



Let's Make Long Service Leave Portable!

Survey says 80% of workers have worked at up to 5 employers within 10 years of service in the SACS Industry with NO Long Service Leave accrued.

LET'S MAKE IT PORTABLE!

www.PLSL.com.au

TOOL KIT

PORTABLE LONG SERVICE LEAVE (PLSL)

ESTABLISHING A PORTABLE LONG SERVICE LEAVE SCHEME IN QUEENSLAND IS VITAL FOR SOCIAL AND COMMUNITY SERVICE EMPLOYEES



WELCOME TO OUR CAMPAIGN!

Long service leave seems like a fantasy for many social and community workers who have never had the ability to access long service leave despite having worked for ten years or more within the industry.

We believe that by working with all key stakeholders for the industry we can create real change, through the establishment of a Portable Long Service Leave (PLSL) Scheme in Queensland.

This toolkit will help you learn about the success we had with the Equal Pay campaign and how we can work with employers and government to push for the long service leave workers need.

WHAT'S IN THIS TOOL KIT?

- We can achieve PLSL – we won equal pay
- Facts about PLSL and our plan to win
- Actions to take to support our campaign
- How to talk to your colleagues about the campaign

WHAT IS PLSL & OUR CAMPAIGN

Portable long service leave recognises the workers service to the industry rather than to the individual employer. So, as workers move from one employer to another their service at each employer accumulates and is carried with them, via a portable long service scheme that is administered externally to the employer.

We know there is support for PLSL and that many workers believe that being able to access long service leave would:

- be an incentive to stay within the industry
- provide them with time to rejuvenate
- recognise their loyalty and commitment to the Industry.

To make PLSL a reality, key stakeholders need to work collaboratively on this issue.

- TSU Members & those eligible to be members
- Other social and community services unions
- Employers and their industrial associations
- Industry Peaks and State Government

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“Portability would allow better security for retirement. Due to nature of sector where jobs depend on security of funding hence jobs usually offered on time limited contract basis aligned to funding timelines this would mean time earned in sector is recognised towards long service entitlements.”

”

Counsellor with 20+yrs service at 5-10 Organisations

WE CAN ACHIEVE PLSL, WE DID IT BEFORE AND WON EQUAL PAY

On 1 February 2012 social, community and disability services workers won long awaited pay rises in the historic decision by Fair Work Australia in the ASU's Equal Pay Case.

The case, which began in Queensland in 2007 and then Nationally in March 2010, was initiated by our union to address the gender-based undervaluation of the community services sector and deliver pay increases that recognised the work undertaken. It was the culmination of years of research, preparation and ultimately, the commitment of union members in the sector to fight for equal pay.



Our union argued in the case that workers in the sector were underpaid by more than 30% when compared to employees performing comparable work in other sectors.

An important element of the Union's victory in the Equal Pay Case was demonstrating the commitment of workers to wanting equal pay. This was vital in securing the State and Federal Governments' commitment to provide the necessary funds for the pay increases.

Without that commitment, the case was unlikely to succeed and the fact that it had been 30 years since such a

significant decision was last handed down for equal pay supports that view.

Workers signed petitions, wrote letters, sent post cards and even danced in parliament to make their point on this issue.

The power of the collective should never be underestimated. When workers come together on mass their voice can be heard.



On 1 December we encourage workers to celebrate their Equal Pay Case increase and to remember the outstanding commitment and solidarity of union members in the sector who worked so hard to make it a reality.

**CONTACT YOUR LOCAL DELEGATE OR OUR UNION OFFICE
FOR UP TO DATE PAY RATES FOR YOUR WORKPLACE
Ph : 3844 5300 Option 1**

SOME FACTS ABOUT PORTABLE LONG SERVICE LEAVE

WHAT STATES HAVE PORTABLE LONG SERVICE LEAVE SCHEMES FOR THE SOCIAL AND COMMUNITY SERVICES INDUSTRY?

The only State or Territory to have established a portable long service leave scheme for the community services sector is the Australian Capital Territory in 2010.

Recently in Victoria, the Andrews Labor Government accepted the recommendations of a Parliamentary Committee on the introduction of portable long service leave in the community services sector as well as the security and contract cleaning industries.

DOES QUEENSLAND HAVE PORTABLE LONG SERVICE LEAVE SCHEMES FOR OTHER INDUSTRIES?

In Queensland, there are two sectors where a portable long service leave schemes has been established, both administered by QLeave:

- Contract Cleaning; and
- Building and Construction Industry.

The building and construction industry is the only industry to have a portable long service leave scheme established in each state.

Attachment 1 is a table that provides a comparison of the portable long service leave scheme for community services in the ACT against the portable long service leave scheme for contract cleaning and building and construction Industries in Queensland.

OUR PLAN TO WIN IS SIMPLE

1. Join Our Union – Support Our Campaign
2. Register Your Interest And Details In Readiness For PLSL; demonstrate you want a Portable Long Service Leave Scheme

ACTIONS YOU CAN DO TO SUPPORT OUR PLAN:

Host a “PLSL information session”. For example, as part of a team meeting, share this information and application forms.

Share our PLSL campaign with friends who work in the social and community industry via our PLSL website so they can complete the application form online and then register: www.PLSL.com.au

Contact your Local Organiser, Ph: 07 3844 5300 press option 3, to arrange a workplace visit.

Take a photo with your colleagues or a selfie with our campaign supporters sign and send to sacs@theserviceunion.com.au

HOW TO TALK TO A COLLEAGUE ABOUT OUR PLSL CAMPAIGN

Here are some points to help you speak with your colleagues about our PLSL campaign and encourage them to join:

- Ask if they are aware of our Union's campaign for PLSL.
- Explain that our Union is campaigning for PLSL as it is a good concept for workers and it is needed to sustain the industry.
- Explain that a PLSL scheme is the only way that many workers will have a chance of ever being able to access and take long service leave.
- Ask them:
 - How long they have worked in the industry?
 - Have they ever had paid long service leave?
 - If they could access and take long service leave how would this benefit them?; and
 - How would that help their employer and the industry as a whole?
- Explain that the improved rates of pay; and the 1st July wage increase received on the 1 July for the last 6 years are as a result of the pay equity decision we won, because union members working in the social and community industry stood together and campaigned for it.
- Ask them to show their support by becoming a member and contributing their story to our campaign: www.plsl.com.au



Some common objections to joining our Union and responses include:

This is what unions are meant to do, why do I need to join?

- Our survey tells us that over 41% of respondents want a PLSL scheme but are not members of our union. Our single voice is not enough to create this change. We need to bring our voices together - we are loud and can't be ignored. This is how we can secure PLSL, if we are union and stand together.
- Your colleagues who are members are contributing to real change to make PLSL a reality for everyone, *including you*. You wouldn't ride on their backs, would you?
- Only members get the benefits of job security and professional advice and representation. If we are successful in achieving a PLSL scheme, our union will be ensuring members Long Service details are registered so they don't miss out.
- Will you join today and support your colleagues?

I can't afford it.

- I understand, joining the Union is a commitment.
- You can't afford not to join your union. To achieve PLSL and to ensure your voice is heard about this issue, that's why you join. Did I mention that union fees are also tax deductible and you receive personal professional indemnity insurance as part of your membership which is valued at approximately \$400 per annum?

I want to think about it.

- No worries, was there anything I could help with or find out for you?
- I will follow you up when I see you next time.



SPEAKERS NOTES FOR YOUR WORKPLACE EVENT

WELCOME & INTRO	<p>Welcome everyone I'd like to share with you some information. I'm a Services Union member and I'd like to be able to take long service leave one day. That's why when I saw our union's, PLSL campaign I knew I had to participate to make PLSL a reality.</p> <p>When union members all stood together we achieved a land mark decision on equal pay which has seen our wages improve and ensured we are appropriately paid for the work we do.</p> <p>It's important for us to stand together again if we are to achieve PLSL.</p>
CURRENT SITUATION	<p>After 10 years continual service with your employer you are entitled to just over 8 weeks long service leave, with a safe job guarantee upon your return.</p> <p>Some workers have Agreements that allow for a portion of long service leave to be accessed after 7 years.</p> <p>Who here has had 7 or 10 years' service in the social & community sector? Keep your hand up if you have had long service leave?</p> <p>Our union Survey results so far show that:</p> <ul style="list-style-type: none"> • 52% of respondents have worked for more than 10 years in the industry; • 80% of these workers never having access to long service leave; • workers with 10+ years' service in the industry on average worked 6.9 years per organisation; and • the majority of respondents identified they had worked for at least 3 different organisations. <p>From these stats if you make a career in the social and community industry you are not likely to work more than 7 or 10 years with one organisation; and therefore, not eligible for long service leave.</p> <p>Movement from employer to employer isn't necessarily our choice. It occurs a lot of the time because the funding ceases for the service or role and we have to find a new job and more often than not with another employer.</p> <p>It is widely documented that our industry is low paid, largely female, sustained by short term funding arrangements resulting in short term tenure and long-term service within the sector is often with multiple employers. We know that we often work in, or have worked in high stress, crisis and trauma environments.</p> <p>So after seven years, <i>or if we make it to 10 years</i>, we need a break to reenergize or maybe even take up some vocational training, knowing that we have a job to come back to.</p>
WHATS THE SOLUTION	<p>PLSL would recognise our service to the industry rather than to the individual employer. Cleaners in Queensland have a PLSL scheme.</p> <p>PLSL wouldn't see a great cost to our employer as they are funded for and are already required to set aside money to fund workers long service leave entitlement regardless of whether we have accrued enough length of service to access the entitlement.</p> <p>The difference would be that, upon the commencement of a PLSL scheme, our employer would contribute, <i>possibly a percentage levy - based on the ordinary wages of its workforce</i> - to the PLSL scheme which would be administered externally to the employer. For example, QLeave currently administers the Cleaners PLSL scheme. So, when we leave and take up a job at the next social and community services employer - they would continue making contributions on our behalf toward the PLSL scheme. Allowing us, upon reaching our 10 years in the social & community sector industry, to access our long service leave entitlement from the scheme. Doesn't that sound more practicable and achievable.</p>
ACTION	<p>It is great that we have come together today, to learn about the campaign. It's the first step. But like we did for pay equity we need to show our support and tell our story so that industry stakeholders understand a PLSL scheme must be established.</p> <ul style="list-style-type: none"> ➤ It starts with becoming a member of The Services Union, to be part of a real change and make long service leave <i>portable</i> and registering your details with the union. ➤ Then as members we must register our details to show our interest in PLSL.
JOIN	<p>The only way we can influence the stakeholders that make the decisions about our wages and conditions is through strength in numbers. In joining we have a greater chance of making PLSL a reality. I'm supporting the campaign and if you want to too then I have application forms for you.</p>

ATTACHMENT 1

Table comparing portable long service leave scheme for community services in the ACT against the portable long service leave scheme for contract cleaning and building and construction Industries in Queensland.

Industry	Community services (a)	Contract Cleaning(b)	Building and Construction Industry (c)
Jurisdiction	ACT	Queensland	Commonwealth
Year commenced	2010	2005	1992
Supporting legislation	<i>Long Service Leave (Portable Schemes) Act 2009 (ACT)</i>	<i>Contract Cleaning Industry (Portable Long Service Leave) Act 2005 (Qld)</i>	<i>Building and Construction Industry (Portable Long Service Leave) Act 1991 (Qld)</i>
Registration	Compulsory for all employers and their employees	Compulsory for all employers and their employees	Compulsory for all employers and their employees
Scope	All community sector work including childcare and residential care (welfare, homecare, respite, social support, rehabilitation), but excluding aged care where medical care is provided as a major service Includes interstate companies working in the ACT Excludes government sector	Contract cleaning work performed non-commercial and domestic premises Excludes cleaning of swimming pools, waste removal from commercial waste receptacles, ground maintenance and gardening	Construction, deconstruction, reconstruction, renovation, alteration, demolition, relocation, maintenance or repair work to a range of structures
Entitlements	8.67 weeks of leave after 10 years of service; pro rata after 5 years of service	8.67 weeks of leave after 10 years of service; pro rata after 7 years of service if leaving the industry permanently	8.67 weeks of leave after 10 years of service; pro rata after 5 years of service if leaving the industry permanently
Payment instead of leave	Not allowed	Not allowed	Not allowed
Maximum break from sector	4 years	4 years	4 years
Employer levy	1.6% of employees' ordinary wages	1.3% of employees' ordinary wages	0.25% of total cost of project (for all projects in Queensland that cost \$150,000 or more)
Employer returns	Quarterly	Quarterly	yearly
Funding model	Industry- based defined benefit fund	Industry- based defined benefit fund	Industry- based defined benefit fund
Administrative body	ACT Leave	QLearn	Construction Benefit Services
Governance	Statutory authority; board of 3–7 members appointed by Minister with employee and employer representation	Statutory authority; board of not more than 8 directors appointed by Governor in Council with employee and employer representation	Statutory authority; board of 8 appointed by Minister with employee and employer representation
Actuarial review	Every 3 years	Every 2 years	Every 2 years
Complaint body	ACT Civil and Administrative Tribunal	Industrial Magistrate	Industrial Magistrate

Sources:

- (a) *Inquiry into portability of long service leave entitlements, Parliament of Victoria Economic, Education, Jobs and Skills Committee published June 2016 – Table 2.4*
- (b) *Inquiry into portability of long service leave entitlements, Parliament of Victoria Economic, Education, Jobs and Skills Committee published June 2016 – Table 2.3*
- (c) *Inquiry into portability of long service leave entitlements, Parliament of Victoria Economic, Education, Jobs and Skills Committee published June 2016 – Table 2.3*



**MEMBERS: Register Your Interest for Portable Long Service Leave
at WWW.PLSL.COM.AU or fill in the form below**

First Name: _____ Last Name: _____

Phone: _____

Email: _____

Employer Name: _____

Year Commenced in Industry: ____ _

Year Commenced with Current Employer: ____ _

Current Employment Status:

- ☐ Permanent Full-time ☐ Permanent Part-time
☐ Fixed Term Contract ☐ Casual

Is this different to when you commenced with your current employer? YES / NO

If YES, what was your status when you commenced with your current employer?

- ☐ Permanent Full-time ☐ Permanent Part-time
☐ Fixed Term Contract ☐ Casual

What year did it change? ____ _

Have you ever taken Long Service with your current employer? YES / NO

If YES, how many weeks did you take? _____

What is your current Long Service Leave accrual with your current employer,
in weeks: _____

Return your form to SACS@theservicesunion.com.au for more information call your local Organiser or the Brisbane office:

Brisbane Office	3844 5300 Option 3	sacs@theservicesunion.com.au
SEQ Nth – Darci Wanamaker	0407 172 755	Darci.Wanamaker@theservicesunion.com.au
Jeremy Young	0407 372 182	Jeremy.Young@theservicesunion.com.au
SEQ Sth – Stuart Maggs	0439 713 803	Stuart.Maggs@theservicesunion.com.au
Tracey Coorey	0428 103 143	Tracey.Coorey@theservicesunion.com.au
CQ Chris McJannett	0427 655 528	Chris.McJannett@theservicesunion.com.au
NQ Maddy McGinnity	0447 091 809	Maddy.McGinnity@theservicesunion.com.au
FNQ Jeanine Orzani	0417 714 767	Jeanine.Orzani@theservicesunion.com.au