

Education, Employment and Small Business Committee

From: Mee Wun Lee [REDACTED]
Sent: Thursday, 12 December 2019 3:10 PM
To: Education, Employment and Small Business Committee
Cc: SACS@theservicesunion.com.au
Subject: Submission re PLSL Bill 2019

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Committee Secretary
Education, Employment and Small Business Committee
Parliament House
George Street
Brisbane Qld 4000

[REDACTED] email: eesbc@parliament.qld.gov.au

Subject: Submission to the Education, Employment and Small Business Committee on the Community Services Industry (Portable Long Service Leave) Bill 2019

To: The Committee Secretary,

I belong to the Services Union and is supportive of their efforts to ensure that workers in this sector can benefit from portable long service leave (LSL). My husband works as an academic with a university and his LSL was portable. I would like to have this condition is available in my sector too. I have worked for many years in the community sector staying for about 3 years average in each job. Each time I moved on because of working in stressful environments. I would have probably wracked up 6 or 7 years in the industry in total. I left the sector to start a family and did other work. Now I am back and have been working as a Family Dispute Resolution Practitioner for 4.5 years with Relationships Australia. I have a joint degree in Arts and Law and postgraduate degrees as well.

I believe I am fairly representative of workers in my current sector. My organization is an NGO, and is funded by the Attorney General's Department. Our pay is well below that of the industry. I am at the top end of my classification at \$72,000 pro-rata. I work part-time. Having PLSL would be such a boost to my current conditions. It would be an incentive for me and workers like me to stay in our sector should our conditions improve and having PLSL would be a definite improvement in our working conditions. It would be nice to get parity of conditions such as that for academics which is also a government funded position.

We provide valuable services to the community. Our sector would benefit from continuity of service from its employees. I was recently informed that Relationships Australia has a 30% attrition rate. That is really high and such a shame. I have no doubt that if we had better pay and conditions, we would be retaining many valuable employees. And we would also attract many more male applicants which would enhance our organisations in terms of balance in working with our clientele.

My submission is in support of what my union is putting forward and I do not need to repeat their submission here.

Yours Sincerely,

Em Lee

Family Dispute Resolution Practitioner

Family Relationship Centre, Relationships Australia Queensland

