

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, currently earning around \$38.00 per hour.

My husband is working as an assistant in nursing and working part time. We have 2 kids both are in high school. We bought a house just last year and paying our mortgage weekly.

If penalty rates were abolished... Its going to make our lives even harder. We wanted to have a strong foundation for our family .Having our own home and not moving from one place to the other renting is important in building that foundation in their teenage years. Since we bought our house, we had more extra expenses like council taxes, water rates, building insurance etc. and we have tightened our belts. Working weekends every other week helps us to meet and pay for those necessities. Taking off

our penalty rates (both me and my husband work shifts)would mean that we will be earning approximately \$ 600- \$700 less a month and this will make our life even harder.

My weekends are important to me because...this is the time my kids are at home and we can catch up with giving them quality time and playing together. This is also our time to teach them to do chores and help them with their assignments. We also try to go to church as a family every week. I have missed out on few singing performance of my kids in church and birthdays of some of my friends. I have missed mothers day because I'm working on a weekend.

I urge the committee to keep penalty rates. Firstly, I know that nurses are the most hard working professionals. We start our shifts early at 7 am and if working evnin, finish at 11 pm supposed to be but don't get out until 11.30 pm and this is not overtime but hoping we cn get it back next time but we don't . We wash your children,your parents, grandparents,unles,aunties,etc. We help them go to the toilet, we clean them which will include faeces,vomit,urine,etc.We get shouted at by confused patients,relatives and even the not confused ones. We have to have get off our breaks to go back and see to sick patients and even miss breaks to resuscitate.We have to work short staffed if somebody is off sick and they can't find a replacement which old mean not just having more phone calls than usual or having more children to teach in a class room but to run around without sitting down to answer buzzers to help patients with their toileting ,feeding,hygiene needs and giving their insulin and medications on time.It would also mean we will have to answer more phone calls and teach more uni students ho to be better nurses in the future.Nursing is physically exhausting and is one of if not the most stressful jobs worldwide.We are dealing with lives and most of the time we have to think fast ,and manage our time ,priorities and workload quickly and efficiently.Working on weekends means we have to miss spending quality time

with our kids and families ,missing some special events and occasions while everybody is enjoying that time. But it would also mean that,our house bills would get paid and we will be able to provide our basic necessities and have peace of mind.

Submitted by

Flor Gonzaga

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