



Department of **Planning,
Lands and Heritage**

Strategic Plan

2025–2029

**SOLUTIONS FOCUSED FOR A
VIBRANT WESTERN AUSTRALIA**

Acknowledgement of Country

The Department of Planning, Lands and Heritage acknowledges the Aboriginal people as the traditional custodians of Western Australia. We pay our respects to the Ancestors and Elders, both past and present, and the ongoing connection between people, land, waters and community.

We acknowledge those who continue to share knowledge, their traditions and culture to support our journey for reconciliation. In particular, we recognise land and cultural heritage as places that hold great significance for Aboriginal people.

Director General Foreword

I am pleased to present the 2025–2029 Strategic Plan for the Department of Planning, Lands and Heritage which sets a strong vision for our agency against four ambitious goals.

Our Department is built from a passionate workforce that is committed to finding solutions which will deliver better outcomes for all Western Australians in respecting the past, creating new opportunities and planning for the future. This strategic plan sets a guide to focus our actions and empower our people to innovate and lead responsibly.

Over the next four years, our journey will be led by our strategic goals to shape communities across the State, achieve meaningful reconciliation, prioritise the sustainable and responsible management of land and encourage economic diversification. We will plan and manage land in a manner that will help accelerate and broaden the availability of housing in Western Australia. We will continue our commitment to work collaboratively with stakeholders and the community, improve outcomes for Aboriginal people, create great places and deliver broad economic, social and environmental benefits.

Underpinning this strategic plan are our core values – collaboration, innovation, integrity, professionalism and respect – and our newest value of accountability, which was identified as an essential driving force through the development of this strategic plan. Each of these values – alongside the five enabling principles – will continue to shape our attitudes and actions and guide our staff both personally and professionally.

Western Australia is like no other and this strategic plan serves to help our Department undertake our role to plan and manage land and heritage and achieve high quality social, environmental and economic outcomes for our communities.



Anthony Kannis PSM
Director General



Our Purpose

We plan and manage land and heritage for all Western Australians.

Our Vision

- To respect the past
- To create opportunities today
- To plan for the future

Overview of the Department’s role

Western Australia, a land of diversity, rich in history and steeped in culture. From thriving city landscapes to vast outback plains.

Beaches, lakes and waterways.

Deserts, plains and forests.

It is unlike anywhere else in the world. Spanning over 2.5 million square kilometres this land is home to an abundance of unique wildlife and environments, as well as a growing population and diverse cultures. This land, its culture, and its history (both ancient and recent) must be protected, managed and enhanced as the world progresses and demand for resources and space in this State grows. And that’s our reason for being. The Department of Planning, Lands and Heritage is preserving our past history and culture, realising the potential of our great State today, and planning for the future - for all Western Australians.

Ministers and Boards we support

Ministers

Minister for Planning
Minister for Lands
Minister for Aboriginal Affairs
Minister for Heritage

The Department provides support to the following boards and committees:

Aboriginal Cultural Heritage Committee
Aboriginal Lands Trust (ALT)
Development Assessment Panels
Heritage Council of Western Australia
Pastoral Lands Board (PLB)
Western Australian Planning Commission (WAPC)

Our Values

Respect

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

Collaboration

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

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.

Innovation

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

Professionalism

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

Accountability

We work in the interest of the public and take responsibility for our actions and decisions.

Enabling Principles

Thought Leadership

We provide expert insight and leadership to deliver solutions for Western Australians.

Empowering

We challenge current thinking to achieve the best outcomes for our stakeholders and the community.

Facilitating

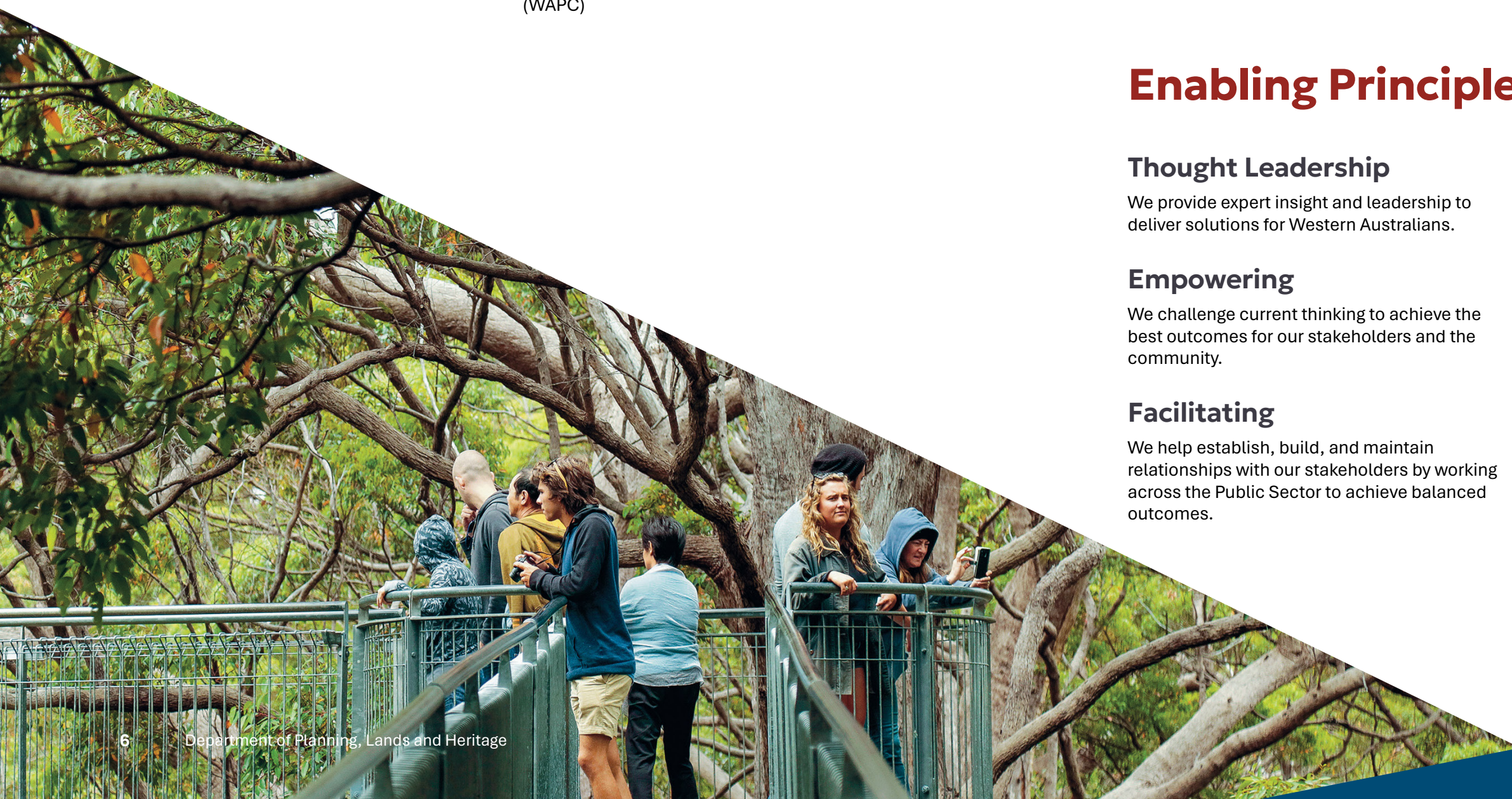
We help establish, build, and maintain relationships with our stakeholders by working across the Public Sector to achieve balanced outcomes.

Regional Presence

We deliver coordinated services for customers and stakeholders, facilitating good outcomes for regional communities.

Workforce Excellence

We are a safe and supportive workplace that attracts, develops and retains a dynamic and motivated workforce, encourages diversity and inclusion and is an environment that inspires and embraces innovation.



Goals

Shaping Communities

We are the sector leader for planning and managing the use of land and places and we work across Government to create and maintain thriving communities.

Understand and respond to the needs and expectations of communities and the individuals who have a connection to them which will deliver:

- improvement in confidence in the Department through quality engagement in consultation processes and collaborations;
- culturally sensitive and respectful approaches to development and delivery of infrastructure and services to complement communities' unique needs; and
- liveable communities through balancing the need for development with maintaining natural assets.

Work across Government using our influence to find solutions which will deliver:

- maximised availability of State land for well-designed dwellings built in proximity to precincts and centres;
- planning to facilitate access to greater diversity of housing to suit changing community needs;
- appropriate infrastructure and services which support the current and future needs of communities; and
- improvements in amenity, particularly for regional communities.

Design and foster communities with a strong sense of identity and belonging which will see:

- leveraged investment in programs to enhance cultural, environmental and heritage outcomes; and
- greater awareness and engagement in Department funding programs for education and community participation.

Build community awareness of long term Government priorities for sustainable development of land and how this informs decision making which will see:

- planning decisions that directly support the State Planning Strategy and regional planning strategies, including Perth and Peel@3.5million;
- improved alignment of communication across Government agencies; and
- improved community understanding of the benefits associated with sustainable use of land.

Meaningful Reconciliation

We use all levers available to the Department to achieve improved outcomes for Aboriginal people which supports meaningful reconciliation.

Prioritise access to, and custodianship of land for cultural, social and economic outcomes for Aboriginal people which will see:

- joint partnerships and equity participation in projects; and
- free, prior and informed consent for actions impacting Aboriginal culture and Native title rights and interests.

Empower employees to incorporate their cultural understanding and knowledge to enable positive engagement and outcomes for Aboriginal people which will see:

- improved cultural competency of staff and contractors;
- reconciliation incorporated into business planning and operations; and
- support for a culturally safe workplace.

Engage with Aboriginal people to support cultural and heritage protection which will see:

- consultation with Aboriginal people to encourage and support acknowledgement of Aboriginal heritage sites;
- support for interpretation and promotion of Aboriginal sites; and
- an increase in engagement with the community to share cultural knowledge base and continue raising awareness of Aboriginal history, culture and tradition.

Build and maintain authentic relationships with Aboriginal people which will see:

- sharing of and promoting stories of Aboriginal staff and stakeholders in their work with the Department; and
- improved quality of engagement.

Support self-determination of Aboriginal people which will see:

- a partnership approach that supports the rights and aspirations of Aboriginal people that addresses principles of the United Nations Declaration on the Rights of Indigenous People;
- inclusive decision making with Aboriginal people.

Sustainable and Responsible Management of Land

We will proactively manage cultural, built and natural assets held by the State to deliver economic, social and environmental benefit to the public.

Strategically and creatively collaborate with internal and external stakeholders to find solutions for responsible and sustainable management of land which will see:

- optimised use of land to deliver Government priorities and objectives, ensuring land availability for future purposes; and
- maximised experiences at visitor sites through programs that encourage cultural awareness and support sustainable management.

Promote responsible use of resources for the benefit of current and future generations which will see:

- agreed measures for assessing achievement of social, economic and environmental outcomes tailored to the Department's work;
- a genuine commitment to the relevant Closing the Gap indicators by ensuring Aboriginal people have a say in the design and delivery of policies, programs and services, and the decisions we make that affect them;
- identification of innovative service delivery model options with stakeholders; and
- optimised use of land to improve social, economic and environmental outcomes for the benefit of the State and the community.

Proactively mitigate climate impacts and planning for adaptation to a different climate through the management of land which will see:

- an increase in education, awareness and support programs on climate impact;
- more effective policies related to the intersect between climate change and management of land;
- improved coordination across Government of land for environmental offsets;
- a transition to net zero and achievement of policy targets; and
- information and projects which support climate resilience and mitigation for heritage and cultural sites and other land assets.

Economic Diversification

We will proactively facilitate economic diversification to provide public value.

Share leadership across Government to enable economic diversification which will see:

- strategically led land use planning, development, and management to contribute to the State Government's agenda for economic diversification;
- an increase in co-delivery of Government led initiatives;
- responsiveness to changes impacting land use for economic diversification; and
- prioritisation of work with Aboriginal people to identify opportunities that will deliver economically diversified options to build economic growth.

Work towards delivery of Government environmental objectives in the transition to net zero and managing climate risk which will see:

- policy and decision making that respond to a changing climate in line with Government commitments;
- renewable energy transition through fit for purpose land tenure, including the new Diversification Lease;
- delivery of net zero and emission reduction targets for the Department in order to achieve environmental and economic benefits for the State; and
- streamlined pathways for proposals which support transition to net zero.



© State of Western Australia

Published by the
Department of Planning, Lands and Heritage

Gordon Stephenson House
140 William Street
Perth WA 6000

Locked Bag 2506, Perth WA 6001
Published April 2025

Website: www.wa.gov.au/dplh
Email: info@dplh.wa.gov.au
Tel: 08 6551 8002

National Relay Service: 13 36 77

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

This document is available in alternative
formats on application to the Department's
Communications and Engagement directorate.