

**From:** [REDACTED]  
**To:** [Finance and Administration Committee](#)  
**Cc:** [REDACTED]  
**Subject:** My submission about the Industrial Relations (Restoring Fairness) and Other Legislation Amendment Bill 2015  
**Date:** Tuesday, 12 May 2015 11:04:54 AM

---

To: Members of the Finance and Administration Committee

I am employed in [REDACTED] and I wish to make a submission about the Industrial Relations (Restoring Fairness) and Other Legislation Amendment Bill 2015 because it will directly impact me, my family, my colleagues and the community.

As a result of the Industrial Relations (Fair Work Act Harmonisation No. 2) and Other Legislation Amendment Bill 2013 I lost many valuable conditions from my Industrial Award, and many provisions that could be bargained for in enterprise bargaining were removed from me and my colleagues. For example, protections about job security and consultation about workplace change were completely removed by this legislation of the Newman government.

In my workplace the legislation will cause me to lose the right to be consulted about workplace changes that impact me directly, will make it easier to outsource essential functions and dramatically reduce my financial compensation if I am made redundant.

The impact of this at my workplace is greater uncertainty about the future for all permanent employees, an increase in stress whenever a re organisation is mentioned, and less trust that management will do the right thing.

Removing the requirement for consultation about workplace change has made it far easier for my employer to get rid of permanent positions, create casual and temporary positions and to outsource work that has traditionally been done in house. This is resulting in higher expenses to ratepayers and a lower level of service across Council. The reduction of permanent roles is economically detrimental to the region, as is outsourcing that sees our ratepayer dollars sent overseas.

We used to employ young people and train them in marketable skills, such as IT, that had a long term benefit for both the employee and the region. Now we outsource to overseas companies and the country they are based in gain both the

financial and the non-tangible benefits that employing and training a local workforce bring.

The protections around job security need to be returned as soon as possible. Local government is a very political arena to work in, and without the protection provided by job security, very few employees are brave enough to give honest and frank feedback to our divisional managers, CEO's and political masters. In real terms, there is no separation of the administration and the political arms of local government, and telling a manager or an elected representative something they don't want to hear is a sure fire way to find yourself lining up for the dole if job security is not protected. This greatly reduces the value of the advice passed to managers and elected officials.

The right to organise collectively to achieve better working rights and conditions is a basic human right. The Newman government undemocratically curtailed this right and as a result lost the 2015 Queensland election. At the election a majority of Queenslanders supported parties and candidates who advocated a restoration of these basic rights. Please respect the voice of Queenslanders and the rights of workers and vote to restore fairness by supporting this bill.

I urge the committee to recommend passage of this bill without delay to ensure that the rights of workers on local government are restored to them.

Yours sincerely,

Margaret Evans

[REDACTED]

[REDACTED]