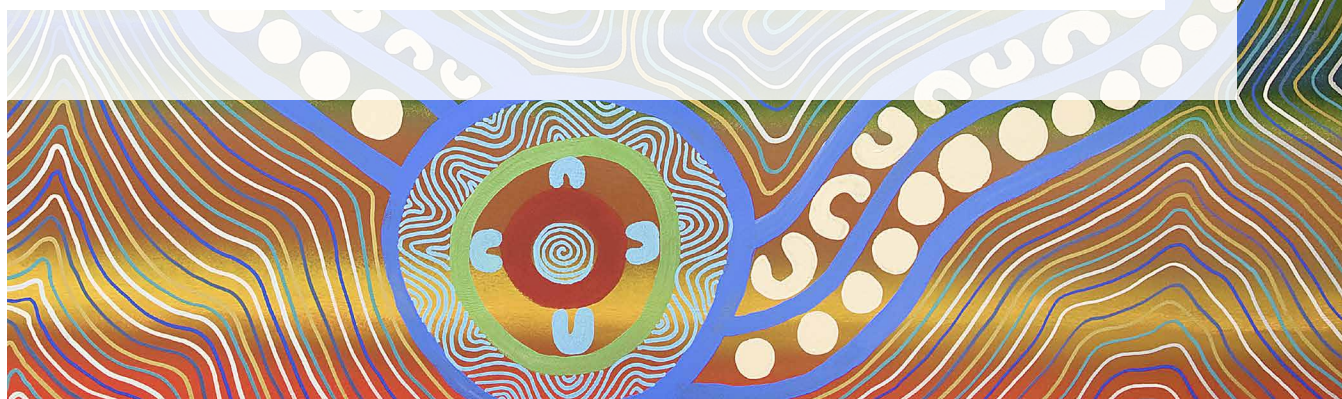




# Annual Report 2019-20

- | Department of Planning, Lands and Heritage
- | Western Australian Planning Commission
- | Aboriginal Affairs Planning Authority
- | Heritage Council of Western Australia

Planning and managing land and heritage for all Western Australians





The Department of Planning, Lands and Heritage recognises the diversity of the Aboriginal peoples of Western Australia and acknowledges the Traditional Owners and custodians and their connection to this land and its waterways. We pay our respect to Elders past and present and those who will follow in their footsteps.

#### Disclaimer

This document has been produced by the Department of Planning, Lands and Heritage on behalf of the Western Australian Planning Commission, Aboriginal Affairs Planning Authority and Heritage Council of Western Australia. Any representation, statement, opinion or advice expressed or implied in this publication is made in good faith and on the basis that the Government, its employees and agents are not liable for any damage or loss whatsoever which may occur as a result of action taken or not taken, as the case may be, in respect of any representation, statement, opinion or advice referred to herein. Professional advice should be obtained before applying the information contained in this document to particular circumstances.

© State of Western Australia

Published by the  
Department of Planning, Lands and Heritage  
Gordon Stephenson House  
140 William Street  
Perth WA 6000

Locked Bag 2506  
Perth WA 6001

Published September 2020

website: [www.dplh.wa.gov.au](http://www.dplh.wa.gov.au)  
email: [info@dplh.wa.gov.au](mailto:info@dplh.wa.gov.au)

tel: 08 6551 8002  
fax: 08 6551 9001  
National Relay Service: 13 36 77

The Department of Planning, Lands and Heritage owns all photography in this document unless otherwise stated.

This document is available in alternative formats on application to the Department of Planning, Lands and Heritage Communications Branch.

# ABOUT THIS REPORT

This report covers the operations of the Department of Planning, Lands and Heritage (the Department), Western Australian Planning Commission (WAPC), Aboriginal Affairs Planning Authority (AAPA) and Heritage Council of Western Australia (HCWA).

This report presents the audited financial statements and performance indicators for the year ended 30 June 2020.

Pursuant to Treasurer's Instruction 104C

– Annual Reporting 2019-20 Exemption the Department has opted to submit a reduced Annual Report for the 2019-20 Financial Year.

# STATEMENT OF COMPLIANCE

To the

**Hon Rita Saffioti** BBus MLA, Minister for Planning

**Hon David A Templeman** Dip Tchg BEd MLA, Minister for Heritage

**Hon Ben Wyatt** LLB MSc MLA, Treasurer; Minister for Aboriginal Affairs; Lands

In accordance with Section 63 of the *Financial Management Act 2006*, I hereby submit for your information and presentation to Parliament, the Annual Report for the Department, WAPC, AAPA and HCWA for the financial year ended 30 June 2020.

This report has been prepared in accordance with the provisions of the *Financial Management Act 2006*.

**Gail McGowan** PSM

Director General

Department of Planning, Lands and Heritage



# CONTENTS

Interactive, click to open page

IA MESSAGE FROM THE DIRECTOR GENERAL	3
IOUR DEPARTMENT	5
IOUR ACHIEVEMENTS	6
ICOVID-19 RESPONSE	8
ITHE DEPARTMENT	12
IOUR VALUES	14
ISTRATEGIC PLAN 2019-2024	15
IDEPARTMENT ORGANISATIONAL STRUCTURE	16
IOUR PERFORMANCE	17
IOUR COMMUNITY	29
IOUR PEOPLE	32
IOUR STATUTORY BOARDS AND COMMITTEES	36
IGOVERNANCE DISCLOSURES AND OTHER STATUTORY REQUIREMENTS	67
IAPPENDIX 1 - LEGISLATION	69
IDepartment of Planning, Lands and Heritage Financials and performance indicators	73
IWestern Australian Planning Commission Financials and performance indicators	131
IAboriginal Affairs Planning Authority Financials and performance indicators	175
IHeritage Council of Western Australia Financials and performance indicators	203



**Gail McGowan PSM**  
Director General

## ■ A MESSAGE FROM THE DIRECTOR GENERAL

This year's Annual Report provides a snapshot of the work undertaken by the Department and the statutory bodies it supports – including the Western Australian Planning Commission, the Heritage Council of Western Australia, Pastoral Lands Board, Aboriginal Lands Trust and the Aboriginal Cultural Material Committee. It captures a year of polar opposites. The first half was very much business as usual, getting on with the job of delivering State Government priorities and our statutory responsibilities, and the second half was shaped by a global pandemic that dramatically changed our landscape and the way we work.

The COVID-19 pandemic required policy responses to keep the lights on across the State, and swift actions to ensure the health and safety of our staff, stakeholders and the community. This response changed dramatically as the weeks progressed, from one that was reactive, to a more forward-looking plan to identify ways to support Western Australia's economic recovery.

I am proud of the way the Department has responded. We have been able to adapt, continue to support our three Ministers in the Planning, Lands, Aboriginal Affairs, and Heritage portfolios, and provide our statutory services while collaborating across-Government to drive and support the COVID-19 response and recovery.

This is evident in the exemplary effort in the drafting of the *Planning and Development Amendment Act 2020* to streamline development approvals to assist in the economic recovery. The Act forms part of a larger body of relief and reform initiatives to support our community during these difficult times. This is in addition to work to stimulate the economy through the activation of State assets, namely maintenance work on our historic sites and the sale of underutilised Crown land for repurpose and revitalisation.



The Department took the challenges of COVID-19 in its stride. In practicing social distancing we found ourselves working in different conditions and locations. We found new ways to communicate and collaborate in a digital space and in our return to the office, we have brought this increased connectivity with us as we work in more innovative and adaptive ways.

While the Department's response to COVID-19 dominated the second half of the financial year, credit must be given to the excellent work undertaken in the preceding months.

In November 2019, the Department released its Strategic Plan which guides us to 2024 through focus on five key strategies – Places, People, Frameworks/Reform, Services and Community. While COVID-19 will make us rethink how we do business, these five strategies will shape how we approach the challenges ahead to continue our service to the public.

The Strategic Plan is directly aligned with the broader Government priorities and has been shaped by the Department's core values of integrity, respect, collaboration, professionalism and innovation.

The Department also released its Reconciliation Action Plan (RAP), which provides a framework to support the national reconciliation movement.

Other key highlights from 2019-20 include the execution of the Yamatji Nation Indigenous Land Use Agreement, strong progress on Pastoral Lands Reform, the opening of Pia's Place playground at Whiteman Park, the endorsement of a new Bushfire Framework Review Action Plan, the release of the Swan Valley Action Plan, the Murujuga National Park World Heritage submission, our continued support of METRONET, and the establishment of the State Design Review Panel.

Looking to the future, while there is still uncertainty surrounding what a post COVID-19 world entails, I can say with certainty that the Department is prepared and committed to play a leading role in the State's recovery.

**Gail McGowan PSM**

Director General

Department of Planning, Lands and Heritage

# OUR DEPARTMENT

The Department of Planning, Lands and Heritage brings together land use planning, Crown land administration functions, all aspects of Western Australia's heritage including Aboriginal heritage services, and administration of the Aboriginal Lands Trust estate.

The Department supports three State Government Ministers and five statutory boards and committees related to planning and managing land and heritage.

The Department supports the sustainable development of well-planned communities in Western Australia and leads and advises on key development projects across the State.

Our key focus areas are:

- Integrated land and infrastructure policy development
- Land use planning and policy development
- Aboriginal heritage and lands management
- Cultural heritage conservation services
- State land administration
- Land asset management.

## 2019-20 by numbers

**233.3 million** hectares of Crown land administered

**492** pastoral leases administered

**\$8.6 million** in land sales with a further **\$31.8 million** under contract

**2,307** subdivision applications completed

**475** development applications completed

**2,205** deposited and strata plans completed

**112** local planning scheme amendments

**444** site assessments for protection under section 5 of the *Aboriginal Heritage Act 1972* (AH Act)

**19** Section 16 AH Act applications processed

**128** Section 18 AH Act applications processed

**14,889** total registered Aboriginal Heritage sites

**309** Aboriginal Lands Trust properties

**138** infrastructure reports or remediations on Aboriginal Lands Trust estate

**17** Heritage Places added to the State Register

**1,380** total places listed on the State Register

**5** Heritage Agreements finalised

**60** Heritage Award nominations assessed



# OUR ACHIEVEMENTS

✓ **Yamatji Nation Indigenous Land Use Agreement** executed with the Yamatji People in the Mid West – **100,000 hectares** of land identified for transfer as part of the agreement

✓ **Swan Valley Action Plan** released to guide development, while preserving the region's unique rural character

✓ **Fremantle Prison Master Plan 2019-2029** released and **\$3.5 million** investment for conservation works

✓ **Draft East Wanneroo Structure Plan** released for public consultation to guide the long-term vision for the area as one of Perth's fastest growing suburbs - anticipated to be home to 150,000 people in the next 50 years

✓ Submission to the Commonwealth for the **Murujuga World Heritage Listing** to help protect one of the State's most significant heritage areas

✓ **Roebourne Gaol Precinct** heritage management plan in place and restoration works commenced to protect the heritage of one of Pilbara's oldest townsites and to revitalise its community use

✓ Endorsement of the **Bushfire Framework Review Action Plan** to reduce inconsistencies across bushfire regulation to better protect our communities

✓ **Unlocking 435,000 hectares of underutilised land in the Kimberley** to support the future growth of the region with Registrations of Interest released for the former Waterbank and Ardjorie stations

✓ **State Design Review Panel** provided expert design advice to more than 40 reviews of major development proposals - elevating good design across our communities

✓ **Development Assessment Panels** received **285 applications** in 2019-20 with a potential development value of more than **\$5.4 billion**

✓ Subiaco Oval, Ascot Kilns, East Perth Cemeteries, Newspaper House and the Guildford Historic Townsite were all added to the **Register of Heritage Places** – **protecting our iconic heritage for future generations**

✓ Completion of key **Ord Final Agreement** commitment to transfer 125,000 hectares of an East Kimberley Reserve to the Native Title Holder – MG Corporation

✓ **Draft Position Statement: Special Entertainment Precincts** released for public comment to balance the needs of entertainment venues, other businesses and residents in premier entertainment areas





- ✓ **\$5.4 million** in **Bushfire Mitigation grants** distributed to the State's regional local governments to manage bushfire risks on Crown land
- ✓ Released the **Assessment of Coastal Erosion Hotspots in Western Australia** report which identifies 55 areas with accelerated coastal change and potential management strategies
- ✓ Provided nearly **\$600,000 to local governments and community groups** to plan, protect, manage and enhance Western Australia's coastal areas - 17 groups from the Pilbara to the South West
- ✓ **Completion of the Fitzroy Crossing** ancestral remains repatriation project
- ✓ **Pia's Place** all-access play space at Whiteman Park opened for the whole community to enjoy
  
- ✓ **Aboriginal Cultural Heritage Bill** drafted following extensive consultation on Phase Two proposals - new cultural heritage legislation to better protect Aboriginal heritage in Western Australia
- ✓ **Successful negotiation of transfer** of management orders to the Esperance Tjaltjraak Native Title Aboriginal Corporation
  
- ✓ Completion of property remediation as part of the **Northampton Lead Tailings Project** with contaminated material from 136 properties relocated to a newly established facility
- ✓ Coordinated State's response to the Parliamentary Inquiry into **Short Stay Accommodation** and progressed actions in line with the recommendations - clear guidance for local governments and accommodation providers
- ✓ **Finalisation of new Road and Rail Noise Policy** to shield communities from unreasonable transport noise while ensuring our transport infrastructure is protected
- ✓ **Port Hedland West End** - Improvement Plan released to resolve long standing land use conflicts in the West End
- ✓ Residential aged care - Draft Position Statement released to help **deliver more aged care accommodation**
- ✓ Preserving Aboriginal Sites Program - **13 grants totalling \$250,000 to protect and preserve registered Aboriginal sites** across the State
- ✓ Exceeded the targets set by the **Aboriginal Procurement Policy** with 12 per cent of contracts awarded to Aboriginal organisations with a total value of more than \$2 million

# COVID-19 RESPONSE

As the COVID-19 pandemic unfolded, the Department took decisive action to support Western Australia through direct measures to ensure businesses, services and amenities continued to operate, wherever possible; protect our regional and remote communities; offer rent relief for eligible small-to-medium businesses; and develop legislative amendments to stimulate the State's recovery.

## Community and business continuity

New State of Emergency powers provided the Hon Rita Saffioti, Minister for Planning, the authority to temporarily override requirements and conditions set out in local planning schemes, and existing conditions in planning approvals under the Planning and Development (Local Planning Schemes) Regulations 2015.

The Notice of Exemption ensured swift responses to a changing crisis environment and enabled continued provision of essential community services and supply chains, as well as reducing the administrative burden on local government.

Streamlining processes to limit the need for planning approval allowed people and businesses to adapt to the changes including:

- allowing restaurants and cafes to change their business use to allow for takeaway sales only
- deliveries of goods by truck and logistic companies
- medical or health-related facilities required in response to the pandemic
- allowing people to operate their businesses from residential zones
- parking of commercial vehicles on residential properties.

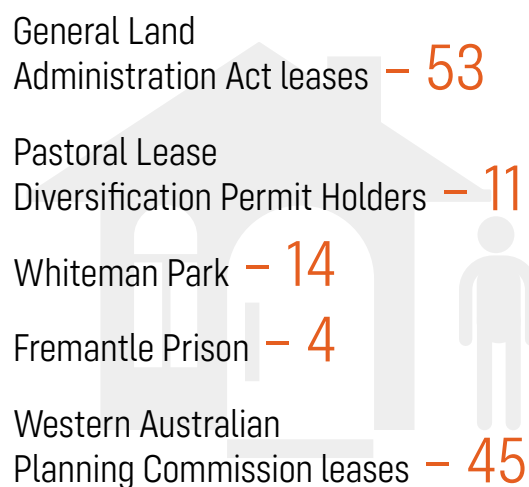
The notice also provided development certainty and supported the creation of jobs by providing a two-year extension for current development approvals under a local planning scheme. The notice is in place until the end of the State of Emergency, with a 90-day transitional period to provide time for proponents to obtain new or amended development approval for many of the exemptions.

The Department increased engagement with industry, across Government and the community to ensure business continuity for our stakeholders. This included a move to electronic platforms for Department-led boards to allow statutory approval processes for new developments to continue uninterrupted, minimising the impact of COVID-19 and supporting our economic recovery.

Rent relief was provided to 127 eligible Government tenants, pastoral lease diversification permit holders and small-to-medium businesses in 2019-20 to assist them to navigate the impact of COVID-19 on their business and on a personal level.

## Rent relief applications

(as at 26 June 2020)



General Land Administration Act leases	- 53
Pastoral Lease Diversification Permit Holders	- 11
Whiteman Park	- 14
Fremantle Prison	- 4
Western Australian Planning Commission leases	- 45

**Total 127**

New travel permits to Aboriginal Lands Trust reserves were issued in line with directions from the State Emergency Coordinator to help reduce the risk of exposure to COVID-19 in remote Aboriginal communities. This allowed continued access for those providing essential services.

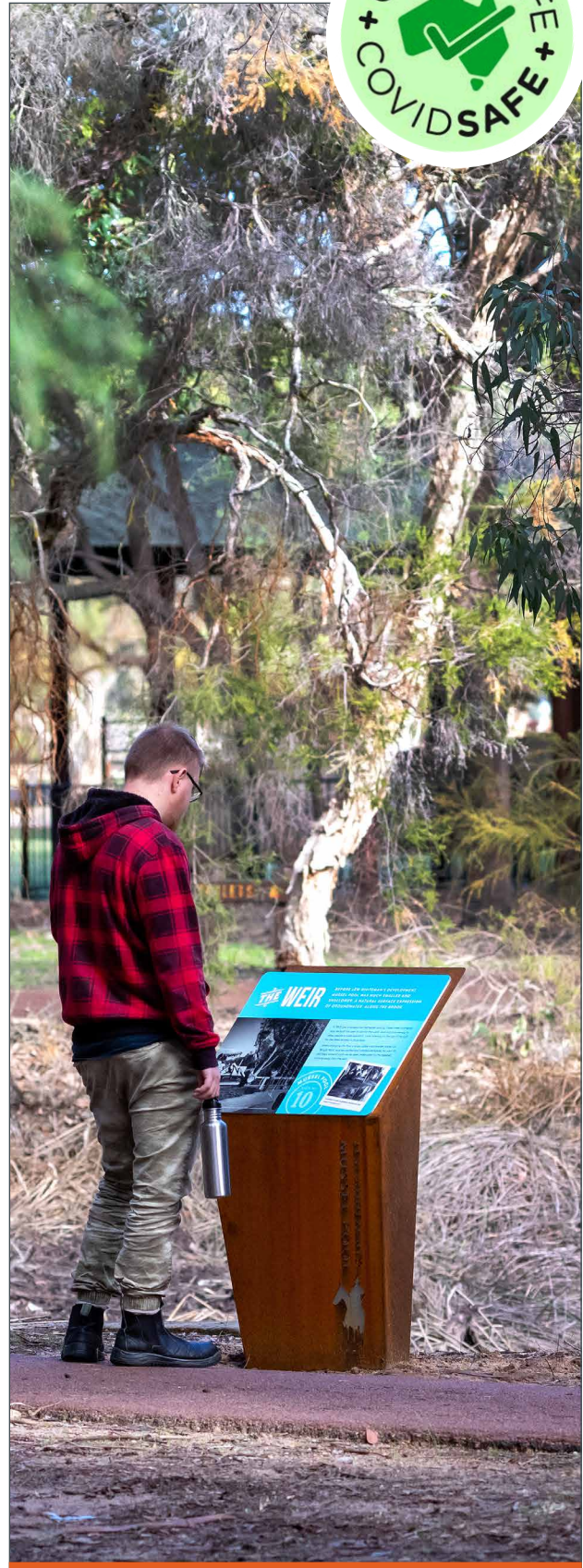
The extremely popular public attractions, Fremantle Prison and Whiteman Park, both faced closure to the public in line with the COVID-19 restrictions. At Fremantle Prison, staff worked on non-customer facing tasks to support the attractions and prepare for reopening. At Whiteman Park, while the major attractions and museums were closed, the public spaces and parks remained open for recreation in line with social distancing requirements.

## Supporting our stakeholders

The Department's workforce was mobilised both internally and externally to provide uninterrupted service to stakeholders, support priority programs and the Government's response to the pandemic.

Department-led boards, committees and the Development Assessment Panels, successfully moved to electronic platforms to conduct meetings which ensured continuity of statutory provisions and service delivery to stakeholders.

Other initiatives to further protect staff and stakeholders included a drive to digitalisation such as displaying statutory documents online in place of hardcopies and increasing accessibility of online payments to replace cheques.



# Recovery

To assist in a long-term framework for economic recovery, the Department rapidly progressed preparation of the *Planning and Development (Amendment) Act 2020* in the second quarter of 2020, which amended existing legislation with new provisions to cut unnecessary red tape and support job creation. The Act passed through Parliament in June 2020 and is a pivotal part of the WA Recovery Plan.

The amended Act allows for a new assessment pathway through the Western Australian Planning Commission for significant development proposals of \$20 million or more in the metropolitan region, or \$5 million or above in regional areas. The Department has established the State Development Assessment Unit to support the Commission in assessing applications.



For more information, visit  
[www.dplh.wa.gov.au/planning-reform](http://www.dplh.wa.gov.au/planning-reform)

The Department is also leading key measures of the State Government's Recovery Plan as well as contributing planning, lands and heritage advice to support delivery and implementation of measures being led across the State. Projects such as METRONET and major road construction works also continue to remain a priority.



For more information, visit  
[www.inthistogether.wa.gov.au](http://www.inthistogether.wa.gov.au)

In early 2020-2021, the Department will continue to prioritise amendments to the Planning and Development (Local Planning Schemes) Regulations 2015, which will further cut unnecessary red tape, reduce administrative burden and streamline processes, and stimulate the economy. Further major planning reforms will help drive economic activity, create jobs and help Western Australian businesses recover from the pandemic.

## Planning Reform



PLANNING CREATES GREAT PLACES FOR PEOPLE • PLANNING IS EASIER TO UNDERSTAND AND NAVIGATE • PLANNING SYSTEMS ARE CONSISTENT AND EFFICIENT

“The State Government has clearly indicated that development and infrastructure provision is to play a critical role in rebuilding the State’s post COVID-19 economy and has invested heavily in this approach through the legislative changes that allow the Commission to become a major enabler in this space. I believe this new assessment pathway has the potential to provide great impetus to the State’s economic recovery and the Commission is ready to provide all possible support to this endeavour.”

David Caddy

Chairman

Western Australian Planning Commission



# THE DEPARTMENT

## Our Vision

To respect our past

To create opportunities today

To plan our future

## Our Purpose

Planning and managing land and heritage for all Western Australians

## Our Services

### Planning Services



We provide land use planning services that underpin vibrant, connected and sustainable communities and balance economic, social and environmental considerations. This includes advice and assistance on land use planning, development and review of State planning policies, statutory approvals for subdivision, strata title and development applications, administrative support for Development Assessment Panels, assessment of local planning schemes and amendments, and forecasting and modelling land use and population for Western Australia.

We support the Western Australian Planning Commission to enable the acquisition and management of properties reserved under the Metropolitan Region Scheme, Peel Region Scheme and Greater Bunbury Region Scheme for important urban roads, controlled access highways, parks and recreational reserves, special uses, major land redevelopment projects and special planning projects undertaken within the Perth metropolitan region.

### Land Administration and Asset Management services



The Department administers and manages Western Australia's Crown land estate which comprises approximately 92 per cent of the State and includes all land (other than freehold) and all coastal and other waters. We provide land use management services and administration under the *Land Administration Act 1997*, and Aboriginal lands held by the Aboriginal Lands Trust under the *Aboriginal Affairs Planning Authority Act 1972*.

## Historic Heritage Services



The Department supports the Heritage Council of Western Australia and the Minister for Heritage to identify, celebrate and promote the conservation and sensitive development of cultural heritage places in the State. We have delegated responsibility for carrying out the Council's day-to-day operations, which includes services such as advising State and local government on heritage-related matters, facilitating the identification and assessment of heritage places, revitalising underutilised heritage properties through the Heritage works program, and managing the World Heritage-listed Fremantle Prison.

## Aboriginal Heritage Services



We provide a wide range of heritage services that support the recognition, conservation and celebration of Aboriginal heritage in Western Australia through support of the Aboriginal Cultural Material Committee operations; advising Government and stakeholders on matters in relation to Aboriginal heritage; processing statutory applications and registrations; and conducting site assessments, repatriation of ancestral remains, site audits and advice.

## Our Ministers



**Hon Rita Saffioti** BBus MLA  
Minister for Planning



**Hon David A Templeman** Dip Tchg BEd MLA  
Minister for Heritage



**Hon Ben Wyatt** LLB MSc MLA  
Treasurer; Minister for Aboriginal Affairs; Lands

## Our Statutory Boards

Western Australian Planning Commission

Heritage Council of Western Australia

Aboriginal Lands Trust

Aboriginal Cultural Material Committee

Pastoral Lands Board

# OUR VALUES

Our corporate values and guiding principles inform our behaviour at work, our decision-making, how we engage with stakeholders, our conduct and our performance.



## Respect

We respect that our work is personal to our stakeholders and that every piece of land and site has a story.

We protect and value the land in Western Australia and strive to enhance connections to people, places and our history. We listen and learn from the stories of our past and aspirations for the future as we plan for growth and development. We respect the traditional owners, the knowledge of Elders and our Aboriginal history. We carry this respect into our workplace and recognise the value of diversity and individual perspectives. We work with kindness and inclusiveness, ensuring that we treat each other with fairness, dignity and understanding.

## Collaboration

We engage and collaborate to build prosperous places and connected communities.

We engage with people, groups and organisations to share ideas, solve problems and plan for the future. We empower each other by sharing and leveraging our knowledge and resources to find creative solutions and resolve problems. Through collaboration, we learn from others, build support networks and develop confidence to step outside our comfort zone and conventional boundaries.

## Integrity

Our ethics and integrity guide our actions with every piece of land, site and opportunity to enable us to deliver great outcomes for Western Australia.

Our decision-making and policies are based on sound planning, lands and heritage principles and practice. We assess proposals on their merit, consistently and free from bias. When we work with our stakeholders, we are accountable and transparent, and we take responsibility for our actions and decisions. We lead by example with credibility and a focus on a strong public service ethic. We uphold the public sector Code of Ethics in our work and all interactions with our colleagues and stakeholders.

## Innovation

We enable innovation, implementing innovative approaches to the way we work to create value for our stakeholders.

We respond to the economic, demographic and environmental challenges facing our State with new thinking and approaches to planning and managing land and heritage. By incorporating design thinking and an outcomes-based approach, we enable the creation of connected communities and prosperous places. We think creatively and embrace technology to provide a better digital experience for our stakeholders – enabling positive change and delivering excellent service.

## Professionalism

Our professionalism empowers us to use our specialised knowledge and skills to deliver our work to the highest standards.

Our lifelong commitment to professional development and training enables us to model best practice approaches to planning, land management and heritage. We empower our workforce to be their best by enhancing our capability, embracing continuous improvement and sharing learnings with colleagues. We are reliable and can be counted on to get things done, remaining poised and professional in all situations. Our customers receive excellent service from us at all times.



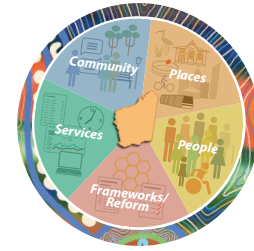
# STRATEGIC PLAN 2019-2024

In November 2019, the Department released its Strategic Plan outlining the five strategies that will guide our strategic priorities and targets through to 2024.



For more information, visit

[www.dplh.wa.gov.au/about/the-department/strategic-plan](http://www.dplh.wa.gov.au/about/the-department/strategic-plan)



**Places** – The Department will continue to create opportunities to enable the sustainable growth of our metropolitan areas and ensure our regional communities are best placed to thrive. We are people-focused, and will promote communities where people want to live, work and recreate with a balance of historic and cultural heritage and the natural environment. We will do this while respecting our past, and learning from our stories, as we plan for growth and development.

**People** – The Department’s leadership, workforce planning and development will position us as an employer of choice to attract people who align with our values and reflect the community we serve. We will be identified for our inclusive and supportive culture, where staff have opportunities to recognise and grow their capabilities

**Frameworks/Reform** – The Department is committed to continuously review how we work to ensure we have a contemporary and effective system for planning communities, administering lands and conserving cultural heritage in Western Australia. We will embrace change and lead reform activities to deliver Department and State Government priorities.

**Services** – The Department’s work will be supported by systems and processes that enhance the way we work to ensure outstanding practices that deliver results for Western Australia and exceed the expectations of our stakeholders. We will demonstrate strong leadership and have a forward focus where we anticipate change and embrace new technologies.

**Community** – The Department is committed to building strong relationships with our stakeholders through meaningful engagement. We will communicate early and often to bring our stakeholders on the journey with us. Our dealings will be professional and respectful with a strong focus on openness and transparency that provides positive outcomes and experiences.

# DEPARTMENT ORGANISATIONAL STRUCTURE

Gail McGowan – Director General

## Business and Corporate Services

Kathlene Oliver  
Assistant Director General

- Business information services
- People, capability and innovation
- Financial services
- Governance, performance and investigations

## Heritage and Property Services

Vaughan Davies  
Assistant Director General

- Heritage assessment and registration
- Heritage development
- Aboriginal heritage
- WAPC Property Services
- Fremantle Prison
- Whiteman Park

## Land Use Planning

David Saunders  
Assistant Director General

- Strategic Planning
- Planning assessments and decisions
- Remote settlements
- Planning administration, advice and assistance
- Perth and Peel@3.5million sub-regional planning frameworks

## Land Use Management

Matt Darcey  
Assistant Director General

- Crown land administration
- Pastoral and Aboriginal lands
- Agreement implementation and land services
- Case management and land divestment

## Strategy and Engagement

Damien Martin  
Acting/Assistant Director General

- Data analytics
- Legal services
- Communications
- Office of the Government Architect
- Infrastructure, Planning and Policy

Kathy Bonus  
Chief Planning Advisor

- High-level planning advice
- Planning Reform
- Urban design and development
- Planning appeals

Tracey Ninyette  
Director of Strategic Projects

- Cross-divisional strategic projects
- Business improvement initiatives
- Stakeholder engagement

# OUR PERFORMANCE

## Performance management frameworks



Department of **Planning,  
Lands and Heritage**

### The Department’s outcome-based management framework

The Department is responsible for planning and managing land and heritage for all Western Australians – now and into the future. Through the desired outcomes and services listed below, the Department contributes to the Government’s goal for “Better Places: A quality environment with liveable and affordable communities and vibrant regions”.

Government Goal	Desired Outcomes	Services
<b>Better Places</b> A quality environment with liveable and affordable communities and vibrant regions	An effective planning system that supports the development of communities in Western Australia	1. Planning services
	An effective system for the administration of Crown land and the Aboriginal Lands Trust estate	2. Land administration services
	An effective system for the conservation of cultural heritage places in Western Australia for the benefit of present and future generations	3. Historical heritage services 4. Aboriginal heritage management

Key Performance Indicators (KPIs) are used to measure the Department’s achievement of its desired outcomes, and the efficiency of its services.

### Changes to the Department’s outcome-based management framework

From 1 July 2019, the Department is reporting against a new outcome-based management framework approved by the Department of Treasury in 2018-19. The new framework is summarised above, and the Department’s report on operations, including the KPIs associated with the desired outcomes and services is summarised on the following pages.





## Summary of the Department's actual results compared to budget targets

Financial Targets	2019-20 Target <sup>(a)</sup> \$'000	2019-20 Actual <sup>(a)</sup> \$'000	Variation \$'000
Total cost of services (expense limit)	\$177,736	\$177,576	\$160
Net cost of services	\$120,975	\$122,165	(\$1,190)
Total equity	\$219,242	\$405,813	(\$186,571)
Net increase/(decrease) in cash held	(\$11,660)	(\$15,584)	\$3,924
Approved salary expense level	\$79,761	\$84,281	(\$4,520)
Agreed borrowing limit	-	-	-

Financial Targets	2019-20 Agreed Limit <sup>(a)</sup> \$'000	2019-20 Target/ Actual <sup>(a)</sup> \$'000	Variation \$'000
Working Cash Limit (at budget)	\$8,074	\$8,419	(\$345)
Working Cash Limit (at actuals)	\$8,419	\$8,113	\$306

Note

(a) The targets specified above are as per the 2019-20 Budget Statements



## Summary of the Department's key performance indicators compared to budget targets

Key Effectiveness Indicators <sup>(a)</sup>	2019-20 Target <sup>(b)</sup>	2019-20 Actual	Variation <sup>(c)</sup>
<b>Desired Outcome: An effective planning system that supports the development of communities in Western Australia</b>			
Percentage of applications determined within the statutory timeframe	85%	91.2%	6.2%
Percentage of finalised appeals (excluding Development Assessment Panels (DAPS)) that are not upheld on review by the State Administrative Tribunal	95%	95.7%	0.7%
Percentage of Local Planning Scheme amendments processed by the Department under delegated authority and submitted to the Minister within the statutory timeframe (Basic 42 days, Standard 60 days, Complex 90 days)	60%	71.4%	11.4%
Percentage of DAP applications determined within the statutory timeframe	75%	65.4%	(9.6%)
<b>Desired Outcome: An effective system for the administration of Crown land and the Aboriginal Lands Trust estate</b>			
Percentage of land tenure change and interest documents validly lodged with the Western Australian Land Information Authority (Landgate)	97%	98.6%	1.6%
Number of leases or divestments of Aboriginal Lands Trust estate land to direct Aboriginal control	25	16	(9)
<b>Desired Outcome: An effective system for the conservation of cultural heritage places in Western Australia for the benefit of present and future generations</b>			
Percentage of visitors to Fremantle Prison satisfied with the services provided by the Department	90%	96.3%	6.3%
Percentage of statutory approvals delivered to the Aboriginal Cultural Material Committee within set timeframes	95%	92.8%	(2.2%)
Percentage of development/planning referrals processed within set timeframes	95%	96.3%	1.3%
Percentage of nominations progressed to preliminary review within set timeframes	90%	90%	0%

### Notes

- (a) The tables above provide a summary of the Department's Key Performance Indicators for 2019-20. For more detailed information, including explanations for significant variances, refer to the Desired Outcome and Key Performance Indicators section of this report at pages 113 – 129.
- (b) The targets specified above are as per the 2019-20 Budget Statements.
- (c) Variations shown in brackets represent a decrease in the actual result compared to the target. Depending on the KPI, a decrease in the actual result does not necessarily mean that the target has not been achieved.





Department of **Planning,  
Lands and Heritage**

Key Efficiency Indicators <sup>(a)</sup>	2019-20 Target <sup>(b)</sup>	2019-20 Actual	Variation <sup>(c)</sup>
<b>Service 1: Planning services</b>			
Average cost of planning services	\$15,216.27	\$18,698.58	\$3,482.31
<b>Service 2: Land administration services</b>			
Average cost per square kilometre to administer Crown land and Aboriginal Lands Trust estate	\$20.53	\$21.05	\$0.52
<b>Service 3: Historical heritage services</b>			
Average cost of historical heritage services	\$5,752.34	\$4,434.86	(\$1,317.48)
Average cost per visitor to the Fremantle Prison	\$32.95	\$47.62	\$14.67
<b>Service 4: Aboriginal heritage management</b>			
Average cost of Aboriginal heritage management services	\$7,258.33	\$4,142.46	(\$3,115.87)

Notes

- (a) The tables above provide a summary of the Department's Key Performance Indicators for 2019-20. For more detailed information, including explanations for significant variances, refer to the Desired Outcome and Key Performance Indicators section of this report at pages 113 – 129.
- (b) The targets specified above are as per the 2019-20 Budget Statements.
- (c) Variations shown in brackets represent a decrease in the actual result compared to the target. Depending on the KPI, a decrease in the actual result does not necessarily mean that the target has not been achieved.

## The WAPC's outcome-based management framework

The WAPC's mission is to formulate and coordinate land use strategies for Western Australia to facilitate its growth while continuously enhancing its unique quality of life and environment. In this way the WAPC contributes to the Government's goal outlined below through its desired outcome and services, while Key Performance Indicators (KPIs) are used to measure its performance.

The WAPC's outcome-based management structure is as follows:

Government Goal	Desired Outcomes	Services
<b>Better Places</b> A quality environment with liveable and affordable communities and vibrant regions	An efficient and effective planning system that promotes the use and development of land in Western Australia	1. Statutory planning 2. Strategic planning 3. Asset management

In line with this framework, the WAPC's report on operations, including the KPIs associated with the WAPC's desired outcome and services is summarised on the following pages.

## Changes to the WAPC's outcome-based management framework

The WAPC's outcome-based management framework did not change during 2019-20. However, during the financial year, the WAPC completed a review of its Outcome Structure and KPIs, and a modified framework was subsequently approved by the Department of Treasury.

The WAPC's desired outcome will continue to be linked to the Government's goal for "Better Places: A quality environment with liveable and affordable communities and vibrant regions".

The modified Outcome Structure and KPIs will take effect from 1 July 2020, and will be as follows:

Desired Outcome	Services
An efficient and effective planning system that promotes the use and development of land in Western Australia	1. Statutory Planning 2. Strategic Planning 3. Asset Management

The following KPIs will measure the achievement of the outcome and efficiency of these services.

## Key Effectiveness Indicators

The following Key Effectiveness Indicators will be used to measure the WAPC's achievement of its outcome:

- The proportion of residential land in the metropolitan area that is capable of multiple dwellings within 400m and 800m of the capital city, a strategic metropolitan centre, or a train station
- The proportion of residential land that is zoned R40 and above that is within 400m of a major regional centre
- The percentage of subdivision applications determined within the statutory timeframe
- The percentage of development applications determined within the statutory timeframe
- Vacancy rate of residential properties available for rent
- Vacancy rate of commercial properties available for rent

## Service and Key Efficiency Indicator

The following Key Efficiency Indicators will be used to measure the WAPC's services:

### Statutory Planning

- Average cost per statutory application

### Strategic Planning

- Average cost per strategic project

### Asset Management

- Average cost of service for the management of Whiteman Park per hectare
- Average cost of service for the management of residential and commercial properties per property
- Average cost of service for the management of reserved land (excluding Whiteman Park and residential and commercial properties) per hectare managed



## Summary of the WAPC's actual results compared to budget targets

Financial Targets	2019-20 Target <sup>(a)</sup> \$'000	2019-20 Actual <sup>(a)</sup> \$'000	Variation \$'000
Total cost of services (expense limit)	\$50,052	\$126,126	(\$76,074)
Net cost of services	\$17,030	\$97,764	(\$80,734)
Total equity	\$1,116,972	\$1,047,767	\$69,205
Net increase/(decrease) in cash held	(\$18,402)	(\$3,788)	(\$14,614)
Approved salary expense level	-	-	-
Agreed borrowing limit	-	-	-

Financial Targets	2019-20 Agreed Limit <sup>(a)</sup> \$'000	2019-20 Target/ Actual <sup>(a)</sup> \$'000	Variation \$'000
Working Cash Limit (at budget)	\$2,299	\$2,487	(\$188)
Working Cash Limit (at actuals)	\$2,487	\$2,317	\$170

Note

(a) The targets specified above are as per the 2019-20 Budget Statements.

## Summary of the WAPC's key performance indicators compared to budget targets

Key Effectiveness Indicators <sup>(a)</sup>	2019-20 Target <sup>(b)</sup>	2019-20 Actual	Variation <sup>(c)</sup>
<b>Desired Outcome: An efficient and effective planning system that promotes the use and development of land in Western Australia</b>			
The proportion of residential land in the metropolitan area that is capable of multiple dwellings within 400m and 800m of the capital city, a strategic metropolitan centre, or a train station:			
- 400 metres	39.0%	44.3%	5.3%
- 800 metres	31.0%	35.5%	4.5%
The proportion of residential land that is zoned R40 and above that is within 400m of a major regional centre	67.0%	65.0%	(2.0%)
The percentage of subdivision applications determined within the statutory timeframe	80%	88.0%	8.0%
The percentage of development applications determined within the statutory timeframe	70.0%	81.1%	11.1%
The percentage of finalised appeals (excluding Development Assessment Panels) that are not upheld on review by the State Administrative Tribunal	95.0%	95.7%	0.7%
Vacancy rate of residential properties available for rent	5.0%	4.0%	(1.0%)
Vacancy rate of commercial properties available for rent	5.0%	7.3%	2.3%

### Notes

- (a) The tables above provide a summary of the WAPC's Key Performance Indicators for 2019-20. For more detailed information, including explanations for significant variances, refer to the Desired Outcome and Key Performance Indicators section of this report at pages 162 – 173.
- (b) The targets specified above are as per the 2019-20 Budget Statements.
- (c) Variations shown in brackets represent a decrease in the actual result compared to the target. Depending on the KPI, a decrease in the actual result does not necessarily mean that the target has not been achieved.

Key Efficiency Indicators <sup>(a)</sup>	2019-20 Target <sup>(b)</sup>	2019-20 Actual	Variation <sup>(c)</sup>
<b>Service 1: Statutory Planning</b>			
Average cost per statutory application	\$3,169	\$3,494	\$325
<b>Service 2: Strategic Planning</b>			
Average cost per hour for strategic planning	\$146.12	\$132.04	(\$14.08)
<b>Service 3: Asset Management</b>			
Average cost of service for the management of Whiteman park per hectare	\$2,711	\$2,520	(\$191)
Average cost of service for the management of residential and commercial properties per property	\$16,793	\$20,632	\$3,839
Average cost of service for the management of reserved land (excluding Whiteman Park and Residential and Commercial properties) per hectare managed	\$379	\$566	\$187

Notes

- (a) The tables above provide a summary of the WAPC's Key Performance Indicators for 2019-20. For more detailed information, including explanations for significant variances, refer to the Desired Outcome and Key Performance Indicators section of this report at pages 162 – 173.
- (b) The targets specified above are as per the 2019-20 Budget Statements.
- (c) Variations shown in brackets represent a decrease in the actual result compared to the target. Depending on the KPI, a decrease in the actual result does not necessarily mean that the target has not been achieved.



## The Heritage Council's outcome-based management framework

The Heritage Council recognises that heritage is integral to the vibrant life and prosperity of Western Australia. As such, the Heritage Council's mission is to work with Western Australians to recognise, conserve, adapt and celebrate our State's unique cultural heritage. In this way the Heritage Council contributes to the Government's goals outlined below through its desired outcome and service, while Key Performance Indicators (KPIs) are used to measure its performance.

The Heritage Council's outcome-based management framework is as follows:

Government Goal	Desired Outcome	Service
<b>Better Places</b> A quality environment with liveable and affordable communities and vibrant regions	Conservation of cultural heritage places in Western Australia, for the benefit of present and future generations	Cultural Heritage Conservation Services

In line with this framework, the Heritage Council's report on operations, including the KPIs associated with the Heritage Council's desired outcome and service is summarised on the following pages.

## Changes to the Heritage Council's outcome-based management framework

The Heritage Council's outcome-based management framework did not change during 2019/20. However, during the financial year, the Heritage Council completed a comprehensive review of its Outcome Structure and Key Performance Indicators (KPIs), and a new framework was subsequently approved by the Department of Treasury.

The Heritage Council's desired outcome will continue to be linked to the Government's goal for "Better Places: A quality environment with liveable and affordable communities and vibrant regions".

The new Outcome Structure and KPIs will take effect from 1 July 2020, and will be as follows.

Desired Outcome	Services
Conservation of cultural heritage places in Western Australia, for the benefit of present and future generation	1. Cultural Heritage Conservation Services

The following KPIs will measure the achievement of the outcome and efficiency of these services.



## Key Effectiveness Indicators

The following Key Effectiveness Indicators will be used to measure the Heritage Council's achievement of its outcome:

- Extent to which development approvals issued for registered places are consistent with the Council's advice to decision-making authorities
- Percentage of additional private investment generated from grant-assisted conservation projects.

## Service and Key Efficiency Indicator

The following Key Efficiency Indicator will be used to measure the Heritage Council's service:

### Cultural Heritage Conservation Services

- Average number of days to make preliminary determinations.

## Summary of the Heritage Council's actual results compared to budget targets

Financial Targets	2019-20 Target <sup>(a)</sup> \$'000	2019-20 Actual <sup>(a)</sup> \$'000	Variation \$'000
Total cost of services (expense limit)	\$2,970	\$1,408	\$1,562
Net cost of services	(\$1,110)	\$1,245	(\$2,355)
Total equity	\$8,261	\$7,505	\$756
Net increase/(decrease) in cash held	\$2,500	(\$608)	\$3,108
Approved salary expense level	-	-	-
Agreed borrowing limit	-	-	-

Financial Targets	2019-20 Agreed Limit <sup>(a)</sup> \$'000	2019-20 Target/Actual <sup>(a)</sup> \$'000	Variation \$'000
Working Cash Limit (at budget)	\$149	\$149	-
Working Cash Limit (at actuals)	\$149	\$101	\$48

Note: (a) The targets specified above are as per the 2019-20 Budget Statements.





## Summary of the Heritage Council's key performance indicators compared to budget targets

Key Effectiveness Indicators <sup>(a)</sup>	2019-20 Target <sup>(b)</sup>	2019-20 Actual	Variation <sup>(c)</sup>
<b>Desired Outcome: Conservation of cultural heritage places in Western Australia, for the benefit of present and future generations</b>			
Extent to which heritage places identified as having potential State significance have been assessed	76%	77.9%	1.9%
Extent to which development approvals issued for registered places are consistent with the Council's advice to decision-making authorities	100%	98.7%	(1.3%)
Extent to which grant aid leverages additional investment in conservation projects	2:1	1.5:1	(0.5):1

Key Efficiency Indicator <sup>(a)</sup>	2019-20 Target <sup>(b)</sup>	2019-20 Actual	Variation <sup>(c)</sup>
<b>Service 1: Cultural Heritage Conservation Services</b>			
Incidence of preliminary reviews proceeding to full-assessment but resulting in decisions not to recommend interim registration	6.5%	7.3%	0.8%

### Notes

- (a) The tables above provide a summary of the Heritage Council's Key Performance Indicators for 2019-20. For more detailed information, including explanations for significant variances, refer to the Desired Outcome and Key Performance Indicators section of this report at pages 199 - 201.
- (b) The targets specified above are as per the 2019-20 Budget Statements.
- (c) Variations shown in brackets represent a decrease in the actual result compared to the target. Depending on the KPI, a decrease in the actual result does not necessarily mean that the target has not been achieved.

# OUR COMMUNITY

The Department has nine offices providing a base for community engagement in the metropolitan area and in our regions. Staff frequently travel across the State to engage with the communities they are working with. Where possible, this engagement continued during COVID-19 via digital means to ensure uninterrupted service to the community



## Reconciliation Action Plan

The Department expressed commitment to the national reconciliation movement through release of our Reflect Reconciliation Action Plan (RAP) 2019-21 in October 2019. Our Reflect RAP represents the first stage of our reconciliation journey, laying the foundation for future RAPs and reconciliation initiatives. The RAP advances the five dimensions of reconciliation by supporting the development of respectful relationships and creating meaningful opportunities with Aboriginal and Torres Strait Islander peoples.

The RAP Working Group, comprising of 15 staff members from across the organisation, is overseeing implementation of the plan and leading initiatives focused on building a safe and inclusive working environment, growing understanding of reconciliation and facilitating culturally responsive service delivery.

Initiatives implemented during 2019-20 align with the themes of building relationships, respect, improving opportunities, and embedding governance to ensure the effective and transparent delivery of commitments.



## Relationships

- ✓ The Department celebrated National Aboriginal and Islanders Day Observance Committee (NAIDOC) Week 2019 with a series of events and interviews with Aboriginal staff, and initiated a joint agency event to celebrate with our counterparts office on 8 July 2019.
- ✓ Sorry Day and National Reconciliation Week 2020 occurred during the COVID-19 pandemic. To ensure appropriate celebration and acknowledgement during physical distancing restrictions, the Working Group leveraged the opportunity for an online approach to engaging staff, sharing news articles, information and resources using internal communication channels. Staff embraced the opportunity for online conversations about reconciliation, personal learning and development.
- ✓ In February 2020, the Yamatji Nation Indigenous Land Use Agreement was executed which, in a historic first, provides both the recognition of native title and benefits that will ensure the social and economic independence of future generations of Yamatji people.
- ✓ Throughout the year, the Department focused on building strong relationships with key Aboriginal stakeholders to support implementation of the South West Settlement Indigenous Land Use Agreement and the Kariyarra and State Indigenous Land Use Agreement, with the aim to establish best practice agreement-making principles for land-based Aboriginal social, cultural and economic outcomes.
- ✓ The Department continued to partner with the Aboriginal community across the State to manage ancestral remains that have become vulnerable at their burial place, or that have been held in State or other collections and are being returned to Country. In 2019-20, the Department worked closely with 10 Aboriginal organisations to repatriate (or reburial in situ) 25 sets of remains.

## Respect

- ✓ During 2019-20, 639 employees attended face-to-face cultural awareness training over 23 training days. All new staff are required to complete this training, which is aimed at ensuring our staff are equipped with the knowledge, empathy and skills to provide a culturally responsive service to all clients and stakeholders, and to improve our partnerships and relationships with Aboriginal people.
- ✓ As part of its online engagement, the Working Group implemented a “RAP Recommends” directory of events, movies, documentaries, books and music. The directory makes it easy for employees to connect with Aboriginal culture and increases participation in reconciliation activities.

## Governance

- ✓ Our RAP launch event was held on 4 October 2019 at the Art Gallery of Western Australia. Attendees included Hon Ben Wyatt MLA; the Department’s Corporate Executive; Mr David Caddy, the Western Australian Planning Commission Chairman; Mr James Back, former Reconciliation WA Chief Executive Officer; and Noongar Elder, Mr Len Collard, who performed the Welcome to Country.
- ✓ The Department became a member of Reconciliation WA, providing us with support, learning opportunities and invitations to all Reconciliation WA events and activities, better enabling us to be part of the State-wide reconciliation movement.
- ✓ The Department’s Welcome to Country and Acknowledgement of Country Protocols were implemented.



## Opportunities

- ✔ The artwork featured on the cover of our RAP, Keip Djooroot Water Tracks, by Whadjuk artist Mr Peter Farmer, was unveiled on 9 July 2019 by the Hon Ben Wyatt MLA, Minister for Aboriginal Affairs. It is now exhibited on Level 6 of Gordon Stephenson House.
- ✔ During 2019-20, 12 per cent of our total contracts over \$50,000 were awarded to registered Aboriginal businesses, significantly exceeding the targets set by the Government in accordance with the Aboriginal Procurement Policy. These included contracts for demolition works, site clean-up services, fencing, horticulture and asbestos remediation works.



Hon Ben Wyatt and Director General Gail McGowan unveil Keip Djooroot Water Tracks with Peter Farmer II and Tracey Ninyyette



**Peter John Farmer II**  
A Mineng Whadjuk man from Gnowangerup, Western Australia

Peter believes that art is an incredible tool that helps him break down barriers and builds understanding and an appreciation of his language and cultural belief systems... He works extensively throughout the state's educational systems, to help the wider communities understand the deep connectedness his people have to the environment and all of the flora and fauna that reside in it... He believes as his ancestors did, that all life is to be valued and sustained in way that is beneficial to the continued survival of humans on this planet...

"Art being the tool for the ongoing learning Journey"



# OUR PEOPLE

## BUILDING OUR WORKFORCE

The Department is committed to our people and strengthening capability and organisational culture through leadership, workforce planning and development.

## STAFF DEVELOPMENT

Developing a skilled, capable and adaptive current and future workforce is a priority. We are committed to providing the workforce with appropriate opportunities to develop skills and knowledge, enhancing employee attraction and retention and contributing to the achievement of our strategic goals.

### Graduate Program

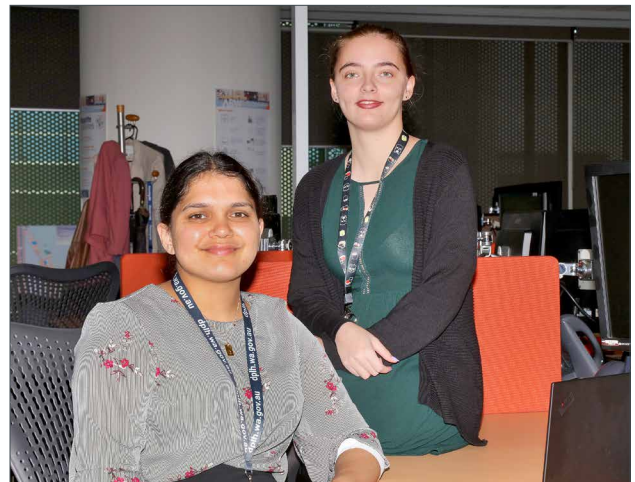
In February 2019, the Department welcomed seven new graduates. The graduates rotated through our various business areas during 2019-20 and were mentored by senior staff in their field of interest. All have now been successfully appointed to permanent positions within the Department. The 18-month customised development program included ongoing support and guidance to help each graduate build their professional and technical skills as the Department's potential future leaders.

### Empower Leadership Program

The Department delivered its inaugural Empower program, an internal, Department-wide leadership development program targeting high potential staff across a range of levels. The program provides the opportunity for our high potential employees and future leaders to engage with our Department's values, and fosters skills to help them lead with courage and confidence in their own capability. Thirty-nine staff successfully completed the five-month program, benefiting from four modules covering self-leadership, leading others, leading culture and leading for the future.

### Traineeships

In March 2020, the Department welcomed two trainees through the Public Sector Commission Aboriginal Traineeship Program. The trainees will have broad exposure to the work of the Department with rotations within our Land Use Planning and Land Use Management Divisions to develop public administration skills and competencies. On successful completion of their traineeships, the trainees will receive a nationally and industry recognised qualification – Certificate III in Government.



Trainees Amber Ugle-Hayward and Fenix Laffar-Mansell

## FORMAL DEVELOPMENT OPPORTUNITIES

To support a future-fit workforce, employee development is encouraged in alignment with our workforce needs, values and strategic priorities. Our Organisational Development team offers a range of internal and external courses to support individual development, management, leadership and technical skills. Our MyPlan performance development process refocuses staff and leaders on the importance of tailored development plans throughout the employee lifecycle, and training courses and development opportunities are considered collaboratively as part of this process.

# OCCUPATIONAL SAFETY AND HEALTH (OSH)

## Commitment to occupational safety, health and injury management

The Department is committed to providing a healthy and safe work environment and achieving a high standard of safety, health and wellness for its employees, contractors, visitors and the community. To achieve this, we have an integrated risk management approach to occupational safety and health that is underpinned by policies and procedures, in accordance with the *Occupational Safety and Health Act 1984*, Occupational Safety and Health Regulations 1996 and the Code of Practice: Occupational Safety and Health in the Western Australian Public Sector.

For more information, visit



[www.publicsectorsafety.wa.gov.au/system/files/atoms/files/DPLH\\_CEO\\_commitment\\_statement-to-OHS%20-%20DPLH.pdf](http://www.publicsectorsafety.wa.gov.au/system/files/atoms/files/DPLH_CEO_commitment_statement-to-OHS%20-%20DPLH.pdf)

A range of OSH-related training programs were delivered in 2019-20, including:

- First Aid training
- Remote First Aid training for staff travelling and residing in regional locations
- Fire Warden training
- Health and Safety Representative training
- Ergonomic training.

The Department's Safety, Health and Wellness Committee also convened in 2019-20. Meetings are held quarterly, providing an ongoing mechanism for staff consultation on occupational health, safety and wellness matters.

Online OSH awareness training was provided to raise staff awareness of their individual responsibilities regarding occupational safety and health in the workplace and to equip managers with the skills to manage their occupational safety, health and injury management responsibilities and the wellness of their teams.



Measures	Results 2017-18	Results 2018-19	Results 2019-20	Targets	Comments towards targets
Number of fatalities	0	0	0	0	Target Achieved
Lost time injury and disease incidence rate	0.42%	0.62%	0.45%	0 or 10% reduction in incidence rate	Target Achieved
Lost time injury and severity rate	0%	16.66%	75%	0 or 10% reduction in severity rate	Not Achieved
Percentage of injured workers returned to work (i) within 13 weeks	100%	100%	75%	No target set	
Percentage of injured workers returned to work (ii) within 26 weeks	100%	100%	75%	Greater than or equal to 80%	Not Achieved
Percentage of managers trained in occupational safety, health and injury management responsibilities, including refresher training within 3 years	41%	71%	82%	Greater than or equal to 80%	Target Achieved

## DISABILITY ACCESS AND INCLUSION PLAN

The Department is committed to ensuring equal access to our facilities, services and information for all members of the community. The Disability Access and Inclusion Plan outlines a variety of strategies to assist in achieving better outcomes for people with disability, as defined in the *Disability Services Act 1993*.

A report outlining the Department's achievements against each plan outcome is available from the Department's website.



For more information, visit

<https://www.dplh.wa.gov.au/about/the-department/disability-access-and-inclusion-plan>

## FAMILY AND DOMESTIC VIOLENCE

The Department recognises that employees can sometimes face difficult situations in their personal life, including family and domestic violence. In response to this, the Department's Family and Domestic Violence policy and procedure has been implemented and training continues to be provided to managers and Family and Domestic Violence contact officers to foster a safe working environment and culture, in which vulnerable employees are supported.

## WELLNESS

A range of wellness initiatives were delivered in 2019-20, including:

- Employee Assistance Program (EAP) – Access Wellbeing Services is engaged to provide counselling services for employees and teams. EAP information sessions were held to promote the free, confidential services available to employees and their immediate families.
- Flu vaccination program – flu vaccinations were offered to all employees, accessed either at their workplace or from their local GP.
- Wellness workshops and lunch and learn sessions were held throughout the year covering wellness topics such as mindfulness, resilience building, sleep-well, brain training and mental health.

## COVID-19

Employee and manager toolkits were developed to support staff in response to COVID-19, covering topics such as self-care, understanding and managing emotions, team wellbeing, tools to aid working from home, and managing virtual teams. A dedicated page was established on our internal website, virtual webinars with external wellness experts were promoted, and whole-of-Department communications included OSH tips and theming around the importance of occupational safety, health and wellness in both the office and alternative working environments.



The ability to use technology to conduct meetings ensured continuity of service for our stakeholders during COVID-19.

# OUR STATUTORY BOARDS AND COMMITTEES

## Western Australian Planning Commission



**David Caddy**  
Chairman

### Message from the Chairman

In June 2020, historic reforms to Western Australia's planning system passed through State Parliament. Reforms to the *Planning and Development Act 2005*, developed out of three years' consultation with key stakeholders to form the Action Plan on Planning Reform, were brought forward to help drive the State's economic recovery from the COVID-19 pandemic.

A major change to the Act, from the Commission's perspective, was the establishment of a new development assessment pathway and decision-making powers for the next 18 months for significant developments that offer substantial benefits to both the community and the economy. Proposals must be valued at \$20 million or more in the metropolitan area or \$5 million or more in regional areas to be considered a significant development.

As well, the Premier, on the recommendation of the Minister for Planning, can also refer any proposal deemed to be of State or regional importance to the Commission. This offers a pathway for projects and initiatives that may not meet the specified criteria but are considered important to assist in the COVID-19 recovery.

A fundamental requirement for all of these employment-generating proposals is that they must be fully-funded, well-designed and construction-ready.

This new option offers a more streamlined process for proposals that meet requirements and importantly, that offer community and economic benefits to the State in this time of challenge.

Proponents will still have the option of pursuing approval via Development Assessment Panels and the usual appeals process applies through the State Administrative Tribunal.

This new role will require a substantial change in the way the Commission does business and we are currently progressing new operational processes to facilitate this. Significantly more meetings will be required than our current monthly schedule over the next 18 months, depending on the volume and complexity of proposals.

The Commission is supported in this new role by the State Development Assessment Unit (SDAU), within the Department.

The SDAU will undertake all aspects of the assessment process. Robust stakeholder consultation, particularly with local government and local communities, is a key part of this process and the SDAU will also ensure that the referral process is efficient and responsive and without extended referral periods. Relevant Government agencies will be involved in the pre-lodgement and development application processes, to ensure timely outcomes for significant projects.

Clearly it will take some time before we see the tangible benefits of this new pathway but in planning terms, this will considerably streamline the assessment and decision-making processes from lodgement to implementation.

The State Government has clearly indicated that development and infrastructure provision will play a critical role in rebuilding the State's post COVID-19 economy, and it has invested heavily in this approach through the legislative changes that allow the Commission to become a major enabler in this space. I believe this new assessment pathway has the potential to provide great impetus to the State's economic recovery and the Commission is ready to provide all possible support to this endeavour.

**David Caddy**  
Chairman

## About the Western Australian Planning Commission

The Western Australian Planning Commission (WAPC) has state-wide responsibility for urban, rural and regional integrated strategic and statutory land use planning and land development. The WAPC's functions and authority to undertake and regulate land use planning and development are established primarily by the *Planning and Development Act 2005*.

The WAPC has overall responsibility for the following committees:

- Statutory Planning Committee
- Infrastructure Steering Group
- Executive, Finance and Property Committee
- Central Perth Planning Committee
- Bunbury Development Committee
- State Design Review Panel.

The WAPC responds to the strategic direction of the State Government and is responsible for:

- advising the Minister for Planning on strategic land use planning and land development, legislative reform and local planning schemes
- making statutory decisions on a range of planning applications
- implementing the State Planning Strategy to provide a vision for the future development of Western Australia
- developing integrated land use planning strategies for the coordinated provision of transport and infrastructure for land development
- preparing and reviewing region schemes to cater for anticipated growth
- monitoring and forecasting land supply throughout the State and developing strategies for the timely supply of affordable residential land
- undertaking research and developing planning methods and models relating to land use planning, land development and associated matters
- acquiring land for public requirement reservations in region planning schemes and compensating affected landowners.



## Details of members and remuneration for the 2019-20 year

Member	Position	Type of Remuneration	Period of Membership for 2019-20	Gross Remuneration 2019-20	Meeting Participation
Mr David Caddy	Chairman	Annual Salary	12 months	\$237,360	12
Ms Belinda Moharich	Deputy Chairperson	Per Meeting	12 months	\$6,816	10
Cr Jon Strachan	Deputy LG representative (Metro)	Per Meeting	2 months	N/A	0
Mayor Penny Taylor	Deputy LG representative (Metro)	Per Meeting	5 months	N/A	0
Cr Caroline Knight	Deputy LG representative (non-metro)	Per Meeting	12 months	N/A	0
Mr Henry Zelones	LG Representative (Metro)	Per Annum	6 months	\$7,898.60	5
Mayor Emma Cole	LG representative (Metro)	Per Annum	5 months	\$14,111	5
Cr Veronica Fleay	LG representative (Non-Metro)	Per Annum	12 months	\$14,111	12
Ms Helen Brookes	Coastal Planning and Management Representative	Per Annum	12 months	\$14,111	12
Ms Jane Bennett	Professions Representative	Per Annum	12 months	\$14,111	9
Mr Fred Chaney	Professions Representative	Per Annum	12 months	\$14,111	11
Mr Clinton Wolf	Professions Representative	Per Annum	12 months	\$14,111	6
Ms Gail McGowan	DG, Department of Planning, Lands and Heritage	N/A	12 months	N/A	8
Mr Mike Rowe	DG, Department of Water and Environmental Regulation	N/A	12 months	N/A	4
Ms Ciara Clarke	Planner from Portfolio Agencies	N/A	1 month	N/A	1
Mr Richard Sellers	DG, Department of Transport	N/A	9 months	N/A	5
Mr Peter Woronzow	DG, Department of Transport	N/A	3 months	N/A	0
Ms Michelle Andrews	DG, Dept of Communities	N/A	12 months	N/A	1
Ms Rebecca Brown	DG, Department of Jobs, Tourism, Science and Innovation	N/A	12 months	N/A	3
Mr Richard Sellars	A/DG, Department of Jobs, Tourism, Science and Innovation	N/A	3 months	N/A	2
Ms Paddi Creevey	Nominee of the Minister for Regional Development	Per Annum	12 months	\$14,111	7
Mr Ralph Addis	DG, Department of Primary Industries and Regional Development (Associate Member)	N/A	12 months	N/A	2

## STATUTORY PLANNING COMMITTEE

The Statutory Planning Committee is the WAPC's regulatory decision-making body. Its functions include approval of land subdivision, approval of leases and licences, approval of strata schemes, advice to the Minister on local government planning schemes and scheme amendments, and the determination of certain development applications under the Metropolitan Region Scheme, Peel Region Scheme and Greater Bunbury Region Scheme.

### Details of members and remuneration for the 2019-20 year

Member	Position	Type of Remuneration	Period of Membership for 2019-20	Gross Remuneration 2019-20	Meeting Participation
Mr David Caddy	Chairman, WAPC	N/A	12 months	N/A	21
Ms Sue Burrows	Nominee of the DG, Department of Planning, Lands and Heritage	N/A	4 months	N/A	7
Mr Vaughan Davies	Nominee of the DG, Department of Planning, Lands and Heritage	N/A	8 months	N/A	13
Ms Paddi Creevey	Nominee of the Minister for Regional Development	Per meeting	12 months	\$5,880	16
Ms Kym Davis	Community Representative	Per Meeting	12 months	\$7,717.50	19
Ms Marion Thompson	Professions Representative	Per Meeting	12 months	\$7,350	19
Mr Leonard Kosova	LG Representative	Per Meeting	12 months	\$5,880	15
Mr Lino Iacomella	WAPC Appointee	Per Meeting	12 months	\$7,717.50	19
Ms Megan Adair	WAPC Appointee	Per Meeting	12 months	\$8,085	19
Ms Nina Lyhne	WAPC Appointee	Per Meeting	12 months	\$7,717.50	20
Mr Ross Thornton	WAPC Appointee	Per Meeting	12 months	\$7,717.50	20

## EXECUTIVE, FINANCE AND PROPERTY COMMITTEE

The Executive, Finance and Property Committee performs the administrative, financial and property functions of the WAPC. Most of its activities centre on monitoring development projects, the acquisition and disposal of property, and associated capital works.

### Details of members and remuneration for the 2019-20 year

Member	Position	Type of Remuneration	Period of Membership for 2019-20	Gross Remuneration 2019-20	Meeting Participation
Mr David Caddy	Chairman, WAPC	N/A	12 months	N/A	10
Ms Rachel Chapman	WAPC Appointee	Per meeting	12 months	\$4,042.50	10
Mr Leonard Kosova	WAPC Appointee	Per Meeting	12 months	\$3,307.50	9
Ms Belinda Moharich	WAPC Appointee	Per meeting	12 months	\$3,675	10
Mr David Saunders	Nominee of the DG, Department of Planning, Lands and Heritage	N/A	12 months	N/A	6
Ms Rebecca Strom	WAPC Appointee	Per meeting	12 months	\$4,410	11
Mr Henry Zelones	Member of the WAPC	Per meeting	6 months	\$1,837.50	5
Mayor Emma Cole	Member of the WAPC	Per meeting	2 months	\$367.50	2

## CENTRAL PERTH PLANNING COMMITTEE

The Central Perth Planning Committee was established to oversee and provide direction for planning in the Perth central area. It exercises delegated authority to deal with the City of Perth local planning scheme and scheme amendments; the Metropolitan Region Scheme and amendments; subdivisions, strata titles, leases and licences; and development on reserved land in the City of Perth.

### Details of members and remuneration for the 2019-20 year

Member	Position	Type of Remuneration	Period of Membership for 2019-20	Gross Remuneration 2019-20	Meeting Participation
Mr David Caddy	Chairman, WAPC	N/A	12 months	N/A	1
Mr Hamish Beck	Chairman, Swan River Trust	Per meeting	12 months	\$200	1
Prof Tony Blackwell	Professions Representative	Per meeting	12 months	\$200	1
Ms Anne Arnold	Chairperson, Heritage Council	N/A	6 months	N/A	1
Hon. John Cowdell	Chairperson, Heritage Council	N/A	6 months	N/A	0
Ms Alison Devellerez	Community, Representative	Per meeting	12 months	\$200	1
Mr Leonard Kosova	Commissioner, City of Perth	Per meeting	12 months	\$200	1
Mr Frank Marra	CEO, DevelopmentWA	N/A	12 months	N/A	1
Mr Sean Henriques	Deputy to the CEO, DevelopmentWA	N/A	12 months	N/A	0
Ms Gail McGowan	DG, Department of Planning, Lands and Heritage	N/A	12 months	N/A	1
Mr Richard Sellers	DG, Department of Transport	N/A	9 months	N/A	0
Mr Peter Woronzow	DG, Department of Transport	N/A	3 months	N/A	0
Mr Nigel Hindmarsh	Nominee of the DG, Dept of Communities	N/A	12 months	N/A	1
Mr Geoffrey Warn	Government Architect	N/A	6 months	N/A	1
Ms Melinda Payne	Deputy of the Government Architect	N/A	12 months	N/A	0

## BUNBURY DEVELOPMENT COMMITTEE

The Bunbury Development Committee provides strategic guidance and facilitates interagency and community cooperation to progress key strategic initiatives to develop the Bunbury Waterfront, Withers and Glen Iris.

### Details of members and remuneration for the 2019-20 year

Member	Position	Type of Remuneration	Period of Membership for 2019-20	Gross Remuneration 2019-20	Meeting Participation
Ms Robyn Fenech	Chairperson	Per meeting	12 months	\$2,196	6
Ms Rebecca Ball	CEO South West Development Commission	N/A	12 months	N/A	1
Mr Ashley Clements	Deputy to the CEO, South West Development Commission	N/A	12 months	N/A	5
Cr Gary Brennan	Mayor of the City of Bunbury	N/A	12 months	N/A	6
Mr Greg Cash	Nominee of the DG, Dept of Communities	N/A	12 months	N/A	2
Mr John Castrilli	Community Representative	Per meeting	12 months	\$1,190	4
Ms Sharon Cooke	Indigenous Representative	Per meeting	12 months	\$238	3
Ms Kanella Hope	Business Representative	Per meeting	11 months	\$714	5
Mr Steve Jenkins	Nominee of the DG, DOT	N/A	12 months	N/A	6
Mr David Kerr	President, Bunbury Geographe Chamber of Commerce and Industry	Per meeting	12 months	\$952	4
Mr Geoff Klem	Community Representative	Per meeting	12 months	\$952	4
Mr Darren Lambourn	Nominee of the CEO, Southern Ports Authority	N/A	12 months	N/A	0
Mr Stan Liaros	Business Representative	Per meeting	12 months	\$952	4
Mr Frank Marra	CEO, DevelopmentWA	N/A	12 months	N/A	4
Mr Stuart Nahajski	Deputy to the CEO, DevelopmentWA	N/A	12 months	N/A	0
Mr David Saunders	Nominee of the DG, DPLH	N/A	12 months	N/A	5
Mr Michael Schramm	Deputy Nominee of the DG, DPLH	N/A	12 months	N/A	5

## STATE DESIGN REVIEW PANEL

The State Design Review Panel is a multi-disciplinary panel of highly-experienced built environment professionals from industry and Government that provide independent advice on the design quality of major development proposals. The newly-appointed design review panel provides advice to State Government agencies, decision-makers and proponents, including the WAPC.

### Details of members and remuneration for the 2019-20 year

Member	Position	Type of Remuneration	Period of Membership for 2019-20	Gross Remuneration 2019-20	Meeting Participation
Mr David Caddy	Chairman	N/A	12 months	N/A	15
Mr Geoff Warn	Chairman	N/A	8 months	N/A	14
Mr David Barr	Member	Sitting fees (per meeting attended)	12 months	\$500	0
Mr Philip Gresely	Member	Sitting fees (per meeting attended)	12 months	\$2,750	2
Ms Libby Guj	Member	Sitting fees (per meeting attended)	12 months	\$1,250	1
Mr Paul Jones	Member	Sitting fees (per meeting attended)	12 months	\$4,250	4
Mr David Karotkin	Member	Sitting fees (per meeting attended)	12 months	\$2,500	3
Mr Patrick Kosky	Member	Sitting fees (per meeting attended)	12 months	\$500	1
Mr Will Lakin	Member	Sitting fees (per meeting attended)	12 months	\$5,750	5
Ms Morag Lee	Member	Sitting fees (per meeting attended)	12 months	\$500	0
Mr Peter Lee	Member	Sitting fees (per meeting attended)	12 months	\$2,750	4
Prof Geoffrey London	Member	Sitting fees (per meeting attended)	12 months	\$4,250	4
Ms Carolyn Marshall	Member	Sitting fees (per meeting attended)	12 months	\$500	0
Mr Chris Maher	Member	Sitting fees (per meeting attended)	12 months	\$1,750	2
Ms Jennie Officer	Member	Sitting fees (per meeting attended)	12 months	\$5,250	4
Ms Annabelle Pegrum	Member	Sitting fees (per meeting attended)	12 months	\$1,250	2
Ms Shelley Penn	Member	Sitting fees (per meeting attended)	12 months	N/A	0
Mr Alf Seeling	Member	Sitting fees (per meeting attended)	12 months	\$4,500	4
Mr Dominic Snellgrove	Member	Sitting fees (per meeting attended)	12 months	\$500	0
Ms Emma Williamson	Member	Sitting fees (per meeting attended)	12 months	\$1,750	0
Mr Peter Ciemitis	Member	Sitting fees (per meeting attended)	12 months	\$1,750	2
Ms Robina Crook	Member	Sitting fees (per meeting attended)	12 months	\$2,750	4
Ms Karen Hyde	Member	Sitting fees (per meeting attended)	12 months	\$6,000	6
Ms Denise Morgan	Member	Sitting fees (per meeting attended)	12 months	\$1,250	2
Ms Rachel Pleasant	Member	Sitting fees (per meeting attended)	12 months	\$10,500	8
Mr Tim Dawkins	Member	Sitting fees (per meeting attended)	12 months	\$1,750	1
Mr Tony Blackwell	Member	Sitting fees (per meeting attended)	12 months	\$5,750	5
Ms Kate Cullity	Member	Sitting fees (per meeting attended)	12 months	\$1,250	1
Mr Tom Griffiths	Member	Sitting fees (per meeting attended)	12 months	\$500	1



Member	Position	Type of Remuneration	Period of Membership for 2019-20	Gross Remuneration 2019-20	Meeting Participation
Ms Shea Hatch	Member	Sitting fees (per meeting attended)	12 months	\$4,000	3
Mr Damien Pericles	Member	Sitting fees (per meeting attended)	12 months	\$2,750	3
Mr Ken Maher	Member	Sitting fees (per meeting attended)	12 months	\$4,500	4
Ms Natalie Busch	Member	Sitting fees (per meeting attended)	12 months	\$4,250	3
Mr Anthony Duckworth-Smith	Member	Sitting fees (per meeting attended)	12 months	\$6,250	6
Ms Marion Fredriksson	Member	Sitting fees (per meeting attended)	12 months	\$4,500	5
Ms Munira Mackay	Member	Sitting fees (per meeting attended)	12 months	\$1,250	1
Mr Chris Melsom	Member	Sitting fees (per meeting attended)	12 months	\$1,500	1
Mr Hans Oerlemans	Member	Sitting fees (per meeting attended)	12 months	\$5,250	4
Ms Helen Lochhead	Member	Sitting fees (per meeting attended)	12 months	\$2,500	4
Mr Philip Griffiths	Member	Sitting fees (per meeting attended)	12 months	\$500	1
Ms Nerida Moredoundt	Member	Sitting fees (per meeting attended)	12 months	\$4,500	4
Mr Josh Bryne	Member	Sitting fees (per meeting attended)	12 months	N/A	0
Ms Kathy Meney	Member	Sitting fees (per meeting attended)	12 months	\$5,000	6
Mr Graham Agar	Member	Sitting fees (per meeting attended)	12 months	\$1,500	1
Ms Shelley Shepherd	Member	Sitting fees (per meeting attended)	12 months	\$500	0
Ms Sam Hall	Member	Sitting fees (per meeting attended)	12 months	\$500	0
Ms Sarah Foster	Member	Sitting fees (per meeting attended)	12 months	\$1,750	1
Mr Alisdair Mackerron	Member	Sitting fees (per meeting attended)	12 months	\$3,000	3
Mr Ryan Falconer	Member	Sitting fees (per meeting attended)	12 months	\$500	0
Ms Janine Betz	Member	Sitting fees (per meeting attended)	12 months	\$1,750	1
Ms Margie Tannock	Member	Sitting fees (per meeting attended)	12 months	\$1,500	2
Ms Pamela Gaunt	Member	Sitting fees (per meeting attended)	12 months	\$500	0

## SWAN VALLEY PLANNING COMMITTEE

The Swan Valley Planning Committee is established under the *Swan Valley Planning Act 1995* and provides advice to planning decision-makers, public authorities and utility service providers on land use and development matters concerning land in the Swan Valley.

### Details of members and remuneration for the 2019-20 year

Member	Position	Type of Remuneration	Period of Membership for 2019-20	Gross Remuneration 2019-20	Meeting Participation
Cr Charlie Zannino	Chairman	Per meeting	12 months	\$2,640	11
Mr Harry Gratte	Environmental Expert	Per meeting	12 months	\$1,800	11
Mr John Griffiths	Representative of Swan Valley and Regional Winemakers Association	Per meeting	12 months	\$1,500	9
Cr Rod Henderson	Nominee of the President, City of Swan	Per meeting	12 months	\$1,650	10
Mr Jim Lovreta	Rep of the Grape Growers Association of WA Inc	Per meeting	12 months	\$1,050	8
Mr Robert Sorgiovanni	Rep of the Grape Growers Association of WA Inc.	Per meeting	3 months	\$1,050	3
Ms Elizabeth Taylor	Nominee of the WAPC Chairman	Per meeting	12 months	\$1,800	11
Mr Keith Vuleta	Resident of the Swan Valley	Per meeting	12 months	\$1,800	11
Ms Shauna Alban	Representative of Equestrian Interests	Per meeting	2 months	\$300	2
Ms Allyson Kundid	Representative of Tourism Council WA (inc)	Per meeting	2 months	\$300	2
Mr Tim Smilovitis	Representative of the Midland and Districts Chamber of Commerce and Industries	Per meeting	2 months	\$150	1



## BOARD OF VALUERS

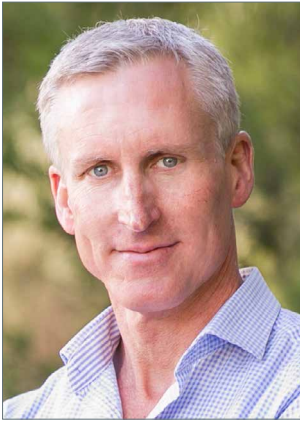
The Board of Valuers provides valuations of properties reserved in planning schemes where the owner of the land wishes to sell the property on the open market at a reduced price and claim compensation for injurious affection from the responsible authority (the Western Australian Planning Commission or local government) for the reduction in value.

The Board is independent with administrative support provided by the Department.

### Details of members and remuneration for the 2019-20 year

Member	Position	Type of Remuneration	Period of Membership for 2019-20	Gross Remuneration 2019-20	Meeting Participation
Mr Ross Hughes	Chairperson	Per meeting	12 months	\$1,150	5
Ms Kate Bingham	Member	Per meeting	12 months	\$800	5
Mr Matthew Garmony	Member	Per meeting	5 months	\$800	5
Ms Kirsty Lane	Member	Per meeting	5 months	\$320	3
Mr Dennis Volk	Member	Per Meeting	8 months	\$480	2

## PASTORAL LANDS BOARD



**Tim Shackleton**  
Chair

### Message from the Chair

The last year has been uniquely challenging for the pastoral industry as many pastoralists navigated the changes arising from the COVID-19 pandemic. Concurrently, pastoralists, particularly in the North West, were impacted through the Valuer-General's rent review process, and pastoralists across the State were dealing with below average rainfall.

The Pastoral Lands Board (PLB) worked closely with Government and industry to address these issues, whilst progressing its strategic agenda to improve economic and environmental outcomes on Western Australia's pastoral estate. This included the Government's Dry Season Response program which addresses animal welfare incidents, and included streamlining of agistment processes, enabling drought-affected pastoralists to move livestock quickly.

The PLB worked closely with the Minister for Lands following the recent rent review to phase in rent increases, and continues to work with Government and industry to investigate ways to improve the pastoral rent system.

The PLB made significant progress delivering its strategic agenda with the majority of recommendations in the *Auditor General's Report No. 17 of 2017: Management of Pastoral Lands in Western Australia* being fully or partly implemented. In November 2019, the State announced Pastoral Lands Reform aimed at encouraging ecologically sustainable development and diversification, fostering best-practice land management to improve land condition. The PLB has been extensively involved in development of a Bill to amend the *Land Administration Act 1997* to support the new approach.

Significant work has been undertaken to develop new policy documents to guide the administration of the State's pastoral estate. These policy documents include:

- Good Pastoral Land Management Guidelines
- Revised Stocking Policy
- Cultivation of Non-Indigenous Plant Species Policy
- Viability and Sustainability of New Pastoral Leases Policy.

To cohesively connect the work above, a new Strategic Plan for the PLB is being developed with the key focus to work across Government and industry to progress Pastoral Lands Reform.

In closing, I would like to sincerely thank members of the PLB and support teams within Government for their work over the past year. It has been a very challenging year in which many people have gone above and beyond. I would also like to acknowledge industry bodies such as the Pastoralists and Graziers Association of WA and the Kimberley Pilbara Cattlemen's Association, both of which have provided important guidance to the PLB on multiple policy related issues during the year.

**Tim Shackleton**  
Chair



## About the Board

The Pastoral Lands Board (PLB) of Western Australia is a statutory authority that is established under section 94 of the *Lands Administration Act 1997*. It has joint responsibility with the Minister for Lands for administering Western Australia's pastoral leases in accordance with Part 7 of the Act.

The PLB has responsibilities prescribed under the Act to ensure pastoral leases are managed in an ecologically sustainable way and to develop policies to prevent degradation of the rangelands.

### Details of members and remuneration for the 2019-20 year

Member	Position	Type of Remuneration	Period of Membership for 2019-20	Gross Remuneration 2019-20
Tim Shackleton	Chair	Annual Salary	12 months	\$31,699
Ashley Dowden	Member	Sitting fees (per meeting attended)	12 months	\$4,850
Jane Sale	Member	Sitting fees (per meeting attended)	12 months	\$4,850
Jamie Burton	Member	Sitting fees (per meeting attended)	12 months	\$4,290
Darrylin Gordon	Member	N/A	12 months	N/A
Gaye Mackenzie	Member	Sitting fees (per meeting attended)	5 months	\$2,240
Kim Eckert	Member	Sitting fees (per meeting attended)	5 months	\$1,300

# ABORIGINAL CULTURAL MATERIAL COMMITTEE

## Message from the Chair

The Aboriginal Cultural Material Committee is established under the *Aboriginal Heritage Act 1972* to record and preserve objects and places of cultural importance to Aboriginal people, provide specialist advice on Aboriginal heritage to the Minister for Aboriginal Affairs, and administer various functions assigned to it under the Act – including consideration of applications to enter, examine or remove material from places of Aboriginal cultural heritage significance.

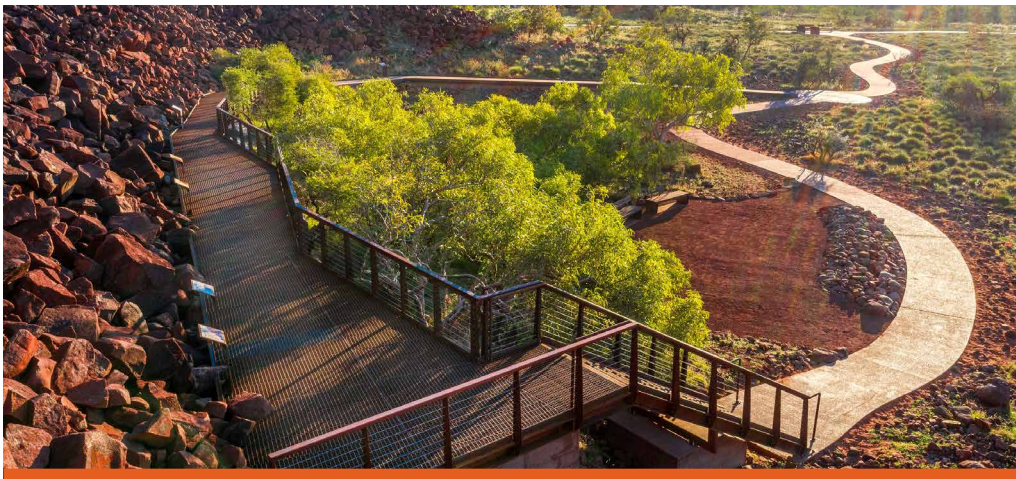
It has been an extremely busy year for the Committee. Even with the interruptions caused by COVID-19, the mining industry maintained operations, and applications continued to be submitted at a consistent level throughout the year with the Committee processing more than 200 statutory applications, and over 440 heritage assessments under section 5 of the Act.

I would like to thank the Members for their work and dedication in what has been a very difficult year with reviews and court decisions. I recognise just how difficult it is to ensure that there is a balanced approach between land development and the protection of Aboriginal heritage in Western Australia. I value your opinions and robust and honest discussions, it is a difficult and challenging area we work in.

I would like to recognise the Aboriginal Heritage staff and thank them for their hard work over the past year and the pressures associated with ensuring that papers and matters are dealt with in a very short timeframe.

The review of the current legislation is a priority and I look forward to new legislation and improved protection of Aboriginal heritage.

**Vanessa Kickett**  
Chair



## About the Committee

The Aboriginal Cultural Material Committee (ACMC) is established under the *Aboriginal Heritage Act 1972* to:

- evaluate on behalf of the community the importance of places and objects alleged to be associated with Aboriginal persons
- record and preserve the traditional Aboriginal lore related to such places and objects, where appropriate
- recommend to the Minister for Aboriginal Affairs places and objects which, in the opinion of the Committee, are, or have been, of special significance to persons of Aboriginal descent and should be preserved, acquired and managed by the Minister
- advise the Minister on any question referred to the Committee, and generally on any matter related to the objects and purposes of the Act
- perform the functions allocated to the Committee by the Act
- advise the Minister when requested on the apportionment and application of monies available for the administration of the Act.

## Details of members and remuneration for the 2019-20 year

Member	Position	Type of Remuneration	Period of Membership for 2019-20	Gross Remuneration 2019-20
Vanessa Kickett	Chairperson	N/A	12 months	N/A
Merle Carter	Member	Sitting fees (per meeting attended)	12 months	\$3,486
Patrick Churnside	Member	Sitting fees (per meeting attended)	12 months	\$2,925
Patrick Churnside	Chairperson	Sitting fees (pro Rata)	12 months	\$2,186.32
Bruce Smith	Member	Sitting fees (per meeting attended)	12 months	\$3,102
Lindsay Dean	Member	Sitting fees (per meeting attended)	12 months	\$4,514.26
Michael Slack	Member	Sitting fees (per meeting attended)	12 months	\$3,309
Joslyn Tass	Member	Sitting fees (per meeting attended)	6 months	\$2,334
Danielle Stefani	Member	Sitting fees (per meeting attended)	6 months	N/A

# HERITAGE COUNCIL OF WESTERN AUSTRALIA



**Hon John Cowdell AM**  
Chair

## Message from the Chair

This year marked an important milestone for historic cultural heritage in Western Australia, with the *Heritage Act 2018* proclaimed on 1 July 2019. The *Heritage Act 2018* improves protection of the State's historic cultural heritage, reflects best practice and meets community expectations that heritage places are protected as part of our unique story. It introduces simplified processes, modern governance, greater clarity for owners and improved transparency for the community.

The Act also saw the appointment of three new and six returning Councillors, with Anne Arnold continuing on as Chair for the first six months before my appointment in January 2020.

Anne served on the Council for 11 years, with four of them as Chair, and during this time she oversaw the development of the new Strategic Plan; worked to improve our governance and decision-making processes; and most importantly, oversaw the final development, enactment and implementation of the State's new historic heritage legislation. I would also like to pay tribute to the hard work of my fellow Council members.

Over the past 12 months, the Council has been working to progress finalisation of registration for interim registered places, improve stakeholder engagement and ensure sympathetic development in and around our State Registered heritage places. 15 places with interim registration under the previous *Heritage of Western Australia Act 1990* were finalised and registered under the new Act during the year. As we head into 2020-21, we look forward to finalising an outcome for the remaining 22 interim registered places before the legislative transition period ends on 30 June 2021.

Our work would not be possible without the support of the dedicated staff at the Department of Planning, Lands and Heritage and I thank them all for their hard work and commitment in what was a very busy year of significant achievements despite the changes to our business environment due to COVID-19.

**Hon John Cowdell AM**  
Chair

## About the Council

The Heritage Council of Western Australia is the State Government's advisory and statutory body on heritage, established under the *Heritage Act 2018*. It is listed as a statutory authority on Schedule 1 of the *Financial Management Act 2006* and is subject to provisions of the *Public Sector Management Act 1994*.

The Heritage Council is vested with functions and powers under the *Heritage Act 2018*.

Its primary roles are to:

- recommend places to the Minister for Heritage for entry in the State Register
- review and provide advice on development of heritage places to ensure cultural heritage significance is maintained while allowing for contemporary use and adaptation
- promote the conservation of Western Australia's heritage
- set strategic direction for the Department of Planning, Lands and Heritage.

The Heritage Council is assisted in its work by the Department. The Council and the Department work together under the Act and shared corporate strategy to recognise, conserve, adapt and celebrate our State's unique cultural heritage.

The Council released its Strategic Action Plan in 2019, which sets out three focus areas to 2023:

1. Places representing the story of Western Australia's history and development are comprehensively identified and chronicled
2. Western Australia's heritage places are conserved through sound heritage practice and harmonious development, and their full potential is realised
3. The importance of heritage places to Western Australia's identity and quality of life is understood and appreciated.

For more information, visit

[www.dplh.wa.gov.au/about/the-heritage-council-of-western-australia/about-the-heritage-council](http://www.dplh.wa.gov.au/about/the-heritage-council-of-western-australia/about-the-heritage-council)

## Attendance at Heritage Council Meetings

Name	Position	Attendance
Anne Arnold	Chair until December 2019	11
Lloyd Clark	Councillor	19
Philip Griffiths	Councillor	4
John Stephens	Councillor	4
Nerida Moredoundnt	Councillor	21
Brad Pettitt	Councillor	21
Sally Malone	Councillor	20
Rob Druitt	Councillor	3
Jennifer Marschner	Councillor	20
Leigh Barrett	Councillor	17
John Cowdell	Chair from January 2020	18
Richard Offen	Councillor	12
Erika Techera	Councillor	10



# Aboriginal Affairs Planning Authority

## About the Aboriginal Affairs Planning Authority

The *Aboriginal Affairs Planning Authority Act 1972* makes provision for the establishment of an Aboriginal Affairs Planning Authority and an Aboriginal Affairs Advisory Council to provide consultative and other services for the economic, social and cultural advancement of Aboriginal people in Western Australia.

Under this Act, four statutory bodies were created to facilitate these objectives:

- Aboriginal Affairs Planning Authority (AAPA)
- Aboriginal Affairs Co-ordinating Committee (AACC)
- Aboriginal Lands Trust (ALT)
- Western Australian Aboriginal Advisory Council (WAAAC).

The AAPA does not have any staff and funds the operational management of the ALT estate.

The Department of the Premier and Cabinet is responsible for policy relating to Aboriginal affairs, including the functions of the AAPA, AACC and WAAAC.

The Department of Planning, Lands and Heritage is responsible for the land management functions of the ALT and related financial provisions, including annual reporting.

# ABORIGINAL LANDS TRUST



**Glen Kelly**  
Chair

## Message from the Chair

I commenced as Chairperson of the Aboriginal Lands Trust (ALT) on 1 January 2020. The role since that time has been very busy and challenging with the threat of COVID-19 to Aboriginal communities. I applaud the State Government (and the communities themselves) for the measures imposed to protect some of the State's most vulnerable people.

During the reporting period, I shared Chairmanship with Dr Robert Isaacs who held the position until 31 December 2019. Over the financial year, the Aboriginal Lands Trust Board approved the following actions in relation to the Aboriginal Lands Trust estate:

9 lease transfers	2 lease approvals
8 sublease approvals	3 development proposals
3 lease terminations	

Five of these actions were associated with the divestment of the ALT estate, a major initiative of the State Government that will seek to transfer the ownership, management and control of ALT land to Aboriginal people. Further, during the reporting period, the ALT Board agreed to be party to the Yamatji Nation Indigenous Land Use Agreement with eight ALT properties to be divested as a result of the Agreement.

The 30 June 2020 marked the end of an era with three long serving members retiring from the Board: Dr Robert Isaacs, Patrick Green and Preston Thomas. Collectively, they served with the ALT for 25 years. I sincerely thank Robert, Patrick and Preston for their valuable contribution and wish them all the best in their future endeavours.

I would also like to thank the other ALT members – Roanna Edwards, Jamie Elliott and Nerida Haynes – for their tireless commitment to the Trust and acknowledge the hard work undertaken by the staff of the Department of Planning, Lands and Heritage who provide secretariat support to the Trust.

**Glen Kelly**  
Chair

## About the Trust

The ALT is established under section 20 of the *Aboriginal Affairs Planning Authority Act 1972*. The Trust provides advice to the Minister for Aboriginal Affairs on ALT land matters and is a significant landholder with responsibility for approximately 24 million hectares or 9.65 per cent of the State's land mass.

This land comprises different tenures including reserves, leases and freehold properties. A significant proportion comprises reserves that have management orders held by the Trust (generally having the power to lease), with their purposes mostly being for "the use and benefit of Aboriginal inhabitants".

The ALT estate includes 309 parcels of land including 247 crown reserves, 50 freehold, seven general purpose leases and five pastoral leases.

There are 81 ALT reserves (20 million hectares) that are the subject of a proclamation by the Governor under Part III of the Act, where special protections apply. A permit is required to enter or transit through these reserves.

The ALT estate comprises 142 regional and remote Aboriginal communities including 28 town-based reserves, with an approximate population of 12,000 inhabitants.

Seventeen of the 20 largest Aboriginal communities are located on the ALT estate.

The five largest are Bidadanga, Balgo, Warburton, Kalumburu and Jigalong.

The Trust released its Strategic Action Plan in 2019, which sets out five priority areas to 2021:

1. Increasing the influence of the Trust
2. Asset management on the ALT estate
3. Land tenure clarity
4. Divestment of ALT Pastoral leases
5. Remove potential impediments to divestment.

Engagement is at the heart of the plan with consultation with key stakeholders to take place in the delivery of all priority areas.



For more information, visit

[www.dplh.wa.gov.au/alt](http://www.dplh.wa.gov.au/alt)

## Details of members and remuneration for the 2019-20 year

Trust members are paid a sitting fee of \$350 per full day meeting (for four hours duration); or \$230 per part day meeting (for meetings under four hours duration).

The Chair is paid a sitting fee of \$540 per full day meeting (for meetings over four hours duration); or \$350 per part day meeting (for meetings under four hours duration).

Member	Position	Type of Remuneration	Period of Membership for 2019-20	Gross Remuneration 2019-20
Glen Kelly	Chair	Per full day meeting or per part day meeting	6 months	\$8,200 (\$1,430 for board meetings and \$6,770 for State COVID-19 response)
Robert Issacs	Chair	Per full day meeting or per part day meeting	6 months	\$1,970
Robert Issacs	Member	Per full day meeting or per part day meeting	6 months	\$930
Nerida Haynes	Member	Per full day meeting or per part day meeting	12 months	\$1,860
James Elliott	Member	Per full day meeting or per part day meeting	12 months	N/A
Roanna Edwards	Member	Per full day meeting or per part day meeting	12 months	N/A
Patrick Green	Member	Per full day meeting or per part day meeting	12 months	\$2,210
Preston Thomas	Member	Per full day meeting or per part day meeting	12 months	\$1,510
Jacqueline Littlejohn	Member	Per full day meeting or per part day meeting	1 month	N/A



## ABORIGINAL ADVISORY COUNCIL OF WESTERN AUSTRALIAN

The Aboriginal Advisory Council of Western Australian (AACWA), established under section 18 of the *Aboriginal Affairs Planning Authority Act 1972*, provides advice to the Minister for Aboriginal Affairs and the State Government on matters relating to the interests and wellbeing of Aboriginal people in Western Australia.

The Committee's mandate is to guide the State Government's strategic direction for Aboriginal affairs, transform relationships, and positively influence the social, economic and cultural outcomes for Aboriginal Western Australians.

In October 2019, the Minister for Aboriginal Affairs, Hon Ben Wyatt MLA, announced 12 appointments to a reinvigorated AACWA. The 12 peer-nominated Aboriginal leaders reflect a diversity of regional, gender, age and subject matter expertise backgrounds.

The AACWA has worked strategically with the Minister for Aboriginal Affairs and the Government in finalising the new National Agreement on Closing the Gap and the discussion paper for 'A Path Forward: Aboriginal Empowerment Strategy'.

The AACWA held five meetings during 2019-20, with their inaugural meeting taking place in December 2019. During the COVID-19 pandemic and recovery period, the Council also held fortnightly teleconferences.

### Details of members and remuneration for the 2019-20 year

Member	Position	Type of Remuneration	Period of Membership for 2019-20	Gross Remuneration 2019-20
Gail Beck	Co-Chair	Sitting fees (per meeting attended)	7 months	\$2,944
Martin (Marty) Sibosado	Co-Chair	Sitting fees (per meeting attended)	7 months	\$2,944
Vicki O'Donnell	Member	Sitting fees (per meeting attended)	7 months	\$1,914
Jonathan Ford	Member	Sitting fees (per meeting attended)	7 months	\$1,914
Daniel Brown	Member	Sitting fees (per meeting attended)	7 months	\$1,914
Merle Carter	Member	Sitting fees (per meeting attended)	7 months	\$1,554
Linda Dridi	Member	Sitting fees (per meeting attended)	7 months	\$1,317
Gordon Gray	Member	Sitting fees (per meeting attended)	7 months	\$1,791
Mary Martin	Member	Sitting fees (per meeting attended)	7 months	\$1,554
Lynette (Gail) Adamson	Member	Sitting fees (per meeting attended)	7 months	\$834
Peter Riley	Member	Sitting fees (per meeting attended)	7 months	\$1,914
Peter Yu	Member	Sitting fees (per meeting attended) Resigned 7 February 2020	4 months	N/A

## ABORIGINAL AFFAIRS CO-ORDINATING COMMITTEE

The Aboriginal Affairs Co-ordinating Committee, established under section 19 of the *Aboriginal Affairs Planning Authority Act 1972*, is the coordinating body for Aboriginal affairs, policies, services and programs.

The Committee includes the following membership:

- Director General, Department of the Premier and Cabinet
- Under Treasurer, Department of Treasury
- Director General, Department of Health
- Director General, Department of Education
- Director General, Department of Communities
- Director General, Department of Justice
- Director General, Department of Planning, Lands and Heritage
- Commissioner, Western Australia Police Force
- Australian Aboriginal Advisory Council Executive.

The Director General, Department of the Premier and Cabinet (DPC) is the Chairperson of the Committee and secretariat support is provided by DPC.

The Council Executive, comprised of the Co-Chairs and the Co-Chair of the Closing the Gap Sub-Committee, were selected by the membership at their inaugural meeting in December 2019.

The AACC held three meetings in 2019-20, providing strategic advice and co-ordination of a discussion paper for the whole-of-Government Aboriginal Empowerment Strategy, the Commitment to Aboriginal Youth Wellbeing, as well as input to the development of a new National Agreement on Closing the Gap.

# DEVELOPMENT ASSESSMENT PANELS

Development Assessment Panels (DAPs) were established in 2011 as part of reforms to streamline and improve the planning approvals process. The role of DAPs is to determine development applications within a certain type and value threshold through consistent, accountable, and professional decision-making.

In April 2020, the number of panels was reduced from nine panels to five in line with the suite of initiatives outlined in the Action Plan for Planning Reform. There are four DAPs in the Perth metropolitan area and one regional DAP covering the northern, central and southern areas of Western Australia.

The Department maintains a DAP Secretariat to ensure professional administrative support to each DAP, publish agendas and minutes, and maintain an accurate database of meetings and member participation.

All DAP meetings are open to the public and members of the media. For the 2019-20 financial year, 285 DAP applications were received, including 189 new Form 1 applications, 77 Form 2 (minor amendment or cancellation) applications and 19 State Administrative Tribunal appeals.

## Breakdown by DAP area

No. Applications received by DAP	Form 1	Form 2	SAT	Total
Perth Local Development Assessment Panel	7	4	0	11
Metro Inner-North Joint Development Assessment Panel	46	22	6	74
Metro Inner-South Joint Development Assessment Panel	30	21	4	55
Metro Outer Joint Development Assessment Panel	80	23	7	110
Regional Joint Development Assessment Panel	26	7	2	35

## COST OF DEVELOPMENT BY DAP AREA FOR NEW (FORM 1) APPLICATIONS

New application cost of development	Optional	Mandatory	Total
Perth Local Development Assessment Panel	\$10,000,000	\$706,000,000	\$716,000,000
Metro Inner-North Joint Development Assessment Panel	\$113,437,236	\$1,075,692,100	\$1,189,129,336
Metro Inner-South Joint Development Assessment Panel	\$44,100,000	\$775,350,000	\$819,450,000
Metro Outer Joint Development Assessment Panel	\$150,916,072	\$1,465,029,250	\$1,615,945,322
Regional Joint Development Assessment Panel	\$23,681,684	\$1,107,001,389	\$1,130,683,073

## DETAILS OF MEMBERS AND REMUNERATION FOR 2019-20\*

Member	Position	Type of Remuneration	Period of Membership for 2019-20	Gross Remuneration 2019-20
Ms Megan Adair	Presiding Member/Deputy Presiding Member	Sitting fees (per meeting attended)	12 months	\$33,500
Cr Carol Adams	Local Government Member	Sitting fees (per meeting attended)	5 months	\$425
Cr Kevin Allen	Local Government Member	Sitting fees (per meeting attended)	7 months	\$425
Cr Claire Anderson	Local Government Member	Sitting fees (per meeting attended)	12 months	\$2,850
Cr Philip Angers	Local Government Member	Sitting fees (per meeting attended)	12 months	\$425
Mr Christopher Antill	Local Government Member	Sitting fees (per meeting attended)	10 months	\$4,375
Cr Jennifer Archibald	Local Government Member	Sitting fees (per meeting attended)	5 months	\$400
Mr Tony Arias	Presiding Member/Deputy Presiding member	Sitting fees (per meeting attended)	12 months	\$16,575
Cr Kevin Bailey	Local Government Member	Sitting fees (per meeting attended)	12 months	\$4,550
Cr Timothy Barling	Local Government Member	Sitting fees (per meeting attended)	7 months	\$2,125
Ms Lindsay Baxter	Deputy Presiding Member	Sitting fees (per meeting attended)	12 months	\$3,400
Cr Paul Beech	Local Government Member	Sitting fees (per meeting attended)	12 months	\$850
Mr Ian Birch	Presiding Member/Deputy Presiding Member	Sitting fees (per meeting attended)	12 months	\$39,000
Cr David Bolt	Local Government Member	Sitting fees (per meeting attended)	12 months	\$425
Cr David Boothman	Local Government Member	Sitting fees (per meeting attended)	12 months	\$3,900
Cr Carmel Boyce	Local Government Member	Sitting fees (per meeting attended)	12 months	\$200
Cr Lesley Boyd	Local Government Member	Sitting fees (per meeting attended)	5 months	\$400
Ms Melaine Bradley	Deputy Presiding Member	Sitting fees (per meeting attended)	10 months	\$1,700
Cr Rodney Bradley	Local Government Member	Sitting fees (per meeting attended)	12 months	\$1,800
Cr Julie Brown	Local Government Member	Sitting fees (per meeting attended)	12 months	\$3,600
Cr Todd Brown	Local Government Member	Sitting fees (per meeting attended)	5 months	\$825
Cr Lorna Buchan	Local Government Member	Sitting fees (per meeting attended)	5 months	\$400
Cr Toni Burbidge	Local Government Member	Sitting fees (per meeting attended)	12 months	\$525
Mr Vernon Butterly	Deputy Presiding Member	Sitting fees (per meeting attended)	10 months	\$2,975
Cr Colin Cala	Local Government Member	Sitting fees (per meeting attended)	4 months	\$2,650
Cr Carl Celedin	Local Government Member	Sitting fees (per meeting attended)	12 months	\$1025
Ms Sheryl Chaffer	Deputy Presiding Member	Sitting fees (per meeting attended)	12 months	\$12,150
Ms Rachel Chapman	Deputy Presiding Member	Sitting fees (per meeting attended)	12 months	\$19,250
Cr Sonet Coetzee	Local Government Member	Sitting fees (per meeting attended)	12 months	\$1,375
Cr Emma Cole	Local Government Member	Sitting fees (per meeting attended)	7 months	\$525
Cr Amy Collins	Local Government Member	Sitting fees (per meeting attended)	5 months	\$400
Cr Murray Cook	Local Government Member	Sitting fees (per meeting attended)	7 months	\$850
Cr Wendy Cooper	Local Government Member	Sitting fees (per meeting attended)	12 months	\$525
Cr Georgiana Corke	Local Government Member	Sitting fees (per meeting attended)	5 months	\$400
Cr Chris Cornish	Local Government Member	Sitting fees (per meeting attended)	4 months	\$525

\*Local government membership changed in January 2020 and specialist membership changed in April 2020.



Member	Position	Type of Remuneration	Period of Membership for 2019-20	Gross Remuneration 2019-20
Cr Janice Court	Local Government Member	Sitting fees (per meeting attended)	12 months	\$625
Cr Glenn Cridland	Local Government Member	Sitting fees(per meeting attended)	12 months	\$4,025
Cr Grant Cucel	Local Government Member	Sitting fees (per meeting attended)	7 months	\$1,375
Mr Brian Curtis	Deputy Presiding Member	Sitting fees (per meeting attended)	12 months	\$5,887.50
Cr Frank Cvitan	Local Government Member	Sitting fees (per meeting attended)	12 months	\$3,925
Cr Cilla De Lacy	Local Government Member	Sitting fees (per meeting attended)	5 months	\$2,525
Mr Patrick Dick	Third Specialist Member	Sitting fees (per meeting attended)	10 months	\$7,325
Cr Russell Driver	Local Government Member	Sitting fees(per meeting attended)	4 months	\$1,700
Cr Blake D'Souza	Local Government Member	Sitting fees (per meeting attended)	7 months	\$1,375
Cr Catherine Ehrhardt	Local Government Member	Sitting fees (per meeting attended)	12 months	\$625
Cr John Elgin	Local Government Member	Sitting fees (per meeting attended)	7 months	\$425
Cr Christopher Elliott	Local Government Member	Sitting fees (per meeting attended)	7 months	\$1,275
Cr Samantha Fenn	Local Government Member	Sitting fees (per meeting attended)	4 months	\$425
Cr David Galloway	Local Government Member	Sitting fees (per meeting attended)	5 months	\$400
Cr Mark Geary	Local Government Member	Sitting fees (per meeting attended)	4 months	\$425
Ms Leigh Gibb	Third Specialist Member	Sitting fees (per meeting attended)	12 months	\$425
Ms Diana Goldswain	Third Specialist Member	Sitting fees (per meeting attended)	12 months	\$4,650
Cr Susan Gontaszewski	Local Government Member	Sitting fees (per meeting attended)	12 months	\$1,375
Cr David Goode	Local Government Member	Sitting fees (per meeting attended)	12 months	\$2,225
Mr Ray Haeren	Presiding Member	Sitting fees (per meeting attended)	12 months	\$3,900
Cr Deborah Hamblin	Local Government Member	Sitting fees (per meeting attended)	12 months	\$3,400
Commissioner Andrew Hammond	Local Government Member	Sitting fees (per meeting attended)	12 months	\$2,225
Mr Michael Hardy	Third Specialist Member	Sitting fees(per meeting attended)	10 months	\$7,250
Cr Dean Hatwell	Local Government Member	Sitting fees (per meeting attended)	12 months	\$425
Cr Rodney Henderson	Local Government Member	Sitting fees (per meeting attended)	12 months	\$5,200
Cr Grant Henley	Local Government Member	Sitting fees (per meeting attended)	12 months	\$1,275
Cr Christine Hamilton-Prime	Local Government Member	Sitting fees (per meeting attended)	7 months	\$1,900
Cr Bruce Haynes	Local Government Member	Sitting fees (per meeting attended)	12 months	\$1,375
Mr Jason Hick	Third Specialist Member	Sitting fees (per meeting attended)	12 months	\$10,725
Mr Clayton Higham	Deputy Presiding Member	Sitting fees (per meeting attended)	12 months	\$8,725
Mayor Max Hipkins	Local Government Member	Sitting fees (per meeting attended)	7 months	\$425
Cr Charles Hohnen	Local Government Member	Sitting fees (per meeting attended)	12 months	\$425
Cr William Hollingworth	Local Government Member	Sitting fees (per meeting attended)	7 months	\$425
Ms Kanella Hope	Deputy Presiding Member	Sitting fees (per meeting attended)	12 months	\$1,825
Cr Jacqueline Huntley	Local Government Member	Sitting fees (per meeting attended)	5 months	\$2,100
Ms Karen Hyde	Deputy Presiding Member	Sitting fees (per meeting attended)	12 months	\$19,400
Cr Giovanni Italiano	Local Government Member	Sitting fees (per meeting attended)	4 months	\$1,050
Cr Tania Jackson	Local Government Member	Sitting fees (per meeting attended)	12 months	\$850



Member	Position	Type of Remuneration	Period of Membership for 2019-20	Gross Remuneration 2019-20
Cr Jesse Jacobs	Local Government Member	Sitting fees (per meeting attended)	12 months	\$1,575
Cr Frank Johnson	Local Government Member	Sitting fees (per meeting attended)	12 months	\$200
Cr Zenda Johnson	Local Government Member	Sitting fees (per meeting attended)	12 months	\$200
Cr Mark Jones	Local Government Member	Sitting fees (per meeting attended)	5 months	\$1,250
Cr Nigel Jones	Local Government Member	Sitting fees (per meeting attended)	12 months	\$425
Ms Jacqueline Jurmann	Deputy Presiding Member	Sitting fees (per meeting attended)	12 months	\$100
Mr Peter Keleman	Third Specialist Member	Sitting fees (per meeting attended)	10 months	\$3,600
Cr Stephen Kepert	Local Government Member	Sitting fees (per meeting attended)	5 months	\$1,250
Cr Sara Khabbaz-Saberi	Local Government Member	Sitting fees (per meeting attended)	12 months	\$850
Cr Michael Kitchin	Local Government Member	Sitting fees (per meeting attended)	7 months	\$425
Mr Geoffrey Klem	Deputy Presiding Member	Sitting fees (per meeting attended)	10 months	\$2,125
Cr Caroline Knight	Local Government Member	Sitting fees (per meeting attended)	12 months	\$850
Mr Eugene Koltasz	Deputy Presiding Member	Sitting fees (per meeting attended)	12 months	\$7,700
Commissioner Leonard Kosova	Local Government Member	Sitting fees (per meeting attended)	5 months	\$1,250
Mr Paul Kotsoglo	Presiding Member	Sitting fees (per meeting attended)	12 months	\$8,000
Cr David Lavell	Local Government Member	Sitting fees (per meeting attended)	12 months	\$525
Cr Darren Lee	Local Government Member	Sitting fees (per meeting attended)	12 months	\$850
Cr Justin Lee	Local Government Member	Sitting fees (per meeting attended)	7 months	\$400
Mr Peter Lee	Third Specialist Member	Sitting fees (per meeting attended)	12 months	\$1,800
Ms Francesca Lefante	Presiding Member	Sitting fees(per meeting attended)	12 months	\$29,000
Cr Mary Little	Local Government Member	Sitting fees (per meeting attended)	5 months	\$1,350
Cr Daniel Loden	Local Government Member	Sitting fees (per meeting attended)	12 months	\$2,250
Cr Peter Long	Local Government Member	Sitting fees (per meeting attended)	12 months	\$1,700
Mr Brett Lovett	Third Specialist Member	Sitting fees (per meeting attended)	10 months	\$425
Cr Paul Macfarlane	Local Government Member	Sitting fees (per meeting attended)	5 months	\$400
Mr Andrew Mack	Third Specialist Member	Sitting fees (per meeting attended)	10 months	\$1,800
Mr Andrew Macliver	Third Specialist Member	Sitting fees (per meeting attended)	10 months	\$6,450
Cr Catherine Main	Local Government Member	Sitting fees (per meeting attended)	5 months	\$400
Cr Philip Marks	Local Government Member	Sitting fees (per meeting attended)	12 months	\$950
Cr John Mason	Local Government Member	Sitting fees (per meeting attended)	7 months	\$425
Cr John McCallum	Local Government Member	Sitting fees (per meeting attended)	7 months	\$425
Cr Betty McCleary	Local Government Member	Sitting fees (per meeting attended)	12 months	\$1,275
Cr Kiera McConkey	Local Government Member	Sitting fees (per meeting attended)	7 months	\$425
Cr Tracie McDougall	Local Government Member	Sitting fees (per meeting attended)	4 months	\$1,275
Cr Neil McIlwaine	Local Government Member	Sitting fees (per meeting attended)	7 months	\$850
Cr Renee McLennan	Local Government Member	Sitting fees (per meeting attended)	12 months	\$425
Commissioner Gaye McMath	Local Government Member	Sitting fees (per meeting attended)	12 months	\$850
Cr David McMullen	Local Government Member	Sitting fees (per meeting attended)	12 months	\$425



Member	Position	Type of Remuneration	Period of Membership for 2019-20	Gross Remuneration 2019-20
Mr Peter McNab	Third Specialist Member	Sitting fees (per meeting attended)	10 months	\$11,650
Cr David Menzel	Local Government Member	Sitting fees (per meeting attended)	12 months	\$425
Cr Christopher Mews	Local Government Member	Sitting fees (per meeting attended)	7 months	\$425
Cr Suzanne Migdale	Local Government Member	Sitting fees (per meeting attended)	5 months	\$2,400
Cr Ronald Mitchell	Local Government Member	Sitting fees (per meeting attended)	4 months	\$1,275
Cr Jeffrey Munn	Local Government Member	Sitting fees (per meeting attended)	5 months	\$1,675
Cr Derek Nash	Local Government Member	Sitting fees (per meeting attended)	12 months	\$525
Cr James Nelson	Local Government Member	Sitting fees (per meeting attended)	12 months	\$925
Cr Brooke O'Donnell	Local Government Member	Sitting fees (per meeting attended)	12 months	\$1,275
Ms Lee O'Donohue	Deputy Presiding Member	Sitting fees (per meeting attended)	12 months	\$15,050
Cr Peter Osborn	Local Government Member	Sitting fees (per meeting attended)	12 months	\$1,700
Mr Justin Page	Third Specialist Member	Sitting fees (per meeting attended)	12 months	\$4,450
Cr Christopher Pavlovich	Local Government Member	Sitting fees (per meeting attended)	12 months	\$400
Cr Nicholas Pazolli	Local Government Member	Sitting fees (per meeting attended)	12 months	\$2,650
Cr Rachel Pemberton	Local Government Member	Sitting fees (per meeting attended)	12 months	\$2,325
Ms Kym Petani	Deputy Presiding Member	Sitting fees (per meeting attended)	12 months	\$15,075
Cr Patricia Phelan	Local Government Member	Sitting fees (Per meeting attended)	4 months	\$425
Cr Steven Pollard	Local Government Member	Sitting fees (per meeting attended)	5 months	\$825
Cr Yasotha Ponnuthurai	Local Government Member	Sitting fees (per meeting attended)	7 months	\$525
Cr Ronnhda Potter	Local Government Member	Sitting fees (per meeting attended)	5 months	\$1,250
Cr Vicki Potter	Local Government Member	Sitting fees (per meeting attended)	12 months	\$3,375
Cr Sally Pyvis	Local Government Member	Sitting fees (per meeting attended)	7 months	\$425
Cr Maria Re	Local Government Member	Sitting fees (per meeting attended)	12 months	\$1,700
Cr Carol Reeve-Fowkes	Local Government Member	Sitting fees (per meeting attended)	4 months	\$525
Cr Michelle Rich	Local Government Member	Sitting fees (per meeting attended)	12 months	\$950
Commissioner Fredrick Riebeling	Local Government Member	Sitting fees (per meeting attended)	5 months	\$425
Cr Nicole Robins	Local Government Member	Sitting fees (per meeting attended)	7 months	\$3,075
Cr Casey Rose	Local Government Member	Sitting fees (per meeting attended)	12 months	\$425
Mr Jarrod Ross	Deputy Presiding Member	Sitting fees (per meeting attended)	12 months	\$11,300
Cr Roberto Rossi	Local Government Member	Sitting fees (per meeting attended)	12 months	\$525
Cr Murray Rowe	Local Government Member	Sitting fees (per meeting attended)	7 months	\$100
Cr Matthew Rowse	Local Government Member	Sitting fees (per meeting attended)	12 months	\$425
Cr Stephen Russell	Local Government Member	Sitting fees (per meeting attended)	5 months	\$1,250
Cr Bianca Sandri	Local Government Member	Sitting fees (per meeting attended)	7 months	\$1,050
Cr Peter Scharf	Local Government Member	Sitting fees (per meeting attended)	12 months	\$850
Cr Jacqueline See	Local Government Member	Sitting fees (per meeting attended)	4 months	\$100
Ms Shelley Shepherd	Third Specialist Member	Sitting fees (per meeting attended)	12 months	\$425
Cr Kerry Smyth	Local Government Member	Sitting fees (per meeting attended)	12 months	\$5,525
Mr Dominic Snellgrove	Third Specialist Member	Sitting fees (per meeting attended)	10 months	\$1,700

Member	Position	Type of Remuneration	Period of Membership for 2019-20	Gross Remuneration 2019-20
Cr Michael Southwell	Local Government Member	Sitting fees (per meeting attended)	12 months	\$425
Cr Joy Stewart	Local Government Member	Sitting fees (per meeting attended)	7 months	\$850
Cr Jon Strachan	Local Government Member	Sitting fees (per meeting attended)	4 months	\$625
Cr Lauren Strange	Local Government Member	Sitting fees (per meeting attended)	5 months	\$825
Cr Stephanie Stroud	Local Government Member	Sitting fees (per meeting attended)	7 months	\$200
Cr Andrew Sullivan	Local Government Member	Sitting fees (per meeting attended)	12 months	\$2,950
Cr Michelle Sutherland	Local Government Member	Sitting fees (per meeting attended)	5 months	\$400
Mr John Syme	Third Specialist Member	Sitting fees (per meeting attended)	12 months	\$15,350
Mr John Taylor	Third Specialist Member	Sitting fees (per meeting attended)	12 months	\$2,125
Cr Philippa Taylor	Local Government Member	Sitting fees (per meeting attended)	12 months	\$3,375
Cr Chamonix Terblanche	Local Government Member	Sitting fees (per meeting attended)	12 months	\$1,375
Cr Margaret Thomas	Local Government Member	Sitting fees (per meeting attended)	5 months	\$1,250
Ms Samantha Thompson	Deputy Presiding Member	Sitting fees (per meeting attended)	10 months	\$5,950
Cr Suzanne Thompson	Local Government Member	Sitting fees (per meeting attended)	5 months	\$1,475
Cr Andres Timmermanis	Local Government Member	Sitting fees (per meeting attended)	12 months	\$2,125
Cr Joshua Topelberg	Local Government Member	Sitting fees (per meeting attended)	12 months	\$3,600
Cr Shane Van Styn	Local Government Member	Sitting fees (per meeting attended)	12 months	\$425
Cr Ashley Wallace	Local Government Member	Sitting fees (per meeting attended)	5 months	\$500
Cr John Wetherall	Local Government Member	Sitting fees (per meeting attended)	12 months	\$2,550
Cr Matthew Whitfield	Local Government Member	Sitting fees (per meeting attended)	5 months	\$825
Cr Thomas Widenbar	Local Government Member	Sitting fees (per meeting attended)	5 months	\$400
Cr Caroline Wielinga	Local Government Member	Sitting fees (per meeting attended)	12 months	\$2,125
Cr Julie Williams	Local Government Member	Sitting fees (per meeting attended)	12 months	\$425
Cr Jai Wilson	Local Government Member	Sitting fees (per meeting attended)	12 months	\$100
Cr Terrence Winner	Local Government Member	Sitting fees (per meeting attended)	5 months	\$400
Cr Dennis Wood	Local Government Member	Sitting fees (per meeting attended)	7 months	\$525
Cr Matthew Woodall	Local Government Member	Sitting fees (per meeting attended)	5 months	\$1,700
Cr Cosimo Zannino	Local Government Member	Sitting fees (per meeting attended)	12 months	\$625
Mayor Henry Zelones	Local Government Member	Sitting fees (per meeting attended)	4 months	\$850
Mr Feerk Zuideveld	Third Specialist Member	Sitting fees (per meeting attended)	10 months	\$10,475

# GOVERNANCE DISCLOSURES AND OTHER STATUTORY REQUIREMENTS

## Ministerial directives

No Ministerial directives were received during the financial year.

## Unauthorised use of credit cards

Department officers hold corporate credit cards where their position warrants use of this facility. Each cardholder is reminded regularly of their obligations under the Department's Purchasing Card Policy.

There were 41 instances where cardholders used their corporate credit card for payments of items not for official use. These were investigated by the Chief Finance Officer, who noted for each instance prompt advice and settlement of the personal use amount, and that the nature of the expenditure was characteristic of an honest mistake.

Number of instances the purchasing card has been used for personal purpose	41
Aggregate amount of personal use expenditure for the reporting period	\$1,223.69
Aggregate amount of personal use expenditure settled by the due date (within 5 working days)	\$0.00
Aggregate amount of personal use expenditure settled after the due date (after 5 working days)	\$1,223.69
Aggregate amount of personal use expenditure outstanding at balance date	Nil
Number of referrals for disciplinary action instigated by the Department	Nil

## Expenditure on advertising, market research, polling and direct mail

In accordance with section 175ZE of the *Electoral Act 1907*, the Department incurred the following expenditure in advertising, market research, polling and direct mail.

Category	Name	Expenditure
Advertising agencies	N/A	N/A
Market research organisations	N/A	N/A
Polling organisations	N/A	N/A
Direct mail organisations	N/A	N/A
Media advertising organisations	Initiative Media	\$498,353.60
	Other	\$22,557.48
<b>Total</b>		<b>\$520,911.08</b>

## Compliance with public sector standards and ethical codes

The Department has integrated the Code of Conduct, Performance Management and Workplace Issue Resolution Policy and continues to focus on integrating other policies and procedures to meet compliance requirements.

The Code of Conduct, Accountable and Ethical Decision Making, and Cultural Awareness training reinforce compliance requirements for new and existing employees.

The People, Capability and Innovation directorate conducts induction sessions with new employees and provides advice to managers and employees on public sector human resource standards.

## Recordkeeping Plan

The Department is committed to implementing best practice recordkeeping processes and systems. In accordance with section 19 of the *State Records Act 2000*, the Department has an approved Recordkeeping Plan effective until 2023.

During 2019-20, the Department made significant progress toward moving its divisions onto a single Electronic Document and Record Management System (EDRMS) to optimise the efficiency and effectiveness of the Department's recordkeeping practices.

New staff are provided comprehensive onboarding support when they commence with the Department including training in recordkeeping and Objective. Our induction program includes:

- compliance requirements and relevant legislation
- recordkeeping roles and responsibilities, processes and practices
- use and application of Objective.

All staff must complete a mandatory online recordkeeping awareness course on commencement, and refresher training is undertaken every two years. An ongoing EDRMS training program is also available. The training modules provide staff with a reminder of their roles and responsibilities, compliance updates and an opportunity to advance their knowledge and use of the system.

In addition to this training, specialist staff are available to provide recordkeeping advice and EDRMS training on a one-on-one, ad hoc or project basis. The training material is continually refined to ensure it meets the needs of the audience and can be tailored for presentation to different business units.

The Business Information Services directorate monitors EDRMS activity and provides ongoing, customised support to each division. Recordkeeping policies, procedures and Objective user guides are also available to all staff via our intranet and within Objective.

# APPENDIX 1 – LEGISLATION

## ENABLING LEGISLATION

*Aboriginal Heritage Act 1972*

*Aboriginal Affairs Planning Authority Act 1972*

*Heritage Act 2018*

*Public Sector Management Act 1994*

*Planning and Development Act 2005*

## ADMINISTERED LEGISLATION

<i>Aboriginal Affairs Planning Authority Act 1972</i>	Minister for Aboriginal Affairs
<i>Aboriginal Communities Act 1979</i>	Minister for Aboriginal Affairs
<i>Aboriginal Heritage (Marandoo) Act 1992</i>	Minister for Aboriginal Affairs
<i>Aboriginal Heritage Act 1972</i>	Minister for Aboriginal Affairs
<i>Anglican Church of Australia Diocesan Trustees and Lands Act 1918</i>	Minister for Lands
<i>Anglican Church of Australia Lands Vesting Act 1892</i>	Minister for Lands
<i>Anglican Church of Australia School Lands Act 1896</i>	Minister for Lands
<i>Browse (Land) Agreement Act 2012</i>	Minister for Lands
<i>Cambridge Endowment Lands Act 1920</i>	Minister for Lands
<i>Canning Lands Revestment Act 1954</i>	Minister for Lands
<i>Chevron-Hilton Hotel Agreement Act 1960</i>	Minister for Lands
<i>City of Perth (Lathlain Park Reserves) Act 1950</i>	Minister for Lands
<i>City of Perth (Leederville Park Lands) Act 1950</i>	Minister for Lands
<i>East Carey Park Land Vesting Act 1957</i>	Minister for Lands
<i>Fremantle City Council Lands Act 1929</i>	Minister for Lands
<i>Fremantle Endowment Lands Act 1929</i>	Minister for Lands
<i>Fremantle Reserves Surrender Act 1912</i>	Minister for Lands
<i>Geraldton Agricultural and Horticultural Society's Land Act 1914</i>	Minister for Lands
<i>Geraldton Sailors and Soldiers' Memorial Institute Lands Vesting Act 1933</i>	Minister for Lands
<i>Heritage Act 2018</i>	Minister for Heritage
<i>Jennacubbine Sports Council (Incorporated) Act 1965</i>	Minister for Lands
<i>Land Administration (South West Native Title Settlement) Act 2016</i>	Minister for Lands
<i>Land Administration Act 1997</i>	Minister for Lands
<i>Land Administration Amendment Act 2000</i>	Minister for Lands
<i>Parks and Reserves Act 1895</i>	Minister for Lands
<i>Perth Town Hall Act 1950</i>	Minister for Lands
<i>Perth Town Hall Agreement Act 1953</i>	Minister for Lands

<i>Reserves Acts (various)</i>	Minister for Lands
<i>Roman Catholic New Norcia Church Property Act 1929</i>	Minister for Lands
<i>Town of Claremont (Exchange of Land) Act 1964</i>	Minister for Lands
<i>War Service Land Settlement Scheme Act 1954</i>	Minister for Lands
<i>Forrest Place and City Station Development Act 1985</i>	Minister for Planning
<i>Hope Valley-Wattleup Redevelopment Act 2000</i>	Minister for Planning
<i>Machinery of Government (Planning and Infrastructure) Amendment Act 2002</i>	Minister for Planning
<i>Metropolitan Region Improvement Tax Act 1959</i>	Minister for Planning
<i>Metropolitan Region Scheme (Fremantle) Act 1994</i>	Minister for Planning
<i>Perry Lakes Redevelopment Act 2005</i>	Minister for Planning
<i>Planning and Development (Consequential and Transitional Provisions) Act 2005</i>	Minister for Planning
<i>Planning and Development Act 2005</i>	Minister for Planning
<i>Port Kennedy Development Act 2017</i>	Minister for Planning
<i>Road Closure Acts (various)</i>	Minister for Planning
<i>Swan Valley Planning Act 1995</i>	Minister for Planning

## Western Australian Planning Commission

Metropolitan Region Scheme

Peel Region Scheme

Greater Bunbury Region Scheme

## Other Key Legislation

Planning and Development (Development Assessment Panels) Regulations 2011

*Forrest Place and City Station Development Act 1985*

*Hope Valley-Wattleup Redevelopment Act 2000*

Hope Valley-Wattleup Redevelopment Regulations 2000

*Metropolitan Region Improvement Tax Act 1959*

*Metropolitan Region Scheme (Fremantle) Act 1994*

Planning and Development Regulations 2009

*Perry Lakes Redevelopment Act 2005*

Perry Lakes Redevelopment Regulations 2006

*Planning and Development (Consequential and Transitional Provisions) Act 2005*

Planning and Development (Local Planning Schemes) Regulations 2015

*Port Kennedy Development Agreement Act 1992*

*Road Closure Act 1969*

*Swan Valley Planning Act 1995*

The following legislation may need to be considered in various planning decisions:

*Environmental Protection Act 1986*

*The Contaminated Sites Act 2003*

*Environment Protection and Biodiversity Conservation Act 1999*

*Heritage Act 2018*



## The following legislation overrides planning legislation:

*Mining Act 1978*

*State Agreement Acts*

*City of Perth Act 2016*

## Heritage Council of Western Australia Enabling legislation

*Heritage Act 2018*

## Legislation administered

*Heritage Act 2018*

## Other key compliance legislation

*Aboriginal Heritage Act 1972*

*Maritime Archaeology Act 1973*

*Planning and Development Act 2005*

*Building Act 2011*

*Auditor General Act 2006*

*Disability Services Act 1993*

*Equal Opportunity Act 1984*

*Financial Management Act 2006*

*Freedom of Information Act 1992*

*Occupational Safety and Health Act 1984*

*Public Sector Management Act 1994*

*State Records Act 2000*

*State Supply Commission Act 1991*

*Registration of Deeds Act 1856*

*Transfer of Land Act 1893*

*Superannuation and Family Benefits Act 1938*

*Petroleum and Geothermal Energy Resources Act 1967*

*Property Law Act 1969*

*Public Works Act 1902*

*Mining Act 1978*

*Valuation of Land Act 1978*

*Interpretation Act 1984*

*Strata Titles Act 1985*

*Land Administration Act 1997*



