



**HON BRYAN GREEN MP**  
**LABOR LEADER**

23 AUG 2016

Hon Justice Ross  
President  
Fair Work Commission  
11 Exhibition Street  
MELBOURNE VIC 3000

Dear Justice Ross

I write to make a formal submission to the Fair Work Commission's Four Yearly Review of Modern Awards – Penalty rates case.

The Tasmanian Labor Party does not support any change to penalty rates in the hospitality and retail sectors.

Penalty rates are paid in recognition of people having to work unsociable hours, often at the expense of spending time with family and friends on public holidays, weekends and evenings.

The tourism, hospitality and retail sectors are a crucial part of the Tasmanian economy and these sectors have experienced strong growth in recent times. This growth has been achieved under the existing penalty rate regime which challenges the arguments of industry that penalty rates act as an impediment to investment.

I believe governments should be exploring ways to reduce costs to businesses that allow them to create jobs.

My concern is that while cutting penalty rates will not guarantee that employers put on more staff, it will unarguably have a negative impact on existing employees to the extent that many will no longer be able to earn a living.

The impact of a loss of penalty rates on disposable incomes could in fact be a net negative for economic growth.

Tasmania already has high rates of unemployment and underemployment, any change to penalty rates will only increase cost of living pressures on Tasmanian families.

A reduction or removal of penalty rates in these sectors will also disproportionately impact on young people, women and people on low incomes who overwhelmingly form the majority of the hospitality and retail workforce.

The issue of penalty rates was prominent during the recent federal election campaign. There was overwhelming support in the community for workers to be paid penalty rates as a reward for working unsociable hours.

It is incumbent on me and the Tasmanian Labor Party to represent the views of the community on this issue, particularly in light of the fact that the Tasmanian Liberal Government has not made a submission to the Commission.

I respectfully ask that you to give due consideration to the above matters.

Yours sincerely

A handwritten signature in blue ink, appearing to read 'Bryan Green', with a long horizontal stroke extending to the right.

Bryan Green MP  
**Tasmanian Labor Leader**