

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

16 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 an . 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. We were not paid for public holiday work, partially because of the cumbersome Tiers contract and the ideology that all payments be annualised.

This had the following deleterious impacts:

- Six staff members left
- Almost all staff members have reduced their hours to take up private medicine
- Staff were all systematically underpaid
- No negotiation of contracts was permitted, despite the nature of the contract
- The effect of senior staff resigning or reducing hours removed an entire generation of safety and experience for our patients

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
- Give staff the safeguard that their contract cannot be unilaterally altered by the employer.

Yours sincerely

Dr Alan Millard

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