

Committee Secretary

Senate Standing Committees on Education, Employment and Workplace Relations

PO Box 6100

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 Registered Nurse, currently earning around \$36 per hour.

My partner and I are both Registered Nurses and have a young baby daughter. I find it difficult leaving my family to work on the weekends and particularly on night shift knowing I am missing time and opportunity to spend with my family.

If penalty rates were abolished... this would substantially affect our income especially as i work most weekend and are subject to night shifts and afternoon shifts. The reality is without penalties I would refuse to work any shift but morning shifts as I don't see why my job should have a negative impact on my Family Life without some benefit in return ( and that is in the form of penalties). After all this is the only benefit to any shift worker!

My weekends are important to me because...it is when people get together to spend time with one another, be that a sporting event, a dinner party, or just being with my daughter. This is inherent through all Australian Families and is part of establishing a decent society. People that give up the opportunity to be with friends and family on a weekend need to be recognised and rewarded for their services. The need for increased penalty rates especially for those working night shift (given the negative health benefits) should be considered rather than trying to abolish these rights.

I urge the committee to keep penalty rates as everyone has the right to spend time with friends and family particularly during the weekend. If work wishes to interrupt this then the employer needs to compensate their staff as this is time and opportunity the employee will never get back.

Submitted by

Mackay Daniel

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