

Committee Secretary

Senate Standing Committees on Education, Employment and Workplace Relations

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Canberra ACT 2600

Australia

## Submission to the Inquiry into the Fair Work Amendment (Small Business-Penalty Rates Exemption) Bill 2012

I believe that penalty rates are a fundamentally important part of Australian work. When I was a student, they were the only way I was able to get by. I was unable to work during the week due to study commitments, but was totally unable to live on YouthAllowance.

As a working adult, I rely on them still - but in a different way. Working full time it's hard to make sure that you get some time to yourself. To focus on hobbies, develop interests, keep fit or just to unwind and prepare for the week ahead. Penalty rates play an important role in making sure that those things still happen. Our workplace has a lot on, and it's all too easy for a project to over-run, or a deadline to consume everyone's time. Without the incentive for time away from the office penalty rates provide

Without penalty rates, I would not have been able to study full time. Without penalty

rates I would not be able to maintain my current quality of life.

I urge the committee to retain and protect penalty rates.

Submitted by

Daniel Stone

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