

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 Residential Support Worker, currently earning around 18.85 per hour.

I have 2 teenage sons, a partner and a mortgage.

If penalty rates were abolished...

As I do shift work I am rostered on in the evenings with sleepovers and weekends as well. Bu abolishing penalty rates I would be losing \$324.00 a fortnight. As I am a low income worker it wouldn't be worth me doing my job because of the amount of pressure and stress your under. Even though I like my job and enjoy it I would look for something were you work Monday to Friday 9-5pm. Health studies have shown that shift work takes it's toll on your body so why would you pay havoc on your sleeping

patterns when you are getting hardly any more for it.

My weekends are important to me because...

As my children are grown and I can swap my shifts it isn't that important to me during the but when my children were small and being a sole parent with not much support, there would have been no way I could of worked on the weekends and in the evenings. Children like their parents to spend time with them and will remember this as they grow up. People do not organise social during the week as most people are at work so you do miss out except during the school holidays.

I urge the committee to keep penalty rates.

As I am a low income worker it wouldn't be worth me doing my job because of the amount of stress your under. Even though I like my job and enjoy it I would look for something were you work Monday to Friday 9-5pm. If they abolished penalty rates employers would found it hard to get people to work at night and on the weekends. Penalty rates are called penalty rates for a reason and workers in the past fight very hard to have this right which is taken for granted.

Submitted by

Julie McDonald

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