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**To:** [Finance and Administration Committee](#)  
**Subject:** Submission to the Industrial Relations Bill.  
**Date:** Friday, 30 September 2016 3:07:32 PM

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To: Members of the Finance and Administration Committee

I write to make a submission on the Industrial Relations Bill 2016.

The rights and conditions of Queensland public sector workers are of vital importance to thousands of workers and their families across Queensland.

The basic rights at work of public sector workers should not be a political plaything. All public sector workers are entitled to rely on basic rights and protection in legislation. The additional protections to public servants' rights contained with the legislation are welcome.

However, as it stands temporary employees in the Queensland public sector are not accorded enough rights to job security.

Lack of permanency is an important issue that affects thousands of workers across Queensland.

This is an issue that affects those on long-term temporary contracts, labour hire contractors, and workers on long-term higher duties.

I therefore urge the Committee to support changes to the bill to make the independent umpire, the Queensland Industrial Relations Commission, the final arbiter on whether a long-term temporary employee is entitled to permanency.

This is necessary to ensure that government departments do not unfairly jeopardise the employment security of their employees.

Yours sincerely

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