

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 Child & Family Health Nurse, currently earning around \$39 per hour.

My family has grown up, now I have 1xmarried daughter, a son that is engaged and the youngest daughter, just finished her Nursing last year. My husband is unable to work, because he has Parkinsons Disease, so I rely heavily on penalty rates, I can not work full-time due to his illness and I am currently on leave. Over the years I have worked night shift and weekends, I am the main bread winner, I would have not been able to put food on my kids plates, if it was not for penalty rates, my kids did not see their mum when they played their sports games, on the weekends, I averaged 3-4 hours sleep, when doing night shift. Nurses should be recognised for sacrificing their family, to be able to pay the mortgage/bills, that never cease.

If penalty rates were abolished... There would be a mass loss of Nurses, continuing night shift and weekend work. The patients will be the ones who will be greatly affected.

My weekends are important to me because...I have missed out many times on sporting events due to shift work, for especially important events, requesting well ahead or trying to swap with another nurse, so as you can be part of that special event, can be stressful. I had to work 10 days straight, so as I could attend a wedding.

I urge the committee to keep penalty rates. Otherwise there will not be enough nurses, nurses will study other courses, The population is aging, the Government should be looking after Nurses more, to keep the young ones in the system. How many jobs are there, that finish work at 10.30pm and then have to start at 7.30am the next day, or the end of their night shift, is the start of their day off. Sacrificing time with family over the weekend, so you get a little extra money, we are all well worth it.

Submitted by

Maree Klafas

Thursday 4th of October 2012