

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 postman, currently earning around 23 per hour.

currently i work as a postman, previous to that i worked in hospitality and retail for over ten years, 5 of those were as a hotel/liquor store manager on salary. My wife has worked in retail for 6 years, i am writing this as she is nearly always at work.

If penalty rates were abolished... a large percentage of people who are actually willing to work for a living will not be able to support their families or be able to afford their own home. Hospitality and retail in particular are very poorly paid professions. I have had staff leave the job as it was under \$50 different to being at home collecting family allowance, and not just that but they actually had time to spend with their kids whilst

not working.

The Australian government needs to encourage people into jobs by creating the incentive to work and certainly not lowering penalty rates.

Penalty rates are what supports those who do not have much time to work and work when others cannot or do not.

Should the government cut the penalty rates, what compensation would be offered to those who have depended on them for a substantial amount of time?

Weekends are important to everyone. The vast majority of people have that time to spend with their family. Currently my wife works in retail, in a large Australian sports company, her weekend at the moment is Friday-Saturday. This effectively halves the time we get to spend together as I get Sat-Sun. The entire reason she got that job was because she was passionate about sport, but ironically has been distanced from the things she loves (coaching, playing and refereeing soccer) because of its demands on her weekends. On several occasions either she or the both of us have not been able to attend family birthdays and outings due to her work commitments.

I urge the committee to keep penalty rates. The vast majority of people have that time to spend with their family. Currently my wife works in retail, in a large Australian company, her weekend at the moment is Friday-Saturday. This effectively halves the time we get to spend together as I get Sat-Sun.

Cutting rates would not only be detrimental to family life but also their health.

Businesses would recruit employees with the requirement to work weekends when they are busiest. I believe they should keep staff at a minimum during this time so that they have time to play sport and stay healthy.

Saying healthy would also be in the employers benefit by reducing sick leave. Allowing

more people to have the weekend off would also reduce their need to 'chuck a sickie'  
as they would already have time to do things in their personal life rather than taking a  
day off to do it

I wonder what Xenophon would say if i took away his time with his kids and partner for  
no additional benefit.

Submitted by

Tom Simpson

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