

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 Registered Nurse, currently earning around \$34 per hour.

I have a mortgage and owe student fees for higher education to improve my clinical practice.

If penalty rates were abolished I would have to rethink my Nursing job. Other positions pay much more per hour and don't involve out of normal hours work. These are the only recompense for a job that involves very unsociable and life affecting hours of work (ie evenings, nights and weekends)

My weekends are important to me because it is when the majority of other people who work, have time off and they give the chance for people to socialise and catch up with

family and friends. If you don't have a weekend available to you because of work, you have to try and catch up or socialise at other times, which can involve added expense as your friends and family aren't "out and around" themselves and you frequently have to travel more to socialise on week days. Fewer venues are also open on weekdays (eg Mon/Tues) so all around your social interactions are limited. Working weekends deserves penalty rates, for the disruption it causes to your life.

I urge the committee to keep penalty rates. Why shouldn't I get paid extra for working at times when others are out enjoying themselves, and I am working to provide services for them? I would have to rethink the value of providing my service as a nurse out of hours as I may as well work in some other profession Mondays to Fridays.

Submitted by

Russell Mills

Tuesday 25th of September 2012