

PROPOSED SIMPLIFIED ADDITIONAL HOURS AGREEMENTS

Hair Stylists Australia (AWU) Member Statement

Senate Inquiry into *Fair Work Amendment (Supporting Australia's Jobs and Economic Recovery) Bill 2020*

I completed a hairdressing apprenticeship in the 1980s. I think I started in around 1985 and finished in 1989. I have a Certificate III in hairdressing. I have worked continuously as a hairdresser on either a full-time or part-time basis since around 1985. I have been employed by numerous salons since that time, mainly in New South Wales.

I am a part-time worker, and my regular hours of work are between 28 – 29 hours per week with my regular days of work being Monday (9am to 5:30pm), Fridays (9:30 – 3:30) Thursday night (5pm to 9pm) and Sunday (10am to 4pm). On top of this, I have worked additional hours at the request of my employer. I accept this additional work on the basis that it is overtime work that I am entitled to penalty rates for performing. As a single mother of two, I have a lot of responsibilities outside of work and for me, working additional hours can be quite inconvenient and also mean more expenses, such as for childcare during the additional working period.

My normal rate of pay is around \$23 per hour.

I am deeply concerned by the Government's proposed changes to permit employers to remove overtime rates for part-time employees.

The 'simplified additional hours agreements' would not only mean a reduction in my wages, but also a reduction to my quality of life.

If I was asked by my employer to agree to a simplified additional hours agreement, I feel I would have no choice but to accept, whether I wanted to or not. I work in an industry with an extremely high turnover rate and have seen colleagues let go for much less. I would also be concerned that if one or more of my colleagues made a simplified additional hours agreement and I did not, that I would no longer be given an opportunity to work additional hours as my colleagues would perform the work for a lesser rate of pay.

This would mean a loss of my overtime rates which, as a single mother of two children, supplement my pay (covering childcare expenses, my children's activities, and family holidays).

Inevitably, I would have to work even more hours to offset the loss of my overtime rates of pay. This would force me to put my children into childcare more frequently, and I worry that we would then be on the brink of the poverty line.

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