

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'm a permanent employee, currently working full-time as an Assistant Policy Officer for around \$42 per hour.

I wasn't, once. My first job was at a major supermarket chain, where I was making something like \$6.50 an hour. Each birthday I'd get a payrise of \$1. When I was making \$7.50 an hour, I'd get through my shift by thinking about how at the end of it, I'd have earned \$30 (minus tax) which was, back then, enough money to buy a CD.

When I was a university student, the money I made was much more important to me. When an employer is paying you minimum wage, it's pretty depressing. They do not value your time, effort, and intelligence to pay you more than they are legally obliged to. Giving up your weekends to that kind of employer is particularly demoralising - this is time that you could be spending with your friends and family, doing your laundry for

the week, and taking care of yourself.

I don't work on weekends, but I do work all week. I need to be able to do things like my shopping on the weekend, and I think it's only fair that the people working on the weekends get paid a bit extra. After all, they're probably missing out on time with their partners and children, since most people are at school or work during the week.

Looking at how busy the shops are on the weekend, it's clear that the weekends are a busier time for retailers. They need staff to be willing to work outside the 9-5, Monday to Friday, and it's only fair that they pay workers penalty rates on weekends and public holidays.

Submitted by

Heather Wallace

Thursday 13th of September 2012