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

I have been working as a registered nurse for over 30 years. I have always worked shift work which included weekends. Weekends are important to me because it is the only time I get to see my son and his family due to his working hours. However, I currently only get 1 weekend or part thereof about every 5 to 6 weeks. The penalty rates form part of my working life - payment for losing out on 'normal life' with family & friends, help with mortgage as I am the sole earner & because my wage level is 'too high' my husband who is eligible for a disability pension no longer receives any payments or concessions. I know also that many nurses who work casual hours only pick up the penalty rate shifts (only natural) but if we did not have them do those shifts the part time or full time staff would have to pick up extra hours. Some nurses can only work weekends because they need someone to look after there children during the week and then their partner or other family are available on weekends to do so. It is necessary for nurses to keep up their skills and maintain our workforce in Health.

I have seen many losses in our conditions over time - I would be very upset to think that nurses would be penalized for keeping the 'ship afloat'!

Submitted by
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