

**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 \_\_\_\_\_ at 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 the goodwill of senior medical staff towards their employers
- Poor morale within the senior medical staff working within the public sector
- A major loss of productivity as medical staff felt disempowered and victimised.
- Massive difficulties implementing contracts that were not designed to take account of the flexibility and extensive out of hours service provided by Emergency Physicians
- Increased cost as medical staff were given more money rather than respect and reasonable conditions.
- Difficulties with recruitment and retention

I am a \_\_\_\_\_ 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
- Improved productivity as medical staff once again feel supported and valued by their politicians and community.

- A return to a relationship of trust and professionalism between the department and senior medical staff.

Yours sincerely

A/ Prof Colin Myers