

From: [REDACTED]
To: [Finance and Administration Committee](#)
Subject: My submission on the Industrial Relations (Restoring Fairness) and Other Legislation Amendment Bill 2015
Date: Monday, 18 May 2015 1:43:51 PM

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 make this submission as a private citizen and in no way represent the opinions of my employer, Queensland Health.

As a father, doctor, staff specialist and QHealth employee of nearly 20 years, I am saddened by the way that individual contracts were implemented and the legislation that was passed to facilitate them. I value equity and transparency, neither of which are seen in individually negotiated contracts. We now live under suspicion that other people doing the same job, under similar circumstances, will have negotiated markedly different contracts. I fear for our recruitment of new specialists, knowing that "supplements" of up to 50% of their base pay are discretionary. I am concerned when I hear individuals stating that they support individual contracts because they are individually better off financially.

Mostly, I am concerned that the erosion of collective bargaining will lead to inequity, discrimination, unfair negotiation, industrial heavy handedness, and degradation of the rights of workers.

Yours sincerely

Mark Scott

Mark Scott
[REDACTED]