

From: [Dr Louisa Crowther](#)
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 1:18:33 PM

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.

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.

My personal story is that I am a full-time [REDACTED] who moved from [REDACTED] to [REDACTED] in January 2015. A large part of my decision to move was based on the introduction of high-income guarantee contracts and the damage these contracts caused to the relationship between senior medical staff and executive management staff in [REDACTED] Hospital. I am still working full-time in the public sector, and obviously have taken up a contract in [REDACTED], but [REDACTED] lost a full-time permanent senior staff member (who is Australian-born and Queensland-trained), in a district that sorely struggles with recruitment (particularly of Australian-trained doctors), largely due to the doctor contracts. My passion and commitment to the health of Queenslanders in regional areas is the reason that I chose to continue working in a regional area, but my decision to leave [REDACTED] is just one small example of how the doctor contracts has affected regional health care.

Restoration of our working rights and collective bargaining capability is vital for the recruitment of well-trained, high-quality doctors to regional areas in Queensland. Hospitals in regional and rural areas will continue to struggle with recruitment, as Toowoomba currently still does, unless it is considered attractive to work in the Queensland public health system, and regional areas in particular. It will become impossible to recruit to regional areas if there becomes a two-tiered salary system, as is a definite possibility with the current contracts. Junior doctors who are currently training to be specialists face the possibility of having to accept a lower rate of pay than current senior doctors, or to look outside of Queensland for employment. This represents a huge threat to the health of Queenslanders, through the loss of our most promising trainees and future specialists.

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

Yours sincerely

Dr Louisa Crowther

