
From: Dr.Peter Elepfandt
Sent: Sunday, 17 May 2015 8:42 PM
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.

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

As senior doctors in Queensland Health we are mainly interested in looking after our patients to the highest possible standards. The changes in legislation, in particular the removal of the right of collective bargaining and introduction of the High income Guarantee Contracts has put us in a difficult position. We can either use our time to individually look after our rights or use the time to improve patient outcomes. When your constituents or yourself and your family are patients in Queensland Health you have to ask yourself if you rather want us to concentrate on our contracts and the legalities behind them or rather concentrate on trying to get the best outcomes for our patients. Last year saw a huge amount of energy of senior clinician wasted on fighting the changes of legislation. Energy that we all rather would have invested in improving patient care. Many valued clinicians have left.

I also urge you to revoke the changes in legislation that makes you lose all your entitlements with Queensland Health if you have any break in employment. Last year I moved to Regional Queensland. Due to understaffing I was not able to take all leave I had accrued in my old job in Brisbane. To make the move possible I negotiated the new start date with a 14 day break. To my surprise with that I nearly lost all my entitlements (long service leave, sick leave etc.)- after 6 loyal years with Queensland Health! Only after hectic and stressful negotiations my old employer was happy to extend my contract and put me on unpaid leave to enable a transition without break in service I was able to keep my entitlements. Please reinstate us falling under Directive 10/10 again as anybody else in public service.

Yours sincerely

Dr. Peter Elepfandt