

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

Transparent communication and consultation is important in building connection and trust with staff

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 and hybrid working arrangements considered and supported where possible

Equipment with supported ergonomic assessment provided for approved working from home arrangements

Flu vaccine reimbursement programme

Annual allowance per employee for health and wellbeing expenditure

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