
From: Jason Brown
Sent: Sunday, 17 May 2015 10:22 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 am a . The institution of individual contracts for senior doctors has caused, and is still causing, significant difficulties in recruiting, retaining and managing staff at my hospital. The aspects of the current arrangement that are causing the most difficulty for me are the annualisation of on-call payments and the individually tailored bonus tiers. On-call varies from month to month and it is not possible to change the contracts frequently and quickly enough to compensate surgeons for the actual work they do. Payment by exception would be simpler and fairer. The individually tailored tiers are causing suspicion and make it very difficult to work out fair and appropriate pay for new staff and to ensure that everyone is paid the same for the same work.

The whole saga has left senior doctors with a sense mistrust and of being exploited, which is not conducive to loyal, hardworking public hospital specialists.

Please amend the Bill to restore the right of senior doctors to collective bargaining, and to employment protections such as access to the Industrial Relations Tribunal.

I would like to see return to an award for senior medical officers as this would simplify arrangements and partly restore trust.

This needs to happen soon, to provide some certainty into the future, and an ideal time would be before the expiry of MOCA 3.

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.

Yours sincerely,

Jason Brown