

**From:** [Ken-Soon Tan](#)  
**To:** [Finance and Administration Committee](#)  
**Subject:** Submission to Finance and Administration Committee: Industrial Relations (Restoring Fairness) and Other Legislation Amendment Bill 2015  
**Date:** Monday, 18 May 2015 12:53:51 PM

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**SUBMISSION TO THE FINANCE AND ADMINISTRATION COMMITTEE**

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**Inquiry into the  
*Industrial Relations (Restoring Fairness) and Other Legislation Amendment Bill 2015***

Attention:

Ms Deborah Jeffrey  
Research Director  
Finance and Administration Committee  
Parliament House  
George Street  
BRISBANE QLD 4000

18 May 2015

Dear Ms Jeffrey

Re: Submission to Finance and Administration Committee  
*Industrial Relations (Restoring Fairness) and Other Legislation Amendment Bill*  
2015

Please find herewith my submission to the Finance and Administration Committee regarding the Industrial Relations (Restoring Fairness) and Other Legislation Amendment Bill 2015.

[REDACTED]. Following the *Industrial Relations (Fair Work Act Harmonisation Number 2) and Other Legislation Amendment Act 2013*, the rights of employees in my workplace were eroded.

Specifically for my unit, this had the following deleterious impacts:

- Increased unpaid work hours in order to try and maintain KPI commitments.
- An unsustainable overtime roster (currently 1 in 2.5 based on 2.5FTE) because the introduction of annualised overtime (tier 2) in the contract has meant that we can no longer allocate overtime shifts on a casual basis to junior specialists not employed on a contract.

I am a member of the Queensland branch of the Australian Salaried Medical Officers Federation and support their position regarding the proposed amendments to the Industrial Relations Act 2009:

- That the Committee make a recommendation in favour of the Bill

- That the Committee consider the legislation pertaining to High Income Senior Employees (Chapter 6A) and make a recommendation to repeal this legislation
- That the deliberations of the Committee occur in a timely fashion to allow passage of the legislation to occur by June 2015.

The passage of the Bill, amended as above, will provide the following benefits to Queenslanders:

- Improved morale within the public health service
- Improved staff recruitment and retention
- Improved health service delivery
- Improved workplace safety practices
- Less unnecessary administrative work from frequent readjustment of tier 2 allowances due to sudden changes in overtime commitment availability. The previous approach of paying overtime shifts by exception would not only overcome this but allow us to fill those shifts by employing junior specialists at a cheaper overall cost to the health service.

Furthermore, I urge the Committee to consider the legislation pertaining to High-Income Senior Employees (Chapter 6A - IR Act) and make a recommendation to repeal this legislation.

Yours sincerely

Ken-Soon Tan.

[REDACTED]