

What's it like to work in community housing?

A networking and information event

01 November 2017



Welcome

- Safety – hazards and fire exits
- Toilets
- Mobile phone
- Business card or name in barrel for lucky door prize



Agenda

- The future of community housing – Andrew Davis, Unity Housing Company and Australasian Housing Institute
- Making the move, a personal experience
 - Roman Kowalczyk - St Vincent de Paul Society Housing (SA)
 - Trish Buhagiar – Anglicare SA
- Jobs, benefits and culture
- Close and lucky door prize!



Introduction

- Acknowledgement/welcome to country
- Welcome to our guests and speakers
- BloomingHR's experience and background
- Why we are here today





Australasian **Housing** Institute

Supporting housing professionals



UNITY
HOUSING COMPANY

Andrew Davis
AHI President &
Business Development Project
Manager

Andrew Davis – AHI President

The Future of Social Housing



Overview

- SA's multi-provider housing system
- What is Community Housing?
- Current context for Community Housing
- What is the future of Community Housing in South Australia?



A Multi-Provider Housing System

- Private Rental Housing
- Public Housing
- Community Housing.



Community Housing

- What exactly is Community Housing?
- How is it different to Public Housing?
- Current context for Community Housing.
- The future for Community Housing in SA.



Thankyou and Questions

Andrew Davis

Business Development Project Manager

Unity Housing Company Ltd

M 0439 821 137

E a.davis@unityhousing.org.au





St Vincent de Paul Society
SA
good works

Roman Kowalczyk
State Manager

Roman Kowalczyk

- A bit about me and my background
- My experience moving to the community housing sector?



Do you go or do you stay?

- Why make the move?
- Who can you talk to?
- Will I fit in?
- Do I need to start my career again?
- Is there financial security?
- Is there a work/home balance?
- Is there a future in Community Housing?



Why make the move?

- Stale in your current role
- Improving your skills
- Embrace an opportunity and forget the past
- Finding new levels of motivation
- You can influence and see the results of your labor
- Acknowledge the public service of the past was different to today
- More time to support your tenants



Who can I talk to?

- Human Resources
- Mentors
- Staff who have made the move
- Do your research



Will I fit in?

- Family Environment
- Management and Leadership is different
- Environment where you can learn your craft
- If you show initiative, commitment and value the organisation, they will support you and your ambitions
- Work environment recognizes the importance of peer support and team work to achieve corporate outcomes
- CHPs take time out to celebrate success and reflect on their social impact and have fun



Do I need to start my career again?

- CHPs are small enough to understand your impact and for others to notice
- You can make your own mark towards significance and have a long standing legacy in the CHP you serve
- Observe your impact will increase your job satisfaction
- Community housing is an expanding industry and the sector offers diverse career opportunities



Is there financial security?

- Tax Concessions
- Salary Packages
- Superannuation
- Salary Sacrifice
- Annual Leave
- Toil



Is there a work/home balance?

- Supporting Families
- Flexibility in working hours
- Salary Sacrifice
- Training is supported
- Less Stress



Is there a future in Community Housing?

- Future for the CHP sector is secure
- Both side of Federal and State politics support growth in the sector
- Employment in the CHP sector is safe and secure
- Under this environment employees are more motivated



ANGLICARESA



Trish Buhagiar
Manager Tenancy Services
AnglicareSA Housing Ltd

Trish Buhagiar

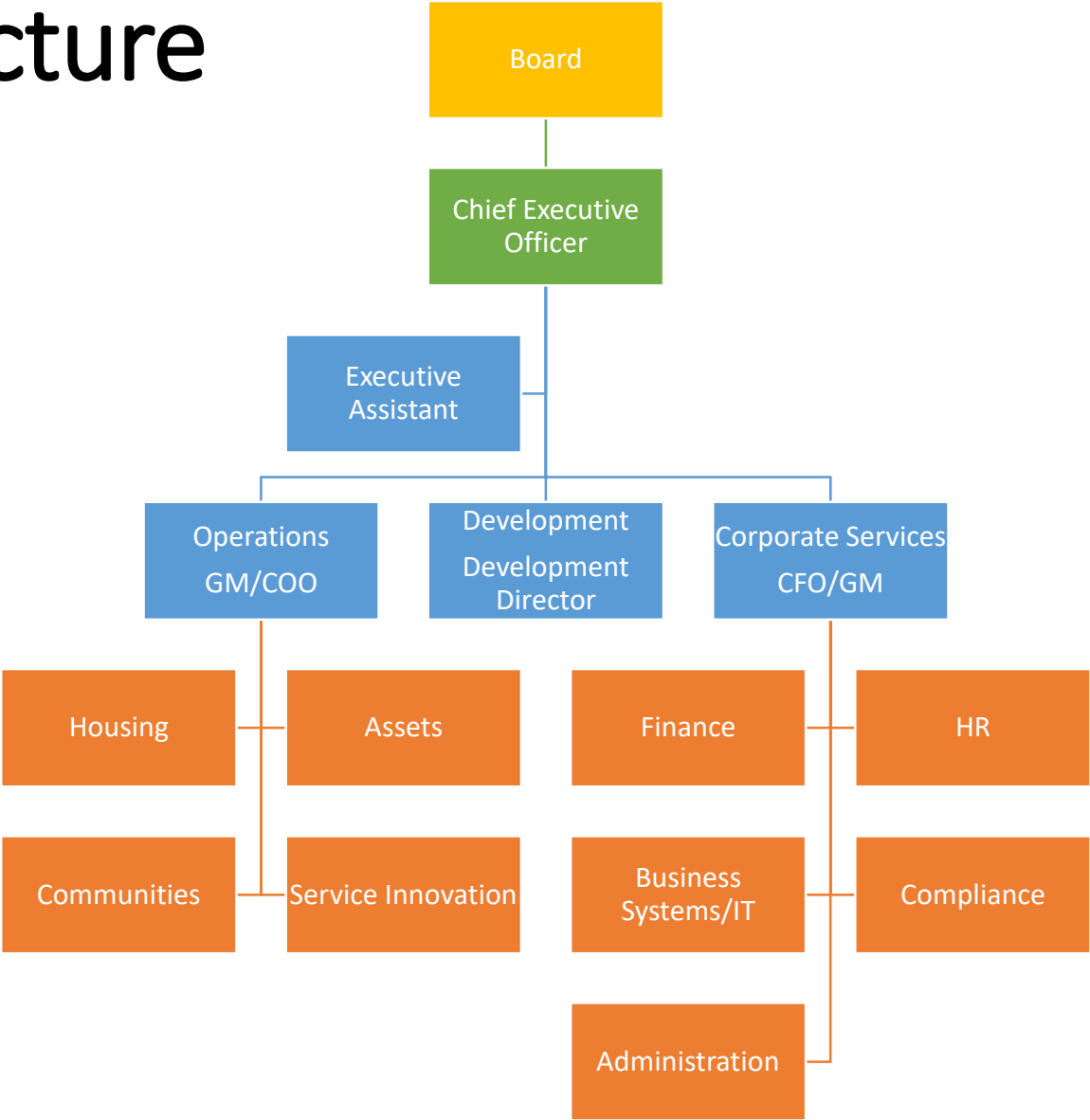
- A bit about me and my background
- My experience moving to the community housing sector?





Natalie Carrington
Principal

Typical Structure



Types of roles

Housing

Managers/Team leaders

Housing Managers

Specialist services

Community / tenant

Rent review

Asset Management

Managers/Team leaders

Technical Officers

Responsive
Maintenance Officers

Development

Development Managers

Project Managers

Project Assistants



Types of roles

Finance

Finance Managers

Management Accountants

Finance Officers

Corporate Services

Human Resources

IT/Systems

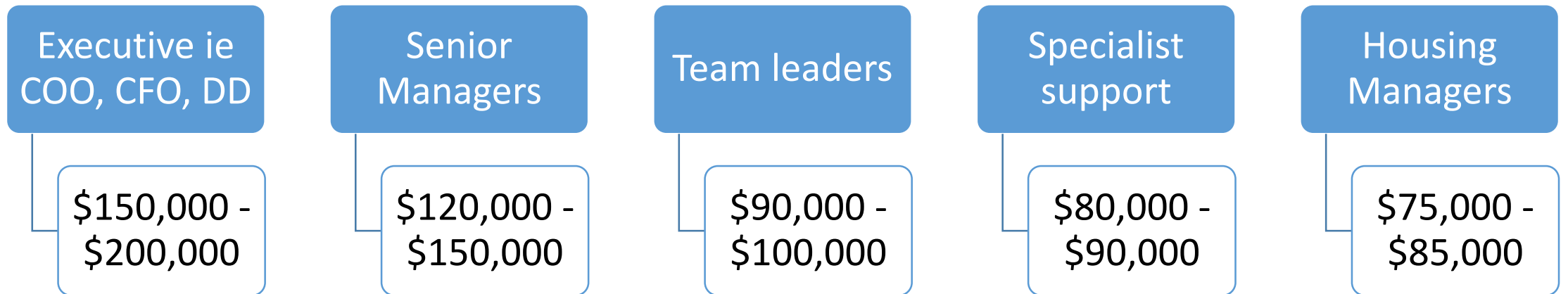
Corporate Services

Risk and Compliance

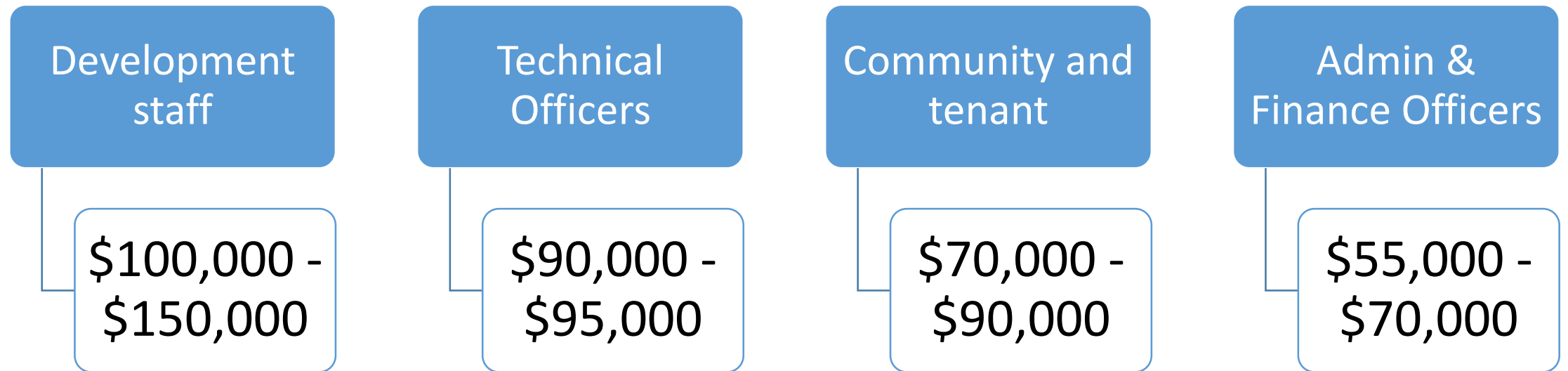
Administration/EA's/
Office Managers



Benchmark salaries



Benchmark salaries



Benefits

- Most have a 35 hour week
- Most offer LSL after 5 years
- At least 1 (sometimes 2) increases per year
- Paid parental leave
- Flexible working arrangements
 - Work from home
 - Adjust start and finish times
 - Time in lieu/flex time
- Attendance at conferences and seminars

Benefits

- Individual annual performance and development planning
- Individual Career planning and career opportunities
 - Project work
 - Secondments
 - Job shadowing
- Employee Assistance Programs
- Wellbeing calendar or annual allowance: eye tests, flu shots, massages, gym discounts
- Lifestyle discount programs
- Most offer additional leave at Christmas (extra days)
- Generous study leave and study assistance programs

What is salary packaging?

- ATO laws provide generous tax concessions for the NFP sector
- Its an exemption for fringe benefits tax (FBT)
- You can take up to \$15,900 per annual to pay for personal expenses
- No income tax is payable on this portion
- What can I package?
 - Mortgage
 - Rent
 - School fees
 - Health insurance
 - Personal loan repayments

Salary Packaging

	With Allowable Fringe Benefit \$	Without Allowable Fringe Benefit \$
Base salary-Gross	80,000	80,000
Allowable Fringe Benefit (tax free)	15,900	0
Taxable salary	64,100	80,000
Tax on taxable salary	13,662	19,147
Superannuation on base salary	7,600	7,600
Total Salary Package	87,600	87,600
Total Salary Package Value	95,975	87,600
Salary Equivalent (Excluding Super)	88,375	80,000

Employee Engagement Community Housing v Other Industries

- Community housing employee engagement survey
- 13 tier 1 CHPs have participated and 1685 other industries
- Nearly 64,000 people have completed this survey
- Response rate: 93% v 73%



Employee Engagement Highest Results

I UNDERSTAND HOW MY JOB
CONTRIBUTES TO THE OVERALL
SUCCESS OF THIS ORGANISATION

84.98%

91.55%

I BELIEVE IN THE OVERALL
PURPOSE OF THIS ORGANISATION

77.13%

91.24%

I BELIEVE IN THE WORK DONE BY
THIS ORGANISATION

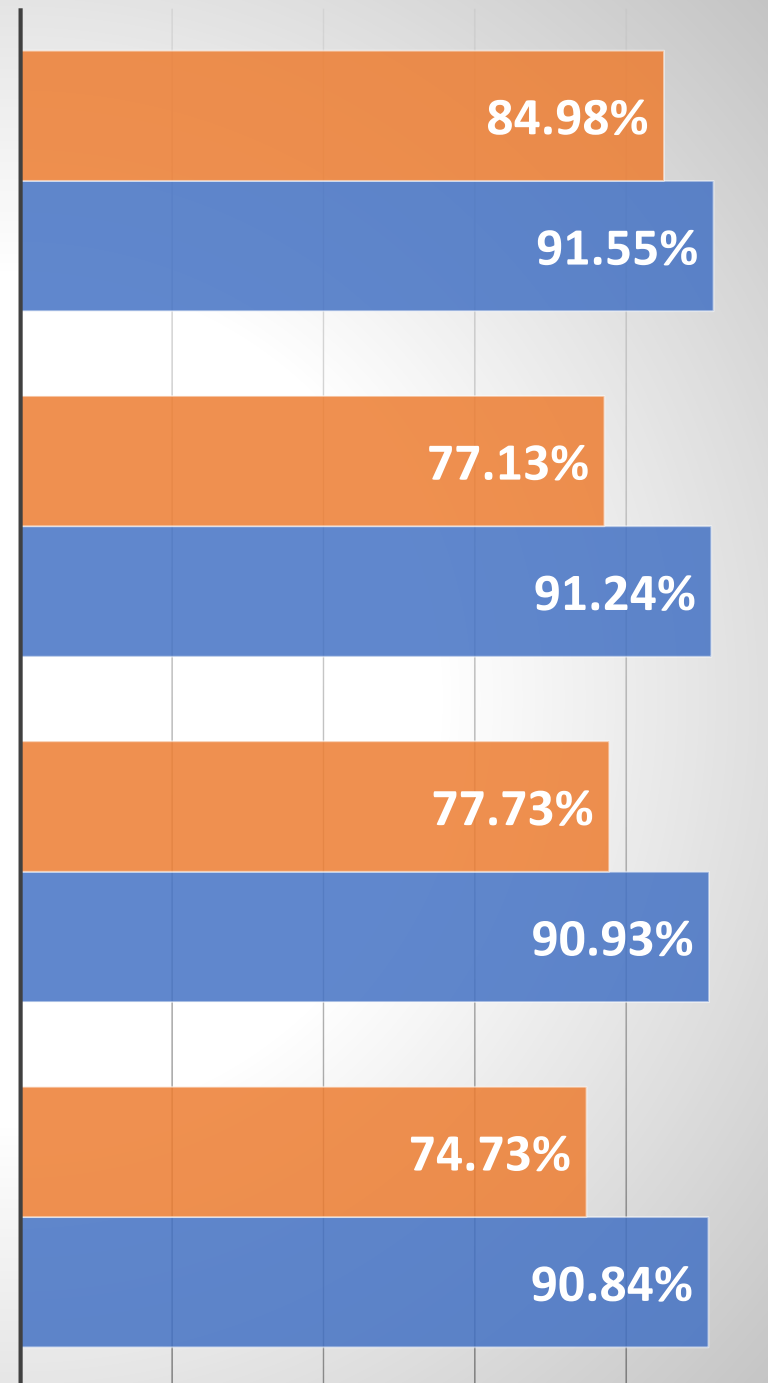
77.73%

90.93%

THIS ORGANISATION IS SOCIALLY
RESPONSIBLE

74.73%

90.84%



Employee Engagement Highest Results

I UNDERSTAND MY GOALS AND OBJECTIVES AND WHAT IS REQUIRED OF ME IN MY JOB

85.03%

90.41%

I BELIEVE IN THE VALUES OF THIS ORGANISATION

75.33%

90.17%

I AM AWARE OF THE VALUES OF THIS ORGANISATION

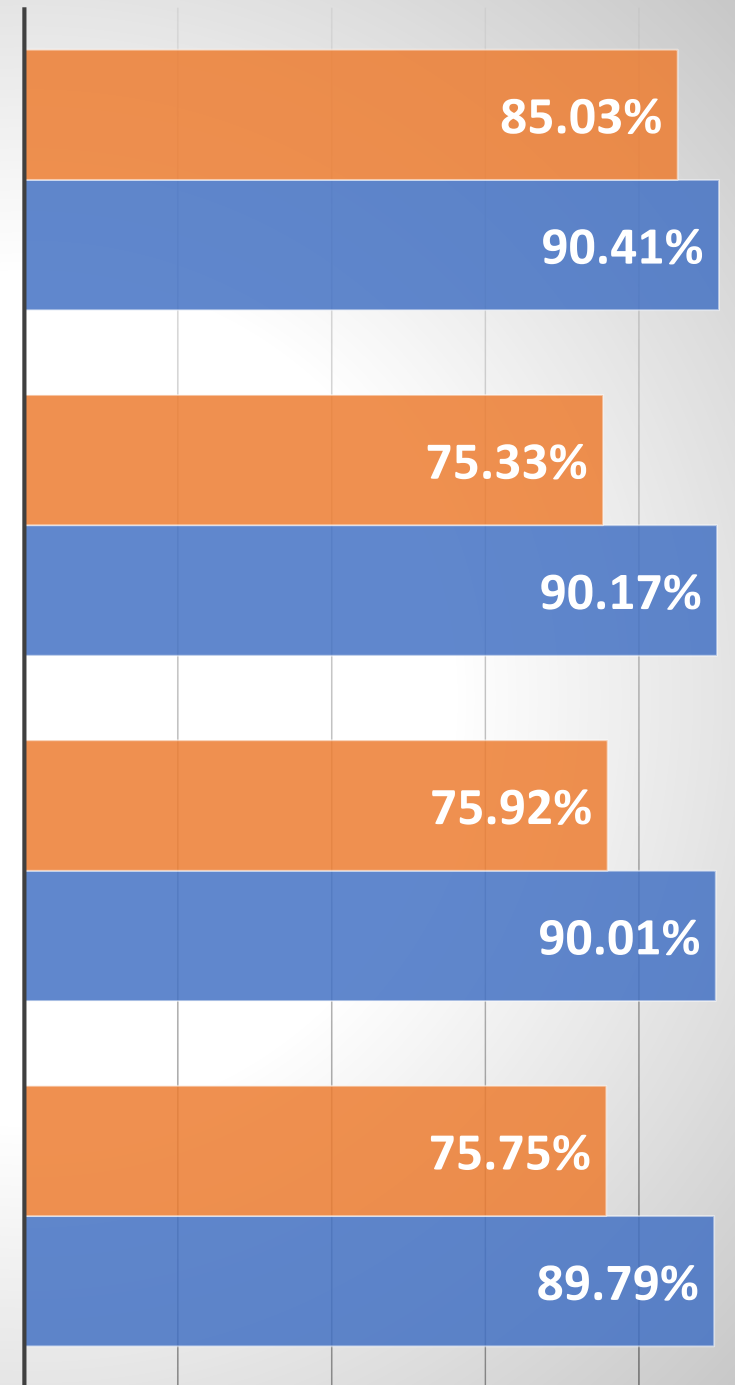
75.92%

90.01%

I AM WILLING TO PUT IN EXTRA EFFORT FOR THIS ORGANISATION

75.75%

89.79%



Largest Variance

I HAVE INPUT INTO EVERYDAY
DECISION-MAKING IN THIS
ORGANISATION

47.88%

72.39%

THIS ORGANISATION IS
SOCIALLY RESPONSIBLE

74.73%

90.84%

I BELIEVE IN THE VALUES OF
THIS ORGANISATION

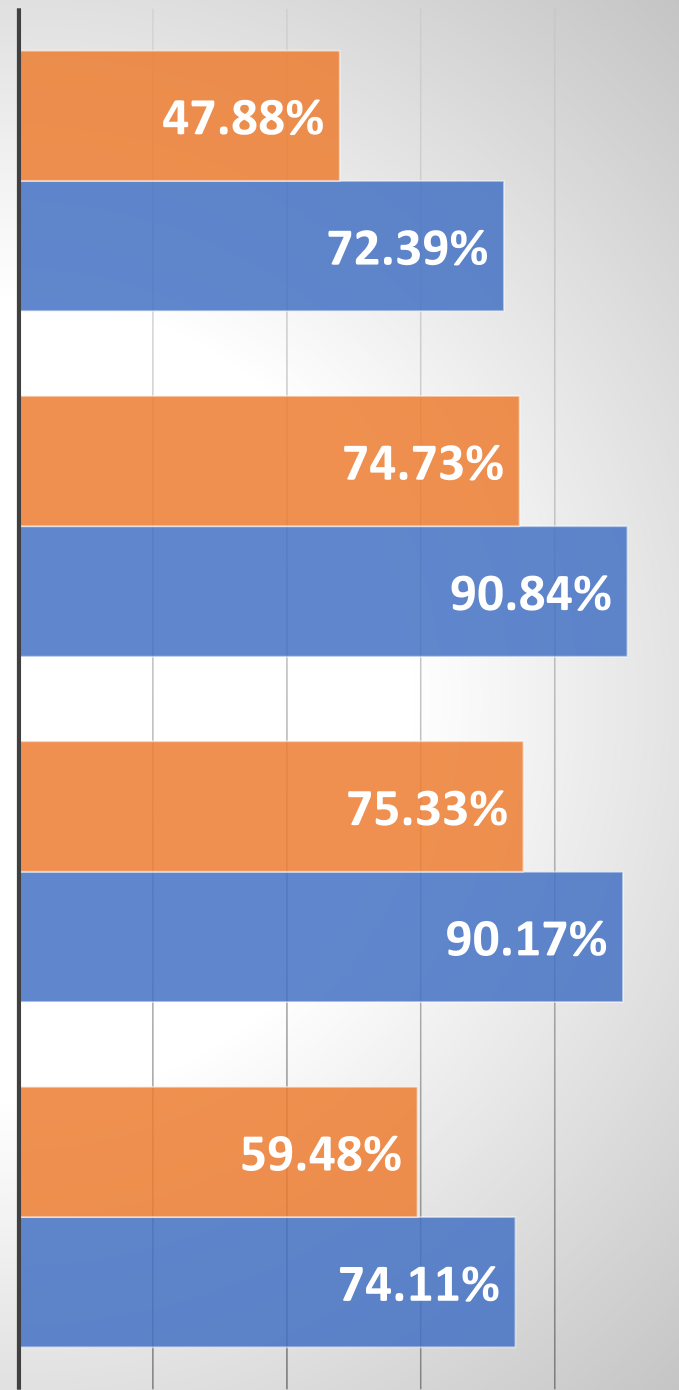
75.33%

90.17%

I AM AWARE OF THE OVERALL
STRATEGY SENIOR
MANAGEMENT HAS FOR THIS
ORGANISATION

59.48%

74.11%



Largest Variance

I AM AWARE OF THE VISION
SENIOR MANAGEMENT HAS FOR
THE FUTURE OF THIS
ORGANISATION

63.02%

77.35%

I BELIEVE IN THE OVERALL
PURPOSE OF THIS ORGANISATION

77.13%

91.24%

I AM AWARE OF THE VALUES OF
THIS ORGANISATION

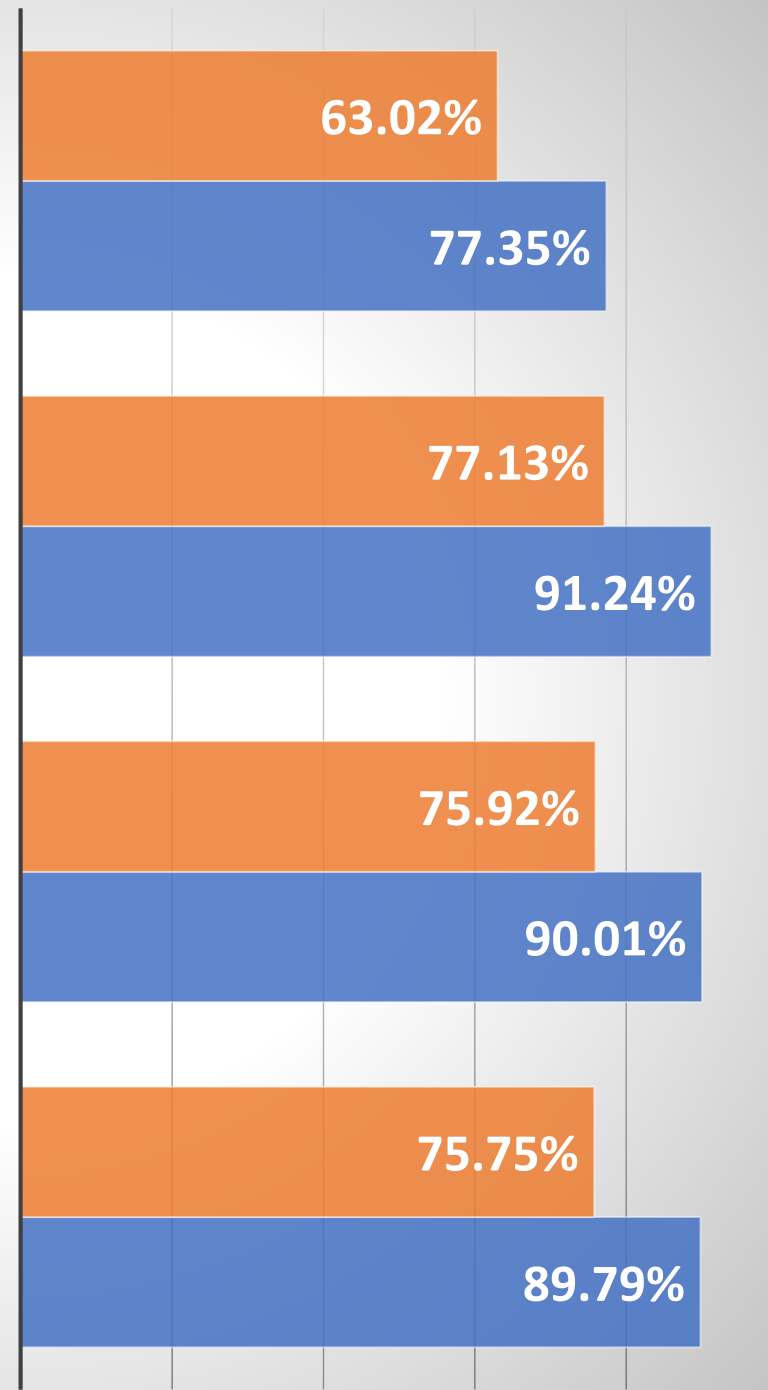
75.92%

90.01%

I AM WILLING TO PUT IN EXTRA
EFFORT FOR THIS ORGANISATION

75.75%

89.79%



Where we can do better

STAFF IN THIS ORGANISATION
HAVE GOOD SKILLS AT USING THE
TECHNOLOGY WE HAVE

62.17%

54.10%

THE BUILDINGS, GROUNDS AND
FACILITIES I USE ARE REGULARLY
UPGRADED

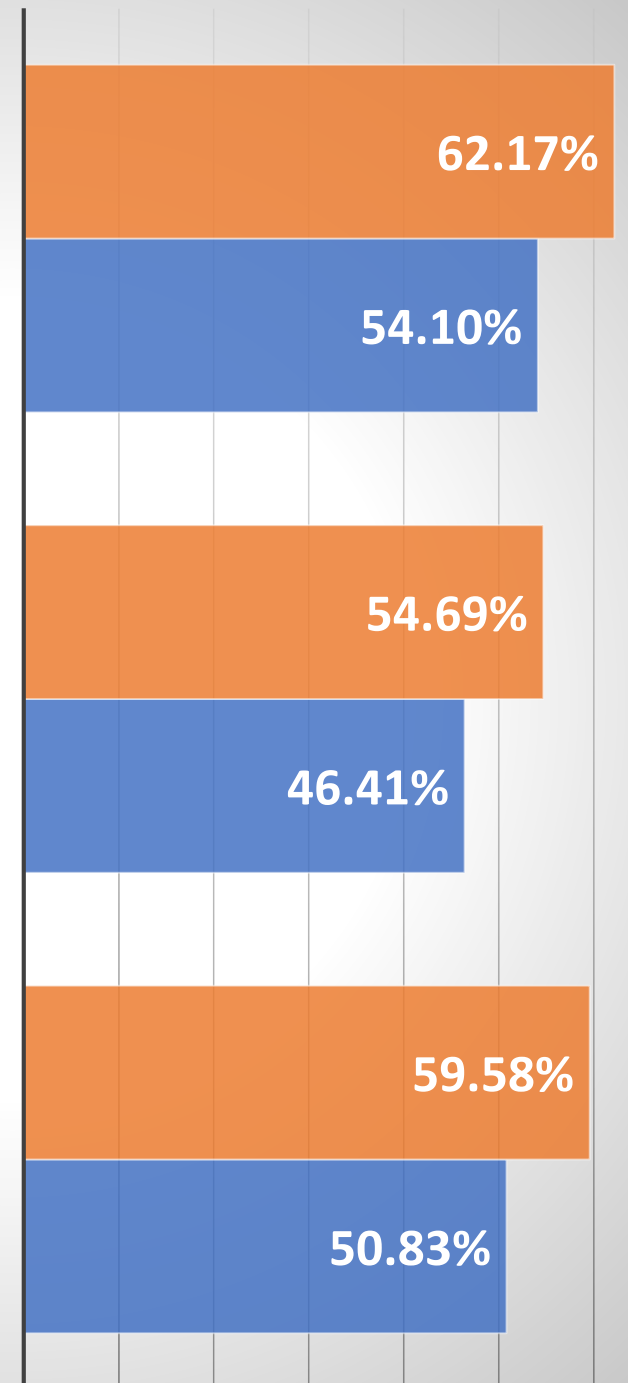
54.69%

46.41%

THIS ORGANISATION MAKES
GOOD USE OF TECHNOLOGY

59.58%

50.83%



Thank you



BloomingHR