



9/4/2024

Dear have your say team,

Re: Portable Long Service Leave for Community Services

Guthrie House welcomes the opportunity to provide feedback on the NSW Government's proposal to introduce portable long service leave entitlements for workers in community services.

Guthrie House drug and alcohol support service provides transitional support for women involved in the criminal justice system, either directly from custody or recently released. We place women from all over NSW and prioritise Aboriginal and Torres Strait Islander women, women who are homeless or at risk of homelessness, who are pregnant or with accompanying babies.

Our service employs 14 staff in a number of roles, our workforce includes workers employed on both a permanent and casual basis and in full-time and part-time positions.

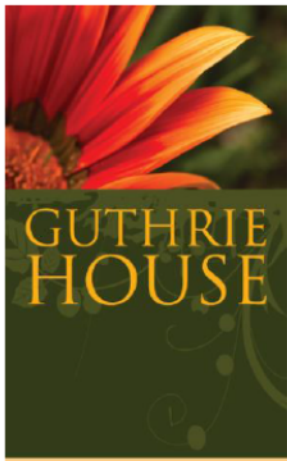
Our skilled workforce is critical to the important and essential services and supports we deliver in the community. Attracting and retaining skilled, qualified, and competent workers is a high priority for Guthrie House as we are a multidisciplinary team of allied health professionals and community workers. Without these workers we are unable to meet the needs of our community and clients.

We support portable long service leave for NSW workers because it will help attract and retain our great workers. We have experienced losing workers to other industries and sectors which provide better and more secure entitlements for workers. Each time a worker leaves under these circumstances there is a cost to the community services sector and organisations of staff shortages, recruitment, on-boarding and training.

A Portable Long Service Leave entitlement for workers in the community services sector will assist in attracting these workers to a career in the community services sector.

We want the Portable Long Service Leave Scheme to be accessible to all workers in our sector, implemented as quickly as possible, and at the lowest cost that is sustainable for providers.

We don't want our workers in NSW to be left behind our colleagues in the ACT, Victoria and Queensland who have already established a portable long service leave scheme for the sector. This is particularly important for community service organisations in locations close to state and territory borders.



Finally, we thank the Government for progressing with this commitment and are very pleased that the government has sought the views of the sector.

Regards,

Christine Duggan
Executive Director