



two ways :: one outcome

Staff Housing Policy

REFERENCE NUMBER: P-36
ORGANISATION UNIT: Corporate Services Directorate
RESPONSIBLE POSITION: Director Finance and Corporate Services
RELEVANT DELEGATIONS: CEO
DATE ADOPTED: April 2015 (CRN 051/2015)
REVIEW DATE: Every three years

Objectives:

- To meet Council and employee needs for suitable housing in remote communities.
- To ensure that managers/supervisors and individuals have an understanding of minimum housing standards for Council provided housing.

Legislation and Reference:

- Relevant Awards
- Central Desert Regional Council Enterprise Agreement
- Residential Tenancies Act

Scope:

The following policy covers the issue of employees' accommodation. The Policy is issued at the Chief Executive Officer's sole discretion and may be subject to periodic review and changed in accordance with such factors including but not limited to workplace obligations under the applicable Award and Enterprise Agreement and Council's ability to allocate housing resources.

Policy:

Council will endeavour to provide the best quality of housing available for staff within the resourcing constraints available.

It is acknowledged that the standard of housing for staff throughout the Regional Council varies according to the age of the housing and the various locations. It is acknowledged that Council is severely limited in its ability to procure new and additional housing and to upgrade existing housing. Council depends on its staff to maintain accommodation provided in the best condition possible to ensure future users can enjoy quality accommodation. It is acknowledged that there is a shortage of staff housing in several communities and that allocations must be prioritised when necessary.



two ways :: one outcome

The following are key Staff housing policy statements.

1. The Council shall only provide housing while the person is employed by the Council and located at one of its Service Delivery Centres and where the conditions of this policy are met.
2. Housing is not provided for elected Councillors.
3. Employees recruited into a community-based role who already reside in that community are not eligible for staff housing, unless with approval of the CEO.
4. Alice Springs based employees are not provided with Council housing unless with approval of the CEO.
5. Where there are housing shortages, the following hierarchy of house allocation may be used: This may be varied with approval of the CEO.

| Staff Housing Hierarchy |
|---|
| Regional / Council Service Manager |
| Essential Service Officer* |
| Works Supervisor |
| Agency Coordinators / Eligible other staff# |

* Where CDRC operate Power and Water contract.

Where an agency has provided funding for construction or purchase of the housing they shall have priority.

6. Housing is only provided to staff members employed in roles of Level 3 or above.

History:

First adopted April 2011