

From: [Lynette Uytenbogaardt](mailto:Lynette.Uytenbogaardt)
To: Legal Affairs and Community Safety Committee
Cc: [REDACTED]
Subject: Fair work act Harmonisation
Date: Sunday, 27 October 2013 11:16:03 AM

Dear Sir/Madam

Thank you for the opportunity to submit my comments on this proposed bill and the effect it will have on my work life, and therefore my family life too.

RE: The Industrial Relations (Fair Work Act Harmonisation) Bill No. 2 2013

The new Bill significantly changes the current Queensland Industrial relations landscape – key concerns are:

1: Modern awards with new non-allowable content. The current awards allow for diverse skills and occupations and thus the diverse content. I understand that in a perfect world one shoe would fit the whole nation, but this does not happen in reality.

2: The Public Service Commission is to approve agreements in the future, not the QIRC

Would such a commission be staffed with members who have a definite understanding of the occupations/*Professions* that they are dealing with or would they be purely finance orientated? Are we putting yet another commission in place that is going to cost the tax paying public still more money? How many commissions have been brought into being to investigate dealings of the past government and at what cost?

Will this commission also control parliamentarian salaries especially in the light of the whopping 8.9% awarded to parliamentarians, who after all are still public servants and paid with revenue generated from the working public. What gate keeping has been put in place to check this type of greed and which of their awards did they sacrifice to obtain this fatter wallet as we are being asked to surrender some of our benefits in exchange for a possible 1.5% increase if all the communications are true? I also understand that a once –off payment went out at the approximate 40% increase which was initially allowed – did that constitute an overpayment and was the money recouped from the recipients?

Is there accountability for how our Dollars are currently being spent?

3: Fair Work Act Harmonisation : Bargaining Timeframes

I find it unfair that I have already been lumped into a group with other hospitals, some of which definitely carry a lighter workload and therefore have time at hand to do more professional development. Myself and other colleagues at Logan hospital are performing tasks above our pay level but have made peace with this as we understand the restricted budget and financial climate, but it is with regret that we watch the comments and in my opinion, absolute delay tactics to stall progression of our bargaining . With the introduction of the shorter bargaining times, what, if any guarantee do we have that one party cannot drag its feet to affect the outcome of the bargaining process. If absolute limitations are placed upon bargaining points, what option do we have in places such as Logan where we do not have back-fill for staff shortages and where we already are worked to the hilt? We currently often sacrifice our breaks in order to facilitate completion of our work load and find that the reward is being offered 1.5% increase with cut conditions and still more hurdles toward our

progression, even at a junior level.

4: Limitations on protected industrial action:

As an immigrant who came from a country where industrial actions are very volatile and militant with absolute destructive behaviour, I find the peaceful actions taken in Australia reassuring. I have not seen patient care being compromised in our Medical Imaging Department and all actions have been peaceful and mostly of an administrative nature. If these peaceful actions act as a prompt to expedite negotiations, I do not see the harm. I would not have dared join these actions in my home country. If we are restricted from taking action, what tools do we have to drive home the fact that we want negotiations to be *realistic, fast and fair* so that we can earn a liveable wage and carry on with our work and family life, which is after all, our priority.

4: High Income Threshold/Contract Basis

This suggestion comes with a lot of baggage. If we have a constant turnover of management and higher level staff, we lay ourselves open to a nest of other problems. If staff members feel insecure in their work environment I can only think that it will compromise their attitude. Yes, it can motivate people to work hard in their positions but if they are uncertain and worry that they will be axed purely on a financial basis, what motivation is there for these workers to do their best? A management and leader group who understand their workforce and the required service delivery from experience are an asset and surely should be rewarded accordingly.

By placing this ceiling we are actually saying that older and more experienced staff are sitting ducks and should not want to progress in their skills level or want pay increases as this could place them in the contract only category. I have adapted and improved my skills level and am currently not near this ceiling, but should I now compromise my employment security by trying to improve and apply for a higher income? Where is the motivation to improve and take on a higher level of accountability and service delivery if I am going to “shoot myself in the foot” in the long term?

\$129,300 sounds an awful lot of money at present but what would this equate to in approximately 5 years from today? Would there be a regular inflation based review?

If the retention bonuses are a point of contention then we might need to think instead along lines of service delivery rewards as we were given in the private sector where I worked 90% of my pre-immigrant life.

In summary, I would like to say that any system that eventually will undermine the security of a hard working, dedicated health care professional is unfortunate. At Logan Hospital we are faced with high demand work load and responsibility and have given our best over the last few years to actively improve our services in all aspects. We are one of the hospitals where staff are seldom idle and where we have done our best to support the hospital in changes to our shift structures and implementation of changes, including night shift, to allow for financial savings, and where we have managed to deliver a sound income for the hospital. I honestly think that with a hospital staffing based on a very large percentage of immigrant bread-winners delivering service to a large immigrant based community, we deserve better, and we deserve recognition of our hard work.

Placing us in line for contract only employment removes the security and long term awards that we so desperately need to fully engage in our new lives as Australians.

Yours sincerely

Lynette Uytenbogaardt

Logan Hospital Medical Imaging Employee

This email, including any attachments sent with it, is confidential and for the sole use of the intended recipient(s). This confidentiality is not waived or lost, if you receive it and you are not the intended recipient(s), or if it is transmitted/received in error.

Any unauthorised use, alteration, disclosure, distribution or review of this email is strictly prohibited. The information contained in this email, including any attachment sent with it, may be subject to a statutory duty of confidentiality if it relates to health service matters.

If you are not the intended recipient(s), or if you have received this email in error, you are asked to immediately notify the sender by telephone collect on Australia +61 1800 198 175 or by return email. You should also delete this email, and any copies, from your computer system network and destroy any hard copies produced.

If not an intended recipient of this email, you must not copy, distribute or take any action(s) that relies on it; any form of disclosure, modification, distribution and/or publication of this email is also prohibited.

Although Queensland Health takes all reasonable steps to ensure this email does not contain malicious software, Queensland Health does not accept responsibility for the consequences if any person's computer inadvertently suffers any disruption to services, loss of information, harm or is infected with a virus, other malicious computer programme or code that may occur as a consequence of receiving this email.

Unless stated otherwise, this email represents only the views of the sender and not the views of the Queensland Government.
