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Submission to the Inquiry into the Fair Work Amendment (Small Business-Penalty Rates Exemption) Bill 2012

I am a midwife currently working on a permanent part time basis. I have 3 teenage children and also care for my aging mother who lives with me. I work to help pay for a mortgage on a house big enough to house us all.

I work on a 24/7 rotating roster and have limited ability to make requests for special occasions. And believe it or not, most people still organise social occasions at weekends or in the evenings. I feel penalty rates are some compensation for having to miss out on those times.

I would probably leave midwifery, or find a position with office hours, if penalty rates were removed. I have considered this in the past but was attracted by the ability to earn more on a rotating roster, where you had the chance of some penalty rates.

My daughter works in the hospitality industry with very "unsocial" hours and I know the only reason she continues to do so is because of the pay rates compared to working business hours. She could not afford to support herself through her university studies if

her penalty rates were taken away.

Most people I know accept the need to pay surcharges for services on Sundays and public holidays and I would prefer to continue to do this than for workers to lose their penalties.

I urge the committee to keep our well earned penalty rates.

Submitted by

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Tuesday 25th of September 2012