

## COAL LSL REMEDIATION PROCESS FOR EMPLOYERS

### WHAT IS THE ROLE OF COAL LSL'S REMEDATION TEAM?

Coal LSL's Remediation team works with employers of eligible employees to rectify non-compliance under the Coal LSL scheme and to correct inaccurate records.

Employers can be referred to Coal LSL's Remediation team by other teams within Coal LSL for issues relating to:

- Ongoing and systemic issues with data quality, calculation of entitlements or recurring processing errors; or
- Systemic compliance issues identified from the employer's annual audit reports.

### WHY DO WE REMEDIATE?

All employers with employees eligible under the Coal LSL scheme must comply with Coal LSL's governing legislation. It is an employer's responsibility to understand and fulfil their legal obligations to ensure their current and former employees can access their accrued long service leave when they are entitled to do so.

Coal LSL's Remediation team provides guidance through active engagement with the employer to ensure they understand their obligations under the scheme and can implement the system changes required to ensure ongoing compliance.

### WHAT IS INVOLVED?

The employer will be allocated to a designated member of Coal LSL's Remediation team, who will work with the employer to formulate an ongoing management plan to rectify areas of non-compliance.

Initially, Coal LSL's Remediation team will meet with the employer to gather information, determine gaps in employer knowledge, and discuss the requirements for rectification of the non-compliance, including resource availability and timeframes.

### IMPACTS OF NON-COMPLIANCE

Part of Coal LSL's function includes recording and maintaining accurate information on employees' entitlements and ensuring that employers comply with their obligations under the scheme.

Coal LSL has broad powers under the legislation to obtain information and evidence if an employer does not cooperate. Civil penalties may apply when employers do not comply with their obligations.

### WORKING TOGETHER

It is an employer's responsibility to ensure they comply with the scheme by providing accurate records and paying the correct levy to Coal LSL each month.

Coal LSL's Remediation team is dedicated to providing education and guidance to employers to ensure they have everything they need to fulfil their obligations.

### MORE INFORMATION

Visit our website: [coallsl.com.au/employer](https://coallsl.com.au/employer)

### CONTACT US

If you'd like to speak with someone about the remediation process, email [query@coallsl.com.au](mailto:query@coallsl.com.au) or call us on **1300 852 625** from Monday to Friday between 8:30am and 5:00pm (AEST or AEDT when in operation).