

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 casual employee, working as a Trade Assistant, currently earning around \$25.00 per hour.

I have just celebrated my 60th birthday on a Sunday surrounded by my family of 3 children, 2 step children and 6 grandchildren. Sunday was the only day we could all be together and that took juggling work and lifestyle commitments for some. We had a great day.

Why should penalty rates be abolished? Are we not a wealthy enough society to compensate workers when they provide services to the community at the expense of their own need to rest or maintain family and social connections. Values that have been at the heart of our great Australian traditions. My wife works in a 24/7 industry and without the little bit extra she receives for some weekends and Public Holidays we

would be forced to review items in our budget.

My weekends are important to me because I get a chance to recharge if it has been a heavy week. I get to pick up my grand daughter from dancing class, go to support and interact with the other grand children at their chosen sports and activities which means better staying in touch or lending a hand with the rest of the family. Some times it is a necessity to do these things if my sons are required to work on a weekend. I get to visit my ageing mother and keep the garden in shape and help out with the household jobs that crop up as well as having time to attend to our garden and things that my wife has noticed need attention through the week.

I urge the committee to keep penalty rates. For all of the reasons workers have to work out of step with the majority of the community why can't they be rewarded by extra payment? In todays casualised work force ( 44% of workers) and low pay rates, sacrificing time to work and service the many who can enjoy time off together, penalty rates are the only incentive that keeps our modern 24/7 economy and lifestyle going! When you are a casual worker and the hours of work are random you may find a second or third job a reality to survive. Penalty rates add incentive to otherwise unattractive tasks or employers.

Submitted by

Ian McCallum

Sunday 23rd of September 2012