

Committee Secretary
Senate Standing Committees on Education, Employment
and Workplace Relations
PO Box 56100
Parliament House
Canberra ACT 2600
Australia

Dear Committee Secretary

I run a small business employing less than twenty full time equivalent employees.

I wish to provide my absolute support for the passage of this Bill through Parliament as my labour costs have blown out since the introduction of the Restaurant Industry Award regulating wages and penalty rates.

I have had to modify hours and opening times and staff numbers for my business to make any sort of trade viable.

If penalty rates were abolished not only would my business become viable again on weekends I would

be able to employ more casual staff to cover the busy weekends. I have not ever exploited my staff, many

of which are University students and are unable to work during the week. They therefore appreciate and need

weekend work to meet their costs, but with the penalty rates in place this is a huge cost to me.

Consumers expect restaurants and cafes to trade 24/7 and this is the case for me, opening hours 7.30 am to 6.00 pm daily,

yet this can only be achieved if it is commercially viable to trade through de-regulation of the mandatory penalty rates applied

under the Modern Industrial Award System

Yours faithfully

Janece Penney
Diva Tea and Coffee House