



STAFF HOUSING SUPPORT POLICY

OBJECTIVE

To ensure that Council is competitive in attracting and retaining the employees it needs to meet its service and operational objectives.

That the principle of fairness & equity apply to housing support for staff

STATEMENT

This policy is designed to guide the provision of support for staff housing.

GUIDELINES

1. Where staff utilise their own housing or make their own private housing arrangements, Council will provide a subsidy of \$110.00 per week for full time staff and a pro rate amount for staff working less than full time.
2. Council will review the subsidy (1) amount annually, but is under no obligation to vary it.
3. Where Council provides its own houses or accommodation to staff it will do so at a less than market rate. Council's aim is to provide this housing at \$110.00 below the market rate for full time employees and a pro rate amount for employees working less than full time.
4. Council recognises that its aim (3) may take some time to progressively achieve given the current status, acting reasonably and given the contractual arrangements that may exist.
5. All staff receiving housing support will have the option of salary sacrificing their housing support or rent payments in accordance with taxation laws at the time and minimising any Fringe Benefits Taxation to the Council.
6. Staff are responsible for their own utility and internet and telephone costs.
7. Council will provide the first 300kl of water used at the properties it owns and provides to staff to encourage staff tenants to maintain the gardens and lawns.
8. Council inspect all houses it owns at least annually, and may do so at any time in accordance with State Laws.
9. All Staff using Council housing to sign tenancy agreements.

RESPONSIBLE OFFICER	Chief Executive Officer
HISTORY	Adopted xx.xx.xxxx
DELEGATION	
RELEVANT LEGISLATION	Taxation Administration Act 1953 (Salary Sacrifice) Residential Tenancy Act 1987
RELEVANT DOCUMENTATION	