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# 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 $36 per hour.

I have been a Registered Nurse for the past 40 years. Sometimes I feel embarrased to say this because of the varied complaints about peoples experiences in a visit to hospital. If you want it to get worse - go ahaed - cut the penalty rates! I am married with grown up children and 5 grandchildren. I don't have a mortage now but I am saving hard for our retirement so that the government does not have to support me in retirement.

If penalty rates were abolished... nurses on the ground would be reluctant to work evenings, nights and at weekends. Sometimes I work weekends just to boost the coffers. I don't like to think of what it might do to my financial goals, if penalty rates are

withdrawn. For a lot of the younger nurses, who are struggling to get into the housing market will suffer financially. They rely on their penalty rates.

My weekends are important to me because...penaly rates just help more when the bills come in or I can put more into my super! Over the last 40 years, I have missed numerous social functions due to working weekends or at night. If there are no penalty rates, I will be not working weekends and will have more family time. I will just have to apply for the aged pension when old enough I suppose - for what that's worth.

I urge the committee to keep penalty rates. PLEASE. Without penalty rates will put our hospitals in dire situations after hours and on weekends. Reduce managerial positions and their hourly rate before cutting penalty rates. The NSW Health Department is too top heavy - that's where all the money is wasted. Sometimes, I receive an email from 6 different managers and most are irrelevant to my workplace - unbelievable! Too many hierachy in offices reading and forwarding emails on triple my wage, while fewer nurses are doing all the nursing care!! Not rocket science.....

Submitted by
Kathryn Cheney
Tuesday 25th of September 2012