

1. Purpose of Policy

1.1 Purpose

This policy

- sets the principal objective of Teacher Housing Authority of NSW (THA) to provide and maintain suitable and adequate housing accommodation for teachers in New South Wales.
- aims to support the provision of affordable and well-maintained properties to attract and retain teachers in rural and remote locations
- outlines the pest control provisions THA will have in its properties.

1.2 Operating Context

THA owns and manages approximately 1300 properties in 198 communities to house teachers in NSW.

THA provides accommodation in rural and remote locations in New South Wales where the private rental market fails to meet the needs of teachers and Department of Education (DoE) staff.

Under the *Housing Act 2001*, THA pays local real estate agents to manage these properties including maintenance.

2. Scope and application

2.1 In scope

The policy applies to THA properties.

2.2 Application

This policy is to be applied by:

- Director, Housing Services;
- Senior Tenancy Manager;
- Manager Building Services;
- Project Officer;
- Tenancy Services Officers;
- Technical Officers; and
- Maintenance Officer.

3. Policy

THA will ensure that its residences are free from pest infestation before it is occupied.

If the infestation of pests during occupancy is due to activities or neglect by THA, THA will meet the full cost of rectifying the problem.

Where an infestation of pests (excluding white ants/termites) cannot be attributed to either THA or the tenant, THA will either attend to treatment of the infestation and charge the tenant half the costs of rectification, or, refund half the amount to the tenant of the costs associated with the treatment. The tenant must obtain THA's agreement to reimburse before the work is carried out.

THA will meet the full cost of eradicating white ants/termite infestations.

THA will not undertake periodic white ants/termite inspections of its properties. However, once an infestation is known and eradicated, THA will:

- Ensure annual inspection of the residence for a period of at least three years; and
- Consider installing appropriate preventative system if the risk is reported to be high.

THA will rely on its managing agents for regular routine inspections and report of any notice of infestation or pest related damage.

4. Failure to comply with this policy

This policy needs to be complied with to ensure health and safety of THA's tenants.

Any non-compliance will need to be reported to the Building Services Manager or Director, Housing Services.

In any non-compliance, the following actions are to be taken with the respective officer:

- One on one meeting to discuss non-compliance;
- The officer is to be provided with a note of the discussion and an instruction to comply with the policy in the future; and
- For any serious non-compliance, reference will be made to the DPIE Code of Ethics for appropriate advice and/or action.

5. Code of Ethics and Conduct

Public officials are expected to act ethically and in the public interest. Part 2 of the *Government Sector Employment Act 2013* establishes the ethical framework for the Government sector.

Corrupt conduct is defined in Sections 8 and 9 of the *Independent Commission Against Corruption Act 1988*.

6. Monitoring and review

THA will review this policy no later than three years from the date the document is approved. The document may be reviewed earlier in response to post-implementation feedback, changes to legislation, or as necessary

Policy Metadata

Category	Description
Status	Final
Date of approval	24 August 2021
Approver	THA Board Members and Chairperson
Approval reference (CM9)	PAG21/00402-006
Division	Housing Services
Policy owner	Director, Housing Services
Branch	NSW Land and Housing Corporation
Next review date	August 2024

Version Control

Version Number	Date Issued	Changes
1	24 August 2021	New document