

Committee Secretary  
Senate Standing Committees on Education, Employment and Workplace Relations  
PO Box 6100  
Parliament House  
Canberra ACT 2600  
Australia

03/10/2012

Dear Committee Secretary

**Fair Work Amendment (Small Business Penalty Rate Exemption) Bill 2012**

I run a small business employing 10 ten full time employees including apprentices and at times up to 18 casuals. 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.

If penalty rates were abolished not only would my business be more viable on weekends I would consider employing more casual employees.

Consumers expect restaurants and cafes to trade 24/7 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.

As it stands at present I'm am seriously considering closing weekends and public holidays putting up to 12 jobs in jeopardy as it is no longer viable to do business during these periods. I've have been in business 24 years and have never seen our industry in such a mess. Talking to many in the industry this is across the board and most of us are hanging on by a thread. Poke your heads out of Canberra and talk to the people who know before it all falls down around you and it confirms how ridiculously out of touch you seem to be. It's almost too late. Act now.

Yours faithfully.

Neil Fisher  
Proprietor

