

Committee Secretary
Senate Standing Committees
on Education, Employment
and Workplace Relations
PO Box 6100
Parliament House
Canberra ACT 2600
Australia

Monday, 24 September 12

Dear Committee Secretary

Fair Work Amendment (Small Business Penalty Rate Exemption) Bill 2012

I run a small business employing less than twenty full time equivalent employees.

I wish to provide my absolute support for the passage of this Bill through Parliament as my labour costs have become completely out of line with what is affordable since the introduction of the Restaurant Industry Award regulating wages and penalty rates.

If penalty rates were abolished not only would my business be more viable on weekends I would consider employing more casual employees.

Consumers expect restaurants and cafes to trade 24/7 yet this can only be achieved if it is commercially viable to trade through de-regulation of the mandatory penalty rates applied under the Modern Industrial Award system.

Further, I would note that many of our staff are in fact university students, many of whom can only work weekends (i.e. are not looking for week day work) and yet the penalty rates in place make it unrealistic for us to increase weekend rosters resulting in a lower level of service for customers at weekends (our busiest days) and less work opportunities for students.

This madness and artificial union manipulation of wage rates does not assist anyone in the hospitality sector and in fact only results in less work for people looking to enter it whilst driving a cycle of inflation that is at the route of why Australia is often touted as having the most expensive cups of coffee in the World!

Yours faithfully

Chris Wilson

Owner

Lemon Cafes Pty Ltd