

Portable long service leave is a system that allows workers to retain their long service leave entitlements even when they change jobs within the same industry. This arrangement helps ensure that employees are not disadvantaged if they leave their job before reaching the minimum service period for long service leave.

In some regions or industries, portable long service leave schemes are established to support workers in sectors with a high turnover rate. It promotes workforce mobility and can be particularly beneficial in industries like construction, hospitality, and healthcare.

Key features often include:

1. **Accumulation of Leave:** Workers accumulate long service leave entitlements regardless of employer changes.
2. **Transferable Benefits:** Employees can transfer their accrued leave benefits to their new employer.
3. **Funding Mechanism:** Sometimes, a centralized fund collects contributions from employers to cover long service leave entitlements.

These schemes aim to provide job security and recognition for long-term service, enhancing overall employee satisfaction and retention in the industry.