

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 Registered Nurse & Midwife, currently earning around \$350 per week.

I am married to a Assistant Principal of a Primary School with three young children aged between 5 months and 5 years. I am a breastfeeding mother and have breastfed all my children until they were nearly 3 years of age. The evenings and night time shifts have always been particularly difficult for me to work and be seperated from my children when they are used to having me there of a night time. It causes the children and my husband a great deal of anxiety and a sleepless night when ever I have to work these shifts. There would be no incentive for me at all to do these shifts if penalty rates were abolished. We are currently renting and saving to build our own home, having recently purchased a block of land to build and will soon have a mortgage again. In view of our childrens age and limited child care options in our country town -

weekend work suits our family circumstances best.

If penalty rates were abolished we would have virtually no family time together except for school holidays as I believe I would need to pick up extra shifts on weekends which would be detrimental for our already limited family time. I believe the financial pressures it would place on our family would also significantly impact on our lives. It would reduce my salary by at least \$200-300. We would not be available to parent our children and be available for them both physically and emotionally like we would like to be. Which I think is a huge concern contributing factor to much of society's problems today, that is lack of parental guidance.

My weekends are important to me because my husband plays cricket on a Saturday and the children next year will start playing weekend sport also. It is also our only time when we get to spend together as a family since my husband is an Assistant Principal during the week he is up at 05:30am at work by 7am and home after 5pm and still doing a lot of work after hours until virtually midnight every night. Easter and Christmas are also very important occasions for our family since we are Christian I have frequently missed out on these events over the years and if I was not compensated with being paid any penalty rates I definitely would not even contemplate working these shifts.

I urge the committee to keep penalty rates. Please think of all our families and children that this will impact on. You must consider the seriousness of removing penalty rates. Nurses and Midwives are caring and compassionate people. We want to be there for the patients we are caring for, but our families come first we have lives outside of work and we deserve to be paid our penalty rates when missing out on special events, children's sports, religious events, and our precious family time.

Kind Regards

Anne

Submitted by

Anne Maggs

Tuesday 25th of September 2012