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 Licenced Aircraft Maintenance Engineer, currently earning around $40.00 per hour.

I am married with two young children. I have a home with a mortgage. I work in the Aviation industry and do shiftwork.

If penalty rates were abolished in the hospitality and retail industry, it would only be a matter of time before they were abolished in all industries. Although I do shiftwork, it is only days and afternoons, monday through friday, which attracts an average of 7.5% shift loading. I am absolutely sure that if penalty rates were abolished in my industry, my shiftwork would be changed to include saturday and sunday work.
This would impact on my income by removing my current shift loadings and it would also impact on the amount of overtime available.

I would lose money and I would lose weekends.

My weekends are important to me because it gives me an opportunity to spend time with my family and friends. The majority of my family and friends work normal dayshift hours so the weekend is when we normally get together, either socially or to celebrate birthdays or other occasions.
My sons also play soccer, and games are played on saturdays too.

I urge the committee to keep penalty rates.
As I understand it, penalty rates exist to provide compensation to employees that work outside normal hours of work, in recognition of the sacrifices that are made to attend work at these times.
Abolishing penalty rates will not only affect employees wages, I believe it will also have a negative social impact as employers roster employees on whatever shift they see fit in order to maximise their profits at the expense of the employees quality of life.
Penalty rates must remain in order to provide compensation to the employee and to provide an incentive to the employer to construct balanced shift patterns.
This issue will be of prime concern to me when voting for my political representatives.

Submitted by
Evan Winstanley
Tuesday 18th of September 2012