

5 December 2025

Our ref: ILC:KB

Pip Robinson
Senior Policy Officer
Office of Industrial Relations
Department of State Development, Infrastructure and Planning
Level 11, 1 William Street
Brisbane QLD 4000
By email: [REDACTED]

Dear Ms Robinson

Five-year review of the *Community Services Industry (Portable Long Service Leave) Act 2020*

Thank you for the opportunity to provide a submission to the statutory review of the *Community Services Industry (Portable Long Service Leave) Act 2020 (Act)*.


The submission has been informed by Queensland Law Society's (QLS) Industrial Committee, whose members have substantial expertise in this area.

QLS is advised there are a significant number of employers who are not aware of the scheme or that they are captured, and who also do not understand their reporting obligations or requirement to pay the levy.

We recommend improved education and awareness for industry. This could involve advertising through appropriate networks and direct contact, as well as collaboration with other departments and agencies.

Employers who have not registered under the scheme may be reticent to do so as they will face financial penalties (in a sector operating on very low margins and community funding arrangements). Some of our members suggest a period of amnesty on penalties be considered to encourage employers to register. This would allow for a reset and greater coverage for workers, while avoiding likely insolvencies.

If you have any queries regarding the contents of this letter, please do not hesitate to contact our Legal Policy team via policy@qls.com.au or by phone on [REDACTED]


Genevieve Dee
President