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

I am a permanent employee, working as a NUM3, currently earning around $38 per hour.

I am a NUM of a very busy unit. I am childless but do have a close family which includes a husband,nieces and nephews who live in NSW. And a mortgage.

If penalty rates were abolished rostering would be extremely difficult. I do not work weekends but am responsible for a rotating staff. Staffing is already difficult enough as younger nurses do not want to work shifts from Friday afternoon onwards - all shifts can be challenging to fill. Generation Y will are not as accommodating as employees from previous generations. The financial incentive certainly helps.

My weekends are important to me because it provides me with time to recover from the

week of work. The workload of the NUM increases week by week. The NUM is reponsible for everything in the ward/unit. Staff - all levels which includes recruitment, orientation, performance review and management, rostering, Goods & Services, Equipment - purchase and maintenance and orientation of staff to equipment. Vision for service, business plan. Maintenance and repairs of infrastructure and equipment. Moral!!! Safety for all levels of staff and anything else that the organisation wants to roll out, will be sent to the desk of the manager. Off course do not forget Excellence - the next big thing.....we need to inform staff of the formula for meeting an greeting. And of course Revenue because we are not working hard enough for the 50 plus hours that is required to do this job for our 38 hours of pay.....There are many, many staff who work additional hours each week to maintain the service and it is still not enough. The organisation wants more accountability for the hours for nurse to patient ratio's for good patient care and do not have additional staff on duty due to the cost of nurses...

No, I do not play sport or engage in any other activities at the weekend as the weekend is usually spent recovering so that we can do it all again next week.

Somebody somewhere will get a PhD on how the public sector nurses can achieve job satisfaction and an good work/life balance but how this can be managed and ensure good patient care, I am not sure. The PhD's have been awarded on how it should be done.

The nurses must be protected as a body of employees. The current work climate is not very attractive for nurses at present and most parents are actively discouraging their children from a career in nursing...this is such a shame..
Shame to all governments who target frontline nursing staff and are breaking their spirit week by week. Most young people are using their nursing degree as a conduit to other careers but not nursing.... Take a long hard look at your staff...

I urge the committee to keep penalty rates. Do not make our job any harder...Enough is enough...

Submitted by
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