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From: Stephanie Sullivan
Sent: Thursday, 15 September 2016 12:34 PM
To: Finance and Administration Committee
Subject: Submission to the Industrial Relations Bill.

Categories: 11 Submissions, B15 - IR Bill, 01 Corro

To: Members of the Finance and Administration Committee

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

As someone who was in temporary positions for 5 years, particularly during the Newman government I know how hard it is not having any certainty as far as knowing if I would have a job next month as most government departments tend to leave their temp extensions until the absolute last minute. I have a number of colleagues and friends who are in this same position and it causes an enormous amount of stress, detrimental to their health. Due to my own past of temporary employment, I am now 'burnt out' from the unnecessary stress caused by having absolutely no job security and my mental health problems have increased. Thankfully now I am in a permanent position however I am now classified as 'Affected staff' by the incoming changes for the NDIS and this could also bring on more stress with the roll out of the NDIS.

Previously, from 2010 - 2012 I was in a long term temporary position as an AO3 Executive Assistant. I was due to go permanent due to the length of time in the position however as the Newman government sacked so many staff, someone from the deployee list (who was actually an AO6) was put into the permanent position I had been promised and therefore, lost my job.

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

Stephanie Sullivan