

POLICY NO.	A.11
POLICY SUBJECT	Staff Housing
ADOPTION DATE	24 November 2011 (C.17/1111)
LAST REVIEW DATE	26 November 2020 (C.05/1120)

Council recognises it has a limited stock of housing available for subsidised rental by Shire employees. This stock consists of the two former police quarters in Hampton Street and the dwelling adjacent to the recreation centre in Gifford Road.

These dwellings may be offered to staff on a fixed term lease of duration and conditions to be determined by the CEO. Leases will take the form of a standard residential tenancy agreement including arrangements for utilities, bond, pets, etc.

Nothing in this Policy prevents an eligible employee's ability to direct remuneration benefits towards housing to capitalise on the discounted FBT applicable to remote area housing. The eligibility of an employee is to be determined by the CEO with eligibility predicated on whether the position occupied by the relevant employee is one that has specific technical skills, experience, etc that is not common to most employees and therefore is a position most likely to be filled by a person residing outside the district.

In addition to permitting eligible staff to salary sacrifice remuneration benefits towards housing the Shire can also take out lease agreements for dwellings and sub-lease to the employee. In these situations the Shire's only involvement will be to facilitate the lease in its name; all negotiations on occupancy conditions, rent, etc are to be between the employee and the property owners.

Eligible employees considering issues such as salary sacrificing and eligibility for remote area housing tax benefits are to seek their own professional advice. The contents of this policy are not to be construed by the employee as tax advice.