

Worker fact sheet

Community Services Industry

Portable long service leave is now in place for full time, part time and casual workers in the community services sector.

Under traditional long service leave, you are rewarded by your employer with paid leave after reaching 10 years' service. With portable long service leave, community service workers will be rewarded for their service to the industry with paid leave available after only 7 years.

Portable benefits

From 1 July 2025, community service workers will keep their long service leave entitlements if they change employers. Your current employer is responsible for making contributions into the portable leave fund with a quarterly levy of 1.7% of your gross ordinary wages.

If you change employers, your service to the industry and the contributions made by your employer stays with the portable scheme and counts towards your future claim.

The portable scheme doesn't replace traditional long service leave, so workers who have existing long service leave entitlements with their employer will still access that leave once they're eligible.

Bonus credits

Workers who are employed in the community services sector between 1 July - 31 December 2025 will receive a special bonus from the Long Service Corporation (LSC) for being **Foundation Workers** of the scheme.

The portable leave scheme normally allows for workers to access paid leave after 7 years' service to the industry, however Foundation Workers get a bonus 365 days service credits that allows them to access their paid leave after only 6 years.



Community services,
an industry rewarding its workers

Registration

From 1 July 2025, your employer is responsible for registering with the scheme, recording the period of time you're on their payroll and what your gross ordinary wages are for each quarter.

During Phase 1 of the scheme, employers will budget for quarterly levy contributions of 1.7% of your gross ordinary wages and prepare three service returns that cover the initial phase of the scheme (July – September 2025, October – December 2025 and January – March 2026).

Phase 2 of the scheme will start from April 2026, when your employer will submit this information as 3 quarterly service returns and pay the 1.7% levy contributions for the first 3 quarters of the scheme.

April 2026 worker portal

You'll be granted access to a worker portal from April 2026 and are encouraged to keep track of both service credits and the contributions your employer is making on your behalf. Workers can contact LSC if they believe there's an issue with their records.

LSC will create your worker profile and ID number and automatically allocate 365 days of service credits if you qualify for the Foundation Worker bonus.

After 1 July 2026, workers will receive an annual statement from LSC with details of their service credits and contributions and will be notified by email when this is uploaded on the worker portal.

Worker flexibility

The portable leave scheme gives workers many benefits and more flexibility. Workers can change employers and work in any of the 31 types of community service areas while staying part of the scheme. If workers take a job outside the scheme, they can keep their portable leave for 4 years in case they want to come back to the sector.

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Scan the QR code for information about the scheme and what it means for you

