

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 IT analyst, currently earning around 80K per year.

I work in a shift environment. Like most people have a family and mortgage.

As I am in a 24 by 7 workplace, Losing penalty rates would mean that I am working nights / weekends and holidays and not being compensated for it. If I told my employer I did not want to work these times. I would be sacked. Penalty rates are there as compensation for not spending time with family at Easter, Christmas and weekends. I would lose 30% of my income if penalty rates were to be removed.

My niece and nephew are both studying and living away from home. They rely on hospitality work to survive. The extra money from working weekends means that they

can continue to study. Without this extra revenue they would not be able to survive let alone be able to study as well.

Due to shift work, I often miss family events. Every 3rd weekend is spent working, Christmas, when I should be opening presents with my kids, Easter and all that entails. The extra pay I receive is a SMALL recompense for these moments with my family that I will never be able to get back.

I urge the committee to keep penalty rates. They are a small recompense for time lost with family and friends. There is no evidence that employers are going out of business due to penalty rates. Penalty rates have been in the Australian for decades with no detrimental effects. Business are just looking to maximising their profit at the expense of their workforce. (The ones who make the profit for them in the first place)

Submitted by

Nigel Robertson

Thursday 13th of September 2012