

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 employee, working as a Senior School Administrative Officer at , currently earning around \$37 per hour.

I am partnered and have three children and a mortgage.

If penalty rates were abolished this would greatly impact my household's weekly income. My partner currently works in retail for a small business who only employs three workers, which means weekend work most of the time. Although without the penalty rates for weekend work, we would not meet our mortgage commitments. I also have a daughter working in retail part-time whilst studying. She also relies on the penalty rates to meet her weekly commitments. I sometimes also need to work weekends for special events which impacts on my resting period.

My weekends are important to me because I get to spend quality time with my youngest child who is 10. He plays sport on the weekend and we also visit my niece and great nieces who live 40 minutes away. Weekends also give me time to catch up with friends, housework and hobbies, which I cannot do during the working week. My partner misses out on these things because he needs to work on weekends most of the time. Penalties should be paid due to the reduction in downtime. It is really important that staff get their rest from work, otherwise productivity will be affected.

I urge the committee to keep penalty rates. Not only does my family need them to meet our obligations financially, but the Employers should be paying for the workers to work on the weekends. The businesses are open on the weekends to bring in further business, therefore they should pay their workers extra to be there as they are missing out on the time that they should be resting from the working week - their leisure time.

Submitted by

Karen Lewis

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