

[REDACTED]

From: [REDACTED]
Sent: Friday, 21 September 2018 12:42 PM
To: SACSPSL
Cc: [REDACTED]
Subject: Submission to the Consultation Regulatory Impact Statement on the investigation into the introduction of a portable long service leave scheme for the Social and Community Services Industry

To: Office of Industrial Relations – IR Policy

I write to make a submission to the Consultation Regulatory Impact Statement on the investigation into the introduction of a portable long service leave scheme for the Social and Community Services Industry.

I've been working in the human services sector now for close to 15 years in disability support work (for large and small services), aged care and residential care with foster kids (for over 3 years in that sector). I made a career of this work until completing post-graduate studies (in Social Work) that have opened new opportunities away from the direct-care work. I invested heavily in myself and the roles I worked in and built up a wealth of expertise in providing support to a range of people.

Whilst I have left some roles due to life changes (moving away etc.) I just as often left work because of burn-out and stress-related issues. The very nature of the work means that it is very common - and often essential - that staff move from one role to the next and one organisation to the next. It makes us better workers and gives us fresh eyes that are invaluable in all of these support arrangements.

If I was employed in the public sector I could bounce from department to department, role to role, and offer my employer the same benefits that come from the diversity and depth of experience that comes with that. In the community sector no such opportunity (or indeed large employer) exists. If I want to build on my skills and capacities I have to leave employment in entry level positions to move to employer's who offer such experiences and responsibilities. Indeed this is an essential move for anyone looking to make a career in the sector.

As the employers - community groups, individuals with disability and small NFP's - are not in a position to offer flexibility and bargaining for what are often seen as 'unskilled' positions I have never been in a bargaining position to ask for my long service leave to be recognised from one position to the next (whereas I have friends in the government sector where this is a given for them). This is a consequence of a sector that has (and continues to be) under-resourced and under-funded. It is thus not fair nor appropriate to expect them to honour long service leave between employers (as I know can happen in other roles in other sectors).

The very nature of the sector is that certainty of employment is rare and most roles are challenging on a deeply personal level - and this leads to a large amount of casual employment and movement between roles. Having transferable long service leave would mean a great deal to me and the sustainability of my presence in the sector. The sector needs people who can stick around and invest in themselves, their skills and perhaps most importantly - the relationship they have with the individuals they work with. This alone will lead to better outcomes to the individuals we work with, let alone the benefits to the individuals who choose to work in this sector.

This change is long overdue. Having transferable long service leave is fair, appropriate and has benefits far beyond the financial benefits to people working in the sector.

Your Sincerely,

[REDACTED]
Social Worker

With 15 years experience in the sector and having worked for about 8 employers.

[REDACTED]