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**From:** elizabeth gooch  
**Sent:** Saturday, 16 May 2015 9:51 AM  
**To:** Finance and Administration Committee  
**Subject:** SUBMISSION TO THE FINANCE AND ADMINISTRATION COMMITTEE Inquiry into the Industrial Relations (Restoring Fairness) and Other Legislation Amendment Bill 2015

**SUBMISSION TO THE FINANCE AND ADMINISTRATION COMMITTEE**  
**Inquiry into the**  
*Industrial Relations (Restoring Fairness) and Other Legislation Amendment Bill 2015*

Attention:

Ms Deborah Jeffrey  
 Research Director  
 Finance and Administration Committee  
 Parliament House  
 George Street  
 BRISBANE QLD 4000

16th May 2015

Dear Ms Jeffrey

Re: Submission to Finance and Administration Committee  
*Industrial Relations (Restoring Fairness) and Other Legislation Amendment Bill 2015*

Please find herewith my submission to the Finance and Administration Committee regarding the Industrial Relations (Restoring Fairness) and Other Legislation Amendment Bill 2015.

I am a \_\_\_\_\_ with the \_\_\_\_\_ Following the *Industrial Relations (Fair Work Act Harmonisation Number 2) and Other Legislation Amendment Act 2013*, the rights of employees in my workplace were eroded.

This had the following deleterious impacts:

- A loss of morale among both senior and junior doctors.
- The resignation of a number of my colleagues and the reduction of hours of others, as doctors sought to find job security in the Private Health Sector since job security in public health is no longer perceived as protected. This trend has continued beyond the life of the contract dispute itself.
- This reduction in the workforce coincided with the expansion of our service, which increased the workload stress of those who remained in the service as full time employees.
- The new legislation and contracts made Queensland a less attractive destination for potential recruits, so that staffing levels remain less than optimal despite active recruitment campaigns.
- The destruction of our right to collective bargaining, coupled with the presentation of contracts over which we were given no actual right to individual bargaining, has left many of us with little confidence that senior management has our best interests at heart. This impression was reinforced by the removal of our right to be represented by union officials or to be accompanied by a union official when seeking to alter aspects of the contracts by individual bargaining. This has had the effect of further eroding individual's loyalty to the service and commitment to a career in public health.

- The loss of collective bargaining and the knowledge that new recruits will each be presented with different conditions of work and pay scales has the potential to introduce an element of resentment between colleagues as a two-tiered, or even multi-tiered workforce emerges among those who perform the same duties and who have the same level of responsibility in the workplace. This will corrode the collaborative spirit which characterises work and life in the public health system, and which is so vital to ensure that teams work together in times of high stress for the benefit of our patients.

I am a member of the \_\_\_\_\_ and support their position  
regarding the proposed amendments to the Industrial Relations Act 2009:

- That the Committee make a recommendation in favour of the Bill
- That the Committee consider the legislation pertaining to High Income Senior Employees (Chapter 6A) and make a recommendation to repeal this legislation
- That the deliberations of the Committee occur in a timely fashion to allow passage of the legislation to occur by June 2015.

The passage of the Bill, amended as above, will provide the following benefits to Queenslanders:

- Improved morale within the public health service
- Improved staff recruitment and retention
- Improved health service delivery
- Improved workplace safety practices

Yours sincerely

Elizabeth Gooch  
FANZCA MBBS DipED BA(Hons)

Email address :