

# What's it like to work in community housing?

A networking and information event

15 November 2017



# Welcome

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



# Agenda

- The future of community housing
  - Michele Adair, CEO, Illawarra Housing Trust
- Making the move, a personal experience
  - Wayne Ericksen, Development Project Manager, Illawarra Housing Trust
- Jobs, benefits and culture
- Close and lucky door prize!



# Introduction

- Acknowledgement of the traditional land owners
- Welcome to our guests and speakers
- BloomingHR's experience and background
- Why we are here today





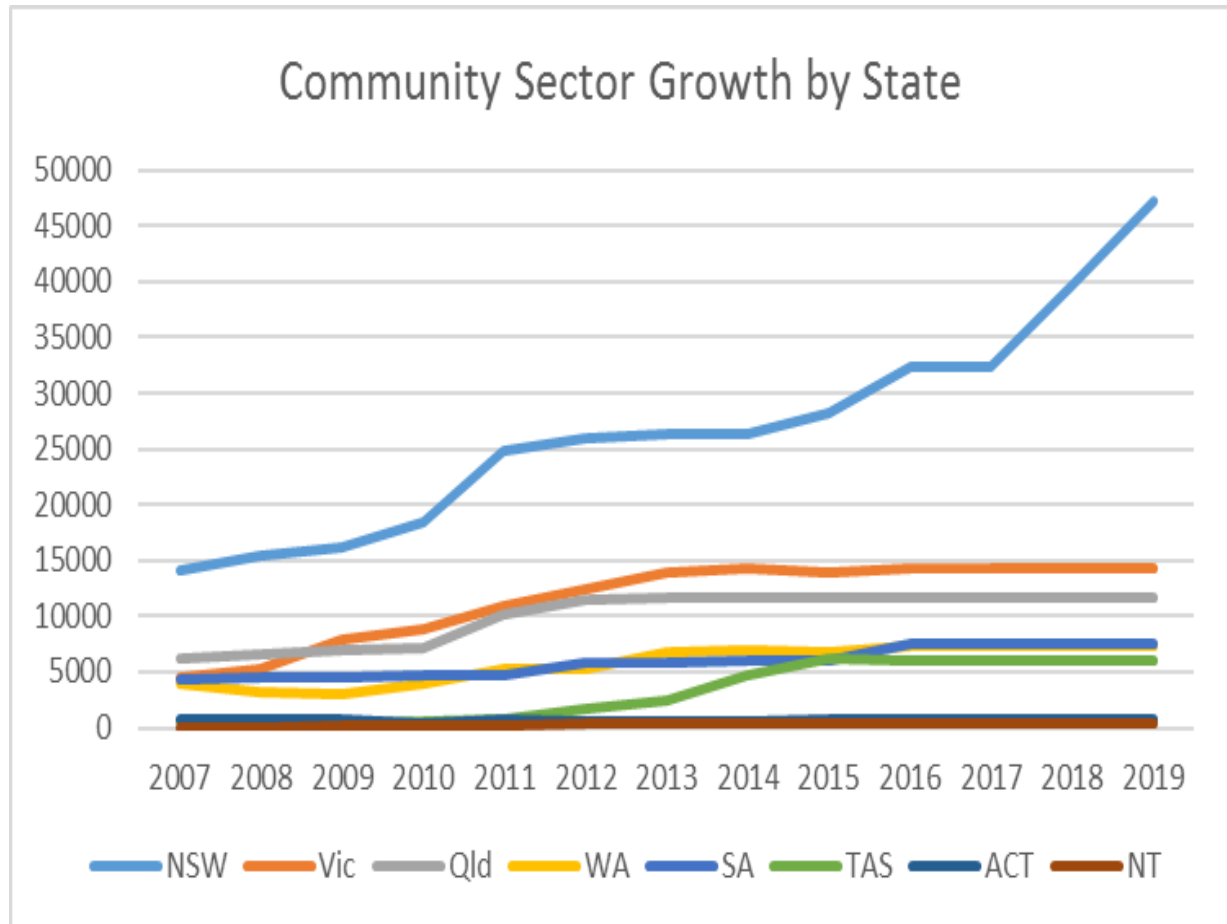
Michele Adair  
Chief Executive Officer

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# The Future of Community Housing

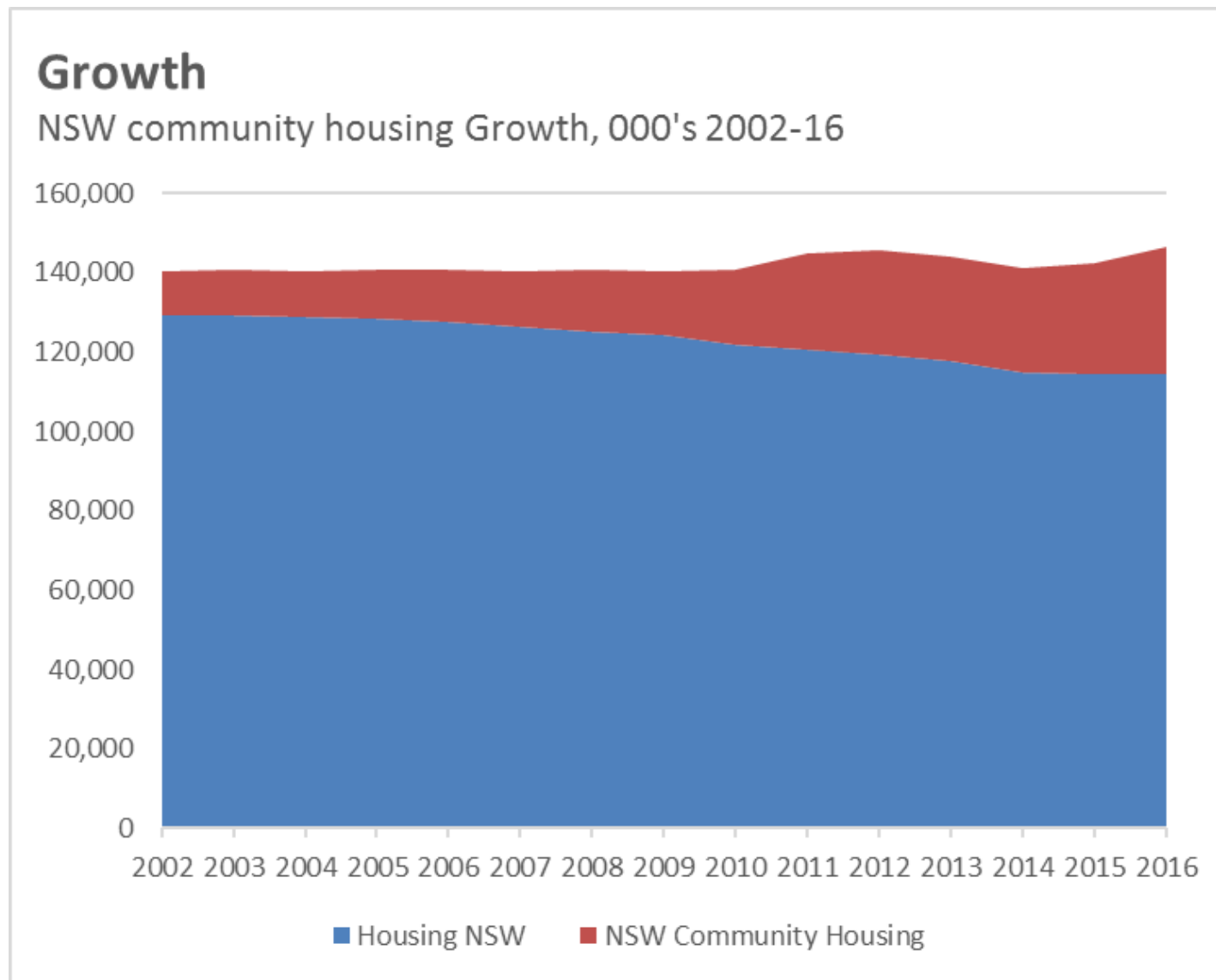


# Community Housing Sector Growth



- Nationally sector grown by 81% since 2009/10 to 80,000 in 2016
- NSW 32,000, future growth
  - Property Transfer Program moves 15,000 units to Community housing management - no net additions to supply
  - Communities Plus- mixed tenure redevelopment sites. Will add an additional 6,000 new dwellings over ten years.
- \$1.0B Social and Affordable Housing fund increase new supply, through use of subsidy. Round 1 completed.

# NSW Community Housing Sector Growth





Wayne Ericksen  
Development Project  
Manager,  
Illawarra Housing Trust



# Wayne Ericksen

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

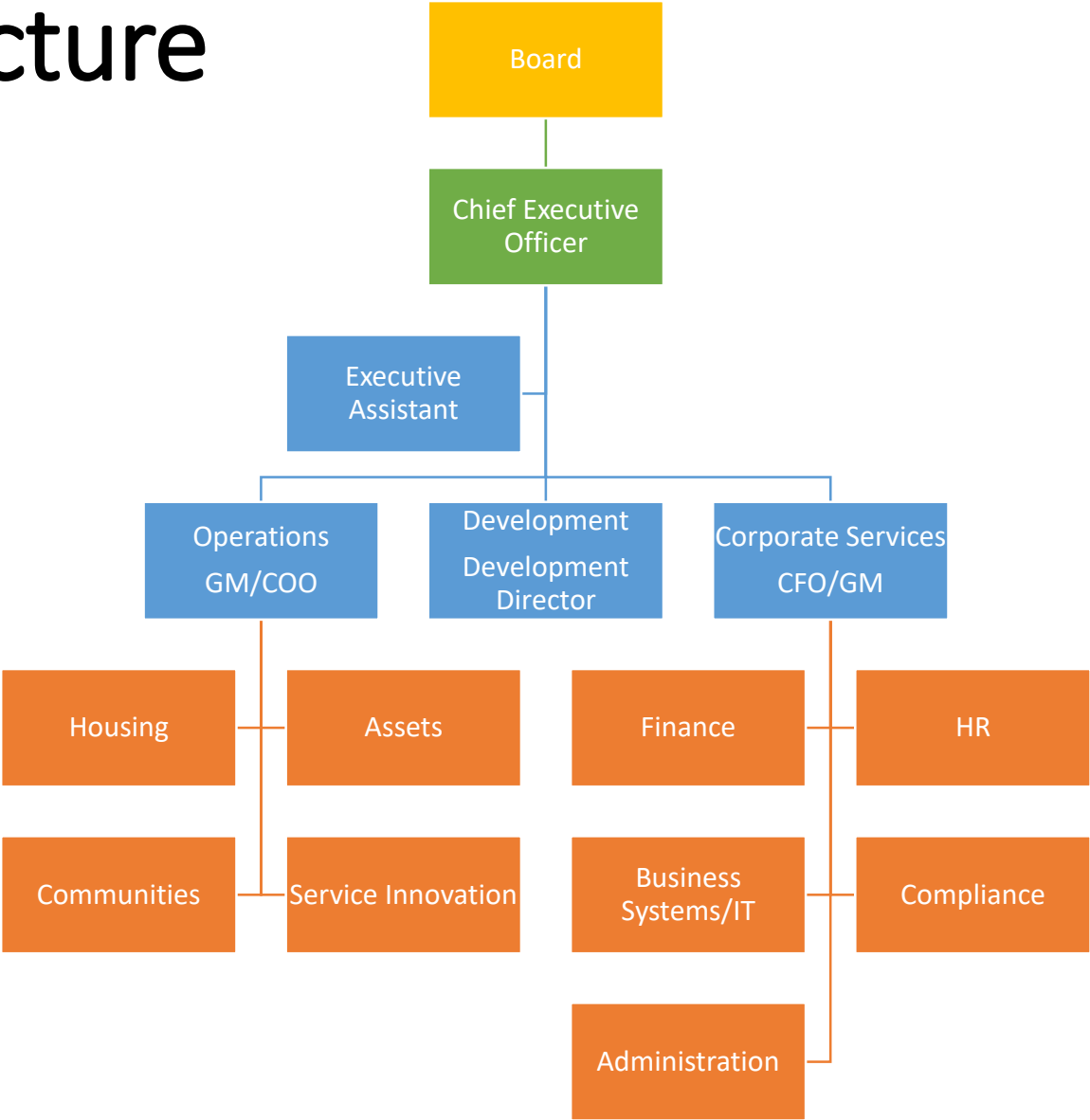




Natalie Carrington  
Chief Executive Officer

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# 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

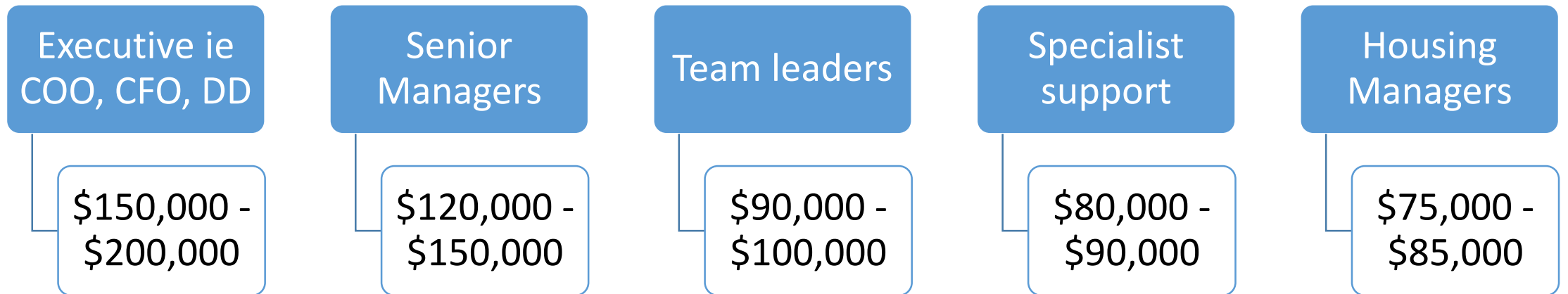
## Corporate Services

Risk and Compliance

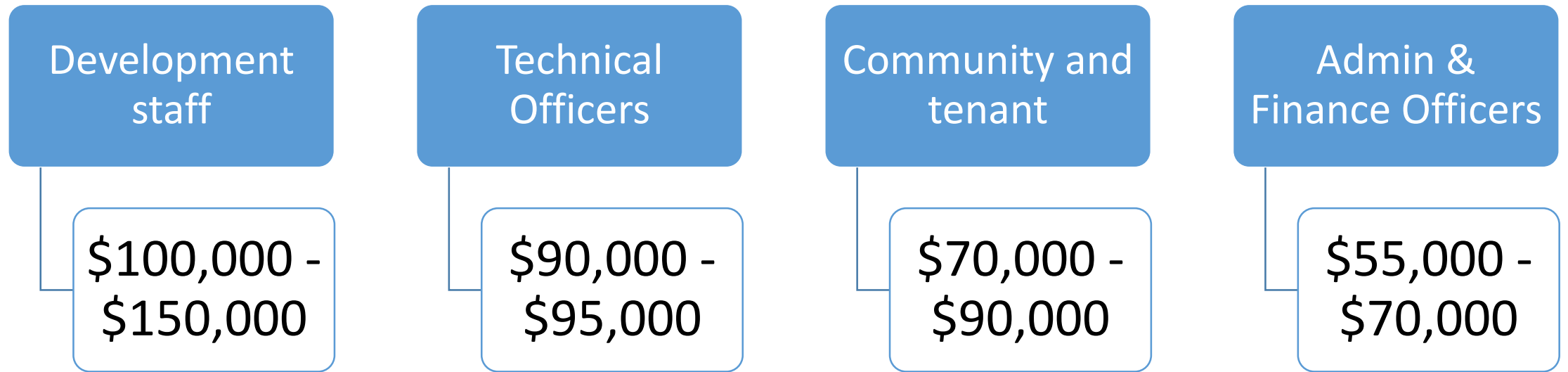
Administration/EA's/  
Office Managers



# 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
<b>Total Salary Package</b>	<b>87,600</b>	<b>87,600</b>
<b>Total Salary Package Value</b>	<b>95,975</b>	<b>87,600</b>
<b>Salary Equivalent (Excluding Super)</b>	<b>88,375</b>	<b>80,000</b>

# 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

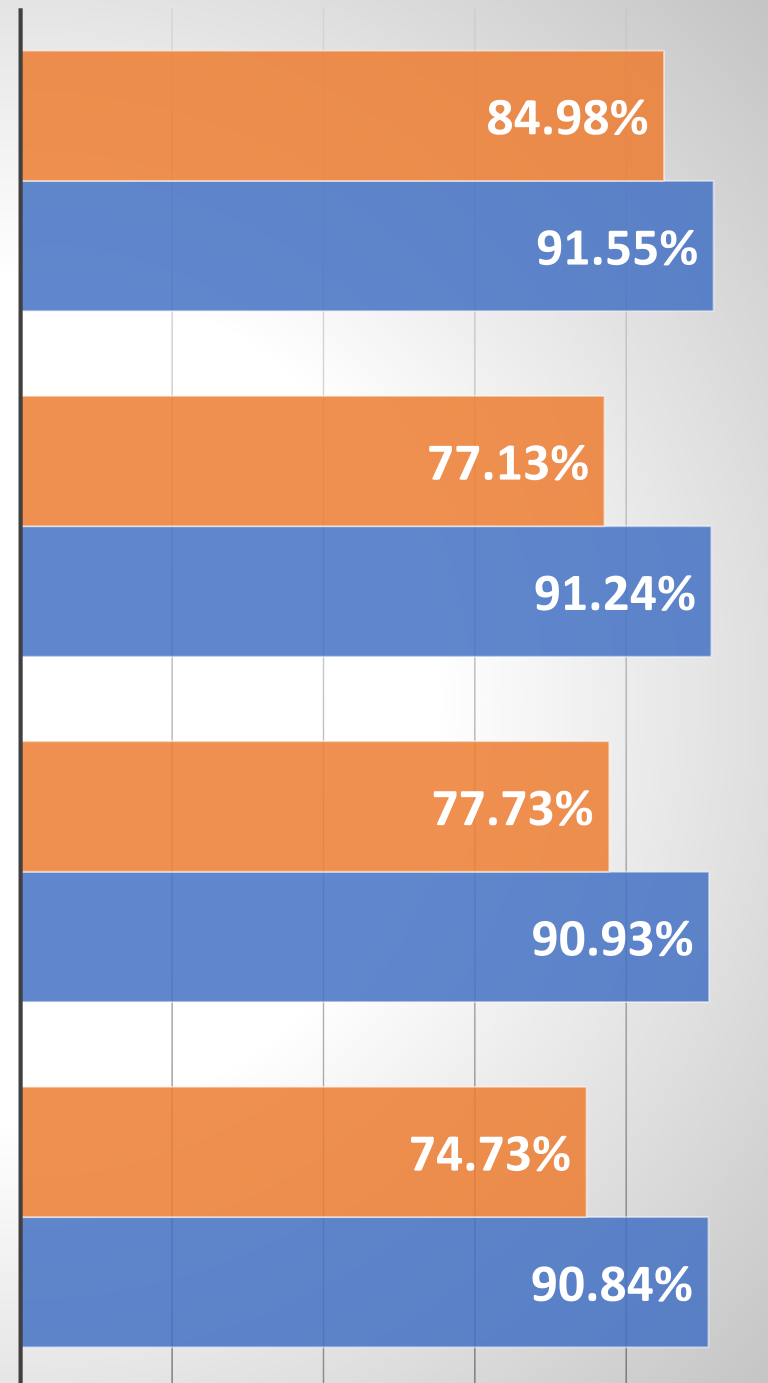
77.73%

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

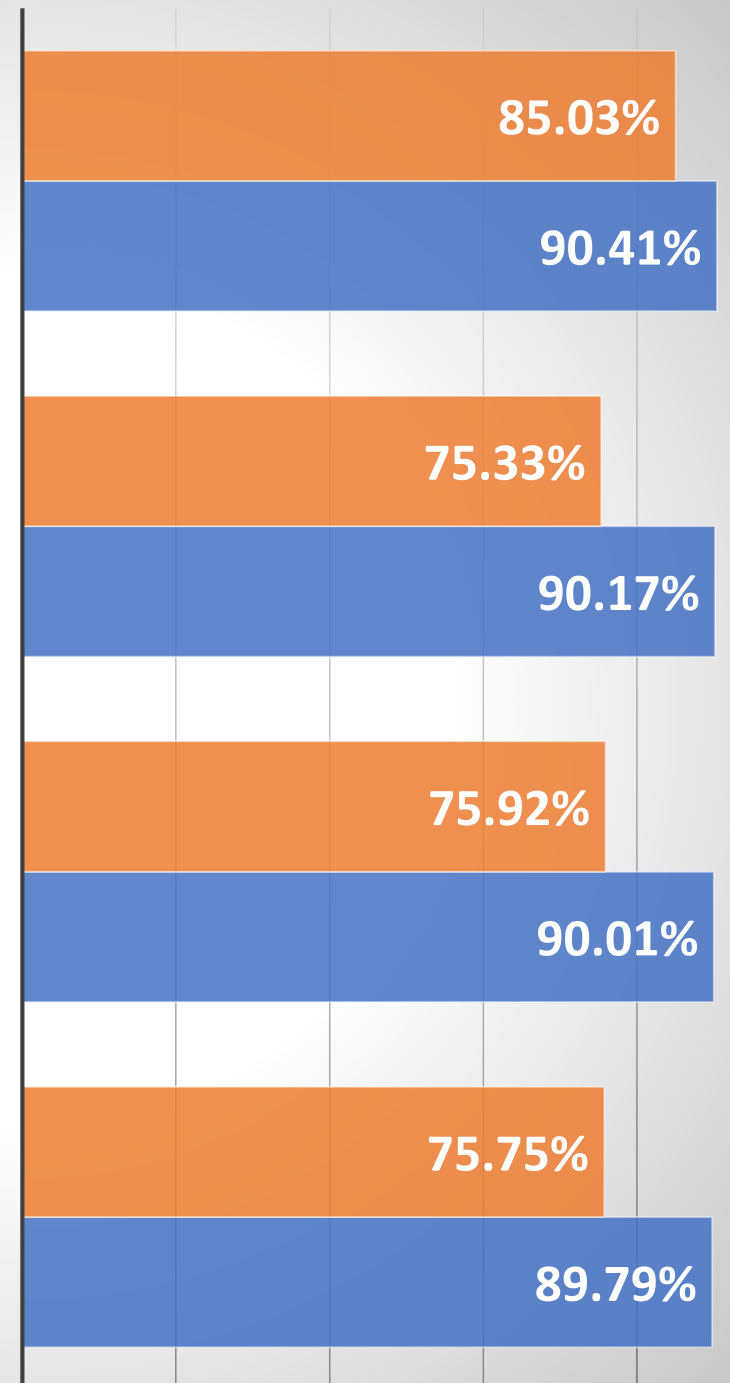
75.92%

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

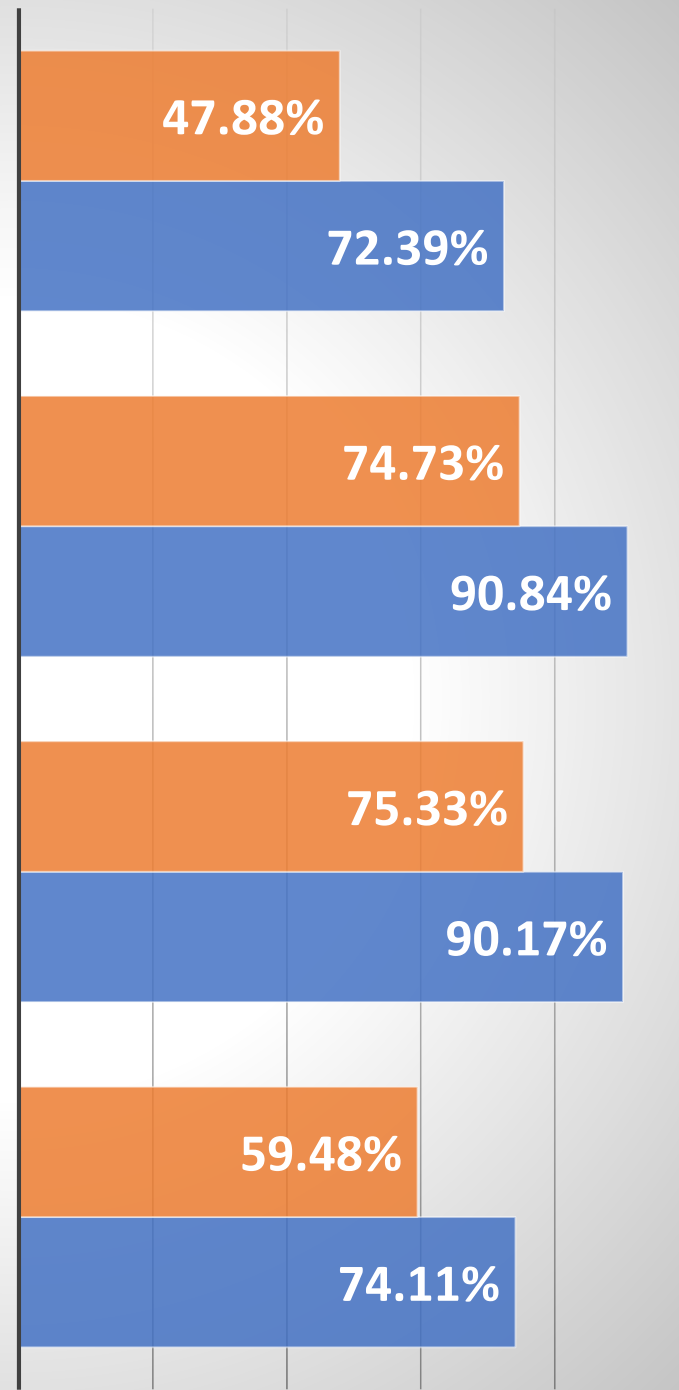
75.33%

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

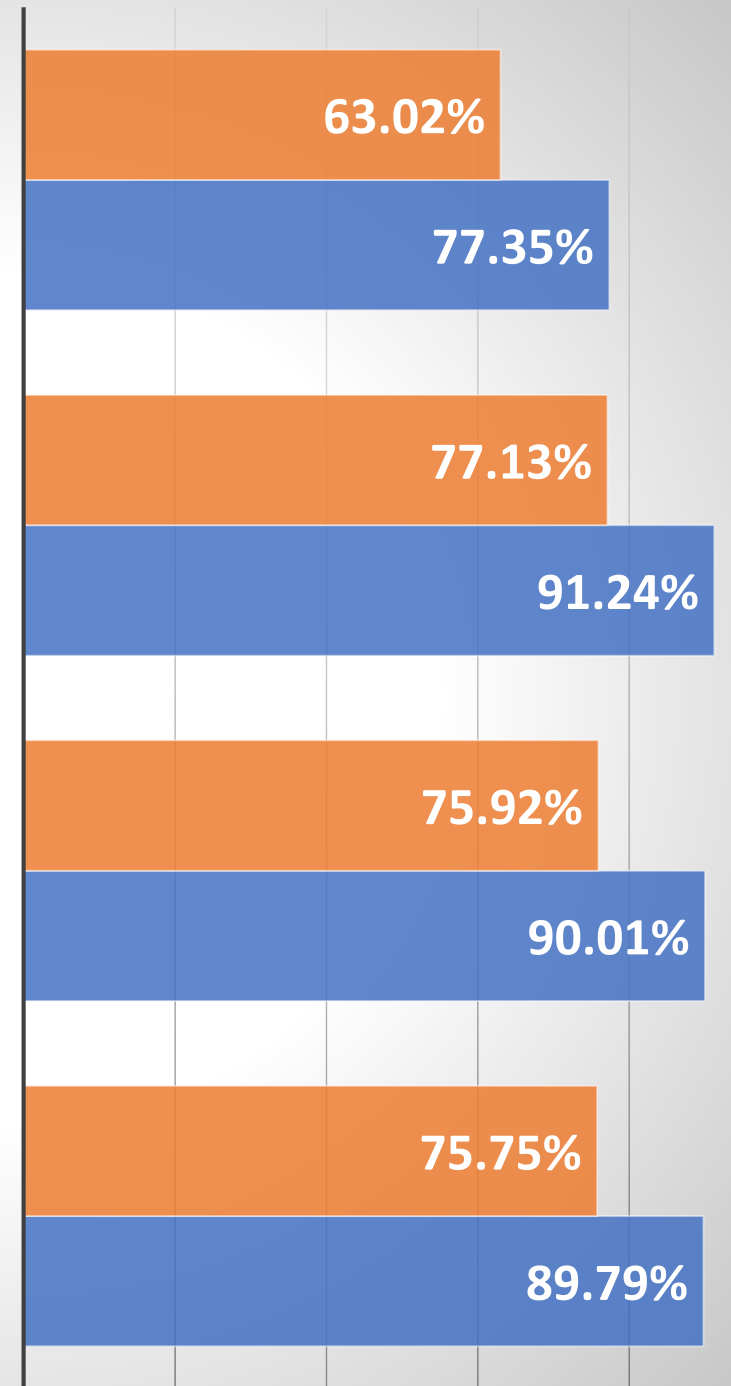
75.92%

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

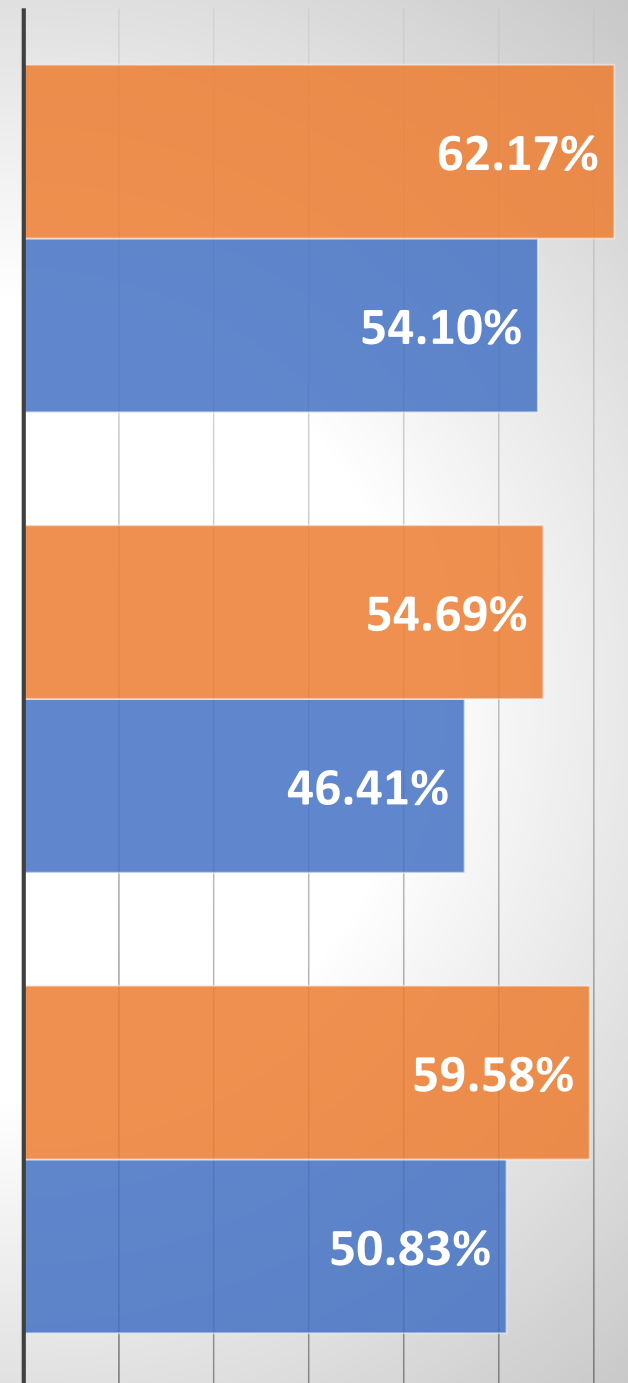
54.69%

46.41%

THIS ORGANISATION MAKES  
GOOD USE OF TECHNOLOGY

59.58%

50.83%



# Questions

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Where can I go for more information?

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Sign up for the BloomingHR newsletter

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Submit your resume

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Sign up for job alerts

Thank you



BloomingHR