

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

I am a permanent employee, working as a TAFE TEACHER, currently earning around \$84000 per year.

I am married with one daughter at University, one son in Yr 11 and one son in year 4. We live in a regional area where the socio-economic status is the lowest in Australia with high unemployment and even higher youth unemployment. The average wage is well below the national average.

If penalty rates were abolished I would receive no compensation for working nights - time away from my family. All people on our region would be in the same boat and this would also add to an even lower average wage and higher unemployment because there would be no incentive to employ new workers. Existing staff would work longer hours for no extra monetary reward. I urge the committee to keep penalty rates. Their

removal will have a severe impact on our Australian way of life which in the main has shown fairness. Removing penalty rates is not fair and is not the Australian way.

My weekends are important to our family because the weekend gives us time to spend together. My kids are heavily involved in sport (hockey especially). They are both talented and have both represented their region with the eldest boy representing Queensland. Such opportunities would not have occurred if I was working weekends. I believe it is especially important to minimise weekend work if the social fabric of our communities are to be sustained. Weekend work for many families means that their families cannot compete in weekend sport and other activities. There is a huge obesity problem - it would be interesting to know the impact the weekend work has had on this problem - let's not make it worse.

I urge the committee to keep penalty rates. Their removal will have a severe impact on our Australian way of life which in the main has shown fairness. Removing penalty rates is not fair and is not the Australian way.

As you can see from my previous assertions removal of penalty rates would be seriously unfair and impact not only the social fabric but the health of the nation. This would mean an increase in expenditure pressures on our government.

Submitted by

BARRY MOORE

Thursday 20th of September 2012