# Penalty rates

The question posed:

If you or someone you know relies on penalty rates tell the Productivity Commission how important they are to the household budget.

For example: Why do you or others work hours that attract penalty rates? What would happen if penalty rates were cut or suddenly were abolished?

| Line | Location | State | Response |
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| 41 | Banks | ACT | it would lose me thousands of dollars per year, why should I be on the poverty line when I have been a tax payer for many years, unfair, what would they do if we refused to work weekends and night duty as you lose money, I guess they will hire more people from overseas that don't have the same understanding of what we have achieved. |
| 293 | Banks | ACT | I need penalty rates otherwise there is no incentive to work weekends and public holidays, an opportunity to earn bonus income that helps pay bills and put towards holidays. |
| 231 | Garran | ACT | The pressure is currently on the allied health professions to now provide services 24/7 in line with nursing and medical services. I can understand this from a patient perspective and some of the evidence does point toward this increase in working hours, however allied health do not have the shift/penalties history of nursing and medical and are paid poorly in comparison. I can already see moves toward making allied health work 24/7 hours but not awarding them any of the penalties attracted by other health professionals. |
| 341 | Holder | ACT | I and everyone I work with is on penalty rates or a composite allowance that combines the penalty rates into a standard payment. Loss of this entitlement would mean disaster to most if not all of the employees at my workplace. It would mean forfeiture of mortgage payment potentially the loss of their houses, the same could be said for car and other payments. It would also be very hard to find people to work weekends and public holidays in an operation that runs 24/7 365 days a year. |
| 73 | Isabella Plains | ACT | Penalty rates compensate workers for unpredictable hours and income, as well as working hours that permanent staff have to spend with friends and family. Hospitality, retail and social service workers are already on low incomes - they cannot takes the impact of removing or reducing penalty rates. |
| 143 | Kambah | ACT | Most of the Room attendants needed a particular number of Hours per week such as twenty, |
| 335 | Monash | ACT | If penalty rates were suddenly abolished it would affect my colleagues badly. The pay would be greatly reduced and many rely on the penalty rates to make ends meet. It would also affect the workplaces as willingness to work the out of hours shifts would be greatly reduced. |
| 188 | Nicholls | ACT | Should remain IN PLACE, why should families be consistently disadvantaged? |
| 270 | Page | ACT | My employer refuses to pay penalty rates. This is currently part of the issue in front of Fair Work at the moment. |
| 95 | Spence | ACT | I used to rely on penalty rates to live. People who work odd hours instead of spending time with family and friends. It’s not like kids go to school at night when their parents work. |
| 45 | Arrawarra Headland | NSW | Penalty rates are not related to teachers however nurses must retain these conditions. A question of life or death does not discriminate between day or night. Services must be as good at night as well as in the daytime. |
| 100 | Avoca | NSW | Both myself and my wife are nurses and we rely on penalty rates to meet our needs. We have two children at university one with a disability and the penalty rates help us make ends meet. Quite often we don't see each other for days as she does 12 hr shifts in a mental health facility and I do a lot of overtime and on call in the operating suite and we feel it is fair enough that we get paid a bit extra for the imposition that our chosen career has on our family and personal lives. |
| 413 | Balgowlah | NSW | Working on weekends/shift work and using penalties to achieve a wage slightly better than without is very important considering the number of people that needs to provide for their family e.g single parent, small income, managing young family with shift work...And not as our owner said few years back “that RN are working to provide themselves with pocket money!!". |
| 233 | Ballina | NSW | If penalty rates were abolished, all incentive for working on the weekends or at night would be gone. I would refuse point-blank to work then and only do ordinary hours. |
| 104 | Barden Ridge | NSW | If penalty rates were cut this would have a massive impact on our family of 6. Penalty rates are paid for the inconvenience of not having a weekend or a life, not being able to sleep with your partner on a regular basis and not being able to see your kids |
| 120 | Bathurst | NSW | Australia will not accept a change in the traditional penalty rates that have belonged to our workers. |
| 287 | Bellingen | NSW | Penalty rates are to assist to cover life expenses. Vital for many, especially regional workers and casual worker. |
| 314 | Berry | NSW | Penalty rates are so important to our culture! I was brought up by 2 nurses. They worked clock-round shifts, and many years worked Christmas and Easter shifts. However, we knew that was important as people need nurses, doctors etc every day, and that society expressed its appreciation through penalty rates. Most people who earn penalty rates are not on high incomes. These rates boost their ability to take a meaningful part in the economy. Surely there should be recognition given to the many times people miss out on family gatherings and social events, and more importantly also the fact that long hours and night-time work is known to take a toll on one's health. |
| 416 | Blackbutt | NSW | I work hours that attract penalty rates such as weekends and public holidays because nursing is a job which requires staff around the clock. We can’t close the emergency department on weekends and Christmas Day. I am a single parent and have had to have my child minded on many Christmas days due to my work. I miss many of his football games and he spends at least one night per week at someone else's house due to my work and has done so since he was 4 months old. I am happy to work these shifts because someone needs to for the good of the community and because I am compensated fairly by penalty rates. Due to difficulty finding child care outside of regular work hours I am only able to work part time at the moment while my child is still young. Because of penalty rates I am able to survive on one part time income with limited government assistance. If penalty rates were abolished I would need to find a full time position and I would need that position to be mainly week days. I would also not agree to work nights or important holidays such as Christmas if I were not being paid more for working these days. |
| 354 | Blaxland | NSW | Penalty rates are the only way to make any sort of living from business driven jobs. If there was no penalty rate for casual work or poor hours no full time jobs would exist making personal borrowing impossible. |
| 106 | Bondi | NSW | I often work after hours and at weekends for no extra pay or penalty rates. They would certainly help & make me feel I was being appropriately recompensed for the time I give to my job outside standard hours. |
| 50 | Bossley Park | NSW | Without penalty rates I wouldn't be able to meet my weekly expenses, not on a single wage, should penalty rates be abolished I would live like a pauper. |
| 184 | Bowen Mountain | NSW | In the past, as a single-parent with young children, I relied heavily on penalty rates. I had three casual jobs which I juggled so as to be able to be home with my children as much as I could. Penalty rates were what made it possible. At that time I simply could not have taken a full-time job as a chef, and cared for my children adequately. |
| 14 | Camden South | NSW | Without penalty rates, I'd lose around 30% of my wage and would walk away from the profession. I don't choose to work unsociable hours, but in nursing, someone has to do it. However, my salary means that my family has a decent lifestyle - we're still paying off the mortgage on a modest house, we don't have overseas holidays, we don't splurge on stuff we don't need. We live within our means on a tight budget. Losing penalty rates would be disastrous. |
| 98 | Campsie | NSW | I'm a day worker. |
| 178 | Campsie | NSW | Penalty rates are not offered in my position. |
| 206 | Canowindra | NSW | Penalty rates are so important. People should not be asked to work at times when everyone else in not. They miss time with family, inconvenience, disturbed sleeping patterns and the list could go on and on. Not many people would do these jobs without some incentive and they shouldn't have to. That would impact on the whole of society because the standard of worker and there mental health will go down. |
| 116 | Carey Bay | NSW | We raised five children while paying off our home, without my wife having to work, because I was prepared to work continuous process shift-work progressing to senior supervisor on shift by age 26. Of course banks were then better regulated as a service industry and I had a loan for 25 years at 5% fixed. |
| 271 | Carss Park | NSW | I don't get penalty rates & made a decision 25 years ago that I wouldn't work in a job that needed penalty rates to make it viable. I do support penalty rates though & think it's criminal that people would be expected to work Sundays, Public Holidays or graveyard shift without compensation. |
| 237 | Casula | NSW | When overtime is offered, it is heaven. Basically helping families with everyday living costs etc. If penalty rates were to be cut, there would be no incentive for me to work outside of my regular hours. I think this would affect the department negatively, and the department would probably have to hire temporary's to have the workload managed. (and that's if they are trained on how to finish the workload). I wouldn't spend time at work and less time with family for no OT penalty rates. |
| 55 | Caves Beach | NSW | Of course penalty rates are important - they are trade offs for working difficult hours or on week-ends - time NOT spent with family/friends! |
| 296 | Cessnock | NSW | First three years with my former employer was with Penalty rates. Wouldn't have gotten by without it. Now with a new company we do reasonable overtime for time in Lew. But our Supervisor gives us time off when she chooses! or suits her. |
| 448 | Chatswood | NSW | Without penalty rates my family and I would not survive. My wife and I would not be able to pay the mortgage. Studies over the world have shown shift work decreases life expectancy by 10 years. Why shouldn't we get compensated. Try doing night shift. |
| 439 | Clarence | NSW | While I do not rely on penalty rates, my partner works in hospitality. Often we are only able to pay rent if he picks up weekend work. |
| 424 | Clothiers Creek | NSW | Most nurses have to work a rotating roster which includes penalty rates if we lose our penalty rates our wages will be cut substantially and would need a major pay rise to make up the difference. |
| 53 | Coffs Harbour | NSW | Weekends and nights should be time for spending with family, friends, playing sports, watching own children's activities (sports, dancing etc), and going to church if desire. A worker should be adequately compensated if he/she/I have to work during these times. As a bus driver, driving mainly school runs, I often have to work weekends to make ends meet and I miss out on many social activities. I only do this because I am (kind of) adequately compensated. |
| 219 | Como | NSW | Penalty rates are very important as is Saturdays and Sundays for families to get together. when this inquiry meets on a Sunday and the grand final of any football code in Australia is played on a Tuesday then we can talk about getting rid of penalty rates. |
| 402 | Coonamble | NSW | Without penalty rates nobody would be a nurse! NSW needs to catch up to other states rates! We are all under the same registration board now why not the same award? |
| 212 | Diamond Beach | NSW | My son lives in Sydney and does rely on penalty rates to help pay his bills and living costs. I believe that if a worker is willing to give up their weekend or public holiday to work they should be rewarded with penalty rates. I also believe that if the penalty rates are abolished business owners will ensure their staff work the weekends & public holidays while they enjoy taking the time off. |
| 317 | Dorrigo | NSW | Australia was not built on squeezing the most vulnerable and disadvantaged, as are most workers that are employed under penalty rate conditions. It angers me when I hear complaints from employers that wages cost them too much. Perhaps those employers should find another line of business. |
| 66 | Dulwich Hill | NSW | The work is lowly paid at around $20 an hour. Penalty rates offer some relief. Pay is only awarded for hours worked and while for the moment travel time and a petrol rate is granted, this is not so for non Government agencies and it is expected that this is one area which will disappear as unfunded after two years. |
| 241 | Earlwood | NSW | I would hate to see these cut or reduced and people make many sacrifices to their employers and with lots of dedication and pride in the work that they do. |
| 343 | East Hills | NSW | Without my penalty I would not be able to pay my bills and mortgage I would need to find an extra job which would badly affect my ability to look after my loved ones and probably my health would be badly affected too |
| 275 | East Kurrajong | NSW | During the 90s I worked shift work in an After Hours Centre, providing emergency maintenance for a telecommunication company. The penalty rates I received for this job were the prime reason I took this position, as it was for the dozens of people I worked with in the centre. Even though we only rotated through the centre once every three weeks, the turnover of staff was quite large due to the rigours that such shift work places on your body. Even now, decades after performing night shifts, my sleep pattern is geared to being awake at night and asleep during the day. I found day work much more draining on me physically after shift work than I did before. If no penalty rates had existed, I believe it would have been almost impossible to fill these positions. My current financial position would have been much worse if I had not had those years of penalty rates, and I currently do not even own a home, with no current prospects of ever being able to own one. |
| 398 | Eastern Creek | NSW | Penalty rates are the difference between going under .without penalty rates I would have to suffer greatly sometimes it's a struggle now. Everything is just going up and up. Why should I take a pay cut while the business is still profitable. So the boss gets a bonus. I certainly would not be able to afford the travel to see the children's grandparents. They are retired so can't afford to visit us. |
| 385 | Erina | NSW | I would not work weekends, nights or evenings; in fact; I probably would resign from my weekend work permanently. Why should I work weekends and get the same money for working Monday to Friday, normal hours. You would have to be kidding. Why don’t politicians work weekends, evenings and public holidays, rather than spend the time with their families, I bet they would not even contemplate it! This is why I am divorced, from working shift-work for forty years. |
| 276 | Erskineville | NSW | We do tonnes of unpaid overtime, but rarely when overtime is paid it's not really worth the 0.5 loading. |
| 319 | Fairfield | NSW | As a Public Servant doing a second job becomes very difficult and if willing there are formalities that need to be satisfied. The household is always on budget running and especially with one income in the household there is no way that the ends will be met. So naturally Overtime is the only other option and it is not provided on a fair basis and whenever you can do that money helps. If penalty rates are cut you are being deprived of the income you can earn which can be the only source you may have. |
| 310 | Forestville | NSW | Penalty rate reflect the compromise between the business's needs for extended work hours and the impact on workers home lives and health. Shift work has a negative impact on long term health and longevity. The people who want to get rid of penalty rates are on good remunerations and don't regularly work weekends or night shifts. |
| 430 | Glenbrook | NSW | No one would work night duty or weekends or unsociable hours in nursing and the hospital system would fail. |
| 141 | Glenmore Park | NSW | I am a sole Wage Earner in the house and as the wages are not that good, I gave up my public Holidays to earn some Extra Money by working on Public Holidays and I also work on Christmas Day, Good Friday and Easter Sunday and don’t enjoy the festive season with my Wife and Family, it easier for me to pay Our Bills. So removing penalty Rates, would make it difficult to pay my Bills. |
| 387 | Goulburn | NSW | I don’t receive penalty rates but my son, who spent almost 10 years having to do casual work until he was finally able to obtain a permanent job, relied heavily on penalty rates to make ends meet. I know this made the difference to how well he was able to pay large bills such as electricity. Penalty rates are very important to people on low incomes. People on lower wages are barely making ends meet and often rely on penalty and overtime rates to make ends meet. We still live in a Monday to Friday, 9 to 5 society. If society advances in regard to different and flexible modes of work, such as working from home then penalty rates shouldn't apply; but if people have to physically go to a workplace outside normal business hours then they should receive fair compensation for that. As an aside it is worth considering if senior managers would consider it fair if they had to forgo their performance bonuses? I would think that is unlikely and yet they are in a much better financial position than the people who are receiving penalty rates. Also, employers need to have some incentive to attract staff to work on weekends and at unsocial hours. Why would parents miss out on seeing their children at bedtime if they are not paid any extra for the inconvenience involved? Why would police, nurses etc upset their bodily functions to do shift work if there is no financial compensation for doing so? How do we value these people in our society? We want them to be available to us around the clock so we need to ensure they are properly recompensed for that sacrifice. |
| 214 | Guerilla Bay | NSW | My current place of employment was a marvellous experience. All Australians should do a stint in retail on minimum wages being treated like low-life by some of the general public. We had to deal with people who were drunk, people with no manners, people whose hygiene was suspect, cranky builders at 7.00am (perhaps still drunk from the night before) and some very nasty shoplifting gangs. Bunnings staff rely on penalty rates. University students and school kids loved to work weekends and holidays, NOT because it suited their study schedule BUT because they got penalty rates. I was a casual getting a little over $20 an hour. Therefore, a fulltime person doing say 40 hours a week is probably earning less than $40.000 a year. This is about one third or less of what my former level at my previous place of employment now earns. These people count on penalty rates. |
| 236 | Gunnedah | NSW | I am currently on a flat rate of pay that attracts no penalties. Take it or leave it! |
| 152 | Gymea | NSW | Penalty rates make up about 33% of my income. I work highly unsociable hours with an extremely chaotic roster (you would have to see a drivers fortnightly roster to believe it, different starting times every day, different days off, anything from 1 days work before a day off to 12 consecutive). My base wage is only just above the rent for our run down old house we live in which was the cheapest rent we could find in a half hours drive from where I work, Sydney's high cost of surviving. I have also worked unsociable shift work in retail & hospitality for over 12 years previous to starting my current career. In that time I have found I have lost contact with most of my friends & family who gave up trying to arrange social gatherings when I wasn't at work, usually on a weekend, especially Sundays, or Friday nights & public holidays. I have also missed out on most of my children's sporting involvements, parent teacher nights (even mid week) & being home on the weekends to take them on family days out. I have only been able to celebrate a handful of my birthdays, Christmas days, Anzac days & New Years Eves with others for over 20 years. I cannot commit to any sport or interest due to my employers chaotic roster & so have lost all my non work related interests. If it wasn't for the penalty rates I definitely wouldn't have worked in these industries. It isn't until you work these unsociable hours & miss out on so much of yours & your families lives that you realise how important it is to have nationally recognised standard days & hours of work to minimise people becoming isolated & unhealthy. I find the cost of living for a family rises with a shift worker in the house. It is very rare that I work 'normal' day hours & so usually prepare my meals separately & eat at different times to the rest of my family depending on the hours I am working on that particular day. I try to catch public transport when possible, however early morning starts or finishes can add an extra 5 1/2 hours travelling time on top of my normal 2 1/2 hours travelling on public transport per day, so I am forced to drive approximately 70% of the time with the associated extra cost. To sleep during hot days when starting early or late shifts we had to buy blackout blinds & a portable air conditioner (the quiet ones that you can sleep to are predictably more expensive). We found we needed a second car so my wife & children weren't stranded at home on weekends, without one my children would have missed out on weekend activities such as sports due to me requiring the car for work. Even less obvious costs such as having to wash & dry clothes & cook meals during peak electricity rates as I am normally working early mornings, afternoons & nights when electricity rates are lower. I believe it is much fairer to earn penalty rates for a weekend shift/ public holiday/ or morning, afternoon or night shift then to absorb the average into a aggregate wage as it disadvantages the lives of those who work more unsociable hours then others. It is my experience in retail, hospitality & manufacturing, that has made me aware that in many workplaces who choose to operate outside of the standard Monday to Friday office hours, it is because they make a LOT more income at night & on weekends. Of course employers don't want to share the extra income during these peak times with their employees whose lives are being inconvenienced. |
| 404 | Gymea | NSW | Working penalty hours enables me to work less time during the week - thus I can be around before and after school for my daughter, overseeing homework, taking her to and from activities, cooking dinner, preparing lunches and spending quality time plus getting her to bed on time for school the next day. If penalty rates were cut, I would have to increase my hours to full time, reducing my time with my daughter. I would not work weekends as much as I do now as I would not see the point.... To be honest I would be looking for other work with less stress and responsibility and better hours. |
| 352 | Hamilton | NSW | Penalty rates are an essential part of life for some employers and employees most obviously those in the health and hospitality industries. People don't get well at five o'clock in the evening and stay well until nine o'clock the following morning so they need to be looked after by appropriately qualified staff being paid appropriate wages with penalties. Failure to do so will mean that people have lower disposable incomes and discretionary spending in the hospitality industry will be substantially reduced and this will have a bigger impact on the hospitality industry than their current claims about the impost of penalty rates. |
| 260 | Hamilton North | NSW | No overtime at the moment but penalty rates helps me pay the bills. I currently have over 1000k in bills at the moment and not sure how it’s going to pan out. But if the overtime was there , the penalty rates would make it affordable to pay the bill. (I currently earn $800 per week). |
| 57 | Hobartville | NSW | Penalty rates are being undermined by constant 'bargaining'. When we did receive penalty rates it gave the impression that we were being paid an 'honest' wage for committing to the odd hours or weekend work demanded. Now it is just an expectation. |
| 17 | Hornsby | NSW | Low-income earners I know work penalty rates to increase their earnings. They work late at night, unpopular times, and are unable to socialise with friends. They are often tired on their days off |
| 326 | Hornsby | NSW | I work a seven-day rotating roster where I receive penalty rates for starting later in the day, working overnight and working on weekends. If penalty rates were abolished I would lose, at a minimum, 25% of my pay. This would mean that I could not continue to live as I do now, I would not be able to save money to buy property, I would not be able to do the things I do now to maintain my own wellbeing from having such a stressful job. I would seek alternative employment if penalty rates were cut as it would not be worth the responsibility, effort, time, stress or lack of work-life balance of being a nurse - I would look for another job as I would refuse to work weekends or nights for the same rate of pay as someone working Monday to Friday mornings. |
| 363 | Hurlstone Park | NSW | Don't touch our penalty rate that keeps us going with our lost time to our family. |
| 138 | Kandos | NSW | Be nice to get them. Mum works weekends as a cleaner if here penalty rates are taken their will be no incentive for her to work weekends and why should she? there are other days she works however cutting it would effectively drop her wage by at least 50% |
| 48 | Katoomba | NSW | My daughter-in-law has 2 small children and is not able to work AND pay for childcare, as she is not highly educated or trained for a very high paying position in the work force. She is intelligent, well spoken, reliable, and punctual. She prefers to work weekends, and some public holidays as then her husband is able to care for the children with a bit of help from the family and in-laws. She is only able to work 10-15 hours per week, and relies on Penalty Rates to make it worthwhile. She works during hours that the majority of people do not want. Full time workers receive sick pay and holiday pay etc. They do not want to work weekends etc as they consider that is when their recreation time is --- and that is when most major sporting matches and entertainment is available to the majority of workers. At present my daughter-in-law is willing to give up those things to help their little family to try and get ahead. So they have the means to educate their children, and help them to widen their knowledge and experiences for a more productive future. |
| 300 | Kiama | NSW | Full time staff are no longer paid penalty rates up front but must accumulate excess hours till an annual yearly total is achieved. The employee must then submit an application for the right to be paid any excess hour worked. |
| 288 | Killara | NSW | The household and the MA000100 require that I work at penalty rate time. Should they be cut or abolished I would leave my job and work privately. |
| 173 | Kingswood | NSW | Penalty rate is very important to everyone and each one of us, as that's what makes us brings extra money to our household. |
| 16 | Kooringal | NSW | If you are required to work outside your core hours, then you deserve penalty rates. Maybe not so much on a Saturday but definitely on a Sunday and national public holidays. |
| 204 | Lake Heights | NSW | I only work overtime because of the penalty rates. If they were abolished, I wouldn't be interested in working any time outside my usual hours. There has to be incentive for people to work above and beyond their usual hours, and if no penalty rates, then what is the point? Would the politicians who are trying to introduce this work their spare time for no extra pay? I don't think so. |
| 367 | Lake Illawarra | NSW | If penalty rates were cut it would mean drastic changes in my life. Cost of living is always going up. |
| 307 | Lavington | NSW | I don't like to Work every Sunday, but it is good compensation to be paid penalty rates for it . If they were cut out my pay would reduce by a third. and I would not feel like working on Sundays or weekends at all. All the staff should be made to take turns at doing weekends. |
| 13 | Legume | NSW | If you work weekends you should be rewarded for it not the company. |
| 70 | Leura | NSW | Penalty rates are part of our award however in our sector accruing and taking time in lieu instead of penalty rates and overtime payments is the norm. |
| 285 | Lilyfield | NSW | My wife was not given her full penalty rates. She worked hard, had split shifts, and without reliable hours, and was only given penalty rates for weekends and public holidays at one of her restaurants, and even then, she was not given the correct full rate. |
| 378 | Lisarow | NSW | I work weekends for penalty rates. I need them to be able to pay my mortgage. I have to forgo spending time with my family. Nurses do what other people would not dream of doing. Our flat wages are equal to a shop assistant. I would leave nursing and work in a doctors surgery working sociable hours. |
| 370 | Lugarno | NSW | I would work additional hours if I was remunerated for it. However I have only ever been offered overtime twice in the last 7 years. The building I work in is only open from 0700-1900. I would prefer to work later, especially when my work involves contacting people in WA. In this modern 7/24 world the work is there to be done, but why should I not get additional compensation for working outside the conventional business day. |
| 253 | Macquarie Hills | NSW | Penalty rates are an essential part of my wage, and something I took into account when I retrained so I could do this kind of work. I work a 6 day roster and also work rostered overtime on Sundays, which pay double time. The Sundays are rostered every two weeks, but you are free to decline these. If I am called in on my day off, penalties also apply. The rates compensate somewhat for working split shifts (4 hour break) - which double your commute time and cost. If I could work straight shifts Monday to Friday I definitely would. People go on waiting lists for these shifts - the waiting list is already so long that this shift will never be available to me, even if I work to 65. That should tell anyone, that, given the choice, the majority of people would rather work daywork on weekdays. I only work on Saturdays if I am rostered - my kids play sport on Saturday and I hate to miss it. I only work the Sundays because of the penalty rates - for everything you miss, it would not be worth it if you were making standard rates. |
| 22 | Moama | NSW | My bank account would of course suffer and as such everything would have a roll on effect. I would not want to work at night but I know there would be no full time position on a Monday to Friday roster during the day. |
| 443 | Moree | NSW | I live one hours drive away from the my employment, as do a large percentage of other employees in our Rural facility. I need the penalty rates to pay for the fuel for the two hours drive each day. We do not have the option of public transport in our district outside the township. I do not receive a travel allowance. If penalty rates were abolished I would simply not be able to afford to get to work. |
| 250 | Mortdale | NSW | Cutting penalty rates would hurt the most vulnerable people, especially young families. |
| 108 | Moss Vale | NSW | I do not get penalty rates in my job but have had to trade off conditions for almost every pay rise in recent years. |
| 124 | Moss Vale | NSW | My daughter is a nurse, and my son works in hospitality. Both these jobs require long and irregular work hours. The workers in the nursing profession usually work 24/7. Their penalty rates make their jobs commensurate in wages with other professions. With hospitality, it is the employers choice to make people basically work on call, and take away employees ability to choose or plan their time off. Penalty rates go some way toward recompensing employees for unreliable work situations which employers prefer. |
| 379 | Mount Annan | NSW | Well we have good penalty rates but simply not allowed to work overtime. |
| 347 | Mount Saint Thomas | NSW | Without penalty rates I would struggle in life. I would not be able to afford to pay off a house and provide a decent standard of living for my children. Most of my income goes back into the local economy or to home loan repayments and bills. Penalty rates help me survive and give me the best chance of providing a good future for my children. I work weekends by choice and I miss out on a lot of social activities so that I can earn a decent living for my family. If penalty rates were abolished it would devastate my hopes and dreams of owning my own home, and giving my children a helping hand to achieve their dreams. I think it would turn Australia's Middle class into a lower class. Creating a and upper and lower class in this country, which has always promoted ideals of a fair go for all, would be in my opinion very sad. |
| 69 | Narara | NSW | They are very important look at nurses or retail. These people they are not spending time with families at home because financial situation is pushing them to go and get penalty rates only this is reason why people are still working on the weekends. Otherwise what's the point? There is no way I would go from my family to work on the weekend and no penalty rates. No way. This would be really very unfair and thinking about it is making me sick. How could you let people go and do that? And expect maximum productivity? For peanuts? No no. |
| 33 | Narellan Vale | NSW | The government would be unwise to expect anyone to work weekends or after hours on single time rates. It is an imposition, unfair and un Australian. |
| 205 | North Albury | NSW | Any penalty rate would be very important to any household. We all have bills to pay. |
| 447 | North Boambee Valley | NSW | I have worked night shift mainly because I didn't have baby sitters for my kids when they were young, also I did not have to work full time as I got extra through the penalty rates, so this helped me with the kids when they were little. I have tried to come off nights but there is no-one that wants to work the nights these days, this has affected my career progression. |
| 9 | North Curl Curl | NSW | If penalty rates were cut or abolished I'm sure there would be more work offered on weekends but instead of weekly work. I couldn't refuse it though because that would doubtless me the last time I was offered casual work with them. Casual workers are absolutely powerless which is terrifying given that Oz is one of the most casualised countries |
| 121 | North Narrabeen | NSW | Penalty rates are to compensate for lack of sleep, putting on weight due to being constantly tired, inability to exercise properly at night, depression due to lack of sleep, divorce due to lack or an appropriate family and social life, the inability to go to a cousin's wedding on a weekend due to shift-work, having to tell your kids to be quiet so you can sleep in the day and many other disadvantages too numerous to mention. Put some Bosses on shift-work and see if they like having a higher cancer rate, higher obesity rate and worse quality of life! Pay fairly for shift-work...we do it out of dedication but that doesn't mean we like being taken advantage of! |
| 126 | North Nowra | NSW | As I have mentioned above, I'm looking after my husband and therefore choose to work nightshift. Nightshift is detrimental to health and a social life, as research has shown. If penalty rates would be abolished, I would have to rethink my options, as due to ill health I'm unable to work full-time. I would consider leaving nursing altogether. Without penalty rates nobody would want to work weekends and nights, and it would be extremely difficult to find replacements if somebody is off sick on those shifts. |
| 261 | North Willoughby | NSW | My wife, working in retail, needs to have penalty rates in place in order for it to be economically feasible to return to work. Otherwise she may as well stay at home as the base pay is too low. Looking after the kids is a priority if she can't earn enough money to help pay the mortgage and bills. |
| 160 | Nowra | NSW | We have a family to support whether food on the table, clothes on their backs, transport to get from A to B, mortgage to pay, rent to pay, medical to pay. Everything is getting dearer but our pays aren't going up. |
| 381 | Nowra Hill | NSW | I used to rely heavily on penalty rates in my work as a bar maid. Working nights when I was studying at university meant that I could work less hours for more money and still have time to study during the day! I was only just making ends meet. Also now if I didn't get decent money for casual teaching, I'd be much worse off during the school holidays when I can't earn anything! |
| 171 | Old Bar | NSW | I receive penalty rates for working Sundays, this makes my limited work hours as a total for the week viable. Without the double time, the weekly earnings would be very low and a great burden |
| 415 | Orange | NSW | I don’t work shift work any more as said above but if penalty rates were removed you will not be able to get staff to work the evening, nights and holidays. |
| 425 | Parramatta | NSW | I rely on my weekend penalty rates to make ends meet. I work Thursday-Monday & without the penalty rates I would have to work longer hours to not even make enough money to support myself and my families needs. |
| 274 | Port Macquarie | NSW | Not applicable to me - and few of our Council staff receive any regular penalty rates, except for the waste transfer station staff who work on an rotating roster over a seven day period and the hours and days reflect the need to ensure a liveable wage is always available. |
| 298 | Queen Victoria Building | NSW | Penalty rates justify the lack of security in this type of work situation. |
| 190 | Randwick | NSW | If penalty rates were cut it would very much affect the facility; we work on weekends and on weekdays the facility is operational until 10pm, so a cut in penalty rates might fail to attract quality and appropriately qualified staff. |
| 329 | Raymond Terrace | NSW | I work a lot of afternoon and night shifts plus weekend work the penalties make it worth it without the penalties I wouldn't work shift work who would give up there weekends and work night shift for free. |
| 433 | Raymond Terrace | NSW | I don't have a choice in working shift work for at least half of my hours. I am a single Mum that misses out on seeing my son at his soccer games, have missed out on Christmases, birthdays, weekends and family events because of work. I already resent the fact. But take away our penalty rates and I will walk. If I cannot find a job elsewhere then the Government can look after me for a while, just like the rest of the population. |
| 365 | Rhodes | NSW | Nurses will leave the profession if penalty rates are cut. This will break the health care system and will compromise the standards of our health care provision. |
| 390 | Romarnie | NSW | I work evening shifts because they suit my body clock. When I left my previous job in the health service I needed to work shifts to offset the $5/ hour decrease in my wage(a loss of $360/ fn). I am sole RN for 64 highly dependant residents, managing 10 staff, no peers to confer with, no medical staff available to visit, talking with relatives, replacing staff who ring in sick, pretty constant interruption by unplanned events/illness. In daytime RN has support of 2 managers, admin staff, GP's available to confer or visit. I believe I need penalty rates to 'reward' me for job at hand. That's not even to consider social and health implications of shift work |
| 153 | Ryde | NSW | Penalty rates are vital for me. Having these mean I am able to work less hours. For many years I have worked every week-end up to midnight and starting at 8.00 a.m. I will really have to consider doing complex personal care (bowel and urinary) work on week-ends and public holidays without penalty rates. |
| 321 | Ryde | NSW | Pay bosses what workers get and ask them to work unsocial hours? Sure! |
| 129 | Saumerez Ponds | NSW | I have tertiary- educated children who have moved from rural and regional Australia to metropolitan areas for their education. We have to support them to pay rentals to achieve their higher education. They have all worked to support themselves, but the costs of living are high, and, at times, they are unable to manage their budgets due to university exam weeks or fluctuations in work hours. Penalty rates are incredibly important to survive as a working student. |
| 96 | Seven Hills | NSW | Once I can get a job, I would rely on penalty rates to pay for my study expenses. To be honest, if I'm giving up the only time I would have with my family and friends, nights and weekends, why shouldn't I be rewarded with something more? |
| 191 | Somerton | NSW | With me as well as my work mates we all work Saturdays not because we want to but because of the extra money we all need. take away the penalty rates and we are that far out of pocket it’s not worthwhile the base rate of pay is not enough when the new company took over we lost about 4 dollars an hour with no recourse to get it back. |
| 434 | Springfield | NSW | Why would I work unsociable hours if there wasn't some compensation for it? Despite the fact they say the world is 24/7 lots of people don't work weekends or late into the evening or overnight. They spend time with their families and don't have the health effects associated with changes in shifts and night work which is detrimental to health. |
| 435 | Springfield | NSW | We have very few penalty rates it would be horrific if they went away |
| 198 | Springwood | NSW | My son works in a nursing home on a low wage part time. Fulltime work is not available. He relies on penalty rates to be able to buy a few extras and save a bit. At this stage he has no possibility of buying a house. If penalty rates were cut or abolished it could be the difference between paying his rent or being homeless. As it is he has had to come home after a short period of unemployment. His current job is permanent but only part-time with no guaranteed hours. |
| 408 | St Clair | NSW | I could not live on the minimum wage for a disability worker. My mortgage payment takes a good piece of my salary. Then I still have to pay bills and live. Some savings would be a dream come true. |
| 185 | St Marys | NSW | Penalty rates are imperative to the average wage earner, I firmly believe any employee who is required to work outside normal hours should be compensated financially for the loyalty to the employer and sacrificing family time. |
| 372 | Stuart Town | NSW | Essential they remain. |
| 419 | Sydney | NSW | My wife works part time, so that she is available for our primary school children commitments. We rely on her penalty rates for our household budget. We would not be able to meet all of our financial commitments if penalty rates were not there- If penalty rates do disappear- My wife will need to find a shop Mon- Fri business hours and increase her working hours, making it difficult to volunteer at the school etc. |
| 340 | Tabulam | NSW | Personally I would not choose to work when my family are not without recompense. The various shift times suit many nurses but only if they have the free choice to work on those shifts that would suit their lifestyles. There is not one nurse who would elect to work weekends/ nights without penalty rates. |
| 130 | Tallong | NSW | We don't get penalty rates but my mother just retired from nursing where she was in a management position. They had huge problems with people calling in sick for night shift already, if there were no penalty rates they would never get staff willing to work night shift. The staff would take full advantage of any sick days they had and the hospital would find it near impossible to replace them. |
| 222 | Tolland | NSW | I work hours that attract penalty rates as i have 3 teenage children which attend a private school and 2 of them are currently having orthodontic work. without this extra money the standard of my children’s’ education would have to suffer as well as lots of other requirements to bring up children. |
| 342 | Toorooka | NSW | Without my penalty rates I could not survive. The distance to and from work means I pay a lot for fuel and on maintaining my car. It would not be financially viable to travel to work for less money. It seems ironic to me that as Registered Nurses are vital to patient care and saving lives we get paid so little for the hours we work. A tradesman (carpenter, plumber etc) gets double what we get and they don't do shift work either or work on weekends and public holidays. |
| 227 | Urunga | NSW | I rely on penalty rates to pay big bills, save for holidays and save for the bigger ticket items for the kids such as sport fees and equipment. I have friends that work casual and rely on penalty rates to fund their studies and support their family. If penalty rates were cut or abolished then this changes the status quo. Why would people want to work on weekends or after hours away from their family and friends when there is no financial benefit for it? I wouldn't. My friends wouldn't but many would be forced to as it's their only source of income so they would have to find other work to fill that pay gap and that will be at a sacrifice of time away from family or study. |
| 332 | Vacy | NSW | Penalty rates are a very big deal for all of us that work shift work and weekends. These are paid out in sacrifice for the time we have given up to work unsocial hours and the loss of quality time with our families and ability to undertake social & sporting commitments. It has been the penalty rates that have given my family enough money for us to carry our mortgage all these years. Enough money for us to survive (just) while my wife had time off to have our children. And now my wife has been made redundant from her old job (company bought out by larger firm), it is penalty rates once again giving us just enough to survive. Excuse me for having a rant, but penalty rates were brought in to cover an individuals sacrifice for giving up there normal quality time and odd hours of work. Retail businesses pushed for longer and longer trading hours to draw in people late at night and over weekends. They got their wish and now they want to squeeze the worker out of money to accommodate their bottom line and the shareholders dividends. Please!!! |
| 333 | Verona | NSW | I am a sole earner and due to family breakdown am paying a mortgage alone. If penalty rates were abolished I would have to sell my property. |
| 264 | Wagga Wagga | NSW | If you work Monday to Friday, and get the same money now for Saturday and Sunday, why would you give up time with wife and kids "kids not at school" on Saturday and Sunday, for no extra, I only now want to work Monday to Friday now, and if you force me to work Saturday and Sunday for no extra "You want something done, I get there when I get there" no work productive at all ever again on Saturday and Sunday even in the hospital system, this goes for night shift, afternoon shift, public holidays ect |
| 295 | Wallsend | NSW | That's the only thing to get me over the line how’s this I get paid tomorrow and after bills and petrol I have a massive $10 left for the fortnight very sad story as I have worked very hard since 1978 and the NSW government wants to kill me they get all the flash benefits while I keep the local hospital ticking over every day !! |
| 325 | Warrawong | NSW | we do not get overtime. it is all time in lieu. and I usually have around 30hrs due. |
| 187 | Waterfall | NSW | I rely on the penalty rates that I get for a liveable wage. Not like my daughter who worked in retail. Her gross wage for the whole year was $45,000.00. About $36,000.00 net for working any 5 days in a week which included Saturdays, Sundays and late night shopping hours. She now lives back at home with me trying to pay off the huge debit she has because of the bills that she incurred trying to pay rent, electricity, phone bills, car payments and all the other bills she incurred just to try and live. |
| 146 | Wattamondara | NSW | When I had a job if those rates were cut I would have to sell my house and can't afford a car |
| 436 | Wattle Grove | NSW | I rely heavily on the penalty rates. I want a career in nursing, but I also want to have a life. Removing the penalty rates will ruin nursing for me. I purposely work hours that will gain the penalty rates, such as a Friday ND, Sat ND, Sat/Sun PM. If the penalty rates were to be cut or suddenly abolished, I would graduate and go straight back into university to study something else. I give up my weekends, afternoons, and night time to care for others. It’s only fair that the penalty rates care for us. |
| 112 | Wentworth Falls | NSW | Lots of people I know they only get a good weeks wage because of the penalty rates. I think a lot would be looking for any other job if they lost them. |
| 401 | Wentworthville | NSW | Penalty rates are vitally important for low paid workers. With the cost of living alone. |
| 406 | Westmead | NSW | I currently, do not have a choice to work shift work as it is a requirement and expected in my facility and on my current ward that I do work shift work. Shift work is not easy, often I miss social and family events, there is limited flexibility on my ward, night shift especially is tiring and has affected my health (I don't always sleep very well during the day, especially in summer and also neighbourhood noise) and it is researched that night shift takes years off our life expectancy. Penalty rates I believe offers some compensation for these issues. Nurses are needed in a lot of services 24/7 and it is expected. Nurses therefore, should be allowed to get something in return with this. Also, our base/minimum wage is quite average when compared to other Professionals who do a degree, have and are expected to register to a regulation authority and need to maintain CPD. Penalty rates also help to bring up our minimum wage |
| 239 | Wingham | NSW | My daughter - in -law works in hospitality and as they are saving for a home deposit she tries to work for penalty rates as much as she can. The wages are not high and penalties on weekends, can make a big difference to the ability to save to get a home, if you are prepared to give up weekends with family to reach a goal. |
| 249 | Wollongong | NSW | At least a third of wage income would be dropped by family members working weekends and night shifts. |
| 301 | Wollongong | NSW | I am absolutely shocked that any consideration would be given to the abolition of penalty rates. Not only are the rates there to provide fair and equitable remuneration for unsociable conditions imposed by a job they make the job more palatable for suitably educated and trained staff. I can only see a downhill slide and a reduction of the calibre of employee should penalty rates go. |
| 172 | Woodburn | NSW | I do not receive penalty rates, but I have friends in the hospitality industry who rely on them to stay above the bread line. |
| 411 | Woodburn | NSW | Penalty rates provide the food on our table. Without penalty rates we would likely have to sell our house and find alternate employment. Penalty rates are an essential element in keeping staff in a position which requires a considerable sacrifice of quality time spent with family. This role makes family, social, sporting and community relationships difficult to maintain. Penalty rates are somewhat of a compensation. |
| 19 | Bayview | NT | I do not work outside of set times and I refuse to despite being asked numerous times. Overtime will not be paid so I will not do it. |
| 202 | Nhulunbuy | NT | I have been working shift work for 29 years. I have arranged my finances around my average income which includes shift work. If my shift work allowances are cut, or my job doesn't involve shift work any more there will be around a 30% cut to my income. The transition to this will be very difficult to cope with financially. It is people’s lives and livelihoods you are talking about. It could mean taking the kids out of school, it could mean having to sell my house. When you've had a particular wage for 29 years you develop an expectation that that is what your wage will be in the future. It is not right that it can be changed unilaterally. Could you cope with a 30% reduction in your income? |
| 412 | Acacia Ridge | QLD | Me, myself and I would not be able to survive! I am solely on my own so I need the penalties to survive. |
| 377 | Albany Creek | QLD | My hourly rate is average until I receive top increment in 7 years’ time. Penalty rates make up the bulk of my pay, especially as I have to start on a part time contract. If abolished I dread to think of what would happen to improving lifestyle/mortgage. |
| 193 | Annerley | QLD | Any boss or politician should try doing nite shift day after day... the science is there - shift work ruins your health! let the bosses miss out on social activities and your children's birthday parties etc and see how they feel about working through the evening/nights - the money is never enough for the missed times when I wanted to be with my family. |
| 318 | Ashgrove | QLD | I am not eligible for penalty rates in my current role. |
| 18 | Ashmore | QLD | I prefer to feel I am not demanding too much to send the owner broke. That way there is always work. STOP the greed - stop sending the boss broke! OR you won’t have a job. |
| 8 | Balmoral Ridge | QLD | I do not get paid for my overtime. |
| 12 | Bargara | QLD | Currently penalty payments are a huge bonus to our household budget. It is very noticeable when my wife has not worked a weekend or evening shift. If these where taken away we would have to cut back on our already moderate lifestyle. |
| 395 | Boondall | QLD | I rely on penalty rates and the additional hours that I work in second job to balance the family budget as my sons are both studying full time I am the main income earner. |
| 181 | Brackenridge | QLD | if penalty rates were altered in any way it would have a catastrophic effect on the health sector as a whole...any industry that is required to operated 24/7 must hold adequate long term staff, manipulating penalty rates would only discouraged workers from continuing or entering the health sector.... |
| 113 | Bray Park | QLD | My partner works full time at night. Without penalty rates our household would have 30% less income and would have to sell our house. As night shift seriously affects our lifestyle and my partner's health, I believe penalties are fair. At least until all occupations work 24/7. |
| 383 | Brighton | QLD | My husband works shift work in a factory environment and the penalty rates are a significant component of his annual salary. These penalty rates are extremely important in ensuring that his weekly wage is fair and in line with the rising cost of living. Without these penalty rates there would be no incentive to work the shifts that detract from quality of family life. |
| 25 | Brisbane | QLD | We don’t work away from our friends and family without the incentive and reward, other people in town don’t work unsociable hours and make sacrifices for peanuts, we aren’t a 3rd world country so why would we want to take a step back or end up like America with a really low minimum wage where workers must rely on tips which can’t be taxed. |
| 420 | Brisbane | QLD | We work longer hours to make our budget our wages have slip back to far against inflation. |
| 356 | Browns Plains | QLD | Penalty rates in a humane way of justifying sacrifices that any hard working people deserve to have. |
| 445 | Bundaberg | QLD | Ambulance, fire fighters & police officers are paid a basic wage which, if not for penalty rates, would place them in a position of receiving minimum wages especially considering the importance and dangers inherent in their roles. Penalty rates not only provide some incentive for workers to attend duty at times when others are enjoying their leisure time, but significantly contribute to maintaining a lifestyle. The major issue if penalty rates are removed, is compensating workers for working unattractive hours. Consider the pressures that already exist on workers to accept management's decisions and removing penalty rates places workers in powerless positions and at the beck & call of managers without any compensation. |
| 397 | Burleigh | QLD | We work long hours ( 18 hrs cycles) in storm conditions, which are extremely Dangerous to work in. To not be payed Penalty rates would be very Unfair. Although, if that is the issue.. We are willing to negotiate with the Bargaining Agreement, to increase the Base wage to subsidise for the loss in Penalty rates. |
| 427 | Burpengary | QLD | Penalty Rates are not themselves essential but wages for the bottom of employment rung makes penalty rates essential; for those employees. Why not just remove penalty rates for "Staff" employees being paid double the minimum wage or more. |
| 403 | Caloundra | QLD | As I work evenings and weekends, I get paid penalty rates. Having spoken to the other nurses, we all feel the same about penalty rates. Why would any of us work at nights or weekends when we'd rather be with our families or enjoying evenings and weekends like other people? Everyone has said that they wouldn't do it. Who is going to work those hours if we don't? Good luck with that. |
| 84 | Carina | QLD | I don't really rely on the miniscule overtime that I am irregularly given |
| 125 | Carrara | QLD | I work any overtime required at penalty rates to earn additional income and provide customer service as required. If penalty rates were not paid it would reduce our households ability to meet living costs. An extra $80 a week can make a huge difference with the high cost of living in Australia which is partly driven by overpriced housing stock. |
| 277 | Carrara | QLD | Penalty rates are extremely important. Without penalty rates I would be considered part of the working poor and barely managing to pay my bills and living expenses. Penalty rates enables me to put money aside for other essential living expenses that arise. |
| 220 | Coombabah | QLD | I used to work as a nurse, we all know working Nightshift has its toll on your health, and I believe it should be rewarded with penalty rates. Also when working as a casual sometimes they would send us home after just 2hrs, would not survive without penalty rates. Hospitals don't have staff parking, it costs a fortune to park, especially if you want to be safe while going to night or evening shift, if you then get sent home after 2hrs it is a big loss, definitely need the penalties for casuals and shift work. I could name many more examples why. |
| 194 | Cornubia | QLD | I do not get paid penalty rates but I know that many workers depend on them to make ends meet. The degree of dependency some people have on penalty rates clearly indicates that the cost of living has far outstripped their take home pay. Reducing people's take home pay will only contract the economy and make everyone even more miserable. |
| 339 | Cornuiba | QLD | At times the company I work for requires to turn the power of to buildings, the only time is at night or weekends, This has massive effect on your life/work ratio. The only benefit is the penalty rates. Changes to this will have a direct effect on the household budget without justification for the stress it places on the families. |
| 54 | Crows Nest | QLD | Penalty rates are vital to the survival of workers in the hospitality and construction industries to name just a few. Hospitality workers are low paid and require penalties to make ends meet. |
| 384 | Currmbin Valley | QLD | Penalty rates are fundamental to my wage as the reduced weekly hours means every OT rate helps to make up a very low wage. In fact as a blue collar worker on shift most of my life, my base pay did not provide a living wage and it was penalties that meant I had a decent standard of living. |
| 11 | Daisy Hill | QLD | We don't get paid extra working at the weekends. I usually work Saturday afternoons but have also worked on a Sunday. There is no better rate. |
| 4 | Eight Mile Plains | QLD | Our workloads have meant that overtime has been offered most weekends for the past year and if penalties were cut I doubt the work would get done unless casual staff were hired. |
| 157 | Forest Lake | QLD | I am working every Saturday as my employer has a very attractive penalty rates. If penalty rates would be cut than I would have a problem to pay some bills or I would work six days a week. |
| 145 | Gracemere | QLD | You sign an agreement which I did for permanent day shifts and to get told that you are going on night shift and get no entitlements. |
| 266 | Herston | QLD | I prefer to call "unsocial hours" rates - overtime rates. "Penalty" rates is a pejorative term. If we want to have a society with good social capital, family time, volunteering and things like school sport we need to respect the weekend and public holidays. Workers deserve to be compensated for working unsocial hours. If that means paying a premium for services on those days, then that is fair too. |
| 154 | Highgate Hill | QLD | If penalty rates were cut it would mean drastic changes in my life. Cost of living is always going up. |
| 280 | Highgate Hill | QLD | As far as I know, children don't thrive on a 24/7 lifestyle. Obviously their parents or carers should be compensated for any work outside of normal daylight weekday hours which could impact on time with their families. Overtime should attract penalty rates so it doesn't become the norm. |
| 26 | Holland Park | QLD | LOL. I should be penalised for keeping on trying. 50 lashes ought to do it. |
| 149 | Holloways Beach | QLD | I work day evening and nights. Without penalty rated my wage would be cut 1/3 of base rate, I wont be able to pay my mortgage and would have to find another job. |
| 423 | Inala | QLD | no penalty rates..... no work simple don’t even think about it |
| 228 | Indooroopilly | QLD | All workers seem to fit the part time casual job, only these days it's called a "contract" in some instances. Once the terms of a "contract" was in the hands of the one contracted to do the work. These days, the "contract" is in the hands of the one offering the "contract". |
| 359 | Ingham | QLD | Most of my shifts I do in this job is on the weekends, if penalty rates were suddenly abolished I would not be able to survive financially. I would not be able to pay my mortgage, penalty rates have been around all my working life 48 years that I have worked without penalty rates the working man could not survive |
| 376 | Innisfail | QLD | My grandson has had to leave home and go to the city to live. He is in hospitality and without penalty rates, he wouldn't be able to pay his rent. |
| 247 | Kalynda Chase | QLD | My daughter has two small children and works weekends so they don't have to go into child care at a young age. If she were to lose the penalties for working weekends this would force her to work longer hours and would require her to make arrangements for her children to be taken care of. As her only option would be day care the fees would take a lot of her wages. There are a lot of people who can only work on weekends and I feel that they should be compensated for working on weekends. |
| 27 | Kawana | QLD | Penalty rates are a bonus for people to get out struggle situations. |
| 410 | Kelso | QLD | The economy of the country relies on a steady income from the workers in employment, casual or permanent. The costs imposed by the government organizations, financial institutions and business have changed the employment cycle over the years from a single income family to a duel family income by necessity. This has increased costs on the family unit to the point that extra hours have to be worked just to meet the outgoings of the family. Penalty rates and overtime is the only available resource available to the family to meet these out goings. It has long been the "catch cry " of business that overheads continue regardless of if the business is operating or closed and their collective answer is to open the business for longer as "time is money" Business and government pay lip service to family time . yet are now demanding that that family time be intruded upon at no extra recompense to the family members It is not recognized by governments and business that the only resource that a worker has to sell is his "time" but in try business policy , time is unimportant to workers and should therefore not be compensated properly for. To embark on a policy of removing penalty rates would have an inverse effect in that there would be less money for tax income, more social unrest and less profitability to financial institutions because of the inability to borrow or repay loans. |
| 418 | Kelso | QLD | We don't get paid penalty rates due to our hours. It is normally time in leiu we can negotiate. Some areas of Defence may get paid penalty rates but not the ones I have been associated with. |
| 262 | Keperra | QLD | Penalty rates are essential to my budget. Without the rates that I earn on weekends, I would be at least $200 per week worse off. That would mean I would spend my days off at home and not spending money on entertainment. I would also be even more inclined to work longer hours, which would detrimentally affect my relationship with my family. |
| 394 | Leichhardt | QLD | We would greatly suffer if I didn't receive penalty rates. I sacrifice time with my family to work weekends because it pays more. I work nights away from my family because it pays more. I work public holidays and special occasions ie Christmas and new years; all this sacrifice without the penalties who will want to work those hours. Shift work isn't a glorious lifestyle like with all jobs it come with the good and the bad. However the penalties are what makes my role bearable. When my family is at home unwrapping their presents on Christmas day and I'm at work, I'm OK with it because I am being compensated for my sacrifice. Taking penalties away from workers you are only pushing the working middle class further into the working poor category and for what??? I know that if my penalties were taken from me we wouldn't survive. I would loose about $800 a month in my pay and about $400 a month in my husbands pay. |
| 200 | Malanda | QLD | I offer myself to work shifts because it's the only way I earn enough to make ends meet. Even with shift work I earn 1200 a fortnight maximum after tax and our rent is 780. |
| 215 | Maryborough | QLD | My daughter gets penalty rates on the weekends and this helps fund her University expenses. Without them it would be extremely difficult as she has been denied youth allowance. If penalty rates were abolished many uni students would suffer and some may be tempted to work in 'unsavoury' employment to support themselves. Also the financial burden would fall on the family who often struggle to get from pay to pay due to food, medical, insurance, school, clothing, sports, etc expenses. |
| 169 | Mcdowall | QLD | Everyone I know survives on penalty rates. If they go, none of them will work an undesirable shift Weekend trading? Night workers? (roads/emergency services/hospitals etc etc) Totally stupid idea made up by 9-5 politicians? |
| 373 | Mcdowall | QLD | Very few nurses would choose to work evening, night or weekends if it were not for the penalty rates. So much of life is missed by having to work these hours but patient care is a 24 hour job! I feel the hospital system would suffer greatly as many nurses would seek employment in other fields. The hourly rate for nurses compared to other trades or industries is very low only penalty rates allow a decent family life. |
| 21 | Moranbah | QLD | Penalty rates are enormously important to students who are studying part time, for those with families who need the partner to come home and so they can work a little on the weekend or night to make ends meet. Without penalty rates it would not be worth the child care costs if there was no partner or family to assist. I would rather not shop, or not have a coffee shop to go to on Sunday morning etc if I thought that the person was not receiving penalty rates for being away from their family on a Sunday or late at night. It should be a given that they deserve the extra compensation for their working roster. |
| 218 | Mt Gravatt East | QLD | If she is asked to come in on her day off she is payed at the normal rate of pay not on overtime rate. |
| 189 | Mudgeeraba | QLD | My husband works in the hospitality industry. For him the reality is that wages are low, casual hours, and lack of job security. He works split shifts every day. Working weekend and getting penalty rates gives the family budget the extra money to make ends meet. |
| 388 | North Cairns | QLD | Penalty rates must be maintained, my wife works as a hotel house maid there job is hard enough Saturday and Sunday while everyone is relaxing they are cleaning up after others, Yes penalty rates must be maintained. |
| 234 | Oakenden | QLD | Working the Rosters and the Hours that we work in the Mining Industry necessitates the right to Penalty Rates. For people to be away from Family and Friends on weekdays, weekends and nights can place stress on any family life. We didn't have a choice in these Rosters or Hours of work because that is just what the Mining Industry is. (24/7) Most people would except these positions and work these Rosters and Hours because it does provide for a decent wage to enable them to get ahead in life and sometimes just to survive living in some of these expensive Mining Towns. Cutting the Penalty Rates would in my opinion force a lot of people to reconsider the viability of working away from their Family and Friends. These Mining Giants post very big profits on an annual basis and I believe that we as the workers should share in those profits for the efforts and sacrifices that we make. |
| 58 | Oxley | QLD | Penalty rates are excruciatingly important to all casual workers!! I cannot express that enough! These people are often earning very low incomes (with a high cost of living) as it is and they need and rely on these penalty rates to get through each week. Every single person I know who works casual or part-time would not be able to make ends meet if penalty rates were cut or suddenly abolished. They wouldn't be able to pay rent, afford food, afford medication, pay the electricity bill or have a phone if they lost these penalty rates. I cannot believe this is even something the Abbott government is considering! It may have been a very long time since most politicians in Australia worked casual or part-time jobs, but they need to listen to those who do, and think back to what it was like to live on a low income. Have some compassion! |
| 268 | Portsmith | QLD | I cannot comment personally but I do know of people who are on a low hourly wage, eg paramedics, and who rely on the penalty payments that they receive for week-end and late night work. Without those penalties they would lose their house, not be able to provide the necessities for their families and the community as a whole would suffer because they wouldn't be spending. |
| 292 | Redland Bay | QLD | The whole of our workplace relies on penalty rates as shift workers and that is a workplace of over 200 workers. To lose these would put many into financial stress and needing govt assistance. |
| 405 | Redland Bay | QLD | Penalty rates allow some extra income which is used differently by all individuals. |
| 441 | Rochedale South | QLD | In my case as a Hospitality Worker at night I received a night penalty rate which increased my income by 20%. This was a permanent amount but which would have created hardship if deleted with change in working times. In my grandson's case his job does not attract penalty rates. |
| 389 | Sandgate | QLD | My friend would never be able to afford to save up to cross the country & see his kids. I would never have been able to afford a life! |
| 103 | Springwood | QLD | My son-in-law has worked in the hospitality industry for many years. Many of the roles in hospitality are casual which means that he and many other employees are laid off during the quieter winter months. My son-in-law now has a permanent part time position (earning approx. $15 per hour) but his hours are drastically cut sometimes down to 14 hours during quiet periods - for example last weekend when there was a lot of rain they closed. In the case of my daughter and son-in-law, even with penalty rates their financial situation is stressful. My daughter works 4 days a week as a child care assistant and they have 2 children. When my grand-daughter was born in June and my daughter could not work they had to surrender their rented apartment and move in to live with a relative. This is the third time they have had to surrender their own place and live on charity. Living on the minimum wage, even with penalty rates they find it difficult to keep their heads above water - if penalty rates were cut or abolished it would put enormous financial strain on this young family that is already struggling. |
| 263 | Stafford | QLD | I totally rely on my penalty rates. I'll be ruined AGAIN without them. |
| 163 | Stretton | QLD | Penalty rates are extremely important, I feel as though they work to the employers advantage. Without which they would have to invest more money and waste time on looking to outsource work which could be completed in house. I also feel it is a way of recognising an employees commitment and hard-work for the business. They should remain, otherwise I fear employees will be subject to being used unfairly. |
| 76 | Sunnybank Hills | QLD | In my life penalty rates are essential. The only shifts I really can work are on the weekends and at night, and without them I literally wouldn't be able to survive. My income at the moment is lower than Centrelink payments and that's including penalty rates. |
| 351 | Sunshine Beach | QLD | I raised my 2 sons myself by working full time with no help from my ex partner he was able to hide all his income in property and make this look like it ran at a loss. Mostly I earned about $40.000.00 per year in the last few years as an executive chef $50.000.00 If I didn't get the penalty rates I wouldn't have even earned $40.000.00 its not much to raise 2 kids on. We have had a pretty basic existence I kept a roof over our heads food on the table and paid for school stuff and mostly second hand clothes. A lot of restaurant went bust before they paid the 3 months of super so I didn't end up with much at all I worked every weekend, nights, public holidays I couldn't join a sport or club. I missed so many family occasions. Because school holiday times were the busiest even if I could have afforded holidays I couldn't go. Except for co workers I had no social contact, so am still single. If the penalty rates were abolished many wouldn't survive. Real estate should be looked at the rentals in holiday destinations are enormous no business can survive sustainably on 16 weeks of holidays per year. |
| 358 | Tallebudgera Valley | QLD | I take time away from my family on weekends and evenings to increase my pay. If penalty rates were cut, I would consider no longer working weekends. |
| 369 | Tarragindi | QLD | Penalty rates are absolutely essential in order to attract and retain suitable staff in shift work environments. I, and all my colleagues over the years, have endured massive and often hugely expensive disruption to our family and social lives, sleep patterns and have experienced fatigue and health risks and problems directly associated with our shift work. All research in these fields that i have seen confirms that our experience has been standard for shift workers. On numerous occasions the ONLY thing that has got us to work or to remain in our occupations despite all the negatives has been the lure of appropriate penalty payments. The extra costs (financial and emotional) of a shift work environment are often not appreciated by non-shift workers who have never endured the grinding nature of lives disrupted by working at the times when family and social activities are being enjoyed by others or when services that others take for granted are available. Families, in particular, often only accept this disruption on the basis that the employee is able to bring more money home to provide some compensations for missed family time. It is often said that we live in a 24/7 world. That is only true BECAUSE shift workers sacrifice their options to make that happen. Shift workers do not experience or enjoy a 24/7 world in the same way as their non-shift working counterparts. This is often overlooked or not considered in these discussions. |
| 156 | Tin Can Bay | QLD | In construction we work long hours, generally away from home for extended periods, most employees budget on current penalty rates and conditions of employment, if you are looking for mass foreclosures on mortgages and mass bankruptcies cut or remove penalty rates, real smart! |
| 252 | Urangan | QLD | Penalty rates were the ONLY time we were able to get ahead....I am a Workaholic and I find the harder and longer I worked, I could never get ahead as the Government would Tax the Hell out of us, we would do 12 hours a day and to no benefit....But when I worked 17 hours, I was able to feel like I achieved something as the pay was Representative of work submitted, That was with some really good company's....Some would give us a FLAT rate and those jobs were depressing and exhausting. |
| 88 | Wakerley | QLD | If the restaurants owners are so disgusted about the cost of opening on the weekend then perhaps they should staff the restaurants themselves, oh that's right they have a social life too, how common of me. Removal of rates will only drive us down the US path to tipping no conditions very low wages no health care for all. Penalty rates also rake in increased taxes. |
| 348 | Warwick | QLD | The Company used non-union workers to remove shift allowance in past EBA's, so 4am start and any casual who work on Saturdays don't get any penalty rates. The casual do have a limited amount of hours each week. The casual penalty rate is 19% at my place of employment, the lowest in chain, in other warehouses the casual penalty rates is 25%, even compare to the retail stores the casual penalty rate is 20%. |
| 36 | Wollongabba | QLD | The work cycle of our agency includes a couple of high-intensity projects which involve the accrual of T.O.I.L. by AO4 officers and above and penalty rates being paid to the administrative staff. Penalty rates are absolutely essential for these high-stakes and high-risk projects. |
| 248 | Wolvi | QLD | Penalty rates are vital - why work weekends, nights, public holidays if you are not compensated for it? In this economic climate, employers have it over all employees - work for what you get paid or leave as there is always someone else who is desperate enough to work for what they get. Employment rate is shocking, everything has gone to casual employment and you simply take what you can get |
| 357 | Wyreema | QLD | Penalty rates are very important to my income as i sacrifice giving up my family time and working on Sundays. If penalty rates were removed it would put extra financial pressure on my family. |
| 361 | Yeerongpilly | QLD | Shift work is a necessary evil in healthcare. Penalty rates are some measure of recompense for a lifestyle that impacts negatively on almost every aspect of the worker's life. Workers miss social events, community and family celebrations, and their children's school and extra-curricular events. Non-shift workers take their right to attend such things for granted. Access to many face-to-face services (e.g. banks and government departments) during office hours is limited by the need to sleep at these times. There is very limited access to childcare out of "normal hours". The serious negative health impacts of shift work have been well studied and extensively documented. Outside of healthcare, those working shifts are often from socially disadvantaged groups such as single parents and those with limited education. Penalty rates help to top up otherwise poorly paid jobs with inconvenient hours. If penalty rates were cut or abolished, it would become exceedingly difficult to staff healthcare, hospitality services, police, prisons and emergency services at antisocial hours. Very few people would chose to work night shift when they could be paid the same amount to work office hours. Outside healthcare, shift penalties can convert low-paid work into a living wage. The removal of penalties would have severe economic impact on these already disadvantaged people. |
| 242 | Encounter Bay | SA | I am speaking for my 32 year old son. Even with penalty rates his income does not allow him to buy a home, although he has a small deposit on hand ($10000). He has a young family and a partner who works in the home. (Child care is too expensive). The family currently rents from his partner's father. Without penalty rates the family would find it VERY difficult to survive. He certainly would not work this shift (10pm to 6am) without penalty rates. |
| 49 | Enfield | SA | The overtime on penalty rates that I receive pays the bills and helps the family maintain a reasonable standard of living.we are not rich but can get by. |
| 38 | Hawthorn | SA | In my experience, as a uni student I've worked in industries solely because of the penalty rates. University students can't do long hours but they can do unsociable hours. I worked in clubs and the like just to scrape by to be able to meet my costs. Without this, the tax payer would have had to pick up the burden. |
| 315 | Huntfield Heights | SA | I receive penalty rates, my wife does not & it is unfair she has to work 3 weekends out of every 4 & gets no compensation for the loss of her social life besides the fact her career path is so lowly paid it's not funny |
| 414 | Macclesfield | SA | If penalty rates were abolished I can assure you I and many of my colleagues will not be doing weekends or night duty, this will leave only skeleton staff and inexperienced staff to managed a very specialised area of nursing. Emergency is the front line of care and takes years of training to Acquire the skills needed to survive this environment. |
| 273 | Modbury Heights | SA | Penalty rates are a double-edged sword. There are rates listed in the "Manufacturing Associated Industries" Award - but none are listed in the "Professionals" Award. By insisting we are "Professionals" we get paid LESS than should be (going by the MAI award conditions) yet we have nothing on which to base our protest. |
| 209 | Morphett Vale | SA | In our job, we work an average of 76hrs per fortnight which is averaged over an 8 week cycle. This gives us an approximate yearly income of about $56000 per annum. To accumulate this, we are rostered morning shifts, day shifts, afternoon shifts and night shifts. There is no permanent shift but a rotating shift pattern. I work 4 days on 4 days off. In this my pattern is as such: 2 days at 6am to 6pm followed 2 nights at 6pm to 6 am and then 4 days off. On return I work 2 days at 6 am to 6 pm followed by 2 afternoon shifts 1230 pm to 1100 pm then 4 days off. On return I work 2 days at 4 am to 200 pm followed by 2 nights at 6pm to 6am and then 4 days off followed by 2 days at 6am to 6 pm and so on and so on. I have no body clock, am constantly fatigued ,stressed and can be unpredictably angry without a moments notice. I am rostered weekends, public holidays, Easter and Christmas and paid accordingly penalty rates as (a) compensation for large amounts of time away from my family and missing quality family time and family events and (b) it makes up for a large amount of my yearly wage. If these penalty rates are removed Australia wide, their would be such a headache for the government. People would no longer be able to afford their homes and also unable to sell them for the same reason. Businesses would close down because people wouldn't have enough money to go shopping with. Every industry would eventually suffer and fold as people would no longer be able to pay bills, buy food, educate our children, health care, clothing etc etc. |
| 364 | Morphett Vale | SA | I work weekends bar one day per fortnight. I live alone with a mortgage and I feel I could not cope without this. I buy only secondhand clothes and often eat leftover food from work. This enables me to holiday overseas and interstate to visit my grandchildren and also run a car. |
| 166 | Newton | SA | We get penalty rates for working out of hours, but the definition of out of hours is sometimes interesting and quite variable. We get little out of hours work. So it doesn't impact on my income significantly. However, if penalty rates are abolished I would simply refuse the work. We get paid peanuts as it is and I have no intention of having the whole house hold woken up in the middle of the night for funny money. |
| 30 | Oakden | SA | Penalty rates enable low-paid workers to survive. It would be far preferable for minimum wages to be increased so that over-the-top penalty rates could be moderated. |
| 254 | Parkside | SA | They have always been a significant part of my salary, and if removed, three people in my house will be affected. In fact, I won't have a house. Do you think that hospitals /patients would survive without shift work? I have missed Xmas, my own birthday, my child's milestones in life, my friends and family. Historically, we have always been paid to reflect this. Yes, we still like to rest on Sundays and go to church. |
| 83 | Sailsbury Park | SA | We mostly all rely on penalty rates . They are trying to remove the early start . The wage is not very good without it. |
| 267 | West Richmond | SA | My son works in a physical job for $25 per hour and consequently must work extended hours, on weekends and public holidays in order to earn enough to pay his bills (in fact he cannot always pay them). This means he often works 6 or even 7 days a week which takes its toll on his health, wellbeing and family relationships. |
| 324 | Crabtree | TAS | If penalty rates were cut or abolished why would i bother working nights or weekends. You'd have a lot of aged care facilities that would only operate properly during business hours. |
| 107 | Goodwood | TAS | Oh come on think about it! My work as a chef involves weekend work and I can tell you there will be a lot in my trade if penalty rates go we won’t bother working weekends ,there will be a lot oust to Monday to Friday. I can have just as much fun as everyone else that don’t work the weekends. Bugger working for a flat Monday to Friday rate at weekends. |
| 259 | Howrah | TAS | Based on what I have stated previously regarding the min 20hr contracts, without penalty rates these people wouldn't have been able to maintain their transport to work. Let's get a CEO to live on a 20hr a week pay and not the rate that he gets either. |
| 362 | Kingston | TAS | Nurses must work 24/7, patients' always require care and thus nurses miss out on time with friends, family, social & sporting events. Rosters are done well in advance and thus it is not possible to always know or plan for a social event meaning we miss out on said events. Spontaneity, weekends are rarely available to us. I feel we should be compensated for this, penalty rates are a must! |
| 312 | Launceston | TAS | Penalty rates for some people in the work place are an absolute factor of relevance when their hours or pay rate is in the lower range. They too have families and paying the proper wage can ensure a better quality of performance. Without it many people simply are unable to live healthily or to pay their home loans. The cost to our society and to the community is a very real threat if penalty rates are eliminated. I have lived , worked and managed long enough to appreciate fully the basic rights and needs of employees and what it is that you need to do in order to ensure the best long term outcomes of both the business and the employee. I have always maintained the view that the employee is the mechanism that makes my business work the best and to produce the greatest outcomes in a harmonious way. Unhappy staff do not add to the successful operation of any business. |
| 72 | Montrose | TAS | For many families penalty rates represent up to 20% or more of their income and to lose them would be financially devastating. It could mean the difference between retaining the family home or not. Ignoring that though, why should staff be expected to work unsociable hours, that have been proven to be detrimental to not only social lives but personal health, without being compensated for doing so? If this is going to be tabled then ALL businesses need to be 24/7. Government services, retailers, factories...everybody. It's not fair to ask some Australians to sacrifice their health and happiness without reward while others can earn the same amount, enjoying weekends, public holidays and evenings with their loved ones. Are you prepared to work Christmas Day without being paid extra for doing so? Can you imagine what sick leave might look like without the incentive of penalty rates- and the impact of this for businesses? |
| 258 | Pelverata | TAS | As I said earlier, I need penalty rates to pay my bills as I cannot work full time and cannot get a pension, so get no assistance. I do not have a normal life either as I have to work any day including Christmas day and Good Friday etc, so cannot have a social life like other people. |
| 311 |  | TAS | Staff at our organisation receive penalty rates for working after hours , out of office hours on weekdays and through weekends on a rostered basis. The Roster for After Hours in child protection is voluntary . Already most staff have dropped off the roster for recent changes to the structure-not requiring two person to be called out to emergence child protection matters. Removing penalty rates may see further drop off. |
| 179 | Primrose Sands | TAS | Without overtime penalty rates many us would not be able to survive financially, I fully understand why the penalty rates are available and are used many people rely on these as their household budget it is not as simple as the extra money will be a great bonus. |
| 132 | Trevallyn | TAS | I cannot under estimate the importance of rewarding hospital staff with appropriate penalty rates. Staff would all want to work Monday to Friday 0700-1500hours. How would that work? |
| 42 | Warrane | TAS | Penalty rates - wow - they provide some relief from the harsh economic climate and I would be devastated if we lost them - penalty rates allow me to get a haircut or a pair of shoes for my children. |
| 102 |  | VIC | Penalty rates are the reason I work weekends. I work pretty well every weekend. Like I said above, my long term partner is trying to start a business so we rely on both of my incomes and the weekend money gives us that little bit extra for us to see a movie or get a cheap meal out once a fortnight. Without penalty rates, my partner wouldn't be starting a business (which has the potential to employ lots of Australians all over the country). If penalty rates were suddenly abolished my partner would have to re-enter the work force which would put her business back by possibly a year, possibly more. It would make our lives extremely hard. |
| 232 | Albert Park | VIC | penalty rates, contract indicates that you accept to work unpaid overtime not unreasonable number of hours. Bank uses this close to pressure staff to work those extra hours at no cost to the bank, in a very unfair manner. |
| 316 | Ararat | VIC | I work weekends during harvest as it is part of my job, but I would rather be at home. If penalty rates went I would not want to work weekends at all. The casuals we have during harvest come for the money and overtime, it is hard to find people to come that have good skills now - if we had no penalty rates we would not get returning staff, and the ones we could get would not want to work weekends. the winery operates 7 days a week in vintage, so everyone is tired and misses their family - the penalties make it worthwhile. |
| 56 | Ballarat | VIC | I personally wish I was paid overtime my wife is paid penalty rates and as a household we rely on the additional income her overtime brings in. She works as a health care worker and works shift work. If she was not paid penalty rates for her shift work out household income would drop to levels that would making paying our mortgage extremely difficult. |
| 59 | Balwyn North | VIC | I do not have access to penalty rates. However, I am not on a flexible work arrangement and I am able to take time in lieu. I have only taken one day in lieu in the past 12 months and I have around 150 hours of unpaid work and this doesn't include the work at do at home in my own time. I also have excess annual leave credits and every time I ask for annual leave I'm told that other staff are on leave at that time and I can't be spared. I am then asked to submit a plan on how I intend reducing my 11 weeks accrued annual leave. |
| 208 | Bayswater North | VIC | I am routinely scheduled to work on Sundays which do attract penalty rates, however, the number of hours I work on Sunday has been dropped from 9 to 6, and in a week's time, I will not be working on Sundays at all. I was asked a number of weeks ago, "hypothetically, if I worked from Tuesday to Saturday, instead of Wednesday to Sunday, would that cause me problems?" I learned last week, my schedule for next week is now Tuesday to Saturday, and the hours have all been changed. Even though I can physically adapt to the new hours, I must change several medical appointments, which are made many weeks in advance, and my income has now been cut right at the same time my rental contract is going up, my new car payments have kicked in, and my utility bills have been increased. If I am lucky, I will get the general pay rise in July.... last year it was one percent. |
| 20 | Box Hill North | VIC | Penalty payments must stay. |
| 170 | Box Hill North | VIC | My husband does casual work as a forklift driver on the docks, his penalty rates make the long hours and sometimes difficult conditions worth it. The penalty rates he receives make the difference between us being able to put money aside for when he doesn't work or dipping into our small savings. |
| 291 | Box Hill South | VIC | I would love penalty rates. The one or two times I have had them I have understood there attraction. It's not worth rearranging my whole life around one penalty rate when other bigger issues might be important like sleep deprivation. |
| 63 | Braybrook | VIC | It helps us big time. |
| 284 | Brunswick | VIC | Penalty rates are important. They are a compensation for the penalty of missing out on family events, the difficulty and cost of public transport at late hours and weekends, and missing out on a life with friends. |
| 110 | Burwood | VIC | Not applicable in the teaching profession - the assumption is that you are available to work whatever the hours. Would certainly support the idea of penalty rates in education. |
| 192 | Camberwell | VIC | Penalty rates are good for the economy. They generate income for Governments, keep people of welfare and healthy. If business doesn't want to pay its way they can try working for a living. |
| 338 | Carnegie | VIC | Penalty rates are extremely important within the state's water sector workforce as the wage levels do not match private sector rates for similar work. If they are cut or abolished there is immediate financial pressure on staff and their dependents as the volume of activity is limited due to the imposition of cost cutting and savings targets. |
| 148 | Castlemaine | VIC | As a part of my job I often work on the weekends. One of my roles is to provide respite for a carer who likes to go out to the Saturday morning markets where he knows a lot of the stall holders. I am paid penalty rates for this shift. In doing this shift I sacrifice spending time with my husband and family on a Saturday morning, doing Saturday morning shopping or catching up with friends who work during the week at this time. I also regularly work on the weekends with other clients who are in 24 hour 7 day per week supported accommodation. Working on the weekend means I often miss out on social and family events, and spending time with my daughter. However, the penalty rates I receive make my wage a more liveable as the weekday rates are quite low and I could not afford to live on this rate. If penalty rates were cut, I think that these industries that operate 7 days per week would find it hard to get people to work on the weekends. Why would I or anyone give up a Sunday afternoon with my family for 22 dollars an hour, if I could get the same rate on a weekday when my children are at school? Most important social and family events (such as weddings, special birthday parties, anniversaries etc. happen on a weekend because that's when most people are available. Working on these days has often meant I have missed family functions. If these days became "normal" regularly paid working days, what would that mean for the significance of family and social "outside of work" life. There must be a balance, and value must be given to times considered outside of normal working hours. |
| 28 | Cheltenham | VIC | Most of the workers rely on overtime when they pay off houses. |
| 327 | Coburg | VIC | Penalty rates are very important to my budget. As I am a casual worker, when I get work, they allow me to pay for the dearer expenses that would otherwise be very hard to pay for, like going to the dentist, getting interview clothes, paying car registration etc. |
| 101 | Coburg North | VIC | Penalty rates are the best part of my job, as I am on a rotating roster and can be put anywhere anytime with no rhyme or reason, so getting penalty rates makes the upset to family life much easier to take. If they were abolished I would seriously have to look at doing a different job. |
| 386 | Coolaroo | VIC | Currently my youngest daughter and son work hours that attract penalty rates. As a family we have discussed the issues surrounding this and we are all of the view any person in receipt of penalty rates will be seriously disadvantaged if penalty rates were cut or abolished. In the case of my daughter she is a student and has limited number of hours that she can be in the work place because of her commitment to study and often the only hours she is able to work is evening or weekends so to be a productive member of society and to ensure an income to support herself she fore goes leisure time and time with her family and friends to be employed during those hours, She believes this sacrifice should be renumerated adequately. Without this income she may be reliant on social security benefits and not be a tax payer. In the case of my son because his base income is low he also works at times where hours attracts penalty rates so he has sufficient income to support his family and meet the growing needs of his children. If penalty rates were cut or reduced it would place his family in financial hardship and potentially create a negative situation in his household. I believe reducing or abolishing penalty rates will only have negative consequences and not be productive in the long term. |
| 62 | Croydon | VIC | Not sure about this either as I've NEVER had penalty rates. |
| 128 | Elwood | VIC | I work the weekend and rely on my penalty rate. Without them I would not afford my rent for me and my small family. |
| 251 | Elwood | VIC | When I was a student, I relied on penalty rates. My friends in hospitality rely on their double-time shift on Sundays to pay their rent. Working weekends isn't ideal as it means spending less time with family and friends who work a traditional week. Workers deserve to be compensated for this and the greed of big business should not be allowed to overshadow what employees sacrifice by working late nights, early mornings or weekends. |
| 409 | Epsom | VIC | I work fortnightly rotating shifts. This means I work every second week end. If penalty rates were abolished my income would be halved and as a result my wellbeing, Family life and security would suffer. |
| 221 | Fairfield | VIC | Whenever I've worked casually, I've not been given any choice about the hours I work. It was a take it or leave it situation with the expectation that I would work on weekends or evenings. I have never had full time hours in those roles. I would find my hours changed drastically from week to week - this week would want 32 hours and next week 5. I would not have been able to afford my rent - often in share houses - with eight or nine other people living there - if I had not had penalty rates. I would not have been able to afford food or to pay my bills. I would not have been able to afford the car rego and insurance needed to get to work or to get to interviews for other jobs. |
| 77 | Ferntree Gully | VIC | As I started above my wife is on minimum wage and my rent alone is $1653.00 outer month if it weren't for penalty rate I would not survive. I am constantly trying to make up extra days from my course as I need to do a Saturday here and there to make ends meet... I have 2 boys both in high school so things are tight. |
| 105 | Footscray | VIC | I work hours that attract penalty rates for convenience. If they were abolished, more workers would be forced to work at night. This leads to adverse health outcomes. It is necessary to disincentivise this, for consideration of costs to other sectors of burnout, suicide and alcoholism. |
| 158 | Frankston North | VIC | I get penalty rates for working public holidays, if these were cut or abolished I wouldn't work them as there is no incentive to. |
| 216 | Frankston South | VIC | We, as teachers, receive none, despite the huge number of hours we are obliged to work. |
| 217 | Frankston South | VIC | Nurses pay is not that fantastic any way compared to other professions, penalty rates improve it somewhat and slightly reward you for working antisocial and hours not conducive to good health. Research has shown that shift workers have an increased risk of certain health conditions. |
| 114 | Gladstone Park | VIC | Penalty rates are very important for me since I am required to work on Saturday, Sunday or Public holiday, while others can enjoy their time with their families I need to work according to my roster. Any cut or eliminations of penalty will have dire consequences on my finances |
| 94 | Glen Iris | VIC | I don't know what I'd do without penalty rates. I recently turned down a job because it lacked penalty rates. I am a hard working student with only so many hours to work to keep the roof over my head and weekend work keeps me going. If you don't want graduates then by all means cut penalty rates. |
| 93 | Gowanbrae | VIC | Penalty rates are there because of their absurd and unfriendly hours ! Don't fix what is NOT BROKEN. |
| 334 | Great Western | VIC | My wage is made up of approx. 20% overtime/penalty rates for my yearly wage if this was to be reduced it would put a significant strain on my financial position. My position dictates that I work shift work and weekends to meet the company's production requirements. If shift rates or weekend penalties were to be remove I would definitely not be putting myself out for any company to work those hours. |
| 133 | Greensborough | VIC | I’m working for the same pay now as 7 yrs ago but doing overtime now and afternoon shift so if they go I’m in deep trouble you should have them you lose time with kids and family. |
| 438 | Grovedale | VIC | This does impact on me or co-workers as overtime is not paid. The organisation does have child care staff who work extremely difficult jobs and long hours. I am not sure if their work incurs penalty rates but if it does that would be very unfair. |
| 269 | Heidelberg West | VIC | I receive penalty rates for my early starts. My pay is already very low. Without penalty rates, it would be even lower. I already struggle to meet my half of my household's expenses and, some weeks, my partner has to cover my bills. |
| 244 | Hillside | VIC | o/t is massive for most of the four hundred workers on site they need it and management know they need it. so they make ridiculous KPIs. Give the dog a bone. |
| 92 | Hoppers Crossing | VIC | I work evenings and weekends for the penalty rates, if they were scrapped it would severely reduce my take home pay each fortnight. |
| 428 | Keilorpark | VIC | If penalty rates were cut the company would get less production and as a union we would refuse O/T. |
| 35 | Langwarrin | VIC | Shopworkers such as waiters get very little pay as it is. Penalty rates should be maintained for them. |
| 265 | Lara | VIC | Penalty rates, no penalty rates no working extra hours. I gave up 1/2 my life working shift, now is time for myself and my family. If my company requires me to work overtime, I will help them out. But like all in business I don't give something for nothing. |
| 117 | Leopold | VIC | If extra hours above the set week were single time, I would chose not to work them. Someone else should be employed instead. I only believe overtime exists these days, because the employers lack of planning ahead. It's too easy to call in a casual. |
| 44 | Lovely Banks | VIC | Extremely important. You give up weekends with family for additional income for the family. Why give them up for no reward! |
| 81 | Lynbrook | VIC | I have been a shift worker for a large part of my working life and I found the penalty rates for shift work and overtime allowed me to support my wife while raising a family and establish a home when only my income was available. I would have been unable to achieve home ownership without penalty rates. I believe that it is much more significant today given the price of housing and the increasing cost of living which is proportionately greater today than it was 10 -15 years ago. Many workers that I know choose shift work and overtime to support their young family financially. Some workers were supporting their spouse while the spouse undertook further studies for career improvement. some workers worked shift work and overtime due to an unfortunate family situation, being health or injury, that rendered them the single income earner (breadwinner) for their family. I found there was a large percentage of shift workers in this position. Basic wages, even for two income earners in one household , without penalty rates would disenfranchise many young couples from getting ahead and saving enough finances to undertake a home purchase or start a family. If penalty rates were cut abruptly or abolished altogether, I would envisage a large number of workers would lose their homes and put enormous pressure on family relationship. |
| 67 | Maddingley | VIC | Real wages increasing slower than cost of living expenses coupled with under employment means penalty rates are an important factor in families lives. How can we 'lift' the economy if our spending capacity decreases. The results are in, deregulated free market wealth does not trickle down |
| 68 | Melbourne | VIC | When I was a student I relied on penalties, it was the only way I could work and earn enough while studying. Some of my friends are nurses and I know that with the unsocial hours that they'd have to work and the stress of their job that if they didn't get the penalty rates they would not be in the role. |
| 309 | Melton West | VIC | current penalty rates are fair and reasonable and I fully support them. Without them it would be hell for me to survive. Any changes to penalties rates I consider to be unreasonable and very harsh on working man and woman. Think about it business still make profits cutting penalty rates would mean cutting the food portion out our kids meal. |
| 226 | Mernda | VIC | I rely on penalty rates for working weekends because that allows me to take a weekday off and the penalty rate makes up for some of the lost wages. Most health care workers don't have the luxury of not working weekends if we don't want to. Contrary to what Tony Abbott thinks! It's not like we can just leave the patient on Friday night and tell them 'I'll see you Monday morning. Good luck.' We should be compensated for working weekends and holidays when everyone else is home enjoying the time off. |
| 426 | Moe | VIC | I have previously worked in jobs that attracted penalty rates. I was a sole parent with a young son and being able to work on weekends when my son was with his father made all the difference. I would have been greatly affected if I had not been able to earn penalty rates and my son would have gone without things like clothing, camps, etc. |
| 393 | Montrose | VIC | It is hard to believe that we are still talking about penalty rates. What would Society do- if doctors, nurses, emergency- fire and other social services refused to work nights? Unthinkable. Penalty rates are a small price to pay and if businesses do not want to pay penalty rates, no one forces them to stay open late or on weekends. It is well known that peoples health is suffering and their lifespan shortened through continued night work. |
| 306 | Moonee Ponds | VIC | Most important, as you do extra hours, especially night work, the World health org studies show that we lose "up to 10% of life span" so obviously we need to be compensated for this! Despite Mr Kennett’s assertion that "ok, we know that you work long hours, but day or night it’s still the same, doing 12 hour shifts" NO IT IS NOT Mr KENNETT! |
| 207 | Mordialloc | VIC | I have a number of nursing friends who rely heavily on penalty rates to supplement their income. What nurse would choose to work night duty or weekends if they were not compensated for doing so? Nursing is struggling to get sufficient nurses to meet current and projected needs as it is. Take away penalty rates from what is already a difficult, dirty and, at times, unpleasant job, and watch the nurses leave in droves. We can find work elsewhere with our skills. We chose nursing because we love it, but we will leave the profession if our work is not recognised and renumerated adequately. We have a life to live as well as a desire to help others, and the need to fund the former will overtake the later. |
| 399 | Mount Evelyn | VIC | My husband works dreadful shifts, i.e. Over the course of a seven day period his start times could range from 4am Mon. To a 11pm start by Friday, might shift the next night. This is a 24/7 industry so these shifts include Saturday, Sunday and public holidays etc. Why on earth would anyone do this if they did not have an additional penalty rate to make it worthwhile. I would certainly encourage him to look for something else if you took his penalty rates. |
| 71 | Murrumbeena | VIC | My salary is just $36000 per annum, but as I work on weekends this amount is loaded. I could not survive economically on this base salary alone. For those rates, I am finishing work on Thursday and Friday nights after nine pm. Too late to socialise after work, visit cinema or theatre or visit and call many friends. These are restricted to weekends. I work every second weekend and receive about 40% more on Saturday and 70-80% more on the Sunday. any reduction in my income would see me struggling to survive as a single 51 year old male with a mortgage and debt. |
| 74 | Newport | VIC | As a casual we are sometimes paid more for week-end work and if this was not the case it is in many instances hardly worth taking the morning, afternoon and early evening work on a daily rotating situation. We do not get penalty work for week night work as well as many other appalling work situations e.g. work in high heat, not be provided with hydration opportunities, use our own pens, tippex. Sometimes no toilet available. I could go on and on. |
| 440 | Pakenham | VIC | I work any shift 24hours a day, seven days a week. I have never had a long weekend off. Rarely do I have Easter or Christmas day off to spend time with my family. Try working all night, getting home and organizing the kids to go to school. Sleep for a few hours then up again to pick up the kids after school. Make sure dinner is cooked and clothes are clean, a quick nap, then back to work all night again. Penalty rate soften the impact, but it's still hard. Without the extra incentive to work unsociable hours, (ie; evening, weekends and nights), who would want to work these shifts? |
| 223 | Preston | VIC | My partners work situation has deteriorated and he is working pt casual hours so has little job security right now and diminished incoming earnings. Coupled with the extra pressure with my job makes it difficult financially to deal with any unexpected issues such as our car breaking down and needing major work and is in-operable. As I work shifts 24/7 this is difficult to achieve on public transport and not safe for a lone female at certain times especially at night. We work shift work for many reasons but there is also things which are sacrificed working these hours and the money helps but cannot eliminate. My GP has advised shift workers have a lower life expectancy and many ailments I experience is due to my shift work hours and stresses on my body. I could not survive without shift penalties with my partners reduced earnings at present. |
| 32 | Seaford | VIC | I know many people who do count on penalty rates to make ends meet. |
| 303 | Seaford | VIC | Affect my life and reduce my pay even further |
| 229 | Shelbourne | VIC | I work night shift because of the penalty rates. It allows me to work less hours for more pay. In my current physical and mental condition I am not able to work more hours. On my salary I support my retired husband and we run a small farm-let to make ends meet and because we enjoy it. If penalty rates were cut or abolished I would not be able to continue work. Night shift has taken a toll on my physical health but I believe that I am compensated for that because of penalty rates - if penalty rates were removed I would not work night duty and most probably could not work at all. |
| 302 | South Yarra | VIC | I feel Penalty rates should remain. My sister is asked to work unfair hours and days e.g. Tuesday 5 to 9; Sunday 1 to 6 , maybe a stocktake and some management just like to change her hours to suit other workers even though she has been there twice as long. It makes it difficult to have family time if you are asked to spend week ends and nights working to suit employers. Nurses, Ambulances, Retail etc are now being asked ridiculous hours but employers are trying not to pay them for the inconvenience and disruption to both their lives and health. |
| 29 | Sping Gully | VIC | Penalty rates can be the difference between someone claiming welfare and not claiming welfare. If suddenly abolished it will place more pressure on welfare to support those who are underemployed - ie part time workers. |
| 51 | Springvale South | VIC | Would hurt our living. |
| 180 | St Kilda West | VIC | I am a passionate believer in Trades Union as bulwarks against the exploitation of workers that takes place when penalty rates and other worker protections are abolished. |
| 119 | Sunbury | VIC | I was bullied by my employer and was reassigned to another area at a reduced rank (code of conduct sanction) I cannot feed my family without my shift penalty rate. My spouse is the primary care giver to her mother and we do not qualify for any Centrelink benefits as I am an ex-military member. |
| 147 | Sunbury | VIC | Penalty rates at my last job were still in place but they were not great but at least I had them they don't seem like a lot given that more than a third of my working life was spent working shift hours. They were approximately about 3.5 % of my salary. |
| 235 | Tarneit | VIC | They are very important to me because I cannot work full time due to family commitments and my physical condition and if the penalty rates gone that will push me to go full time and will be very hard for me to keep up long hours and my family won't be able to survive |
| 137 | Thornbury | VIC | Without the penalty rates of my acute nursing work we would lose our house. |
| 331 | Upper Ferntree Gully | VIC | The only thing that makes my income viable are the penalty rates I earn on public holidays, nights, afternoon and weekend shifts. I could earn more money in a Supermarket otherwise and yet I am doing an important community service. |
| 279 | Vermont | VIC | Penalty rates are vital for those who cannot afford childcare fees but need to work and therefore work nights or weekends. They are also vital for many of our students, many would not be able to juggle work and study without them. Without penalty rates most would end up needing more government assistance so it seems counter intuitive for government to support business in this! |
| 282 | Vermont South | VIC | If I work overtime I'm paid 1.5 or offered time in lieu. Time in lieu is generally allocated at the beginning of a shift rather than at the end of the day, meaning I'm unable to replace 'like for like' which is unfair. My time is more valuable than the extra pay. |
| 150 | Wantirna South | VIC | I have given up my personal life and family commitments to be able to earn extra money to support my family and their future. If penalties are removed or abolished my life would be hugely effected to pay off the continuous bills coming in, mortgages and stress the already hard life I lead. Penalty rates compensate shift workers for the unsocial hours we have to fulfil the company requires to run. Removing or cutting rates would not have any advantage to profit margins, or necessarily show better taxation results as businesses would find other ways to mask the profits to keep more for themselves and pay back on taxes and staff. |
| 97 | Warneet | VIC | If penalty rates were cut, we would have no casual staff. My industry relies on these workers who only do it because of the rates. Why would you work when others are enjoying themselves for below minimum wage? Most hospitality staff cannot get enough 'normal' hours so need to work the awful ones to make ends meet. They have no choice. They don't work, they don't have a job. You will not get hired unless your available weekends and nights. Cut penalty rates and good staff will not work. Inexperienced staff would but you would lose customer service and in turn business would drop. Staff would need to budget tips into weekly wage and some business' like who I work for don't let you accept them and Australian customers are not tippers. They want the world for next to nothing and do not respect people in my industry enough. |
| 31 | Warrenheip | VIC | My children have needed penalty rates at times during their early working lives to survive. It is an attack on families to be made to work on weekends, and public holidays without recompense for the sacrifice. |
| 374 | Warsonia | VIC | Penalty rates are important to workers. Our society is expecting people to serve them 24 /7 but not recognise the cost this causes people who give up family time, recreational opportunities and personal sacrifice to undertake their work outside normal working hours. People want to be paid appropriately in recognition of the sacrifice they make. If they are not paid at the appropriate penalty rate then why would they work late at night, on weekends or public holidays. People work these times can be rewarded for their sacrifices. |
| 281 | Waurn Ponds | VIC | I have seen families destroyed with the stress when penalty rates stop, their homes taken away for not keeping up repayments, no food on the table as bills take all they had and penalty rates no longer there. This country does not want to end up like America with their tent cities of millions of Americans, and even laws making it illegal to even feed the homeless. Penalty rates benefit to many people are relied on by to many people to stripped away to suit an ideology of a conservative Government. |
| 10 | West Footscray | VIC | I wouldn't say I am actually reliant on penalty rates, as I am one of the lucky ones and also I save regularly. |
| 111 | West Preston | VIC | Many people rely on penalty rates just to buy food and pay bills. |
| 123 | Whorouly | VIC | Penalty rates pay for the outlandish power prices and fuel bills and food and mortgage and providing extra stimulation to my children. We don't have that sort of extra life value adding stimulus in the country, that stuff costs, you either work hard to improve your kids thinking exposure or you end up with youth who drug themselves up in despair and hopelessness avoidance. |
| 344 | Wodonga | VIC | I cannot live without them. |
| 350 | Yarraville | VIC | Penalty rates are completely reasonable for those required to work family unfriendly hours. Our society needs to support children by making their parents available, or supporting them if they can't be. |
| 283 | Aubin Grove | WA | I am so dependent on the penalty rates and if they were cut or abolished I would have to look for full time work just to keep my head above water financially. |
| 24 | Baldivis | WA | I will go bankrupt without penalty rates when I first started as a patient care assistant, it’s not worth being a PCA if there is no money, we get assaulted from patients we are on the front line when they go psycho I started at a previous place of employment 8 yrs ago my pay was 19.86 now its 25 it’s taken 8 years for the wages to get this height, it isn’t worth being a PCA without a good pay I will be forced out and hospitals will lose staff so hence nurses will have to do everything that a PCA does include taking rubbish in a bin out from a ward. |
| 82 | Bassendean | WA | The penalty rates help with a basic household costs and for giving up family time. |
| 224 | Bertram | WA | Penalty rates mean you can earn nearly a week’s normal wage in 3 days or so, without penalty rates why would I continue to work, or try to work on weekends and out of normal hours |
| 437 | Bibra Lake | WA | In changing job positions in August 2015 from a high paying administrative position to a lower paid nursing position with shift work hours I will rely on penalty rates to improve my income and make working late nights, weekends and public holidays and sacrificing time with my family worth it. |
| 345 | Bulgarra | WA | All people in our City Karratha cannot survive without penalty rates due to high rents and the price of food, fuel, health and general expenses. |
| 240 | Floreat | WA | Penalty rates are an essential part of the employment structure of this country. Employers who complain about this still charge extra for services tendered via penalty rates. It still astounds me that some PCBU's cry foul of penalty rates when our country has one of the highest standards of living of anywhere in the world. Yet I suspect some of these individuals engage in offshore tax avoidance measures in acts that I see as theft from the rest of us. |
| 349 | Forrestfield | WA | I rely on penalty rates as an inducement to work weekends and they form a necessary part of my income. I am enraged that the productivity commission would consider scrapping them for any worker. |
| 257 | Leschenault | WA | I work every Sunday at penalty rates which makes up half my income - without the extra I would need help to pay bills and live - as it is I receive a part new start allowance - any extra shifts I manage to pick up or wage rise I get reduces the new start allowance - the result is I am usually not financially much better off - just working for less. If penalty rates are abolished for Sunday I will NOT work on Sunday as I feel I am foregoing seeing my children as often as I would like, foregoing any social life as most activities with friends or family are on weekends and would not be able to make ends meet. |
| 155 | Maida Vale | WA | I am not entitled to penalty rates, I have the "slavery clause" in my flexibility agreement. I do know of many others in the company that need penalty rates just to make ends meet! The cost of living, particularly here in WA under the Barnett Government has gone through the roof. We pay more for just about everything and a big cause of that is State Taxes. Penalty rates are more than just a means to supplement what are often inadequate base incomes, they are a mechanism that forces employers to respect the work/life balance. We have a real problem in Australia, it’s is all about the greed of the top 10% earners. Executive salaries are well and truly out of control. The rich in Australia seem to be given the means to pay less tax. Soap box deliveries by employers about how they struggle with the wages bill is a smoke screen, have a look at what all the managers and executives pay themselves! Every four years we go into EBA negotiations, we are lucky to get just a bit more than the CPI cost of living increase. Every year the executive and the managers give themselves bonuses and increase their incomes by double digit % figures. |
| 37 | Morley | WA | The penalty rates my wife currently works with are suitable reward for shift work and overtime. She is stressed that by moving to a private employer conditions will deteriorate. If this occurs work place environment degradation occurs and as a subsequent productivity declines. |
| 243 | Nannup | WA | If I were to no longer receive my penalty rates, I would lose my house as I would not be able to pay my mortgage. Living in a small town increases the cost of living: food, fuel, natural gas, electricity etc, all cost more here. Travel to the nearest town takes 40 minutes and so expenses also rise due to travel costs. If I lost my penalty rates, my children would be disadvantaged even further due to financial stress and we may have to leave this beautiful town that we have made our home in. The stress would inevitably effect our health and our family dynamics as a result of that ill-health. At the moment I can't even take my annual leave for more than a week at a time because I cannot pay my mortgage on my base wage. This is also taking a toll on my health due to the stress of not being able to take leave and knowing that my financial situation is so precarious. |
| 294 | Perth | WA | Penalty rates are a recognition of the compensation for times outside of business hours which obviously impede on a normal persons' day and night cycle. Very simple. Labor, thank you. |
| 182 | Rockingham | WA | if penalty rates were cut. I wouldn't work weekends, and I would look for a new job. you don't improve productivity by cutting pay |
| 65 | Samson | WA | Penalty rates are part of any remuneration package and will impact the household budget. For me the rates keep the request for work confined to normal Mon-Fri hours and work has never intruded on my activities around family and social life. They have enable a good work-life balance. |
| 446 | Scarborough | WA | It pays the bills penalty rates get families over the line without you just won’t make ends meet. |
| 23 | South Perth | WA | Many people would be considerably worse off if penalty rates were cut - my mother when I was growing up chose to work as a night-shift nurse because the rates were better, meaning that she could work nights and still be around for the children when they needed her but making enough money to cover costs. I would hate to see Australia go the way of America, where people can have several jobs and still be in poverty with hungry children and no way out. Even at universities, the higher rates for casuals is a buffer for them as casuals don't get sick or holiday pay. |
| 255 | South Perth | WA | Penalty rates are very important to me. It cost me extra money to work evening and weekends (both Saturday and Sunday) as I cannot use public transport so I have been forced to buy a second car. My wife also cannot use public transport to get to her workplace as it is located some kilometres away from any public transport routes. I only bought an old cheap car but it is still an expense that I would prefer not to have as we already have significant levels of debt and are also approaching retirement age but cannot afford to retire. |
| 450 | Spearwood | WA | My wife worked shift work for many years and was paid the basic wage, in catering, Without penalty rates it would not have been worth going to work. Why should you be asked to give up xmas day, public holidays etc, while those who work Monday to Friday expect you to work on your weekends and be away from your family to provide a service for them without having to pay any extra. You are entitled to a social life also. My wife worked nearly every xmas day and nearly every public holiday for nearly 20 years just to make a living. |
| 127 | Sunset Beach | WA | I work the hours I'm given, generally, and work every second weekend. The extra money for penalty shifts helps towards the rising cost of gas, electricity, water, private health fund, and the general repairs on an older home, as well as the rising cost of rates and food. There's also ensuring my animals get their vaccinations, sterilizations and other veterinary costs involved in responsible pet ownership. How are we supposed to meet everyday costs with a lower wage when the cost of living just keeps rising? I really worry about the future and just meeting costs as it is. We don't have many luxuries at home, and do everything we can to limit our spending as it is. |
| 90 | Warnbro | WA | My daughter and son in law have 2 children and a modest 3 bedroom house. The both work regular overtime to meet their weekly expenses, they go out very little, and if there is an unexpected expense they struggle. IE A washing machine failure means they have to borrow money to repair or replace the machine. Penalty rates should not be eliminated or reduced to the detriment of families that put in the extra hours so that their employers can make even more profit. |
| 118 | Warnbro | WA | I work mainly night shifts and without that little bit extra, it would not be worth my while. There are less staff members on night shift, not to mention it has affected my physical and mental health as well as my social life. |
| 225 | Waroona | WA | Penalty rate are what makes it worth doing the shift work you do t work for love. People will go under some may hurt themselves. As males think it's the only way out. You can see this in the media. |
| 6 | Yangebup | WA | A friend works the weekends as a registered nurse while her husband is at home looking after their two children. She is working to help pay the household bills and is away from her children and family every weekend and misses out on functions too while she is at work. She will be forced to get a day job and work longer hours if the penalty rates are cut. |
| 136 | Yangebup | WA | People in many industries make sacrifices in order to provide for their families. Many of those sacrifices occur at times when families could otherwise be spending quality time together, such as weekends and evenings. If employees are required by their employer to work across hours otherwise set aside for leisure, the only fair thing is to adequately compensate those employees for their sacrifices, by way of penalty rates. Cutting or abolishing penalty rates does nothing for the economy except to put more profit in the hands of employers. The 'trickle down' notion of economics is a farce and a lie. True economic growth can only occur when the middle and lower classes possess enough economic power to drive demand through their consumption choices. If that power is removed, Australia's economy will suffer. |