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 25.00 per hour.

I have worked in aged care since I was nineteen years old. I started as a Hospital assistant grade 1, then progressed to undertake the Pupil Enrolled nurse course in which I passed and started working as a Enrolled Nurse. Some years later I recommenced study, Bachelor in Nursing. I completed my nursing degree but felt there was more and I was right. During all my study I continued to have and raise a large family, I decided that I needed weekends off to now concentrate on my family. It does not sound like a valid argument for weekend penalties? But what I am supposed to say is that the weekends I have worked throughout my career was beneficial to my study and I was paid accordingly seeing as I was unable to be at home during the weekends. But now I have a choice, weekends or not? I chose to stay at home on the weekends

becouse what it boils down to is ....Choice.

If penalty rates were abolished... you may find staff shortages on the weekends and Monday to Friday morning shifts. I think it will either decimate our already dwindling workforce, Or push genuine carers to other occupations.

My weekends are important to me because...I am heavily involved with my childrens sports. I can negate the training nights as I prefer to attend their games. I have not missed out on special occasions because my roster can be negotiated with prior knowledge.

I urge the committee to keep penalty rates. To save our workforce from dwindling from what it already has. The experience and support that senior staff possess is vital to trainees.

Submitted by
May Graham
Wednesday 26th of September 2012