

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 40.00 per hour.

I am a 51 year old full time worker and support my partner and her son. I have a mortgage and need to provide for my dependants. At present I work within a Crisis Team in Mental Health. I am rostered to work different shifts which cover the week and the weekend.

If penalty rates were abolished I would be significantly disadvantaged financially and this would affect my ability to provide for my dependants. I live a somewhat frugal lifestyle in order to be able to accommodate my step son's private education - should penalty rates be abolished I am of the opinion that he would not be able to receive the education planned for him. Considerable lifestyle changes would be required which

would greatly impact on my relationship and my general well being and plans for the future including plans for retirement.

My weekends are important to me as when not working weekends it enables me to have a greater family life. Our society is structured around not working on the weekends and any festivals or organised activities including local council run events and private sporting clubs activities etc are normally on the weekend.

I urge the committee to keep penalty rates in general. Penalty rates are not a gift from the employer, they are paid due to the loss incurred by the employee as they can not avail themselves of family time, activities and social occasions that the rest of society can enjoy.

There needs to be recognition for these losses and weekend penalties do this. I understand that this bill is to remove weekend penalties from restaurant, catering and retail awards. These industries I would suggest employ a great number of young casual employees who already have limited tenure of employment and poor wages and conditions. Where is the Equity in undertaking to further penalise those that are already possessed of less than others.

This does not resound to me of being the "Australian Way".

Submitted by

David Parsons

Tuesday 18th of September 2012