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

My name is Bob Rackemann and I am a married father of three young adults ranging from 22 to 18 years of age. I am a professional with 33 years service to the public of Queensland. My two younger children both study full time Univeristy . My eldest is now completed teriary studies and is a drafstman for an engineering consultancy. My family is debt free.

Each of my children have worked or continue to work part time at local retail stores. They have each started part time employment from the age of 15. This experience has taught them the value of education and learning and given them a strong sense of economy and independance.

Working on staturdays and sundays under the current penalty rates system fairly rewards them for the time they invest on days when they would optherwise be studying

or pursueing social and family activities.

Removal of penalty rates would decrease their enthusiam to work during the weekends.

From what I have seen of the number of the problems these retailers have with managing rosters and managing employee 'sick' leave I am not sure removing penalty rates would be a good thing for the industry in general.

I know my kids would be more tempted to resign and I would support them.

Without appropriate incentives industry will fail.

Submitted by
bob rackemann
Wednesday 19th of September 2012