend time with my family, catch up with friends. I am also a keen cyclist and often spend time riding on weekends. Weekends are also a time to recharge the batteries, attend weekend events.

I urge the committee to keep penalty rates as although the retail and hospitality sectors may work on 7 day trading, the majority of other industries do not. Schools are open Monday to Friday and all children deserve and need their parents on weekends. High school and tertiary students often are only able to work late night/weekend shifts due to study commitments. They deserve to be compensated for their odd shift hours. Abolition of penalty rates would mean far greater family disruption for the child not receiving parental influence, the high school student not able to earn some spending money to the tertiary student not able to support themselves or continue their studies, the parent losing valuable family time as their roster now includes late nights/weekends. This could be just the beginning of a deterioration of accepted work practices and the loss of our way of life that people have fought for since before Federation.

Submitted by

Stuart Grigg

Wednesday 19th of September 2012