

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 nurse/carer, currently earning around \$18.10 per hour.

I have a mortgage and bills like many Australians. We struggle each week to keep our head above water. I can't even seem to get full time work and have to contend with fluctuating part time hours. I have had struggled to balance work and study to put myself through nursing.

If penalty rates were abolished... we would not survive. Penalt rates is what closes the gap when working part time. Why would I put up with only being offered night shifts and weekends if I wasn't being compensated for it. I come from a retail background, including having had my own small business. Penalty rates are a fact of life for retailers the same is paying super. Why should an employer be responsible for a employees

super. As a business owner I had to decide whether to open on Sundays. As an employee I need to decide if I'm available for nights and weekends. Maybe I wouldn't be, like many other thousands of Australians if I wasn't going to be compensated.

My weekends and nights are important to me because that's when I'm able to catch up with family and friends. When my kids were smaller there was always running them around to sport which has made them the responsible adults they are today.

I urge the committee to keep penalty rates. This does not just effect small business, The reality of it is that the big retailers like Woolworths, Coles and their subsidiaries are the ones that will benefit. Working families tend to be lower income earners and penalty rates are all that brings their wages in line with average wage earners. It will also mean less tax to the Government each week. I implore you all to think again and this matter and DO NOT pass the bill on no penalties.

Submitted by

Kym Jones

Tuesday 18th of September 2012