

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 34.00 per hour.

I have children and grandchildren and currently pay rent which these days is often more than a mortgage. I have been on workers comp with a back injury and have been on a flat rate with no penalties for several months and am falling further behind financially. Penalty rates give nurses a reasonable wage and I have found it extremely difficult on a flat wage as I have not budgeted for this fall in pay.

If penalty rates were abolished... I for one would not stay in nursing as it is a hard enough job. No nurse would even work twelve hour night shifts or weekends with no penalties as these shifts are hard enough. The only reason any nurse work these dreadful shifts are for the extra money. You miss out on family time and going to

sporting events on the weekends and night shifts are extremely hard on nurses both physically and mentally. If penalty rates are abolished look out as there will be no nurses .

My weekends are important to me because...My son plays football which I can never attend and my grandchildren play sport and I never see them. Days off through the week are spent alone as everyone is at work or school so weekends are real family time . I was unable to coach netball for my grand daughter due to shift work.

I urge the committee to keep penalty rates. When I completed my nursing degree I learned that nursing is one of the lowest paid degrees. There is a big enough nursing crisis so I can assure you if penalty rates are stopped there will be no more nurses. Who will choose to spend three years at university to come out on a pathetic wage and knowing that if you work weekends or night shift there will be no extra pay . The incentive for doing shift work are the penalty rates. No money no incentive .

Submitted by

Mary Salmon

Saturday 29th of September 2012