



Annual Report 2020-21

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



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.

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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 the Heritage Council of Western Australia (Heritage Council).

This report presents the audited financial statements and performance indicators for the year ended 30 June 2021.

Pursuant to *Treasurer's Instruction 104C – Annual Reporting 2020–21 Exemption*, the Department has opted to submit a reduced Annual Report for the 2020–21 financial year.

Statement of compliance

To the

Hon Rita Saffioti MLA BBus – Minister for Planning

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

Hon Stephen N Dawson MLC – Minister for Aboriginal Affairs

Hon Dr Tony Buti MLA BPE (Hons), DpiEd, MIR, LLB (Hons), DPhil – Minister for 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 Heritage Council for the financial year ended 30 June 2021.

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

Jodi Cant

Director General

Department of Planning, Lands and Heritage

Photograph by staff member Ben Jarlett – Canal Rocks sunset, near Yallingup

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Photograph by staff member Damien Tsokos - Rottnest Island Lighthouse



Jodi Cant

Director General
Department of Planning,
Lands and Heritage

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 – the Western Australian Planning Commission (WAPC), the Heritage Council of Western Australia, Aboriginal Lands Trust (ALT), Aboriginal Cultural Material Committee and the Pastoral Lands Board.

In a year of change and significant progress, the Department said goodbye to one of its long-time champions, former Director General Gail McGowan. Gail was with the Department from its inception and one of her most significant achievements was overseeing the seamless integration of four agencies into one, following the Machinery of Government (MOG) reforms in 2017. This saw the Department's workforce double overnight but as she always said, "the Department won the MOG lottery", as there are many synergies between the Planning, Lands, Heritage and Aboriginal Heritage portfolios.

Gail's legacy is a hard-working and well-regarded Department, with diverse responsibilities but united in its shared goal of exemplary service to its stakeholders and the wider community. The Department thanks Gail for her leadership and wishes her well in her future endeavours.

COVID-19 continued to influence much of the Department's work in 2020-21. The Action Plan for Planning Reform has been a major focus with the State Government's first phase of historic planning reforms to cut unnecessary red-tape, encourage investment and support local jobs passing Parliament in July 2020.

This included the new temporary Part 17 pathway under the *Planning and Development Act 2005* with significant development proposals determined by the WAPC. To date, nine applications have been approved, including aged care facilities, shopping centres, apartments, an office complex, recreation facilities and a Liquefied Natural Gas Plant. These projects combined are anticipated to generate nearly \$300 million in economic benefit to the State and create more than 2,000 jobs during construction and ongoing operations – a direct investment into Western Australia. The Department established the new State Development Assessment Unit to assist the WAPC in the assessment of these applications for significant development.

The Australian and State Government building grants also had a direct impact on the Department with subdivision applications more than tripling over the past 12 months. This has made a major contribution to the State's economic recovery and has required an enormous effort from staff to work through the increased demand.

Other major achievements include finalising the Bayswater Town Centre Structure Plan which will provide for a diverse range of homes and job opportunities surrounding the new Bayswater Train Station, currently under construction. Likewise, development approval was given for METRONET's Ranford Road Train Station, addressing public transport service gaps that exist between the present rail corridors to increase connectivity of the network.

In 2020–21, the ALT estate divestment target was exceeded with 14 divestments (being 13 for transfer and 1 lease grant) approved by the ALT Board and the Minister for Aboriginal Affairs and three properties legally transferred to Aboriginal custodians, providing economic and development opportunities for Aboriginal communities. We also exceeded State Government Aboriginal Procurement Policy targets by seven times, with 10 per cent of contracts awarded to Aboriginal organisations, representing more than \$3 million.

The Department progressed a \$1.6 million project to improve infrastructure in remote Aboriginal communities and the ongoing implementation of significant Indigenous Land Use Agreements including the South West Native Title Settlement and the Yamatji Nation Agreement. Land assembly was also finalised for the Ocean Reef Marina project and the Perth Children’s Hospice – the State’s first dedicated children’s hospice.

This year we finalised a project to move 40 places on the interim heritage list to permanent registration on the State Register of Heritage Places, including the iconic South Fremantle Power Station, Victoria Quay in Fremantle, the former Heathcote Hospital and the Cottesloe Beach precinct. These places all tell the story of the State’s past and are part of our rich history.

The Department delivered on all actions within our current Disability Access and Inclusion Plan and commenced work on reinvigorating our plan with a focus on improving our standing as an employer of choice for people with disability. We also began implementing our first Multicultural Action Plan to strengthen our commitment to diversity both in our workforce and across the community we serve.

The year was, however, also marred by the tragic destruction of the 46,000-year-old caves at Juukan Gorge, with the impact felt by many Western Australians and people across the globe. This incident further reinforced the need for a more modern approach to protecting Aboriginal cultural heritage in this State and to replace the outdated *Aboriginal Heritage Act 1972*. The Department continues to work with other Government agencies on the Aboriginal Cultural Heritage Bill 2021 which will reset the relationship between land users and Traditional Owners and transform how Aboriginal cultural heritage is identified, protected and managed.

In addition, severe tropical Cyclone Seroja devastated communities across the Mid West and damaged many places of State and local heritage significance. Our Department carried out numerous onsite inspections to assess the damage and continues to work with owners of heritage places to identify appropriate processes for repair and recovery.

In 2020–21, we welcomed new Ministers to our portfolios and also adapted the way we work to ensure we maintain our services to the community in the new COVID-19 environment.

In the short amount of time that I have been Director General of the Department, I have been impressed by the professionalism, industriousness and commitment of my new work colleagues. I very much look forward to continuing the work of planning and managing lands and heritage for all Western Australians.

Jodi Cant

Director General
Department of Planning, Lands and Heritage

Our Department

The Department plans and manages land and heritage for all Western Australians in order to conserve our past, protect our unique landscapes, nurture the present and plan for the future. The Department is responsible for State-level land use planning and management, Aboriginal cultural heritage and historic heritage.

The Department responds to and balances demands for land, and proactively plans and advises on key development projects across the State to ensure our communities continue to prosper for our future generations. We plan how to make best use of the State's natural and built assets for the sustainable and responsible development of all Western Australian communities, through evidence-based research, integrated policy development and stakeholder engagement.

Photograph by staff member Karina Williams - Golden Pipeline (Kalgoorlie to Mundaring)

2020-21 by numbers

233,507,329

hectares of Crown land administered

490

pastoral leases administered

\$17.3 million

in land sales with a further \$21.4 million under contract

3,401

subdivision applications completed

450

development applications completed

3,214

deposited and strata plans completed

112

local planning scheme amendments

11

sets of ancestral remains repatriated

218

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

7

section 16 AH Act applications processed

84

section 18 AH Act applications processed

15,014

total registered Aboriginal heritage sites

306

Aboriginal Lands Trust (ALT) properties

141

infrastructure reports or remediations on ALT estate

14

ALT properties approved for transfer or lease, with 3 legally transferred

28

heritage places added to the State Register

6

heritage agreements finalised

79

historic and Aboriginal heritage grant applications processed

104

design advice reports by the State Design Review Panel and the Office of the Government Architect

9

Part 17 *Planning and Development Act 2005* development application assessments completed

190

applications processed under section 41 of the *Dampier to Bunbury Pipeline Act 1997*

1,968

permits processed under section 28 of the *Aboriginal Affairs Planning Authority Act 1972*

The Department supports **four State Government Ministers** and **five statutory boards and committees**

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
- Crown land administration
- Land asset management.

Our Ministers



Hon Rita Saffioti MLA BBus
Minister for Planning



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



Hon Stephen N Dawson MLC
Minister for Aboriginal Affairs



**Hon Dr Tony Buti MLA
BPE (Hons), DpiEd, MIR,
LLB (Hons), DPhil**
Minister for Lands

Our Statutory Boards and Committees

Western Australian Planning Commission
Heritage Council of Western Australia
Aboriginal Lands Trust
Aboriginal Cultural Material Committee
Pastoral Lands Board

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 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.

Department Organisational Structure

Jodi Cant

Director General, Department of Planning, Lands and Heritage

Business and Corporate Services

Kathlene Oliver, Assistant Director General, Business and Corporate Services

- Financial services
- Business information services
- Human resources services
- Governance and performance
- Corporate project management
- Investigations of breaches of administered legislation

Land Use Management

Matt Darcey, Assistant Director General, Land Use Management

- Property and risk management
- Crown land administration
- Pastoral and Aboriginal lands
- Agreement implementation and land services
- Land management and land divestment

Reform, Design and State Assessment

Kathy Bonus, Chief Planning Advisor, Reform, Design and State Assessment

- Design, policy and urban environment
- Planning Reform
- Office of the Government Architect
- State Development Assessment Unit
- Planning appeals

Heritage and Property Services

Vaughan Davies, Assistant Director General, Heritage and Property Services

- Heritage assessment and registration
- Heritage development
- Heritage policy and practice
- Aboriginal heritage operations
- Partnerships and agreements and regional services
- WAPC property services
- Fremantle Prison
- Whiteman Park

Land Use Planning

David Saunders, Assistant Director General, Land Use Planning

- Strategic planning and assessments
- Regional planning policy coordination
- Schemes, amendments and administration
- Land use planning decisions and recommendations

Strategy and Engagement

Lorissa Kelly, Assistant Director General, Strategy and Engagement

- Data analytics
- Policy and research
- Infrastructure planning and policy
- Legal
- Major Projects Facilitation Office
- Cross-divisional strategic projects

Our Achievements



Neighbourhood Centre Civic Square concept - East Wanneroo District Structure Plan

Strategic Plan 2019-2024

In 2020-21, the Department's Strategic Plan guided the continued delivery of outcomes.

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.



Implementation of the **South West Native Title Settlement** and the **Yamatji Nation Indigenous Land Use Agreement**, two of Australia's most significant Aboriginal land and heritage agreements.

New protections for the Swan Valley with the passing of the **Swan Valley Planning Act 2020** through Parliament – supporting the region's ongoing success and greater community input.

Release of the **Shire of Plantagenet Local Planning Scheme No.5** – to guide future planning including land for housing, jobs, community facilities, agriculture and the environment.

Development opportunities within the Bayswater Town Centre to create local jobs, new homes and improved transport infrastructure with approval for the redevelopment of the train station, as part of METRONET, and finalisation of the **Bayswater Town Centre Structure Plan**.

New planning controls for **Port Hedland West End with the release of the Port Hedland West End Improvement Scheme No. 1**.

Remediation works at Hill 60 in Rivervale stabilised the land along the Swan River escarpment to protect the properties above – the project was awarded the **Earth Award for Excellence in Civil Construction**.

Tenure for **Matagarup Bridge** was finalised to enable the bridge climb and other proposed activities including the zip line.

Development approval for **Ranford Road Train Station** – which will provide reliable public transport for the local and adjacent communities and increase connectivity of the METRONET network.

Finalisation of the **City of Mandurah's Local Planning Strategy** and **Local Planning Scheme 12** – an overarching plan for the City and its future development.

Delivered land assembly outcomes that will facilitate the expansion and **modernisation of the Great Southern Institute of Technology** – a key initiative of the 'Rebuilding our TAFEs' program announced under the WA Recovery Plan.

Endorsement of the **Town of Cambridge Local Planning Strategy** by the Western Australian Planning Commission – to guide future development of the area including housing and infrastructure.

Introduction of the **Metropolitan Region Scheme (Beeliar Wetlands) Bill 2021** to Parliament to protect the wetlands through a Class A conservation Crown reserve – the highest level of environmental protection.



Release of the **Pickering Brook and Surrounds Sustainability and Tourism Strategy Part 1** to guide the expansion of the townsite to revitalise the local economy and support the community.



Finalisation of the **East Wanneroo District Structure Plan** to provide a long-term vision for urban development of the area – which will accommodate around 150,000 residents by 2070. The structure plan guides future land uses, major community infrastructure, development of activity centres, distribution of open space and protection of environmental assets.



Approval of **nine applications for significant development** through the Part 17 pathway with a further 12 applications under assessment and 16 applications receiving pre-lodgement advice.

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.

Delivered on all actions in our current **2018-23 Disability Access and Inclusion Plan** – including a focus on improving our standing as an employer of choice for people with disability.

Released our first **Multicultural Action Plan** – to support workplace diversity and improve the Department's services, enabling it to respond meaningfully and dynamically to the needs of Western Australia's culturally and linguistically diverse population.



Appointment of the **State's first female Government Architect**, Ms Rebecca Moore, to improve the design quality of our public buildings and spaces for the benefit of the community.



Brought our **'Reflect' Reconciliation Action Plan 2019-21** to the forefront of how we work – delivering on all priorities and increasing cultural awareness among our staff.

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.



Delivered the **'Encounters' South West Heritage Conference** in Busselton - bringing together more than 120 participants to promote good heritage practice and deliver key messages.

The **Planning and Development Amendment Act 2020** passed Parliament in July 2020.

The **Planning Regulation Amendment Regulations 2020** were released in December 2020.

Release of the revised **State Planning Policy 4.2 - Activity Centres** for Perth and Peel for public comment - a policy that ensures activity centres are vibrant, consolidated community hubs providing retail, commercial and entertainment opportunities where people live, work and recreate.



New and improved policy to deliver infrastructure in our communities through the release of the revised **State Planning Policy 3.6 Infrastructure contributions**.

Improving the design of the State's buildings, homes, METRONET stations and community spaces through Design WA with the approval of **State Planning Policy 7.2 Precinct Design**.



Release of draft **Medium Density Housing Code - State Planning Policy 7.3 Residential Codes Volume 1** for public comment.

State Planning Policy 7.3
Residential Design Codes
Volume 1 - Low and Medium Density
Draft for public comment November 2020



Development of a draft **Planning Engagement Toolkit** to facilitate meaningful community discussion and consultation to inform decision-making and support good planning.

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.

The Aboriginal Lands Trust divestment target was exceeded with **14 divestments approved** and **three properties legally transferred** – opening doors for social and economic opportunities for Aboriginal communities.

More than \$210,000 was awarded to 11 Aboriginal not-for-profit groups through the **Preserving Our Aboriginal Sites Grants Program** – supporting Aboriginal communities to protect important cultural sites for future generations.

Land tenure for the **Vietnamese Cultural Association** created a dedicated community hub for local Vietnamese community associations to meet and share their culture and language.

Completion of Whiteman Park's fauna fencing project four years ahead of schedule – protecting kangaroos and road users.

Greater **protection and management of Aboriginal heritage sites** and places in the Dampier Peninsula through a new cultural heritage protection plan.

Land tenure to facilitate the **Ashburton North Strategic Industrial Area in Onslow** provided compensation outcomes for Native Title holders Buurabalayji Thalanyji Aboriginal Corporation.

49 projects to protect the State's rich heritage shared more than \$1.1 million in funding through the **Heritage Grants Program**.



Development approvals for the northern and central sections of the **Bunbury Outer Ring Road** – providing a better and more efficient transport connection between Perth and the South West.

Active participation in the **World Heritage listing nomination for Murujuga (Burrup Peninsula)** – home to the world's largest collection of petroglyphs, which date back more than 45,000 years.



Finalisation of the **Two-Mile Ridge Protected Area Management Plan** which will guide future management, protection and celebration of the site's significant Aboriginal cultural heritage.

More than **\$700,000 was shared between 35 community groups** across the State to plan, protect, manage and enhance Western Australia's coast.

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.

Exceeded State Government Aboriginal Procurement Policy targets by seven times, with 10 per cent of contracts awarded to Aboriginal organisations, representing more than \$3 million.

Improved the way we communicate with the Western Australian community through the new **WA Tomorrow StoryMap**.

Developed an interactive map of **Whadjuk Aboriginal Heritage site** types for the new Boola Bardip Museum – continuing education for our younger generation about Aboriginal heritage.

Commenced a new pilot program with 10 local governments (including five in the Mid West impacted by Cyclone Seroja) to ensure consistent identification and management of local heritage sites in Western Australia.

Assisted the **safe return of cultural objects to Traditional Owners** and the repatriation and reburial of Aboriginal ancestral remains on country – including the completion of the **Pioneer Cemetery Project at Fitzroy Crossing** and repatriation of six sets of ancestral remains from a museum in Germany.



Our Services

A photograph of a public swimming pool area. In the foreground, there is a concrete structure with a waterfall and a metal railing. Several people are swimming and playing in the water. In the background, there is a grassy area with more people and a building. The image is overlaid with a large green graphic on the left and top, and a patterned graphic on the right and bottom.

Brunswick Junction -- part of the Bunbury-Geograph sub-regional strategy

Planning services

The Department provides 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, recommendations on regional and local planning strategies and schemes, and decisions on structure plans, subdivision (including strata titles) and development applications.

The Department provides administrative support for Development Assessment Panels and forecasting and modelling around land use and population for Western Australia. It also supports the Western Australian Planning Commission (WAPC) to enable the acquisition and management of properties reserved under the State's three regional schemes – Metropolitan, Peel and Greater Bunbury – for important roads, highways, parks and recreational reserves, major land redevelopment projects and special planning projects.

In 2020-21, progressing the Action Plan for Planning Reform has been a major focus (**see case study on page 30**). The *Planning and Development Amendment Act 2020* was a key component of this work and other priority initiatives include the introduction of the significant development assessment pathway and progressing Design WA's Precinct Design, Medium Density Code and Liveable Neighbourhoods policies – along with a revised Activity Centre policy. Together, these policies contribute to creating a contemporary, flexible and responsive planning framework to guide the development of connected and consolidated communities across the State.

The Department is also supporting the \$1.5 billion Perth City Deal, which seeks to re-energise Perth, bringing Government and private investment into the central business district, creating almost 10,000 jobs while encouraging more people back into the city – creating flow on economic benefits for small businesses. Key projects include:

- development of inner-city campuses for Edith Cowan, Murdoch and Curtin universities to improve vibrancy in the city centre and stimulate the retail economy
- redevelopment of the Perth Concert Hall to increase arts and culture offerings and contribute to Perth's arts and tourism sectors
- community engagement and preliminary design work for an Aboriginal Cultural Centre to celebrate Western Australia's rich Aboriginal culture and history.



Minister Saffioti
speaking on Planning Reform

Other planning priorities during the year included:

- advancing the Swan Valley Planning Review Implementation Program in line with the State Government's commitment to the region through the Swan Valley Action Plan, designed to protect long-term agriculture production in the Swan Valley, maintain its rural character, ensure horticulture, viticulture and hobby farming remain its main land uses, and grow tourism and hospitality opportunities in the area
- advancing investigations in Planning Investigation Areas across Perth and Peel
- assisting market-led proposals including the Swanbourne Village Project, Graylands Hospital site and the Second Home Innovation Hub at Ainslie House
- bushfire framework review and mitigation activities to support the Government response to improve bushfire preparedness and reduce risk across the State, in line with State Planning Policy 3.7 – Planning in Bushfire Prone Areas
- proposed reforms to address noise in entertainment precincts through local planning scheme amendments and the development of a WAPC position statement
- progression of a Great Southern Motorsports complex local planning scheme amendment to provide for a variety of motor sports facilities in the region



Interacting with the dolphins at the Dolphin Discovery Centre Bunbury

- progressing the draft Bunbury-Geographe sub-regional planning strategy which provides planning guidance for six local government areas and sets out a coordinated, contemporary and considered approach to future growth and development.

DESIGN WA: Precinct design

Design WA is a State Government initiative to ensure good design is at the centre of all development in Western Australia. Design WA has produced a suite of policies aimed at improving the design quality of the built environment. Extensive engagement with industry, government and community, together with thorough research and rigorous policy testing, are integral to the Design WA policy development approach.

Released in February 2021, [State Planning Policy 7.2 Precinct Design](#) (SPP 7.2) provides guidance on the planning, design, assessment and implementation of precinct structure plans and local development plans to deliver good outcomes across a wide range of precinct types.

This policy and associated guidelines, along with the [State Planning Policy 7.0 Design of the Built Environment](#) (SPP 7.0), [draft State Planning Policy 4.2 Activity Centres](#) (SPP 4.2) and the local planning framework, are the predominant planning instruments for precinct design for decision-makers and referral agencies when considering strategic and statutory planning proposals, subdivisions and development applications.

Precinct design promotes a place-led approach that puts people and communities first in the creation of sustainable, prosperous and liveable places. Communities are to be engaged early in highly participatory consultation processes to contribute to the future of their local areas.

Guidance is also provided within SPP 7.2 on how community benefit may be linked to development incentives, such as additional plot ratio or building height.

The following five indicators are used as a guide to ensure that an appropriate and diverse range of possibilities, including community facilities, streetscape enhancements and economic development, can be considered in precinct design.

The following five indicators are used as a guide to ensure that an appropriate and diverse range of possibilities, including community facilities, streetscape enhancements and economic development, can be considered in precinct design.

The issue of community benefit will continue to be explored through other Design WA policy initiatives, such as the proposed State Planning Policy 7.1 Neighbourhood Design.

For more information, visit www.dplh.wa.gov.au/designwa-precinct-design

Precinct design Five indicators guiding community benefit

1

Productivity – Does the proposal grow the local economy and local employment for improved community prosperity?

2

Quality of life – Does the proposal provide new or improved services and facilities that will improve the quality of life for the community, such as education and healthcare?

3

Environmental sustainability – Does the proposal contribute to a sustainable urban environment through improvements to air and water quality, reduced emissions or protecting and enhancing vegetation?

4

Infrastructure development – Does the proposal provide needed infrastructure or improve on existing infrastructure such as transport, utilities and recreation that benefit the local area?

5

Equity and social inclusion – Does the proposal help address issues of poverty or social isolation and contribute towards the creation of more equitable communities?

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 including all land (other than freehold), and all coastal and other waters. We provide land use management services, administration and approvals under the *Land Administration Act 1997*, *Dampier to Bunbury Pipeline Act 1997*, *War Service Land Settlement Scheme Act 1954*, *Aboriginal Communities Act 1979* and Aboriginal lands held by the Aboriginal Lands Trust (ALT) and the Aboriginal Affairs Planning Authority under the *Aboriginal Affairs Planning Authority Act 1972*.

The Department seeks to ensure land is being utilised to its highest and best use in accordance with key Government priorities by:

- delivering primary land tenure to strategic infrastructure projects
- managing the risk of managed and unmanaged Crown land
- ensuring that in the case of land subject to native title rights and interests, security of land tenure is provided
- supporting the ALT, the Aboriginal Affairs Planning Authority, Aboriginal people, the Minister for Aboriginal Affairs, Government and key stakeholders in relation to the management of the ALT estate and land held by the Aboriginal Affairs Planning Authority
- processing of land access approvals.

The Department continues to progress Pastoral Lands Reform including a review of the scope to incorporate amendments to the pastoral rent-setting methodology as well as other opportunities for emerging industries such as renewable hydrogen and other diversified uses of the pastoral estate by the utilisation of a new form of proposed non-exclusive lease tenure.

The Department is also supporting opportunities offered by carbon farming on the Crown land estate to stimulate economic activity in regional areas for the State's pastoralists and contribute to the rehabilitation of degraded pastoral lands, while also assisting wider efforts to mitigate climate change.

Another key focus this year has been the continued work on a number of State Significant Indigenous Land Use Agreements including the South West Native Title Settlement Agreement, Yamatji Nation Indigenous Land Use Agreement (**see case study on page 28**), and the Kariyarra and State Indigenous Land Use Agreement. The agreements aim to resolve native title matters and provide long-term benefits and opportunities for economic, social and cultural outcomes for Aboriginal people.



Back left to right: Edward Armstrong, Vanessa Forward, Lands Minister Tony Buti MLA, Vanessa Kickett, Brendan Moore, Aboriginal Affairs Minister Stephen Dawson MLC, Laurence Riley and David Ashton.
Front left to right: Bev Port-Louis, Geri Hayden, Doreen Nelson, Dorothy Bagshaw and Elizabeth Hayden.

Other land administration and asset management priorities during the year included:

- progressing the Northampton Lead Tailings project with 136 parcels of land within the townsite remediated and continued work on the former Wheal Ellen Mine Site; the project continues to provide economic opportunities for local contractors and suppliers – supporting the economy and community of Northampton, particularly following the devastation caused by Cyclone Seroja
- finalising the Crown land assembly for the Child and Adolescent Health Service and Perth Children’s Hospital Foundation to deliver the State’s first dedicated children’s hospice
- progressing the Bidyadanga project and facilitating remote community transformation to deliver land tenure change and build a sustainable future for the Bidyadanga Aboriginal Community through economic activation, business development and regularisation of services
- delivering Crown land asset sales through identification and activation of land to support State Government priorities including METRONET, identification of land for aged care, and provision of land for workers accommodation in Exmouth and Kalbarri
- working with local communities to resolve land management issues at Billiluna Station and Yandeyarra Reserve



- activation and revitalisation of the Cossack townsite through private sector investment and development of a proposal to address the long-term management and planning constraints, resulting in the conservation and adaptive reuse of these heritage-listed buildings.

ABORIGINAL LANDS TRUST (ALT) estate and divestment program

In 2017, the State Government set a two-term election commitment to divest the then 311 properties (approximately 22 million hectares or about 8.7 per cent of the State's land mass) held in the ALT estate to appropriate Aboriginal organisations. There are an estimated 12,000 people living on the ALT estate in 142 permanent settlements, ranging from those with large populations comparative to regional towns, to small family settlements.

Divestment of the ALT estate is central to increasing direct Aboriginal control of land to strengthen communities, fostering economic activity and securing improved outcomes for Aboriginal people.

The overarching approach to achieving divestment is by agreement with Aboriginal people and communities, and to work with stakeholders to identify and support their aspirations through provision of appropriate land tenure. Divestment only occurs after extensive consultation.

The diverse nature of land comprising the ALT estate requires flexible decision-making and tailored divestment options focused on achieving the social, cultural, heritage and/or economic outcomes identified by the Aboriginal interest holders for each parcel of land. The Department ensures the land is fit for the intended purpose, including the appropriate tenure and any required remediation, prior to transfer.

In 2019, the Department received a budget of \$5.8 million over four years (2019-20 to 2022-23) to facilitate the divestment of 33 priority ALT properties in the areas of remediation and repair; surveys, audits and inspections; and agreements and engagements. As at 30 June 2021, a total of \$1,282,994 has been expended from this budget (\$675,437 in 2019-20 and \$654,411 in 2020-21).

The Department actively monitors the priority list to adapt to the evolving environment and to ensure funding is targeted and prioritised to those properties most likely to be divested in the short term.

Additional focus properties were added to the ALT divestment program where work is underway on divestment options, consultation and remediation; consolidating efforts across a number of short, medium and long-term divestments to ensure continued reduction in the size of the estate. There are currently 157 focus properties, with the Department working across a total of 190 properties.

Since the State Government election commitment in 2017, and as at 30 June 2021, 53 properties have been approved for divestment by the ALT Board and the Minister for Aboriginal Affairs and five properties have been transferred under the ALT divestment program.

ALT Divestment Program – Quick Glance

306	Total ALT properties
33	Priority ALT properties (highest likelihood of divestment – funded)
157	Focus ALT properties (work underway)
155	Property reports completed
157	Engagements with Aboriginal stakeholders
53	Properties approved for divestment by ALT Board/Minister for Aboriginal Affairs
5	ALT properties legally divested
98	Works, remediation, planning support completed/underway
25	Presentations to native title holders
9	Options for divestment papers to native title holders

Historic heritage services

The Department supports the Heritage Council of Western Australia (Heritage Council) and the Minister for Heritage to identify, celebrate and promote the conservation and sensitive development of cultural heritage places in the State.

The Department has delegated responsibility for carrying out the Heritage Council's day-to-day operations, including:

- advising State and local government on heritage related matters and providing assistance to manage local heritage places
- facilitating the identification and assessment of places of cultural heritage significance
- revitalising vacant and under-utilised State or local government-owned heritage properties through the Heritage Works program
- promoting best-practice conservation and enhancing the community's understanding and appreciation of heritage places
- conserving, interpreting and presenting the World Heritage-listed Fremantle Prison as a landmark compatible-use property.



Historic heritage priorities during the year included:

- progressing conservation works to the World Heritage-listed Fremantle Prison, including works at the Parade Ground to improve drainage and create a suitable space for hosting large events, ensuring the economic sustainability of this important historic tourism asset
- registration of all interim registered places under the previous *Heritage of Western Australia Act 1990* as part of the transition to the *Heritage Act 2018*
- conservation planning and works for the Parry Street and Roebourne Gaol precincts under the Heritage Works program, revitalising these places for reactivation and reuse
- delivery of a revised Heritage Grants Program with a new stream targeting community-focused projects
- collaboration in Geoscience Australia's York Earthquake Mitigation project, a multi-agency project with the Department of Fire and Emergency Services and the Shire of York
- providing heritage and planning advice to property owners following the devastation of Cyclone Seroja, which impacted approximately 1,200 heritage places, of which about 70 were State registered places.

HERITAGE ACT 2018 transition period

On 1 July 2019, the *Heritage of Western Australia Act 1990* was replaced by the *Heritage Act 2018*, beginning a new era of best practice for the recognition and protection of heritage places.

Key changes in the new *Heritage Act 2018* include a streamlined process for entering a place in the State Register of Heritage Places; more certainty for owners wishing to develop their heritage places; better protections for important heritage places; and increased transparency by publishing the Heritage Council's advice to the Minister for Heritage on the inclusion of a place in the State Register.



Cottesloe Beach Precinct

Under the transitional arrangements of the new Act, any place that had been at the interim registration stage under the previous *Heritage of Western Australia Act 1990*, had to be finalised under the new legislation within two years. The transitional period ended on 30 June 2021.

Considerable work was involved in finalising the interim registrations and many of these places had heritage assessments that needed to be updated before they could progress. In several cases this involved detailed documentary research as well as site visits to ensure changes that had occurred over the years were reflected. The updates to these assessments have resulted in a far richer source of supporting evidence for these significant Western Australian places. Importantly, it also enabled the inclusion of 'truth telling' about Aboriginal connections and experiences.



Heathcote Hospital

To finalise the interim registrations, statutory consultation was undertaken with owners and key stakeholders as well as the general public. In some cases, consultation was extensive, requiring direct engagement with 60 to 100 individual stakeholders or groups and detailed stakeholder engagement plans were developed to guide the process. Overall, the response of owners and stakeholders to finalising these registrations was very positive.

During the two-year transitional period, 45 registrations have occurred. Most relate to finalising interim registrations including South Fremantle Power Station, Victoria Quay in Fremantle, the former Heathcote Hospital and

the Cottesloe Beach Precinct. Each of the places added to the State Register have helped shape Western Australia's story, embodying past design and building practices, reflecting former social trends and representing a way of life from times gone by.

Some of these places had been on the State Register on an interim basis for over 20 years. The finalisation of these longstanding interim registrations ensures the ongoing recognition of their important place in Western Australia's cultural heritage.

Finalising interim registrations including South Fremantle Power Station, Victoria Quay in Fremantle, the former Heathcote Hospital and the Cottesloe Beach Precinct.

Aboriginal Heritage Services

The Department manages Aboriginal heritage on behalf of the Minister for Aboriginal Affairs and the Aboriginal Cultural Material Committee, and provides a wide range of heritage services that support the recognition, conservation and celebration of Aboriginal heritage in Western Australia through:

- advising Government and stakeholders on matters in relation to Aboriginal heritage
- processing statutory applications and registrations
- conducting site assessments, repatriation of ancestral remains, site audits and providing advice.

In 2020-21, the Department continued to support the development of the Aboriginal Cultural Heritage Bill to transform how Aboriginal cultural heritage is identified, managed and conserved. The new legislation will replace the current *Aboriginal Heritage Act 1972* with a modern Act that presents a transformative, contemporary and respectful vision for the management of Aboriginal cultural heritage in Western Australia.



Vaughan Davies, Assistant Director General, Heritage and Property Services and Shaye Hayden, Senior Policy Advisor from Minister Dawson's Office – question and answer session with staff

Other Aboriginal heritage priorities during the year included:

- administering the Preserving Our Aboriginal Sites Grant Program with more than \$210,000 awarded to protection projects across Western Australia; this program provides financial support to Aboriginal not-for-profit organisations to undertake projects that protect and preserve registered Aboriginal sites
- continuation of the Department's program to repatriate Aboriginal ancestral remains and cultural objects, with the team working with institutions, organisations and communities across the State to ensure correct identification and a return to country without delay
- finalising the Dampier Peninsula Cultural Heritage Protection Plan – with implementation of the recommended actions under this plan proposed for 2021-22
- processing a steady rise in applications, site nominations and requests for site information under the *Aboriginal Heritage Act 1972*, demonstrating an increased level of engagement and interest in Aboriginal cultural heritage sites across the State
- ongoing assistance to Murujuga Aboriginal Corporation in the heritage management and World Heritage-listing nomination process of Murujuga (Burrup Peninsula).

YAMATJI NATION Indigenous Land Use Agreement

CASE STUDY

The historic Yamatji Nation Indigenous Land Use Agreement (Yamatji Nation agreement), which is set to deliver almost half a billion dollars to the Yamatji community and covers more than 48,000 square kilometres of land in the Mid West, was executed on 24 February 2020 and conclusively registered on 26 October 2020.

The Yamatji Nation agreement includes a comprehensive package of benefits to ensure self-determination and long-term economic independence for the people of the Yamatji Nation and comprises the following components: economic development opportunities, cash,

The agreement includes an acknowledgement of the people of the Yamatji Nation's connection to the land and recognises the traditional laws and customs that guide their cultural responsibility to the land. The agreement recognises the diversity of all the identity groups that make up the Yamatji Nation and acknowledges that this land was, and always will be, Yamatji country.

cultural heritage protection measures, Crown land, conservation estate areas, recognition of native title, housing, governance, as well as access to water.

Acknowledging the importance of land to the people of the Yamatji Nation, the benefits package includes the creation of the Yamatji Land Estate

from approximately 150,000 hectares of Crown land to be transferred in freehold, conditional freehold and managed reserve, and the creation of the Yamatji Conservation Estate comprising approximately 690,000 hectares, including new and existing Conservation Park and National Park areas and some jointly-managed areas.

The package also includes funding for business development, the transfer of commercial land, joint ventures, tourism opportunities and access to housing properties for sale, leasing or development.

The Department is responsible for implementing commitments under this agreement relating to Crown land and Aboriginal cultural heritage.

The Department will oversee the Yamatji Government Standard Heritage Agreements that must be entered into by State Government departments and agencies when undertaking activities in the agreement area.

The Department and the Yamatji Southern Regional Corporation will establish a Yamatji Heritage Working Group for the collaborative management and shared responsibilities of Aboriginal heritage including:

- increasing the overall understanding of Yamatji heritage values and developing management tools that align with these values
- prioritising management planning of Aboriginal sites of high importance and significance to the people of the Yamatji Nation
- preparing local and regional heritage management plans within the settlement area
- building the capacity of the Yamatji community to engage in Yamatji heritage management
- providing advice on the development of Aboriginal heritage training and employment initiatives within the agreement area.



Department staff with Yamatji Southern Regional Corporation

Our Community

COVID-19 response and recovery

In 2020-21, the Department has taken a lead role and administered a range of recovery initiatives to support the community and help to drive economic recovery through the COVID-19 pandemic.

Since the announcement of the State Government's rent relief package in March 2020, rent relief has been provided to 166 eligible Government tenants, pastoral lease diversification permit holders and small-to-medium businesses to assist them navigate the impacts of COVID-19 on their business and on a personal level.

The Department also led a working group of 11 State Government agencies to draft the new *COVID-19 Response and Economic Recovery Omnibus Act 2020*. This Act became law in September 2020 to support critical decision-making across a range of State Government agencies, reduce costs and deliver financial relief to businesses and individuals, as part of the COVID-19 economic recovery measures.



EnviroFEST - Whiteman Park hosted community event

ACTION PLAN for Planning Reform

CASE STUDY

In 2019, the State Government released the Action Plan for Planning Reform (Action Plan) to ensure the Western Australian planning system supports sustainable liveability and continues to deliver great outcomes and places for the community. The Action Plan sets out three overarching goals and 19 reform initiatives.

In May 2020, many of these initiatives were reprioritised and expanded in response to the COVID-19 pandemic. The State Government announced a tailored planning reform package which includes:

- actions to create a more strategic, user-friendly, consistent and efficient planning system to deliver benefits for all stakeholders
- initiatives to drive immediate and ongoing economic recovery.

The Action Plan reform initiatives will enable the delivery of a more strategic, streamlined and user-friendly planning system to guide future development in Western Australia, through a combination of amendments to legislation and regulations, with supporting guidance to assist stakeholders and the community to better understand the planning system and planning processes.

Amendments to the *Planning and Development Act 2005*

The State Government's first phase of legislative planning reforms passed Parliament in July 2020 with the assent of the *Planning and Development Amendment Act 2020*, which introduced amendments to the *Planning and Development Act 2005*. The amendments enabled the introduction of a new and temporary assessment pathway for significant development proposals (of \$20 million or more in the metropolitan region or \$5 million or above in regional areas) for a period of 18 months as part of the Government's COVID-19 recovery plan.

The **Action Plan** reform initiatives will enable the delivery of a more strategic, streamlined and user-friendly planning system to guide future development in Western Australia.

The significant development assessment pathway aims to streamline the approval process for well-designed 'shovel ready' proposals that can create jobs and generate investment in the State, to support our economic growth now and into the future. Under Part 17 of the *Planning and Development Act 2005*, the Western Australian Planning Commission (WAPC) was nominated as the decision-making authority for these proposals.

The Department established a State Development Assessment Unit to support the WAPC in assessing applications for these proposals. Applications for significant development can be lodged under this pathway until 6 January 2022.

The significant development pathway has attracted proposals with a range of community benefits including shopping centre developments and expansions, residential developments, tourist and recreation facilities, student accommodation, a stockfeed mill and LNG processing plant. Together, these developments represent more than \$3.8 billion of future investment and a broad range of other benefits for the State.



ACTION PLAN for Planning Reform

CASE STUDY

As at 30 June 2021, nine applications for significant development have been approved including a residential tower in South Perth; State Football Centre in Queens Park; and residential aged care facilities in Nedlands and Victoria Park. There are 12 other applications under assessment and 16 applications receiving pre-lodgement advice, with a further 14 proposals in preliminary discussion.

The WAPC ensures rigour and due process are applied to the assessment of all applications, including design review and extensive public consultation, to achieve high-quality outcomes for the community.

Key benefits realised through this pathway are the coordination of State Government referral agencies and the integration of pre-lodgement design review advice enabling projects to get underway sooner, to help drive the State's economic recovery.



For more information, visit
ACTION PLAN for Planning Reform

Amendments to the *Planning and Development (Local Planning Schemes) Regulations 2015*

The *Planning Regulation Amendment Regulations 2020* were released in December 2020 and will make improvements to local planning processes which focus on reducing unnecessary red-tape and delivering benefits directly to homeowners and small-to-medium businesses.

Additional changes were introduced by the *Planning and Development (Development and Assessment Panels) Order 2020* which reduced the number of Development Assessment Panels (DAP) from nine to five to streamline and ensure greater consistency in decision-making. Electronic DAP meeting options were also introduced to increase accessibility and attendance for interested community members.

Following the success of the first phase of planning reforms, in May 2021, the Department commenced consultation with the community, industry, stakeholders and urban planners to scope further reform concepts, identify priorities and test solutions. This feedback will help inform phase two of planning reforms and support the continued implementation of the Action Plan.

Benefits to homeowners include:



- an option for a 'deemed-to-comply' check which makes the construction process of single houses, and extensions or renovations to existing houses, easier and quicker; this allows people to seek advice from their local government to find out whether a development approval is required and aims to provide confidence that their proposal can proceed straight to a building permit
- a range of planning approval exemptions for small home projects such as patios, water tanks, swimming pools, carports, sheds and cubby houses, to make it easier for people to undertake small improvements to their homes.

Benefits to small businesses include:



- removing the need for planning approvals for certain change-of-use applications, such as to establish a small bar, café or restaurant, resulting in less paperwork and waiting time so businesses can commence and adjust their operations faster and in turn support the reinvigoration of town centres and increase local employment and business opportunities
- exemptions for parking and cash-in-lieu for uses that do not require planning approval.



WA RECOVERY PROJECTS

The Department is leading 10 projects funded under the \$5.5 billion WA Recovery Plan as part of State Government's commitment to restoring our economy and industry following the impacts of COVID-19. These projects (seven of which are in the Perth metropolitan area and three in the Pilbara, Kimberley and Wheatbelt regions) represent a combined \$14 million investment into rebuilding WA's economy, stimulating local jobs and providing a variety of tourism, environmental protection, heritage conservation and community benefits.

The Department has awarded 100 per cent of the works that have commenced for these projects to local Western Australian businesses, including some to Aboriginal companies.

Project	Amount funded under WA Recovery Plan	Community benefit
Ascot Kilns conservation project	\$6 million	Conservation of Heritage-listed Ascot kilns and chimneys – a significant landmark within the community.
Roebourne Gaoler's Quarters conservation works	\$580,000	Reactivation of the precinct and development of the site for use as office space.
Whiteman Park - Fauna fence extension - Woodland Reserve Conservation Sanctuary extension	\$2 million	Providing a sanctuary for a number of critically endangered species and fencing to protect kangaroos and road users.
Fremantle Prison - Hospital - Parade Ground	\$1.6 million	Conservation works to this World Heritage-listed site and national award-winning tourist attraction.
Arthur Head, Fremantle cliff restoration	\$500,000	Improved access and safety for visitors in addition to new artwork in Whalers Tunnel and engagement with local artists and Aboriginal people.
Two Mile Ridge Management Plan	\$25,000	Development of a management plan to protect and celebrate this culturally significant Aboriginal site.
Parry Street Precinct conservation works	\$1.3 million	Preserving these heritage buildings which are an integral part of the Parry Street heritage precinct.
Remote Aboriginal Communities Infrastructure Stimulus Package	\$1.6 million	Maintenance and infrastructure upgrades across 11 remote Aboriginal communities - providing economic and health benefits for local residents.

Total value: Approximately \$14 million



WA RECOVERY PROJECTS

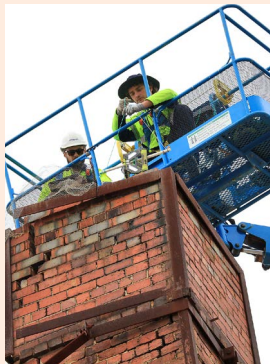
CASE STUDY

Ascot Kilns conservation project

The much-loved Ascot Kilns site in Belmont is listed on the State Register of Heritage Places and is recognised for hosting the largest collection of beehive kilns and tall brick chimneys still standing in Australia. Built between 1929 and 1950, the site is a reminder of our early 20th century clay industry and has long been a point of interest in the community.

The site has remained unused since the Bristle Kilns factory closed in 1982 and requires essential work to stabilise the cluster of circular kilns and brick chimneys.

The Ascot Kilns conservation project aims to conserve the heritage structures, with key components of the proposed work including:



- repair of the chimney stacks' brickwork and steel frameworks, and structural upgrades to achieve compliance with wind, weight and earthquake loading codes
- replacement of the kilns' external steel straps and repair of the brickwork including removal of salts (if feasible)
- construction of a new roof canopy for the kilns to replace the existing one
- clearing the tunnels and providing protection from potential future collapses.

Stabilising the kilns will also provide for future planning and reuse of the site, ensuring the cultural and historical significance is captured and celebrated in any future redevelopment.

Roebourne Gaol Precinct, Gaoler's Quarters

The Roebourne Gaol Precinct is an iconic heritage site located approximately 1,500 kilometres north of Perth in the Pilbara region, comprising a collection of seven former prisons built between 1887 to 1896. In 2019, the Department invested \$1.5 million to undertake conservation works on five of these buildings (the 1887 Cell block, Kitchen and Day Room, Gaoler's Quarters, Warders Quarters and Police Quarters) which included structural repairs and refurbishments.

The Gaoler's Quarters received funding for additional conservation works under the WA Recovery Plan after being identified as a key building within the precinct to assist with future divestment and reactivation of the whole site. It is a large stone four-room building with a wide central breezeway surrounded by a deep verandah to all sides, featuring concrete flooring and cast-iron columns.

The project will convert the vacant Gaoler's Quarters building for office use, including new universal access facilities and car parking. Works include new electrical, hydraulic and mechanical services to achieve compliance for office use; an accessible walkway; kitchen fit-out; conservation works to external stone walls; and internal painting of walls and ceilings.

The project will generate economic activity by providing work for a range of local people including professional consultants, a building company and subcontractors.



WA RECOVERY PROJECTS

CASE STUDY

Whiteman Park

Under the WA Recovery Plan, \$2 million was made available to carry out capital works at Whiteman Park to improve fauna fencing and expand the existing Woodland Reserve. These two projects were completed in June 2021.

Fauna fence extension

The fauna fencing project was a continuation of the installation of fauna boundary fencing to all outer boundaries of Whiteman Park adjacent to major roads. The fence will reduce the risk of fauna roaming onto surrounding public roads and reduce the cost of vehicle damage and insurance claims due to the collision with fauna, particularly Western Grey kangaroos. The fence also provides greater security by creating limited access points managed by the park.

The funding has enabled fauna fencing at all identified boundary locations to be installed four years ahead of schedule, protecting kangaroos and road users alike. Additional fencing will be constructed north of the Whiteman Park entry on Drumpellier Drive during the construction of the Morley/Ellenbrook rail line and the Whiteman Station.

Our Community

Woodland Reserve Conservation Sanctuary extension

Woodland Reserve is Whiteman Park's premier conservation program, providing a world-class sanctuary and breeding facility for rare and endangered fauna such as the Woylie, Tamar Wallaby, Honey Possums, Curlews and other Western Australian species. The park offers paid nocturnal tours to the general public and education programs to schools.

The Woodland Reserve project has extended the habitat reserve from 200 hectares to 584 hectares, providing additional protected habitat for recovering populations of critically-threatened species. The project has also increased educational opportunities for local schools and allows visitors to see animals in their natural habitat and learn more about conservation.

The expansion project provided employment for approximately 30 fencing contractors during construction.



Remote Aboriginal Communities Infrastructure Stimulus Package

The Department has been allocated \$1.6 million to implement improvement projects in remote Aboriginal communities. The funding will provide for 13 projects for essential maintenance and upgrades to water and road infrastructure across 11 remote communities in the Kimberley, Pilbara and Wheatbelt regions. The investment will improve economic and cultural outcomes for Aboriginal people, including creating new business and employment opportunities for Aboriginal and regional contractors.

WA RECOVERY PROJECTS

CASE STUDY

Fremantle Prison

Fremantle Prison is a 6.2-hectare site with over 40 buildings, many built by convicts in the 1850s. The prison is a national award-winning tourist attraction. A \$1.6 million grant from the WA Recovery Plan was allocated to Fremantle Prison for conservation works to the Hospital and Parade Ground.

Hospital

Constructed between 1857 and 1859, the Hospital is a highly significant surviving element of the Imperial convict public works establishment and one of the oldest purpose-built hospitals in WA.

The Hospital works included roof repairs, conservation of masonry walls and timber floors, resolution of drainage and ventilation deficiencies, and fire service upgrades. This project was completed in April 2021 and has resulted in a structurally-remediated and safe building conserved to a standard befitting a World Heritage site.



Our Community

During the works, important archaeological material and graffiti were revealed, including military numbers of officers carved into walls and Chinese graffiti from laborers dating back over 80 years.

Parade Ground

The Parade Ground is also of high significance as the forecourt to the Main Cell Block. It has been used for a number of purposes including as the site of temporary tents for convicts during the prison's construction; as a space used for parading and mustering prisoners before they marched off to work; and more recently as an event space.

The Parade Ground conservation works will include releveling to ensure visitor safety, storm water management, and improved visitor infrastructure and amenities. This will result in the improved conservation of surrounding buildings, provide a more suitable space for hosting large events and enhance the tourism potential of the Fremantle Prison.

Arthur Head, Fremantle cliff restoration



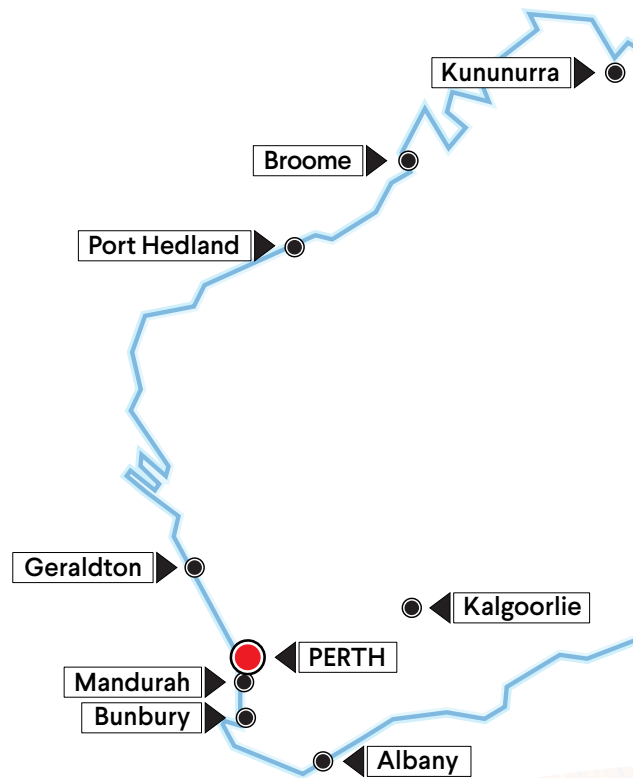
The Department is assisting the City of Fremantle with a grant of \$500,000 as part of the WA Recovery Plan, to stabilise the cliff faces at Arthur Head. The grant is 50 per cent of the project costs. The City of Fremantle, as custodian of the Arthur Head reserve, is contributing the other half of the funding and is managing the project.

The objective of the project is to reduce erosion of the limestone cliff faces and retaining walls at Arthur Head in a manner that is sympathetic to its heritage significance while also improving access and safety for visitors to the site.

The scope of work includes reinforcing the western entry to the Whalers Tunnel; constructing a new rockfall canopy at the western entry;

extending the retaining wall on the eastern side of Arthur Head near the carpark; removing vegetation rooted within masonry retaining walls; installing new fencing to guide pedestrian movement; and incorporating artwork in consultation with the local Aboriginal community.

Arthur Head is a significant Fremantle landmark that is popular with tourists and the local community. The cliff face restoration project will deliver an important program of conservation, presentation and safety measures while providing employment in the Western Australian construction and manufacturing sector.



Meetings on-country

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.

During times when travel wasn't permitted due to the impacts of COVID-19, the Department used digital technology to support engagement and ensure uninterrupted service to the community.



Photograph by staff member Krisma May - Thistle Cove, Esperance

Grants

The Department's grant programs enable local communities to deliver projects that add economic, cultural and environmental value to their area.

Preserving our Aboriginal Sites Grants Program

This program provides funding of up to \$30,000 to Aboriginal not-for-profit organisations for projects that promote and protect Aboriginal heritage sites. In 2020-21, more than \$210,000 in grants were awarded to 11 Aboriginal not-for-profit groups. The grants will help these groups share cultural stories through interpretive signage designed by Aboriginal artists, install fencing to protect gravesites and protected areas, establish a Keeping Place for cultural materials and help preserve Aboriginal heritage through cultural mapping, site restorations and ongoing land management and maintenance.

Heritage Grants Program

The 2020-21 round included the traditional conservation works and conservation planning assistance for private owners of State heritage places, in addition to a new community funding stream for interpretation and heritage focused community events. Forty-nine projects shared in more than \$1.1 million in funding for conservation works including the Maylands Tennis Club, Monger's Trading Post in York and the iconic London Court in the Perth central business district. The inaugural community grant recipients also included heritage trails for Donnybrook and Beverley, an Aboriginal heritage trail through Hyde Park, and a festival in Fremantle to celebrate the Universal Terrazzo Tile Factory.

Coastal management grants

The Department administers Coastwest Grants and the Coastal Management Plan Assistance Program grants on behalf of the Western Australian Planning Commission. In 2020-21, over \$700,000 was awarded to 26 projects across the State, supporting 26 local governments and 35 community groups to plan, protect, manage and enhance Western Australia's coast including coastal erosion hotspots.

Photograph by staff member Krisma May - Lucky Bay Esperance



Fundraising and awareness

The Department and staff members are committed to raising funds and awareness of a variety of community issues and events throughout the year.

2020

2021

Cultural Awareness Training continued throughout the financial year

- JULY
- OCTOBER
- NOVEMBER
- DECEMBER
- FEBRUARY
- MARCH
- MAY
- JUNE

Not-NAIDOC Week

Acknowledged original NAIDOC Week dates by leveraging digital engagement in line with COVID-19 restrictions.

Indigenous Literacy Day

Department's 'The Great Book Swap' raised **\$1,378** to support the Indigenous Literacy Foundation and raise awareness of Australia's Indigenous literacy gap.



Mental Health Month

\$1,766 raised for Beyond Blue through a morning tea, raffle ticket draw and staff donations.

November

Bake sale raised **\$6,421** in support of men's health.

16 Days in WA

Staff wore orange and heard from a keynote speaker to support an end to violence against women.



NAIDOC Week

Department's delayed celebrations, including panel sessions, performers and Welcome to Country.



DG Christmas Challenge

Department-wide challenge based on the theme of community which benefitted more than 10 charitable organisations through donations and awareness-raising.



Starlight Children's Foundation's 'Super Swim'!

Staff member swam 10km and raised **\$1,065**.

Harmony Week

Celebrated with initiatives and events led by each division of the Department.



International Women's Day

Recognised with panel discussion on the theme #choosetochallenge.

National Reconciliation Week

A joint agency event and staff participation in the Walk for Reconciliation.

Australia's Biggest Morning Tea

\$961 raised for the Cancer Council to support Australians impacted by cancer.

Fundraiser for Albany Animal Welfare (AAW)

Co-located Government agencies collaborated to raise **\$395** with a book sale.

Annual St Vinnies CEO Sleepout for homelessness

\$1,899.97 raised for St Vinnies via quiz night and Loud Shirt Fridays, in support of Director General's participation in the CEO sleepout.



The Push Up Challenge

A total of 98,128 push-ups completed and **\$6,555** raised by teams across the Department for mental health charities and to raise mental health awareness.



Diversity and inclusion

The Department recognises the valuable skills and perspectives that people bring to the workplace through diversity. We are committed to providing a safe, flexible and respectful environment for staff, customers, visitors and stakeholders that is free from all forms of discrimination, bullying and harassment.

The Department strives to provide a workplace in which all staff feel valued and recognised for their unique qualities, ideas and perspectives and in which they are supported to reach their full potential. We are committed to meeting and exceeding our diversity targets by 2023.

To support this, during 2020-21 the Department has:

- positioned itself as an employer of choice that attracts people aligned with its values and which reflects the community it serves via its leadership and workforce planning
- implemented a Diversity and Inclusion Policy and Language Services Procedure, which incorporates procedures for ensuring customers are aware of their rights, assessing when interpretation or translation services are required, and outlining how these services can be accessed
- implemented all actions in our Disability Access and Inclusion Plan 2018-23 and Reflect Reconciliation Action Plan 2019-21
- commenced development of an Innovate Reconciliation Action Plan
- developed a Multicultural Action Plan in alignment with the State Government's Multicultural Policy Framework.

Disability access and inclusion

The Department is committed to ensuring equal access to its facilities, services and information for all members of the community. The Disability Access and Inclusion Plan (DAIP) 2018-23 outlined strategies to achieve better outcomes for people with disability, as defined in the *Disability Services Act 1993*.

Highlights in 2020-21 include:

- maintenance of Pia's Place, an all-abilities playground at Whiteman Park, featuring customised play equipment including an elevated lighthouse, polished concrete slides, a basket swing, all-abilities carousel, a sensory garden and family-friendly shelters
- improved accessibility for Fremantle Prison tours including signage and wayfinding
- participation in the Companion Card Program at Fremantle Prison and Whiteman Park, enabling free entry for carers and other discounts for both carers and Companion Card holders

- implementation of the Language Services Procedure, which assists the Department's customers who request or require assistance to communicate effectively in spoken or written English, including people who are deaf or hard of hearing, and people with a disability that affects their communication; this procedure provides instructions on when and how to book an Auslan interpreter, as well as the potential need to book the services of a Deaf Relay Interpreter.

The Department has commenced development of a new DAIP ahead of schedule. The new plan will build upon the successful delivery of the DAIP 2018-23 and incorporate activities aimed at positioning the Department as a disability-confident employer.

A report outlining the Department's achievements against each DAIP outcome in 2020-21 is available from the Department's website.



For more information, visit
Disability access and inclusion

Reconciliation in action

Our Reflect Reconciliation Action Plan (RAP) 2019-21 marked the first stage of our reconciliation journey, providing a framework to identify strategies to advance reconciliation within the Department.

The RAP working group oversaw the implementation of the plan and organised activities to build understanding of how the Department contributes to the broader goals of the reconciliation movement. All Reflect RAP 2019-21 actions were achieved.



RAP working group

Reflecting on relationships

- Internal National Reconciliation Week events were well attended across the Department including a quiz night, book swap, guest speakers and performers.
- External National Reconciliation Week events were widely promoted across the Department and staff were encouraged to participate.
- The Department became a member of Reconciliation WA.
- The RAP working group contributed to policy development, including the Diversity and Inclusion Policy, Language Services Procedure and Welcome to Country protocols.

Reflecting on respect

- The Department committed to increasing understanding, recognition and respect of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning, including the continued implementation of cultural awareness training for staff.
- Welcome to Country protocols and procedures for engaging Aboriginal Elders were implemented.
- The RAP working group developed tools designed to assist staff in planning for meetings or engagement with Aboriginal people and attending meetings on country.
- Significant events such as NAIDOC week were celebrated, including the introduction of joint agency events to bring our partner agencies together in celebration and respect for Aboriginal and Torres Strait Islander culture.

Reflecting on opportunities

- The Department committed to improving employment outcomes for Aboriginal and Torres Strait Islander people through initiatives such as the Aboriginal Traineeship Program, the establishment of workforce diversification targets and strategies, and by providing opportunities for leadership development for Aboriginal staff.
- The Department exceeded all targets under the Western Australian Aboriginal Procurement Policy, aimed at awarding contracts to businesses registered on the Aboriginal Business Directory or the Supply Nation Indigenous Business Directory.

Innovating for reconciliation

The Reconciliation Action Plan (RAP) working group has commenced development of a new Innovate RAP 2021-23 that will lift the Department's focus from reflection and awareness-raising to being aspirational and innovative. It will drive a deeper understanding of the Department's sphere of influence, pilot innovative strategies to empower Aboriginal and Torres Strait Islander peoples and improve access to and delivery of the Department's services.

The Innovate RAP will focus on the following



Relationships

How the Department will strengthen relationships with Aboriginal and Torres Strait Islander people.



Respect

How the Department's respect for Aboriginal Torres Strait Islander people, culture, lands, waters, histories and rights will be demonstrated in our core business activities.



Opportunities

How the Department's employment, procurement, professional development and consultative processes will create or improve opportunities for Aboriginal and Torres Strait Islander people.



Governance

How the Department will achieve cohesion across business areas, and monitor and report publicly on progress and achievements.

Multicultural Action Plan

Following the launch of the Western Australian Multicultural Policy Framework in March 2020, the Department established a working group to engage with its workforce to develop the Multicultural Action Plan 2021.

The Multicultural Action Plan is designed to ensure the intended benefits of the framework are realised, by introducing defined actions and targets to improve the Department's services and enable it to respond meaningfully and dynamically to the needs of Western Australia's culturally and linguistically diverse population.

The Multicultural Action Plan 2021 was submitted to the Minister for Multicultural Interests, and includes actions and deliverables that drive the Department to:

- promote the benefits of cultural and linguistic diversity and celebrate achievements of people from culturally and linguistically diverse backgrounds
- address racism and discrimination at both an individual and institutional/systemic level, including implementing the Policy Framework for Substantive Equality
- develop workplace cultures that are welcoming and inclusive of all Western Australians
- integrate multicultural policy goals into strategic plans and governance processes

- identify inequities in service access and outcomes for Western Australians from culturally and linguistically diverse backgrounds and enable development of strategies to address them
- provide language services to ensure language is not a barrier to equitable access to information and services, including complaints processes
- collect and analyse cultural and linguistic data to contribute to the identification of client needs, the development of policies and programs, and evaluation of outcomes
- enable culturally diverse communities to have meaningful input into policies, programs and systems through co-design and planning, co-delivery and implementation, and evaluation processes
- implement recruitment and selection processes that facilitate workforce diversity and provide opportunities for the development of cultural competencies across the workforce
- achieve equitable representation of people from cultural and linguistically diverse backgrounds.



My Story: Ajith Kodituwakku
Principal Application Developer

I migrated to Australia on 25 September 1992 with my wife and 2-year-old son. The catalyst for our move to Australia from Sri Lanka was the Sri Lankan Civil War. The situation in Sri Lanka was particularly tense and extremely dangerous for my family and I because I was an Engineering Officer in the Sri Lankan Air Force.

I was really grateful for the opportunity to come to Australia and upon arriving here I enrolled in University and graduated with a degree in Information Technology and Computer science. I started my career in Perth at the Department of Land Administration in Midland and from there I have worked at the Department of Planning and Infrastructure and I moved to the Department in 2017. My career in Western Australian government departments has spanned more than 25 years.

Substantive equality

The Department recognises that entitlements, opportunities and access are not equally distributed throughout the community and there may be barriers to service provision that result in unequal outcomes for particular groups. Equal treatment, therefore, is not about treating people the same, it is about treating people differently to cater for different needs and to ensure equal outcomes.

During the year, the Department implemented a Diversity and Inclusion Policy and a Language Services Procedure. The Diversity and Inclusion Policy supports the Public Sector Commission's Policy Framework for Substantive Equality and details the Department's commitment to ensuring that individual customers' needs are met through the provision of high-quality accessible, professional and culturally responsive policies, programs and services.

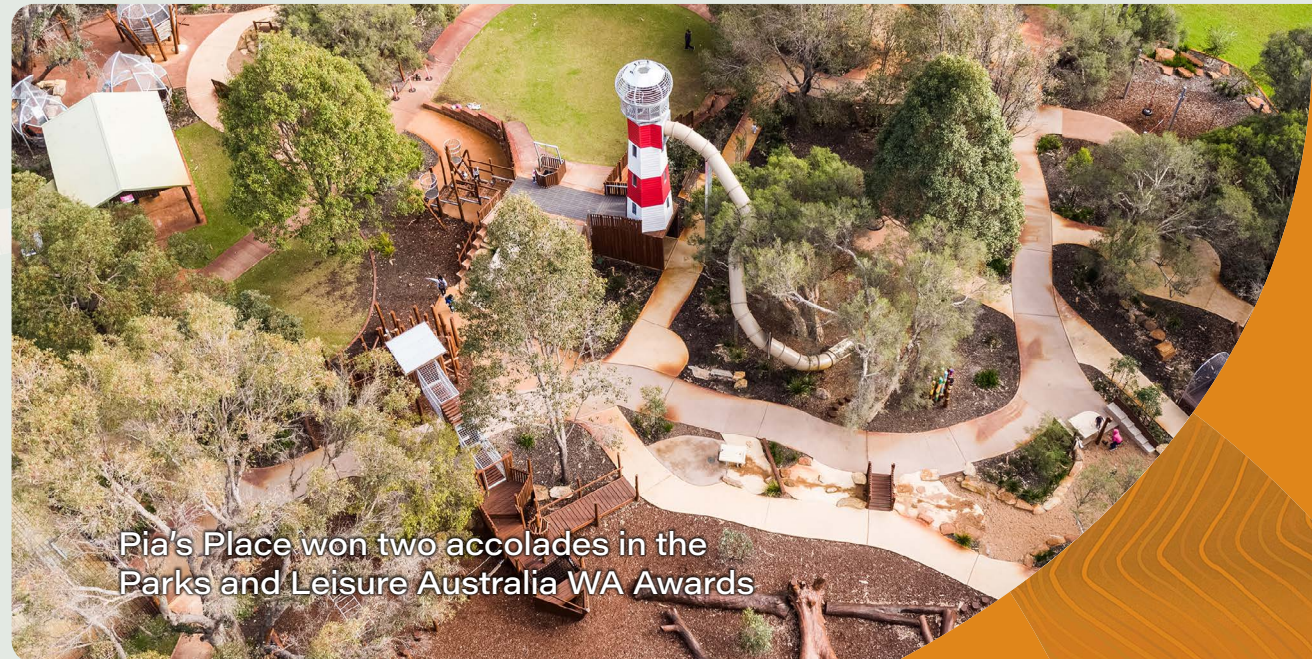
In line with the Department's commitment to the reconciliation movement, face-to-face cultural awareness training for all Department staff continues to be delivered. This training has raised greater appreciation of Aboriginal heritage and land issues, which in turn will improve relationships with the community, and the delivery of services.

Making the most of our Department-managed attractions

Two of Western Australia's major tourism destinations, Whiteman Park and Fremantle Prison, are owned by the State Government and managed by the Department to generate benefits today and ensure their sustainable future for generations to come.

Whiteman Park

As the largest remaining area of endangered Banksia Woodlands on the Swan Coastal Plain, Whiteman Park is an important haven for increasingly rare fauna and flora, while also offering a place for the community to connect with the natural environment.



Pia's Place won two accolades in the Parks and Leisure Australia WA Awards

Key highlights for 2020-21 include:

- Whiteman Park remained open to the public as a recreational facility during all lockdown periods, offering an open space for respite and escape during times when family entertainment and exercise options were limited.
- Pia's Place won two accolades in the Parks and Leisure Australia WA Awards in August 2020: a rare High Commendation for Best Play Space over \$500,000 Award and a High Commendation for Best Park Award.
- Woodland Reserve enjoyed record tour visitation and endangered woylie numbers peaked, with more than 350 animals reported in the January trapping audit.
- Development of the Whiteman Park Management Plan: 2022-27 for the Park's strategic business direction over the next five years.
- Completion of the Woodland Reserve Conservation Sanctuary extension and fauna fence extension projects (see case study on page 34).

- Other projects included:
 - new bike and pedestrian path networks to provide better connection for users of the park
 - additional car park facilities to cater for visitors
 - replacement of user-pays barbeque facilities throughout the park and additional facilities near Pia's Place
 - new industrial vehicles washdown bay in the depot to sustainably clean plant equipment.

Whiteman Park hosted community events, including:

- National Tree Day planting
- Eid Al-Adha celebrations
- Quit Targa West Rally
- Children's Week Family Fun Day
- EnviroFEST
- MiLi's Made-It Markets



EnviroFEST
- Whiteman Park hosted community event

Fremantle Prison

Fremantle Prison is one of the State's most significant cultural attractions. It is the largest convict-built structure in Western Australia and one of the 11 historic sites that together form the Australian Convict Sites World Heritage property, recognised by UNESCO. It is on the State Register of Heritage Places.



Fremantle Prison tours

Key highlights for 2020-21 include:

- The Prison Hospital conservation project, which generated a number of significant archaeological finds, was completed and the Parade Ground conservation works progressed (see case study on page 35).
- The Prison's reinstated vegetable gardens continued to flourish, with produce donated to a local community support centre.
- Conservation works were carried out on the two-storey Number 10 building (formerly known as the Superintendent's House) and the Tunnels' tour guide space.
- The Commissariat building conservation project commenced.
- The Fremantle Prison Landscape Management Plan was finalised.
- The Prison hosted 'Insider Art', which brings together a collection of artwork from prisoners throughout Western Australia, as well as a range of other concerts and events.

Public consultation

The following initiatives were released for public consultation during 2020-21:

- 57 Hawker Avenue, Warwick – development application
- Aboriginal heritage assessment of ID 31739 (Kalgan River)
- Aboriginal heritage assessment of ID 15979 (Avon River)
- Alkimos Station – development application
- Apartments and Commercial (Café) Development, Cottesloe – development application
- Apartments and Commercial Development, Tuart Hill – development application
- Apartments and Retail, Subiaco – development application
- Bayswater Station – development application
- Draft Aboriginal Cultural Heritage Bill 2020
- Draft Bunbury-Geographe sub-regional planning strategy
- Draft Dark Sky and Astrotourism Position Statement
- Draft Medium Density Explanatory Guidelines
- Draft Muchea Industrial Park Structure Plan
- Draft North Ellenbrook (East and West) District Structure Plans
- Draft Operational Policy 1.11 – Community Schemes and draft Community Schemes Guidelines
- Draft Operational Policy 2.4 – Planning for School Sites
- Draft Planning Engagement Toolkit
- Draft Port Hedland West Improvement Scheme No. 1
- Draft Port Hedland West End Improvement Scheme Policy No. 1 – West End Precincts
- Draft State Planning Policy 4.2 – Activity Centres and Implementation Guidelines
- Draft State Planning Policy 7.3 – Residential Design Codes Volume 1 (R-Codes)
- Draft Swan Valley Planning Scheme – extended consultation
- Eglinton Station – development application
- Finalisation of Entry in the State Register of Heritage Places of both Thomson Bay Settlement and Oliver Hill Battery, Wadjemup/Rottnest Island
- Greater Bunbury Region Scheme Amendment 0059/41 Wanju Urban Expansion Area
- Greater Bunbury Region Scheme Amendment 0060/41 Waterloo Industrial Expansion Area
- Guidelines for State Government heritage final review
- Guidelines for State Government Heritage: Management and Conservation of State Government Heritage Assets; and Preparation, review and periodic updating of State Government Heritage Inventories
- *Heritage Amendment Regulations 2021*
- Hotel refurbishment and apartments, East Fremantle – development application
- Hotels, offices and shop, Fremantle – development application
- Lakelands Station – development application
- Large format digital sign, Kewdale – development application
- Metropolitan Region Scheme (MRS) minor amendment 1367/57 – Part Lot 5131 Jandakot Road, Treeby and surrounds
- MRS minor amendment 1368/57 – Wandi High School site
- MRS minor amendment 1376/57 – Normalisation Wungong
- MRS minor amendment 1377/57 – Forrestfield North environmental conservation areas
- MRS minor amendment 1378/57 – Lot 71 Chateau Place and Lot 72 Millhouse Road, Aveley
- MRS minor amendment 1381/57 – Part Lots 9001, 9020 and 9035 Lyon Road, Wandi

- MRS minor amendments – 1372/57
– Part Lot 800 Canning Road, Carmel and 1373/57 – Old Railway Reserve, Kalamunda and surrounds
- MRS minor amendments 1369/57
– West Piara Urban Precinct and 1370/57
– West Piara High School site
- Mid-West liquefied natural gas plant
– development application
- Mixed use development, Como
– development application
- Mixed use Justice initiative, Myalup
– development application
- Nicholson Road Station – development application
- Office building, West Perth – development application
- Planning Reform Phase 2
- *Proposed amendments to the Planning and Development (Local Planning Schemes) Regulations 2015*
- Ranford Road Station – development application
- Recreation facility and restaurant, Dalkeith
– development application
- Residential aged care facility, Nedlands
– development application
- Residential aged care facility, Victoria Park
– development application
- Residential and commercial development, South Perth – development application
- Residential apartments, South Perth
– development application
- State Football Centre, Queens Park
– development application
- Stock feed grain mill, Bullsbrook
– development application
- Student accommodation facility, Waterford
– development application
- Supermarket, shops, liquor store, child care centre and gym, Dawesville – development application
- Yanchep Station – development application



The draft Swan Valley Planning Scheme is the centre of a new planning framework to guide future development in the region, protect long-term agricultural production and grow new tourism and hospitality reflective of the rural landscape

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.

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.

Empower Leadership Program

The Department delivered the Empower program for its second year in 2020-21. Empower is an internal, Department-wide leadership development program targeting high-potential staff across a range of levels. The program provides an opportunity for these 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. A total of 20 staff successfully completed the four-month program, benefiting from four modules covering self-leadership, leading others, leading culture and leading for the future.



Empower program 2020-21 participants

Traineeships

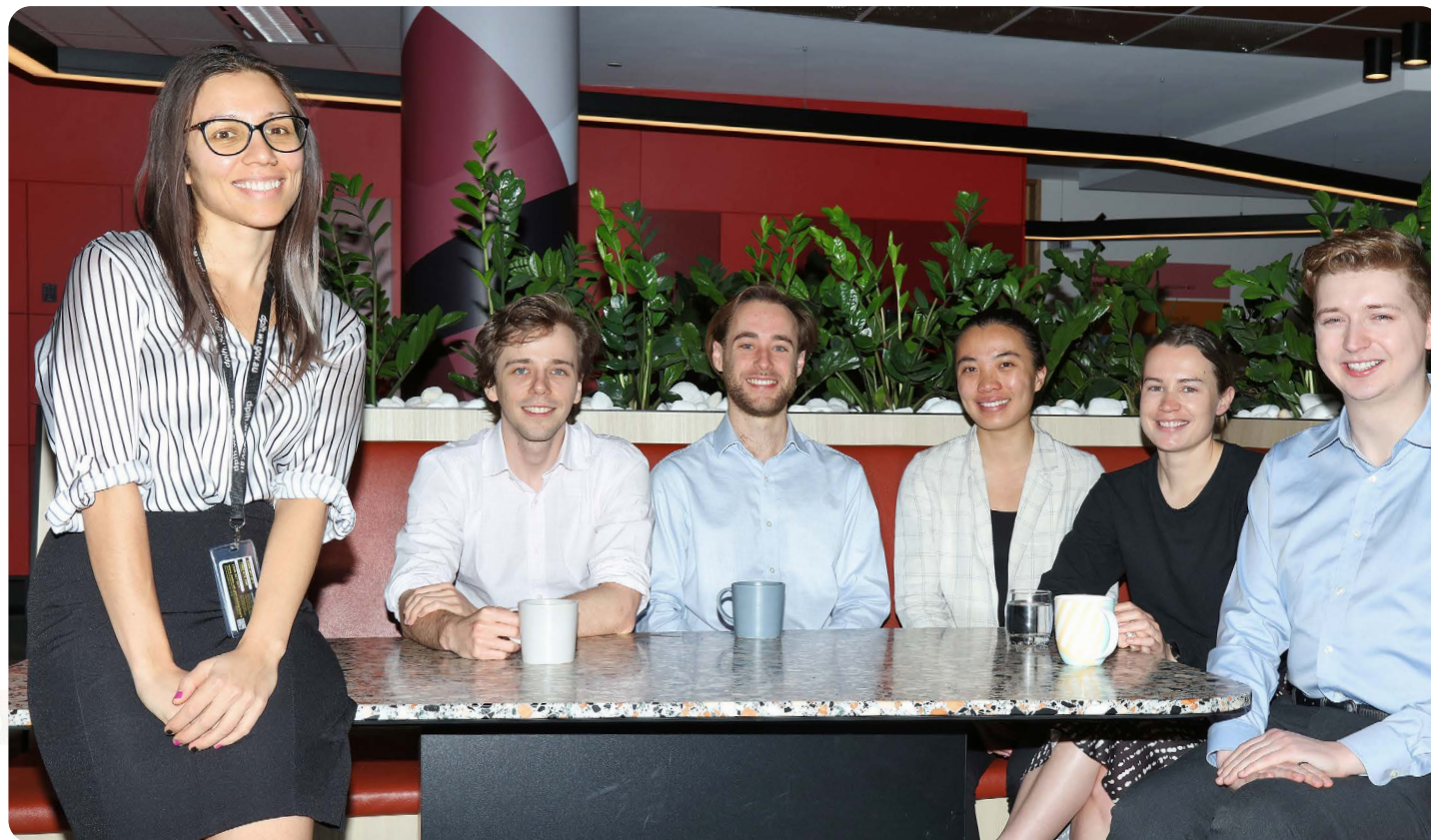
In February 2021, the Department welcomed two trainees through the Public Sector Commission's Aboriginal Traineeship Program. The trainees have received broad exposure to the work of the Department with placements in the Reform, Design and State Assessment division and Business and Corporate Services division and rotations through other 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.



Hayley Garlett and Winnie Abraham

Graduate Program

The Department's 2019-20 graduate program was finalised with the placement of six graduates into permanent roles within the Department in the first half of this financial year. Through the 18-month customised development program, the graduates gained professional and technical skills to complement and build on the behaviours and attitudes for success they brought with them into the Department.



From left to right: Jessica Gavranic, Chris Anderson, Keenan Ross, Evelyn Hiew, Lucy Lefroy and Keegan Elsner.

Supporting our workforce

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.

Online Occupational Safety and Health (OSH) awareness training continued to be 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.

Other OSH-related training programs were delivered in 2020-21, including:

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

Health and safety performance indicators

Measures	Results 2018-19	Results 2019-20	Results 2020-21	Targets	Comments towards targets
Number of fatalities	0	0	0	0	Target achieved
Lost time injury and disease incidence rate	0.62%	0.45%	0.25%	0 or 10% reduction in incidence rate	Target achieved
Lost time injury rate 60+ days	16.66%	75%	50%	0 or 10% reduction in severity rate	Target achieved
Percentage of injured workers returned to work within 13 weeks	100%	75%	100%	No target set	
Percentage of injured workers returned to work within 26 weeks	100%	75%	100%	Greater than or equal to 80%	Target achieved
Percentage of managers trained in occupational safety, health and injury management responsibilities, including refresher training within 3 years	71%	82%	78%	Greater than or equal to 80%	Results breakdown: 78% completed 3% in progress

The Department's Safety, Health and Wellness Committee meetings were held quarterly throughout 2020-21, providing an ongoing mechanism for staff consultation on occupational health, safety and wellness matters.



For more information, visit
OSH Statement

Wellness

A range of wellness initiatives were delivered in 2020-21, 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 participating pharmacy.
- Skin check program – a skin cancer screening and awareness raising session.
- Push Up Challenge – an event to promote knowledge and understanding of mental health by encouraging personal connections and promoting fitness.
- Wellness workshops and event sessions were held throughout the year covering wellness topics such as fitness, general health checks, mental health and resilience.

Family and domestic violence

The Department recognises that employees can sometimes face difficult situations in their personal life, including family and domestic violence. The Department has a Family and Domestic Violence Policy and Procedure and trained Family and Domestic Violence Contact Officers. The Department has measures in place to ensure that employees are supported with easily accessible and confidential systems.

COVID-19

The Department has a Crisis Management Team in place which manages the Department's response to COVID-19. This includes communications to employees through a variety of communication channels. The Department is also supporting the Government's Roll Up for WA program by supporting eligible employees to attend vaccination appointments.



Former Director General
Gail McGowan promoting
Roll up for WA

Our Performance



Photograph by staff member Maurice Hanrahan - Perth City at dawn

Performance management frameworks

The Department's outcome-based management framework

The Department of Planning, Lands and Heritage (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, the Department contributes to the State Government's goal for "Better Places: A quality environment with liveable and affordable communities and vibrant regions".

GOVERNMENT GOAL	DESIRED OUTCOMES	SERVICES
Better Places 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.

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

FINANCIAL TARGETS	2020-21 TARGET ^(a) \$'000	2020-21 ACTUAL ^(a) \$'000	VARIATION \$'000
Total cost of services (expense limit)	200,507	179,494	21,013
Net cost of services	145,798	169,227	(23,429)
Total equity	397,911	425,680	(27,769)
Net increase/(decrease) in cash held	(16,337)	10,440	(26,777)
Approved salary expense level	85,541	86,815	(1,274)
Agreed borrowing limit	-	-	-

FINANCIAL TARGETS	2020-21 TARGET ^(a) \$'000	2020-21 ACTUAL ^(a) \$'000	VARIATION \$'000
Working cash limit (at budget)	9,183	8,577	606
Working cash limit (at actuals)	8,577	8,369	208

Notes

^(a) The targets specified above are as per the 2020-21 Budget statements

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

KEY EFFECTIVENESS INDICATORS ^(a)	2020-21 TARGET ^(b)	2020-21 ACTUAL	VARIATION ^(c)
Desired Outcome: An effective planning system that supports the development of communities in Western Australia			
Percentage of applications determined within the statutory timeframe	85%	87.9%	2.9%
Percentage of finalised appeals (excluding Development Assessment Panels (DAPS)) that are not upheld on review by the State Administrative Tribunal	95%	95.3%	0.3%
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%	81.1%	21.1%
Percentage of DAP applications determined within the statutory timeframe	75%	75.8%	0.8%

Desired Outcome: An effective system for the administration of Crown land and the Aboriginal Lands Trust estate			
Percentage of land tenure change and interest documents validly lodged with the Western Australian Land Information Authority (Landgate)	97%	98.7%	1.7%
Number of leases or divestments of Aboriginal Lands Trust estate land to direct Aboriginal control	10	14	4

Desired Outcome: An effective system for the conservation of cultural heritage places in Western Australia for the benefit of present and future generations			
Percentage of visitors to Fremantle Prison satisfied with the services provided by the Department	93%	97.9%	4.9%
Percentage of statutory approvals delivered to the Aboriginal Cultural Material Committee within set timeframes	90%	68.4%	(21.6%)
Percentage of development/planning referrals processed within set timeframes	90%	94.3%	4.3%
Percentage of nominations progressed to preliminary review within set timeframes	90%	91.7%	1.7%

Notes

- ^(a) The tables above provide a summary of the KPIs for 2020-21. For more detailed information, including explanations for significant variances, refer to the Desired Outcome and Key Performance Indicators section of this report at pages 137 – 151.
- ^(b) The targets specified above are as per the 2020-21 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 ^(a)	2020-21 TARGET ^(b)	2020-21 ACTUAL	VARIATION ^(c)
Service 1: Planning services			
Average cost of planning services	\$18,674.97	\$12,680.92	(\$5,994.05)
Service 2: Land administration services			
Average cost per square kilometre to administer Crown land and Aboriginal Lands Trust estate	\$25.54	\$23.70	(\$1.84)
Service 3: Historical heritage services			
Average cost of historical heritage services	\$5,128.10	\$4,955.40	(\$172.70)
Average cost per visitor to the Fremantle Prison	\$73.56	\$73.05	(\$0.51)
Service 4: Aboriginal heritage management			
Average cost of Aboriginal heritage management services	\$4,007.01	\$3,425.07	(\$581.94)

Notes

- ^(a) The tables above provide a summary of the KPIs for 2020-21. For more detailed information, including explanations for significant variances, refer to the Desired Outcome and Key Performance Indicators section of this report at pages 137 – 151.
- ^(b) The targets specified above are as per the 2020-21 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 State 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
Better Places 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

From 1 July 2020, the WAPC is reporting against a new outcome-based management framework approved by the Department of Treasury in 2019-20. The new framework is summarised above, and the WAPC's report on operations, including the KPIs associated with the desired outcomes and services is summarised on the following pages.

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

FINANCIAL TARGETS	2020-21 TARGET ^(a) \$'000	2020-21 ACTUAL ^(a) \$'000	VARIATION \$'000
Total cost of services (expense limit)	50,579	113,650	(63,071)
Net cost of services	25,155	88,174	(63,019)
Total equity	1,121,269	1,056,833	64,436
Net increase/(decrease) in cash held	(56,860)	10,803	(67,663)
Approved salary expense level	-	-	-
Agreed borrowing limit	-	-	-

FINANCIAL TARGETS	2020-21 TARGET ^(a) \$'000	2020-21 ACTUAL ^(a) \$'000	VARIATION \$'000
Working cash limit (at budget)	3,450	3,687	(237)
Working cash limit (at actuals)	3,687	2,782	905

Notes

^(a) The targets specified above are as per the 2020-21 Budget statements

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

KEY EFFECTIVENESS INDICATORS ^(a)	2020-21 TARGET ^(b)	2020-21 ACTUAL	VARIATION ^(c)
Desired Outcome: An efficient and effective planning system that promotes the use and development of land in Western Australia			
The proportion of residential land in the metropolitan area that is capable of multiple dwellings within 400 metres and 800 metres of the Capital City, a Strategic Metropolitan Centre or a Train Station:			
- 400 metres	45.0%	44.7%	(0.3%)
- 800 metres	36.0%	35.0%	(1.0%)
The proportion of residential land that is zoned R40 and above that is within 400 metres of a Major Regional Centre	67.0%	66.2%	(0.8%)
The percentage of subdivision applications determined within the statutory timeframe	80%	84.4%	4.4%
The percentage of development applications determined within the statutory timeframe	70.0%	72.4%	2.4%
Vacancy rate of residential properties available for rent	5.0%	1.5%	(3.5%)
Vacancy rate of commercial properties available for rent	5.0%	8.9%	3.9%

Notes

- ^(a) The tables above provide a summary of the WAPC's KPIs for 2020-21. For more detailed information, including explanations for significant variances, refer to the Desired Outcome and Key Performance Indicators section of this report at pages 182 – 192.
- ^(b) The targets specified above are as per the 2020-21 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 ^(a)	2020-21 TARGET ^(b)	2020-21 ACTUAL	VARIATION ^(c)
Service 1: Planning Planning			
Average cost per statutory application	\$3,942	\$3,271	(\$661)
Service 2: Strategic Planning			
Average cost per strategic project	\$449,583	\$303,884	(\$145,699)
Service 3: Asset Management			
Average cost of service for the management of Whiteman Park per hectare	\$2,565	\$2,505	(\$60)
Average cost of service for the management of residential and commercial properties per property	\$18,874	\$20,014	\$1,140
Average cost of service for the management of reserved land (excluding Whiteman Park and residential and commercial properties) per hectare managed	\$419	\$476	\$57

Notes

- ^(a) The tables above provide a summary of the WAPC's KPIs for 2020-21. For more detailed information, including explanations for significant variances, refer to the Desired Outcome and Key Performance Indicators section of this report at pages 182 – 192..
- ^(b) The targets specified above are as per the 2020-21 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 of Western Australia (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 State 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 OUTCOMES	SERVICES
Better Places 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

From 1 July 2020, the Heritage Council is reporting against a new outcome-based management framework approved by the Department of Treasury in 2019-20. The new framework is summarised above, and the Heritage Council's report on operations, including the KPIs associated with the desired outcomes and services is summarised on the following pages.

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

FINANCIAL TARGETS	2020-21 TARGET ^(a) \$'000	2020-21 ACTUAL ^(a) \$'000	VARIATION \$'000
Total cost of services (expense limit)	1,917	1,438	479
Net cost of services	1,917	1,404	513
Total equity	6,965	7,478	(513)
Net increase/(decrease) in cash held	(540)	933	(1,473)
Approved salary expense level	-	-	-
Agreed borrowing limit	-	-	-

FINANCIAL TARGETS	2020-21 TARGET ^(a) \$'000	2020-21 ACTUAL ^(a) \$'000	VARIATION \$'000
Working cash limit (at budget)	96	100	(4)
Working cash limit (at actuals)	100	22	78

Notes

^(a) The targets specified above are as per the 2020-21 Budget statements

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

KEY EFFECTIVENESS INDICATORS ^(a)	2020-21 TARGET ^(b)	2020-21 ACTUAL	VARIATION ^(c)
Desired Outcome: Conservation of cultural heritage places in Western Australia for the benefit of present and future generations			
Extent to which development approvals issued for registered places are consistent with the Heritage Council's advice to decision-making authorities	100%	99.7%	(0.3%)
Percentage of additional private investment generated from grant-assisted conservation projects	100%	230%	130%
KEY EFFICIENCY INDICATORS ^(a)	2020-21 TARGET ^(b)	2020-21 ACTUAL	VARIATION ^(c)
Service 1: Cultural Heritage Conservation Services			
Average number of days to make preliminary determinations	60 days	47.4	(12.6)

Notes

- ^(a) The tables above provide a summary of the Heritage Council's KPIs for 2020-21. For more detailed information, including explanations for significant variances, refer to the Desired Outcome and KPIs section of this report at pages 243 - 247.
- ^(b) The targets specified above are as per the 2020-21 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 Boards and Committees



Western Australian Planning Commission

Message from the Chairman



The past 12 months have been a remarkable time of endeavour for the Western Australian Planning Commission (WAPC).

Reforms within the *Planning and Development Amendments Act 2020* established the WAPC as decision-maker for a new assessment pathway for

significant developments – \$20 million and over in the metropolitan area and \$5 million and over in country regions – as part of the State's economic recovery from the COVID-19 pandemic.

To date, we have made nine determinations on projects across the State, valued at \$300 million, and a pipeline of 12 proposals undergoing assessment with another 16 proposals in pre-lodgement discussions. This Part 17 option is available to developers until early January 2022, with the WAPC continuing to make determinations well into next year.

I acknowledge the work my fellow Board members have undertaken to expedite this key Government priority but recognise that much of the heavy lifting – including guiding proposals through the various levels of assessment – has been done by the excellent team within the State Development Assessment Unit (SDAU).

COVID-19 relief measures, particularly the State and Federal Governments' various housing support packages also had a significant impact on the WAPC's operations. For example, in 2020-21 the number of subdivision applications rose – with 3,401 completed, and we have also considered 112 local planning scheme amendments.

Aligned with this, considerable work continued on the State Planning Framework and in particular, on the Design WA project, a critical element in achieving well-planned, well-designed communities across the State by placing good design at the heart of all development.

- The new [State Planning Policy 7.2 Precinct Design](#) became operational in February 2021 for areas that warrant high-level planning and direction.
- More than 220 submissions were received for the draft [Medium Density Housing Code – State Planning Policy 7.3 Residential Codes Volume 1](#) (R-Codes Vol 1). Further review, design testing and consultation will be undertaken before the policy is finalised.
- Policy amendments resulting from the interim review of R-Codes, Volume 1 to reduce red-tape, increase exemptions through deemed-to-comply protocols and bring greater consistency to the planning application process – are now operational.

- Public consultation on the review of [State Planning Policy 4.2 - Activity Centres for Perth and Peel](#) closed in February 2021 and we are working through submissions to inform final modifications.
- Work has also commenced on the proposed Neighbourhood Design policy (proposed SPP 7.2), essentially a review of the Liveable Neighbourhoods policy, and likely to be released as a discussion paper later in 2021.

We have adapted our processes and procedures to maintain our service output and to ensure we offer the community transparency and opportunities to participate in our deliberations, where appropriate. Work has begun on the development of a replacement for our 2018-21 Strategic Plan, in line with State Government priorities and amendments brought about by planning reform initiatives.

I offer my thanks to all Board and Committee members, and to staff from the SDAU and the Department of Planning, Lands and Heritage for their steadfast support. I also acknowledge the outstanding contribution made by former Director General, Gail McGowan, to the future development of Western Australia.

David Caddy
Chairman

About the Western Australian Planning Commission

The WAPC has State-wide responsibility for urban, rural and regional integrated strategic and statutory land use planning and land development. Its functions and authority to undertake and regulate land use planning and development is established primarily by the *Planning and Development Act 2005*.

The WAPC has overall responsibility for the following committees:

- Statutory Planning Committee
- Executive, Finance and Property Committee
- Capital City 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 regional planning schemes and compensating affected landowners.



Chairman of the WAPC David Caddy, meeting with residents of Pickering Brook

Details of members and remuneration for the 2020-21 year

Member	Position	Type of remuneration	Period of membership for 2020-21	Gross remuneration 2020-21	Meeting participation
Mr David Caddy	Chairman, WAPC	Per annum	12 months	\$296,327.41	22
Cr Caroline Knight	Deputy LG representative - non-metropolitan	Per meeting	6 months	N/A	0
Cr Lynne Craigie	Nominee of the Minister for Regional Development	Per annum	6 months	\$12,177.01	12
Cr Veronica Fleay	LG representative - non-metropolitan	Per annum	12 months	\$23,536.14	21
Mayor Emma Cole	LG representative - metropolitan	Per annum	12 months	\$22,818.00	23
Mayor Penny Taylor	Deputy LG representative - metropolitan	Per meeting	6 months	N/A	0
Mr Barry McGuire	Professions representative	Per annum	6 months	\$12,177.01	12
Mr Fred Chaney	Professions representative	Per annum	12 months	\$22,818.00	16
Mr Justin McKirdy	Planner from Portfolio Agencies	N/A	6 months	N/A	13
Mr Mike Rowe	DG, Department of Water and Environmental Regulation	N/A	12 months	N/A	10
Mr Peter Woronzow	DG, Department of Transport	N/A	12 months	N/A	6
Mr Ralph Addis	DG, Department of Primary Industries and Regional Development (Associate Member)	N/A	12 months	N/A	3
Mr Richard Sellers	DG, Department of Jobs, Tourism, Science and Innovation	N/A	11 months	N/A	10
Ms Gail McGowan	DG, Department of Planning, Lands and Heritage	N/A	11 months	N/A	17
Ms Helen Brookes	Coastal Planning and Management representative	Per annum	12 months	\$22,818.00	21
Ms Jane Bennett	Professions representative	Per annum	12 months	\$22,818.00	16
Ms Jodi Cant	DG, Department of Planning, Lands and Heritage	N/A	1 month	N/A	3
Ms Michelle Andrews	A/DG, Department of Communities	N/A	12 months	N/A	5
Ms Paddi Creevey	Nominee of the Minister for Regional Development	Per annum	6 months	\$10,111.56	6
Ms Rebecca Brown	DG, Department of Jobs, Tourism, Science and Innovation	N/A	1 month	N/A	0

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 for Planning on local government planning schemes and scheme amendments, and the determination of certain development applications under the Metropolitan Region Scheme.

Details of members and remuneration for the 2020-21 year

Member	Position	Type of remuneration	Period of membership for 2020-21	Gross remuneration 2020-21	Meeting participation
Mr David Caddy	Chairman, WAPC	N/A	12 months	N/A	22
Mr Leonard Kosova	LG representative	Per meeting	12 months	\$5,512.50	14
Mr Lino Iacomella	WAPC appointee	Per meeting	12 months	\$8,452.50	22
Mr Ross Thornton	WAPC appointee	Per meeting	12 months	\$9,994.43	21
Mr Vaughan Davies	Nominee of the DG, Department of Planning, Lands and Heritage	N/A	12 months	N/A	17
Ms Kym Davis	Community representative	Per meeting	12 months	\$8,820.00	22
Ms Lynne Craigie	Nominee of the Minister for Regional Development	Per meeting	6 months	\$3,657.98	10
Ms Marion Thompson	Professions representative	Per meeting	12 months	\$8,452.50	21
Ms Megan Adair	WAPC appointee	Per meeting	9 months	\$5,512.50	13
Ms Nina Lyhne	WAPC appointee	Per meeting	12 months	\$7,350.00	18
Ms Paddi Creevey	Nominee of the Minister for Regional Development	Per meeting	6 months	\$3,353.74	7

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 2020-21 year

Member	Position	Type of remuneration	Period of membership for 2020-21	Gross remuneration 2020-21	Meeting participation
Mr David Caddy	Chairman, WAPC	N/A	12 months	N/A	11
Mayor Emma Cole	Member of WAPC	Per meeting	12 months	\$3,307.50	10
Mr David Saunders	Nominee of the DG, Department of Planning, Lands and Heritage	N/A	12 months	N/A	8
Mr Leonard Kosova	WAPC appointee	Per meeting	12 months	\$1,837.50	6
Ms Rachel Chapman	WAPC appointee	Per meeting	12 months	\$3,675.00	10
Ms Rebecca Strom	WAPC appointee	Per meeting	12 months	\$4,042.50	11

Capital City Planning Committee

The Capital City 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 2020-21 year

Member	Position	Type of remuneration	Period of membership for 2020-21	Gross remuneration 2020-21	Meeting participation
Mr David Caddy	Chairman, WAPC	N/A	12 months	N/A	2
Mr Hamish Beck	Chairman, Swan River Trust	Per meeting	12 months	\$400.00	2
Hon John Cowdell	Chairperson, Heritage Council	N/A	12 months	N/A	2
Mayor Basil Zempilas	Mayor, City of Perth	N/A	9 months	N/A	0
Mr Frank Marra	CEO, DevelopmentWA	N/A	12 months	N/A	1
Mr Nigel Hindmarsh	Nominee of the DG, Department of Communities	N/A	1 month	N/A	0
Mr Peter Woronzow	DG, Department of Transport	N/A	12 months	N/A	0
Mr Sean Henriques	Deputy to the CEO, DevelopmentWA	N/A	6 months	N/A	0
Ms Alison Devellerez	Community representative	Per meeting	9 months	N/A	1
Ms Gail McGowan	DG, Department of Planning, Lands and Heritage	N/A	12 months	N/A	2
Ms Lisette Traves	Nominee of the DG, Department of Communities	N/A	11 months	N/A	2
Ms Melinda Payne	Deputy to the Government Architect	N/A	12 months	N/A	0
Ms Rebecca Moore	Government Architect	N/A	10 months	N/A	1
Prof Tony Blackwell	Professions representative	Per meeting	12 months	\$200.00	1

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 2020-21 year

Member	Position	Type of remuneration	Period of membership for 2020-21	Gross remuneration 2020-21	Meeting participation
Ms Robyn Fenech	Chairperson	Per meeting	12 months	\$1,830.00	5
Cr Gary Brennan	Mayor of the City of Bunbury	N/A	12 months	N/A	5
Mr Ashley Clements	Deputy to the CEO, South West Development Commission	N/A	12 months	N/A	5
Mr David Kerr	President of the Bunbury Geographe Chamber of Commerce and Industry	Per meeting	12 months	N/A	6
Mr David Saunders	Nominee of the DG, Department of Planning, Lands and Heritage	N/A	12 months	N/A	5
Mr Frank Marra	CEO, DevelopmentWA	N/A	12 months	N/A	2
Mr Geoff Klem	Community representative	Per meeting	12 months	\$1,190.00	5
Mr John Castrilli	Community representative	Per meeting	12 months	\$714.00	2
Mr Michael Schramm	Deputy Nominee of the DG, Department of Planning, Lands and Heritage	N/A	12 months	N/A	3
Mr Nigel Hindmarsh	Nominee of the DG, Department of Communities	N/A	12 months	N/A	1
Mr Stan Liaros	Business representative	Per meeting	12 months	\$952.00	3
Mr Steve Jenkins	Nominee of the DG, Department of Transport	N/A	12 months	N/A	2
Mr Steve Lewis	CEO, Southern Ports Authority	N/A	12 months	N/A	2
Mr Stuart Nahajski	Deputy to the CEO, DevelopmentWA	N/A	12 months	N/A	1
Ms Kanella Hope	Business representative	Per meeting	12 months	\$1,428.00	5
Ms Mellisa Teede	CEO South West Development Commission	N/A	12 months	N/A	0
Ms Sharon Cooke	Indigenous representative	Per meeting	12 months	N/A	1

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. Chaired by the Government Architect, the Panel provides advice to State Government agencies, decision-makers and proponents, including the WAPC.

Details of members and remuneration for the 2020-21 year

Member	Position	Type of remuneration	Period of membership for 2020-21	Gross remuneration 2020-21	Meeting participation
Rebecca Moore	Chair	N/A	10 months	N/A	36
Melinda Payne	Chair	N/A	12 months	N/A	14
David Caddy	Chair	N/A	2 months	N/A	3
Alf Seeling	Member	Per meeting	12 months	\$9,750.00	10
Alisdair MacKerron	Member	Per meeting	12 months	\$1,000.00	1
Annabelle Pegrum	Member	Per meeting	12 months	\$4,375.00	4
Anthony Duckworth	Member	Per meeting	12 months	\$10,750.00	16
Carolyn Marshall	Member	Per meeting	12 months	\$1,000.00	1
Chris Maher	Member	Per meeting	12 months	\$17,000.00	19
Chris Melsom	Member	Per meeting	12 months	\$10,125.00	13
Damien Pericles	Member	Per meeting	12 months	\$12,750.00	13
David Barr	Member	Per meeting	12 months	\$2,125.00	3
David Karotkin	Member	Per meeting	12 months	\$8,250.00	11
Denise Morgan	Member	Per meeting	12 months	\$6,625.00	5
Dominic Snellgrove	Member	Per meeting	12 months	\$11,125.00	15
Emma Williamson	Member	Per meeting	12 months	\$5,375.00	5
Geoffrey London	Member	Per meeting	12 months	\$5,250.00	3
Hans Oerlemans	Member	Per meeting	12 months	\$4,625.00	5
Helen Lochhead	Member	Per meeting	12 months	\$1,000.00	1
Josh Byrne	Member	Per meeting	12 months	\$0	4

Member	Position	Type of remuneration	Period of membership for 2020-21	Gross remuneration 2020-21	Meeting participation
Karen Hyde	Member	Per meeting	12 months	\$5,125.00	5
Kate Cullity	Member	Per meeting	12 months	\$0	1
Kathy Meney	Member	Per meeting	12 months	\$5,250.00	6
Ken Maher	Member	Per meeting	12 months	\$10,125.00	5
Libby Guj	Member	Per meeting	12 months	\$4,125.00	4
Margie Tannock	Member	Per meeting	12 months	\$4,750.00	3
Marion Fredriksson	Member	Per meeting	12 months	\$5,250.00	5
Morag Lee	Member	Per meeting	12 months	\$1,000.00	1
Munira Mackay	Member	Per meeting	12 months	\$1,000.00	1
Natalie Busch	Member	Per meeting	12 months	\$10,625.00	13
Nerida Moredoundt	Member	Per meeting	12 months	\$1,000.00	1
Pam Gaunt	Member	Per meeting	12 months	\$3,500.00	3
Patrick Kosky	Member	Per meeting	12 months	\$2,000.00	2
Paul Jones	Member	Per meeting	12 months	\$6,125.00	5
Peter Ciemitis	Member	Per meeting	12 months	\$4,500.00	3
Peter Lee	Member	Per meeting	12 months	\$10,375.00	11
Philip Gresley	Member	Per meeting	12 months	\$13,000.00	14
Phillip Griffiths	Member	Per meeting	12 months	\$4,750.00	4
Rachel Pleasant	Member	Per meeting	12 months	\$1,000.00	1
Robina Crook	Member	Per meeting	12 months	\$1,000.00	1
Ryan Falconer	Member	Per meeting	12 months	\$4,750.00	4
Samantha Hall	Member	Per meeting	12 months	\$1,250.00	1
Shea Hatch	Member	Per meeting	12 months	\$4,000.00	4
Shelley Penn	Member	Per meeting	12 months	\$6,750.00	3
Shelley Sheperd	Member	Per meeting	12 months	\$2,750.00	3
Tom Griffiths	Member	Per meeting	12 months	\$6,250.00	5

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. Members of the committee are appointed by the Minister for Planning.

Details of members and remuneration for the 2020-21 year

Member	Position	Type of remuneration	Period of membership for 2020-21	Gross remuneration 2020-21	Meeting participation
Mr Charlie Zannino	Chairman and Councillor, City of Swan	Per meeting	12 months	\$1,980.00	10
Cr Rod Henderson	Nominee of the President, City of Swan	Per meeting	12 months	\$1,050.00	7
Mr Harry Gratte	Environmental expert	Per meeting	12 months	\$1,350.00	10
Mr Jim Lovreta	Representative of the Grape Growers Association of Western Australia Inc.	Per meeting	12 months	\$900.00	7
Mr John Griffiths	Representative of Swan Valley and Regional Winemakers Association	Per meeting	12 months	\$1,200.00	8
Mr Keith Vuleta	Resident of the Swan Valley	Per meeting	12 months	\$1,200.00	9
Mr Robert Sorgiovanni	Acting Representative of the Grape Growers Association of Western Australia Inc.	Per meeting	6 months	\$900.00	6
Mr Tom Smilovitis	Representative of the Midland and Districts Chamber of Commerce and Industries	Per meeting	12 months	\$0	5
Ms Allyson Kuidid	Representative of Tourism Council WA (Inc)	Per meeting	12 months	\$1,350.00	10
Ms Elizabeth Taylor	Nominee of the WAPC Chairman	Per meeting	12 months	\$1,350.00	10
Ms Shauna Alban	Representative of Equestrian Interests	Per meeting	12 months	\$1,350.00	10

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 WAPC or local government) for the reduction in value.

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

The Board of Valuers did not hold any meetings in 2020-21.

Heritage Council of Western Australia

Message from the Chair



During the course of the year, the Heritage Council of Western Australia (Heritage Council) met regularly on a fortnightly basis, with members also attending conferences, workshops, committee meetings and presentations to further the statutory objectives of the Heritage Council.

The Heritage Council, with assistance from the Department, deals with nominations for heritage listings, assessments under the Government Heritage Property Disposal Program, assessments arising out of various native title settlements, the approval of heritage agreements to cover private properties, and the detailed assessment of various development applications, as they affect heritage listed places.

The Heritage Council has a significant role in advising and providing guidelines for local government and various State Government agencies that have responsibility for or may directly affect heritage sites. In this regard, development of thematic studies, whether it be of bridges, dams or police stations, as well as a general history of Western Australia has proved useful. The Heritage Council has determined that the latter general thematic study should be published and made available as a useful tool across the heritage sector.

The Heritage Council regularly makes time available in its meetings to receive presentations from interested parties involved in a range of developments.

This year, the Heritage Council concentrated on the successful conclusion of the interim to permanent registration project before the deadline of 30 June 2021. Since the new Act took effect on 1 July 2019, some 40 places have been accorded permanent listing on the State Register, securing their position as significant places in Western Australia's cultural history. The Department's officers are to be complimented on the work involved in achieving this.

With the conclusion of the interim to permanent registration project, the Heritage Council looks forward to progressing the assessment of a number of identified significant priority sites, including New Norcia and the Kalgoorlie pipeline.

In addition to providing expert heritage advice, the Heritage Council is committed to education and the advancement of heritage values in the general community through Government funding of the annual heritage awards program, heritage grants, the heritage plaque program, and sponsorship of an annual heritage conference, held this year in Busselton, and other initiatives such as the heritage tourism workshop.

The Heritage Council is pleased to note that a number of heritage conservation projects were progressed as a result of the State Government's Economic Stimulus Package.

After some interruptions due to COVID-19 in 2020, the Heritage Council again reviewed its governance policies covering risk and risk management, conflict of interest and disclosure policies, and stakeholder engagement as a prelude to updating the Council's Charter and Strategic Plan.

Once again, I pay tribute to the hard work of my fellow Board members and the dedicated staff at the Department who have made possible the significant achievements of the year.

Hon John Cowdell AM
Chair

About the Heritage Council

The Heritage Council is the State Government's advisory and statutory body on heritage matters, 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.

Details of members and remuneration for the 2020-21 year

Member	Position	Type of remuneration	Period of membership for 2020-21	Gross remuneration 2020-21
John Cowdell	Chair	Sitting fees	12 months	\$31,648.50
Lloyd Clark	Councillor	Sitting fees	12 months	\$17,406.22
Nerida Moredoundt	Councillor	Sitting fees	12 months	\$17,444.22
Brad Pettitt	Councillor	Sitting fees	11 months	\$14,454.34
Sally Malone	Councillor	Sitting fees	12 months	\$19,403.96
Jennifer Marschner	Councillor	Sitting fees	12 months	\$17,406.22
Richard Offen	Councillor	Sitting fees	12 months	\$17,406.22
Erika Techera	Councillor	Sitting fees	12 months	\$17,406.22
Leigh Barrett	Councillor	N/A	12 months	N/A



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 Lands Trust (ALT)
- Aboriginal Advisory Council of Western Australia (AACWA)
- Aboriginal Affairs Co-ordinating Committee (AACC).

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 AACWA.

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

Message from the Trust



At the conclusion of the reporting period, the role of Aboriginal Lands Trust (ALT) Chairperson remains vacant. Following the resignation of Mr Glen Kelly, I was appointed Interim Chairperson of the ALT Board by the Minister of Aboriginal Affairs. Work is underway to appoint a

Chairperson with a permanent appointment expected to be made in the first half of 2021-22.

Over the financial year, the ALT Board approved the following actions in relation to the ALT estate:

- 13 approvals to transfer land
- 1 lease approval
- 2 sublease approvals
- 5 development approvals
- 3 lease terminations
- 9 approvals to transfer electricity infrastructure to a State-owned utility.

During the reporting period, a major focus of the ALT has been supporting the divestment of ALT managed land through the transfer of ownership, management and control of the land to Aboriginal people. As part of the commitment to divestment, the ALT has continued to support the transfer of properties through the implementation of agreements such as the South West Native Title Settlement and the Yamatji Nation Indigenous Land Use Agreement.

Among the land transfers approved by the ALT are two reserves in the Shire of Mount Magnet and one reserve in the Shire of Yalgoo. These transfers represent the fulfilment of long-standing ALT commitments to see the management and control of the properties returned to organisations representing the Badimia people from the Mid-West region of the State.

The ALT also made a recommendation to the Minister for Aboriginal Affairs, acting as the Aboriginal Affairs Planning Authority, that part of a heritage reserve in Kununurra be divested to support the social, cultural and economic aspirations of the Miriwung and Gajerrong people of Kununurra and its surrounds.

In August 2020, three new members were appointed to the ALT Board for a four-year term ending on 30 June 2024. We welcomed Ms Rowena Mouda, Mr Andrew Dowding and Mr Fabian Tucker. ALT members are appointed based on their knowledge, skills and experience in Aboriginal housing service provision; business and economic development; and/or planning and land management. The terms of membership of ALT members are staggered to ensure strong continuity.

Roanna Edwards

On behalf of the Trust

About the Trust

The ALT is established under section 20 of the *Aboriginal Affairs Planning Authority Act 1972*. The ALT represents the interests of Aboriginal people in Western Australia and provides advice to the Minister for Aboriginal Affairs on ALT land issues.

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 Bidyadanga, Balgo, Warburton, Kalumburu and Jigalong.

The ALT is responsible for the management of the ALT estate, including divestment of land, granting of interests such as leases and the approval of development on the land. The ALT has a statutory obligation to ensure that its decisions about the use and management of the ALT estate benefit Aboriginal people and, where possible, accord with the wishes of the Aboriginal inhabitants of the land.

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

Details of members and remuneration for the 2020-21 year

Member	Position	Type of remuneration	Period of membership for 2020-21	Gross remuneration 2020-21
Glen Kelly	Chair	Per full day meeting or per part day meeting	10 months	\$700.00
Roanna Edwards	Interim Chair	Per full day meeting or per part day meeting	12 months	Nil
Nerida Haynes	Member	Per full day meeting or per part day meeting	12 months	\$2,008.00
James Elliott	Member	Per full day meeting or per part day meeting	12 months	Nil
Rowena Mouda	Member	Per full day meeting or per part day meeting	11 months	\$1,548.00
Fabian Tucker	Member	Per full day meeting or per part day meeting	11 months	\$930.00
Andrew Dowding	Member	Per full day meeting or per part day meeting	11 months	\$1,198.00

Note: The Chair, Mr Kelly, took leave from 21 September 2020 to 2 April 2021 and resigned from the ALT as of 21 April 2021.

During the period 1 July 2020 to 30 November 2020, Trust members were 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 was paid a sitting fee of \$540 per full day meeting (for four hours duration); or \$350 per part day meeting (for meetings under four hours duration).

After a review by the Public Sector Commission, the remuneration was increased as of 1 December 2020 to Trust members being paid a sitting fee of \$476 per full day meeting (for four hours duration); or \$309 per half day meeting (for meetings under four hours duration) and the Chair being paid a sitting fee of \$732 per full day meeting (for four hours duration); or \$476 per half day meeting (for meetings under four hours duration).

Aboriginal Advisory Council of Western Australia

The Aboriginal Advisory Council of Western Australia, 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 Council'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 November 2020, the former Minister for Aboriginal Affairs, Hon Ben Wyatt MLA, extended the appointment of 11 members for a further three years to August 2023. These peer-nominated Aboriginal leaders reflect a diversity of region, gender, organisation and subject matter expertise backgrounds.

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

Five Council meetings were held during 2020-21, with regular teleconferences held during the COVID-19 pandemic and recovery period.

Secretariat support is provided by the Department of the Premier and Cabinet.

Details of members and remuneration for the 2020-21 year

Member	Position	Type of remuneration	Period of membership for 2020-21	Gross remuneration 2020-21
Gail Beck	Co-Chair	Sitting fees (annual)	12 months	\$7,900*
Martin (Marty) Sibosado	Co-Chair	Sitting fees (annual)	12 months	\$8,004*
Vicki O'Donnell	Member	Sitting fees (annual)	12 months	\$5,617*
Jonathan Ford	Member	Sitting fees (annual)	12 months	\$4,976*
Daniel Brown	Member	Sitting fees (annual)	12 months	\$1,986
Merle Carter	Member	Sitting fees (annual)	12 months	\$3,008
Linda Dridi	Member	Sitting fees (annual)	12 months	\$2,030
Gordon Gray	Member	Sitting fees (annual)	12 months	\$4,060
Mary (Corina) Martin	Member	Sitting fees (annual)	12 months	\$4,009
Lynette (Gail) Adamson	Member	Sitting fees (annual)	12 months	\$3,770
Peter Riley	Member	Sitting fees (annual)	12 months	\$4,151

*** Note:** The remuneration indicated above includes remuneration for those members of the Aboriginal Advisory Council of Western Australia who are also represented on the Aboriginal Affairs Co-ordinating Committee.

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 (Chair)
- Chair of the Aboriginal Advisory Council of Western Australia
- Director General, Department of Health
- Director General, Department of Education
- Director General, Department of Communities
- Under Treasurer, Department of Treasury
- Director General, Department of Planning, Lands and Heritage
- Director General, Department of Justice
- Commissioner, Western Australia Police Force

Secretariat support is provided by the Department of the Premier and Cabinet.

The Committee held four meetings in 2020-21, 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 development of the new National Agreement on Closing the Gap.

Details of members and remuneration for the 2020-21 year

Member	Position	Type of remuneration	Period of membership for 2020-21	Gross remuneration 2020-21
Rebecca Brown	A/Chair	N/A	12 months	Nil
Michelle Andrews	Member	N/A	12 months	Nil
Lisa Rodgers	Member	N/A	12 months	Nil
Martin (Marty) Sibosado	Co-Chair	Sitting fees (per meeting)	12 months	* Remuneration is included with remuneration for the Aboriginal Advisory Council
Gail Beck	Member	Sitting fees (annual)	12 months	* Remuneration is included with remuneration for the Aboriginal Advisory Council
David Russell-Weisz	Member	N/A	12 months	Nil
Michael Barnes	Member	N/A	12 months	Nil

Details of non-voting members and remuneration for the 2020-21 year

Member	Position	Type of remuneration	Period of membership for 2020-21	Gross remuneration 2020-21
Adam Tomison	Member	N/A	12 months	Nil
Gail McGowan	Member	N/A	12 months	Nil
Chris Dawson	Member	N/A	12 months	Nil
Jonathan Ford	Member	Sitting fees (annual)	12 months	* Remuneration is included with remuneration for the Aboriginal Advisory Council
Vicki O'Donnell	Member	Sitting fees (annual)	12 months	* Remuneration is included with remuneration for the Aboriginal Advisory Council

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.

Despite the interruptions caused by COVID-19, it has been an extremely busy year for the Committee, with over 150 statutory applications and over 218 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 busy year with reviews and court decisions. I recognise how challenging it is to ensure there is a balanced approach between land development and the protection of Aboriginal heritage in Western Australia. I value their opinions and robust and honest discussions; it is a complex area we work in.

I'd also like to recognise the contributions of Mr Smith, who we sadly lost this year. Mr Smith represented his community and the Aboriginal people of Western Australia on a range of complex issues and will be remembered for his dedication, commitment and contributions to improving outcomes for Aboriginal people in Western Australia. His contribution to Aboriginal cultural heritage matters will be sorely missed by his fellow members.

I would also like to recognise the Registrar of Aboriginal Sites and all of the Department of Planning, Lands and Heritage's Aboriginal Heritage staff and thank them for their hard work this year. The team consistently ensures agenda papers and Aboriginal heritage matters are dealt with professionally and 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 into the future.

Vanessa Kickett
Chair

About the Aboriginal Cultural Material Committee

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

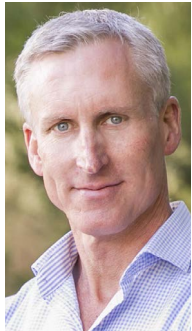
- evaluate on behalf of the community the importance of places and objects alleged to be associated with Aboriginal persons
- record and preserve the traditional Aboriginal lore related to such places and objects, where appropriate
- recommend to the Minister for Aboriginal Affairs (Minister) places and objects which, in the opinion of the ACMC, 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 ACMC, and generally on any matter related to the objects and purposes of the Act
- perform the functions allocated to the ACMC 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 2020-21 year

Member	Position	Type of remuneration	Period of membership for 2020-21	Gross remuneration 2020-21
Vanessa Kickett	Chairperson	Sitting fees (per meeting)	12 months	\$9,475.00
Merle Carter	Councillor	Sitting fees (per meeting)	12 months	\$4,608.00
Patrick Churnside	Councillor	Sitting fees (per meeting)	12 months	\$2,304.00
Mr Smith	Councillor	Sitting fees (per meeting)	11 months	\$1,152.00
Lindsay Dean	Councillor	Sitting fees (per meeting)	12 months	\$4,661.26
Michael Slack	Councillor	Sitting fees (per meeting)	12 months	\$3,840.00
Danielle Stefani	Councillor	Sitting fees (per meeting)	12 months	\$4,992.00
Joslyn Tass	Councillor	Sitting fees (per meeting)	12 months	\$5,045.26

Pastoral Lands Board

Message from the Chair



Over the past year, the pastoral industry has worked to meet the challenges presented by greater public awareness of issues such as environmental degradation, land clearing and animal welfare. The growing interest of the public in these issues as well as changes to the natural environment over recent

decades, point to the need for new and innovative ways to use and preserve the ecology, while extracting economic value from the land.

To assist in this process, the Pastoral Lands Board (PLB) finalised and published some important policy documents during the year, including the Viability and Sustainability of New Standalone Pastoral Leases Policy and the Good Pastoral Land Management Guidelines. In addition, the PLB developed its Statement of Strategic Intent for the next three years, to guide the progression of Pastoral Lands Reform and other important policy reforms. The PLB's strategic agenda is now focused on the delivery of a range of other high priority policy documents to guide the administration of the pastoral estate, including:

- Rangeland Management Compliance Policy
- Development Plan and Management Plan Guidelines

- Clearing for Pastoral Purposes Policy
- Cultivation of Non-Indigenous Plant Species on Pastoral Leases.

Notwithstanding these important issues, the PLB's highest priority remains the progression of the legislative changes contained in Pastoral Lands Reform program. These reforms will bring significant benefits to the pastoral industry through stronger land tenure, better monitoring of land conditions, more flexible diversification permit arrangements and voluntary accreditation programs, and will broaden the powers of the PLB to ensure the appropriate management of pastoral land.

Over the past year, the PLB continued its work with Government and industry to improve the pastoral rent system. The Valuer-General's announcement of the adjusted (decreased) rate of the forecast rent increases from the 2019 pastoral lease rent process will allow many pastoralists to plan for the future with more certainty. A more predictable, less volatile methodology for setting pastoral rents remains a priority of the PLB.

This year, the PLB was able to hold a regional meeting in Mount Magnet to meet with local pastoralists and to view regeneration efforts being undertaken in the southern rangelands. The human-induced regeneration carbon sequestration initiative is proving to be a real positive for many pastoralists in the Southern Rangelands, bringing in much-needed funding and supporting the renewal of the environment.

I would like to thank members of the PLB and the support teams within the Department of Planning, Lands and Heritage for their work over the past year. I would also like to acknowledge industry bodies, 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 Pastoral Lands Board

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

The PLB functions under the LAA include advising the Minister for Lands in relation to policy relating to pastoral land administration, ensuring that pastoral leases are managed on an ecologically sustainable basis, and developing policies to prevent rangeland degradation and encourage rangeland rehabilitation.

Details of members and remuneration for the 2020-21 year

During the period 1 July 2020 to 30 June 2021, Board members were paid a sitting fee of \$560 per full day meeting (for four hours duration) and \$370 per part day meeting (for meetings under four hours duration).

Member	Position	Type of remuneration	Period of membership for 2020-21	Gross remuneration 2020-21
Tim Shackleton	Chair	Annual salary paid fortnightly	12 months	\$31,655.00
Jane Sale	Member	Per full day meeting or per part day meeting	12 months	\$1,680.00
Jamie Burton	Member	Per full day meeting or per part day meeting	12 months	\$3,170.00
Ashley Dowden	Member	Per full day meeting or per part day meeting	12 months	\$3,170.00
Kim Eckert	Member	Per full day meeting or per part day meeting	12 months	\$3,170.00
Darrylin Gordon	Member	Per full day meeting or per part day	8 months	N/A

Note: Ms Darrylin Gordon resigned on 17 March 2021. During her eight months on the Board, she was ineligible for sitting fees.

The gross remuneration figure does not include motor vehicle allowance and travel-related reimbursements that Board members are entitled to.

Development Assessment Panels

Development Assessment Panels (DAP) 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.

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 a database of meetings and member participation.

All DAP meetings are open to the public and members of the media. In 2020-21, 271 DAP applications were received, including 209 new Form 1 applications, 45 Form 2 (minor amendment or cancellation) applications and 17 State Administrative Tribunal appeals.

Breakdown by DAP area

No. Applications received by DAP	Form 1	Form 2	SAT	Total
Perth Local Development Assessment Panel	4	1	0	5
Metro Inner-North Joint Development Assessment Panel	51	15	4	70
Metro Inner-South Joint Development Assessment Panel	40	13	5	58
Metro Outer Joint Development Assessment Panel	96	15	7	118
Regional Joint Development Assessment Panel	18	1	1	20

Cost of Development by DAP area for new (form 1) applications

New application cost of development	Mandatory	Optional	Total
Perth Local Development Assessment Panel	\$408,100,000	Nil	\$408,100,000
Metro Inner-North Joint Development Assessment Panel	\$302,169,600	\$121,606,000	\$423,775,600
Metro Inner-South Joint Development Assessment Panel	\$468,066,363	\$111,950,000	\$580,016,363
Metro Outer Joint Development Assessment Panel	\$1,022,726,011	\$140,867,000	\$1,163,593,011
Regional Joint Development Assessment Panel	\$540,590,894	\$22,580,000	\$563,170,894

Details of members and remuneration for the 2020-21 year

Name	Position	Type of remuneration	Period of membership 2020-21	Gross remuneration 2020-21
Cr Aaron Adams	Local Government Member	Sitting fees (per meeting attended)	12 months	\$400
Cr Carol Adams	Local Government Member	Sitting fees (per meeting attended)	12 months	\$3,825
Mr Peter Addison	Third Specialist Member	Sitting fees (per meeting attended)	12 months	\$425
Mr John Arias	Deputy Presiding Member	Sitting fees (per meeting attended)	12 months	\$4,350
Cr Kevin Bailey	Local Government Member	Sitting fees (per meeting attended)	12 months	\$4,025
Cr Catherine Barlow	Local Government Member	Sitting fees (per meeting attended)	8 months	\$400
Ms Lindsay Baxter	Deputy Presiding Member	Sitting fees (per meeting attended)	12 months	\$3,185.10
Cr Paul Beech	Local Government Member	Sitting fees (per meeting attended)	12 months	\$200
Cr Fergus Bennett	Local Government Member	Sitting fees (per meeting attended)	12 months	\$5,525
Mr Ian Birch	Presiding Member	Sitting fees (per meeting attended)	12 months	\$53,807.71
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	\$7,950
Cr Julia Boyle	Local Government Member	Sitting fees (per meeting attended)	12 months	\$400
Cr Gina Boyne	Local Government Member	Sitting fees (per meeting attended)	12 months	\$400
Cr Rod Bradley	Local Government Member	Sitting fees (per meeting attended)	12 months	\$100
Cr Julie Brown	Local Government Member	Sitting fees (per meeting attended)	12 months	\$4,250
Cr Todd Brown	Local Government Member	Sitting fees (per meeting attended)	12 months	\$950
Cr Lorna Buchan	Local Government Member	Sitting fees (per meeting attended)	12 months	\$850
Cr Daniel Bull	Local Government Member	Sitting fees (per meeting attended)	12 months	\$1,800
Cr Carl Celedin	Local Government Member	Sitting fees (per meeting attended)	12 months	\$1,050
Ms Sheryl Chaffer	Deputy Presiding Member	Sitting fees (per meeting attended)	12 months	\$30,626.68
Cr Ronald Chambers	Local Government Member	Sitting fees (per meeting attended)	12 months	\$825
Ms Rachel Chapman	Deputy Presiding Member	Sitting fees (per meeting attended)	12 Months	\$12,625
Cr Rebecca Coghlan	Local Government Member	Sitting fees (per meeting attended)	8 months	\$825
Cr Amy Collins	Local Government Member	Sitting fees (per meeting attended)	12 months	\$425
Cr Melvyn Congerton	Local Government Member	Sitting fees (per meeting attended)	12 months	\$2,425

Name	Position	Type of remuneration	Period of membership 2020-21	Gross remuneration 2020-21
Cr Wendy Cooper	Local Government Member	Sitting fees (per meeting attended)	12 months	\$1,275
Cr Georgiana Corke	Local Government Member	Sitting fees (per meeting attended)	12 months	\$850
Cr Glenn Cridland	Local Government Member	Sitting fees (per meeting attended)	12 months	\$2,225
Cr Maria Cristoffanini	Local Government Member	Sitting fees (per meeting attended)	12 months	\$400
Mr Brian Curtis	Deputy Presiding Member	Sitting fees (per meeting attended)	12 months	\$100
Cr Frank Cvitan	Local Government Member	Sitting fees (per meeting attended)	12 months	\$4,975
Cr Michael Dagostino	Local Government Member	Sitting fees (per meeting attended)	12 months	\$400
Cr Matthew Davis	Local Government Member	Sitting fees (per meeting attended)	12 months	\$400
Cr Cilla De lacy	Local Government Member	Sitting fees (per meeting attended)	3 months	\$2,975
Cr Wendy Dickinson	Local Government Member	Sitting fees (per meeting attended)	12 months	\$400
Cr Elizabeth Dowling	Local Government Member	Sitting fees (per meeting attended)	12 months	\$825
Cr Kathryn Driver	Local Government Member	Sitting fees (per meeting attended)	12 months	\$1,250
Cr Catherine Ehrhardt	Local Government Member	Sitting fees (per meeting attended)	12 months	\$1,475
Cr Wendy Eiby	Local Government Member	Sitting fees (per meeting attended)	12 months	\$400
Cr Felicity Farrelly	Local Government Member	Sitting fees (per meeting attended)	12 months	\$1,250
Cr Veronica Fleay	Local Government Member	Sitting fees (per meeting attended)	12 months	\$400
Cr Brent Fleeton	Local Government Member	Sitting fees (per meeting attended)	4 months	\$1,250
Cr Alexander Fullarton	Local Government Member	Sitting fees (per meeting attended)	12 months	\$400
Cr Kevin Gale	Local Government Member	Sitting fees (per meeting attended)	12 months	\$400
Cr Stacey Gillespie	Local Government Member	Sitting fees (per meeting attended)	12 months	\$400
Ms Diana Goldswain	Third Specialist Member	Sitting fees (per meeting attended)	12 months	\$11,350
Cr David Goode	Local Government Member	Sitting fees (per meeting attended)	12 months	\$4,250
Cr Alaine Haddon-Casey	Local Government Member	Sitting fees (per meeting attended)	12 months	\$1,250
Mr Rene Haeren	Presiding Member	Sitting fees (per meeting attended)	12 months	\$4,400
Cr Deborah Hamblin	Local Government Member	Sitting fees (per meeting attended)	12 months	\$850
Mr Andrew Hammond	Local Government Member	Sitting fees (per meeting attended)	4 months	\$425
Cr Rodney Henderson	Local Government Member	Sitting fees (per meeting attended)	12 months	\$5,625

Name	Position	Type of remuneration	Period of membership 2020-21	Gross remuneration 2020-21
Cr Grant Henley	Local Government Member	Sitting fees (per meeting attended)	12 months	\$1,275
Mr Jason Hick	Third Specialist Member	Sitting fees (per meeting attended)	12 months	\$24,525
Mr Clayton Higham	Presiding Member	Sitting fees (per meeting attended)	12 months	\$47,831.47
Ms Kanella Hope	Deputy Presiding Member	Sitting fees (per meeting attended)	12 months	\$6,915.20
Cr Jacqueline Huntley	Local Government Member	Sitting fees (per meeting attended)	12 months	\$3,075
Ms Karen Hyde	Deputy Presiding Member	Sitting fees (per meeting attended)	12 months	\$2,457.72
Cr Guiseppe Italiano	Local Government Member	Sitting fees (per meeting attended)	12 months	\$400
Cr Tania Jackson	Local Government Member	Sitting fees (per meeting attended)	12 months	\$200
Cr Jesse Jacobs	Local Government Member	Sitting fees (per meeting attended)	12 months	\$2,225
Cr Bryn Jones	Local Government Member	Sitting fees (per meeting attended)	12 months	\$850
Cr Mark Jones	Local Government Member	Sitting fees (per meeting attended)	12 months	\$1,275
Cr Nigel Jones	Local Government Member	Sitting fees (per meeting attended)	12 months	\$425
Cr Stephen Kepert	Local Government Member	Sitting fees (per meeting attended)	12 months	\$3,925
Cr Caroline Knight	Local Government Member	Sitting fees (per meeting attended)	12 months	\$950
Cr Viktor Ko	Local Government Member	Sitting fees (per meeting attended)	12 months	\$425
Mr Eugene Koltasz	Deputy Presiding Member	Sitting fees (per meeting attended)	12 months	\$1,745.08
Mr Paul Kotsoglo	Presiding Member	Sitting fees (per meeting attended)	12 months	\$6,900
Cr Jenna Ledgerwood	Local Government Member	Sitting fees (per meeting attended)	12 months	\$425
Mr Peter Lee	Third Specialist Member	Sitting fees (per meeting attended)	12 months	\$4,025
Ms Francesca Lefante	Presiding Member	Sitting fees (per meeting attended)	12 months	\$60,600
Cr Catherine Lezer	Local Government Member	Sitting fees (per meeting attended)	4 months	\$400
Cr Catherine Lilly	Local Government Member	Sitting fees (per meeting attended)	12 months	\$400
Cr Daniel Loden	Local Government Member	Sitting fees (per meeting attended)	12 months	\$1,375
Cr Peter Long	Local Government Member	Sitting fees (per meeting attended)	12 months	\$850
Cr Paul Macfarlane	Local Government Member	Sitting fees (per meeting attended)	12 months	\$425
Cr Philip Marks	Local Government Member	Sitting fees (per meeting attended)	12 months	\$2,750
Cr Jacqueline McBurney	Local Government Member	Sitting fees (per meeting attended)	12 months	\$400

Name	Position	Type of remuneration	Period of membership 2020-21	Gross remuneration 2020-21
Cr Betty McCleary	Local Government Member	Sitting fees (per meeting attended)	12 months	\$1,375
Cr Thomas Mclean	Local Government Member	Sitting fees (per meeting attended)	12 months	\$400
Cr Renee McLennan	Local Government Member	Sitting fees (per meeting attended)	12 months	\$850
Cr Steven McMullen	Local Government Member	Sitting fees (per meeting attended)	12 months	\$825
Cr Suzanne Migdale	Local Government Member	Sitting fees (per meeting attended)	12 months	\$6,675
Mr Gary Mounsey	Local Government Member	Sitting fees (per meeting attended)	12 months	\$400
Cr Jeffrey Munn	Local Government Member	Sitting fees (per meeting attended)	12 months	\$2,550
Cr Derek Nash	Local Government Member	Sitting fees (per meeting attended)	12 months	\$1,275
Cr Xuan Vinh Nguyen	Local Government Member	Sitting fees (per meeting attended)	12 months	\$2,300
Cr Kelly Nunn	Local Government Member	Sitting fees (per meeting attended)	12 months	\$425
Ms Lee O'Donohue	Deputy Presiding Member	Sitting fees (per meeting attended)	12 months	\$31,300
Mr Justin Page	Third Specialist Member	Sitting fees (per meeting attended)	12 months	\$6,597.04
Cr Shelley Payne	Local Government Member	Sitting fees (per meeting attended)	12 months	\$400
Cr Nicholas Pazolli	Local Government Member	Sitting fees (per meeting attended)	12 months	\$3,600
Cr Rachel Pemberton	Local Government Member	Sitting fees (per meeting attended)	12 months	\$3,075
Cr Steven Penny	Local Government Member	Sitting fees (per meeting attended)	12 months	\$400
Ms Kym Petani	Deputy Presiding Member	Sitting fees (per meeting attended)	8 months	\$4,179.80
Cr Ronhda Potter	Local Government Member	Sitting fees (per meeting attended)	12 months	\$2,975
Cr Vicki Potter	Local Government Member	Sitting fees (per meeting attended)	12 months	\$2,975
Cr Richard Powell	Local Government Member	Sitting fees (per meeting attended)	12 months	\$2,525
Cr Elizabeth Re	Local Government Member	Sitting fees (per meeting attended)	12 months	\$425
Cr Michelle Rich	Local Government Member	Sitting fees (per meeting attended)	12 months	\$425
Mr Fredrick Riebeling	Local Government Member	Sitting fees (per meeting attended)	4 months	\$425
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	\$3,925
Cr Robert Rossi	Local Government Member	Sitting fees (per meeting attended)	12 months	\$2,750
Cr Matthew Rowse	Local Government Member	Sitting fees (per meeting attended)	12 months	\$4,250

Name	Position	Type of remuneration	Period of membership 2020-21	Gross remuneration 2020-21
Cr Stephen Russell	Local Government Member	Sitting fees (per meeting attended)	12 months	\$1,375
Cr Peter Smith	Local Government Member	Sitting fees (per meeting attended)	12 months	\$400
Cr Kerry Smyth	Local Government Member	Sitting fees (per meeting attended)	12 months	\$9,350
Cr Denese Smythe	Local Government Member	Sitting fees (per meeting attended)	12 months	\$100
Cr Chontelle Stone	Local Government Member	Sitting fees (per meeting attended)	12 months	\$3,400
Cr Lauren Strange	Local Government Member	Sitting fees (per meeting attended)	12 months	\$425
Cr Andrew Sullivan	Local Government Member	Sitting fees (per meeting attended)	12 months	\$3,925
Mr John Syme	Third Specialist Member	Sitting fees (per meeting attended)	12 months	\$34,704.96
Mr John Taylor	Third Specialist Member	Sitting fees (per meeting attended)	12 months	\$10,274.24
Cr Philippa Taylor	Local Government Member	Sitting fees (per meeting attended)	12 months	\$3,825
Cr Charmonix Terblanche	Local Government Member	Sitting fees (per meeting attended)	12 months	\$3,400
Cr Paul Terry	Local Government Member	Sitting fees (per meeting attended)	12 months	\$850
Cr Margaret Thomas	Local Government Member	Sitting fees (per meeting attended)	12 months	\$1,375
Cr Suzanne Thompson	Local Government Member	Sitting fees (per meeting attended)	12 months	\$3,400
Cr Chris Thomson	Local Government Member	Sitting fees (per meeting attended)	12 months	\$400
Cr Andres Timmermanis	Local Government Member	Sitting fees (per meeting attended)	12 months	\$1,375
Cr Joshua Topelberg	Local Government Member	Sitting fees (per meeting attended)	12 months	\$3,275
Cr Kevin Trent	Local Government Member	Sitting fees (per meeting attended)	12 months	\$100
Cr Fiona West	Local Government Member	Sitting fees (per meeting attended)	12 months	\$400
Cr Karen Wheatland	Local Government Member	Sitting fees (per meeting attended)	12 months	\$850
Cr Matthew Whitfield	Local Government Member	Sitting fees (per meeting attended)	9 months	\$425
Cr Thomas Widenbar	Local Government Member	Sitting fees (per meeting attended)	12 months	\$425
Cr Caroline Wielinga	Local Government Member	Sitting fees (per meeting attended)	12 months	\$850
Cr Matthew Woodall	Local Government Member	Sitting fees (per meeting attended)	12 months	\$2,225
Cr Cosimo Zannino	Local Government Member	Sitting fees (per meeting attended)	12 months	\$425

Governance Disclosures and Other Statutory Requirements

Photograph by staff member Danielle Matthews – Pemberton Orchard

Ministerial directives

No Ministerial directives were received during the financial year.

Disclosure of contracts by senior officers

In 2020-21, other than normal contracts of employment of service, no senior officers or firms of which senior officers are members, or entities in which senior officers have substantial interests, had any interests in existing or proposed contracts with the Department.

All staff who are participating in the evaluation of a tender are required to complete a conflict of interest declaration prior to that evaluation occurring. These are retained on the contract file.

Where a panel member declares an interest, that conflict is the responsibility of the Evaluation Panel chairperson. The Panel Chair in consultation with the Procurement Services team will agree an action to manage the conflict, however the Panel Chair, declaring officer and their manager will action and disclose the pecuniary or other interest in accordance with the Department's Conflict of Interest Policy.

Where an interest is declared after a contract has been awarded, the Department's Conflict of Interest Policy applies and that staff member and their manager will report, register and manage the conflict in accordance with the policy.

Financial disclosures

Pricing policies

The Department charges for goods and services rendered on a full or partial cost recovery basis. These fees and charges are determined in accordance with the Costing and Pricing Government Services: Guidelines for Use by Agencies in the Western Australian Public Sector, published by the Department of Treasury.

Major capital projects

In accordance with Treasurer's Instruction 903(13)(ii), the Department identifies the following major capital works projects that remain ongoing at the end of the financial year:

Project name	Expected year of completion	Estimated remaining cost to complete as at 30 June 2021 (\$000)	Estimated total cost of project (\$000)
Accommodation refurbishment and sustainability initiatives	2025-26	2,429	7,073
Asset replacement ICT	2025-26	2,145	19,182
ICT infrastructure	2025-26	8,377	32,909
Acquisition of Belmont Squash Centre	2021-22	925	2,000
Amendments to the <i>Planning and Development Act 2005</i> ICT upgrade	2021-22	396	500
Fremantle Prison priority conservation	2021-22	2,867	6,001
Roebourne Goal conservation	2021-22	580	580
Strata Titles (and Community) Reform ICT Implementation	2021-22	516	600

Unauthorised use of credit cards

The Department's 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.

In 2020-21, there were 30 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 a purchasing card has been used for personal purpose	30
Aggregate amount of personal use expenditure for the reporting period	\$1,191.09
Aggregate amount of personal use expenditure settled by the due date (within 5 working days)	\$588.81
Aggregate amount of personal use expenditure settled after the due date (after 5 working days)	\$602.28
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, marketing 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	\$498,967
	Other	\$77,760
Total		\$576,727

Compliance with public sector standards and ethical codes

The Department's Code of Conduct and its accountable and ethical decision-making and cultural awareness training modules reinforce compliance requirements for new and existing employees.

New employees attend an induction session when they start with the Department and ongoing support and advice is provided on public sector human resource standards, including advice for managers related to their obligations. The Department has also implemented a Management Foundations program to further develop management capability in this area.

This year, the Department developed its Fraud and Corruption Control Plan to ensure the risk of fraud and corruption related to its operations is appropriately mitigated. The Department's Conflict of Interest Policy and Procedure provides the framework to manage actual, potential and perceived conflicts of interest and includes declaration of outside interest requirements for roles within the Department that may have high integrity risks.

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 2020-21, the Department continued work to move its divisions onto a single Electronic Document and Record Management System (EDRMS) to optimise the efficiency and effectiveness of the Department's recordkeeping practices. This project is nearing completion.

New staff are provided comprehensive onboarding support when they commence through training in recordkeeping and Objective (the Department's EDRMS). 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 remind staff of their roles and responsibilities, compliance updates and an opportunity to advance their knowledge and use of the system.

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

The Department was established as an agency on 1 July 2017, under the *Public Management Act 1994*.

Administered legislation

The Department assists the Minister for Planning in administration of the following Acts:

- *Forrest Place and City Station Development Act 1985*
- *Hope Valley-Wattleup Redevelopment Act 2000*
- *Machinery of Government (Planning and Infrastructure) Amendment Act 2002*
- *Metropolitan Region Improvement Tax Act 1959*
- *Metropolitan Region Scheme (Fremantle) Act 1994*
- *Perry Lakes Redevelopment Act 2005*
- *Perth Town Hall Agreement Act 1953*
- *Planning and Development (Consequential and Transitional Provisions) Act 2005*
- *Planning and Development Act 2005*
- *Port Kennedy Development Act 2017*
- *Road closure Acts (various)*
- *Swan Valley Planning Act 2020* (former *Swan Valley Planning Act 1995* repealed 1 August 2021)

The Department assists the Minister for Lands in administration of the following Acts:

- *Anglican Church of Australia Diocesan Trustees and Lands Act 1918*
- *Anglican Church of Australia Lands Vesting Act 1892*
- *Anglican Church of Australia School Lands Act 1896*
- *Browse (Land) Agreement Act 2012*
- *Cambridge Endowment Lands Act 1920*
- *Canning Lands Revestment Act 1954*
- *Chevron-Hilton Hotel Agreement Act 1960*
- *City of Perth (Lathlain Park Reserves) Act 1950*
- *City of Perth (Leederville Park Lands) Act 1950*
- *East Carey Park Land Vesting Act 1957*
- *Fremantle City Council Lands Act 1929*
- *Fremantle Endowment Lands Act 1929*
- *Fremantle Reserves Surrender Act 1912*
- *Geraldton Agricultural and Horticultural Society's Land Act 1914*
- *Geraldton Sailors and Soldiers' Memorial Institute Lands Vesting Act 1933*
- *Jennacubbine Sports Council (Incorporated) Act 1965*
- *Land Administration (South West Native Title Settlement) Act 2016*
- *Land Administration Act 1997*

- *Land Administration Amendment Act 2000*
- *Parks and Reserves Act 1895*
- *Perth Town Hall Act 1950*
- *Perth Town Hall Agreement Act 1953*
- *Reserves (Tjuntjuntjara Community) Act 2018*
- *Reserves Acts (various)*
- *Roman Catholic New Norcia Church Property Act 1929*
- *Town of Claremont (Exchange of Land) Act 1964*
- *War Service Land Settlement Scheme Act 1954*

The Department assists the Minister for Heritage in administration of the following Act:

- *Heritage Act 2018*

The Department assists the Minister for Aboriginal Affairs in administration of the following Acts:

- *Aboriginal Affairs Planning Authority Act 1972*
- *Aboriginal Communities Act 1979*
- *Aboriginal Heritage (Marandoo) Act 1992*
- *Aboriginal Heritage Act 1972*

Other key legislation impacting on the Department's activities:

In the performance of its functions, the Department complies with the following relevant written laws:

- *Auditor General Act 2006*
- *Disability Services Act 1993*
- *Equal Opportunity Act 1984*
- *Financial Management Act 2006*
- *Freedom of Information Act 1992*
- *Industrial Relations Act 1979*
- *Long Service Leave Act 1958*
- *Minimum Conditions of Employment Act 1993*
- *Occupational Safety and Health Act 1984*
- *Procurement Act 2020 (former State Supply Commission Act 1991 repealed on 1 June 2021)*
- *Public Sector Management Act 1994*
- *Salaries and Allowances Act 1975*
- *State Records Act 2000*
- *Workers' Compensation and Injury Management Act 1981*

Other specialised legislation impacting on the Department's operations:

- *Building Act 2011*
- *Interpretation Act 1984*
- *Maritime Archaeology Act 1973*
- *Mining Act 1978*
- *Petroleum and Geothermal Energy Resources Act 1967*
- *Property Law Act 1969*
- *Public Works Act 1902*
- *Registration of Deeds Act 1856*
- *Strata Titles Act 1985*
- *Superannuation and Family Benefits Act 1938*
- *Transfer of Land Act 1893*
- *Valuation of Land Act 1978*

Legislation that may need to be considered in various planning decisions:

- *Environmental Protection Act 1986*
- *Environment Protection and Biodiversity Conservation Act 1999*
- *Contaminated Sites Act 2003*

Legislation overriding planning legislation:

- *City of Perth Act 2016*
- *Mining Act 1978*
- *State Agreement Acts*

Western Australian Planning Commission legislation:

- Greater Bunbury Scheme
- Metropolitan Region Scheme
- Peel Region Scheme