

**From:** [Kate MacDonald](#)  
**To:** [Finance and Administration Committee](#)  
**Subject:** My submission about the Industrial Relations (Restoring Fairness) and Other Legislation Amendment Bill 2015  
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Subject: My submission about the Industrial Relations (Restoring Fairness) and Other Legislation Amendment Bill 2015

To: Members of the Finance and Administration Committee

I am employed in \_\_\_\_\_ 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 my colleagues and I. For example, protections about job security and consultation about workplace change were completely removed by this legislation of the Newman government.

This legislation has resulted in a number of changes within my workplace. Specifically, these include the loss of locality allowance, 5th week annual leave provisions, job security, major change notification and two tiered wage system.

Not a big deal? Not to some but for myself and many others that I have spoken with, these changes are unfair and have resulted in elevated stress levels, reconsidering of future plans and other negative impacts on families. I am a single mother with a 22 year who has a Glioblastoma Brain Tumour (GBM), and a 16 year old who has great aspirations of completing Environmental Science studies at University to break down the boundaries between land and water. I also have a 11 year old who is already conjuring up ambitious plans and dreams for her coming years. The locality allowance may not be much to some, but to our family it helps to meet our everyday needs and achieve our dreams.

Similarly, the removal of the 5th week of annual leave will directly reduce my capacity to accompany my child at medical appointments and vital treatment. It also prevents me from staying connected with my family who do not reside in close proximity.

Job security is one of the key components when measuring quality of life. It is with a heavy heart that I, along with my colleagues, attend work each day knowing that our contribution to the workplace and community may be cut short at any time through unfair redundancy processes. I implore you to consider how you would feel if your job security was removed? Or if your son/daughter was made redundant? In addition, further uncertainty has also been bestowed upon us with the removal of major change notification. Successful change involves consultation and cooperation, which in turn results in a more productive workforce who enjoys a higher standard of morale. Pretty simple philosophy, yet another provision stripped away from hard working Queenslanders. Why?

A two tiered wage system is unfair to everyone. The expectation for the same work to be performed for a different wage cannot be rationalised no matter what spin you put on it.

These provisions that have been taken away are, amongst other things, un-Australian. The idea of a fair days work for a fair days pay is diminishing. The concept of the Aussie battler working hard to make something of themselves and not depending on assistance from the government is fading away with every change to our rights, provisions and protection. We want to work. But it must be fair.

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 in Local Government are restored to them.

Yours sincerely  
Kathleen Macdonald



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