

**SUBMISSION NO. 001**

-----Original Message-----

From: Stephen Barnes

Sent: Wednesday, 4 January 2017 9:08 AM

To: labourhirereg <labourhirereg@justice.qld.gov.au>

Subject:

I believe that Government is stupid because they delegate there problems to private enterprise and we pay though the nose as government washes its hands of what makes our country society the best anywhere by being accountable, the problem is there and can be fixed imeadatly,make all outsourced government agency's public again and lead by example,anyone can destroy departments by not funding them.why do we have two a private and and a public what for choice there is no choice if you want quality service make it public and with hold funding from private organisation you'll see a dramatic improvement in services and in quality Christ look at the complete corruption that the LNP are shovelling out and thumbing there noses at us to boot MAKE IT ALL PUBLIC SO WE THE PEOPLE CAN GET SERVICES AND INFORMATION THAT IS CORRECT AND TRUE

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**SUBMISSION NO. 002**

-----Original Message-----

From: david

Sent: Wednesday, 4 January 2017 5:48 PM

To: labourhirereg <labourhirereg@justice.qld.gov.au>

Subject: Labour Hire Reform

To Whom It May Concern,

My name is Dave. I am a 38 year old male who has been working in the Queensland mining and construction industry since 2003 and the Western Australian mining industry for 2 years prior to that. I have been working in a labour hire capacity since march 2015. In this time I have only had 3 days off work, all of which were unpaid.

I work as a fitter on roughly \$30k less then a permanent employee doing exactly the same job. When you take into account that he gets sick leave and annual leave you could increase this difference to at least \$45k. When I started working casual employees and labour hire workers were paid about 25% more than the standing site employee agreement to make up for lack of paid leave and job security. How this ever changed is beyond me.

I am married with 3 young children, the youngest has been diagnosed with cystic fibrosis. Since I have been working at my current site we have had several stays in hospital for lung infections. I have taken 1 day off which was unpaid when we had to put her under anaesthetic to have a PICC line inserted. I went back to work that afternoon because if I don't work I don't get paid. I have also had to stay at work to pay bills while my wife has been hospitalised while suffering severe anxiety and panic attacks due to our daughters health situation and the week to week uncertainty of my work situation. I am unable to come home during these times because the loss of income would only add to my wife's stress's.

This situation could be much worse for me if it wasn't for the incredible work of my current supervisor who is easily the best leader that I have had in my working life. I feel unable to ask the company for help with my situation as it will only lead to me being considered a liability and lead to my dismissal. This was also confirmed when we requested help from our superannuation company

for early release of funds. They declined but said due to my wife acknowledging her anxiety we would face a much higher premium if we increase our insurance coverage.

After leaving a sick child and exhausted wife in hospital more times than I can count, it was strongly hinted that if I didn't turn up to work on Christmas Day I might not have a job to return to after Christmas. With the support of my supervisor I stood my ground and so far I still have my job. Leading into Christmas this was just more unwanted and unneeded stress for my wife and I.

As casual employees we are left out of decision making by both the mine and the Unions. I have gone to the company to try and get funding for some of my charity work that I do with Cystic Fibrosis Queensland but have been told that because I'm not a permanent employee I will have to apply for community funding which is always rejected.

During this period I have had 5 pay cuts due to a change in contract conditions between the mine and labour hire company. I have had to change companies 3 times in 3 months because while the management on Site believe I'm doing a good job and consider me important to their maintenance program, someone down in Brisbane who does contracts for the mining company have decided that the companies I was working for are no longer needed. I get given the option of changing labour hire companies or leaving site. Notification of these changes to employers and wages starts as a rumour and is delivered as a photocopied message at our pre start meeting. The last time that we changed labour hire companies WORKPAC offered potential employees \$8 an hour more than the next highest offer from other companies. Everyone signed with WORKPAC and after 3 days were told that they weren't going to pay that rate and dropped them back to what everyone else was offering. If this isn't illegal then it is certainly deceitful and immoral.

My wife works in the banking industry and labour hire is having a massive impact on that as well. Without a permanent workforce they are unable to loan funds for property and product sales. This means our local economy is stalling and without permanent jobs all the slogans in the world aren't going to kickstart the economy.

I would hate to think how much this whole process is going to cost but there is a very simple solution. If a company wants to use casual workers then they pay the casual employee at least 25% more than their standing EBA. This will encourage companies to not only use a permanent workforce but it will also make them more accountable when negotiating EBA's rather than just throwing money at people in the good times to keep the coal mine functioning.

I would love to talk to someone about my situation and how being a labour hire worker affects my family both physically and emotionally. Please feel free to contact me.

Yours sincerely  
Dave

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**SUBMISSION NO. 003**

**From:** adcockx4  
**Sent:** Thursday, 5 January 2017 5:04 PM  
**To:** labourhirereg <labourhirereg@justice.qld.gov.au>  
**Subject:**

The economy can't move forward, while financial institutions won't lend money to those who do not have traditional full time employment. Even when labour hire employees earn above the award income in a financial year. banks see them as high risk.

There is a lack of stability in the work force and in homes. To work without the benefits of a "permanent " job is very unAustralian and more needs to be done as it is fast becoming the norm.

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**SUBMISSION NO. 004**

-----Original Message-----

From: Paul and Elle Roder  
Sent: Thursday, 5 January 2017 6:50 PM  
To: labourhirereg <labourhirereg@justice.qld.gov.au>  
Subject: Labour hire

The one major concern for me is that labour hire continues to be an option. They reduce workers rights and job security. I have seen people sacked for raising legit concerns but obviously were let go for other reasons. The big businesses Gould not be allowed to use labour hire to reduce wages and conditions. This also includes contractors brought in to reduce conditions and wages. If they use them on a permanent basis they should be employed under the same wages and conditions as a permanent ea employee. I have personally had my wage cut from \$148k to \$94k through the use of a contractor instead of being a permanent ea employee. Labour hire should only be used to fill in vacancies for annual leave etc or for trial period employees. It is disgusting what has been allowed to happen all whilst the big companies are making huge profits.

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**SUBMISSION NO. 005**

-----Original Message-----

From: wayne crosswell  
Sent: Saturday, 7 January 2017 12:30 AM  
To: labourhirereg <labourhirereg@justice.qld.gov.au>  
Subject: laborhire

its unaustralian fa gods sake.these mining companies rape our country an take our resources an we get diddly fn squat!!!! for christ sake at least make them pay their share of tax!!! guys i work with been paying \$60 a week fa a few years for accomadation an just found out company pays there accom an lh comp back pays them a month.these lh companys are outright thieves.u idiots down there in canberra need a kik up the arse!! THIS IS AUSTRALIA!!!!!!!!!!!!!!  
you are turning this country into a joke fa christ sake!!!the people whove bled fa this country must think WTF!!!!get money from these resource companies an use it to make this place great again instead of lining your own pockets!! our governments are a fn disgrace!!!!

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**From:** Graham Lightfoot  
**Sent:** Saturday, 7 January 2017 8:58 AM  
**To:** labourhirereg <labourhirereg@justice.qld.gov.au>  
**Subject:** submission

Hi, my name is Graham Lightfoot and I am a miner at Blackwater mine, which is owned and operated by BMA . I work as a contactor by a company called Workpac. My position on site is a Dragline Operator. This job is a highly skilled position with many years of training and experience to acquire this position without a doubt .To train as an Dragline operator it takes 2 Years plus previous experience on a mine site to acquire this recognition. The Company I work for (Workpac) a recruitment agency who I have been employed with on this same position for the last 2 years did not give me any training (already had over 10 years experience on draglines) i:e with previous BMA sites. I do not have any penalty rates or holidays or anything else that comes to mind being a flat rate casual employee that has absolutely no job security. This Recruitment agency has done absolutely nothing to assist in my employment but take a percentage of my wage for their own income . I am so disgusted how this can happen and how a full qualified worker can be exploited on these grounds without any compensation and making people make money out of you for years doing nothing in return but having that feeling your jog is not permeant. I thank you for your awareness . This is exploitation and corruption the government has allowed this and it is hurting family's and our work force. Yours sincerely Graham Lightfoot.

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