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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, at Endeavour Foundation 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.

I am 63 years of age and work full-time 7 days on 7 days off in residential care with people who have a disability. I have been employed by Endeavour Foundation since October 2003. I obtained my first entitlement of Long Service leave in 2013, so that made me 57.

What had I done since leaving school?

1975 I was 18 I attended Aquinas Teachers College, Ballarat. George Pell was the director. I asked for 12 months leave to travel to find out who I was, not just continue as a student to then teach students when I had no "real" world experience

1976-1977 I worked at casual labouring jobs like packing pears, bar work, cleaning and on a prawn trawler. I travelled to QLD. Met my partner and had my first child

1978 – 1981 I return to studies, this time at the Capricorn Institute of Advanced Education with the intention of finishing my Diploma of Teaching. My second son was born in June 1980. It was too hard looking after 2 small children and studying. Childcare, transport and limited finances were all a contributing factor for why I did not complete my studies. My relationship with my partner was failing

Aug 81 to 1986 I worked as a part time cleaner for Mitchells Cleaning services in Rockhampton

1986 and 1987 I returned to CIAE now known as University of Central Queensland to attempt to finish studying. I continued cleaning on the weekends. It was too hard I had very little support

1987 to 1988 Worked for Electrolux as a casual cleaner

1989 and 1990 I had a daughter each year, then another failed relationship

In 1991 I was offered the opportunity to go to TAFE under the JET program to get single parents back into the work force

June 1991 I was successful gaining the Administration position at Womens Health Centre where I learnt a lot of new skills. My role was changing as WHC grew and I was being reined in doing more and more administration duties. Women Health Centre was the sponsoring body for the Womens Shelter, so my long service leave could have been transferred

May 1994, I accepted a restructuring position at the Rockhampton Womens Shelter. Funding has ceased for the restructure and I did not want a full-time job there

June 1995, I worked as a temporary labour supply for Margaret Goody MG Secretarial Services

1996- 2001 I worked at CQ Personnel doing job search, labour supply and training of people with a disability who wanted to work in "open employment" I became a Manager of their commercial business

2001 – Oct 2003 I set up my own cleaning business "Betta Clean" and cleaned from Gladstone, Emerald up the coast to Collinsville, and every town in between as a Q Build contractor

Oct 2003, I gained employment at the Endeavour Foundation. I became full time staff in 2006

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.

My work history just in the Social and the Community Services industry is 3 years at Womens Health, 1 year at the Womens Shelter and nearly 5 years at CQ Personnel. I lost my Long Service Leave entitlements because I was not able to have it carried to my next place of employment. Not only do I work full-time I have the added stress of balancing my home life, my partners needs' and just feeling some days that there is just not enough of me to go around. I would appreciate if the Government would seriously look at this as an issue for our sector. Send a clear message that we are appreciated for the work we do. Vote Portable Long Service now then worry about how to implement it, later

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.

Yours sincerely,

Jeanette Darveniza

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