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From: Angela Dear
Sent: Monday, 26 September 2016 2:43 PM
To: Finance and Administration Committee
Subject: Submission to the Industrial Relations Bill.

Categories: 11 Submissions, B15 - IR Bill

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 **and can cause extreme stress, depression and even suicide.**

As a agency temporary worker for the Queensland Government I am not entitled to the same benefits as permanent employees such as:

- EAS services
- Fitness Passport
- Accrued time
- Flexible working hours
- Higher rate of superannuation contributions
- Holiday/Sick/Carers leave
- Parental Leave
- Ongoing training and upskilling
- Ability to be a member of the union

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

Angela Dear