

**From:** [REDACTED]  
**To:** [Finance and Administration Committee](#)  
**Subject:** My submission on the Industrial Relations (Restoring Fairness) and Other Legislation Amendment Bill 2015  
**Date:** Tuesday, 12 May 2015 11:56:16 AM

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To: Members of the Finance and Administration Committee

I write to make a submission on the Industrial Relations (Restoring Fairness) and Other Legislation Amendment Bill 2015.

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

The Newman LNP government was elected in 2012 having made clear promises to respect rights at work and the collective bargaining framework. The government broke these commitments and removed protections for job security as well as many other basic rights, amending legislation often late at night with no warning. Thousands of workers and their families in Queensland suffered as a result of the removal of these protections, which directly caused the loss of over 20,000 jobs in the last three years.

From a personal perspective I was involved in negotiating my workplace Enterprise Bargaining Agreement during this period at [REDACTED]. Any notion that these negotiations were undertaken in good faith is completely false as conditions and safeguards were stripped away for no reason. An example of this was the removal of the ILO (International Labour Organisation) Clause which recognised the provisions of the ILO Convention. The reason given for removal of this clause was "While the Federal Government is a signatory to the ILO Convention, the Queensland Government was not and as such did not recognise the ILO Convention". It was pointed out at the time to the PSC negotiators that their position was completely Constitutionally unsound. The bargaining process was overly drawn out and frustrating, eventually the Together Team withdrew from negotiations and applied to the QIRC for Conciliation. This process was again drawn out and thwarted by the Government negotiators again pushing unreasonable positions, eventually Commissioner Black referred the matter to Arbitration and fortunately a compromise was reached before the matter was scheduled. The New EBA for [REDACTED] took over 12 months to finalise for a matter that should be completed within 3 months.

It was undoubtedly the worst EBA negotiating process I have been involved in over the previous 12 years and came at a personal cost to my own health. The drawn out process also impacted many other staff at [REDACTED] as it created greater uncertainty for their future in an organisation that was at the time slated for divestment/outsourcing by the previous Government.

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 for workers and for a restoration of certainty in our state and local government services.

Please respect the voice of Queenslanders and the rights of workers and vote to restore fairness by supporting this bill.

Yours sincerely

Paul O'Driscoll

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