

Maggie Lilith

From: Dr Robert Elliott [REDACTED]
Sent: Monday, 18 May 2015 11:41 AM
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.

I was a dedicated full time staff specialist employed at the former royal children's hospital. This was what I was going to be for the rest of my career. I am not alone in this. I was employed under conditions that were secure and fair. An award provided for equal pay across all disciplines regardless of perceived value. Surgeons, anaesthetists and pathologists and physicians all were paid the same with seniority being the driver for better pay. Not a single person I worked with routed the system.

I like many colleagues were appalled at The first version of the SMO doctor contracts. The removal of basic protections of ir making unfair, unjust and illegal contracts legal in Queensland and the removal of public service protection has generated a system that now has secret deals, unequal pay and costs the governs,ent and the taxpayer more to deliver. As a result of I'll conceived ideology I left full time practice and started working privately. Many of my colleagues did the same. The risks to us as a group were too great under this system.

I was heavily involved in a grassroots response that developed and culminated in over 1500 doctors meeting to reject the contracts at the pineapple hotel. The doctors were not opposed to change, they were opposed to being treated so unfairly. The system is now overly comp,ex and does nothing for productivity.

We medical professionals left and now there are full time shortagesacross the state where before we were an employer of choice.

The government of the day refused to listen to concerns despite meeting with Campbell newman myself. He refused to accept what we knew from the Forster and Davies enquiry would occur.

The LNP refused to listen to dr Chris Davies who stood with his profession and in fact spoke openly about the ideology behind the move and the fact that each enquiry before this change warned of the consequences that have happened.

Employment warnings for qld are still active.

Junior colleagues are at risk of differential pay. This means they go elsewhere for work now in preference.

Bizarre situations occur now where shortages created by the uncertainty mean the same person enjoys casual reemployment at far more costly rates as the institutions are short staffed. I am one such person. Many of my colleagues have secret deals and are paid more now to do the same jobs. This is terrible for staff morale.

Instead of concentrating on core business the delivery of clinical expertise we SMOs and CMOs have been forced to become IT experts. An award and return to it would prevent this. It would also arrest the flow away from QLD at the moment. Certainty drives productivity.

For the new LCCH opening the contract combined with contest ability and poor HR processes made many colleagues very nervous and meant very highly trained skilled paediatric anaesthetic staff did not come over and came over in reduced capacity. This has IMHO impacted in the safety and risk and productivity of the LCCH during its opening. Needless today it has been a major issue for staff morale. I've never heard so many SMO and VMO colleagues not wish to come to work.

Many full time staffers have decided only to give the bare bones to the HHS now. They feel undervalued and disrespected.

The new system underpays people. It also complicates many things. It is impossible on new pay slips to define when and for what days I am paid and total hours are only reported for my fortnight. Previously they were allocated to my days. One of the benefits of contracts was to prevent double dipping but in the new system this can occur as a person can claim parole got the days wrong.

The tiers basically are useless. They haven't streamlined things. The driver for productivity is to look after people well not hit them with a stick. A true performance based system rewards over and above service with a true bonus. Ask Google, this is how you get better service. The tiers do not do this they are punitive only. These systems and the way they will apply we're poorly defined and effectively made up as negotiations were occurring.

The Govt and Health Department were also guilty of psychological attacks regularly sending emails to doctors threatening the use of overseas medical professions to replace us if we didn't comply. Needless to say this caused more friction.

Many intelligent people agree these contracts are wrong. They are unfair and they are ideologically based. The health minister told us that to change the contracts we would need to change government, well the spectacularly bad result at the state election should tell you at least in part that most of Queensland and anyone affected by these draconian conditions and attacks on awards is against the fair play rule of the common taxpayer.

If the committee don't believe these things need fixing consider the Davies and Foster inquiries and ask if we want a return to the era of Dr Patel or we want a respected and confident and secure workforce that wants to work hard.

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

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