

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

9th December 2019


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 am an employee working in the Social and community Services Industry and I support the Community Services Industry (Portable Long Service Leave) Bill 2019 which has been tabled following the Portable Long Service Leave Scheme for the Social and Community Services Sector, Decision Regulatory Impact Statement (RIS), October 2019.

A portable long service leave scheme in Queensland that covers all employees working in the Social and Community Services Industry is needed as the ability to achieve 10 years continuous services with one employer is very difficult despite the likelihood of working 10 or more years within the Industry.

This is also an industry that is characterised as low paid; largely female; and sustained by short term funding arrangements - resulting in short term tenure for employees; often with multiple employers, yet in reality the employee has long-term service within the industry.

The Decision RIS at Part 7 set out recommendations for a portable long service leave scheme for the social and community service Industry, of which I support, and has resulted in the tabling of this Bill.

This Bill would establish a portable long service leave scheme that would allow access to long service leave from within the scheme after 7 years. The Industry often sees employees exposed to high stress; crisis; trauma environments so access at 7 years would greatly assist in the prevention of burnout and the retention of skilled employees.

The Bill also ensures that the scheme is inclusive making sure all employees working in the Social and Community Services Industry are covered which is very important not just from an administration perspective but from the perspective of how employees in this Industry are valued.

The scheme as provided for by the proposed Bill would reward employees for their service and dedication to the Industry, demonstrate the value of the service they give and offset some of the many challenges employees in this industry face. This in turn will make the industry more attractive to new employees; provide employees with an opportunity to plan for their long-term career knowing they would have access to a block of paid leave to rest and rejuvenate like other employees in similar occupations in other Industries.

I urge the Committee to make a final decision that would call for the establishment of a portable long service leave scheme for the Social and Community Services Industry.



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