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Australasian Society for HIV Medicine

## SUPPLEMENTARY

Mr John Hawkins  
Committee Secretary  
Senate Economics Committee  
Department of the Senate  
PO Box 6100  
Parliament House  
Canberra ACT 2600

Submitted by email: [economics.sen@aph.gov.au](mailto:economics.sen@aph.gov.au)

Dear Mr Hawkins,

### **Inquiry into The Disclosure Regimes for Charities and Not-For-Profit Organisations**

The Australasian Society for HIV Medicine put a submission to the enquiry on 29 August. Since that time a matter has arisen in which I think you may be interested, in the context of the review. It relates to continuity of service and the NFP sector.

As we indicated in our initial submission, we feel we are applying rigorous disclosure accounting and reporting strategies, both as a function of reporting to our members but also in meeting our various funding body requirements.

We have recently begun hosting a multi organisational consortium which was an initiative of AusAID and which involves 9 agencies, 3 units from 2 universities, an area health service, one commonwealth government laboratory and 3 community and one professional organisation. The host was drawn from the members. Staff members from two of the members are job sharing the directors position. One is an employee of mine who is shifting role and one is resigning from his substantive full-time position with one of the community agencies to take up full time employment at ASHM.

He has seven years of service at the former agency and would like to transfer his long-service leave entitlement to ASHM where he would be eligible to take LSL at the end of the current project. This arrangement would suit all, including the project timeframe. No party would be out of pocket:

- His current employer would transfer the funds to ASHM as an accrual for the LSL
- ASHM will pay his LSL at the rate at which he is employed when it falls due, this will be a slight additional contribution from ASHM as he is being paid more in the more senior role than he was at the former position
- His role from the former employer to the new position has not changed dramatically, from running a single agency International Program, he has moved to running a multi agency International program. His service is continuous, with no break between position. It is identical to the position is co-worker is in, who can retain her LSL entitlement as she stays with the same employer.

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My concern here is that in the public sector these entitlements would have been transferable. This significantly disadvantages workers and employers in the NFP sector for what appears to be not apparent gain.

Sectors have been able to develop sector wide instrumentalities, like industry super funds, so that when staff moved from one agency to another their super could remain with the one provider. These arrangements have been further eased recently to make super more transportable.

I would encourage the enquiry to consider the above issue. As an agency which is largely governed by funding agreements from government, then I do not have a great deal of flexibility in how I resource this situation. I could:

- honour the LSL entitlement from the current grant and see that as part of the recruitment cost (this may not be possible on all grants and may detract too much from a budget allocation)
- This would allow the former employer to retain the LSL accrual (save from the grants the staff member had formerly worked on)
- I can cause the employee to take leave now which would destroy the establishment phase of the project and make the project unworkable
- A more acceptable option would be to transport the LSL accrual from the former employer, to the new employer, with no tax implication for the employee as the leave is not yet taken.

The latter option would give the sector greater capacity and with appropriate reporting would allow for greater transparency.

I hope this is a useful contribution to your deliberations. I look forward to hearing from you on the progress of the review.

Kind regards



Levinia Crooks  
Chief Executive Officer  
Australasian Society for HIV Medicine

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