

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 employee, working as a Registeredmidwife/Nurse, currently earning around 37.00 per hour.

I have 2 children at university for the next 3 years for whom I have to assist with their accomodation and general living expenses. I have a house mortgage which I pay off weekly at approx \$350/wk. My husband has great difficulty in getting full time work in our small rural town and this last year I have basically supported him too. So penalties help us to make ends meet.

If penalty rates were abolished... I would not be able to support the above which in turn would mean they would have to work and be unable to devote themselves to their studies as well. Our daughter is studying to be a nurse and when I hear that the government wants to abolish penalties rates it is enough to encourage her to take up

another profession where she could probably make a lot more money and have much better working conditions but she is a responsible young woman who realises how necessary it is to have good nurses/midwives for the future of her community and nation. My income would be reduced by approximately \$800.

My weekends are important to me because...when there are events on it is nice to be able to do things with the family either in the morning or evening and work the shifts around these events so that our local hospital is covered and the sick are cared for and the community feels confident that there is always staff on if in need. However, if penalties were cut the incentive to work on the weekend as well as take care of family wouldn't be very inspiring.

I urge the committee to keep penalty rates. Working in a profession such as a registered midwife/nurse without penalties there would be very little incentive to work night duty let alone weekends or even a lot of evening shifts. As an older staff member on our team we are expected to take on a lot of extra responsibilities which our wage already neglects to recognise so to do away with penalties after 41 years in the profession would be a great insult showing very little appreciation for keeping our hospitals well staffed to ensure patient safety not only during the week but on the weekends and nights. What other professions have to take such great responsibility 24/7!!!! year in year out. If anything our penalties should be increased and so should our wage. Fancy stopping at 8 years there after!!!!

Submitted by

Carole Durnan-Silva

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