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**From:** Ken Piaggio  
**Sent:** Sunday, 17 May 2015 11:32 AM  
**To:** Finance and Administration Committee  
**Subject:** My submission on the Industrial Relations (Restoring Fairness) and Other Legislation Amendment Bill 2015

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.

If there is ever any claim to having a 'Mandate' for anything, this is one issue that the current Government and Cross bench were definitely elected to deliver on, at the beginning of the year.

I work in a service that was decimated, with the loss of Frontline clinical staff (one third of my rural team) when the staff cuts were brought in. Then in the Doctors' Dispute last year the whole of our service lost two thirds of its senior doctors - to interstate, private practice, reduced public hours.

We now cannot reliably recruit people, even from overseas, to fill the vacancies. We are struggling to get locums, with feed back referencing the reputation of \_\_\_\_\_ as the reason for the wariness. Those who do come find the extra workloads (smaller numbers carrying increasing workloads) reason not to extend locum contracts.

This was not the situation before the Industrial Relations legislation brought in by the LNP Government.

Our Service is now 'on notice' as a service that is close to losing its accreditation as a training site for our junior staff because we do not have the staff numbers to properly supervise our trainees. The junior doctors are reconsidering where they go for their training. 25% of our junior doctors left last year, for interstate jobs, because of the insecurity and their judgement that the service would be less able to provide the quality of training they had previously been receiving.

I had planned to work quite a few more years but the current situation is unsafe and I will now be retiring earlier. These last three years have been the worst I have experienced in the four decades I have worked in Queensland. They are the worst because of the significant drop in quality of service delivery because we do not have the resources, any sense of being valued, are not consulted and are diverted from clinical work because of an increase in clerical work (at the same time as an expectation of carrying an increased clinical load). The extra clerical work comes from a removal of support staff as well as being required to document poorly thought

out KPIs, directed by at the service level, that do not measure the real factors that influence patient outcomes.

The poor patient orientation, lack of real evidence based decision making and lack of real 'content' knowledge in management has reinforced a top down, command and control structure that is not able to be powerfully countered by the practicing clinicians (both medical and non medical) because of the decimation and the demoralisation the clinician workforce, subsequent to the enactment of the Industrial Legislation and to the implementation of High-income senior employees being put on Contracts.

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

Yours sincerely

Ken Piaggio