



NSW Federation of  
Housing Associations inc

# Federation Bulletin



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## Launch of individual workforce benchmark reports

Each association is now able to compare its results with sector and peers

The Federation is today launching an exciting new tool to support the sector in its workforce development. For the first time each association that contributed to the 2011 workforce survey will receive an individual benchmark report that compares its results from the workforce survey against the sector average and within peer groups. Individual reports are being sent directly to providers today and tomorrow.

NSW Federation of Housing Associations has been collecting information about the workforce profile of housing associations operating in NSW since 2009. Each year since 2009, with the support of the sector, and using data supplied by each association, the Federation has provided a detailed overall analysis of the sector workforce in the annual Community Housing Workforce Survey Report. In response to requests for individual benchmarking reports from the sector, the Federation has produced an individual benchmark report on the main findings from the workforce survey for each association that supplied data in the 2011 survey. It contains the following benchmarks:

- Property to staffing ratio;
- Salary costs per property ratio;
- Staff turnover percentage;
- Your workforce diversity measures;
- Gender balance; and
- Your workforce age balance.

We also provide a comparator figure from earlier workforce surveys, where possible.

**No other housing provider, Regulator or government department can see your organisation's individual information. Your individual data will be kept completely confidential by the Federation.**

As this is the first occasion individual benchmark data has been provided back to the sector, the Federation is treating this report as a pilot and will be consulting with the sector on how the report can be developed in future years. We would welcome your feedback and comments to [MajaF@communityhousing.org.au](mailto:MajaF@communityhousing.org.au) or 9281 7144 ext 201.

The Federation would like to thank each housing association for taking part in the workforce survey data collection.

This is the first in a series of benchmarking exercises that the Federation is conducting. We will continue to compile and analyse data in other operational areas where it will add value to the sector to see benchmarks between organisations. We will also be working with government and other partners to broker access to data to support benchmarking in the sector.

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NSW Federation of Housing Associations Inc  
Suite 301, 64-76 Kippax Street, Surry Hills NSW 2010 Australia | T +61 (0)2 9281  
7144 | F +61 (0)2 9281 7603

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