

Good morning

I would like to have a say about the PLSL system as it is currently.

I think the concept is very good that it especially caters for female workers, however for the employer it is not the best system. It is a huge burden to the Community Sector – eg Neighborhood Houses, Community Centres who have limited budget/funding in the first place and have accounting practices in place to allow for Long Service Leave. I agree that if a person moves from one community sector employer to another that the long service leave should be portable but maybe it should be a transaction initiated by the employee when they commence with a new employer to apply to the old employer for a transfer of funds. What I don't like about this current system is that if you subscribe funds for an employee and they leave and not go back into the work force eg retire or go into a different sector then the funds paid into the PLSL authority should be returned to the employer. It is not government funds to hold onto and I see this as almost illegally gaining money that should go back to the Community provider. Neighborhood Houses cannot afford this as an ongoing liability. Currently LSL is accounted for in the balance sheet as a liability so that when employers are eligible for LSL the funds have been committed but if they don't stay long enough in the industry then the Neighborhood House can reclaim the funds.

Our Finance Officer is very diligent and at the end of each year when the auditors audit our financial statements they do a journal entry to balance the LSL for all employees even new employees so that we are accruing funds for each employee from day 1.

This I feel very strongly about and needs to be assessed. We have spoken to the local MP – Pauline Richards who knew very little about the scheme until we approached her to investigate. Maybe the Members of Parliament should be addressed and have the system explained to them and what the impact is for the Community Sector as she was unaware to the deeper details. She then found that community services she is involved with would also be affected the same as Neighborhood Houses. The Community sector run on the smallest of funds and cannot afford this system if unused funds are not returned to the House even if it after the 4 years period, they should still come back to the House. I hope this makes sense and can be included as a suggested change to the legislation.

Thank you

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