

SUBMISSION TO THE FINANCE AND ADMINISTRATION COMMITTEE
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

18th 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.

I am a senior staff specialist in Queensland Health. 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.

This had the following deleterious impacts:

- Resignation of senior staff close to retirement causing a premature experience loss
- Resignation of staff leaving a staffing gap. The reputation of QH as an employer across Australia is now so poor it has become difficult to attract the best candidates.
- Low morale because of the way the "negotiations" were conducted by the government
- Loss of trust in Queensland Health and hospital executives because of bungled implementation and bullying by executive to accept contracts without negotiation.
- The presence of a "work to contract" culture among clinicians - the enormous goodwill that existed prior to the introduction of contracts has evaporated, to the detriment of patient care and safety.
- The use of the contracts by executives to back "incentivizing" by threats.

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

Yours sincerely



Dr. Christopher Stonett

