

Employee Value Proposition

Organisational Status



A registered Tier 1 provider under the National Regulatory System for Community Housing (NRSCH).

The largest award-winning Community Housing Provider in South Australia, with a strategic commitment to grow.

Consistently meet national performance standards through participation in the annual compliance assessments under the NRSCH.

Service benchmarks are achieved and improved through regular consultation with both tenants and staff.

Proud equal opportunity employer.

Culture



Values-based and inclusive organisation with roles aligned to Our Purpose.

We empower and equally respect our customers and each other.

Uphold high ethical standards to ensure we achieve Our Purpose and live Our Values.

Staff Forums are held twice a year, where all staff have the opportunity to connect with our CEO, Executive Team, members of the Board and each other.

Committed to quality and continuous improvement, complaints and feedback provide opportunities to improve what we do.

Wellbeing and Work/Life Balance



Employee Assistance Program (EAP) is available for staff and their immediate family, providing five free confidential counselling sessions per annum.

Flexible working arrangements considered and supported where possible.

Flu vaccine reimbursement programme.

Fresh fruit delivered weekly to offices.

Recognition and Development



Ongoing training is provided to support staff in the delivery of their role.

Educational and higher level development opportunities.

Staff are encouraged to interact with their peers and decision makers and are empowered to make a positive impact in their roles and the community.

Staff are provided with higher duties opportunities and encouraged to participate in projects to expand their skills and experience when they arise.

Regular meetings between managers and staff is expected via one on one meetings and team meetings.

Salary and Benefits



As a Public Benevolent Institution, staff can access up to an additional \$15.9K of their pay tax free.

Additional salary sacrifice option up to \$2.5K per annum for meals, holiday accommodation and venue bookings.

Five weeks' paid annual leave with 17.5% loading paid on all annual leave taken.

Six weeks' paid parental leave for eligible staff in addition to the government Parental Leave Pay.

Staff salaries are reviewed annually.