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 Electrician, currently earning around 40 per hour.

I work in the alumina refining industry ,my family of 4 boys are grown up ,2 of them also work in the refinery ,my wife is a teacher recently retired . We live in a remote town in the NT with very high shopping costs due to freight.

If penalty rates were abolished..my earning capacity would be seriously reduced. I work weekends as part of my dayshift roster. My hourly rate is the same for all shifts including weekends ,this is so because the penalty rates have been taken into account in the calculation of my hourly rate . This is easier for my employer to administer..

My weekends are important to me because...they enable me to keep in contact with

Family and friends,and persue other interests that benifit the commmunity as a whole such as sport ,music and local Govt.

I urge the committee to keep penalty rates.because they are fundamental to ensuring fairness and equity in the workplace.As I have stated earlier my penalty rates are incorperated into my all puropose rate this should be possible in othet industries where work has to be reguarly worked on weekends and Public hollidays.

Submitted by
John Keogh
Thursday 20th of September 2012