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# Submission to the Inquiry into the Fair Work Amendment (Small Business-Penalty Rates Exemption) Bill 2012

I am a permanent employee, working as a AIN, currently earning around 19.00 per hour.

I have a family that I help to support, I have personal debts, I pay a substantial rent every week, run a car and maintain it, and general living expenses.

If penalty rates were abolished... I would miss out on approximately $400-$500 per fortnight. I currently work every weekend, public holidays and I am a shift worker which the majority of my shifts are evening or night shifts.

My weekends are important to me because... That's where you make the best money, the wages the nursing industry is paid in minimal and it's extremely difficult to cope financially without the extra money I gain from working on weekends.

I urge the committee to keep penalty rates, as explained above the nursing industry is poorly paid and to take away the penalty rates on weekends will see a lot of people calling in sick, will see a lot of people refusing to work on weekends.
I love my job but I certainly wouldn't be working on weekends for no extra money.as it stands now I am willing to forgo a social life and family time because its worth it as it helps me keep my head above water but if the penalty rates are abolished I certainly would not be willing to work any weekend.  I am more than happy to work on weekends as long as its worth it financially.
The people that will suffer the most is the clients, residents of aged, disability and home care as there won't be enough staff to man the facilities, as no one will work for a flat rate and give up your family time, your social life, when your a shift worker and work on weekends it's hard enough to make time to catch up with family and friends.
I think it's appalling to even be thinking about abolishing weekend penalty rates, a lot of people rely on the extra money for working weekends and staff will be placed under extreme financial difficulty. This is extremely unfair and definitely won't entice people to working in any industry that requires weekend work.

Submitted by
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