

Inquiry Name: Inquiry into Penalty Rates and Fair Pay

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Penalty Rates and  
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**SUBMISSION CONTENT:**

Personally, I believe that a reduction in penalty rates is very sensible. While a small minority may be impacted, these changes will be beneficial for some of the least privileged as well as benefiting consumers as a whole. Whilst it is claimed by most who challenge such changes that they will be detrimental to some of those who can least do without penalty rates, the implementation is likely to have very much the opposite effect in practice.

The existence of current penalty rates limits the willingness of businesses to operate at the times which they are often the most desired. Further, the costs of employees limits their ability to adequately staff at such times. The resulting effect is that employees miss out on wages from additional hours which could be worked but cannot be afforded. We have many unemployed and under-utilised people who are among the least privileged being unable to find employment and make a living. The penalty rate changes will create many opportunities for these people. Much of the current opposition has been on those who may no longer receive penalty rates without consideration of the benefits for those who are doing it toughest.

The imposition of current rates affects everyone through many of the services which are able to be provided by businesses during such times and often the prices charged for these. Our society has changed significantly from the times when these were put in place. Sunday's are no longer sacred and thus people are more willing to work such hours. As consumers, we are also demanding more flexibility in the hours which we are able to conduct activities. This will not be able to properly progress under current circumstances.

It should also be noted that removing/reducing rates does not mean that businesses must reduce rates for working such hours. Businesses will need to determine the additional rates necessary to attract and retain skilled staff for the duties which they are providing. Ultimately, it will provide much greater working opportunities at pay rates determined by the demand for such services.