



LEGISLATIVE ASSEMBLY
FOR THE AUSTRALIAN CAPITAL TERRITORY

STANDING COMMITTEE ON ECONOMY AND GENDER AND ECONOMIC EQUALITY
Ms Leanne Castley MLA (Chair), Ms Suzanne Orr MLA, Mr Johnathan
Davis MLA

Submission Cover sheet

**Inquiry into Long Service Leave (portable
Schemes) Amendment Bill 2022**

Submission number: 02

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Standing Committee on Economy and Gender and Economic Equality
Legislative Assembly of the ACT
GPO Box 1020 Canberra ACT 2601
LACommitteeEGEE@parliament.act.gov.au

13 January 2023

Dear Committee,

Inquiry into Long Service Leave (Portable Schemes)

The ACT Council of Social Service (ACTCOSS) is pleased to make a submission to the Standing Committee on Economy and Gender and Economic Equality on the Inquiry into Long Service Leave (Portable Schemes) Amendment Bill 2022.

ACTCOSS supports the Long Service Leave (Portable Schemes) Amendment Bill 2022 and welcomes the portable long service leave being expanded to include the:

- hairdressing and beauty services industry
- accommodation and food services industry (to be incorporated into the Contract Cleaning Industry Scheme, to be renamed the Services Industry Scheme).

These additions to the scheme will provide employees in these industries access to an entitlement they often miss out on because of short-term funding arrangements and insecure work. ACTCOSS recognises that portability of long service leave can help improve employee retention rates, boost the health and wellbeing of employees and work towards creating equity for workers in highly casualised industries or contract roles.¹

ACTCOSS has identified several broad issues to consider when implementing this Amendment Bill and the Long Service Leave (Portable Schemes) (LSLPS) and ask that the Committee take these into consideration:

- All ACT Government **funding contracts and indexation** must include the costs of the LSLPS,
- ACTCOSS requests that the Government is transparent about its investment of all funds and accrued interest that are held for the scheme. ACTCOSS notes that the LSLPS imposes an additional financial cost for employers when employees leave after a short period of service and do not achieve the qualifying period for long service leave. ACTCOSS recommends that the funds and accrued interest from the LSLPS is **invested back into the sectors/industries** that are a part of the scheme. This funding could be dedicated to purposes such as community amenities/facilities/building, employee wellbeing programs, workforce development and employee training,
- When incorporating the proposed industries into the portable long service leave schemes in the ACT, the scope of **who** is covered should be as **broad** as possible to ensure that no workers are unfairly excluded from the scheme,
- In general, the portable long service leave schemes must be **easy to understand** and have **straightforward systems** for employers and employees to access. ACTCOSS suggests that online digital

¹ McKell Institute (2013) The Case for a National Portable Long Service Leave Scheme in Australia

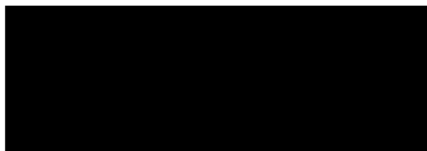


access for employers be increased to allow employers to retrieve information regarding staff entitlements such as overall length of service. Employers cannot currently access this,

- The LSLPS would benefit from **wider promotion** to existing and future employees to increase awareness and understanding of the scheme.

Please do not hesitate to contact me on the email below if you require further information or clarification.

Yours sincerely



Dr Gemma Killen
Interim CEO
ACT Council of Social Service

