



## **Economic, Education, Jobs & Skills Committee**

### **Inquiry into Portability of Long Service Leave Entitlements**

#### **Summary Version**

The Victorian Parliament's Economic, Education, Jobs & Skills Committee is conducting an inquiry into employer schemes that provide portability of long service leave entitlements for Victorian workers as they move between jobs in the same or similar industry.

Issues the Committee is investigating include:

- which sectors, industries or occupations may benefit from portable long service leave schemes
- the role of Government in facilitating such schemes
- possible models, including governance, compliance and enforcement arrangements for portable long service leave schemes
- the capacity to operate such schemes both within Victoria and nationally
- the impact of such schemes on employment.

As part of its investigations, the Committee will examine existing portable long service leave schemes, the financial and economic impacts of portable long service leave arrangements and whether alternative mechanisms could better meet the objectives of a portable long service scheme.

The Committee will report by 1 May 2016.



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### Inquiry into Portability of Long Service Leave Entitlements

#### Full Version

Received from the Legislative Assembly on 5 May 2015:

To the Economic, Education, Jobs and Skills Committee — for inquiry, consideration and report no later than 1 May 2016 on employer schemes that provide portability of long service leave entitlements for Victorian workers and —

- a. in particular, the Committee is requested to investigate employer schemes that provide portability of long service leave entitlements for workers as they move between jobs in the same or similar industry, including:
  - i. the objectives of portable long service leave schemes;
  - ii. which sectors, industries or occupations may benefit from such schemes;
  - iii. the rationale for any difference in treatment between sectors or groups of employees;
  - iv. funding arrangements applying to existing portable long service leave schemes;
  - v. governance, compliance and enforcement arrangements applying to existing portable long service leave schemes;
  - vi. the key components that should apply to any portable long service leave scheme for the community services sector including coverage, eligibility for and the calculation of long service leave benefits;
  - vii. whether alternative mechanisms or arrangements could better meet the objectives of a portable long service leave scheme for sectors of the workforce including the community services sector;
  - viii. the capacity to operate such schemes within or across jurisdictions, including recognition of service;
  - ix. the appropriate role for Government in facilitating portable long service leave schemes; and
  - x. relevant implementation issues and options;
- b. in making its recommendations the Committee should have regard to:
  - i. constitutional or other legal issues or impediments arising from interaction with the *Fair Work Act 2009* (Cth), agreements and awards operating under the fair work scheme;
  - ii. the distinction between schemes for portability of long service leave entitlements and legal structures underpinning other leave entitlements;
  - iii. the financial impacts or benefits of portable long service leave entitlements on employers, employees and taxpayers; and
  - iv. the economic impact on Victorian jobs, employment and investment and whether such schemes may disproportionately affect urban or regional areas.