



SA Portable Long Service Leave Community Services

11 July 2025

Eligibility at a glance



Who needs to register for Portable Long Service Leave?

Employers are required to register workers who are either:

- Providing community services; or
- Supporting the provision of community services.

Generally speaking, if your full time, part time or casual employee is performing duties that are **covered under the Social, Community, Home Care and Disability Services Industry Award 2010 (SCHADS)** or the **Aboriginal Legal Rights Movement Award 2016 (ALRM)** and are **working in the community services sector** (as defined in Schedule 2 of the *Portable Long Service Leave Act 2024* (the Act)), then they are providing community services and you will have to register them.

A worker is required to be covered by one of the prescribed Awards but does not need to be paid in accordance with them.

If your worker is not providing community services but performs a role that **supports the provision of community services for at least half** of their time, they are also eligible for portable long service leave. That could include (but is not limited to) employees performing admin, HR, payroll or in management roles. Eligible workers who are supporting the provision of community services could be covered under any Award or agreement.

Employees who are supporting the provision of community services for less than half of their time can also be registered by their employers but are not required to be registered.

The Award classifications are:

- Social and Community Services Employee (levels 1 - 8) - SCHADS Award
- Crisis Accommodation Employee (levels 1 - 4) - SCHADS Award
- Family Day Care Employee (levels 1 - 5) - SCHADS Award
- Home Care Employee - Disability Care (levels 1 - 5) - SCHADS Award
- Home Care Employee - Aged Care (levels 1 - 6) - SCHADS Award
- Administrative Officer (levels 1 - 8) - ALRM Award
- Field Officer (levels 1 - 3) - ALRM Award
- Legal Officer (levels 1 - 5) - ALRM Award
- Executive Officer (level 1) - ALRM Award





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What are community services?

The services listed in Schedule 2 are:

- (a) Aboriginal and Torres Strait Islander community services;
- (b) accommodation support services;
- (c) advocacy services;
- (d) alcohol and other drug services;
- (e) child safety and support services;
- (f) community development services;
- (g) community education services;
- (h) community legal services;
- (i) counselling services;
- (j) disability emergency response services;
- (k) disability support services;
- (l) employment services;
- (m) family and domestic violence services;
- (n) family day care services;
- (o) financial counselling services;
- (p) foster care and out-of-home care services;
- (q) home and community care services;
- (r) homelessness support services;
- (s) lesbian, gay, bisexual, transgender and intersex services;
- (t) mental health services;
- (u) migrant and multicultural services;
- (v) offenders transitioning services;
- (w) respite services;
- (x) seniors community support services;
- (y) sexual assault and sexual violence services;
- (z) social housing services;
- (za) violence prevention services;
- (zb) women's services;
- (zc) youth justice services;
- (zd) youth support services.

We recommend you keep records of how you've determined eligibility for your workers.

Self-Employed Contractor and Working Director Applications

If a worker is self-employed or the director of a company in the community services sector, they may apply to make contributions to build their long service leave entitlements under the Self-Employed Contractor and Working Director scheme. To be eligible, you need to be self-employed and working in the community services sector*.

The Act **will not apply** in relation to employment by:

- a public sector agency
- a council
- a prescribed employer, or an employer of a prescribed class.



To determine eligibility, please refer to an industrial relations specialist, or feel free to call the Portable Long Service Leave team to discuss.

Employer registration is scheduled to be available via the PLSL online portal from 1 October 2025. Businesses employing eligible workers in the community services sector in South Australia will be required to complete the online Employer Registration Application form to register within 28 days of commencement of the scheme.

The first quarterly Employer Return for the period 1 October 2025 – 31 December 2025 will be due for lodgement by 21 January 2026, along with the payment of any applicable levies for the quarter. You will need to pay a 2.2% levy on behalf of each of your eligible workers.

*as defined in Schedule 2 of the *Portable Long Service Leave Act 2024*.