

**From:** Karen Gelley <Kgelley@agedcare.org.au>  
**Sent:** Monday, 3 August 2015 4:31 PM  
**To:** Economic Education Jobs and Skills Committee  
**Subject:** Inquiry into Portability of LSL Entitlements

EEJSC Submission No.5  
Received 3 August 2015

Attention: Ms Kerryn Riseley

Aged and Community Services Australia (ACSA) is the leading national peak body for aged and community care providers. It represents church, charitable and community-based organisations providing housing, residential care, community care and home support services to older people, younger people with a disability and their carers.

ACSA members provide care and support in metropolitan, regional, rural and remote regions across Australia.

The ACSA Federation is made up of the following members:

- Aged and Community Services Association of NSW & ACT (ACS NSW&ACT)
- Aged and Community Services SA & NT (ACS SA&NT)
- Aged and Community Services Tasmania (ACS Tas)
- Aged and Community Services Western Australia (ACS WA)
- Aged and Community Services Australia - Victoria (ACSA Vic)
- Aged and Community Services Australia - Queensland (ACSA Qld)

ACSA Victoria forwarded the letter regarding the inquiry into portability of long service leave entitlements to our members and only received one response, which we list below.

"I have had experience with portable LSL in Local Government.

From a philosophical perspective it doesn't make sense to me – long service leave should be with an organisation rather than with a sector

That aside it can also be a disadvantage to a prospective employee. For example while the accrual will transfer the employer needs to commence accruing LSL immediately for an employee who already has an entitlement. While there is an additional cost I would "discriminate" against that employee in a recruitment sense because of the additional cost.

I think most employees stay within the sector so I do not see what the advantage would be. If the Government was going to provide financial support to the sector I could suggest better options".

We hope that you can add this to the many comments we are sure you will receive and if you have any further queries please do not hesitate to contact me.

Kind regards,

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Providing support for mission-based aged care in Victoria

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