

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 an Evening Nurse Manager with 20 years experience.

My responsibilities include covering emergent workloads for an acute hospital on evenings nights and weekends.

Contrary to what many believe most casual and part time staff are reluctant to work unsociable hours even with penalty rates.

Like most of my colleagues I spend a considerable amount of my valuable work time phoning and urging people to work on weekends and nights.

Most want to be with their families, have sporting and social commitments and the like.

If penalty rates are removed I fear areas will be grossly understaffed, or staffed with less skilled workers

Services will be badly effected.

Those people lucky enough to have weekends off will wait a lot longer for their tickets coffee and meals.

Any cost savings from supposed "flexibility" may well be absorbed.

Managers productivity will decline because they will be required to spend much more time attempting to replace staff.

Submitted by

lesley douglass

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