

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

Submission to the Senate Small Business Penalty Rates Exemption Bill Inquiry

Full participation in family, community and social life requires that a person's paid job does not regularly extend into the weekend, unless there is fair monetary or other recompense. Australians had to campaign over many years to establish workers' entitlements to a two-day weekend or specific compensations in lieu of this in their awards.

Senator Zenophon's Bill seeks to overturn these long-established and fundamental entitlements. Without weekend and other penalty rates to adequately compensate employees who work outside normal weekday hours the social fabric of Australian life will be irreparably damaged.

The rights of employees and the unions representing them to negotiate conditions of employment, including penalty rates, with their employer whether or not the employer is a "small business" are a key ingredient of the Australian tradition. Maintaining

a healthy society into the future requires that this ethos of "working to live rather than living to work" be strengthened rather than undermined.

Submitted by

Peter Enge

Thursday 13th of September 2012