

Patrick Glover

Dear Sir or Madam,

My submission regarding this bill comes from the almost at the end of his training looking for a position. I am keen to work hard, be involved in teaching and research and have won Merit certificates for excellence in both Primary and Final examinations for anaesthesia. Yet I am considering leaving Queensland at the end of my training. This should be worrying you if your family lives in Queensland, as this bill is driving people with a good resume and references elsewhere.

I consider it essential that a collective negotiation framework be restored and High-income Guarantee Contracts abolished.

Until Labor won the most recent election, I was looking at moving back to Western Australia rather than work under the current contract arrangements. This was precipitated when a college of mine was offered a HIGC at 25% less than other current consultants (KPI value of 0). If he had accepted this contract it would have a horrible knock on effects on the running of that department. The first in on these contracts will be the desperate. Then a two tiered system would be established -where attitudes of 'let the guy on more money do more work' would seep in – worsening moral. To the accountants the people costing the most would be those with all the experience .Worse still those on lower contracts would forever be on the lookout for other positions at institutions where full KPI would be paid or privately. Who would start up research or get involved in teaching when looking to jump ship at the next available opportunity. It is like cancer for a department, those with experience will worry about loosing their jobs and the young and driven will be looking to move elsewhere at any point. I do not see myself in a system that works in this way. The only way to avoid these pitfalls if for collective bargaining to be reinstated. I am not against some form of performance pay (such as KPIs), but the execution under this system was clearly to be able to reduce the pay of incoming consultants rather than promote productivity or safety.

Thank you for considering my submission

Yours Sincerely,



17/5/15

Dr Patrick Glover