

Dear Sir/ Madam,

Re: Submission for consideration of proposed bill "Industrial Relations (Fair Work Act Harmonisation No. 2) and Other Legislation Amendment Bill 2013".

I am a radiographer employed by Queensland Health and have been with this organisation for 6 years. I did my professional development year here and have continued expanding my knowledge and skill while providing the best service I can for this organisation.

Along with my colleges, I would like to agree with some of the concern expressed by my colleges in regards to this bill.

"The first concern relates to the 'award modernisation process' which indicates streamlining of the award to which it is not distinguishable between disciplines. For such a diverse and unique variety of Health Practitioners to be encompassed by a generic and scant award not only strips away conditions, allowances and provisions for specialities and skill sets that were previously deemed worthy of such provisions by prior cohorts but fails to provide any incentive to retain, attract and progress the covered professions in the Public Sector. Clauses in effect which relate to radiographers are going to differ from those who practice speech pathology, physiotherapists or social work. Working in a radiation environment is specific to just a few and clauses within the agreement address standards of mitigation in order to maintain a safe and healthy workforce and patient cohort. There is great value on maintaining the current structure of awards as they adequately address the issues that are both similar and unique to each profession and provide a robust framework for equity across the state. This safety net in the form of the award and associated bedded provisions is what attracts high quality health workers and maintains the standard and competitiveness with private enterprise which is integral in maintaining the balance between the two sides."

"The second concern relates to bargaining entailing tighter timeframes and a vastly decreased percentage of items which can be actively discussed and negotiated. Removing the entitlement to bargain pay rate rises which are usually benchmarked to the rise in cost of living is extremely suspicious and consequently pay rises which are simply 'handed down' would not need to be explained or standardised. In light of the recent payrise for MPs in the order of 8.9%, it is in stark and direct contrast to the paltry 1.5% that HPs have been offered for EB3 which is ascertained to be below the rise in the cost of living (CPI) and dealt out to the reasoning of 'budget restrictions' and 'cost cutting'. If this Bill were to be successful, there would more of these discrepancies and unfair dealings from the employer to employees. Moreover, by shortening and restricting the time taken to finalise bargaining would lead to a rushed and hurried attempt at reaching agreement that could be delayed even further by the employer resulting in a unfinished and inadequate

product that does not address the current and developmental needs of the workforce that could arise from circumstances outside of their control.”

In addition to my concern, the input that we as an employee contribute to this organisation will not be rewarded for or recognised as a result and the opportunity for further development and skill advancement will be limited. There will be fewer incentives for employee to achieve at a higher standard, which will result in a disadvantage for both employer and employee. Employees who do not feel that they are looked out for can result in a sub-optimal quality service and patient care.

Yours faithfully

Anne Dinh

