



Australian Government

Government Response to the Recommendations of the
Senate Education and Employment References Committee

inquiry into

*The feasibility of, and options for, creating a national long
service standard, and the portability of long service and other
entitlements*

Committee Recommendation	Government Response
<p>Recommendation 1 The committee recommends that the states, territories and commonwealth undertake a review of the current LSL system in Australia, and considers developing a nationally consistent scheme. Development of a nationally consistent scheme should involve extensive consultation of both employer and employee groups.</p>	<p>The Government notes this recommendation.</p> <p>The Government tasked the Productivity Commission with reviewing the entire workplace relations framework, including long service leave laws, in 2015. In its Final Report, the Commission noted some minor difficulties with long service leave for businesses operating across state lines. However, it did not make a formal recommendation for a uniform national standard, noting that ‘for once, a national issue is not really the responsibility of the Commonwealth Government’ (page 528).</p>
<p>Recommendation 2 The committee recommends that the ABS considers whether the development of an insecure work indicator would be useful in understanding exactly what insecure work means in Australia. The process for doing so should involve extensive consultation.</p>	<p>The Government notes this recommendation.</p> <p>The Australian Bureau of Statistics already collects useful information that measures job security in Australia, including:</p> <ol style="list-style-type: none"> a. Forms of Employment, Australia (cat. no. 6359.0) b. Characteristics of Employment, Australia (cat. no. 6333.0) c. Labour Force, Australia, Detailed – Quarterly (cat. no. 6291.0.55.003) d. Participation, Job Search and Mobility, Australia (cat. no. 6226.0). <p>These publications accurately capture the nature of employment in Australia. The Government does not propose to expand the data collection activities of the ABS at this time.</p>
<p>Recommendation 3 The committee recommends that detailed modelling be undertaken by the government to determine the potential cost to employers of extending portable LSL entitlements to all workers. This should involve consideration of the cost of staff turnover including rehiring, training and loss of corporate knowledge, against the cost of establishing a portable LSL scheme.</p>	<p>The Government notes this recommendation.</p> <p>The Government does not propose to undertake any modelling for portable long service leave schemes at this time.</p>