

From: [Charles Denaro](#)
To: [Finance and Administration Committee](#)
Subject: Industrial Relations (Restoring Fairness) and Other Legislation Amendment Bill 2015
Date: Friday, 15 May 2015 9:25:06 AM

Dear Sir/Madam

I would like to make a submission in regard to this proposed Bill.

As a Senior Medical Officer in Queensland Health for 25 years I was dismayed with the provision by the former government to exclude me from the rights of ordinary citizens. Namely my inability (or my Union's inability) to have any serious employer-employee grievances to be heard at the Queensland Industrial Relations Commission.

I have been informed that this proposed Bill still excludes Queensland Government employees who are deemed to be on High Income Guarantee Contracts (HIGC). The contract that I have been given still has many legal gaps which could be detrimental to my livelihood.

Most importantly the contracts to Senior Medical Officers working for Queensland Health allow future Senior Medical Officers to be employed on inferior conditions. Queensland Health cannot afford to have divisions in its most important professional workforce and stakeholder. The potential to create a two tier workforce would be devastating for morale amongst SMOs in Queensland Health.

I would like to see the status of High Income Guarantee Contracts (HIGC) abolished, that the contracts themselves dissolved and our workforce to be employed under an award system with the rights of every other citizen in Queensland, namely to be represented by a Union to have their case heard at the Queensland Industrial Relations Commission.

Thank you.

Charles Denaro

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