

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 mental health worker, currently earning around 34 per hour.

I am an average wage earner with a mortgage and 1 teenage child at home.

If penalty rates were abolished... it would have a huge affect on me when I was working a 7 day 24 hour roster in general and psychiatric hospitals. No penalty rates would have taken the incentive away from working unsociable hours. My kids who studied and worked part time with no government financial assistance we able to get reasonably paying work to support themselves through their studies.

My weekends are important to me because... it enables me to watch my kid's sport, participate in sport, volunteer as a sporting coach, participate in family and friends

celebrations. When nursing in a hospital I missed numerous significant events, requests for days off or shift changes aren't always possible and management aren't necessarily accommodating.

I urge the committee to keep penalty rates to keep the faith and wellbeing of the workers who are often at the bottom of the pay scales doing very important work. This is a most important issue - look after the workers and their families, please!

Submitted by

Phil Jones

Friday 14th of September 2012