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 casual employee, working as a Disability Support Worker, currently earning around 22 per hour.

I have a 15 Year old daughter and a 20,000 $ plus Hex debt for University studies.

If penalty rates were abolished there would be no incentive for people to work difficult and or long shifts to support people with intellectual disabilities during regular rest or family time with the reward being that the monetary reward approaches the kind of wages that are deserved for the degree of stress inherent in this sector, currently the daily non penalty rates are generally on what has been termed to be on the poverty line. Politicians recieve pay rises regularly, we dont. If you dont think that is a fair statement I invite you to work my job for even a few days to evaluate the level of energetic output and dedication to other people in prolonged stretches of time for even

a few days...

My weekends are important to me because...I have a 15 year old daughter, girlfriend, aspirational hobbies and simply enjoy the basic human need to rest and recover after an emotionally and physically demanding week of working with people with intellectual disabilities.

I urge the committee to keep penalty rates because I believe that my continued involvement in the disability sector is something that makes a valuable contribution to the welfare, dignity and experience of people with intellectual disabilities and in addition to this makes me a valuable human resource for the service provider who employ's me (Cosmos Recreation Services). If penalty rates are abolished or changed in a way that guarantees less monetary remuneration than the current system in place there will be no redeeming incentive to entice me to participate in employment in circumstances that would ordinarily receive penalty rates

Submitted by
Alex Donnelly
Tuesday 18th of September 2012