

# Employee value proposition (EVP)

Organisational status	Culture	Wellbeing and work/life balance	Recognition and development	Salary and benefits
<p>A registered Tier 1 provider under the National Regulatory System of Community Housing (NRSCH)</p> <p>The largest award-winning community housing provider in South Australia with a strategic commitment to grow</p> <p>Consistently meet national performance standards through participation in the annual compliance assessments under the NRSCH</p> <p>Service benchmarks are achieved and improved through regular consultation with both tenants and staff</p> <p>Proud equal opportunity employer</p>	<p>Values-based and inclusive organisation with roles aligned to Our Purpose</p> <p>We empower and equally respect our customers and each other</p> <p>Uphold high ethical standards to ensure we achieve Our Purpose and live Our Values</p> <p>Transparent communication and consultation is important in building connection and trust with staff</p> <p>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</p> <p>Committed to quality and continuous improvement, complaints and feedback provide opportunities to improve what we do</p>	<p>Employee Assistance Program (EAP) is available for staff and their immediate family, providing five free confidential counselling sessions per annum</p> <p>Flexible and hybrid working arrangements considered and supported where possible</p> <p>Equipment with supported ergonomic assessment provided for approved working from home arrangements</p> <p>Influenza vaccine reimbursement programme</p> <p>Annual allowance per employee for health and wellbeing expenditure</p>	<p>Ongoing training is provided to support staff in the delivery of their role</p> <p>Educational and higher level development opportunities</p> <p>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</p> <p>Staff are provided with higher duties opportunities and encouraged to participate in projects to expand their skills and experience when they arise</p> <p>Regular meetings between managers and staff is expected via one on one meetings and team meetings</p>	<p>As a Public Benevolent Institution, staff can access up to an additional \$15,000 of their pay tax free per annum</p> <p>Additional salary sacrifice option up to \$2,500 per annum for meals, holiday accommodation and venue bookings</p> <p>Five weeks' paid annual leave with 17.5% loading paid on all annual leave taken</p> <p>Six weeks' paid parental leave for eligible staff in addition to the government Parental Leave Pay</p> <p>Staff salaries are reviewed annually</p>