

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 Nurse Manager, currently earning around per hour.

I have to roster a 7 day, 24 hour roster with 46 nurses. I have to ensure that the 'after hours' shifts are fully staffed as there are no 'support' staff at these times. It is often during the night, with one medical officer covering 4 wards that a patient will 'crash' and I need to have good nursing staff for these times. Ditto with weekends which have only one Registrar who does a round each day.

If penalty rates were abolished... I would not be able to find staff to work on these after hours shifts. the most experienced staff would steer right away from these shifts as they are the hardest to work (you try working at your best at 4am) Nurses only work weekends because of the penalties.

My weekends are important to me because...

I urge the committee to keep penalty rates.

Submitted by

Heather Kenny

Saturday 29th of September 2012