

Tuesday 23<sup>rd</sup> June 2020

## TO WHOM IT MAY CONCERN

At WHISE we SUPPORT the broad assumption that all of our employees have fair and equitable access to the Scheme including our Health Promotion Team, and our support staff including communications, administrative and management roles. Additionally, that all of our team have access to portability of their long service leave which is provided by registration with the Authority, so that expertise within the sector can move from organization to organization without the penalty of losing long service leave accrued.

Tenure of service is of course important to the development of expertise within our sector but as grants and funding can have timeframes associated with program delivery often staff are required to leave to find differently funded and therefore alternative employment, which then impacts on their inability to reach continuous service years required for Long Service Leave.

We support:

- 4.2.2 Option 1 of the Regulatory Impact Statement to include Women's Health Centres as eligible employers
- 4.3 Option 2 of the Regulatory Impact Statement to replace the employee predominance test with a modern award coverage test, as this option clarifies that managerial, administrative and support staff are covered by the scheme, we consider that failing to include managerial staff would send the wrong message around career advancement in the sector.

### **A note on Funding**

As part of this submission, WHISE would like to highlight our concerns about the methodology for funding the administration of the Portable Long Service Authority. While we appreciate that the work of the authority needs to be funded, we are very concerned of its impact upon our balance sheet and over time impact upon our ability to fund the services that women in our region require. Presently we pay the Authority some \$14,000.00 per financial year in fees. This is money that we are not funded for, and we had to find this in our budget through cutting some of our services. In short, our core funding was not expanded to cover these fees from our funder – the Department of Health and Human Services.

We recommend that community service organisations and agencies coming under the agency have their funding expanded to cover the fees required by the Authority.

Kind regards



Kit McMahon

**CEO Women's Health in the South East (WHISE)**