

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 social worker, currently earning around 26 per hour.

I have a partner, we have a mortgage. I work part-time and my partner works full-time. We have a 20 month old son and another baby is expected.

In my current job my hours are very minimal so I would not be directly affected at this moment by the suggested changes to penalty rates however my partner would be and in many jobs I have held in the past I would have been. My partner often works over 40 hours a week and is paid penalty rates for evening (over time) work and weekend work as well as working away from home interstate at times. Besides the fact that the overtime pay helps us to pay our mortgage, it also should be rewarded accordingly when the hours are worked over and above a normal 40 hour week or outside of

business hours, such as over a weekend. I have worked a lot in hospitality and would have suffered financially had these changes existed when I was working in that industry. A close family member currently works in the hospitality industry and will suffer financially if his penalty rates are taken away. He has a partner who works part-time, together they have a mortgage and two small children and are already finding it hard to make ends meet when he does receive penalty rates.

For my partner and I the weekend is now family time. It is important to us that we have time to relax from our busy week and spend quality time with our child. He needs to spend time with both parents in order to maximise his development, continue bonding and feel secure about himself and his home life. To do this, his parents need to be able to enjoy leisure time with him, when other family are also around like cousins, aunts, uncles and other close friends that make up his community.

I urge the committee to keep penalty rates. It is just not fair to expect people already working in badly paid industries to be expected to work outside of the usual business hours and not be paid appropriately.

Submitted by

Pia Cerveri

Monday 24th of September 2012