

To: <Review@oir.commerce.nsw.gov.au>
Date: 14/09/2009 12:25 pm
Subject: Overtime

Dear Sir/ Madam,

I don't see public holidays as such an issue but the payment of overtime for Sundays, which is a normal trading day.

Like a lot of people in business, being open 7 days is mandatory, but we are caught with having to pay overtime on Sunday to someone who may only work 1 or 2 days a week.

If someone works 38 hours and then is expected to work more - then no problem paying it. But to get 1.5 x pay for ordinary hours - it is crippling to small business. Unlike restaurants we cannot charge more for our product on Sunday, and often lose money for the day's sales.

In an era when shops shut at lunchtime Saturday and opened Monday morning, fair enough. But that time has past and we need to recognise that the spirit of overtime, i.e. working more than your allotted hours each week, does not relate to working for a normal day that happens to be Sunday.

I think that if small business only had to pay overtime (and maybe not 1.5 times) on public holidays, it would be less onerous than the normal Sunday pay.

You must be aware that many businesses do not accurately record wages payments as a way to get around this, and those of us wanting to do the right thing by our employees as well as ourselves are often penalised because of this.

I hope you can take these comments into consideration of the wider picture.

Yours sincerely,

Kaydee Farley