

From: Committees
Sent: Thursday, 22 June 2017 2:57 PM
To: [REDACTED]
Subject: FW: Submission to ACT Insecure Work Inquiry [SEC=UNCLASSIFIED]

	A.C.T. LEGISLATIVE ASSEMBLY COMMITTEE OFFICE
SUBMISSION NUMBER	28
DATE AUTH'D FOR PUBLICATION	26/7/17



From: Linda Mitchell [REDACTED]
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Subject: Submission to ACT Insecure Work Inquiry

Attn: Standing Committee on Education, Employment and Youth Affairs

This is a submission into the Inquiry into the extent, nature and consequence of insecure work in the ACT, via the submission tool provided by UnionsACT. I have agreed to provide the following:

Submission by: Linda Mitchell, [REDACTED]

I was directly employed as a casual less than a year ago.

I experienced

I experienced significant financial difficulties at times. I always made sure my rent was paid if nothing else. Usually we managed the basics, but there were weeks when the meals were really REALLY basic (2-minute-noodle level basic). The main worry was in case something went wrong. Like, if my car broke down, or my son needed money for a school excursion or new shoes, or the time he lost his glasses which was pretty disastrous financially. I'd get a bill that was unexpectedly high and worry about how to pay it, if I was lucky I might score an extra shift but quite frankly, when people say "oh, just ask for more hours" they are absolutely *dreaming*. Stores have budgets to work towards and even if your manager feels sorry for you he or she can't just whip up more hours from out of thin air. You just have to hope someone calls in sick or something.

Also, one great fear was getting sick. If you don't work as a casual you don't get paid. In a year and a half, I missed one shift due to illness. The rest of the time I turned up even if I was unwell..

If I were the Government, I would not let penalty rates be cut! I honestly don't know how much power the ACT government have in terms of casualisation of employment. I'd like it not to be a thing but I also realise it's unrealistic to say to employers that they can't use casuals ever. Maybe some kind of rule that casuals can't be kept casual unless they genuinely want it, after a period of time. Say, 6 months or something, a kind of "probation" period so the employer can figure out how many hours the person might be used for and then they can be made part time at least. Or some kind of option to give a bit of regularity to casuals, like a base level number of shifts on set times (busy times, I guess) so the worker knows they'll get *something* each week..

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