

To: fac@parliament.qld.gov.au<<http://parliament.qld.gov.au>><<http://parliament.qld.gov.au>>

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.

I came to Australia as a professional Accountant from South Africa and Zimbabwe where my rights to compete fairly for jobs (and other things like University places for my children) were being substantially impacted and eroded by various affirmative action programs. The racist approach against whites in Zimbabwe was even more overt. Hence on arrival here I was extremely motivated by job security and being treated fairly by employers.

The fair nature of the EBA negotiation process seemed incredible considering where we had come from. I consider any erosion of a fair process and particularly legislating what should and shouldn't be allowed in an agreement totally unreasonable and would only serve to make workers very angry at being dictated to in this draconian fashion!

The latest campaign from Mayors is utter rubbish in nominating that workers will be better off under proposed award modernisation. Campbell Newman had only one agenda whilst Lord mayor and then Premier and that was to put all the power into the employers hands, this is unacceptable and rejected by all fair-minded Queenslanders.

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 current legislation has caused me to lose the ability to negotiate fairly with my employer on job security, work life balance initiatives, flexible working hours, and telecommuting and should it be necessary, a fair redundancy payment recognising many years of service.

In an organisation that is repeatedly restructuring, employment security has now become an exceedingly material challenge for me. To be able to meet with an employer and discuss in a reasonable manner basic work conditions is not an unreasonable expectation.

We need to give our children security, an incentive to be truly productive, the ability to negotiate family friendly hours and importantly safe work practices.

The impact of the loss of conditions for me is increased anxiety for job security (lowering effectiveness capability) and the feeling of having become little more than a contractor worker with a strong sense of disregard for the valuable contribution that an employee gives to an organisation.

I have lost my ability to influence my working future and in turn be proactive in order to increase my value as a productive employee for the benefit of my employer.

The current bill leaves me fearful for both my own and following generations future and has severely impacted my willingness to spend money that would have once in turn contributed to the economy – providing income for other business's and their worker's financial future.

Without any sense of recognition of my contribution to my employer or job security, constantly facing the threat loss of work, I am naturally, terribly concerned for my family's living conditions and the resulting impact of other Australian worker's losing jobs because I can no longer circulate my income.

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.

In addition I firmly believe that as a ratepayer of Brisbane my rates should be spent on employees from Queensland rather than sending my rates to India to pay for services. If I have to pay a small premium (which will actually be outweighed by the benefit of having someone close by to solve an issue or perform work) then so be it but I consider this justifiable, particularly when the benefits of circulating gross wages in the local economy are taken into account!!! This should be able to be negotiated in the EBA process.

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

Dean Wooler

[REDACTED]

[REDACTED]