

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 permanent employee, working as a registered nurse, currently earning around 37.00 per hour.

I come from a middle class working family, I am married with children. I have worked full time all my adult life. This comes with all the usual trappings of a mortgage household bills insurances etc.

If penalty rates were abolished I and all my cohorts work shift work which includes weekends evenings and nights. My and their wages if penalty rates were taken away our wages would be drastically reduced by as much as a third. Our lives would become a huge struggle as I am the main wage earner in my household.

My weekends are important to me and to all families this is when all social and family

activities take place. All sporting events live shows and concerts all take place on the weekend..Christmas Easter and long weekends all impact shift workers. The only shops open on weekends are the grocery chains. I have worked more Christmases Easters and long weekends than I have had off duty. I have missed so many important family events birthdays weddings christenings sporting events with my children. Events in our town such as festivals, concerts etc. Penalty rates does, some what compensate for these lost events in my life.

I urge the committee to keep penalty rates. It would drastically decrease the take home wages of all shift workers thereby putting many families in a very precarious financial situation and that would impact on the local economy wherever these people live. Mortgages would not be met bills would not get paid families would be put though a great deal financial strain

1. It would not be worth it to me to work weekends I would rather spend it with my family and friends.
2. I would not work weekends I would get a nine to five job and I am sure most people would follow suit.
3. I am sure there would be a huge increase in sick leave because taking sick leave would not impact on the take home wage if there where no penalties.
4. The hospitals would not be able to fill their weekend, night and evening roster. Why work these shifts for no penalties, it is well known "you never get sick on a weekend"
5. Why work shift work when you could be at home with the rest of the family and not lose in wages if there were no penalties.

In my job nursing. it is well known people don't get sick nine to five, heart attacks, strokes, mental health emergencies don't happen nine to five. Accidents, injuries, alcohol related accidents and injuries absolutely don't happen nine to five. And is these times you want your most experienced and best staff on duty, but I am afraid take the penalties away and you take you take this experience away leaving you with

what ? Who would members of the committee want to be looking after them and theirs in such an emergency.

Submitted by

kerrie ellison

Tuesday 25th of September 2012