

## Amanda Honeyman

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**From:** Angie  
**Sent:** Thursday, 29 September 2016 8:18 AM  
**To:** Finance and Administration Committee  
**Subject:** Submission to the Industrial Relations 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 within the legislation are welcome.

Presently temporary employees in the Queensland public sector are not covered by or supported by legislation which in turn does not afford them enough rights to job security. These employees contribute equally with those of their permanent colleagues and often over extend themselves for fear of retribution and job loss because of their lack of tenure in a permanent position.

The lack of permanency is an important issue that affects thousands of workers across Queensland and in turn the community who are asked to vote for a government who will not give the community security for its public services. We as a community are aware that at any time a pool of temporary employees may have their jobs cut, in turn there is not enough resources left to maintain a service and subsequently services are cut too and the tax paying voters no longer are able to have their services met. For example Queensland National Parks and Wildlife Services closed their frontline centres to the public and no longer provide a place for the public, Australian and International clients, to go for basic

- information

- paying fees

- collect permits (camping and other)

- and discuss their interest in conservation and sustainable use of these natural resources.

What are we teaching our children when we don't value these exhaustible resources by funding the people who manage these areas in a permanent capacity? What are we saying to the future of their employment when we say we don't value them enough to provide them an avenue to seek permanent employment and play an active role in supporting their community and its values by in public services? How do we make our children feel when they see their parents suffering stress from not being able to make life plans which are based on a lack of employment security?

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

Angie