

From: [Michelle Byard](#)
To: [Finance and Administration Committee](#)
Subject: My submission on the Industrial Relations (Restoring Fairness) and Other Legislation Amendment Bill 2015
Date: Friday, 15 May 2015 8:42:29 AM

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 am a [redacted] that has seen the damage of the legislative changes made to IR laws by the previous government. During the last three years staff were deliberately excluded from health service planning presumably because we would have inconveniently advocated for our patients on their behalf. Major job losses and structured change occurred with no one to speak for patients and without regard for retaining corporate knowledge and a safe level of clinical governance (due to experienced staff being targeted for redundancy). Staff numbers were reduced and their workloads were taken up by fewer, less experienced staff in an unsustainable fashion.

Without Union Encouragement in the workplace staff were not able to speak out with issues of concern for fear of reprisal. Negotiations for enterprise bargaining agreements were not held in good faith. Any negotiations were shut down and we were forced into arbitration.

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.

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

Michelle Byard

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