

# FACT SHEET – EMPLOYEES

## Portable Long Service Leave Community Services Sector



This fact sheet is for **employees** in the community services sector. It explains the proposed changes to how long service leave will be managed for the sector.

### What's happening?

The Northern Territory Government is changing how long service leave works for people who work in the community services sector. Right now, if you work for the same employer for 10 years, you get 13 weeks of paid time off as long service leave. But the government wants to make it fairer.

#### Here's what's changing:

- If you've been continually working in the community services sector for at least 10 years but have had more than one employer, you can get long service leave.
- Your total years of working in the community services sector will count, not just the time with one employer. This means you can get long service leave even if you change jobs within the sector.

This change is called making long service leave 'portable'.

### Why is this happening?

It recognises that people work hard in the community services sector and should get the entitlements they deserve, even if they change jobs.

Many people who work in community services change jobs within their first 9 years, but most of them stay in the community services sector.

This new scheme will help community service workers get the same entitlements as other workers in the Northern Territory.

It's important because these workers provide valuable services and support to our community and deserve to take meaningful, well-earned breaks from work.

### Who will be affected by these changes?

These changes will cover workers in:

- Childcare services, including care and support services for the development of preschool-aged children but not including before school care or after school care for school-aged children provided by a school
- Community legal services
- Crisis assistance and accommodation support services
- Disability services, including workers who provide personal care and domestic and lifestyle support to a person living with disability in the community or a residential setting
- Family day care services
- Group training services
- Health and wellbeing services provided to an Aboriginal community by an Aboriginal-controlled health service
- Home care services
- Recreation services
- Residential and community aged care
- Respite services and day care services
- Social and community services, including social work
- Welfare services
- Youth support and development services, and services associated with community development, including where the services are primarily engaged in policy, advocacy or representation on behalf of organisations involved in the delivery of such services.

If you work for a labour hire provider that employs you as a contractor to the community services sector, you will be covered by this scheme.

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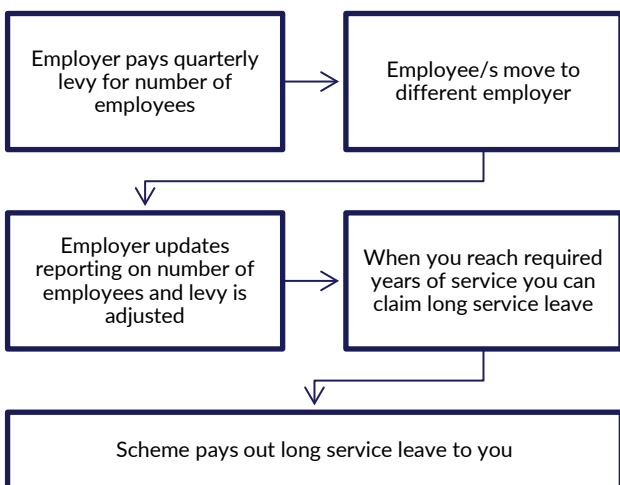
### How will the scheme work?

The proposed scheme will operate as a **defined benefit scheme** managed by a Board.

A **defined benefit scheme** means the pay rate employees are entitled to be paid for long service leave will be based on the median weekly rate of pay for workers in the community services sector. This rate will be determined on the advice of an actuary.

Your employer will be required to pay a levy to a central fund each quarter. When you access long service leave, you will be paid out of this fund.

### What does this look like?



### Will previous service in the sector be recognised when the scheme commences?

The legislation will have transitional arrangements to allow for your service within the sector to be recognised under the scheme.

If your current enterprise agreement provides more generous provisions for long service benefits at either 5 or 7 years, you can find information on the requirements for accessing these provisions via the webpage – scan the QR code on the right.

### What will employees need to do differently?

Once the scheme starts, your employer will provide a record of your years of service to the Board, who will register you, or you can register directly with the Board as an employee in the sector. You will need to provide the Board with your usual personal and job information.

### When will the scheme apply?

The scheme needs new laws, which should be passed by May 2024. It'll take about 18 to 24 months for the laws to start fully working, likely to be around March 2026.

During this time, the government will help your employer get ready for the changes and make sure you're properly registered.

### Have your say

A second phase of consultation is now underway, ahead of the Bill being debated in the Northern Territory Legislative Assembly in May 2024.

Visit the webpage to find out more information and share your feedback.



<https://nt.gov.au/portable-long-service-leave>

### Contact

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