

Committee Secretary

Senate Standing Committees on Education, Employment and Workplace Relations

PO Box 6100

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 casual employee, working as a residential care worker, currently earning around \$20.00 per hour.

I have a family and we are renting as we can not afford to buy. My partner is studying and working full time. I work two jobs, however, we still find it difficult to make ends meet each week.

Abolishing penalty rates would make life much harder. More than likely, I would have to find a third job and work even harder. I am a shift worker so I work weekend, evening, overnight and early morning shifts. I rely on penalty rates to survive and this is the only time I earn what my labour is worth. My family and many of my friends are in the same situation - whether employed in hospitality, retail or other sectors where penalty rates are paid, we all rely on these rates.

My weekends are very important to me. It is the only time I get a proper, relaxing time with my partner and family. These occasions are very rare. If I had a weekend, my personal relationships would be stronger and I could spend more time enjoying my personal interests. I could attend events that are only held on weekends (markets, fairs, festivals, concerts, community events, volunteering etc). I have missed out on family events and gatherings - birthdays, Christmas, New Year Celebrations etc, because I had to work.

I urge the committee to keep penalty rates. This is the only time Australians earn what their labour is worth. Penalty rates are necessary to compensate the Aussies who don't get a weekend - we deserve this!

Submitted by

Mitra Jovanovic

Saturday 15th of September 2012