

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 Correctional Officer, currently earning around \$33.00 per hour.

I am a mother of two children under 5 and have a standard mortgage.

Penalty rates are paid because those of us that work on the weekends and 24/7 shift work sacrifice quality family time in order to do these hours. I have been a shift worker now for 8 years in that time i have worked more often then not on weekends. I have missed out on too many social events to mention and many important dates that are largely family days like long weekends, Chirstmas and easter to name a few. The reason I do this is for the money. It is unrealistic to think that in this industry there is the option to not do shift work because if that were an option I wouldn't work on weekends. It is unfair for someone to decide that my weekends are worth only the same as a

normal Monday to Friday. I personally would lose between 10 - 15k per annum if penalty are taken off us. This would leave me seriously behind the eight ball financially and would most likely force me to find a second job to cover the expenses I currently have. But more importantly my family existence would be further diminished and that is grossly unfair for my children and for me.

The majority of my weekends I work on. The fact that this quality time is spent working I and every other person who has to work on weekends should be compensated accordingly.

I believe that penalty rates were awarded initially because it was deemed by the IRC or equivalent at the time as a fair and just compensation for the times worked. What has changed? People are still sacrificing their recreation time to keep 24/7 industries running. As a Prison officer I can not just do a 9-5 Monday - Friday shift. It doesn't exist. I agreed to do 24/7 shiftwork but it was also agreed that I would be compensated for it.

Submitted by

Vicki Stirling

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