

Neville Braybrook BSW MAASW

Community Worker

[TEXT REDACTED]

22<sup>nd</sup> May 2020

### Submission – Portable Long Service Leave Interim Regulations

My employer, [TEXT REDACTED], a Community Health Service last year advised that I am not in the Portable Long Service scheme as per an email from the HR Department on 30<sup>th</sup> August 2019 after our ASU representative sought clarification.

[TEXT REDACTED] initially advised this is due to:

- Advice to [TEXT REDACTED] from Victorian Health Industry Association states there is insufficient clarity as to whether portability applies to community health staff.
- [TEXT REDACTED] cannot commit to registering for the scheme while there is no clarity from the authority on applicability for Community Health Centre staff.

It transpires that due to the predominant activity test I had been excluded.

The impact of this on me is a great deal of uncertainty as to stable and predictable long service leave provisions across my career, especially given many community service roles span all types of organisations **and the nature of community work in complementing health, legal, social, community development, housing, and advocacy roles to name just a few** – As the word community implies, we work across the entire community, and that includes health, but the focus of our work is always community, and it is unfair and unjust we, at Community Health Centres, are excluded.

I have worked in community development, community mental health, youth refuges, alcohol and other drugs and victims' services for the preceding 18 years, and yet I have not accessed Long Service Leave. This is an injustice to community workers.

I submit that carrying out typical activities of community work within a community health setting and being employed under the Social, Community, Home Care and Disability Services Award 2010 that it should be the intention of the legislation to include me, not exclude me.

Yours Respectfully

  
Neville Braybrook