

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 nurse, currently earning around \$30 per hour.

I have a 5yr old and a second child on the way. I have worked as a nurse for over 4yrs and I am the primary money earner for our family as my husband is a student.

If penalty rates were abolished I would lose any incentive to work weekends, as I lose the additional compensation for being away from my daughter when she is home from school on the weekend. I do rotating shiftwork and am often at work before my daughter gets up, home after she is already in bed and am often at work on the weekend. I would lose on average \$200 post tax per pay if I lost my weekend shift work allowance.

My weekends are important to me because it is valuable time for me to spend with my daughter (when I have the rare weekend off!), and I have missed numerous family gatherings, social outings with friends due to working weekends, as the vast majority of people still work in a 9-5 type environment and plan social activities such as weddings, birthday parties etc for the weekend.

I urge the committee to keep penalty rates, as it at least takes some of the sting away from losing out on important events and people who have never worked weekends and other forms of shift work do not understand the disruptions to not only sleep and family dynamics, but the loss of social network that can occur as you no longer get invited to social gatherings as you are always at work when they are on, thus making it harder to maintain an active family and social life, so when you look at it that way, are penalty rates even adequate compensation? If anything, they should be increased.

Submitted by

Ang Roach

Friday 28th of September 2012