

**From:** Shanthi Kanagarajah  
**Sent:** Monday, 18 May 2015 8:30 AM  
**To:** Finance and Administration Committee  
**Subject:** Re: Industrial Relations (Restoring Fairness) and Other Legislation Amendment Bill 2015

To the Finance and Administration Committee,  
 Re: Industrial Relations (Restoring Fairness) and Other Legislation Amendment Bill 2015

I am a [redacted] and actively engaged in teaching, research and service development activity. The institution of individual contracts for senior doctors has caused, and is still causing, significant uncertainty contributing to 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 specialists 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.

The time frame for response is extremely short and you may not capture the sentiments of all relevant parties because of the time limit. However the strong feeling expressed against the industrial changes in the last 2 years are still prevalent. I believe that most senior doctors felt that they had no constructive choice other than to sign the current contracts.

Yours sincerely,

Dr Shanthi Kanagarajah, FRACP, MBA

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