

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 midwife, currently earning around \$30 per hour.

As a working mother with 3 dependent children and mortgage I rely heavily on penalty rates for financial reasons.

If penalty rates were abolished I would find it very difficult to make ends meet from a financial perspective.

I work in health care and believe that to remove penalty rates would also result in some shifts being short staffed. Currently, the staffing levels across the shifts work well within my place of employment as those staff who rely on penalty rates are keen to work weekends, nightshifts, public holidays, etc. To remove penalty rates would give

no incentive for these workers to work these shifts - there would be fewer staff to provide care to patients resulting in detrimental ramifications for both staff and patients.

My weekends are important to me because I choose to spend this time with my family. The weekdays are very busy with 3 children and their various commitments. The weekend allows quality time for us all.

I urge the committee to keep penalty rates for the benefit of all Australians. We need to look after our health care workers so that they in turn can look after us.

Submitted by

Kim Baker

Thursday 4th of October 2012