

Maggie Lilith

From: Michael Sinnott [REDACTED]
Sent: Monday, 18 May 2015 9:04 AM
To: Health and Ambulance Services Committee
Cc: [REDACTED]
Subject: Re: Industrial Relations (Restoring Fairness) and Other Legislation Amendment Bill 2015

To the Finance and Administration Committee,

I have worked for Queensland Health for over 30 years continuously. My time has seen a number of highs and lows as would be expected. However the issue of "contracts" was the most damaging and decisive of my career.

It seems contradictory to the essence of a free, universal health care system, that staff, even within the same discipline, would be paid different amounts of money for the same job.

The new "contracts" were going to achieve its aims. While I agree that poorly performing individuals should be dismissed after adequate attempts at remediation, I think the answer to this is better, stronger leadership with senior support, not new legislation. My belief was and remains that the new legislation would only make it easier to silence and sack people speaking up for the right reasons, leaving a few sociopaths to flourish. A root cause analysis of historical problem staff would show failure of management and leadership rather than abuse of the law.

Another difficult to reconcile issue with the current contract is the encouragement of senior staff to manage issues over the phone, rather than to come in person to assess or treat the patient when called for help. That is given a sum of money to cover calls, regardless of whether or not one returns to the hospital or doesn't.

I would like to add my support for a return of the award system and collective bargaining – an imperfect system but better and fairer than the individual contracts

Sincerely

Dr Michael Sinnott
[REDACTED]
[REDACTED]
[REDACTED]