



## Shire of Lake Grace

22 December 2021 Ordinary Council Meeting

# INFORMATION BULLETIN

## ITEM 16.1 - ATTACHMENTS

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## INFORMATION BULLETIN

# INFRASTRUCTURE SERVICES REPORT

YTD NOVEMBER 2021

## ROAD MAINTENANCE GRADING

ROAD MAINTENANCE GRADING FROM 1 NOVEMBER 2021 - 30 NOVEMBER 2021

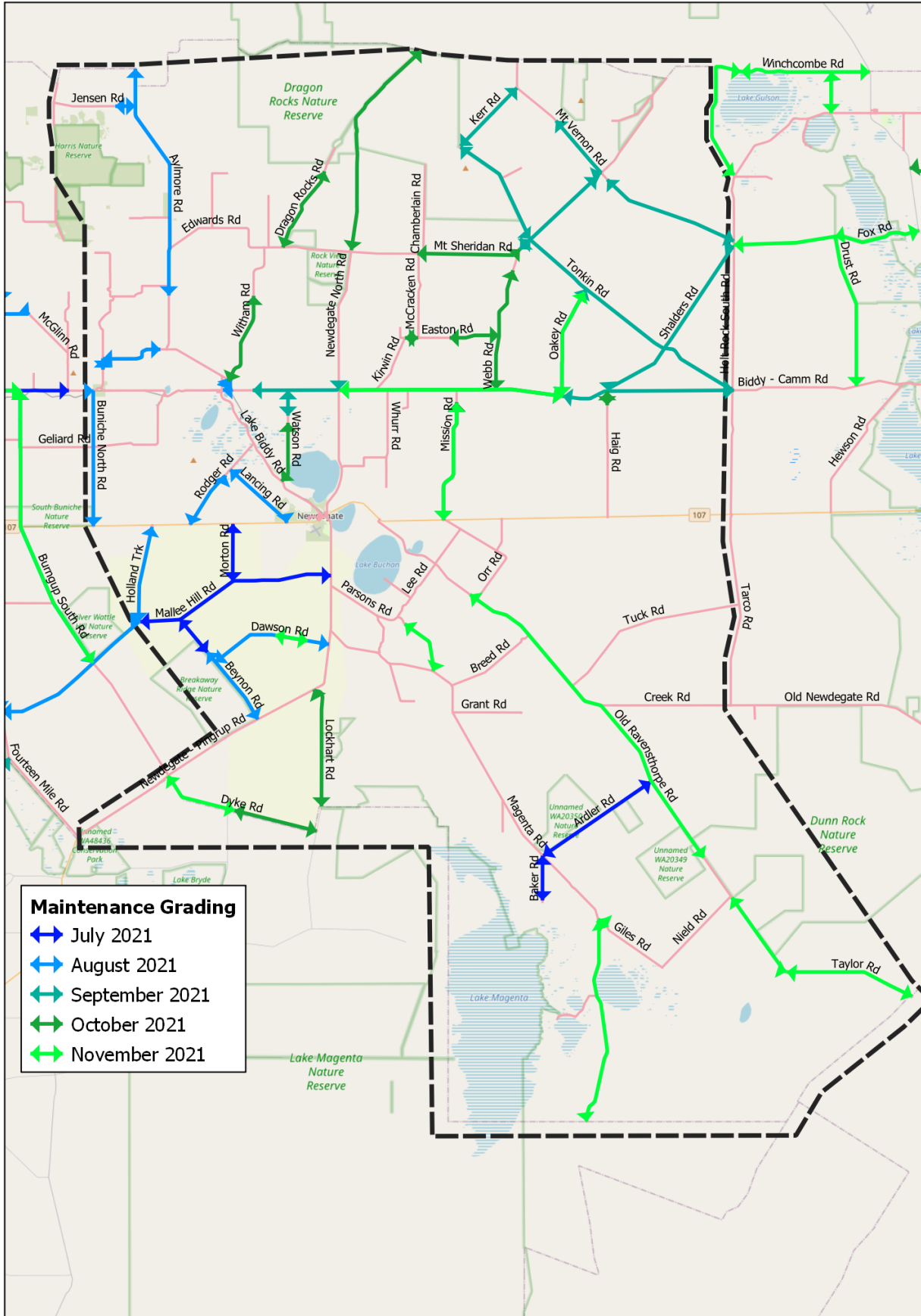
Newdegate – November 2021

Road	Total Graded (km)
Biddy Camm Rd	18.4
Breed Rd	0.0
Dawson Rd	2.7
Dyke Rd	6.5
Giles Rd	1.0
Magenta Rd	23.9
Mission Rd	10.0
Oakey Rd	9.0
Old Ravensthorpe Rd	37.0
Parsons Rd	4.9
Taylor Rd	11.0
<b>Total</b>	<b>124.4</b>

Newdegate 2021/22 YTD

Year	Month	Monthly Grading Total (km)
2021	July	55.2
	August	77.8
	September	112.7
	October	109.4
	November	124.4
	December	
2022	January	
	February	
	March	
	April	
	May	
	June	
	<b>YTD Total</b>	<b>479.5</b>

# ROAD MAINTENANCE GRADING



## ROAD MAINTENANCE GRADING

### Lake Grace – November 2021

Road Name	Total Graded (km)
Beenong North Rd	5.2
Biddy Camm Rd	16.1
Brooks Rd	8.9
Burngup Rd	9.4
Burngup South Rd	23.8
Burns Rd	2.4
Duckworth Rd	26.1
Fisher Rd	14.6
Goddard Rd	1.2
Green Rd	7.4
Jenks Rd	4.0
Kennedy Rd	4.5
North Burngup Rd	2.2
Robertson Rd	4.3
West Kuender Rd	15.9
White Dam Rd	5.1
<b>Total</b>	<b>151.1</b>

### Lake Grace 2021/22 YTD

Year	Month	Monthly Grading Total (km)
2021	July	67.9
	August	106.7
	September	83.2
	October	73.0
	November	151.1
	December	
2022	January	
	February	
	March	
	April	
	May	
	June	
	<b>YTD Total</b>	<b>481.9</b>



## ROAD MAINTENANCE GRADING

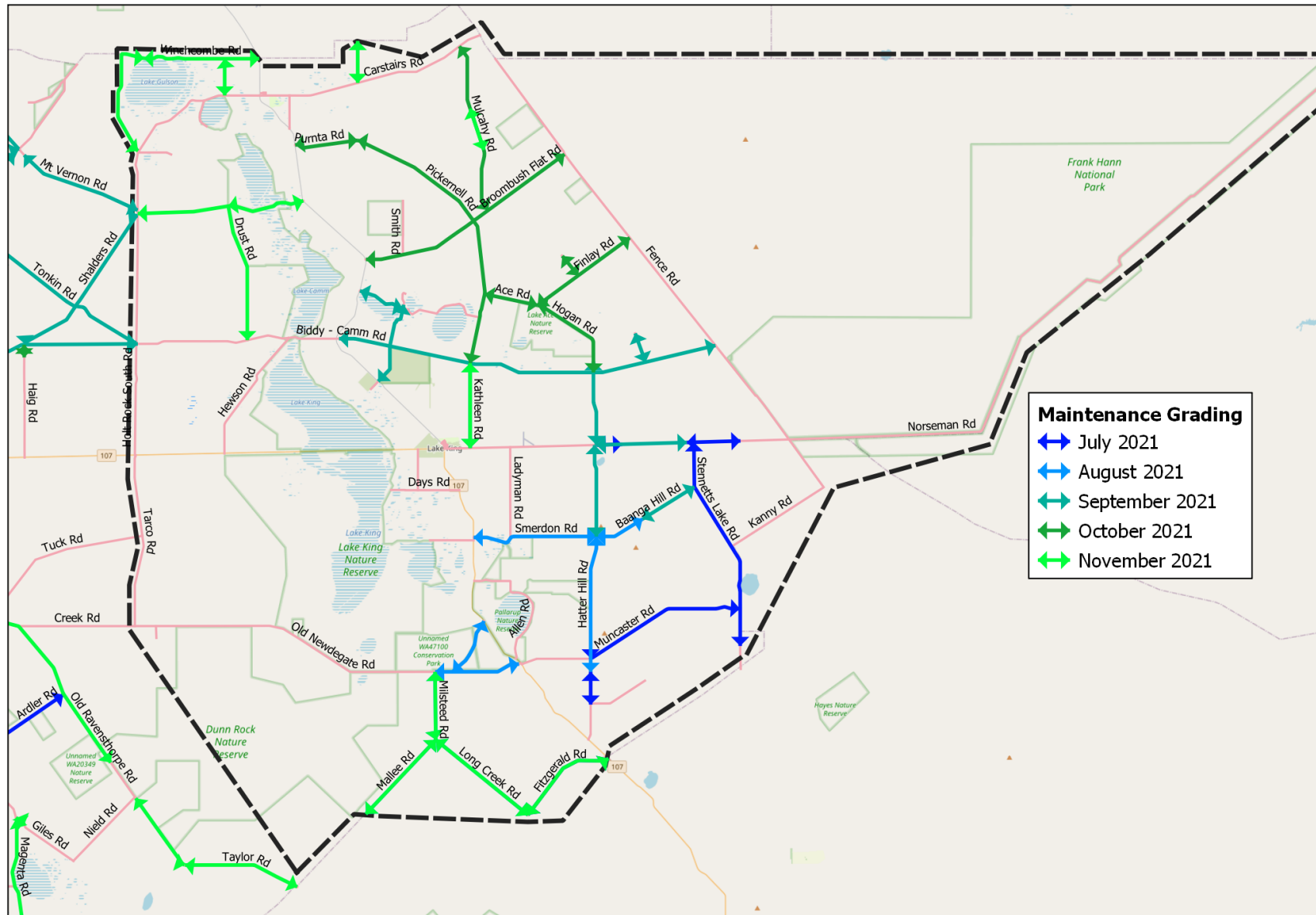
### Lake King & Varley – November 2021

Road Name	Total Graded (km)
Dempster Rock Rd	3.4
Drust Rd	21.0
Fitzgerald Rd	9.7
Fox Rd	7.2
Henderson Rd	3.9
Holt Rock South Rd	11.6
Kathleen Rd	7.8
Long Creek Rd	10.9
Mallee Tree Rd	9.3
Milstead Rd	6.2
Mulcahy Rd	0.0
Winchcombe Rd	10.6
<b>Total</b>	<b>101.6</b>

### Lake King & Varley 2021/22 YTD

Year	Month	Monthly Grading Total (km)
2021	July	66.9
	August	71.4
	September	88.2
	October	98.2
	November	101.6
	December	
2022	January	
	February	
	March	
	April	
	May	
	June	
	<b>YTD Total</b>	<b>426.3</b>

# ROAD MAINTENANCE GRADING



Monthly maintenance grading history – Lake King-Varley area

## ROAD MAINTENANCE GRADING

### Total 2021/22 YTD Lake Grace, Newdegate and Lake King/Varley

Year	Month	Lake Grace	Newdegate	Lake King-Varley	Grading Total (km)
2021	July	67.9	55.2	66.9	190.0
	August	106.7	77.8	71.4	255.9
	September	83.2	112.7	88.2	284.1
	October	73.0	109.4	98.2	280.6
	November	151.1	124.4	101.6	377.1
	December				
2022	January				
	February				
	March				
	April				
	May				
	June				
	<b>YTD (km)</b>	<b>481.9</b>	<b>479.5</b>	<b>426.3</b>	<b>1387.7</b>



## PLANT MAINTENANCE

### PLANT MAINTENANCE – NOVEMBER 2021

Plant #	Plant Description	Action
PCB02	2008 Mitsubishi Fuso Rosa Bus	License inspection and minor repairs.
PGRA07	2015 John Deere 770G Grader	Repairs to grader blade turntable.
PGRA08	2020 Caterpillar Grader	500 hour service. Replacement of mirrors and lamps.
PLVU38	2016 Mitsubishi Pajero Sport	150,000 km service.
PLVU47	2020 Ford Everest SUV	45,000 km service & repair to front LHS bulbar sensor.
PLVU52	2021 Ford Ranger Dual Cab	Installation of two-way and amber work lights.
PTRA18	2007 Earnshaw Dropdeck Float	Replacement of 2 tyres.

## BUILDING CONSTRUCTION & MAINTENANCE

### CONSTRUCTION:

- Newdegate Country Club refurbishments & alterations;
- Installation of masts for shade shelter at the Lake Grace Daycare;
- New flooring in 3 Clarke Ave to most of the rooms;
- New carpets to all bedrooms in 54b Bennett St;
- New rock gabled fencing at Varley Cemetery.

MAINTENANCE				
Lake Grace	Newdegate	Lake King	Varley	Other
54b Bennett St 6 Blackbutt Way Airstrip Daycare Hall, Town Visitor's Centre	Indoor Rec. Centre Museum, Hainsworth Public Toilets	Hall		Pavilion, Dunn Rock Tennis

## TOWN MAINTENANCE

### LAKE GRACE:

- General maintenance, gardening/mowing & tidying of gardens and parks;
- Tidying up tree debris;
- Commencement of fogging;
- Repairing of reticulation on sports ovals.

### NEWDEGATE:

- General maintenance, gardening/mowing of the recreation grounds, parks and skate park;
- Whippersnipping the Hainsworth Building yard;
- Weeding and mowing of Skate Park;
- Spray footpaths in Pioneer Park;
- Clean up block in front of the Silo Art.

### LAKE KING:

- Carried out general gardening, mowing and spraying to all parks and gardens;
- Reticulation maintenance

### VARLEY:

- Carried out gardening maintenance and general maintenance, including spraying, mowing, raking of the town site, sports complex and cemetery for weeds;

## CUSTOMER SERVICE REQUESTS

From period of 1 July 2021 to 30 November 2021.

	Complete	Non-complete	Total	% Complete
Works	14	1	15	93.3%
Building	10	1	11	90.9%
Parks & Gardens	11	1	12	91.7%
<i>Total</i>	<i>35</i>	<i>3</i>	<i>38</i>	<i>92.1%</i>

## BUILDING SURVEYOR

### **Permits Approved – November 2021**

No building permits issued in this month.

## Lake King Library Report 1<sup>st</sup> December 2021

Our second book fair for the year continued into the first week of November. The successful event earned \$580 in rewards to spend on new books for the library. Signing up again for next year also meant we kept a further \$50 worth of books to add to our library resources.

Congratulations to Will, Phoebe, Fraser, Brayce, Emily and Ellena who all won vouchers to spend at the book fair in our hidden treasure competition.

The State Library's Borrow box had a total of 47 audios and 2 eBooks borrowed by Lake King library members in November. One can only assume everyone is sat on a tractor or covering lots of km's as the total number of audio loans are much increased with e book loans down!

### **Statistics Interlibrary Loans**

Sep VDX Lake King Requests received 1

VDX Responded to other Library requests 1

The inter library loan numbers appear low this month but it remains a valuable service to be able to source and borrow books held at other libraries.

Lake King Library Statistics												
Issues and Renewals	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2010												
2011												
2012										202	344	182
2013	36	412	353	280	539	399	360	490	391	257	376	268
2014	88	593	559	300	630	252	417	607	502	335	588	338
2015	51	767	743	332	677	649	380	520	614	429	655	297 *
2016	89	798	769	425	426	864	392	393	439	526	715	228
2017	83	646	744	194	444	695	360	867	378	512	666	171
2018	214	493	690	255	690	675	364	808	434	438	524	607
2019	165	561	511	255	652	532	267	763	507	388	574	200
2020	80	775	451	22	622	565	346	523	481	336	463	240
2021	76	455	376	224	336	258	275	310	336	308	230	



# SHICC PUBLIC HEALTH BULLETIN #1

**Thursday 18 November 2021 16:00 Hours**

This bulletin has been authorised by the Deputy Incident Controller - Public Health,  
Dr Revle Bangor-Jones

## COVID-19 case and vaccination numbers

- **Summary:** as of **Thursday 18 November**, in Western Australia (WA), there have been:
  - **1,117** confirmed cases of COVID-19 notified
  - **111** historical cases of COVID-19 notified
  - 1,103 people recovered from COVID-19
  - **1,917,785** COVID-19 tests conducted
- **WA:** [Daily snapshot & Vaccination dashboard](#)
- **National:** [Current National Status & Australia's vaccine roll-out](#)
- **Worldwide:** [WHO Situation Reports & WHO Dashboard](#)

## PHEOC and SHICC combine

The Public Health Emergency Operations Centre (PHEOC) and the State Health Incident Coordination Centre (SHICC) have merged to streamline the COVID-19 response within the Department of Health. This is reflected in the new name of the Bulletin.

Stakeholders should continue to communicate with their contacts in PHEOC and SHICC through existing methods and contacts. As the merge evolves, more information will be made available to stakeholders.

## Living with COVID

### Chief Health Officer advice

The latest advice from the Chief Health Officer is available [here](#).

- [Controlled border transition arrangements](#) - 4 November 2021
- [Controlled border arrangements - New South Wales](#) - 2 November 2021

### Northern Territory transitions to 'low risk'

Based on the latest health advice, the Northern Territory (NT) transitioned from a 'very low risk' jurisdiction to a 'low risk' jurisdiction at 4:00pm, Tuesday 16 November, under WA's controlled border arrangements.

Anyone who arrived in WA from the NT on or after 10 November and who has been to an [NT exposure site](#) between 10 November and 4:00pm on 16 November at the specified times is required to:

- present for a COVID-19 test on arrival (within 48 hours) and on day 12
- self-quarantine for 14 days from date of exposure.

Anyone from the NT, including the Darwin, Robinson River and Katherine areas, who did not visit any exposure sites and has arrived in WA between 10 November and 4:00pm on 16 November, is advised to get tested if they develop any symptoms that may be related to COVID-19.

Refer to the [announcement](#) for more information, including details on current conditions for entry from the NT.

## Public health advice for Tasmania

WA Health has contacted travellers into WA on flights from Hobart to Perth on the evening of Sunday 14 November, following Hobart Airport being listed as an exposure site for COVID-19.

Arrivals who are identified as close or casual contacts as per the Tasmanian Government [exposure sites](#) website, during the relevant times, are required to:

- get tested for COVID-19 within 48 hours and on day 12
- self-quarantine at a suitable premises for 14 days from date of exposure
- wear a mask when transiting to self-quarantine premises and presenting for COVID-19 testing.

Travellers who are not identified as close or casual contacts, but who have transited through Hobart Airport at the specified time, are instructed to monitor themselves for symptoms, and present for COVID-19 testing if they become unwell.

Anyone who has been to an [exposure site](#) in Tasmania should quarantine until they have been advised otherwise by Public Health.

Anyone who has recently arrived from Tasmania and has not visited any of the listed venues should present for COVID-19 testing if they develop symptoms and keep checking the list of exposure sites.

This advice is published in the [media statement](#).

## Public health advice for Queensland

Public Health advice has been issued for recent travellers from Queensland.

All persons who have been in at a public [exposure site](#) in Queensland at the relevant time must:

- get tested for COVID-19 within 48 hours and on day 12
- self-quarantine at a suitable premises for 14 days from date of exposure
- wear a mask when transiting to self-quarantine and when presenting for COVID-19 testing.

All other arrivals should present for testing at a [COVID Clinic](#) if symptoms develop and regularly check the relevant exposure site lists, as they may be updated.

Refer to the [announcement](#) and latest [media release](#) for additional information.

## WA's Safe Transition Plan

On 5 November 2021, the WA Government announced WA's Safe Transition Plan. The Plan, based on the latest public health advice, outlines the safe conditions for domestic and international travel and introduces public health and social measures required to minimise the impact of COVID-19 in the community.

WA's [controlled border](#) will be eased once a 90 per cent double dose vaccination rate (12 years and older) is reached, which is expected in late January/early February 2022. International and interstate travel from all jurisdictions, with testing and vaccination requirements, will commence post-transition.

Refer to the [announcement](#) for further information.

## International arrival cap to increase

The WA Government announced WA is expected double the weekly international arrivals cap on 20 November 2021, when it's expected 70 per cent of the population will be double dose vaccinated. This increase will take the weekly international arrivals cap from 265 to 530 travellers per week.

[International arrivals](#) will still be required to complete 14 days mandatory quarantine in a State-supervised facility (hotel) at their own expense and receive COVID-19 testing.

Refer to the [media release](#) for more information.

## **WA hospital capacity increase**

The WA Government recently announced a \$400 million investment into the health system, aiding WA's preparation for the easing of the controlled border arrangement and COVID-19 transmission in the community. An additional 270 beds will be deployed, and 410 extra nurses and 180 more doctors will be working on hospital wards.

An additional 1,200 graduate nurses are expected to be employed in the public health system in 2022.

Refer to the [media statement](#) for more information.

## **Jurisdiction risk rating**

Victoria is considered 'extreme risk'. New South Wales is considered 'high risk'. Australian Capital Territory is considered 'medium risk'. Northern Territory is considered 'low risk'. South Australia, Tasmania and Queensland are considered 'very low risk'. For more information on WA's border arrangement, see the WA Government's controlled border [webpage](#).

## **Community**

### **Mandatory vaccination Directions**

Based on the latest public health advice, most occupations and workforces will be subject to Directions requiring COVID-19 vaccination to enter certain areas and perform certain roles. Each Direction is accompanied by supporting documents such as the Direction-specific approved form of evidence of COVID-19 vaccination, and exemption guidelines and forms.

As Directions and the supporting documents are finalised they will become available at [WA.gov.au](http://WA.gov.au) under the Mandatory vaccination collection. Refer to the available resources for guidance.

More information, including access to [Frequently Asked Questions](#), is available [here](#).

## **COVID-19 vaccination program**

### **Leavers COVID-19 vaccinations**

State Government and WA Police [announced](#) on 15 November 2021 that young people planning to attend official school leavers celebrations in Dunsborough will need to present evidence of having had a COVID-19 vaccination to gain access to the events.

Attendance at Leavers events is voluntary based on the conditions of entry. Leavers can show proof of COVID-19 vaccination by uploading evidence of their vaccination on the Leavers WA Mobile app available through the Leavers WA [website](#). School leavers will be required to have at least one COVID-19 vaccination to enable purchase of an official Leavers wristband. Any school leaver who has not yet been vaccinated is encouraged to do so before Leavers 2021 begins next Monday, 22 November 2021.

Police anticipate around 10,000 school leavers will attend celebrations in the South West this year. A designated Leavers Entertainment Zone will once again be set up in Dunsborough to provide schoolies with a range of structured activities and entertainment throughout the week.

### **COVID-19 Vaccination event support**

To ensure Western Australians aged 12 years and over are supported to receive both doses of a COVID-19 vaccine as soon as possible, the WA COVID-19 Vaccination Program (WACVP) invites

requests for support to be considered by the program. Staff from the WA Health system, government agencies, non-government organisations and associations, and businesses/industry with mandated occupations should complete the online COVID-19 Events and Clinic Request [Form](#) for consideration by the WACVP. The form should be used to request support of a COVID-19 vaccination information event or COVID-19 vaccination pop-up clinic and to notify the WACVP of an externally organised COVID-19 information or vaccination event to be promoted.

All requests will be reviewed to determine if and when support can be provided, depending on the information provided for assessment and available resourcing. At risk groups will be prioritised. Please email [Covid.Immunisation.Events@health.wa.gov.au](mailto:Covid.Immunisation.Events@health.wa.gov.au) if assistance is required.

## New vaccination clinics across WA

**Ellenbrook:** Ellenbrook Central Shopping Centre, Shop G-033 (next to Priceline Pharmacy), 11 Main Street, Ellenbrook. Opening times are 9.30am to 4.30pm on Monday, Tuesday, Wednesday, Friday and Saturday; 9.30am to 7pm on Thursday; and 11am to 4.30pm on Sunday.

**Canning Vale:** Canning Vale Market City, First floor, Block B, Suite 14, 280 Bannister Road, Canning Vale. Opening hours are 9am to 3pm Monday – Sunday (every day).

## Community vaccination clinics

All State-run community vaccination clinics are now open for people to attend without an appointment. Please check the community vaccination clinic list [online](#) for further information and opening times.

There will be numerous regional pop-up clinics available for walk-ins in the coming weeks. Visit the [COVID-19 vaccine](#) webpage for a list of these clinics and their opening times.

Existing [Community vaccination clinics](#) in WA include Armadale, Mirrabooka, Carramar, Mandurah, Canning Vale, Midland, Perth Convention and Exhibition Centre, Claremont Showgrounds, Joondalup, Kwinana, and Bunbury.

The Comirnaty (Pfizer) COVID-19 vaccine is now being rolled out to, and administered by, GPs in WA. Approved pharmacies can also now administer the Spikevax (Moderna) and AstraZeneca COVID-19 vaccines for eligible populations. Participating GPs and pharmacies can be found by using the COVID-19 [Vaccine Clinic Finder](#).

## Vaccine information and resources

Please visit the sources below for more information and resources related to vaccines:

- HealthyWA - [COVID-19 Vaccine](#) (for WA community) including [FAQs](#)
- WA Health - [COVID-19 Vaccination Program](#) (for WA health providers)
- Small Business Development Corporation (SBDC) - workplace [information](#) about the COVID-19 vaccine FAQs (general information for businesses and employers)
- The Australian Government - [COVID-19 Vaccines hub](#)
- [Rollup for WA](#) and [Rollup for WA posters](#)
- KAMS - [Get vaccinated against COVID-19 TVC Campaign](#)

## Directions updates

COVID-19 State of Emergency [Declarations](#) and community [advice](#) summarises the latest COVID-19 Directions that are in place in WA. Further information can be found on WA Government [website](#).

## New Directions

[Meat Industry Worker \(Restrictions on Access\) Directions](#)

[WA Police Force Worker \(Restrictions on Access\) Directions](#)

[Fire and Emergency Services Worker \(Restrictions on Access\) Directions \(No 2\)](#)

[WA Correctional Facility Entrant \(Restrictions on Access\) Directions](#)



[Air Services and Border Worker \(Restrictions on Access\) Directions \(No 2\)](#)  
[Resources Industry Worker \(Restrictions on Access\) Directions \(No 2\)](#)  
[Leavers Event Area \(Restrictions on Access\) Directions \(No 2\)](#)  
[Transport, Freight and Logistics Directions \(No 7\)](#)  
[Controlled Border for Western Australia Amendment Directions \(No 47\)](#)  
[Controlled Border for Western Australia Amendment Directions \(No 48\)](#)  
[Outbreak Outside of Western Australia Response Directions \(No 12\)](#)  
[Chief Health Officer Approved Form of Evidence of COVID-19 Vaccination \(No 3\) for the Purposes of Paragraph 8 of the Health Worker \(Restrictions on Access\) Directions \(No 3\)](#)  
[Chief Health Officer Approved Form of Evidence of Covid-19 Vaccination \(No 2\) Under Paragraph 8 of the Residential Aged Care Facility Worker Access Directions \(No 4\)](#)  
[Chief Health Officer Approved Form of Evidence of Covid-19 Vaccination \(No 3\) Under Paragraph 7 of the WA Police Mission Critical Areas \(Restrictions on Access\) Directions \(No 3\)](#)  
[Chief Health Officer Approved Form of Evidence of COVID-19 Vaccination \(no 3\) under Paragraph 7 of the Access to Quarantine Centres Directions \(No 2\)](#)  
[Community Care Services Worker \(Restrictions on Access\) Directions](#)  
[Controlled Border for Western Australia Amendment Directions \(No 46\)](#)  
[Exemption from Airport and Transportation \(Face Mask\) Directions \(RAAF Centenary Open Day – Busselton Margaret River Airport\) \(No 2\)](#)  
[New South Wales Traveller Quarantine Modification Directions](#)

## Updated fact sheets

[Frequently Asked Questions for Maritime Workers Boarding an Exposed Vessel](#)

## Testing

### General population [testing criteria](#)

Any person may be tested if they have any one of the following clinical criteria: fever ( $\geq 37.5^{\circ}\text{C}$ ) OR history of fever (e.g. night sweats, chills), without a known source **OR** acute respiratory symptoms (e.g. shortness of breath, cough, sore throat, runny nose) **OR** acute loss of smell or taste.

### Testing locations

Testing locations are listed on [HealthyWA](#).

### Reporting

Notify suspected COVID-19 cases by completing the notification form either [ONLINE](#) or by printing out the notification form.

## Series of National Guidelines (SoNG)

The [latest](#) iteration was released on **15 November** 2021.

The *Coronavirus Disease 2019 (COVID-19) CDNA National Guidelines for Public Health Units Version 6.0* reflect the occurrence of community transmission in some jurisdictions and Australia's progress through the [National Plan to transition Australia's National COVID-19 Response](#). Key changes include additional considerations for jurisdictions with low or no community transmission, an emphasis on automation and prioritisation to maintain public health workforce capacity, and contact management guidelines for vaccinated and unvaccinated persons. **Version 6.1 contains updated release from isolation criteria.**

## Australian Health Protection Principal Committee (AHPPC)

The [Australian Health Protection Principal Committee \(AHPPC\)](#) is the key decision-making committee for health emergencies. It is comprised of all state and territory Chief Health Officers and is chaired

by the Australian Chief Medical Officer. The AHPPC has an ongoing role to advise the Australian Health Ministers' Advisory Council (AHMAC) on health protection matters and national priorities. AHPPC is also tasked with the role of mitigating emerging health threats related to infectious diseases, the environment as well as natural and human made disasters. **AHPPC has recently released the following statements:**

- [15 November](#) – Statement on COVID-19, schools and early childhood education and care
- [15 November](#) – Statement on the role of face masks to protect individuals and the community from COVID-19
- [5 November](#) – Statement on home care vaccination
- [5 November](#) – Statement on mandatory vaccination disability workers

## Business and industry

### Resources for more information

- [WA Department of Health and HealthyWA](#)
- [Department of Health Media Releases](#)
- [Australian Government Health Department](#)
- [Advice for the public \(WHO\)](#)
- [Advice in other languages](#) and [Translated Resources](#)
- [Advice for Aboriginal people](#)
- [Covid Clinic walkthrough](#) – in multiple languages
- [Contact register](#) information
- [SafeWA user guide](#)
- [Mandatory vaccination](#) Directions and supporting documents

## More information

- COVID-19 Clinic ONLY Test Results Enquiry Line: 1800 313 223 (Note: NOT for GP referred testing or private pathology clinic tests)
- COVID-19 WA Public Information Line: 132 6843 (13 COVID)
- COVID-19 Travel Restrictions Exemption Application: Visit the [G2G PASS](#) website
- COVID-19 WA Police Line: 131 444 To report breaches of: self-quarantine, business activities, border controls and other State of Emergency Directions

**Next advice** - The Bulletin is issued weekly. Next issue: **Tuesday 23 November 2021**.

Last updated **18 November 2021**

**This document can be made available in alternative formats on request for a person with disability.**

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# SHICC PUBLIC HEALTH BULLETIN #2

**Tuesday 23 November 2021 16:00 Hours**

This bulletin has been authorised by the Deputy Incident Controller - Public Health,  
Dr Revle Bangor-Jones

## COVID-19 case and vaccination numbers

- **Summary:** as of **Tuesday 23 November**, in Western Australia (WA), there have been:
  - **1,121** confirmed cases of COVID-19 notified
  - 111 historical cases of COVID-19 notified
  - 1,103 people recovered from COVID-19
  - **1,932,069** COVID-19 tests conducted
- **WA:** [Daily snapshot & Vaccination dashboard](#)
- **National:** [Current National Status & Australia's vaccine roll-out](#)
- **Worldwide:** [WHO Situation Reports & WHO Dashboard](#)

## PHEOC and SHICC combine

The Public Health Emergency Operations Centre (PHEOC) and the State Health Incident Coordination Centre (SHICC) have merged to streamline the COVID-19 response within the Department of Health. This is reflected in the new name of the Bulletin.

Stakeholders should continue to communicate with their contacts in PHEOC and SHICC through existing methods and contacts. As the merge evolves, more information will be made available to stakeholders.

## Living with COVID

### Chief Health Officer advice

The latest advice from the Chief Health Officer is available [here](#).

### Increased regional wastewater testing

WA Health, in collaboration with Water Corporation and PathWest, commenced a wastewater surveillance program in the East Kimberley in response to the evolving situation in the Northern Territory.

Wastewater samples are being collected in Kununurra and Halls Creek. Targeted wastewater surveillance may provide an early warning that undiagnosed cases of COVID-19 are in the community or that recently recovered persons are in the area.

Refer to the [media release](#) for additional information.

### Public health system bed increase

The WA Government announced on 23 November 2021 that four sites have been identified to house modular ward facilities to support the public health system.

Osborne Park Hospital, Rockingham General Hospital, Bunbury Regional Hospital and Bentley Health Service will each have a 30 bed modular ward facility, which will increase the public hospital capacity by 120 beds.

This modular approach has been implemented across the world to expedite construction of clinically safe sites and will support Western Australia's own COVID-19 response.

More information is available in the [media release](#).

## Northern Territory transitions to 'low risk'

Based on the latest health advice, the Northern Territory (NT) transitioned from a 'very low risk' jurisdiction to a 'low risk' jurisdiction at 4:00pm, Tuesday 16 November, under WA's controlled border arrangements. [The requirements for entry to WA from a 'low risk' jurisdiction can be found on the WA.gov.au website](#).

Unless otherwise advised by WA Health, anyone who arrived in WA from the NT before 4:00pm on 16 November and who has been to an [NT exposure site](#) at the specified times is required to:

- present for a COVID-19 test on arrival (within 48 hours) and on day 12
- self-quarantine for 14 days from date of exposure.

Anyone from the NT who arrived in WA before 4:00pm on 16 November, and who has not been to a [NT exposure site](#), should get tested if they develop any symptoms that may be related to COVID-19. They should also check the [NT exposure site website](#) regularly for updates.

This information is available in the [media statement](#).

## Public health advice for Tasmania

WA Health contacted travellers into WA on flights from Hobart to Perth on the evening of Sunday 14 November, following Hobart Airport being listed as an exposure site for COVID-19.

Anyone who has been to an [exposure site](#) in Tasmania should quarantine until they have been advised otherwise by Public Health.

Anyone who has recently arrived from Tasmania and has not visited any of the listed venues should present for COVID-19 testing if they develop symptoms and keep checking the list of exposure sites.

Refer to the [latest media statement for advice](#).

## Jurisdiction risk rating

Victoria is considered 'extreme risk'. New South Wales is considered 'high risk'. Australian Capital Territory is considered 'medium risk'. Northern Territory is considered 'low risk'. South Australia, Tasmania and Queensland are considered 'very low risk'. For more information on WA's border arrangement, see the WA Government's controlled border [webpage](#).

# Community

## Mandatory vaccination Directions

Based on the latest public health advice, most occupations and workforces will be subject to Directions requiring COVID-19 vaccination to enter certain areas and perform certain roles. Each Direction is accompanied by supporting documents such as the Direction-specific approved form of evidence of COVID-19 vaccination, and exemption guidelines and forms.

As Directions and the supporting documents are finalised they will become available at [WA.gov.au](#) under the Mandatory vaccination collection. Refer to the available resources for guidance.

More information, including access to [Frequently Asked Questions](#), is available [here](#). Refer to them regularly for the most up to date information.

## COVID-19 vaccination program

### Aboriginal vaccination focus – ‘Keeping Culture Safe and Strong’

A five-week community effort, 'Keeping Culture Safe and Strong' was [announced](#) on the 19 November 2021. The vaccination focus aims to provide more opportunities for Aboriginal people to get vaccinated and protect whole communities and individuals from COVID-19 as Western Australia embarks on its safe transition. The vaccination focus will cover the entire State, from urban to regional to remote communities, to support the Commonwealth Government's rollout of the vaccine. The focus is community-led involving local leaders such as health staff, the local police, councils and shires, and Aboriginal-led organisations. Resources including posters, videos, infographics and social tiles are available on the Aboriginal Health Council of Western Australia [website](#).

### Leavers COVID-19 vaccinations

State Government and WA Police [announced](#) on 15 November 2021 that young people planning to attend official school leavers celebrations in Dunsborough would need to present evidence of having had a COVID-19 vaccination to gain access to the events.

Attendance at Leavers events is voluntary based on the conditions of entry. Leavers can show proof of COVID-19 vaccination by uploading evidence of their vaccination on the Leavers WA Mobile app available through the Leavers WA [website](#). School leavers are required to have at least one COVID-19 vaccination to enable purchase of an official Leavers wristband.

Police anticipate around 10,000 school leavers will attend celebrations in the South West this year. A designated Leavers Entertainment Zone has been set up in Dunsborough to provide schoolies with a range of structured activities and entertainment throughout the week.

### COVID-19 Vaccination event support

To ensure Western Australians aged 12 years and over are supported to receive both doses of a COVID-19 vaccine as soon as possible, the WA COVID-19 Vaccination Program (WACVP) invites requests for support to be considered by the program. Staff from the WA Health system, government agencies, non-government organisations and associations, and businesses/industry with mandated occupations should complete the online COVID-19 Events and Clinic Request [Form](#) for consideration by the WACVP. The form should be used to request support of a COVID-19 vaccination information event or COVID-19 vaccination pop-up clinic and to notify the WACVP of an externally organised COVID-19 information or vaccination event to be promoted.

All requests will be reviewed to determine if and when support can be provided, depending on the information provided for assessment and available resourcing. At risk groups will be prioritised. Please email [Covid.Immunisation.Events@health.wa.gov.au](mailto:Covid.Immunisation.Events@health.wa.gov.au) if assistance is required.

### New vaccination clinics across WA

**Wanneroo:** Wanneroo Library, 3 Rocca Way, Wanneroo. Opening times are 10am to 3pm on Tuesday, Wednesday, Thursday and Saturday.

**Ellenbrook:** Ellenbrook Central Shopping Centre, Shop G-033 (next to Priceline Pharmacy), 11 Main Street, Ellenbrook. Opening times are 9.30am to 4.30pm on Monday, Tuesday, Wednesday, Friday and Saturday; 9.30am to 7pm on Thursday; and 11am to 4.30pm on Sunday.

### Community vaccination clinics

All State-run community vaccination clinics are now open for people to attend without an appointment. Please check the community vaccination clinic list [online](#) for further information and opening times.

There will be numerous regional pop-up clinics available for walk-ins in the coming weeks. Visit the [COVID-19 vaccine](#) webpage for a list of these clinics and their opening times.

Existing [Community vaccination clinics](#) in WA include Armadale, Mirrabooka, Carramar, Mandurah, Canning Vale, Midland, Perth Convention and Exhibition Centre, Claremont Showgrounds, Joondalup, Kwinana, and Bunbury.

The Comirnaty (Pfizer) COVID-19 vaccine is now being rolled out to, and administered by, GPs in WA. Approved pharmacies can also now administer the Spikevax (Moderna) and AstraZeneca COVID-19 vaccines for eligible populations. Participating GPs and pharmacies can be found by using the COVID-19 [Vaccine Clinic Finder](#).

## Vaccine information and resources

Please visit the sources below for more information and resources related to vaccines:

- HealthyWA - [COVID-19 Vaccine](#) (for WA community) including [FAQs](#)
- WA Health - [COVID-19 Vaccination Program](#) (for WA health providers)
- Small Business Development Corporation (SBDC) - workplace [information](#) about the COVID-19 vaccine FAQs (general information for businesses and employers)
- The Australian Government - [COVID-19 Vaccines hub](#)
- [Rollup for WA](#) and [Rollup for WA posters](#)
- KAMS - [Get vaccinated against COVID-19 TVC Campaign](#)

## Directions updates

COVID-19 State of Emergency [Declarations](#) and community [advice](#) summarises the latest COVID-19 Directions that are in place in WA. Further information can be found on WA Government [website](#).

### New Directions

[Presentation for Testing \(Airport Workers - Direct International Arrivals\) Directions](#)

[Presentation for Testing Directions \(No 36\)](#)

[Exposure Sites \(Outside of Western Australia\) Directions \(No 3\)](#)

[Meat Industry Worker \(Restrictions on Access\) Directions](#)

[WA Police Force Worker \(Restrictions on Access\) Directions](#)

[Fire and Emergency Services Worker \(Restrictions on Access\) Directions \(No 2\)](#)

[WA Correctional Facility Entrant \(Restrictions on Access\) Directions](#)

[Air Services and Border Worker \(Restrictions on Access\) Directions \(No 2\)](#)

[Resources Industry Worker \(Restrictions on Access\) Directions \(No 2\)](#)

[Leavers Event Area \(Restrictions on Access\) Directions \(No 2\)](#)

[Transport, Freight and Logistics Directions \(No 7\)](#)

[Controlled Border for Western Australia Amendment Directions \(No 47\)](#)

[Controlled Border for Western Australia Amendment Directions \(No 48\)](#)

[Outbreak Outside of Western Australia Response Directions \(No 12\)](#)

## Updated fact sheets

[Residential Aged Care Facilities FAQs Version 6](#)

[Guidelines for Management and Contact Tracing of COVID-19 with Exposure in the Hospital Setting Version 3](#)

[Clinician Alert #70](#)

[Coronavirus \(COVID-19\) Frequently asked questions](#)

[Quarantine Driver Directions Factsheet \(update to PHEOC references only\)](#)

[Presentation for Testing Fact Sheet \(update to PHEOC references only\)](#)

[Testing Criteria for SARS-CoV-2 in Western Australia #33 \(update to PHEOC references only\)](#)

[Aboriginal Sector Communication Update #30](#)

[Frequently Asked Questions for Maritime Workers Boarding an Exposed Vessel](#)



## Testing

### General population testing criteria

Any person may be tested if they have any one of the following clinical criteria: fever ( $\geq 37.5^{\circ}\text{C}$ ) OR history of fever (e.g. night sweats, chills), without a known source **OR** acute respiratory symptoms (e.g. shortness of breath, cough, sore throat, runny nose) **OR** acute loss of smell or taste.

### Testing locations

Testing locations are listed on [HealthyWA](#).

### Reporting

Notify suspected COVID-19 cases by completing the notification form either [ONLINE](#) or by printing out the notification form.

## Series of National Guidelines (SoNG)

The latest iteration was released on 15 November 2021.

## Australian Health Protection Principal Committee (AHPPC)

The [Australian Health Protection Principal Committee \(AHPPC\)](#) is the key decision-making committee for health emergencies. It is comprised of all state and territory Chief Health Officers and is chaired by the Australian Chief Medical Officer. The AHPPC has an ongoing role to advise the Australian Health Ministers' Advisory Council (AHMAC) on health protection matters and national priorities. AHPPC is also tasked with the role of mitigating emerging health threats related to infectious diseases, the environment as well as natural and human made disasters. AHPPC has recently released the following statements:

- [15 November](#) – Statement on COVID-19, schools and early childhood education and care
- [15 November](#) – Statement on the role of face masks to protect individuals and the community from COVID-19
- [5 November](#) – Statement on home care vaccination
- [5 November](#) – Statement on mandatory vaccination disability workers

## Business and industry

### Resources for more information

- [WA Department of Health](#) and [HealthyWA](#)
- [Department of Health Media Releases](#)
- [Australian Government Health Department](#)
- [Advice for the public \(WHO\)](#)
- [Advice in other languages](#) and [Translated Resources](#)
- [Advice for Aboriginal people](#)
- [Covid Clinic walkthrough](#) – in multiple languages
- [Contact register](#) information
- [SafeWA user guide](#)
- [Mandatory vaccination](#) Directions and supporting documents

## More information

- COVID-19 Clinic ONLY Test Results Enquiry Line: 1800 313 223 (Note: NOT for GP referred testing or private pathology clinic tests)
- COVID-19 WA Public Information Line: 132 6843 (13 COVID)
- COVID-19 Travel Restrictions Exemption Application: Visit the [G2G PASS](#) website

- COVID-19 WA Police Line: 131 444 To report breaches of: self-quarantine, business activities, border controls and other State of Emergency Directions

**Next advice** - The Bulletin is issued weekly. Next issue: **30 November 2021**.

**Last updated 23 November 2021**

**This document can be made available in alternative formats on request for a person with disability.**

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# SHICC PUBLIC HEALTH BULLETIN #3

**Tuesday 30 November 2021 12:00 Hours**

This bulletin has been authorised by the Deputy Incident Controller - Public Health,  
Dr Revle Bangor-Jones

## COVID-19 case and vaccination numbers

- **Summary:** as of **Tuesday 30 November**, in Western Australia (WA), there have been:
  - 1,121 confirmed cases of COVID-19 notified
  - 111 historical cases of COVID-19 notified
  - 1,111 people recovered from COVID-19
  - **1,950,855** COVID-19 tests conducted
- **WA:** [Daily snapshot & Vaccination dashboard](#)
- **National:** [Current National Status & Australia's vaccine roll-out](#)
- **Worldwide:** [WHO Situation Reports & WHO Dashboard](#)

## Living with COVID

### Chief Health Officer advice

The latest advice from the Chief Health Officer is available [here](#).

- [Controlled board arrangements - South Australia - 27 November 2021](#)

### South Australia advice

Public health [advice](#) was issued on 26 November 2021 after the South Australian (SA) government released [SA public exposure](#) sites associated with known cases of COVID-19 in the community.

As of 1.15pm 27 November 2021, SA transitioned from a 'very low risk' to a 'low risk' jurisdiction under WA's controlled border arrangement. Requirements for entry to WA from a 'low risk' jurisdiction are at [WA.gov.au](#).

Unless advised otherwise by WA Health, anyone who arrived in WA from SA before 1.15pm November 27 and visited a close or casual site listed on the SA Exposure Locations [website](#) at the relevant time is required to:

- present for a COVID-19 test on arrival (within 48 hours) and on day 12
- self-quarantine for 14 days from the date of exposure.

Anyone from SA who entered WA between 23 and 27 November should get tested if symptoms develop and regularly check the SA Exposure Locations website.

Further information is available in the [media release](#).

### Omicron variant of concern

On 26 November 2021, the World Health Organization (WHO) designated the SARS-Cov-2 variant B.1.1.529 as a Variant of Concern (VOC), and named it [Omicron](#). Omicron was initially reported from South Africa and has multiple mutations. Global research to determine the impact of the Omicron variant is in progress.

The WA Department of Health has not issued any alternative advice in response to the Omicron VOC.

Further information is available at the [WHO website](#).

### **Increased regional wastewater testing**

WA Health, in collaboration with Water Corporation and PathWest, commenced a wastewater surveillance program in the East Kimberley in response to the evolving situation in the Northern Territory.

Wastewater samples are being collected in Kununurra and Halls Creek. Targeted wastewater surveillance may provide an early warning that undiagnosed cases of COVID-19 are in the community or that recently recovered persons are in the area.

Refer to the [media release](#) for additional information.

### **Public health system bed increase**

The WA Government announced on 23 November 2021 that four sites have been identified to house modular ward facilities to support the public health system.

Osborne Park Hospital, Rockingham General Hospital, Bunbury Regional Hospital and Bentley Health Service will each have a 30 bed modular ward facility, which will increase the public hospital capacity by 120 beds.

This modular approach has been implemented across the world to expedite construction of clinically safe sites and will support Western Australia's own COVID-19 response.

More information is available in the [media release](#).

### **Jurisdiction risk rating**

Victoria is considered 'extreme risk'. New South Wales is considered 'high risk'. Australian Capital Territory is considered 'medium risk'. **South Australia and Northern Territory are** considered 'low risk'. Tasmania and Queensland are considered 'very low risk'. For more information on WA's border arrangement, see the WA Government's controlled border [webpage](#).

## **Community**

### **Industry-specific mandatory vaccination FAQs**

Frequently asked questions (FAQs) about mandatory COVID-19 vaccination are available at the Department of Health [website](#) to address common queries relevant to all people affected by the vaccination requirement. In consultation with stakeholders, industry-specific FAQs are in development to provide more nuanced advice for different sectors. The [disability sector](#) and [abattoir and meat industry](#) FAQs are currently available at the Department of Health website.

All FAQs are under constant review and should be referred to regularly for the most up to date information.

All mandatory vaccination [Directions](#) (and supporting documents) are published on the WA.gov.au website and [FAQs](#) are published on Department of Health website. Recent additions to the Directions include those for the Building and Construction, and Education industries.

## **COVID-19 vaccination program**

### **Summer Vax Drive**

The three-week Summer Vax Drive was [announced](#) on the 24 November 2021 ahead of the safe transition of Western Australia. This is a three-week targeted initiative to help Western Australia reach

its 90 per cent vaccination target. The initiative includes new pop-up vaccination clinics in a select number of Woolworths and Aldi supermarkets across metropolitan and regional stores on December 2-5 and pop-up vaccination clinics at the women's and men's Big Bash League (BBL) cricket matches at Optus Stadium during November and December. The COVID-19 Vaccine Community Funding Program has been established to facilitate the uptake of vaccinations in priority groups, including: Aboriginal communities, those living with disability, people from culturally and linguistically diverse backgrounds, homeless and people sleeping rough, those suffering mental health problems and those who may be at greater risk of COVID-19.

### **Carramar Vaccination Clinic caters to special needs**

The State Government [announced](#) on the 29 November 2021 that the Carramar Vaccination Clinic has been re-designed as an enhanced access and sensory clinic to support people with a disability. The re-designed vaccination clinic aims to better support those who may require a low sensory environment, or some additional care provided by specially trained staff. The vaccination clinic offers an alternate entrance and quiet rooms with low lighting options, soft furnishings such as beanbags, recliners, and couches, and distraction and sensory options including fidget spinners and stress balls. The vaccination clinic also has a hoist to support people with mobility issues, ACROD Parking directly in front of the clinic, delivery of vaccinations in a vehicle for people who may have difficulty entering the site and therapy dogs present in five metropolitan vaccination clinics at varying times in the lead up to Christmas. Further information is available at [Roll up for WA](#) and assistance is available by either completing the [Further Assistance Required](#) online form or calling 13 COVID (13 26843).

### **Aboriginal vaccination focus – 'Keeping Culture Safe and Strong'**

A five-week community effort, 'Keeping Culture Safe and Strong' was [announced](#) on the 19 November 2021. The vaccination focus aims to provide more opportunities for Aboriginal people to get vaccinated and protect whole communities and individuals from COVID-19 as Western Australia embarks on its safe transition. The vaccination focus covers the entire State, from urban to regional to remote communities, to support the Commonwealth Government's rollout of the vaccine. The focus is community-led involving local leaders such as health staff, the local police, councils and shires, and Aboriginal-led organisations. Resources including posters, videos, infographics and social tiles are available on the Aboriginal Health Council of Western Australia [website](#).

### **New vaccination clinics across WA**

[Wanneroo](#): Wanneroo Library, 3 Rocca Way, Wanneroo. Opening times are 10am to 3pm on Tuesday, Wednesday, Thursday and Saturday.

### **Community vaccination clinics**

All State-run community vaccination clinics are now open for people to attend without an appointment. Please check the community vaccination clinic list [online](#) for further information and opening times.

There will be numerous regional pop-up clinics available for walk-ins in the coming weeks. Visit the [COVID-19 vaccine](#) webpage for a list of these clinics and their opening times.

Existing [Community vaccination clinics](#) in WA include Armadale, Mirrabooka, Carramar, Mandurah, Canning Vale, Midland, Perth Convention and Exhibition Centre, Claremont Showgrounds, Joondalup, Kwinana, and Bunbury.

The Comirnaty (Pfizer) COVID-19 vaccine is now being rolled out to, and administered by, GPs in WA. Approved pharmacies can also now administer the Spikevax (Moderna) and AstraZeneca COVID-19 vaccines for eligible populations. Participating GPs and pharmacies can be found by using the COVID-19 [Vaccine Clinic Finder](#).

### **Vaccine information and resources**

Please visit the sources below for more information and resources related to vaccines:

- HealthyWA - [COVID-19 Vaccine](#) (for WA community) including [FAQs](#)
- WA Health - [COVID-19 Vaccination Program](#) (for WA health providers)
- Small Business Development Corporation (SBDC) - workplace [information](#) about the COVID-19 vaccine FAQs (general information for businesses and employers)
- The Australian Government - [COVID-19 Vaccines hub](#)
- [Rollup for WA](#) and [Rollup for WA posters](#)
- KAMS - [Get vaccinated against COVID-19 TVC Campaign](#)

## Directions updates

COVID-19 State of Emergency [Declarations](#) and community [advice](#) summarises the latest COVID-19 Directions that are in place in WA. Further information can be found on WA Government [website](#).

### New Directions

[Building and Construction Industry Worker \(Restrictions on Access\) Directions](#)

[Education Worker \(Restriction on Access\) Directions](#)

[Controlled Border for Western Australia Amendment Directions \(No 49\)](#)

[Port Worker and Exposed Port Worker \(Restrictions on Access\) Directions](#)

[Community Care Services Worker \(Restrictions on Access\) Directions \(No.2\)](#)

[Regulated Entry of Higher Risk Vessels into Western Australia Directions \(No 2\)](#)

[Regulated Entry of Higher Risk Vessels into Western Australia Directions \(No 2\) Approval under paragraph 7\(D\) for MMA Coral to enter](#)

[Presentation for Testing \(Airport Workers - Direct International Arrivals\) Directions](#)

[Presentation for Testing Directions \(No 36\)](#)

[Exposure Sites \(Outside of Western Australia\) Directions \(No 3\)](#)

## Updated fact sheets

[Aboriginal Sector Communication Update #31](#)

[Exposed Maritime Crew Members](#)

[IPC - Guidelines for the Management of Passengers, Flight and Freight Crew at Perth Airport Version 3](#)

[Mandatory Vaccination – General FAQs Version 2](#)

[Mandatory Vaccination – Meat Industry Workers FAQs \(New\)](#)

[Mandatory Vaccination – Disability Sector Workers FAQs \(New\)](#)

[Principles for Health Care and Residential Aged Care Facilities: Visits from People in Quarantine](#)

[Residential Aged Care Facilities FAQs Version 6](#)

[Guidelines for Management and Contact Tracing of COVID-19 with Exposure in the Hospital Setting Version 3](#)

[Clinician Alert #70](#)

[Coronavirus \(COVID-19\) Frequently asked questions](#)

[Quarantine Driver Directions Factsheet](#) (update to PHEOC references only)

[Presentation for Testing Fact Sheet](#) (update to PHEOC references only)

[Testing Criteria for SARS-CoV-2 in Western Australia #33](#) (update to PHEOC references only)

[Aboriginal Sector Communication Update #30](#)

## Testing

### General population [testing criteria](#)

Any person may be tested if they have any one of the following clinical criteria: fever ( $\geq 37.5^{\circ}\text{C}$ ) OR history of fever (e.g. night sweats, chills), without a known source **OR** acute respiratory symptoms (e.g. shortness of breath, cough, sore throat, runny nose) **OR** acute loss of smell or taste.

## Testing locations

Testing locations are listed on [HealthyWA](#).

## Reporting

Notify suspected COVID-19 cases by completing the notification form either [ONLINE](#) or by printing out the notification form.

## Series of National Guidelines (SoNG)

The [latest](#) iteration was released on 15 November 2021.

## Australian Health Protection Principal Committee (AHPPC)

The [Australian Health Protection Principal Committee \(AHPPC\)](#) is the key decision-making committee for health emergencies. It is comprised of all state and territory Chief Health Officers and is chaired by the Australian Chief Medical Officer. The AHPPC has an ongoing role to advise the Australian Health Ministers' Advisory Council (AHMAC) on health protection matters and national priorities. AHPPC is also tasked with the role of mitigating emerging health threats related to infectious diseases, the environment as well as natural and human made disasters.

## Business and industry

### Resources for more information

- [WA Department of Health](#) and [HealthyWA](#)
- [Department of Health Media Releases](#)
- [Australian Government Health Department](#)
- [Advice for the public \(WHO\)](#)
- [Advice in other languages](#) and [Translated Resources](#)
- [Advice for Aboriginal people](#)
- [Covid Clinic walkthrough](#) – in multiple languages
- [Contact register](#) information
- [SafeWA user guide](#)
- [Mandatory vaccination](#) Directions and supporting documents

## More information

- COVID-19 Clinic ONLY Test Results Enquiry Line: 1800 313 223 (Note: NOT for GP referred testing or private pathology clinic tests)
- COVID-19 WA Public Information Line: 132 6843 (13 COVID)
- COVID-19 Travel Restrictions Exemption Application: Visit the [G2G PASS](#) website
- COVID-19 WA Police Line: 131 444 To report breaches of: self-quarantine, business activities, border controls and other State of Emergency Directions

**Next advice** - The Bulletin is issued weekly. Next issue: **7 December 2021**.

**Last updated 30 November 2021**

**This document can be made available in alternative formats on request for a person with disability.**

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# SHICC PUBLIC HEALTH BULLETIN #4

**Tuesday 7 December 2021 12:00 Hours**

This bulletin has been authorised by the Deputy Incident Controller - Public Health,  
Dr Revle Bangor-Jones

## COVID-19 case and vaccination numbers

- **Summary:** as of **Tuesday 7 December**, in Western Australia (WA), there have been:
  - **1,122** confirmed cases of COVID-19 notified
  - 111 historical cases of COVID-19 notified
  - **1,112** people recovered from COVID-19
  - **1,978,078** COVID-19 tests conducted
- **WA:** [Daily snapshot & Vaccination dashboard](#)
- **National:** [Current National Status & Australia's vaccine roll-out](#)
- **Worldwide:** [WHO Situation Reports & WHO Dashboard](#)

## Living with COVID

### Chief Health Officer advice

The latest advice from the Chief Health Officer is available [here](#).

- [Controlled border arrangements - South Australia - 2 December 2021](#)

### Updated South Australia advice

South Australia (SA) transitioned from a 'low risk' to a 'medium risk' jurisdiction from 12.01am Friday December 3, 2021. Travel from SA to Western Australia (WA) is no longer permitted without an approval under the controlled border arrangements.

Approved travellers arriving in WA after 12.01am Friday, December 3 must:

- provide proof of a negative COVID-19 PCR test in the 72 hours prior to departure
- provide proof of double dose vaccination, if eligible
- self-quarantine in a suitable premise for 14 days
- present for an initial COVID-19 test within 48 hours, and on day 12 after arrival in WA (if still in WA), or at any point when symptoms develop.

Unless advised otherwise by WA Health, anyone who arrived in WA from SA between 1.15pm November 27 and 12.01am December 3 must continue to follow their Directions.

Unless advised otherwise by WA Health, anyone who arrived in WA from SA between 23 November and 1.15pm on 27 November who has been at the listed close or casual [exposure venues](#) at the specified times is required to:

- present for a COVID-19 test on arrival (within 48 hours) and on day 12
- self-quarantine for 14 days from the date of exposure.

Anyone from SA who entered WA between 23 and 27 November should get tested if symptoms develop and regularly check the SA Exposure Locations website.



Further information is available in the [media release](#).

## Expanded East Kimberley wastewater surveillance

WA Health is continuing its COVID-19 wastewater surveillance program in Kununurra and Halls Creek in the East Kimberley and is considering the merits of expanding water sampling to additional communities.

All results have been negative so far.

Refer to the [media release](#) for additional information.

## Omicron variant of concern

On 26 November 2021, the World Health Organization (WHO) designated the SARS-Cov-2 variant B.1.1.529 as a Variant of Concern (VOC), and named it [Omicron](#). Omicron was initially reported from South Africa and has multiple mutations. Global research to determine the impact of the Omicron variant is in progress.

The WA Department of Health has not issued any alternative advice in response to the Omicron VOC.

Further information is available at the WHO [website](#).

## Jurisdiction risk rating

Victoria is considered 'extreme risk'. New South Wales is considered 'high risk'. **South Australia and Australian Capital Territory** are considered 'medium risk'. Northern Territory is considered 'low risk'. Tasmania and Queensland are considered 'very low risk'. For more information on WA's border arrangement, see the WA Government's controlled border [webpage](#).

## Community

### Industry-specific mandatory vaccination FAQs

Frequently asked questions (FAQs) about mandatory COVID-19 vaccination are available at the Department of Health [website](#) to address common queries relevant to all people affected by the vaccination requirement. In consultation with stakeholders, industry-specific FAQs are in development to provide more nuanced advice for different sectors. The [disability sector](#) and [abattoir and meat industry](#) FAQs are currently available at the Department of Health website.

All FAQs are under constant review and should be referred to regularly for the most up to date information.

All mandatory vaccination [Directions](#) (and supporting documents) are published on the WA.gov.au website and [FAQs](#) are published on Department of Health website. Recent additions to the Directions include those for the **public and commercial transport industries**.

## COVID-19 vaccination program

### TGA provisionally approve Pfizer for 5-11 year olds

The Therapeutic Goods Administration (TGA) has provisionally [approved](#) the Comirnaty (Pfizer) COVID-19 vaccine for use in 5 to 11 year-olds. The vaccine approved by the TGA is the same safe and effective vaccine used for other age cohorts, however is one-third the dose approved for those aged 12 and over. The Australian Department of Health [announced](#) on 5 December 2021 that, subject to final considerations and recommendations from the Australian Technical Advisory Group on Immunisation (ATAGI), the Pfizer vaccine for 5 to 11 year-olds would be rolled-out from 10 January 2022.

## ATAGI statement on Omicron and COVID-19 booster doses

On 3 December 2021 ATAGI made a [statement](#) on the SARS-CoV-2 Omicron variant. ATAGI advised that, at this stage, there is no evidence to suggest that earlier booster doses of current COVID-19 vaccines will increase protection against the Omicron variant. In certain circumstances, the routine six-month interval for booster doses may be shortened to five months for logistical reasons, for example: those with a greater risk of severe COVID-19 in outbreak settings; individuals travelling overseas who will be away when their booster dose is due; or in outreach vaccination programs where access is limited. Individuals are advised to discuss shortening this interval with a health provider in the first instance.

## Summer Vax Drive

The [Summer Vax Drive](#) was [announced](#) on the 24 November 2021 [has been extended until 19 December 2021](#). This is a targeted initiative to help Western Australia reach its 90 per cent vaccination target [ahead of the safe transition of Western Australia](#). The initiative includes new pop-up vaccination clinics in [participating](#) Woolworths and Aldi supermarkets [until 10 December](#) and pop-up vaccination clinics at the women's and men's Big Bash League (BBL) cricket matches at Optus Stadium during November and December. The COVID-19 Vaccine Community Funding Program has been established to facilitate the uptake of vaccinations in priority groups, including: Aboriginal communities, those living with disability, people from culturally and linguistically diverse backgrounds, homeless and people sleeping rough, those suffering mental health problems and those who may be at greater risk of COVID-19.

## Carramar Vaccination Clinic caters to special needs

The State Government [announced](#) on the 29 November 2021 that the Carramar Vaccination Clinic has been re-designed as an enhanced access and sensory clinic to support people with a disability. The re-designed vaccination clinic aims to better support those who may require a low sensory environment, or some additional care provided by specially trained staff. The vaccination clinic offers an alternate entrance and quiet rooms with low lighting options, soft furnishings such as beanbags, recliners, and couches, and distraction and sensory options including fidget spinners and stress balls. The vaccination clinic also has a hoist to support people with mobility issues, ACROD Parking directly in front of the clinic, delivery of vaccinations in a vehicle for people who may have difficulty entering the site and therapy dogs present in five metropolitan vaccination clinics at varying times in the lead up to Christmas. Further information is available at [Roll up for WA](#) and assistance is available by either completing the [Further Assistance Required](#) online form or calling 13 COVID (13 26843).

## Community vaccination clinics

All State-run community vaccination clinics are now open for people to attend without an appointment. Please check the community vaccination clinic list [online](#) for further information and opening times.

There will be numerous regional pop-up clinics available for walk-ins in the coming weeks. Visit the [COVID-19 vaccine](#) webpage for a list of these clinics and their opening times.

Existing [Community vaccination clinics](#) in WA include Armadale, Mirrabooka, Carramar, Mandurah, Canning Vale, Midland, Perth Convention and Exhibition Centre, Claremont Showgrounds, Joondalup, Kwinana, and Bunbury.

The Comirnaty (Pfizer) COVID-19 vaccine is now being rolled out to, and administered by, GPs in WA. Approved pharmacies can also now administer the Spikevax (Moderna) and AstraZeneca COVID-19 vaccines for eligible populations. Participating GPs and pharmacies can be found by using the COVID-19 [Vaccine Clinic Finder](#).

## Vaccine information and resources

Please visit the sources below for more information and resources related to vaccines:

- HealthyWA - [COVID-19 Vaccine](#) (for WA community) including [FAQs](#)



- WA Health - [COVID-19 Vaccination Program](#) (for WA health providers)
- Small Business Development Corporation (SBDC) - workplace [information](#) about the COVID-19 vaccine FAQs (general information for businesses and employers)
- The Australian Government - [COVID-19 Vaccines hub](#)
- [Rollup for WA](#) and [Rollup for WA posters](#)
- KAMS - [Get vaccinated against COVID-19 TVC Campaign](#)

## Directions updates

COVID-19 State of Emergency [Declarations](#) and community [advice](#) summarises the latest COVID-19 Directions that are in place in WA. Further information can be found on WA Government [website](#).

### New Directions

[Controlled Border for Western Australia Amendment Directions \(No 50\)](#)

[Building and Construction Industry Worker \(Restrictions on Access\) Directions \(No.2\)](#)

[COVID Safe \(Phase 5\) Directions \(No 2\)](#)

[Education Worker \(Restrictions on Access\) Directions \(No. 3\)](#)

[Public and Commercial Transport Workers \(Restrictions on Access\) Directions](#)

[Port Worker and Exposed Port Worker \(Restrictions on Access\) Directions](#)

[Community Care Services Worker \(Restrictions on Access\) Directions \(No.2\)](#)

[Regulated Entry of Higher Risk Vessels into Western Australia Directions \(No 2\)](#)

[Regulated Entry of Higher Risk Vessels into Western Australia Directions \(No 2\) Approval under paragraph 7\(D\) for MMA Coral to enter](#)

## Updated fact sheets

[Clinician Alert #71](#)

[Quarantine After Being Tested: High-Risk and Low-Risk Tested Persons Version 2](#)

[Mandatory Vaccination – Meat Industry Workers FAQs Version 3](#)

[Aboriginal Sector Communication Update #31](#)

[Exposed Maritime Crew Members](#)

[IPC - Guidelines for the Management of Passengers, Flight and Freight Crew at Perth Airport Version 3](#)

[Mandatory Vaccination – General FAQs Version 2](#)

[Mandatory Vaccination – Disability Sector Workers FAQs \(New\)](#)

[Principles for Health Care and Residential Aged Care Facilities: Visits from People in Quarantine](#)

## Testing

### General population [testing criteria](#)

Any person may be tested if they have any one of the following clinical criteria: fever ( $\geq 37.5^{\circ}\text{C}$ ) OR history of fever (e.g. night sweats, chills), without a known source **OR** acute respiratory symptoms (e.g. shortness of breath, cough, sore throat, runny nose) **OR** acute loss of smell or taste.

### Testing locations

Testing locations are listed on [HealthyWA](#).

### Reporting

Notify suspected COVID-19 cases by completing the notification form either [ONLINE](#) or by printing out the notification form.

## Series of National Guidelines (SoNG)

The [latest](#) iteration was released on 15 November 2021.

## Australian Health Protection Principal Committee (AHPPC)

The [Australian Health Protection Principal Committee \(AHPPC\)](#) is the key decision-making committee for health emergencies. It is comprised of all state and territory Chief Health Officers and is chaired by the Australian Chief Medical Officer. The AHPPC has an ongoing role to advise the Australian Health Ministers' Advisory Council (AHMAC) on health protection matters and national priorities. AHPPC is also tasked with the role of mitigating emerging health threats related to infectious diseases, the environment as well as natural and human made disasters. **AHPPC has recently released the following statement:**

- **[7 December](#) – Statement on national principles for end-to-end best practice managed quarantine arrangements for international travellers**

## Business and industry

### Resources for more information

- [WA Department of Health](#) and [HealthyWA](#)
- [Department of Health Media Releases](#)
- [Australian Government Health Department](#)
- [Advice for the public \(WHO\)](#)
- [Advice in other languages](#) and [Translated Resources](#)
- [Advice for Aboriginal people](#)
- [Covid Clinic walkthrough](#) – in multiple languages
- [Contact register](#) information
- [SafeWA user guide](#)
- [Mandatory vaccination](#) Directions and supporting documents

## More information

- COVID-19 Clinic ONLY Test Results Enquiry Line: 1800 313 223 (Note: NOT for GP referred testing or private pathology clinic tests)
- COVID-19 WA Public Information Line: 132 6843 (13 COVID)
- COVID-19 Travel Restrictions Exemption Application: Visit the [G2G PASS](#) website
- COVID-19 WA Police Line: 131 444 To report breaches of: self-quarantine, business activities, border controls and other State of Emergency Directions

**Next advice** - The Bulletin is issued weekly. Next issue: **14 December 2021**.

Last updated **7 December 2021**

**This document can be made available in alternative formats on request for a person with disability.**

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# Regional Drought Resilience Planning Update

## Southern Wheatbelt - November 2021

### Progress to date

#### September to November 2021

- Wheatbelt Development Commission (Renee Manning and Kaylene Parker) met with all Shires to discuss program and preliminary issues and ideas for projects to include in the plan (see attachment 1).
- WDC met with the South-West WA Drought Resilience Adoption and Innovation Hub team to discuss program and opportunities to align
- Kaylene working with Project team (Amanda Bourne at Mid-West and Trina Anderson at DPIRD) to progress back-end planning documentation for Federal government
- WDC and Great Southern Development Commission met to discuss the Regional Drought Resilience Planning engagement strategy
- Regional Drought Resilience Planning Steering Committee meeting - note Gavin Treasure is the representative for the Southern Wheatbelt Shires; approval of Program Governance Structure, Terms of Reference for Steering Committee, Program Implementation Plan, Risk Assessment, Communications Plan and Budget
- WDC met with Wheatbelt NRM regarding the program, and potential support for engagement work
- Negotiations are continuing with CSIRO for WA to be included as a case study for National Drought Indicators project currently being trialled in NSW. CSIRO will conduct a detailed analysis looking at factors that social and economic outcomes in rural communities.
- Department of Primary Industries and Regional Development are currently preparing drought risk assessments for the region using the latest climate predictions from the Climate Services for Agriculture platform
- DPIRD are conducting spatial analysis of socio-economic landscape and agricultural production features that contribute to drought resilience or exacerbate drought risk in the region
- Review is currently being undertaken of drought and drought-related research, policies and plans globally, in Australia, Western Australia and the target regions. This review also includes relevant drought-related resources and tools, science-based initiatives and related projects and programs (current or historic).
- Summary of ABS, Census and other relevant data relating to population demography, agricultural production and land use, along with a socio-economic situational analysis at the scale of each LGA within the participating regions.
- Development of a draft regional Drought Vulnerability Assessment Method based on review of national, international risk assessment frameworks (see attachment 2)

- Regional Drought Resilience Planning Drought Vulnerability Workshop attended by twenty-three experts to validate the draft framework
- Project team developing requests for quotation for a range of technical pieces of work including: facilitation of regional workshops; social impact assessment; economic analysis; communications and publishing and engagement work
- The Southern Wheatbelt communication and engagement strategy at final draft stage

## Next steps

### December 2021

- Appointment of consultants for above requests for quotation
- Finalise communications and engagement strategy (appoint local resource to assist with engagement)
- Invitation to proposed members of the Southern Wheatbelt Project Advisory Group
- Secure meetings with Southern Wheatbelt Councils for early 2022

### January - February 2022

- Technical Advisory Group workshop to review final Drought Vulnerability Assessment framework for the regions
- Attend Southern Wheatbelt Council meetings to further explore local and regional drought resilience project ideas
- Contract further technical specialists to support development of the Regional Drought Resilience Plans
- Engagement with businesses, service providers, grower groups, community groups, indigenous groups in Southern Wheatbelt Shires
- Collation of information and presentation to Southern Wheatbelt Project Advisory Group for review and input into investment framework

### March 2022

- Finalisation of the regional drought vulnerability assessment
- Continued engagement of businesses, service providers, grower groups, community groups, indigenous groups in Southern Wheatbelt Shires

### April to June 2022

- Regional Drought Resilience Plan development, incorporating the investment framework



Australian Government



Future  
Drought  
Fund



Department of  
Primary Industries and  
Regional Development

## July-August 2022

- Regional Drought Resilience Plan provided to the Federal Government for review and feedback
- Incorporation of feedback
- Launch of final approved Plans

*Prepared by: Kaylene Parker, Senior Project Officer*

## Attachment 1: Summary of Southern Wheatbelt preliminary consultation with LGAs Sept 2021

Wheatbelt Development Commission, CEO's, Elected Members, key staff  
Notes of individual consultation with Shires of Kulin, Kondinin, Lake Grace, Dumbleyung and Wagin

### Community resilience

- Labour shortage
- Housing shortage
- Lots of employment currently in regions but not enough housing
- Aging population in towns is positive - provision of homes in towns encourages older generations to stay
- Lack of recognition of economic value of farming
- Cost of headworks to develop new housing/industrial land
- Good community spirit, community stoic in some regions
- Co-operatives are good to support community resilience ie. Kulin
- Industry businesses and training centres looking to establish in regional centres
- Community fundraising for example cropping - great fundraising opportunity
- More economic diversification is needed to increase town viability
- Farmers are recovering from being in drought the last 2-3 years

### Water issues

- Water deficiency declaration – doesn't include Shires with schemes, but Shires were still in drought, no subsidized water from the scheme
- Shires proactive with non-potable water projects with funding assistance from DWER and Future Drought Fund. Dams cleaned out, tanks installed to capture roof water in towns, catchments extended during the last dry seasons.
- Lack of non-potable water for community facilities such as ovals/schools.
- Lack of fire-fighting water
- Water carted into regional towns to support livestock during last drought – very costly
- Issues with water security and access for community water supplies
- Standpipes turned off in some areas, very slow to fill trucks
- Farmers need household drinking – must cart for themselves, no assistance
- Water Corporation installed buffer tanks north of Lake Grace, this helped keep the demand for spray and livestock water.

## Preliminary project ideas

### Tourism

- Promote economic profile of farming and include in tourism/promotion of regions
- Continue to grow tourism opportunities to support regional development – i.e. Tin Horse Highway, Kulin Bush Races
- Tourism masterplan for regions

### Community resilience

- Identify and develop accommodation options such as disused hotels/caravan parks for regional worker accommodation
- Support construction of housing for aging population
- Support diversification of businesses in regional areas (aquaculture, niche industries)
- Smart farm project – digital farms, farm enterprises to optimise technology on farms
- Identify options to attract businesses to towns (land/business incentives).
- Need drought classification and ensure linked to appropriate channels for assistance.
- Indigenous tourism, bushfoods
- Small businesses – understand how they operate and what frustrations are and issues they face during drought

### Non-potable water

- On-farm water planning to maximise storage in preparation for drought.
- Understand drivers of on farm water planning – is it crop spraying driving demand and what are the potential solutions (e.g. tanks on sheds, clean water sources, desalination versus big community dams)
- Smart farm design for community dams (evaporation control, lined catchments, buffer tanks, security improvements, monitoring (farm bot/swipe cards).
- Government assistance to help Shires to take over unused community dams
- Water re-use opportunities for towns (ie. capturing water off sporting centres)
- Desalination project – review opportunities to bolster community supplies
- Examine opportunities to support industry expansion in areas where there are potential ground water resources/scheme supplies (ie. Beaufort paleochannel)
- Support research and opportunities to re-use water from towns that still pump groundwater (ie. Wagin)
- Review non-potable water demand for agriculture needs – demands high with spray, corporate farms, feedlots (scheme versus on-farm supply)
- Provide incentives to assist farmers conduct water audits on farms



- Case studies to demonstrate water use efficiency on-farm

## Scheme water – use for Agriculture

- Bolster capacity of scheme water – installation of buffer tanks, increase speed of delivery, extend pipeline to priority areas
- Determine capacity of scheme to support agriculture in drought

## Ground water

- Monitoring bore levels to increase knowledge of recharge/volume available of resources used to supply non-potable water during drought
- Identify potential sources of regional groundwater to assist farmers and communities with supplies for drought

## Links to existing or planned work

- Water smart farms
- National Water Grid project
- Rural towns program
- LGA Strategic Planning Reviews being undertaken by LGA's
- Community report cards
- Workforce surveys
- Tourism strategies
- Regional economic analysis (i.e. Wheatbelt South Economic Analysis and sub-regional planning)
- Housing needs assessment
- LGA Emergency Water Plans/water strategies
- Grant Riley – aboriginal tourism enterprise developing
- SME business enhancement plan – key worker housing and land development
- Sewerage reuse project planned
- Extended Communities Drought Program currently being delivered
- South-West WA Drought Innovation and Adoption Hub



## Attachment 2: Regional Drought Vulnerability Assessment Method

As part of delivering the Future Drought Fund Regional Drought Resilience Planning Program in Western Australia, a regional drought vulnerability assessment is being undertaken in each of the three participating regions.

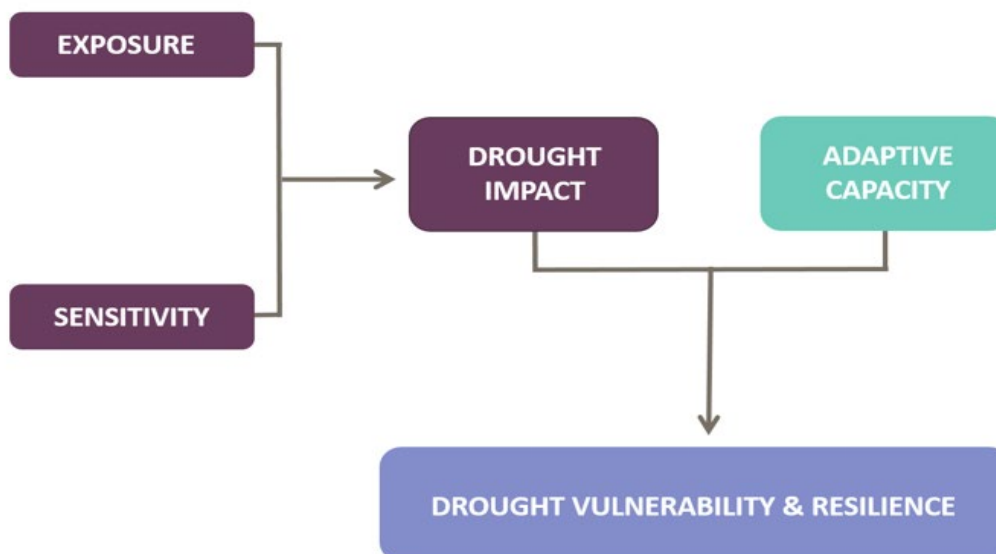
A drought vulnerability assessment is directed at gaining an understanding of each of the LGAs susceptibility to drought, including the development of region-specific definition of drought resilience, identifying, and mapping the historical incidence, severity and impacts of droughts and determining the likely physical, economic and social impacts of drought.

A draft framework is currently being developed to use existing social, economic and environmental data representing current and historical conditions and contextualises these data within the latest available climate science for the regions.

The regional drought vulnerability assessments require consideration of both the potential impacts of drought and the adaptive capacities of the people and systems in each region. Drought impact includes the degree of **exposure** to drought in the regions and each region's inherent **sensitivity** to drought conditions. **Adaptive capacity**, on the other hand, describes the internal features and characteristics of the regions that influence their ability to respond effectively to and withstand past and future droughts.

All components of the regional drought vulnerability assessments will follow the program conceptual framework (Figure 1). The regional drought vulnerability assessments will be used to inform the regional drought resilience plans in each of the three focus regions in Western Australia.

Figure 1 Regional Drought Vulnerability Assessment Conceptual Framework



Source: ABARES framework which considers drought in terms of on-farm impacts on household income and farm profitability. Proposed RDRP framework will include additional inputs.

## Components of a vulnerability assessment

### Risk Assessment

Data collected and analysed during stakeholder engagement and through the desktop review and spatial prioritisation process will be synthesised and interpreted to provide insights into drought vulnerability and resilience in each region.

### Desktop Review

Each regional drought vulnerability assessment will involve an overview of existing data, research, tools and resources that can inform our or our stakeholders understanding of drought impacts and / or drought preparedness in the focus regions.

### Spatial Prioritisation

The spatial component of each regional drought vulnerability assessment will use mapping software to visualise drought risk and drought resilience priority areas. All spatial data will be prepared and presented at the scale of local administrative boundaries, to best support local level decision-making and investment

### Stakeholder Engagement

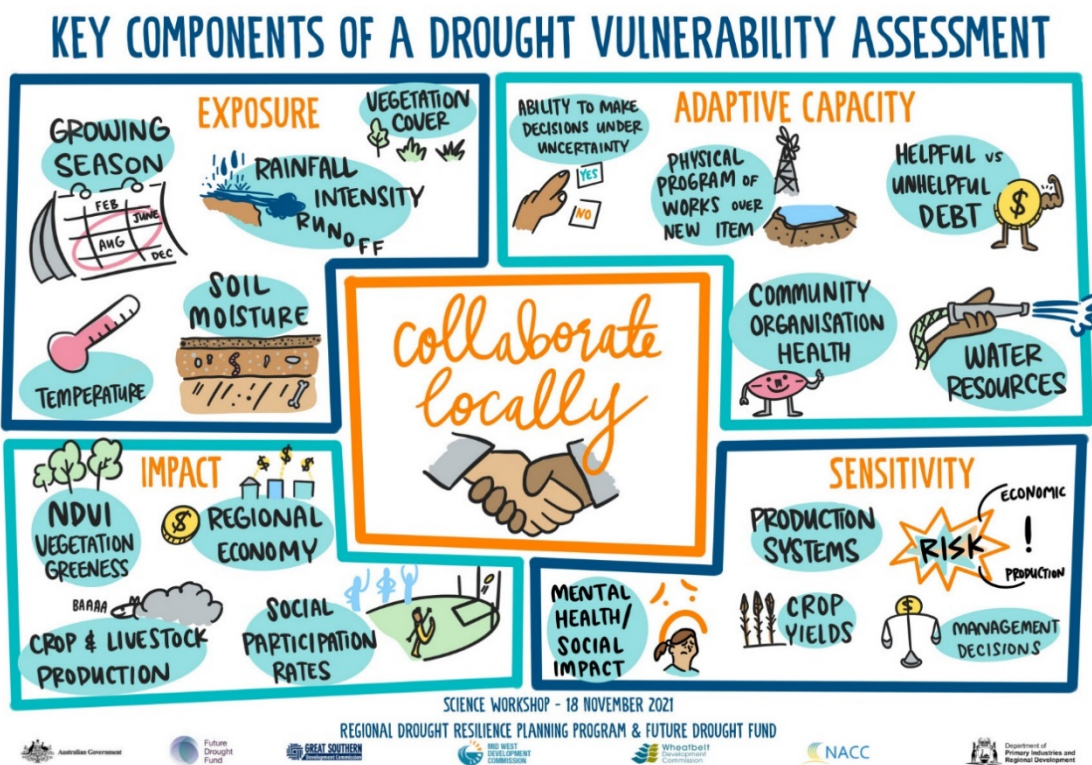
Each regional drought vulnerability assessment will involve extensive consultation with local and regional stakeholders to understand their past experiences with drought and their needs and priorities to ensure a drought resilient future in each region.



The first of three technical workshops for the RDRP was held 18 November 2021 in Perth. The first workshop aimed to:

- develop a shared working definition of drought to support the Regional Drought Resilience Planning process
- identify components and inputs required for a drought vulnerability assessment
- build a replicable conceptual framework for assessing drought risk and resilience in the regions

Participants consisted of a focused group of 23 external people representing a range of expertise and organisations to provide input into the vulnerability assessment framework.



# STANDING COMMITTEE ON ESTIMATES AND FINANCIAL OPERATIONS



Our ref: A930544

7 December 2021

Mr Alan George  
Chief Executive Officer  
Shire of Lake Grace  
1 Bishop St  
LAKE GRACE WA 6353

Dear Mr George

## **Inquiry into the financial administration of homelessness services in Western Australia**

The Estimates and Financial Operations Committee has started its inquiry into the financial administration of homelessness services in Western Australia and is interested in your views. You are invited to have your say by making a submission about any of the following points:

- the current funding and delivery of services
- [‘All Paths Lead to a Home’, Western Australia’s 10-Year Strategy on Homelessness 2020-2030](#)
- existing data systems and how data informs service delivery
- any other related matter.

The closing date for submissions is **Friday 11 March 2022**. Submissions received after that date are unlikely to be considered. If you are unable to present your submission by the closing date, please contact the Committee Clerk.

Submissions are confidential until the Committee releases them. You should not disclose your submission to others until the Committee authorises its public release.

It is normal practice for submissions to be published at some stage during an inquiry. These submissions are then available to the public on request and may be placed on the Internet by the Committee.

It is important that any request not to publish your identity or all or part of the submission be attached to the submission when it is lodged, including your reasons. The Committee will consider requests for confidentiality, but retains the power to publish any submission.

The Committee may decide to hold hearings at a later date. If you wish to appear at a hearing, please make that request on the online submission portal.

Written information about the form and content of submissions can be obtained from the Committee Office or viewed on the [Parliamentary website](#).

To lodge your submission online please use the submission portal at [www.parliament.wa.gov.au/subportal](http://www.parliament.wa.gov.au/subportal) and follow the prompts. The portal will accept a free text submission in the box provided or the following file types: doc, docx, pdf, rtf, jpg and png. The portal has a combined total size limit of 9.5Mb.

If you require assistance to lodge your submission or have other enquiries, please contact:

Tracey Sharpe  
Committee Clerk  
Inquiry into the financial administration of homelessness services in Western Australia  
Legislative Council  
Telephone: 9222 7400  
Email: [lcfah@parliament.wa.gov.au](mailto:lcfah@parliament.wa.gov.au)

Yours sincerely

A handwritten signature in black ink, appearing to read 'P. Collier', with a small dot above the 'i'.

**Hon Peter Collier MLC**  
Chair





## Local Government Professionals Australia urges Councils to participate in 2022 Local Government Skills and Workforce Survey

December 7, 2021

The peak body for local government professionals encourages all Australian local councils to participate in the 2022 Local Government Skills and Workforce Survey when it goes live on December 13.

CEO Catherine Carter said the survey is a sector-wide effort to better understand workforce issues facing local government.

“The public sector has faced significant change in the last two years – perhaps more so than ever before. These rapid workplace changes brought on by the pandemic have led to a shift in employee priorities and expectations, as well as a skills shortage,” said Ms. Carter.

“The State and Territory Local Government Professional Associations will distribute the surveys to their members, locally.

“This is the only national workforce survey that is explicitly focused on local government and builds on the 2017 Local Government Skills Shortage Survey, which established critical evidence of local government’s existing skills base and future needs.

“This data is critical for effective advocacy to state and federal government and for guiding the focus of key professional bodies and the education and training sector.

“The survey aims to identify current and emerging skills needs of local government, and identify change drivers, opportunities and barriers to enhancing local government workforce capability.

“The survey results will offer timely insights into organisational capacity and drivers across the Australian local government sector. This knowledge will enable sector wide responses to issues playing out at the local level.

### Media Contact

Peter Lloyd  
0428 172218  
[plloyd@lgprofessionalsaustralia.org.au](mailto:plloyd@lgprofessionalsaustralia.org.au)

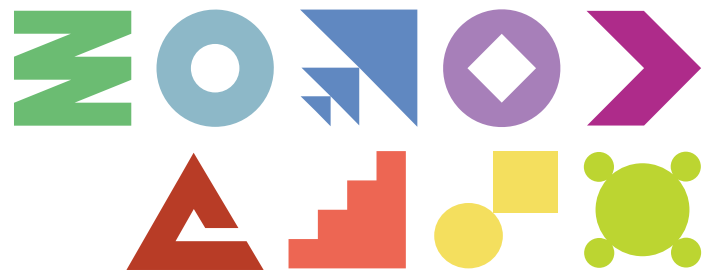
[www.lgprofessionalsaustralia.org.au](http://www.lgprofessionalsaustralia.org.au)



Public Sector  
Commission



# State of the WA Government Sector Workforce 2020-21



We acknowledge the traditional custodians throughout Western Australia and their continuing connection to land, waters and community. We pay respect to their cultures, and to elders past and present.

This publication can be copied in whole or part with due acknowledgement.

Copies are available in different formats on request.

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# Letter of transmittal

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**Speaker**  
**Legislative Assembly**

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**President**  
**Legislative Council**

I hereby submit to the Parliament of Western Australia the **State of the WA Government Sector Workforce 2020-21** in accordance with section 22D of the *Public Sector Management Act 1994*, section 22 of the *Public Interest Disclosure Act 2003* and section 45ZD of the *Corruption, Crime and Misconduct Act 2003*.

SHARYN O'NEILL  
PUBLIC SECTOR COMMISSIONER  
17 November 2021

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# From the Commissioner



I am pleased to present the State of the Western Australian Government Sector Workforce 2020-21.

2020 marked 10 years since the functions of the Commissioner

for Public Sector Standards were merged with the Public Sector Commissioner as part of a suite of amendments to the *Public Sector Management Act 1994*. While later changes added responsibility for minor misconduct and other legislation provides other functions, the 2010 reforms largely created the independent role of Public Sector Commissioner that is in place today.

As we know, the critical role of the government sector has been heightened since the COVID-19 pandemic began. Over this time, the government sector has not only continued to deliver services in challenging and changing circumstances but has also managed and responded to the impacts of the pandemic in the communities it serves.

The rapid way the government sector had to adapt last year was eased slightly this year with good practices in place and only brief restrictions and lockdowns experienced in Western Australia.

For the public sector, a great deal has happened in the last 10 years, with structural changes, widespread adoption of digital services, different economic and social landscapes, and shifting priorities depending on the government of the day. Other government entities have shared many of these changes.

What has not changed, however, is the importance of setting clear standards, providing tools and resources to support the public sector's efficiency and effectiveness, and supporting improvement and integrity in other government entities.

It remains a privilege and responsibility to be the Public Sector Commissioner, and to do what I can within the functions and powers given to me to enable the government sector to do its most important job – delivering services for the people of Western Australia.

A handwritten signature in black ink, which appears to read 'Sharyn'.

SHARYN O'NEILL  
PUBLIC SECTOR COMMISSIONER  
17 November 2021



# About this report

---

**This report is the Public Sector Commissioner’s independent assessment of the performance, notable achievements, challenges and priorities of the WA government sector workforce.**

The Commission’s [remit and responsibilities](#) differ across the government sector. For the public sector, the information in this report extends across the *Public Sector Management Act 1994* (PSM Act), *Equal Opportunity Act 1984* (EO Act), *Corruption, Crime and Misconduct Act 2003* (CCM Act) and *Public Interest Disclosure Act 2003* (PID Act). For other government entities, the information only relates to the EO Act, CCM Act and PID Act.

The workforce information in this report (Sections 1 to 4) is based on data about public sector agencies and other government entities, excluding government boards and committees. Integrity information in this report (Section 5) refers to ‘government sector entities’ (public sector agencies and other government entities including some government boards and committees).

Workforce data presented throughout the report is based on annual average figures unless indicated as a point in time reference. It draws on data from a range of sources. Information on the data collected by the Public Sector Commission is in the [data quality statement](#).

# Section 1: Structure

## The WA government sector comprises a range of departments, organisations, offices and entities.

The **public sector**, which includes the public service and non-public service, is governed by the PSM Act and has a high level of interaction with, and direction from, the government of the day.

The public sector includes:

- departments (such as Department of Education and Department of Transport)
- Senior Executive Service (SES) organisations (such as Lotterywest)
- non-Senior Executive Service (non-SES) organisations (such as health service providers, Office of the Information Commissioner, and government boards and committees established under legislation)
- ministerial offices.

These are referred to in this report as 'public sector agencies'.

Outside the public sector are **other government entities** which operate with a large degree of independence from the government of the day.

They are part of the government sector but are not governed by the PSM Act. They are bound by some of the same rules as the public sector including equal employment, misconduct and dealing with public interest disclosures.

Other government entities include:

- local governments (including regional councils)
- public universities
- government trading enterprises
- other entities that are listed in Schedule 1 of the PSM Act
- some government boards and committees.

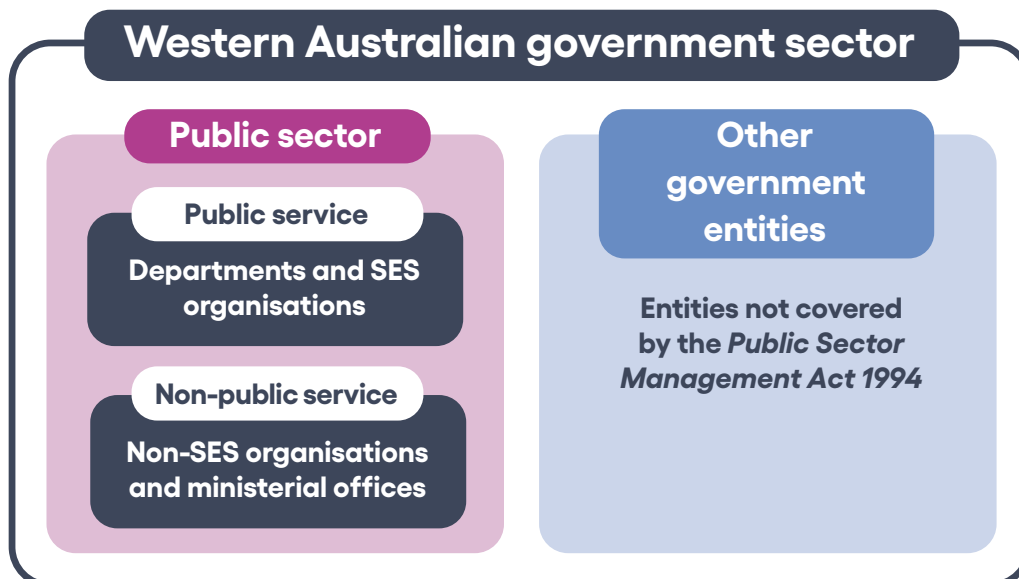
For more information about the structure of these groups of entities, visit [wa.gov.au](http://wa.gov.au).

## Composition of the government sector

At June 2021, the WA government sector comprised the following:

- Public sector:
  - » 25 departments
  - » 44 SES organisations
  - » 50 non-SES organisations
  - » 17 ministerial offices.
- Other government entities:
  - » 145 local governments (including 8 regional local governments and regional councils)
  - » 4 public universities
  - » 19 other entities (including government trading enterprises, parliamentary electorate offices and sworn officers of the WA Police Force)
  - » 299 boards and committees.

**Figure 1: WA government sector 2020-21 from the perspective of the Public Sector Commission**



# Section 2: Workforce profile

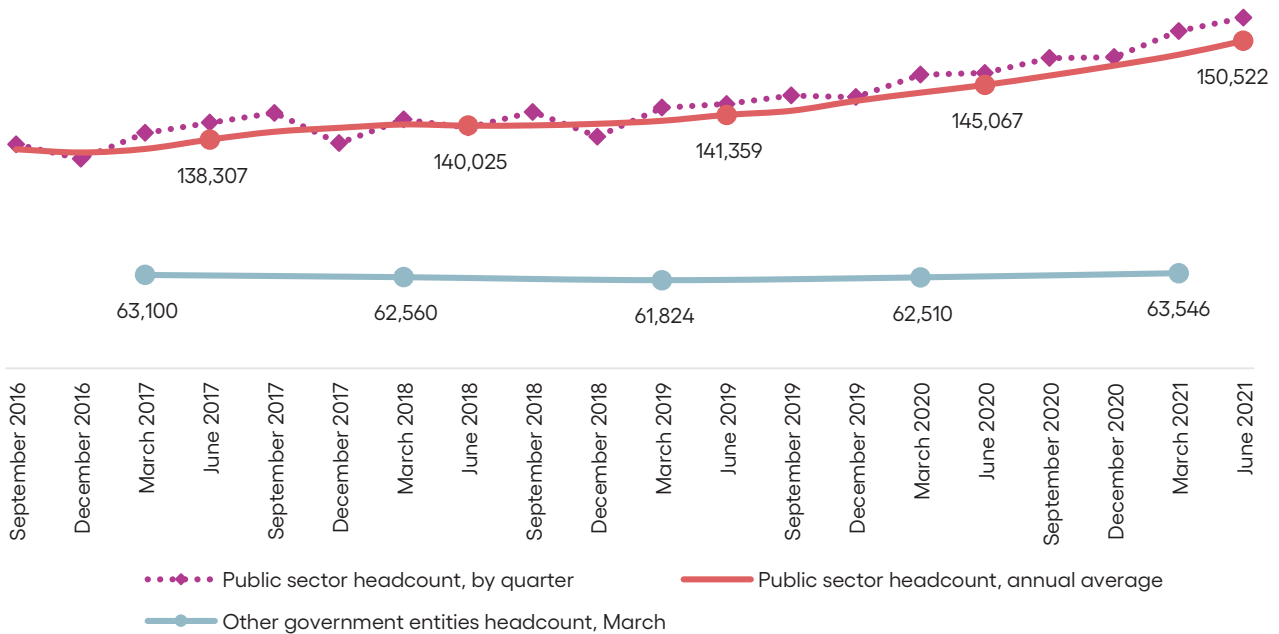
## Workforce size

In 2020-21, the government sector employed 214,068 people.

The public sector employed 150,522 people in 2020-21, an increase of 5,456 people (+3.8%) from 2019-20 and an increase of 12,215 people (+8.8%) from 5 years ago.

Other government entities employed 63,546 people, an increase of 1,036 people (+1.7%) from 2019-20 and 446 people (+0.7%) from 5 years ago<sup>1</sup> (Figure 2, Table 1).

**Figure 2: WA government sector workforce (headcount) 2016-17 to 2020-21**

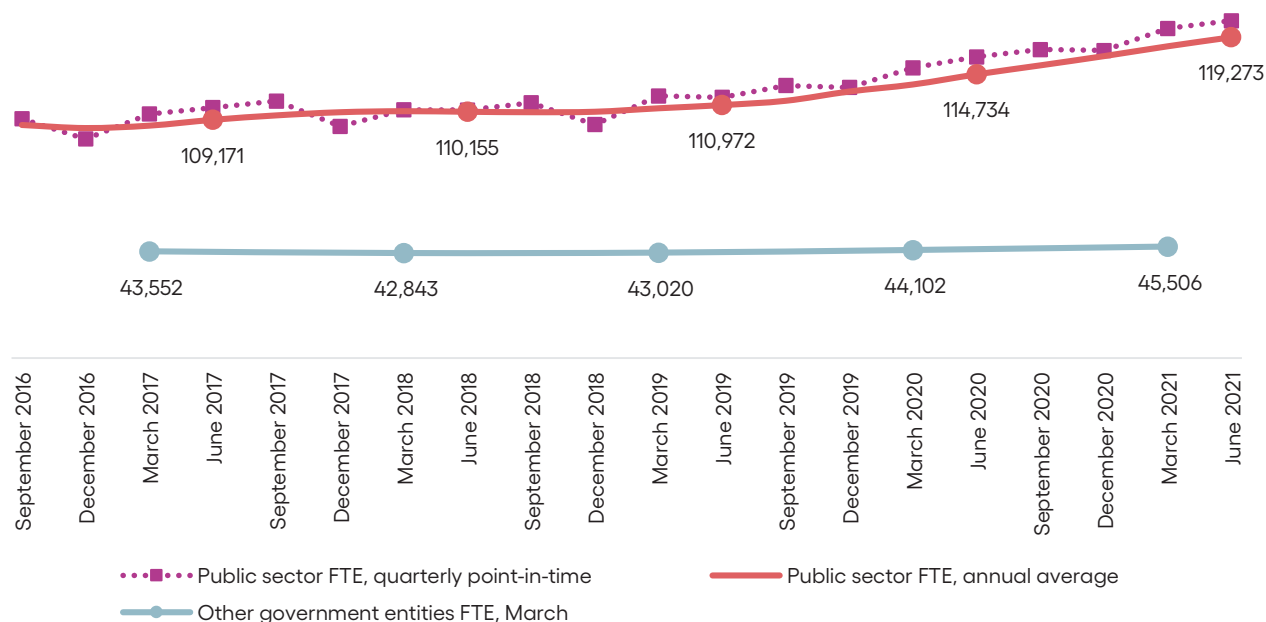


<sup>1</sup>Total reported headcount for other government entities includes casual staff not paid in the last pay period of each March quarter.





**Figure 3: WA government sector workforce (FTE) 2016-17 to 2020-21**



**Table 2: WA government sector workforce (FTE and annual change) 2016-17 to 2020-21**

	2016-17	2017-18	2018-19	2019-20	2020-21
Public sector FTE, annual average	109,171	110,155	110,972	114,734	119,273
Annual change	+477	+984	+817	+3,762	+4,539
Percent change	+0.4%	+0.9%	+0.7%	+3.4%	+4.0%
Other government entities FTE, March	43,552	42,843	43,020	44,102	45,506
Annual change	-252	-710	+177	+1,082	+1,404
Percent change	-0.6%	-1.6%	+0.4%	+2.5%	+3.2%



The Department of Education increased by 4,160 headcount between 2016-17 and 2020-21, comprising an additional 34.1% of the total public sector increase. The Department of Justice<sup>4</sup> increased by 1,169 headcount (9.6% of the total public sector increase). These 3 portfolios made up more than 90% of the net increase in public sector headcount between 2016-17 and 2020-21.

More recently, WA Health increased by 2,918 staff (representing 53.5% of the net annual increase in headcount) between 2019-20 and 2020-21, reflecting the response to the COVID-19 pandemic. Throughout the last year, increased staff remained in place across WA Health to ensure the state could respond to the pandemic and support vaccination rollout.

[Commissioner's Instruction 28](#) was introduced as an interim arrangement to respond to the critical need to fill specific positions required to respond to the pandemic. This targeted measure meant that WA Health was exempt from advertising these positions and able to extend some existing appointments beyond 12 months without advertising.

The Instruction applied to a range of occupations to support the Public Health Emergency Operations Centre, COVID-19 clinics, hotel quarantine program, vaccination clinics and COVID-19 support functions. Occupations included contract tracers, nurses, public health and infection control positions, specimen collectors, general practitioners, pharmacists, pharmacist technicians, medical scientists, medical practitioners, medical registrars and clerks.

The COVID-19 pandemic response outside WA Health also continued, with additional cleaners remaining employed to maintain healthy and safe environments in schools.

Other growth this year included approximately 600 staff joining the public sector through the end of privatised services at Fiona Stanley Hospital. In addition, recent government strategies to increase education engagement resulted in a 20% increase in TAFE enrolments between January and September 2020, requiring TAFE colleges to engage more teaching staff.

<sup>4</sup>This compares Department of Justice with aggregate of former Departments of the Attorney General and Corrective Services. These 2 departments were amalgamated in 2017-18 to form Department of Justice.

## State finances

The 2020-21 [Annual Report on State Finances](#) details government financial results. In 2020-21 general government salaries expenditure was \$13.5 billion and annual growth was 4.5%. Salaries remained the largest component of general government sector expenses, comprising 39% of total operating expenses in 2020-21. This included increases in workforce numbers (particularly in key service delivery agencies) as well as increases in wage rates under industrial agreements.

Increased staffing levels over the last year included the impact of the health and police response to the COVID-19 pandemic, additional police and education aides, additional cleaning staff as a result of the pandemic, and an increase in custodial staff in the justice system.

The 4.5% increase in salaries expenditure was a slight decrease on last year's rate of growth and slightly below the average growth of 4.6% per year over the preceding decade (Figure 4).

## Recruitment in the public sector

In 2020-21 19,010 advertisements were created in the recruitment advertising management system (RAMS)<sup>5</sup> which supports the WA Government Jobs Board ([www.jobs.wa.gov.au](http://www.jobs.wa.gov.au)). This represented a 17.7% increase compared to 16,154 in 2019-20<sup>6</sup>. These advertisements resulted in 271,688 applications received.

These numbers do not reflect the total number of vacancies available or the total number of staff engaged. A single advertisement may be used to fill more than one position (for example, pool recruitments) and other positions may be filled before public advertisement. Numbers should be regarded as a general indicator of recruitment activity only.

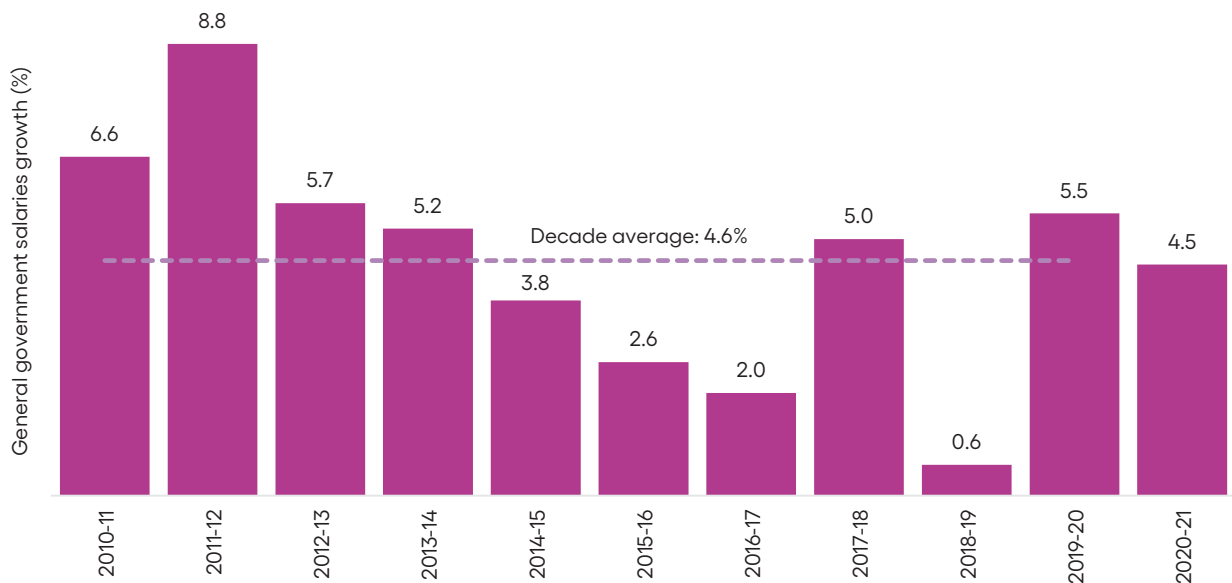
In line with the trends in appointment types, in 2020-21 the number of advertisements for permanent roles increased. However the proportion of all advertisements that were for permanent roles decreased slightly, from 41.3% of all advertisements in 2019-20 to 36.9% in 2020-21 (Table 3).

Of all advertisements, 24.1% were pool recruitments indicating that more than one role may have been filled from a single advertisement. This is a slight increase from 20.6% last year.

<sup>5</sup>Retrospective changes applied in RAMS (for example, re-posting of an advertisement) can lead to changes in advertisement counts per financial year. Data reported is correct at extraction date.

<sup>6</sup>Includes advertisements created for separate jobs boards such as Aboriginal Services Jobs Board and OnBoard WA; advertisements can be created by government and private sector employers.

**Figure 4: General government salaries growth 2010-11 to 2020-21**



**Table 3: WA government sector job advertisements created by financial year and appointment type (number of advertisements and percent of total)**

Appointment type	2016-17	2017-18	2018-19	2019-20	2020-21
Permanent full-time	4,711 (29.4%)	4,159 (27.2%)	4,815 (30.3%)	5,258 (32.5%)	5,374 (28.3%)
Permanent part-time	1,329 (8.3%)	1,489 (9.7%)	1,557 (9.8%)	1,420 (8.8%)	1,650 (8.7%)
<b>Permanent total</b>	<b>6,040 (37.7%)</b>	<b>5,648 (37.0%)</b>	<b>6,372 (40.1%)</b>	<b>6,678 (41.3%)</b>	<b>7,024 (36.9%)</b>
Fixed term full-time	4,802 (30.0%)	4,929 (32.3%)	4,843 (30.5%)	4,470 (27.7%)	5,392 (28.4%)
Fixed term part-time	1,260 (7.9%)	1,065 (7.0%)	913 (5.7%)	887 (5.5%)	1,143 (6.0%)
<b>Fixed term total</b>	<b>6,062 (37.9%)</b>	<b>5,994 (39.2%)</b>	<b>5,756 (36.2%)</b>	<b>5,357 (33.2%)</b>	<b>6,535 (34.4%)</b>
Casual	323 (2.0%)	355 (2.3%)	419 (2.6%)	351 (2.2%)	359 (1.9%)
Sessional	57 (0.4%)	88 (0.6%)	79 (0.5%)	65 (0.4%)	156 (0.8%)
Multiple work types	3,111 (19.4%)	3,077 (20.1%)	3,145 (19.8%)	3,596 (22.3%)	4,824 (25.4%)
Other	412 (2.6%)	116 (0.8%)	118 (0.7%)	107 (0.7%)	112 (0.6%)
<b>Total</b>	<b>16,005 (100%)</b>	<b>15,278 (100%)</b>	<b>15,889 (100%)</b>	<b>16,154 (100%)</b>	<b>19,010 (100%)</b>

The impact of the COVID-19 pandemic on public sector recruitment activity was most notable in April 2020 (Figure 5). April 2020 remained the lowest month for recruitment activity in the last 2 years. After that point, recruitment activity returned to previous levels, supplemented by recruitment for COVID-19 related activities.

The Commission continued to support a variety of recruitment pathways into the public sector through tailored and targeted programs for under-represented employee groups.

Recruitment activity for roles in regional WA increased this year, with advertisements increasing by 25.1% (up from 4,375 to 5,474) (Table 4).

The 2021 Aboriginal Traineeship Program saw 47 trainees commence in 2021, increasing from 31 in the 2020 intake. Of the 2021 intake, 16 were based in regional WA, the largest number of regional based trainees in the history of the program.

The Commission ran a targeted digital and social media campaign to promote the 2021 program which resulted in more people applying than in previous years and more people ultimately commencing the traineeship. This year also saw 3 local governments participate as host agencies for the first time.



**Figure 5: WA public sector recruitment advertisements by month 2019-20 and 2020-21**



**Table 4: Advertisements for roles in WA regions (where region recorded) 2019-20 and 2020-21**

Region	2019-20	2020-21	Change
Gascoyne	49	56	+7 (+14.3%)
Goldfields-Esperance	561	687	+126 (+22.5%)
Great Southern	313	452	+139 (+44.4%)
Kimberley	617	872	+255 (+41.3%)
Mid West	534	601	+67 (+12.5%)
Peel	66	53	-13 (-19.7%)
Pilbara	964	987	+23 (+2.4%)
South West	714	1,038	+324 (+45.4%)
Wheatbelt	557	728	+171 (+30.7%)
<b>Regional WA total</b>	<b>4,375</b>	<b>5,474</b>	<b>+1,099 (+25.1%)</b>
Metropolitan	11,004	12,499	+1,495 (+13.6%)
Multiple regions	707	963	+256 (+36.2%)
Outside WA	4	3	-1 (-25.0%)



## Appointment types

The majority of government sector roles continued to be engaged on a permanent basis. This proportion has been increasing since 2015-16 but decreased slightly between 2019-20 and 2020-21. In 2020-21 an average 76.9% of public sector FTE were engaged on a permanent basis, compared to 77.8% in 2019-20 and 75.3% in 2016-17 (Table 5).

The decrease between 2019-20 and 2020-21 was a result of increased fixed term employment during the year, largely driven by the COVID-19 pandemic response. Since March 2020 for example, fixed term cleaners have been engaged to provide additional health and

safety measures in schools, and additional staff employed for patient care, contact tracing and vaccination programs in WA Health.

Occupations which saw the highest increases in permanency between 2016-17 and 2020-21 included teachers (from an average 68.2% permanent FTE to 75.5% and an increase of 1,152 total FTE over the same period), and education aides (from 77.2% permanent FTE to 82.2% and an increase of 1,100 FTE).

Similar to the public sector, the majority (78.4%) of FTE in other government entities were employed on a permanent basis (Table 6).

## Converting contract and casual staff to permanency

Since 2018-19 under the WA Government's policy to convert existing contract and casual staff to permanent roles and reduce spending on temporary personnel, 15,496 employees have been converted to permanency.

In 2020-21, agencies reported the conversion of 2,323 employees, down from 10,482 reported last year. This decrease was expected as agencies finalised reviews under [Commissioner's Instruction 23: Conversion and appointment of fixed term contract and casual staff to permanency](#).

Permanency was achieved either through employer discretion through [Commissioner's Instruction 2: Filling a public sector vacancy](#) or [Commissioner's Instruction 23](#) (issued 10 August 2018).

At the end of June 2021 just over 99% of arrangements that were in scope (47,254 fixed term, contract and casual arrangements) had been reviewed under [Commissioner's Instruction 23](#).

**Table 5: WA public sector FTE by appointment type (%), annual average 2016-17 to 2020-21**

Appointment type	2016-17	2017-18	2018-19	2019-20	2020-21
Permanent full-time	53.7%	54.0%	54.6%	54.9%	54.0%
Permanent part-time	21.5%	22.1%	22.8%	22.9%	22.9%
<b>Permanent total</b>	<b>75.3%</b>	<b>76.1%</b>	<b>77.4%</b>	<b>77.8%</b>	<b>76.9%</b>
Fixed term full-time	13.5%	13.0%	11.9%	11.4%	11.6%
Fixed term part-time	5.4%	5.3%	5.0%	5.1%	5.7%
<b>Fixed term total</b>	<b>18.9%</b>	<b>18.3%</b>	<b>16.9%</b>	<b>16.4%</b>	<b>17.3%</b>
Casual	5.5%	5.2%	5.2%	5.2%	5.2%
Other	0.4%	0.4%	0.5%	0.6%	0.6%

**Table 6: Other government entities FTE by appointment type (%), March 2021**

	Government trading enterprises and other authorities	Local governments	Public universities	Other government entities total
Permanent full-time	88.6%	65.7%	48.8%	70.4%
Permanent part-time	4.0%	11.7%	8.2%	8.0%
<b>Permanent total</b>	<b>92.6%</b>	<b>77.4%</b>	<b>57.0%</b>	<b>78.4%</b>
Fixed term full-time	5.9%	14.0%	24.7%	13.4%
Fixed term part-time	0.6%	2.1%	7.2%	2.7%
<b>Fixed term total</b>	<b>6.5%</b>	<b>16.0%</b>	<b>31.9%</b>	<b>16.1%</b>
Casual	0.8%	6.4%	7.5%	4.5%
Other	0.0%	0.2%	3.6%	0.9%

**Table 7: Number of WA public sector staff converted to permanent employment 2018-19 to 2020-21**

	2018-19	2019-20	2020-21	Total
Commissioner's Instruction 2*	1,343	8,178	337	9,858
Commissioner's Instruction 22#	274	0	0	274
Commissioner's Instruction 23*	1,074	2,304	1,986	5,364
<b>Total</b>	<b>2,691</b>	<b>10,482</b>	<b>2,323</b>	<b>15,496</b>

\* Data captured from 10 August 2018 only.

# Data captured between 2 July 2018 and 14 February 2020.

## Age and gender

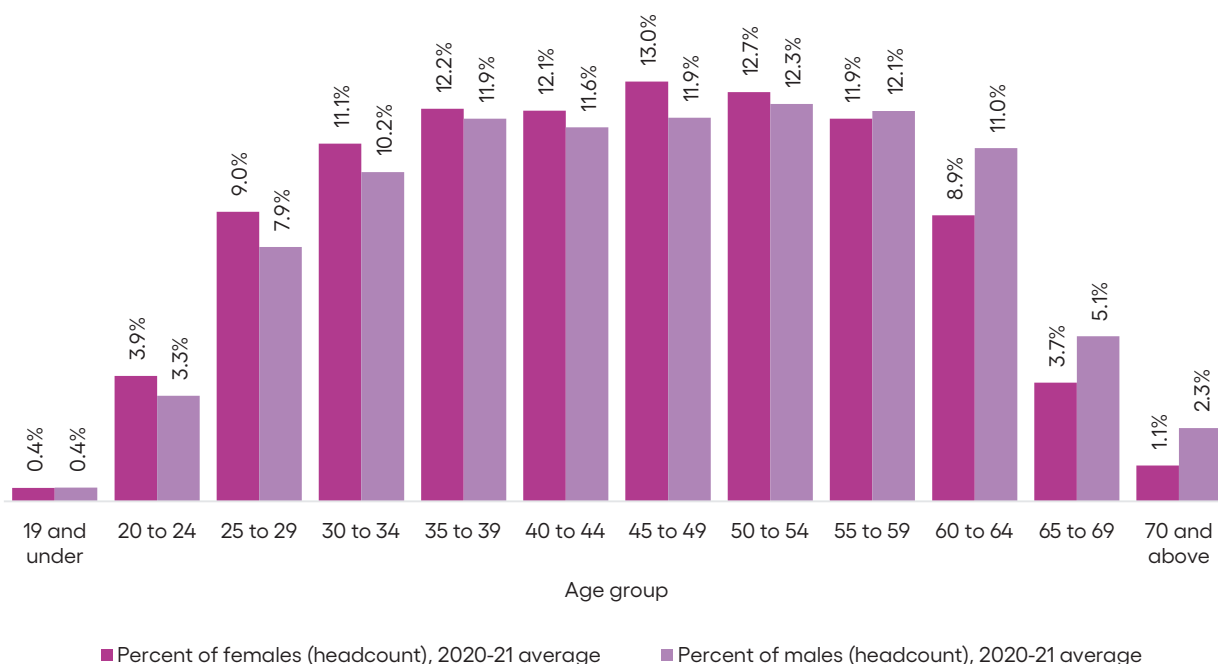
The median age of public sector staff was 45.3 years in 2020-21 (annual average of medians), with male staff slightly older overall than female staff (Table 8, Figure 6). The annual average median age of the public sector was also 45.3 years in 2016-17.

The median age of staff in other government entities was 42.0 in March 2021, consistent with last year. Male employees were once again slightly older than females (Table 9, Figure 7).

**Table 8: Median age of male and female staff; WA public sector annual average median 2020-21, other government entities March 2021**

	Female	Male	All staff
Public sector 2020-21, annual average	45.0	46.8	45.3
Other government entities, March 2021	41.0	44.0	42.0

**Figure 6: Distribution of male and female staff by age group, WA public sector (annual average) 2020-21**

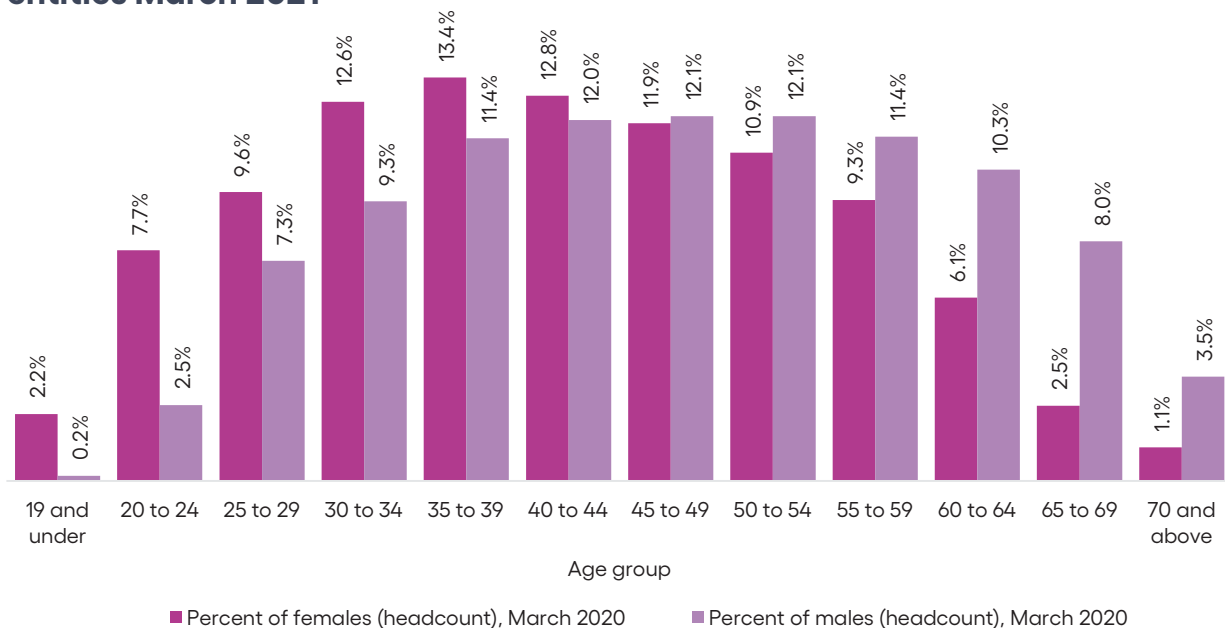


**Table 9: Headcount by age group WA public sector and other government entities 2020-21**

Age in years	Public sector headcount, annual average 2020-21			Other government entities headcount, March 2021*		
	Female	Male	Neither male nor female	Female	Male	Neither male nor female
19 and under	459	176	0	704	52	0
20 to 24	4,263	1,345	1	2,426	788	0
25 to 29	9,843	3,237	1	3,037	2,285	4
30 to 34	12,163	4,190	1	3,987	2,903	11
35 to 39	13,341	4,869	0	4,242	3,557	6
40 to 44	13,275	4,759	1	4,051	3,745	6
45 to 49	14,273	4,881	1	3,760	3,787	5
50 to 54	13,911	5,056	1	3,452	3,786	6
55 to 59	13,012	4,966	1	2,955	3,574	2
60 to 64	9,722	4,495	1	1,928	3,232	2
65 to 69	4,038	2,100	0	792	2,489	0
70 and above	1,215	931	1	352	1,083	0
<b>Total</b>	<b>109,513</b>	<b>41,002</b>	<b>9</b>	<b>31,686</b>	<b>31,281</b>	<b>42</b>

\*Excludes some staff for whom no date of birth/age was provided.

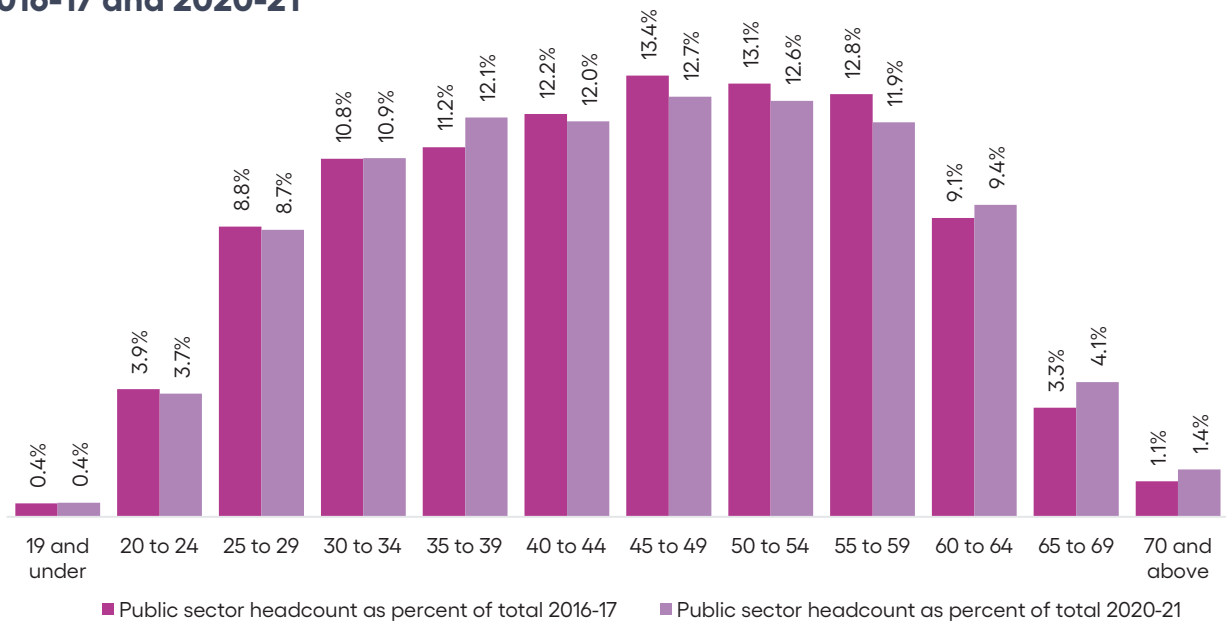
**Figure 7: Distribution of male and female staff by age group, other government entities March 2021**



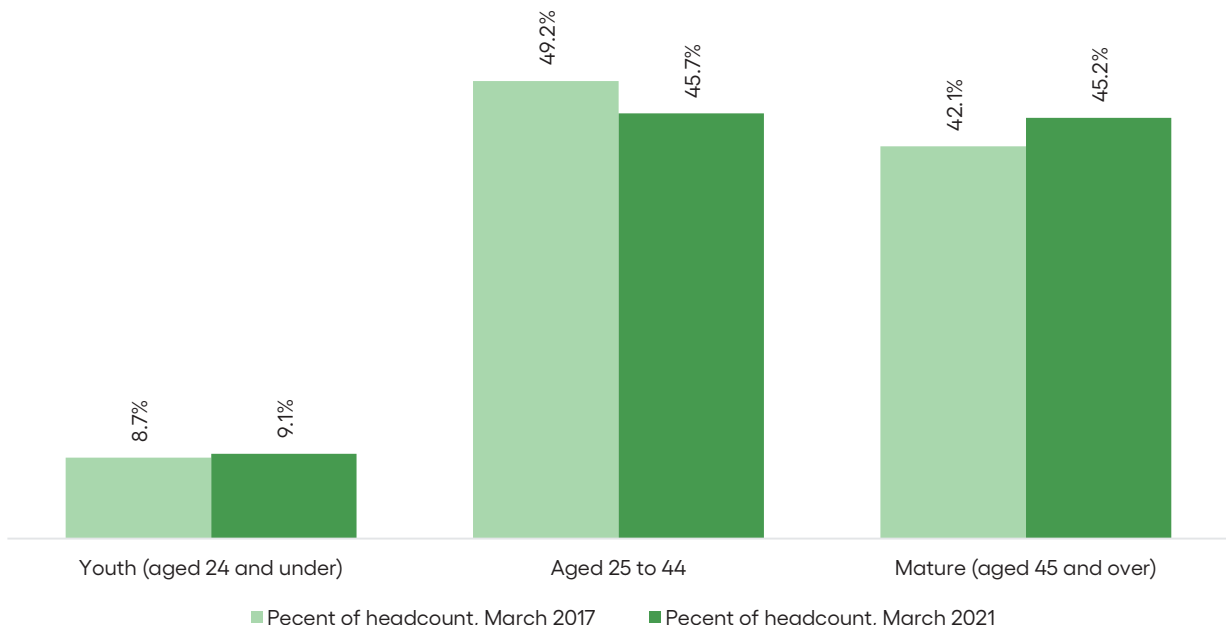
Since 2016-17 staff aged 65 and above have increased from 4.4% to 5.5% of the public sector workforce (Figure 8). The annual average percentage of youth employees (aged 24 and under) has slightly declined from 4.3% to 4.1% of the sector over the same period. Over the last year employment of youth increased, up by 497 headcount (8.6% increase from 2019-20). See [Youth](#) for additional information.

While historic data on individual staff ages is not available for other government entities, data has been collected in previous years on 3 broad age groups – youth aged 24 and under, aged 25 to 44, and mature aged 45 and over. Comparison of these groups between March 2017 and March 2021 shows the age profile of government staff outside the public sector was also becoming older (Figure 9).

**Figure 8: WA public sector headcount by age group (annual average) 2016-17 and 2020-21**



**Figure 9: Distribution of headcount by broad age groups, other government entities March 2017 and March 2021**

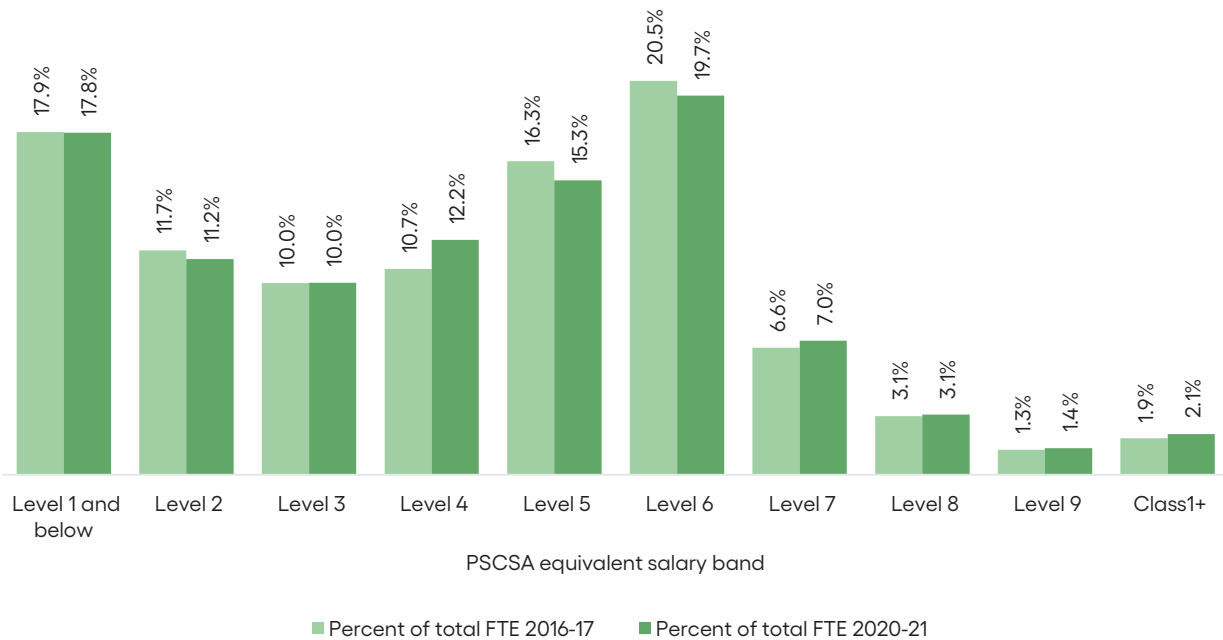




Women made up 72.8% of the public sector workforce in 2020-21 (consistent with 2019-20) and 49.9% of other government entities (a slight decline from 50.2% in 2019-20). As seen last year, staff who reported as neither male nor female made up 0.1% of staff in other government entities and less than 0.1% of staff in the public sector.

When all staff are mapped to the salary bands of the Public Sector CSA Agreement (PSCSAA)<sup>7</sup>, the distribution of public sector FTE across salary bands has remained largely consistent between 2016-17 and 2020-21 (Figure 10).

**Figure 10: Proportion of total public sector FTE by PSCSAA equivalent salary bands 2016-17 and 2020-21**

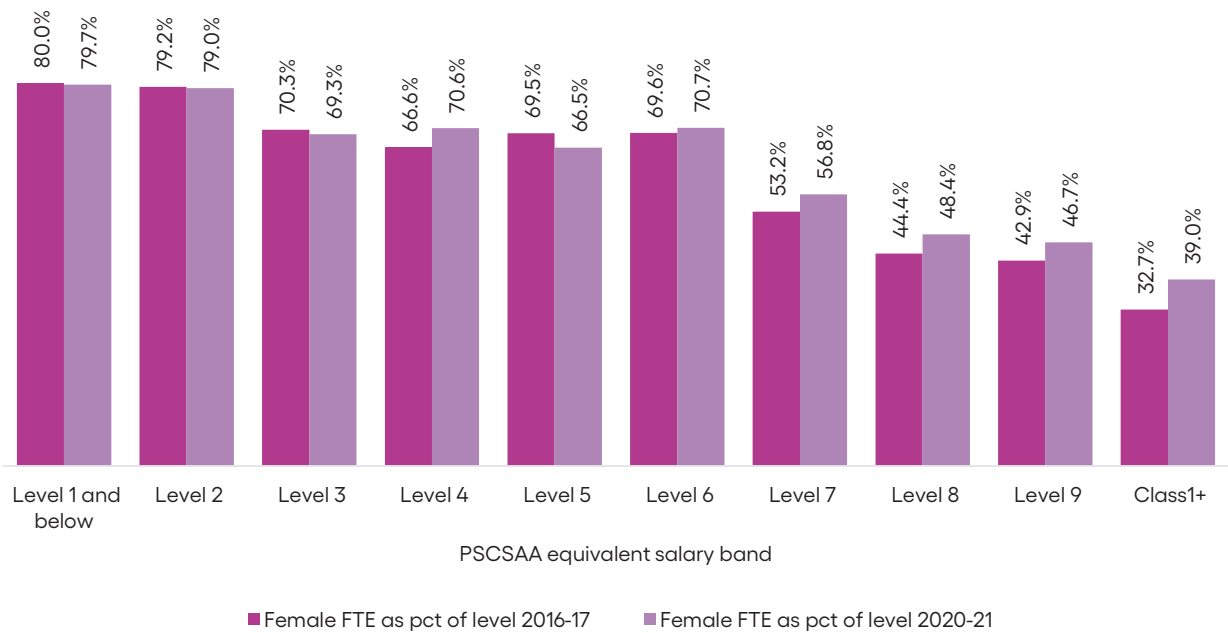


<sup>7</sup>Employees mapped to salary bands relevant to reported time periods.

When FTE related to male and female staff is mapped to PSCSAA salary bands, the pattern of female over-representation at lower bands and under-representation at higher bands

remains. However, the proportion of roles at Level 6 and above held by women has increased in the last 5 years (Figure 11).

**Figure 11: Female FTE as percent of employees, by PSCSAA equivalent salary bands 2016-17 and 2020-21**







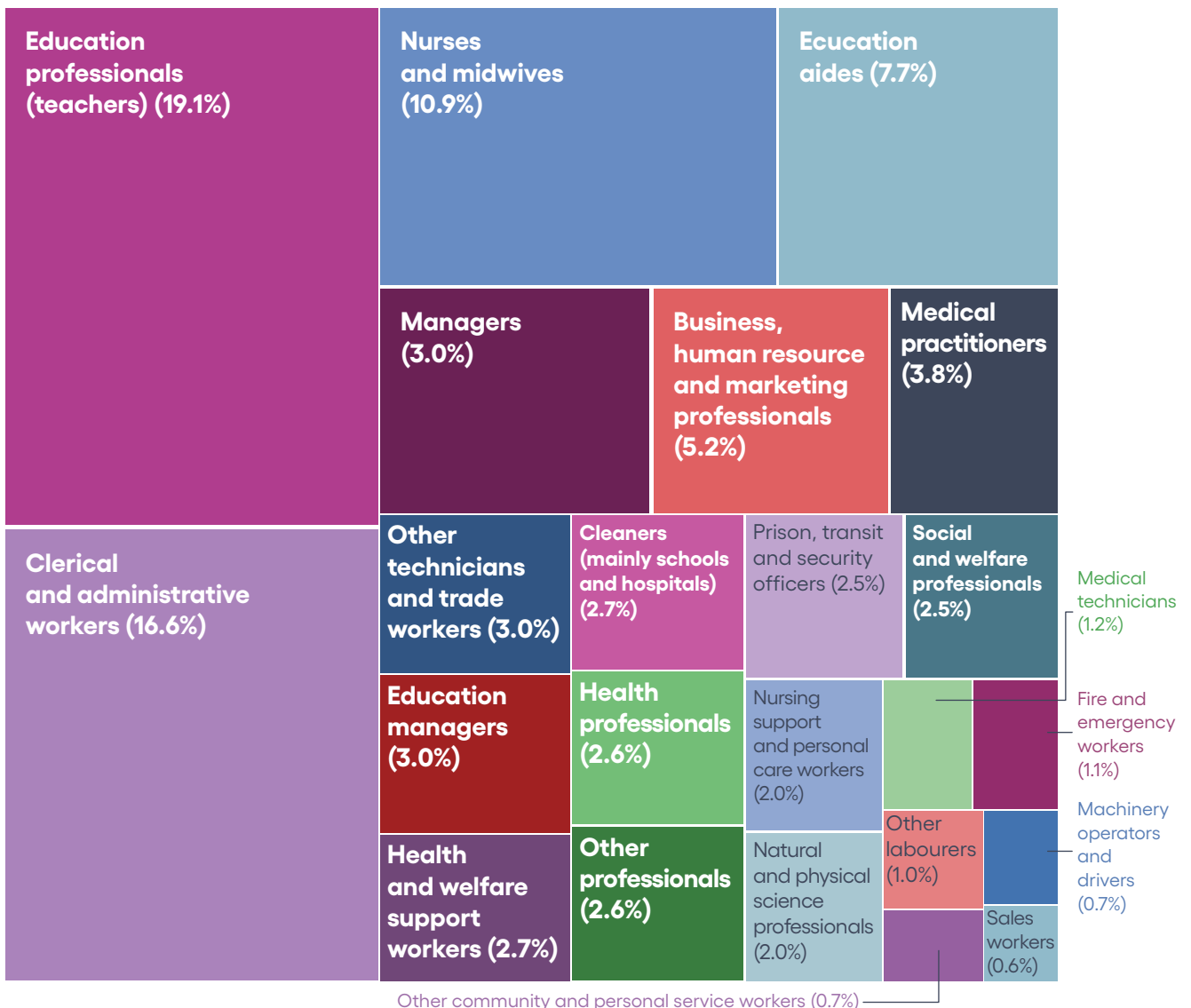
## Occupations

The public sector workforce is categorised into 23 occupational groups (Figure 12 and Table 10). On average, the top 4 occupational groups made up more than half of all staff in the public sector across 2020-21:

- teachers (19.1% of total FTE)
- clerical and administrative workers (16.6% of total FTE)
- nurses and midwives (10.9% of total FTE)
- education aides (7.7% of total FTE).

Between 2016-17 and 2020-21, cleaners had the largest proportional increase across all occupations, increasing 28.5% to 3,162 FTE in 2020-21. Over the same period, nurses and midwives increased by 12.3% to 12,996 FTE and medical practitioners increased by 18.8% to 4,503 FTE. These changes reflected the state's response to the COVID-19 pandemic and associated restrictions, as well as ongoing investment in WA Health recruitment. In addition, prison, transit and security officers increased by 27.9% to 3,039 FTE.

**Figure 12: Key occupational groups, WA public sector 2020-21 (annual average FTE – size indicates relative FTE per group)**



**Table 10: Key statistics, WA public sector workforce by occupation 2020-21 (annual average)**

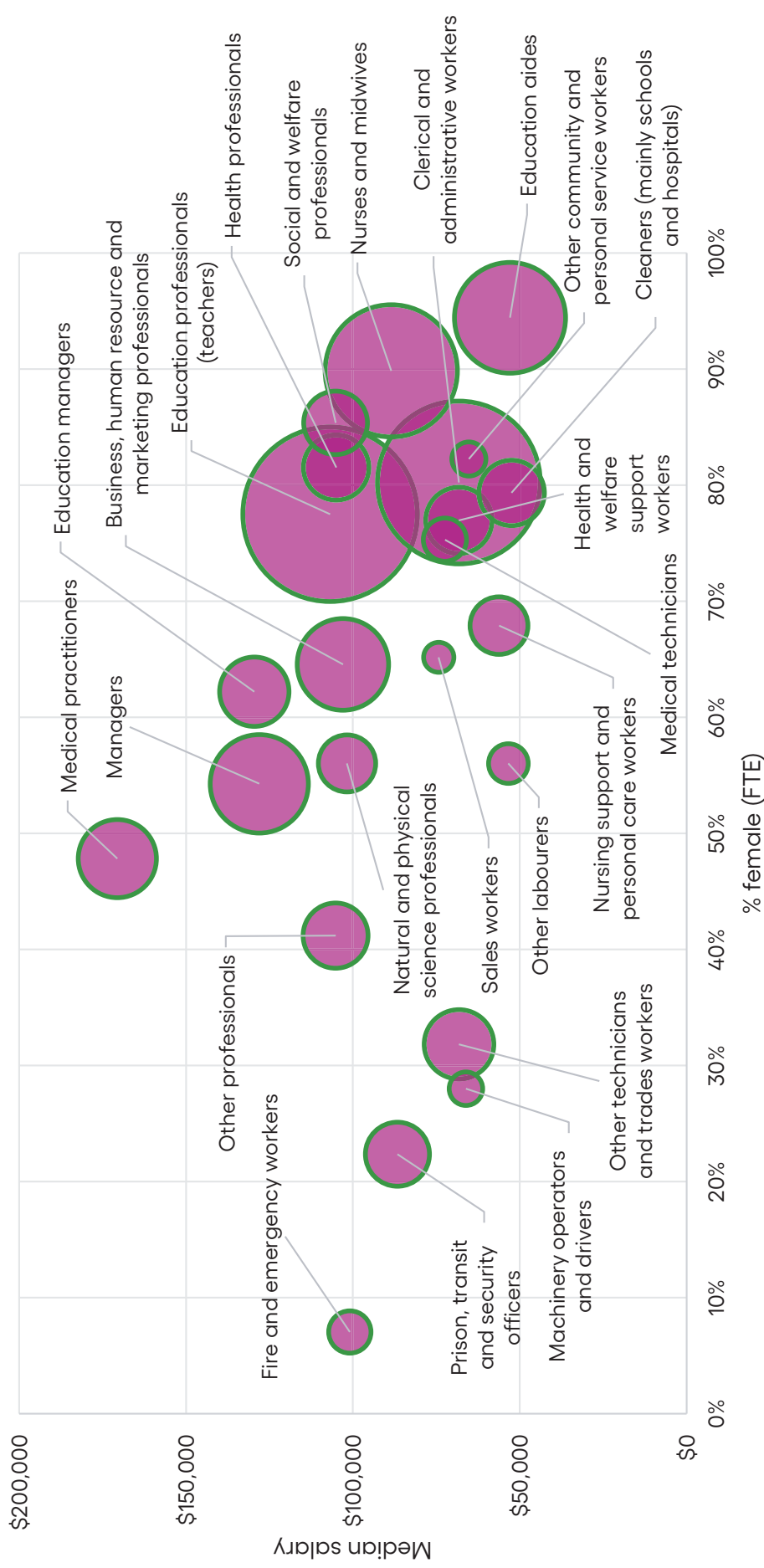
Occupational group	FTE 2020-21	FTE change since 2016-17	Median age	Median salary	Female % (ppt* change since 2016-17)
Education professionals (teachers)	22,729	+1152 (+5.3%)	44.0	\$106,799	77.5% (-1.0 ppt)
Clerical and administrative workers	19,745	+1232 (+6.7%)	47.0	\$68,256	80.2% (0.0 ppt)
Nurses and midwives	12,996	+1425 (+12.3%)	42.0	\$88,452	89.9% (+0.1 ppt)
Education aides	9,127	+1100 (+13.7%)	47.0	\$52,906	94.4% (-1.0 ppt)
Managers	7,177	+969 (+15.6%)	50.0	\$128,033	54.3% (+3.8 ppt)
Business, human resource and marketing professionals	6,202	+439 (+7.6%)	44.5	\$102,966	64.6% (+1.1 ppt)
Medical practitioners	4,503	+712 (+18.8%)	37.5	\$170,604	47.8% (+3.6 ppt)
Other technicians and trades workers	3,570	+250 (+7.5%)	49.3	\$68,194	31.8% (-0.6 ppt)
Education managers	3,548	+178 (+5.3%)	50.3	\$129,560	62.2% (+3.9 ppt)
Health and welfare support workers	3,253	+48 (+1.5%)	47.0	\$68,256	77.0% (+0.1 ppt)
Cleaners (mainly schools and hospitals)	3,162	+702 (+28.5%)	50.5	\$52,425	79.3% (+1.0 ppt)
Health professionals	3,138	+257 (+8.9%)	38.0	\$105,002	81.5% (-0.3 ppt)
Other professionals	3,135	+373 (+13.5%)	43.0	\$105,179	41.2% (+0.6 ppt)
Prison, transit and security officers	3,039	+662 (+27.9%)	48.0	\$86,633	22.4% (+1.1 ppt)
Social and welfare professionals	2,968	+105 (+3.7%)	42.5	\$105,179	85.4% (+1.1 ppt)
Nursing Support and Personal Care Workers	2,442	+264 (+12.1%)	48.5	\$56,204	67.9% (-1.8 ppt)
Natural and physical science professionals	2,396	+150 (+6.7%)	43.0	\$101,757	56.0% (+1.7 ppt)
Medical technicians	1,373	+57 (+4.3%)	41.5	\$72,413	75.3% (+0.8 ppt)
Fire and emergency workers	1,300	+5 (+0.4%)	43.3	\$100,923	7.0% (+1.9 ppt)
Other labourers	1,152	-48 (-4.0%)	57.0	\$53,392	56.0% (-1.6 ppt)
Other community and personal service workers	845	+31 (+3.9%)	45.3	\$65,257	82.3% (+2.4 ppt)
Machinery operators and drivers	811	+28 (+3.6%)	53.0	\$66,090	28.0% (-1.0 ppt)
Sales workers	658	+7 (+1.1%)	46.0	\$74,267	65.2% (-2.8 ppt)

\*ppt is percentage points.



There was a weak relationship between occupational groups, gender profiles and salary ranges in the public sector, with occupational groups comprising a majority of women tending to have lower median salaries (Figure 13).

**Figure 13: WA public sector occupational groups by percent female staff and median salary 2020-21 (size of each point reflects relative size of occupational group in annual average FTE)**



Sworn police officers are not part of the public sector as defined in the PSM Act. Key statistical information for sworn officers of the WA Police Force is in Table 11. Detailed

information on occupations is not collected from other government entities. Summary information for other government entities is in Table 12.

**Table 11: Key statistics for sworn officers of WA Police Force 2020-21 (annual average)**

	FTE 2020-21	FTE change since 2016-17	Median age	Median salary	Female % (percentage point change since 2016-17)
WA Police Force (sworn officers)	6,958	+424 (+6.5%)	41.3	\$97,856	23.3% (+1.4)

**Table 12: Key statistics for other government entities (excluding WA Police Force) March 2021**

	FTE March 2021	FTE change since March 2017	Median age March 2021	Female % (percentage point change since March 2017)
Local governments	17,992	+480 (+2.7%)	44	55.0% (+0.7)
Public universities	10,418	-589 (-5.3%)	41	60.5% (+0.5)
Government trading enterprises and other entities	10,106	+1,611 (+19.0%)	43	34.4% (+4.7)

## Locations

Consistent with previous years, the majority of public sector staff (annual average 114,685 headcount, 76.2% of the public sector) worked in the metropolitan region during 2020-21 (Table 13). The public sector employed 35,752 staff in regional WA (23.8% of the public sector) and 79 staff outside WA (0.1% of the public sector). Public sector employment in regional WA has increased by 5.9% (from 33,749 to 35,752 headcount) since 2016-17.

In regional WA the highest rates of growth since 2016-17 have been in the Peel (14.4% increase to 3,643 staff) and Pilbara regions (10.8% increase to 3,160 staff). Headcount in the Wheatbelt region decreased by 135 (3.1%) between 2016-17 and 2020-21, and in the Gascoyne region decreased by 1 (0.1%). For both metropolitan and regional staff, median salaries and the proportion of staff with permanent appointments have increased since 2016-17.



**Table 13: Key statistics for WA public sector workforce by location, annual average 2016-17 to 2020-21**

Region	Headcount 2020-21 (percent of total)	Headcount change from 2016-17	FTE 2020-21 (percent of total)	FTE percent change from 2016-17	Median age 2020-21	Median salary 2020-21	Median salary change from 2016-17	Permanent FTE as percent of region 2020-21	Change in permanent FTE since 2016-17
Gascoyne	668 0.4%	-0.1%	535 0.4%	-2.4%	45	\$71,831	-0.9%	70.7%	+1.1 ppt
Goldfields Esperance	3,145 2.1%	1.4%	2,576 2.2%	+3.8%	46	\$78,510	6.2%	78.0%	+5.0 ppt
Great Southern	3,565 2.4%	3.0%	2,662 2.2%	+2.8%	49	\$82,663	6.2%	80.3%	+2.4 ppt
Kimberley	3,796 2.5%	6.1%	3,194 2.7%	+5.4%	43	\$83,701	3.9%	72.7%	+3.5 ppt
Mid West	3,726 2.5%	7.8%	2,910 2.4%	+7.1%	47	\$77,924	4.6%	75.5%	+0.6 ppt
Peel	3,643 2.4%	14.4%	2,895 2.4%	+14.1%	47	\$78,956	4.4%	84.7%	+3.7 ppt
Pilbara	3,160 2.1%	10.8%	2,614 2.2%	+11.0%	41	\$81,907	6.8%	78.4%	+9.2 ppt
South West	9,783 6.5%	8.1%	7,310 6.1%	+9.1%	48	\$80,569	4.8%	79.1%	+1.9 ppt
Wheatbelt	4,266 2.8%	-3.1%	3,123 2.6%	-1.5%	49	\$72,036	6.7%	79.1%	+3.4 ppt
<b>Regional WA total</b>	<b>35,752</b> <b>23.8%</b>	<b>5.9%</b>	<b>27,820</b> <b>23.3%</b>	<b>+6.5%</b>	<b>47</b>	<b>\$79,233</b>	<b>5.5%</b>	<b>78.4%</b>	<b>+3.3 ppt</b>
Metropolitan	114,685 76.2%	9.8%	91,378 76.6%	10.1%	45	\$88,452	4.6%	76.4%	+1.1 ppt
Outside WA	79 0.1%	1.6%	69 0.1%	+11.5%	45	\$106,799	4.3%	35.5%	-22.8 ppt

## Redeployment, redundancy, severances and separation payments

At 30 June 2021, there were 397 employees in the public sector who had been identified as surplus to requirements (393 registerable and 4 registered employees). At the same point last year there were 475 registrable staff and 2 registered staff.

There were 303 voluntary severances in 2020-21 totalling \$34,748,275. This was an increase from 2019-20 when 200 voluntary severances were made totalling \$22,965,386.

The 3 public sector agencies with the most voluntary severances in 2020-21 were the Department of Communities (247, reflecting the ongoing targeted separation scheme

to manage impacts of the transition to the National Disability Insurance Scheme), Metropolitan Redevelopment Authority (24) and Department of Primary Industries and Regional Development (7). There were no involuntary severances during the year.

While SES officers are not eligible to receive voluntary severances, separation payments for early termination in the SES are dealt with under section 59 of the PSM Act. Only one SES section 59 separation payment totalling \$72,537 was paid, a decrease from 2 payments totalling \$190,107 in 2019-20 and 7 payments totalling \$1,090,552 in 2018-19.

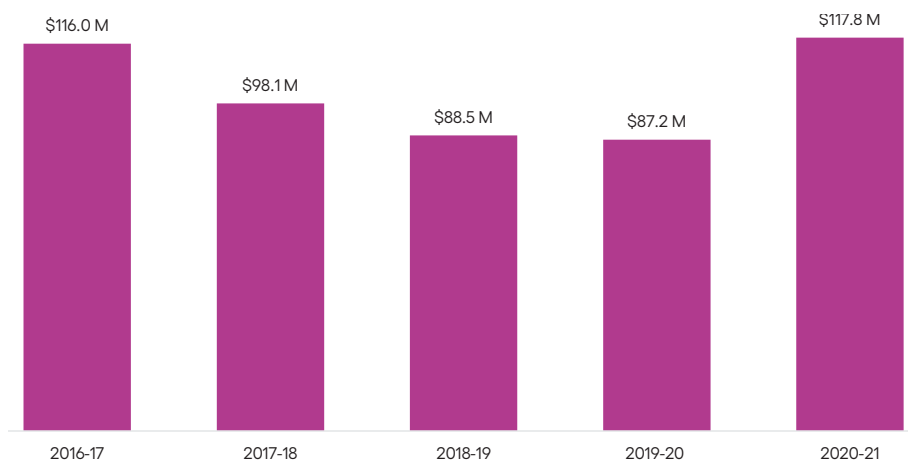
## Managing temporary personnel in the public sector

Based on data provided to the Department of Finance, public sector agencies spent \$117.8 million under the Temporary Personnel Services Common Use Arrangement in 2020-21. This was an increase from the \$87.2 million spent in 2019-20 (Figure 14). Factors influencing this year's spending included recruitment to facilitate the WA State election

in March 2021, and the requirements of time-sensitive biosecurity programs.

In line with this increase, the average number of temporary engagements per quarter also increased, from 1,585 in 2019-20 to 3,281 in 2020-21. The majority of engagements (87.7% of engagements in June 2021 compared to 52.4% in June 2020) were for less than 6 months.

**Figure 14: Annual expenditure on temporary personnel in WA public sector 2016-17 to 2020-21**





## Managing leave

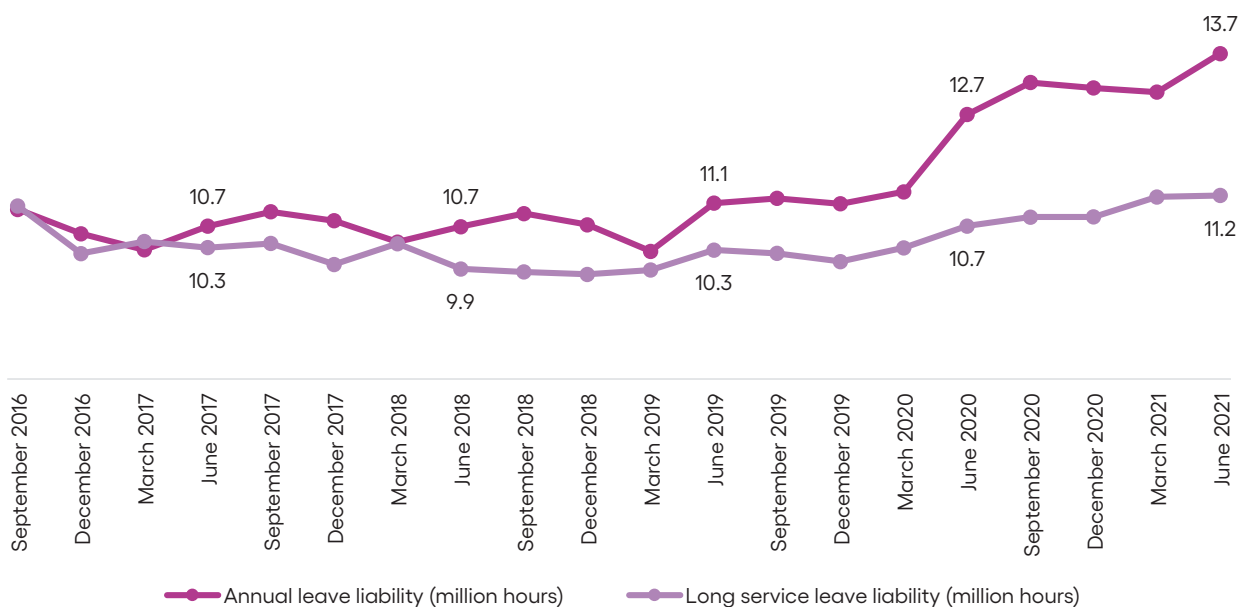
Ongoing travel and other restrictions related to the COVID-19 pandemic impacted leave across the sector in the last 2 years, reducing leave taken and resulting in increased leave liability. These trends are consistent with inter-jurisdictional research that shows all Australian public sectors experienced reduced annual leave and long service leave usage during the 2020 calendar year.

Public sector staff took an average 6.3 days of annual leave per FTE between April and June 2019. This declined to 5.3 days per FTE in the same period in 2020 and stabilised to 5.4 days per FTE between April and June 2021. Similarly, on average 1.2 days of long service leave was taken per public sector FTE from April to June 2019. This declined to 0.8 days per FTE from April to June 2020 then increased to 1.0 days per FTE in 2021.

Personal leave (including sick and other types of personal leave) declined from 3.5 days per FTE from April to June 2019 to 3.1 days per FTE in 2020, then increased slightly to 3.2 days per FTE from April to June 2021.

In line with these changes, leave liability (that is, leave hours owed to current staff) has increased. The most significant increase in annual leave liability occurred between March and June 2020, correlated with reduced leave taking during the height of pandemic restrictions in the first calendar quarter of 2020. Both annual and long service leave liability have remained at or above June 2020 levels since this point (Figure 15).

**Figure 15: WA public sector leave liability 2016-17 to 2020-21 (point in time data)**





# Commissioner's observations

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## **The COVID-19 pandemic continued to have an impact on the government sector workforce, changing both its size and composition.**

The most significant changes were in the health workforce with continued high investment by the WA Government to respond to the health issues brought about by the pandemic and roll out the COVID-19 vaccination program. This resulted in increases in the health workforce, with many additional staff on fixed term contracts, particularly in certain occupational groups.

Ongoing demand in public education and the need to have strict cleaning regimes in schools drove increases in the education workforce.

Other trends remained relatively stable, despite ongoing changes to meet the demands and service expectations of the community.

The WA public sector census pilot in early 2021 gave us a glimpse of the deeper staff insights that could be possible through a full rollout of a census across the public sector. Understanding intentions to stay or leave their workplaces, whether staff would like to work more or fewer hours, and their qualifications and type of work could change the public sector's approach to workforce planning.

In the public sector, we need a clearer picture of the future skills needed and growth areas – and the pipeline to attract and retain them, likely in competition with the private sector.

The challenge ahead is to have a workforce that has the skills needed to deliver high quality services in uncertain times.



# Section 3:

## Workforce diversity

### **This year saw the first 10 months of the [Workforce Diversification and Inclusion Strategy](#).**

The Commission implemented a number of the strategy's actions in 2020-21:

- In October 2020, the Commission released [Family and Domestic Violence Support](#), a guide for public sector agencies to create safe workspaces for their staff. It aims to help public sector staff understand what constitutes family and domestic violence, and what they and their agencies can do to support staff who are experiencing it.
- In November 2020, the Commission released [Recruiting for and Developing Diverse Talent](#) that provides guidance on how agencies can use the exceptions in the *Equal Opportunity Act 1984* to achieve greater diversity in their workforces.
- In April 2021, the Commission released [Psychologically Safe and Inclusive Workplaces](#), containing practical ideas and actions for agencies and staff.

Coinciding with NAIDOC Week 2021, the Commissioner issued [Commissioner's Instruction 29](#) that mandated Aboriginal and Torres Strait Islander cultural awareness training for all public sector staff engaged for a continuous period of 3 or more months. The Commission developed a training resource for the public sector which is endorsed by the Aboriginal Advisory Council of Western Australia. The resource supports the [Aboriginal and Torres Strait Islander people action plan](#). Data on the rollout of this requirement will be collected through the Commission's 2021-22 annual collections program.

For consistency with the strategy, information in this section is based on March point-in-time data rather than annual averages.<sup>8</sup>

<sup>8</sup>Diversity data reflects revised 2019 data, informed by historic information provided by one public university in 2021.



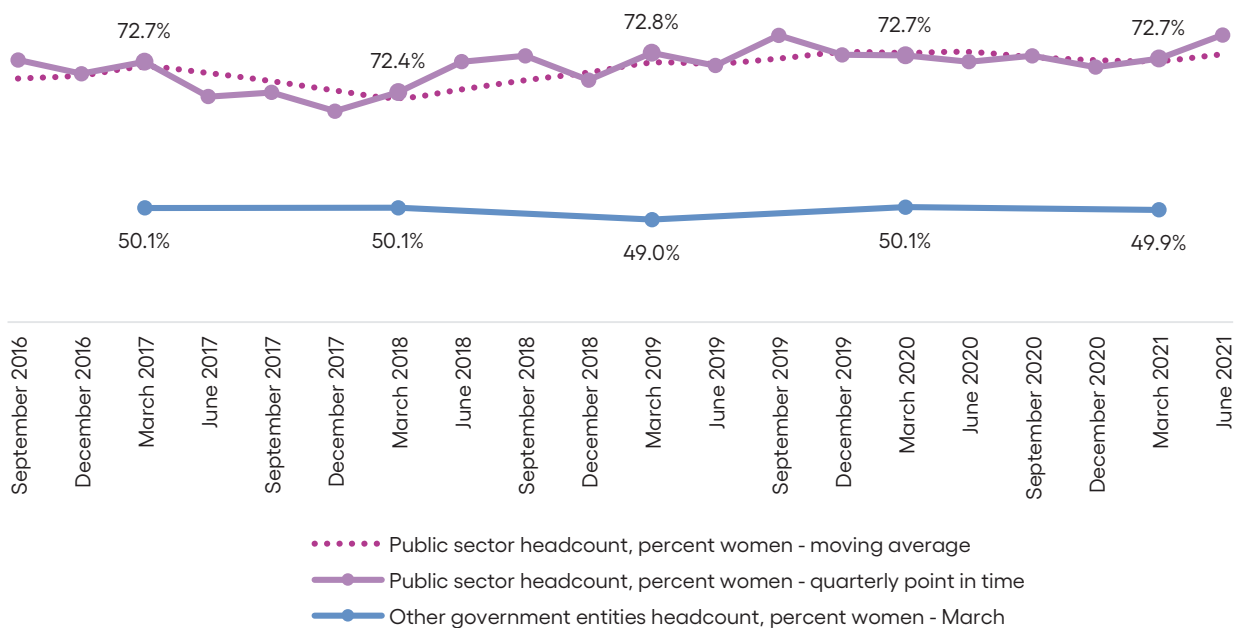
## Women

In March 2021, 142,044 government sector staff (66.0%) identified as women. This included 110,337 women in the public sector (72.7% of the workforce) and 31,707 women in other government entities (49.9%) (Figure 16).

Over the past 5 years, the proportion of women in the public sector has been very stable, consistent at 72.7% in March 2017

and March 2021. In other government entities, the total workforce (headcount) increased by 446 (+0.7%) between March 2017 and March 2021, but the headcount of women increased by only 122 (+0.4%). As a result, the proportion of women decreased slightly from 50.1% in March 2017 to 49.9% in March 2021.

**Figure 16: Women as a percent of workforce (headcount) WA public sector and other government entities 2016-17 to 2020-21 (March data highlighted)**



## Gender pay gap

The pay gap is the difference between the median salaries of men and women across the public sector, including staff at all levels. The median salary for women increased by more than the median salary for men between March 2020 and March 2021. As a result, the gender pay gap has narrowed. In 2020-21, the median salary for women was 9.6% lower than the median salary for men (Table 14).

For the first time, this year the Commission collected information on the equivalent annual salary of staff in local governments, government trading enterprises and public universities through the equal employment opportunity annual collection. Local governments reported almost equal median salaries for men and women, while government trading enterprises and other authorities reported percentage gender pay gaps reasonably comparable to the public sector (Table 15).

**Table 14: Median salary and gender pay gap WA public sector (March point-in-time data)**

	March 2019	March 2020	March 2021	Change 2020 to 2021
All staff	\$85,175	\$87,543	\$88,452	+\$909
Women	\$82,797	\$83,820	\$85,820	+\$2,000
Men	\$93,548	\$93,896	\$94,961	+\$1,065
Gender pay gap*	\$10,751 (11.5%)	\$10,076 (10.7%)	\$9,141 (9.6%)	-\$935 (-1.1 ppt)

\*Gender pay gap is the difference between median equivalent annual salary of men and women, expressed as a percentage of men's median equivalent annual salary.

**Table 15: Median salary and gender pay gap other government entities  
March 2021**

	Government trading enterprises and other authorities	Local governments	Public universities
All staff	\$101,027	\$69,627	\$94,005
Women	\$97,856	\$69,659	\$89,180
Men	\$108,768	\$69,654	\$100,072
Gender pay gap	\$10,912 (10.0%)	-\$5 (0.0%)	\$10,892 (10.9%)



## Aboriginal and Torres Strait Islander people

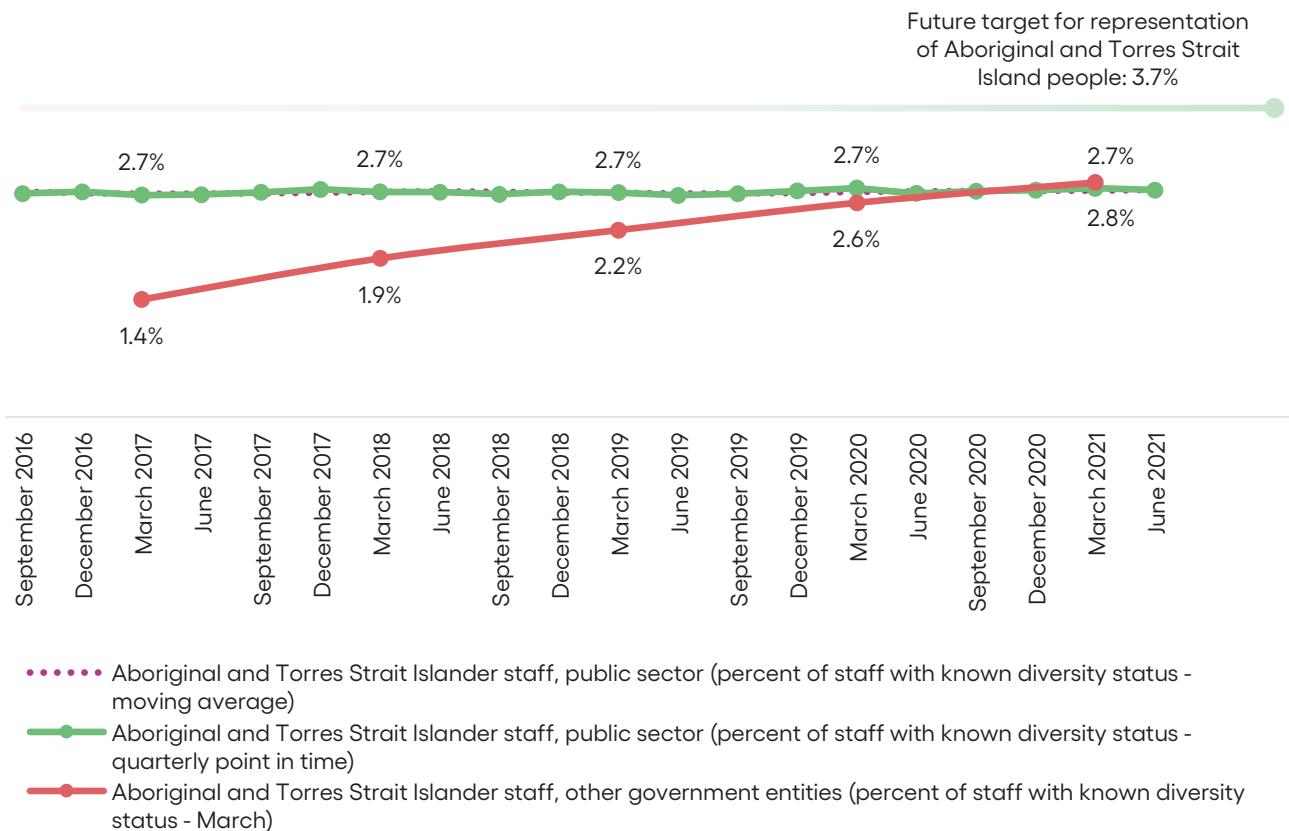
In March 2021, 4,519 government sector staff identified as Aboriginal and Torres Strait Islander people, including 3,115 staff in the public sector and 1,404 in other government entities.

The number of staff identifying as Aboriginal and Torres Strait Islander people and the number of staff sharing diversity information has increased in the public sector across the

last 5 years, however representation in the public sector remains unchanged at 2.7% each March for the last 5 years.

In contrast, representation of Aboriginal and Torres Strait Islander people in other government entities has for the first time in the last 5 years surpassed that of the public sector, increasing from 2.6% in March 2020 to 2.8% in March 2021 (Figure 17).

**Figure 17: Representation of Aboriginal and Torres Strait Islander people, WA government sector 2016-17 to 2020-21 (March data highlighted)**





## People with disability

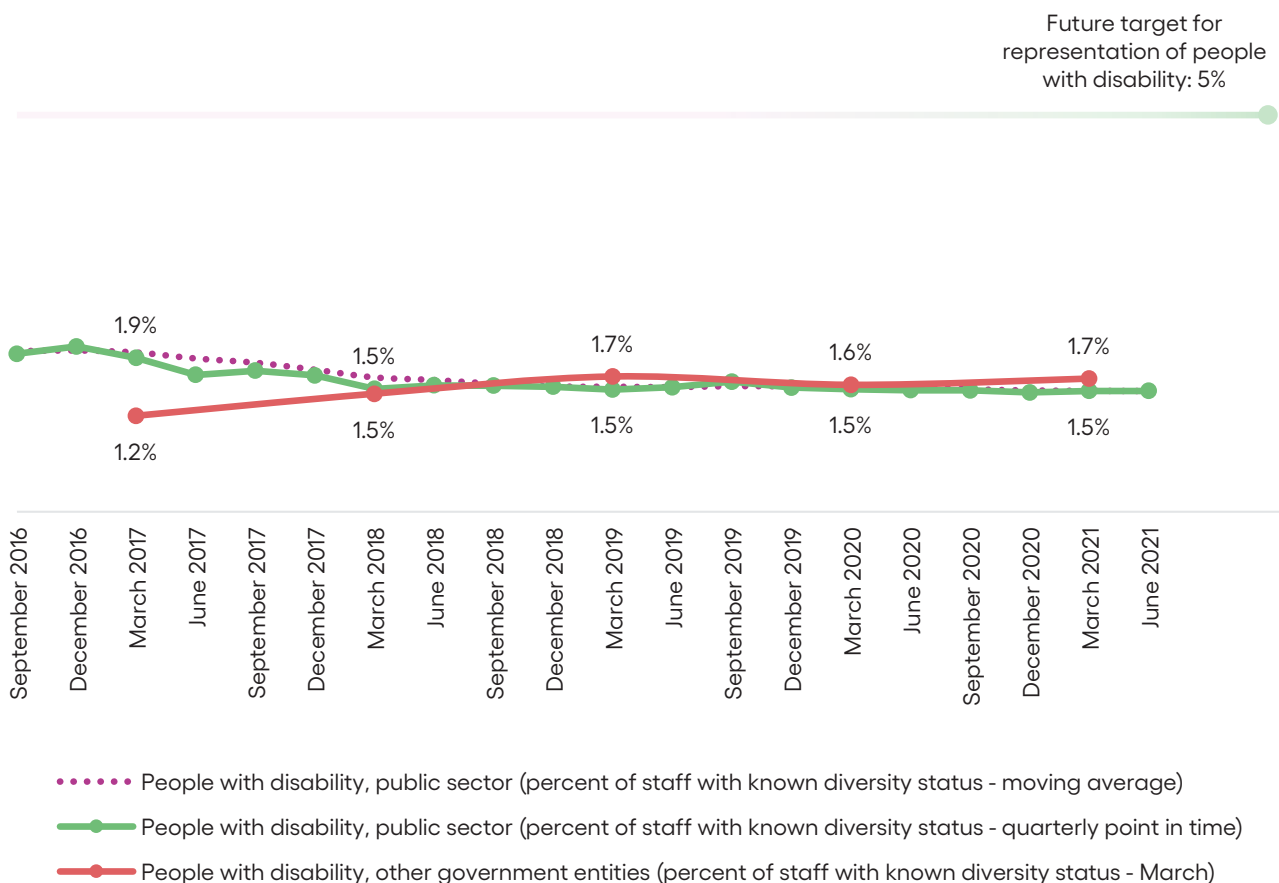
In March 2021, 2,537 government sector staff identified as having disability, 1,734 in the public sector and 803 in other government entities. This represented a small increase of 31 headcount in the public sector and 69 headcount in other government entities.

The number of staff identifying as having disability and sharing their diversity

information has increased slightly, however this increase has been offset by overall growth in the public sector.

Public sector representation of people with disability has been stable since March 2018 at 1.5%. In other government entities representation has increased, up from 1.6% in March 2020 to 1.7% in March 2021 (Figure 18).

**Figure 18: Representation of people with disability, WA government sector 2016-17 to 2020-21 (March data highlighted)**

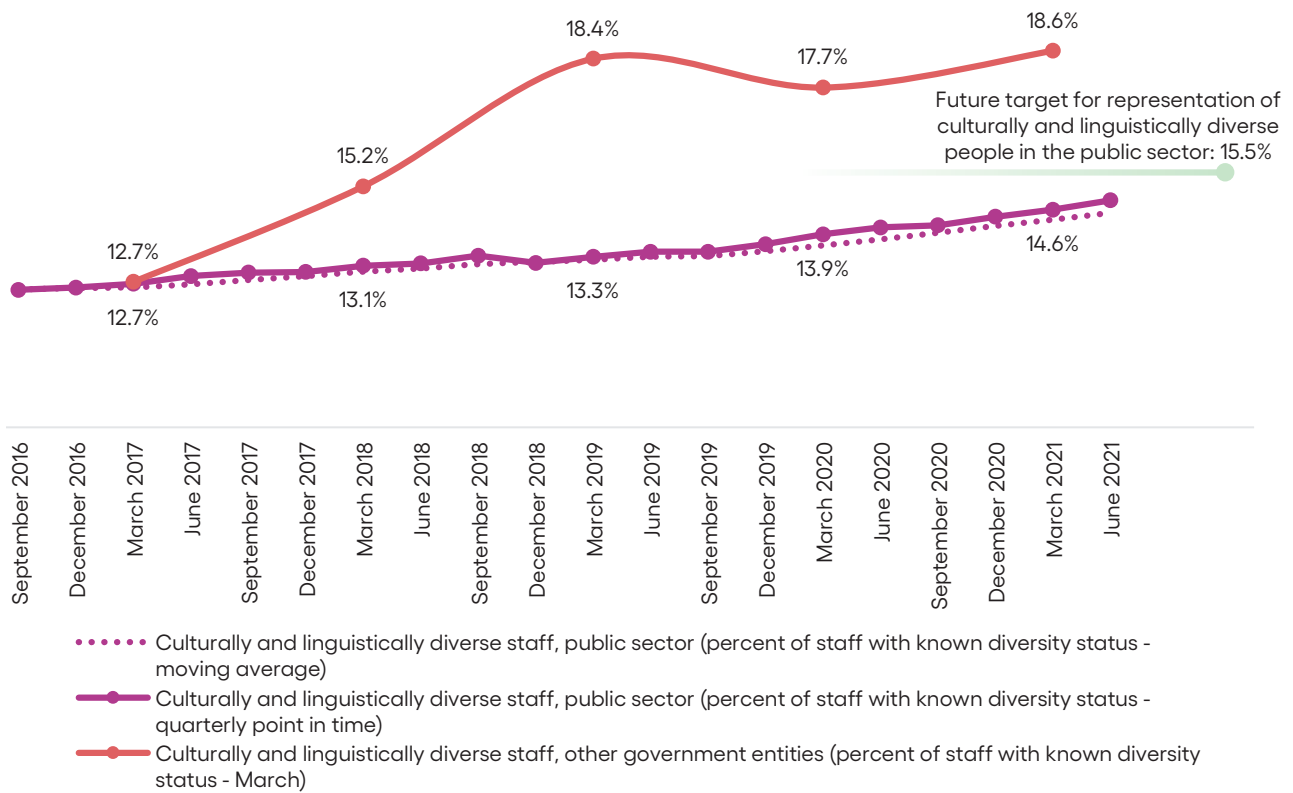


## Culturally and linguistically diverse people

In March 2021, 24,789 government sector staff identified as culturally and linguistically diverse: 15,382 in the public sector and 9,407 in other government entities. Representation of culturally and linguistically diverse people has been steadily increasing in the public sector from 12.7% in March 2017 to 14.6% in March 2021 (Figure 19).

An aspirational target of 15.5% is set in the workforce diversification and inclusion strategy for representation of culturally and linguistically diverse staff in the public sector. Other government entities have, in aggregate, already surpassed this target, reporting above 17% representation for the last 3 years.

**Figure 19: Representation of culturally and linguistically diverse people, WA government sector 2016-17 to 2020-21 (March data highlighted)**





## Youth

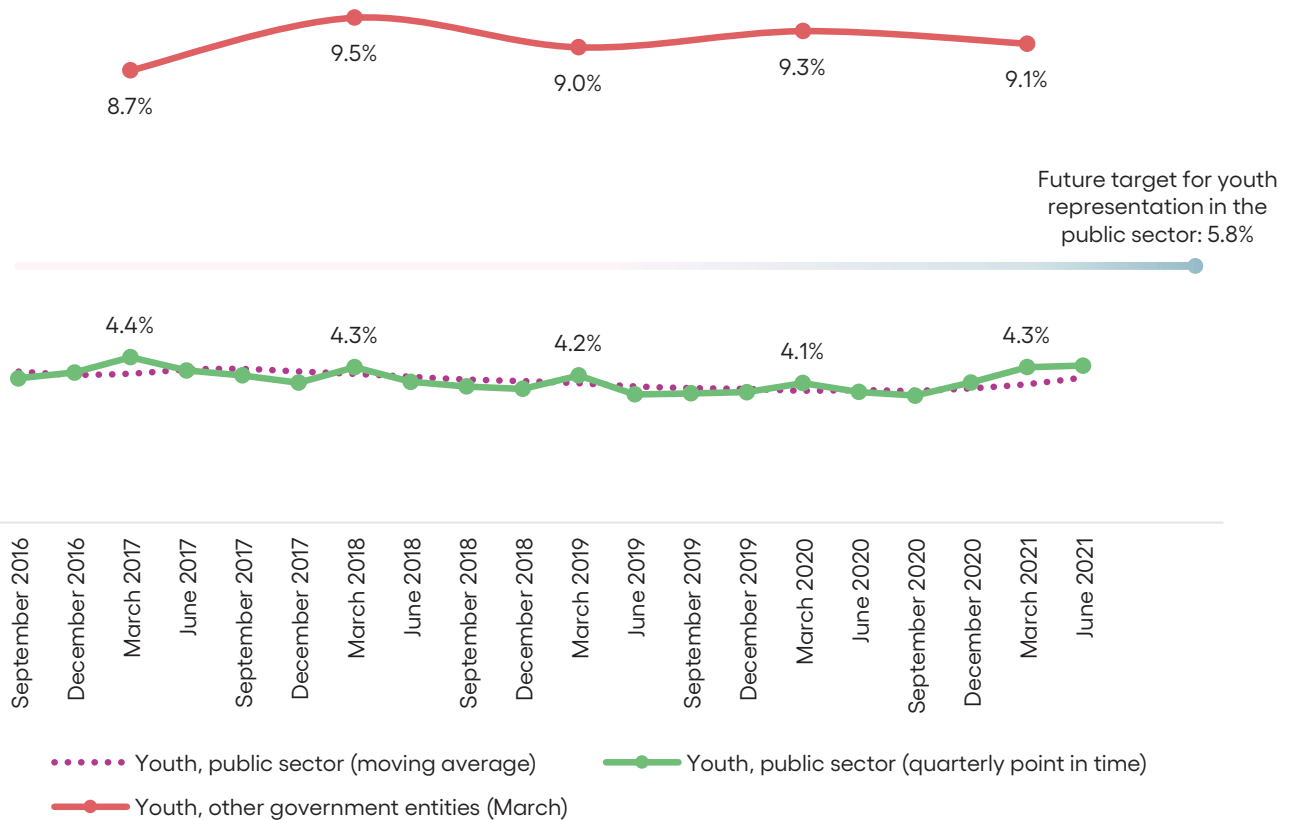
In March 2021, 12,308 government sector staff (5.7%) were aged 24 or under: 6,529 in the public sector and 5,779 in other government entities. For the public sector, this was a year on year increase of 578 young employees, while other government entities saw young employees decline by 22 headcount.

Youth made up 9.1% of staff in other government entities compared to 4.3% in the public sector (Figure 20)<sup>9</sup>. The proportion of youth in the public sector is particularly affected by seasonal trends as casual workers, whose numbers regularly increase

and decrease, are more likely to be young. While the representation of youth remains below target in the public sector, this year's representation was the highest since 2018. Representation of youth in other government entities remains relatively stable.

An aspirational target is set in the workforce diversification and inclusion strategy for youth to comprise 5.8% of the public sector workforce. The sector needs to build on the recent short term increase to ensure representation continues to grow towards this target.

**Figure 20: Representation of youth, WA government sector 2016-17 to 2020-21 (March data highlighted)**



<sup>9</sup>Data for other government entities includes casual staff paid at any time during the preceding year. This may have the effect of inflating youth representation compared to the public sector, where point in time data captures only staff current at the pay period.

## People of diverse sexualities and genders

The government sector currently reports data to the Commission on one aspect of the representation of staff of diverse sexualities and genders – staff who identify as neither male nor female.

This data shows that across the government sector less than 0.1% of all staff identify as being neither male or female, with staff less likely to be recorded as neither male nor female in the public sector compared to other government entities. This is consistent with previous years.

This year, through the 2021 equal employment opportunity annual collection, government sector entities were asked about whether they record information on staff with diverse sexualities and genders. Less than half of respondents (30.4% of public sector agencies and 39.1% of other government entities) reported recording this information.

Reporting indicates that most of these entities offer staff the opportunity to record diverse gender but not necessarily sexuality. The number of entities that do not record this information limits understanding of staff with diverse sexualities and genders.

# Commissioner's observations

**The Commission and public sector continued to deliver actions and initiatives set out in the [Workforce Diversification and Inclusion Strategy 2020-2025](#), particularly to drive progress towards the aspirational targets set for diverse groups.**

This is only the beginning of the journey, and this year's data bears that out with little movement in public sector representation of Aboriginal and Torres Strait Islander people, people with disability and youth. While the numbers employed have gone up, this has been masked by growth in the sector overall.

I was pleased to see progress in public sector representation of culturally and linguistically diverse people and in reducing the gender pay gap.

In almost all cases, other government entities surpassed the performance of the public sector and there are perhaps lessons to learn from local government and government trading enterprises.

I encourage every recruitment to be seen as an opportunity to make change. To reach the aspirational targets, it is vital that positions and recruitment processes are contemporary and suitably constructed to encourage people of diverse backgrounds to apply for jobs, ensure equity in recruitment, and maximise retention of diverse staff.

Understanding the limitations of current data continues to be crucial.

The WA public sector census pilot gave an alternative view of workforce diversity that came directly from staff rather than through agency human resources systems. Along with a comparative data point, the census asked staff directly whether they had shared their diversity information with their employers and, if not, why not. In the future, this information will enable the public sector to develop initiatives, such as the guide to [Psychologically safe and inclusive workplaces](#), to target some of the root causes of low rates of sharing.

This year was the first time that questions more specifically about diverse sexualities and genders were asked through the Commission's data collection program. This is an area traditionally with very little information and I am keen to grow a shared understanding.

Changes in diversification and inclusion take time. The imperative is to maintain focus and sustained effort against competing time and resource demands.

# Section 4:

# Leadership

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## **Throughout 2020-21, the pandemic continued to test the leadership and responsiveness of the government sector to respond to COVID-19 outbreaks while progressing implementation of the WA Recovery Plan.**

In May 2021, renewed leadership for 8 government departments commenced to match skills and experience following retirements and evolving priorities. Changes reflected the Government's new ministry and key priorities established for the next 4 years. The Commission facilitated the recruitment of 3 CEOs in 2020-21.

The Public Sector Commissioner continued to engage regularly with the Public Sector Leadership Council, and public sector and government trading enterprises' chief executives. Response to the lockdown in February 2021 demonstrated the value of this ongoing approach.

The Commission also responded to the challenges of COVID-19 restrictions by increasing its online offerings for developing leaders. The Leadership Conversations series shifted to a predominantly virtual delivery, giving leaders of all levels the opportunity to engage in contemporary leadership development learning.

The move towards virtual delivery saw regional staff gaining access to learning which previously required travel. This saved time and money, and increased opportunities for regional staff to engage in leadership development.

After more than 4,000 participants over 6 years, Management Essentials was retired at the end of 2020-21. It will be replaced by 3 new, contemporary learning modules for mid-level managers. These contemporary offerings allow participants to gain credits towards formal qualifications and will be available in the coming year.

The year concluded with the SES Leadership Masterclass Series which saw a selection of SES leaders across the sector participating in 4 masterclasses supported by group coaching sessions.



## Leading the sector through crisis

The COVID-19 pandemic confirmed the agility and ability of CEOs to continue operations during challenging and uncertain circumstances.

Following identification of a community case of COVID-19, the Perth, Peel and Southwest regions of Western Australia were placed into a 5-day lockdown at the end of January and beginning of February 2021.

Within 24 hours, chief executive officers organised employees to work from home, without disruption to service delivery. Out of 42 public sector agencies, 41 were able to provide estimates of the number of staff working from other locations. Data reported to the Commission suggested agencies rapidly responded to the stay at home direction, with approximately half of all staff (24,024 headcount or 51% of all staff not on leave) not attending their usual workplaces on Monday 1 February<sup>10</sup>. This was in contrast

to the height of the 2020 COVID-19 pandemic response, where approximately 15,535 or 31.0% of all staff worked from locations other than their usual workplace. Agencies reported that approximately 20,420 staff were essential and required to attend workplaces. These staff included essential frontline services such as policing, managing care facilities and prisons, and maintenance of essential systems. In addition, many staff working from other locations provided essential support services for the pandemic response.

In total 25 out of the 41 responding agencies (61.0% response) reported that over 90% of their staff were working from locations other than their usual workplace, despite the short notice required to respond to the direction.<sup>11</sup>

<sup>10</sup>Staff who attended their workplace for short periods on Monday 1 February 2021 to collect mobile devices enabling them to work from home were not counted as staff 'required to attend the workplace'; they were counted as staff working from home.

<sup>11</sup>This includes both staff reported as 'working from home' and staff reported as 'non-essential but unable to work from home'.



## Diversity in leadership

As a group, leaders across the government sector tend to be less diverse than the workforce as a whole. However, some slight gains in diversity of management were reported this year (Table 16). In line with information on public sector diversity, this section presents March point-in-time data.

In March 2021, Aboriginal and Torres Strait Islander people made up 1.6% of Senior Executive Services (SES) officers in the public sector, unchanged from last year. Representation of Aboriginal and Torres Strait Islander people in management roles overall increased slightly between March 2020 and March 2021, from 1.4% to 1.6% of public sector leaders in management tiers 1 to 3, and from 1.1% to 1.5% of management tiers 1 to 3 in other government entities.

Representation of people with disability in management roles similarly increased. In March 2021, people with disability formed 2.4% of SES officers in the public sector (a slight increase from 2.0% in March 2020) and 1.5% of public sector leaders in management tiers 1 to 3 (up from 1.3% in March 2020). People with disability accounted for 1.0% of staff in management tiers 1 to 3 in other government entities, up from 0.9% in March 2020.

Culturally and linguistically diverse people made up 7.8% of SES officers, 12.4% in management tiers 1 to 3 in the public sector (up from 11.9% last year) and 9.9% in management tiers 1 to 3 in other government entities (a decrease from 10.5% last year).

**Table 16: Diversity representation (percent of staff whose diversity status is known), total WA government sector March 2021**

	Total representation (management and non-management)	Representation in SES (public sector only)	Representation in management tiers* public sector	Representation in management tiers* other government entities
Women	66.0%	43.5%	38.7%	36.3%
Aboriginal and Torres Strait Islander people	2.8%	1.6%	1.6%	1.5%
People with disability	1.6%	2.4%	1.5%	1.0%
Culturally and linguistically diverse people	15.9%	7.8%	12.4%	9.9%

\* Management tiers refer to staff in top 3 tiers of organisations relating to management and decision-making responsibilities rather than salary ([more information](#)).

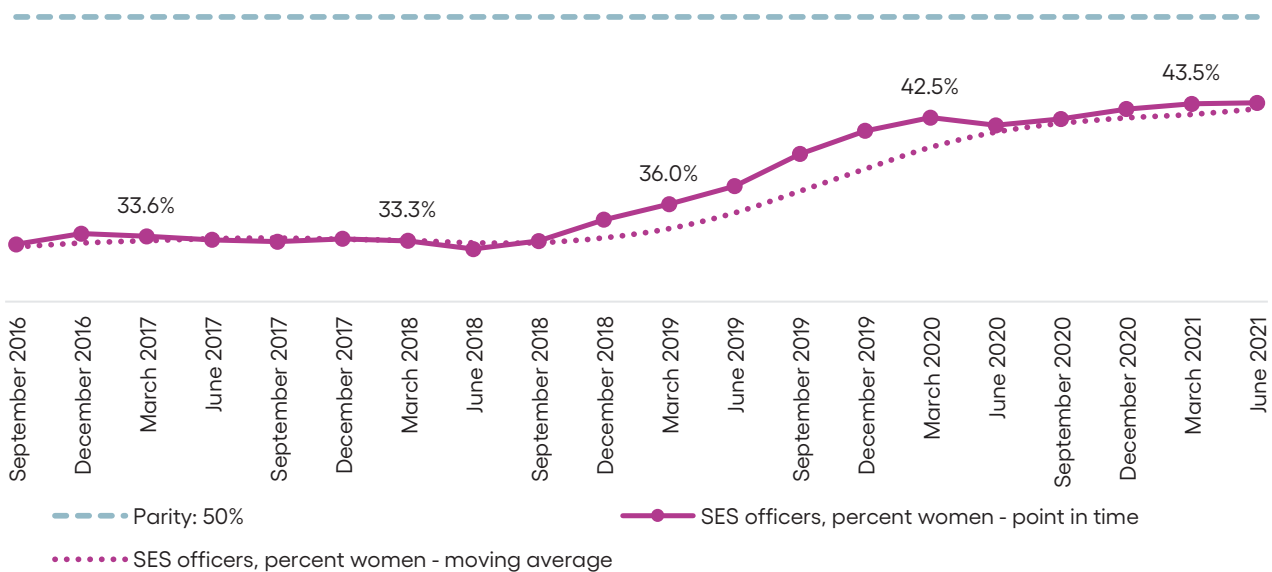


In 2020, the WA Government announced a public sector employment target of 50% for women in the SES. In March 2021, representation of women in the SES was the highest it has ever been at 43.5% (Figure 21).

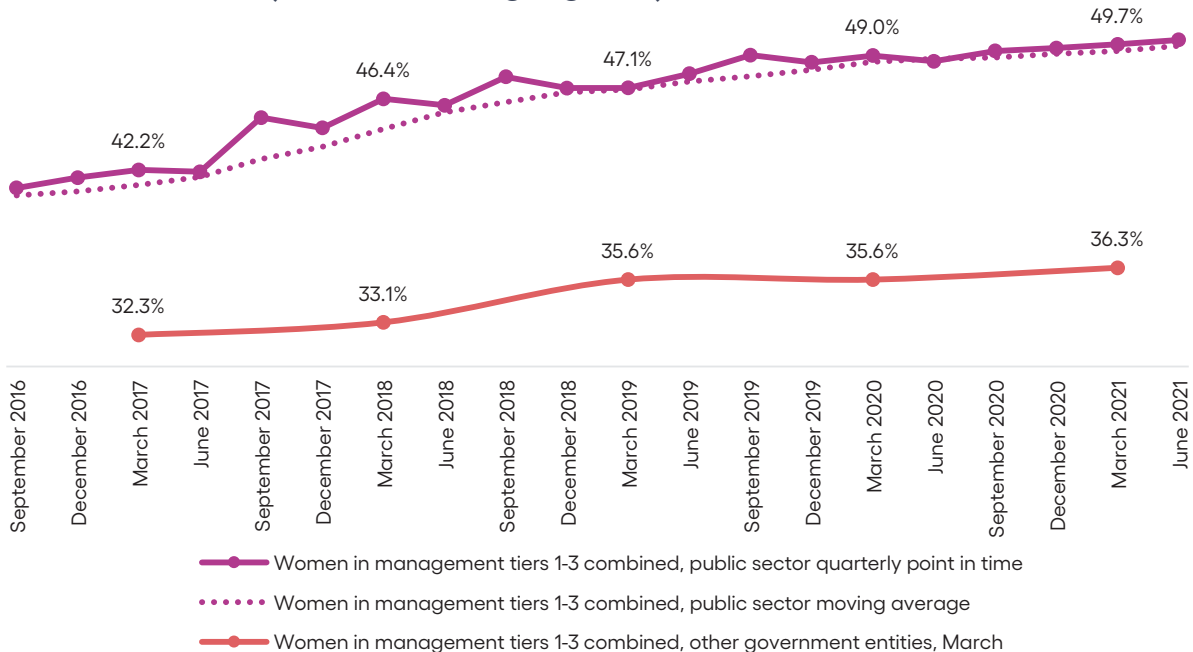
As the SES only exists in the public service, an appropriate indicator for the wider government sector is women in management.

This measure also demonstrates consistent increases in the proportion of sector leaders who are women. Representation of women in leadership in other government entities remains lower than in the public sector but has increased over the longer term from 32.3% of management tiers 1 to 3 combined in March 2017 to 36.3% in March 2021 (Figure 22).

**Figure 21: Women in the SES 2016-17 to 2020-21 (March data highlighted)**



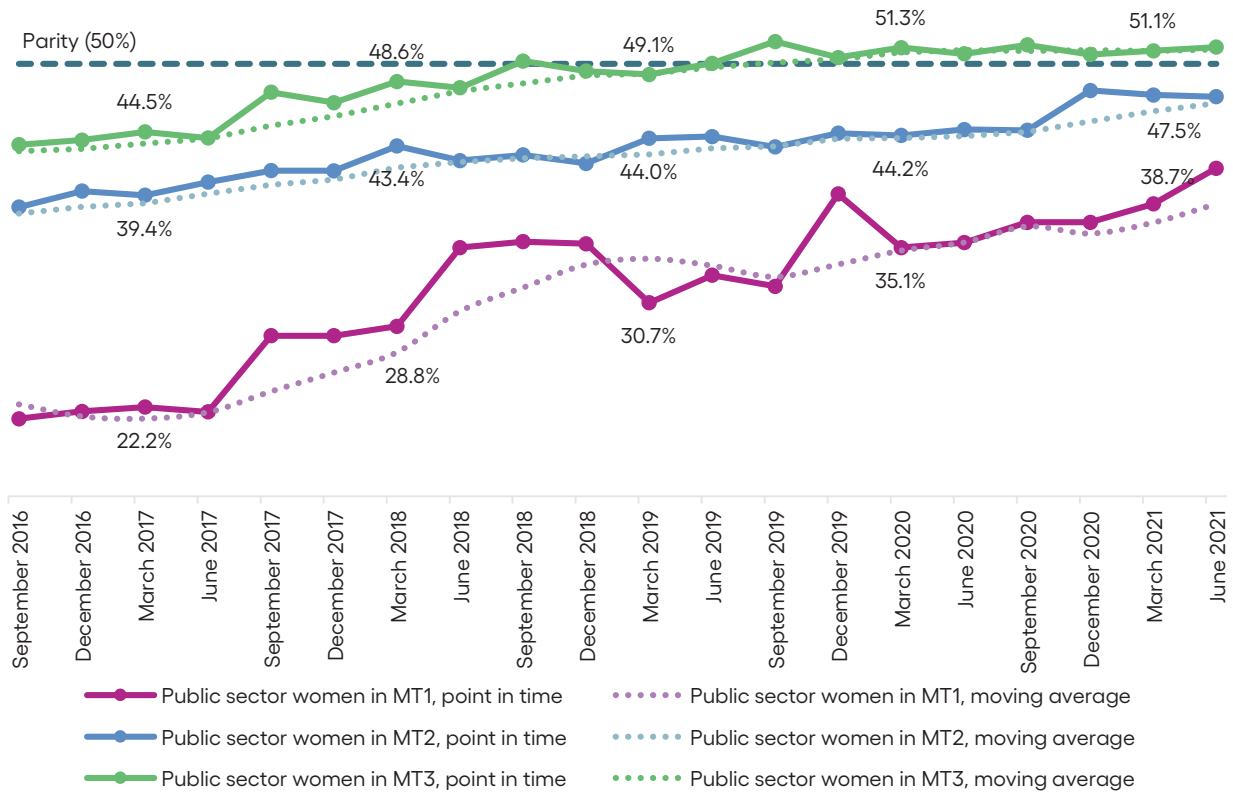
**Figure 22: Women in management tiers 1 to 3 combined, WA government sector 2016-17 to 2020-21 (March data highlighted)**



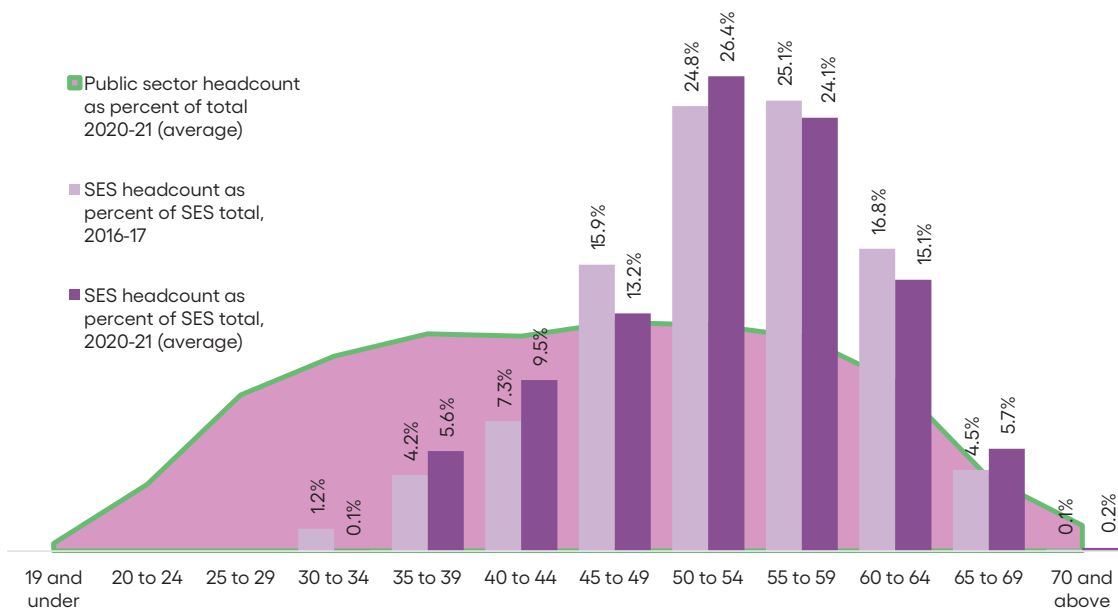
Meanwhile, the representation of women in management tier 3 in the public sector surpassed 50% for the first time last year, and has remained above 50% since (Figure 23).

Between 2016-17 and 2020-21, on an annual average basis, representation of people aged 44 and under in the SES increased (Figure 24). The overall age profile of the SES remains older than the wider public sector.

**Figure 23: Representation of women in management tiers 1 to 3, WA public sector 2016-17 to 2020-21**



**Figure 24: Age profile of SES 2016-17 and 2020-21 (annual average)**



# Commissioner's observations

## **The leadership of the public sector is crucial to ensure it delivers the best possible services to the people of Western Australia.**

This year I made changes to the leadership in a number of government departments to manage the retirements of 3 directors general, and ensure leaders were placed where their skills and experience could be put to best use.

I also used this opportunity to provide acting opportunities for talented women leaders and I am pleased that 50% of the agencies represented on the Public Sector Leadership Council are now led by women.

The proportion of women in the SES continued to rise and in other management tiers women remained very close to 50%. However, women were still better represented in the lower management tiers and vice versa.

It is interesting to note the average age of leaders across the public sector – it certainly takes a long time to develop the necessary skills and capabilities to effectively run an organisation.

Pathways for senior leaders, especially those who show talent, remains a focus. This is not just for succession planning, which is important, but to provide the challenges and opportunities for development to keep the very best people working for the benefit of the public.

# Section 5: Conduct

**Government sector entities including boards and committees reported integrity and conduct information to the Commission as part of its annual collections, and additional information was obtained as part of the Commissioner's function to ensure minor misconduct allegations are dealt with in an appropriate way.**

Throughout the year a number of resources were developed and published to help authorities strengthen integrity and prevent misconduct. They aligned with the [Integrity Strategy for WA Public Authorities 2020-2023](#) and included a guide on [Managing the risks of gifts, benefits and hospitality and supporting resources](#); a [self-assessment](#) for strengthening integrity in financial management, [Integrity Insights](#) e-newsletters; and campaign materials to coincide with International Anti-Corruption Day 2020, promoting the message that there are ways to express gratitude that do not involve gifts and benefits.

Through the Commission's annual collections, 60% of government sector entities reported that the strategy informed some level of change to their approaches, while an

additional 25% reported that the strategy helped confirm their existing approaches met or exceeded requirements.

Over half of public sector agencies (58%) reported that they evaluated their integrity environment using the [integrity snapshot tool](#) that was released with the strategy. Across all government entities, 64% reported evaluating their policies, procedures and systems in line with recommendations of WA integrity agencies, while 30% evaluated how integrity matters are addressed and resolved. Encouragingly, less than 10% of all responding entities (including less than 5% of public sector agencies) reported that they had not evaluated their integrity environment in the last 12 months.

## Codes of conduct and integrity training

Codes of conduct set the standards of conduct and integrity to be complied with by staff.

This year, 96% of government sector entities (including 100% of public sector agencies) reported having a code of conduct. Where appropriate, the Commission followed up with entities that reported they did not have a suitable code of conduct in place.

Similar to last year, ethical training for staff was one of the main methods by which entities raise awareness of codes of conduct. This year, 83% of public sector entities reported that accountable and ethical decision making training was provided to all new staff, and 72% reported that refresher training was also provided. While not mandatory for non-public sector entities, 10% of local governments, 20% of government trading enterprises and 31% of government boards and committees reported providing ethical training to all new staff/members.

This year at least 63,661 public sector staff and 286 members of government boards and committees were reported to have completed accountable and ethical decision making training in the last 5 years.

This figure excludes the Department of Education and as a result the number of trained staff is likely to be higher. The Department of Education reported that 39,117 staff completed the training in the last 5 years but noted that this figure may be inflated by counting staff who completed the training multiple times. The Commission continued to work with the department to look into how reporting might be improved.

Improvements in this year's annual collection relating to government boards and committees uncovered additional information such as:

- 81% of responding boards and committees reported having gifts, benefits and hospitality registers or policies
- 77% reported having board charters or similar
- 98% reported monitoring conflicts of interest through declarations, registers, standing agenda items and other approaches.

## Discipline

In 2020-21, government sector entities reported that they completed 1,620 discipline processes, down from 1,785 in 2019-20.

While the number of processes remained relatively stable, fewer allegations were identified arising from these processes: 2,276 allegations were identified this year compared to 2,638 last year (Table 17).

Of the overall decrease in allegations, allegations of unreasonable or inappropriate behaviour (for example, bullying) decreased from 269 (10.2% of total allegations) to 129 (5.7% of allegations). Allegations of failing to act with integrity decreased from 168 (6.4% of allegations in 2019-20) to 79 (3.5% of allegations) (Table 17).

The proportion of allegations found to be substantiated increased from 72% in 2019-20 to 74% this year. For the majority of conduct categories, at least 50% of allegations were found to be substantiated.

Of all government sector entities, 68 reported they had discontinued one or more discipline processes during 2020-21 compared to 71 last year. Consistent with previous years, the most common reason mentioned for discontinuing processes was the departure of staff subject to the processes through retirement, resignation or conclusion of employment contracts.



**Table 17: Allegations of unethical conduct by type and number, WA government sector 2019-20 and 2020-21**

Type of unethical conduct	2019-20		2020-21	
	Number of allegations (% of total)	Number of substantiated allegations (% of substantiated)	Number of allegations (% of total)	Number of substantiated allegations (% of substantiated)
Offensive or inappropriate personal behaviour (e.g. threatening or abusive language/conduct)	514 (19.5%)	332 (17.4%)	547 (24.0%)	394 (23.5%)
Repeated unreasonable or inappropriate behaviour directed towards a worker, or group of workers, that creates a risk to health and safety (e.g. bullying)	269 (10.2%)	184 (9.6%)	129 (5.7%)	73 (4.4%)
Failure to manage conflict of interest (public role vs personal interests)	51 (1.9%)	27 (1.4%)	49 (2.2%)	29 (1.7%)
Inappropriate acceptance/provision of gift/benefit	4 (0.2%)	4 (0.2%)	4 (0.2%)	2 (0.1%)
Corrupt behaviour (e.g. misusing position for benefit for self/detriment to others)	93 (3.5%)	59 (3.1%)	63 (2.8%)	34 (2.0%)
Misuse of computer/internet/email (e.g. illegal content)	35 (1.3%)	26 (1.4%)	68 (3.0%)	57 (3.4%)
Discrimination, harassment, sexual assault or other discriminatory/indecent behaviour	111 (4.2%)	54 (2.8%)	97 (4.3%)	67 (4.0%)
Illicit drug use/alcohol intoxication	106 (4.0%)	90 (4.7%)	76 (3.3%)	64 (3.8%)
Inappropriate physical behaviour (e.g. assault)	99 (3.8%)	63 (3.3%)	76 (3.3%)	47 (2.8%)
Inappropriate access/use/disclosure of information	171 (6.5%)	129 (6.8%)	184 (8.1%)	112 (6.7%)

**Table 17: Allegations of unethical conduct by type and number, WA government sector 2019-20 and 2020-21** (continued)

Type of unethical conduct	2019-20		2020-21	
	Number of allegations (% of total)	Number of substantiated allegations (% of substantiated)	Number of allegations (% of total)	Number of substantiated allegations (% of substantiated)
Workplace bribes/theft (e.g. cash/workplace equipment)	24 (0.9%)	12 (0.6%)	25 (1.1%)	18 (1.1%)
Misuse of public resources (e.g. vehicles, credit card)	175 (6.6%)	157 (8.2%)	188 (8.3%)	172 (10.3%)
Fraudulent behaviour/ falsification of information/ records	110 (4.2%)	75 (3.9%)	125 (5.5%)	94 (5.6%)
Neglect of duty (e.g. careless or negligent behaviour in performance of duties)	356 (13.5%)	273 (14.3%)	333 (14.6%)	252 (15.0%)
Criminal behaviour outside work	25 (0.9%)	19 (1.0%)	24 (1.1%)	11 (0.7%)
Unauthorised secondary employment outside work	15 (0.6%)	13 (0.7%)	8 (0.4%)	7 (0.4%)
Disobeying or disregarding a direction or lawful order	205 (7.8%)	189 (9.9%)	119 (5.2%)	103 (6.1%)
Failing to act with integrity (e.g. intentionally failing to perform or acting in a dishonest way)	168 (6.4%)	125 (6.5%)	79 (3.5%)	69 (4.1%)
Committing an act of victimisation within the meaning of section 15 of the PID Act	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Other	107 (4.1%)	80 (4.2%)	82 (3.6%)	71 (4.2%)
<b>Total</b>	<b>2,638 (100%)</b>	<b>1,911 (100%)</b>	<b>2,276 (100%)</b>	<b>1,676 (100%)</b>



Individual processes may include a number of allegations to which a range of outcomes may be applied when finalised.

Of the 1,620 discipline processes completed by government sector entities this year, 1,221 (75%) contained substantiated allegations.

These allegations resulted in 1,632 actions taken (Table 18). The number of termination actions taken declined from 192 in 2019-20 to 138 this year. Warning/reprimand, counselling and training/development remained the most common outcomes for discipline processes.

**Table 18: Number of actions taken as a result of completed discipline processes where a breach of discipline was found to have occurred, 2019-20 and 2020-21 (individual processes may be counted against more than one row where multiple actions were taken)**

Action taken	2019-20 (% of total)	2020-21 (% of total)
Warning/reprimand	797 (47.4%)	691 (42.3%)
Counselling	312 (18.5%)	305 (18.7%)
Training and development	210 (12.5%)	229 (14.0%)
Termination	192 (11.4%)	138 (8.5%)
No sanction (i.e. no further action was taken)	66 (3.9%)	65 (4.0%)
Reduction in level of classification	16 (1.0%)	29 (1.8%)
Imposition of fine (e.g. financial penalty)	21 (1.2%)	19 (1.2%)
Reduction in monetary remuneration of employee	12 (0.7%)	9 (0.6%)
Transfer	12 (0.7%)	8 (0.5%)
Other*	44 (2.6%)	139 (8.5%)
<b>Total</b>	<b>1,682 (100%)</b>	<b>1,632 (100%)</b>

\*'Other' outcomes included other improvement actions and instances where staff subject to completed process resigned before action was taken.

## Misconduct reporting

### Minor misconduct

Minor misconduct is defined in the CCM Act and includes behaviours that could constitute reasonable grounds for termination of employment. Principal officers (generally chief executive officers and directors general) are obligated under the CCM Act to notify the Public Sector Commission of allegations of minor misconduct and the Corruption and Crime Commission of allegations of serious misconduct.

In this year's integrity and conduct annual collections 30% of government entities reported they managed at least one conduct matter that could constitute suspected minor misconduct.

Total minor misconduct matters received by the Public Sector Commission in 2020-21 declined by 5.9% from last year, down from 473 to 445 (Table 19).

**Table 19: Minor misconduct notifications (from principal officers of government sector entities) and reports (from individuals) relating to WA government sector received in 2019-20 (at 30 June 2020) and 2020-21 (at 30 June 2021)**

Sector subject of notification/report	2019-20	2020-21
Public sector	315 (66.6%)	315 (70.8%)
Other government entities	147 (31.1%)	119 (26.7%)
Out of jurisdiction of CCM Act	11 (2.3%)	11 (2.5%)
<b>Total</b>	<b>473 (100%)</b>	<b>445 (100%)</b>

Each minor misconduct matter may include multiple allegations covering a range of different behaviours. A matter is the individual notification made by a government sector entity or a report made by an individual. Within each matter there may be one or more allegations about the conduct of one or more public officers. Each allegation is assessed as to whether it meets the definition of minor misconduct under the CCM Act.

The total number of allegations received by the Public Sector Commission declined this year, from 779 to 735 (Table 20).

Allegations relating to fraudulent or corrupt behaviour increased from 99 in 2019-20 to 145 this year. Allegations across all other categories of behaviour declined between 2019-20 and 2020-21.

The proportion of allegations assessed by the Public Sector Commission as not consistent with the CCM Act declined from 4.5% of allegations in 2019-20 to 2.2% this year.

**Table 20: Allegations of minor misconduct received by the Public Sector Commission in 2019-20 (at 30 June 2020) and 2020-21 (at 30 June 2021)**

Allegation type	Allegations 2019-20 (% of total)	Allegations 2020-21 (% of total)
Related to personal behaviour of public officers	510 (65.5%)	490 (66.7%)
Related to fraudulent or corrupt behaviour	99 (12.7%)	145 (19.7%)
Related to use of information/recordkeeping	45 (5.8%)	35 (4.8%)
Related to conflict of interest	39 (5.0%)	27 (3.7%)
Related to use of public resources	33 (4.2%)	17 (2.3%)
Related to inappropriate provision of gifts or hospitality	2 (0.3%)	1 (0.1%)
Pending assessment at 30 June	16 (2.1%)	4 (0.5%)
Defined as not consistent with the CCM Act	35 (4.5%)	16 (2.2%)
<b>Total</b>	<b>779 (100%)</b>	<b>735 (100%)</b>

In many cases, the Public Sector Commission refers matters to other appropriate entities. The number and proportion of matters referred to the Corruption and Crime Commission increased this year (Table 21). Changes in matters referred to the Corruption and Crime Commission are

often influenced by systemic or emerging issues of concern during the year. The Public Sector Commission regularly liaises with the Corruption and Crime Commission to ensure misconduct matters are managed efficiently and effectively.

**Table 21: Actions taken by Public Sector Commission in relation to minor misconduct matters in 2019-20 (as at 30 June 2020) and 2020-21 (as at 30 June 2021)**

Action	Matters 2019-20	Matters 2020-21
No action as did not meet definition of minor misconduct or had otherwise been dealt with appropriately at time of receipt	181 (38.3%)	127 (28.5%)
Referred to appropriate authority with no obligation to provide any further information to Public Sector Commission	47 (9.9%)	26 (5.8%)
Referred to appropriate authority with request to advise Public Sector Commission of outcome	66 (14.0%)	65 (14.6%)
Referred to appropriate authority with request to provide report on action taken to be reviewed by Public Sector Commission	79 (16.7%)	85 (19.1%)
Refer to third party (primarily CCC in cases of suspected serious misconduct)	80 (16.9%)	108 (24.3%)
Assessment ongoing at 30 June	20 (4.2%)	34 (7.6%)
<b>Total</b>	<b>473 (100%)</b>	<b>445 (100%)</b>

## Serious misconduct

For public sector staff, serious misconduct refers to corrupt or criminal conduct as defined in the CCM Act. While minor misconduct is dealt with by the Public Sector Commission, the Corruption and Crime Commission deals with serious misconduct. In addition, all allegations of misconduct against officers of the WA Police Force are defined as serious and are dealt with by the Corruption and Crime Commission. The following information about serious misconduct is provided by the Corruption and Crime Commission.

Table 22 shows the source for all allegations assessed in 2020-21 compared to the previous reporting period. Of the 7,190 allegations in 2020-21, 3,860 allegations related to police misconduct, with just over 60% of these allegations coming from notifications from the WA Police Force (under section 28 of

the CCM Act), just under 40% coming from members of the public (section 25), and less than 1% arising from referrals from the Public Sector Commission (section 45) or from the Corruption and Crime Commission's own propositions (section 26).

In comparison, for the remaining 3,330 allegations in 2020-21, just over 50% came from reports from members of the public (section 25), 40% came from notifying authorities (section 28), approximately 7% related to referrals from the Public Sector Commission (section 45) and less than 1% arose from the Corruption and Crime Commission's own propositions (section 26). These distributions are similar to those in the previous reporting period.

For more information on serious misconduct, see the [Corruption and Crime Commission Annual Report 2020-21](#).

**Table 22: Source of allegations of serious misconduct in WA government sector received by Corruption and Crime Commission in 2019-20 and 2020-21**

Allegation source	CCM Act	2019-20		2020-21	
		Number	%	Number	%
Allegations of serious misconduct notified by public authorities	section 28	2,992	52.1%	3748	52.1%
Allegations of serious misconduct reported by individuals (the public)	section 25	2,580	44.9%	3202	44.5%
Allegations of serious misconduct referred from the Public Sector Commission	section 45M(d)	129	2.3%	233	3.2%
Corruption and Crime Commission's propositions of alleged serious misconduct	section 26	42	0.7%	7	0.1%
<b>Total</b>		<b>5,743</b>	<b>100%</b>	<b>7,190</b>	<b>100%</b>

**Table 23: Action taken in relation to allegations of serious misconduct, WA government sector 2019-20 and 2020-21**

Action taken	2019-20		2020-21	
	Number	%	Number	%
Out of jurisdiction *	n.a.	n.a.	413	5.7%
Take no further action – s 33(1)(d)	4,154	72.3%	4,793	66.7%
Referred to an appropriate authority or independent agency for action – s 33(1)(c)	1,450	25.3%	1,860	25.9%
Referred to appropriate authority – monitor for outcome	1,398	24.3%	1,717	23.9%
Referred to appropriate authority – monitor for review	50	0.9%	142	2.0%
Referred to independent agency	2	0.0%	1	0.0%
Corruption and Crime Commission to investigate (either independently or in cooperation with a public authority)	99	1.7%	47	0.7%
Independently – s 33(1)(a)	38	0.7%	21	0.3%
In cooperation with public authority – s 33(1)(b)	61	1.1%	26	0.4%
Pending the outcome of a preliminary investigation by Corruption and Crime Commission – s 32(2)	36	0.6%	60	0.8%
Pending a decision by the Corruption and Crime Commission's Operations Committee	4	0.1%	17	0.2%
<b>Total</b>	<b>5,743</b>	<b>100%</b>	<b>7,190</b>	<b>100%</b>

\*In 2019-20, allegations assessed as being 'Out of jurisdiction' were recorded under assessment decision of 'Take no further action'. Further explanation of this change in process is in Appendix One of the Corruption and Crime Commission Annual Report 2020-21.

## Public interest disclosures

The PID Act provides an avenue for disclosure of public interest information across the government sector and sets requirements in relation to such disclosures.

The 2020-21 public interest disclosure data differs from 2019-20 (see Appendix 1) due to survey question improvements and sample frame updates as part of the integrity annual collection. Government boards and committees received a standalone collection

this year whereas last year they responded to the larger integrity and conduct collection. Only 55.1% of government boards and committees in the 2019-20 sample frame (49 of 98 entities) reported their own misconduct and PID information. In 2020-21, this increased to 66.6% (68 of 102 entities).



In 2019-20, 12 government sector entities reported they did not have at least one PID officer assigned to receive disclosures as required under the PID Act. This year, in total 25 government sector entities reported they did not have at least one PID officer assigned to receive disclosures. The increase was driven largely by government boards and committees, and reflects the tailored collection allowing more detailed insight into these entities.

This year 56 government sector entities reported they had not published internal procedures in relation to the PID Act as required under the PID Act, compared to 54 in 2019-20.

The number of disclosures received across the government sector declined this year from 69 in 2019-20 to 59 in 2020-21 (14.5% decrease). The number and proportion of disclosures received that were assessed as appropriate increased.

In 2018-19, 53.3% of all disclosures received (32) were assessed as appropriate<sup>12</sup>. This dropped to 30.4% of all disclosures received (21) in 2019-20 and then increased to 47.5% of all disclosures (28) in 2020-21.

**Table 24: Public interest disclosures, WA government sector, where disclosure assessed as appropriate, by type of information 2019-20 and 2020-21**

Types of public interest information contained in appropriate public interest disclosures*	Number of times raised	
	2019-20	2020-21
Improper conduct	20	20
Offence under written (State) law	9	5
Substantial irregular or unauthorised use of public resources	6	7
Substantial mismanagement of public resources	4	3
Act or omission that involves a substantial and specific risk of injury to public health	1	0
Act or omission that involves a substantial and specific risk of prejudice to public safety	2	0
Act or omission that involves a substantial and specific risk of harm to environment	0	1
Matters covered by Ombudsman	0	5
<b>Total</b>	<b>42</b>	<b>41</b>

\* One appropriate public interest disclosure may contain more than one type of public interest information.

<sup>12</sup>2019-20 State of the Western Australian Government Sector Workforce report incorrectly transcribed previously published 2018-19 data, erroneously citing 23 instead of 32 disclosures being assessed as appropriate. This error is limited to 2019-20 publication; 2018-19 publication remains correct.

## Breaches of public sector standards

Breach of standards claims are lodged directly with the public sector agency that made the reviewable decision to which a standard applies. Public sector agencies must attempt to resolve claims and must forward them to the Public Sector Commission if they are not resolved within 15 days.

Public sector agencies reported that 115 breach of standards claims were resolved by them without referring the matters to the Public Sector Commission (a decrease from 159 in 2019-20).

This year the Public Sector Commission finalised 123 claims of breaches of standards compared to 130 in 2019-20 (Table 25). Of all

breach claims finalised by the Public Sector Commission this year, 4 were upheld – a decrease from 8 upheld in 2019-20.

Claims in regards to breaches of the employment standard remained the most common claims finalised by both public sector agencies and the Public Sector Commission.

The number of grievances reported to have been completed by public sector agencies increased slightly this year from 408 in 2019-20 to 412 this year. Government sector entities reported that 216 grievances were completed this year (this information was not collected in 2019-20).

**Table 25: Breach of standards claims finalised by public sector agencies and Public Sector Commission 2019-20 (at 30 June 2020) and 2020-21 (at 30 June 2021); number of claims and percent of total**

Type of breach of standard claim	2019-20			2020-21		
	Resolved by public sector agencies	Resolved by Public Sector Commission	Total	Resolved by public sector agencies	Resolved by Public Sector Commission	Total
Related to the Employment Standard	108 (67.9%)	111 (85.4%)	219 (75.8%)	87 (75.7%)	95 (77.2%)	182 (76.5%)
Grievance resolution	19 (11.9%)	17 (13.1%)	36 (12.5%)	24 (20.9%)	23 (18.7%)	47 (19.7%)
Performance management	23 (14.5%)	1 (0.8%)	24 (8.3%)	3 (2.6%)	3 (2.4%)	6 (2.5%)
Redeployment	4 (2.5%)	1 (0.8%)	5 (1.7%)	0 (0.0%)	1 (0.8%)	1 (0.4%)
Termination	5 (3.1%)	0 (0.0%)	5 (1.7%)	1 (0.9%)	1 (0.8%)	2 (0.8%)
<b>Total</b>	<b>159 (100%)</b>	<b>130 (100%)</b>	<b>289 (100%)</b>	<b>115 (100%)</b>	<b>123 (100%)</b>	<b>238 (100%)</b>

# Commissioner's observations

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**I am encouraged to see that so many government entities reported they found the [Integrity Strategy for Public Authorities 2020-2023](#) useful and it informed some part of their approach to integrity.**

This year also saw continued high rates of compliance in the public sector with the requirements around codes of conduct and accountable and ethical decision making training. But codes and training do not work in isolation, and more can be done. To this end work is progressing to update the public sector code of ethics and help authorities to develop their own integrity frameworks.

While there were significant decreases across a range of categories of unethical conduct in the government sector, minor misconduct figures remained relatively stable. I am particularly conscious of making observations on overall levels of integrity across government based on reports and allegations. Numbers can fluctuate based on awareness of reporting pathways and willingness to speak up, not necessarily on actual increases in bad behaviour.

In the government sector, much like any other large group, there are always going to be people who seek to do the wrong thing. So it is important to do all we can to prevent, identify and respond to misconduct and unethical behaviour.

To maintain the community's trust, I urge everyone to keep integrity front of mind and not let our focus waiver.

# Appendix 1: Public Sector Commission data quality statement

## This report contains information from a range of sources including:

- quarterly workforce data reported to the Public Sector Commission through the Human Resource Minimum Obligatory Information Requirements (HR MOIR)
- data collected as part of the Commission's annual collection program – equal employment opportunity annual collection, integrity and conduct annual collection, public interest disclosure annual collection, and government boards and committees annual collection
- data sourced through other Commission initiatives and projects which this year included the WA public sector census pilot
- data provided by other government sector entities including state finances, serious misconduct data and expenditure on common use arrangements.

[About our workforce data](#) has more information on definitions and the methodologies applied.

## Human Resource Minimum Obligatory Information Requirements

The Commission collects and reports workforce data from public sector agencies quarterly to support evidence-based policy formation and for other public sector workforce related purposes. The data includes demographic information about staff such as age, gender, diversity status and occupation. This HR MOIR data has been used to derive information about the workforce profile and diversity of the public sector. Data is supplied by agencies according to the guidelines set out in [HR MOIR Data Definitions 1.5.1](#).

Point-in-time information on the public sector is published quarterly in the Commission's [quarterly workforce reports](#).

Data on occupation is reported by public sector agencies following the Australian and New Zealand Standard Classification of Occupations (ANZSCO). Occupational groups referred to in this report consist of aggregated groups of related ANZSCO codes. Details of the composition of the various occupational groups are in the [State of the WA Government Sector 2020-21 Workforce Statistical Bulletin](#).



## Annual average figures

Quarterly HR MOIR reporting reflects agency holdings at the last pay period for that month. This is referred to as point-in-time data. Before 2019-20 the size of the public sector and other workforce trends were estimated based on June quarter point-in-time data. However the size of the sector fluctuates throughout each year, exhibiting regular seasonal variation such as growth and shrinkage of workforces in the Department of Education and TAFE colleges in line with academic terms. In the 2019-20 and 2020-21 reports, year on year analysis is based on an annual average of figures reported in the 4 quarters of each financial year. Averaged figures for the financial year provide a more reliable estimate of the size and composition of the public sector over the long term.

Data for local governments, public universities and government trading enterprises is collected once each year in March. As such, no average figures can be provided and March point-in-time data is reported.

## Annual collections

Several changes were made to the Commission's annual collection program this year.

Before 2021 local governments, public universities and government trading enterprises responded to questions on workforce diversity through the equal employment opportunity annual collection in April, and provided information on conduct matters through the integrity and conduct annual collection in July. Government boards and committees also responded to the integrity and conduct annual collection. Public sector agencies responded to questions on both workforce diversity and conduct related matters through the public sector entity annual collection in July.

This year the public sector entity annual collection was discontinued. Instead, public sector agencies, local governments, public universities and government trading enterprises and other authorities all responded to the equal employment opportunity annual collection in March, and the integrity and conduct annual collection in July. The integrity and conduct annual collection now excludes government boards and committees that instead completed a tailored annual collection.

## Equal employment opportunity

This collection is used to gather information on workforce diversification from public sector agencies, local governments, public universities and government trading enterprises. In addition local governments, public universities and government trading enterprises provide employee data, including demographics and employment information, through this collection.

In 2021 respondents were able to advise that another department or entity would respond to the annual collection on their behalf. Figures provided in this report relate only to entities that reported on their own behalf or on behalf of themselves and other entities – that is, entities whose data was provided by another are not included.

The EEO annual collection sample frame comprised 236 entities:

- 71 public sector agencies reporting on behalf of 120 agencies
- 145 local governments
- 4 public universities
- 16 government trading enterprises and other authorities.

In addition to the inclusion of public sector agencies in the 2021 sample frame, Greyhounds WA reported separately this year (Racing and Wagering WA had previously reported on behalf of Greyhounds WA).

All data collected relates to the period 1 April 2020 to 31 March 2021. Workforce data provided by respondents comprised information on all staff paid in the last pay period of March 2021, and information on all casual staff employed at any time between 1 April 2020 and 31 March 2021 whether paid or not in the last pay period of March 2021. This is consistent with the approach and data definitions of previous years.

A key difference from previous years' collections was the reporting of salary information. Local governments, public universities and government trading enterprises and other authorities were asked to report each employee's equivalent annual salary in a similar manner to that in HR MOIR. For more information on the methodology see [About our workforce data](#).

A workforce data spreadsheet was received from 164 of the entities required to provide one. Each spreadsheet underwent a documented quality assurance process to ensure issues were minimised and consistency maintained between different entities' data. To ensure sectorwide data sets were not impacted by missing data, 2020 workforce data was used to replace information for 2 local governments that were unable to provide workforce spreadsheets for 2021.

Workforce diversity data for public sector agencies, sworn officers of the WA Police Force and parliamentary electorate offices was acquired through March 2021 quarterly HR MOIR reporting.



## Integrity and conduct

This collection is used to gather information on integrity and conduct matters in public sector agencies, local governments, public universities and government trading enterprises and other authorities.

In 2021 respondents were able to advise that another department or entity would respond to the annual collection on their behalf. Figures provided in this report relate only to entities that reported on their own behalf or on behalf of themselves and other entities – that is, entities whose data was provided by another are not included.

The integrity and conduct annual collection sample frame comprised 235 entities:

- 71 public sector agencies reporting on behalf of 119 agencies
- 145 local governments
- 4 public universities
- 15 government trading enterprises and other authorities.

All data collected relates to the period 1 July 2020 to 30 June 2021.

In comparison with the equal employment opportunity annual collection, this sample frame removed the Plumbers Licensing Board from the count of public sector agencies and added it to the sample frame for the government boards and committees annual collection. Additionally DevelopmentWA was captured as a public sector agency rather than a government trading enterprise. The total entities covered decreased from 120 to 119 due to the removal of the Racing Penalties Appeal Tribunal from the sample frame.

Detailed information as reported by responding entities is in the Commission's series of [statistical bulletins](#).

## Government boards and committees

This collection is similar in subject matter to the integrity and conduct annual collection but excludes questions that are not relevant to government boards and committees.

The government boards and committees annual collection sample frame comprised 103 boards and committees:

- 89 public sector boards and committees
- 14 non-public sector boards and committees.

All data collected relates to the period 1 July 2020 to 30 June 2021. Data related to boards and committees is only relevant to [Section 5: Conduct](#) in this report.



## Additional data sources

### State finances

Data relating to salaries expenditure and growth reflects information reported by the Department of Treasury.

### Recruitment

Data relating to advertisements posted on [jobs.wa.gov.au](https://jobs.wa.gov.au) has been drawn from the Recruitment Advertising Management System (RAMS). Data extracted comprised all advertisements created with a posting date in the 2016-17 to 2020-21 financial years. Reported advertisement numbers should not be taken to reflect the number of advertisements publicly posted on [jobs.wa.gov.au](https://jobs.wa.gov.au) as some advertisements are created in anticipation or for administrative purposes and never posted. Data should not be taken to reflect the number of public sector vacancies or the number of applicants appointed to public sector roles, as a single advertisement may be used to fill multiple vacancies (for example, pool recruitments) or may result in no appointment being made.

### Workforce mobility and working from alternate locations

Following identification of a community case of COVID-19, the Perth, Peel and Southwest regions of WA were placed into lockdown from 6:00 pm on Sunday 31 January 2021 until 6:00 pm on Friday 5 February 2021. The Commission requested public sector agencies to provide data on how many staff were impacted by this lockdown. The request included 4 questions and was sent to 42 agencies, 41 of which were able to provide data on employees working from alternate locations and employees working from their usual workplace. Within the sample frame, agencies reported a variety of approaches to collection and reporting of this information. As a result of this inconsistency data should be regarded as an estimate only.

### Redeployment, redundancy, severances and separation payments

Data relating to redeployment, severances and separation payments is extracted from RAMS and the Agency Executive Management System (AEMS).

### Temporary personnel

Data relating to temporary personnel engagements and related expenditure is provided by the Department of Finance based on data provided by reporting entities and temporary personnel providers under the Temporary Personnel Services Common Use Arrangement.

### Senior Executive Service

The Public Sector Commissioner manages SES positions under the PSM Act. Data relating to the number of SES officers in the public sector is based on snapshots of active contracts recorded in AEMS extracted at the end of each quarter. Diversity information for SES officers is derived by matching AEMS information with HR MOIR data reported by public sector agencies in the relevant quarter.

### Serious misconduct

All data related to serious misconduct is provided by the Corruption and Crime Commission.



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## Other relevant definitions and notes

All data is accurate as reported to the Commission by contributing entities. The information provided reflects the Commission's holdings at the date of release. Workforce data is occasionally revised for quality, and corrections applied may result in figures being adjusted over time.

As some figures have been rounded, discrepancies may occur between sums of the component items and totals.

Gender pay gap calculations are based on the median salary of all active contracts based on gender (men and women only) of staff holding the contracts. The pay gap is the difference between the median equivalent annual salary of women and men, expressed as a percentage of men's median equivalent annual salary.

Information reported on the representation of Aboriginal and Torres Strait Islander people, people with disability and culturally and linguistically diverse people is based on self-disclosure questionnaires generally provided to staff as part of their engagement or induction package, or as updated throughout their tenure in their entity. It is not compulsory for staff to disclose their diversity status. As such representation is reported as a proportion of the headcount of valid responses rather than the total headcount of an agency or sector.

Data is provided for the last 5 financial years. Previous years' reports are [online](#). Additional data is published annually in the Commission's series of [statistical bulletins](#).

Data reported here may vary from data reported in other Commission publications which may draw on quarterly point-in-time figures.

# Appendix 2:

## Compliance statements

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**In accordance with s 31(2) of the PSM Act, organisations not listed in Schedule 1 of the *Financial Management Act 2006* are required to provide a statement to the Public Sector Commissioner each year on the extent to which they have complied with public sector standards, codes of ethics and any relevant code of conduct.**

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**Architects Board of WA**

No compliance issues concerning the public sector standards, the Public Sector Commission's Code of Ethics or the Board's Code of Conduct arose during the period 1 July 2020 to 30 June 2021.

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**Commissioner for Children and Young People**

I am satisfied that to the best of my knowledge the Commissioner for Children and Young People has complied with the public sector standards, code of ethics and CCYP Code of Conduct.

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**Conservation and Parks Commission**

The Conservation and Parks Commission has fully complied with relevant Public Sector Standards, codes of ethics and its code of conduct for the 2020-21 financial year.

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**Equal Opportunity Commission**

In accordance with section 31(2) of the *Public Sector Management Act 1994*, the Equal Opportunity Commission has fully complied with the Public Sector Standards, and Public Sector Commissioner's Instructions, including Commissioner's Instruction No. 7 Code of Ethics.

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**Legal Practice Board**

The Legal Practice Board complies with the Public Sector Standards, Codes of Ethics and with the Code of Conduct.

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**Office of the Information Commissioner**

The OIC has a code of conduct which has been distributed to staff and is available on our intranet and knowledge management system. New staff members are provided a copy as part of their induction. The OIC's gift decision register and all purchasing card transactions are published on our website. The OIC is guided by the Public Sector Standards in our employment processes. No staff were redeployed or disciplined, and no grievances lodged. The OIC has nominated an Integrity Officer to monitor integrity issues in addition to a PID Officer. An update to the OIC's PID Guidelines is in progress.







**Hon John Carey MLA**  
**Minister for Housing; Local Government**

Our Ref: 78-03746

- 8 DEC 2021

Ms Carol Redford  
Director  
Astrotourism Western Australia  
372 Fynes Road  
GINGIN WA 6503

Dear Ms Redford

Thank you for your letter dated 5 November 2021 regarding the work being undertaken to grow the Dark Sky Tourism sector in Western Australia, and for advising me of the positive contributions being made by local governments across the regions.

It is excellent to read about the support you have received from local governments, and of the innovation shown by the sector in embracing dark sky tourism.

I know that local governments across Western Australia have long worked to facilitate tourism. Over the last 18 months, councils across the State have also responded to both capture the opportunities and manage the challenges that have come with the increased intra-state tourism we have seen during the pandemic.

I would also like to acknowledge the efforts you have made to involve local governments in the development of the Dark Sky Tourism project, which will enhance local tourism opportunities and increase economic development in the regions.

I would like to wish you and all participating local governments with continuing success in the development of this project.

Yours sincerely

  
HON JOHN CAREY MLA  
MINISTER FOR HOUSING; LOCAL GOVERNMENT

cc: Shire of Ashburton ([soa@ashburton.wa.gov.au](mailto:soa@ashburton.wa.gov.au)); Shire of Carnamah ([shire@carnamah.wa.gov.au](mailto:shire@carnamah.wa.gov.au)); Shire of Chittering ([chatter@chittering.wa.gov.au](mailto:chatter@chittering.wa.gov.au)); Shire of Dandaragan ([council@dandaragan.wa.gov.au](mailto:council@dandaragan.wa.gov.au)); Shire of Lake Grace ([shire@lakegrace.wa.gov.au](mailto:shire@lakegrace.wa.gov.au)); Shire of Northam ([records@northam.wa.gov.au](mailto:records@northam.wa.gov.au)); Shire of Mingenew ([enquiries@mingenew.wa.gov.au](mailto:enquiries@mingenew.wa.gov.au)); Shire of Morawa ([admin@morawa.wa.gov.au](mailto:admin@morawa.wa.gov.au)); Shire of Narembeen ([admin@narembeen.wa.gov.au](mailto:admin@narembeen.wa.gov.au)); Shire of Narrogin ([enquiries@narrogin.wa.gov.au](mailto:enquiries@narrogin.wa.gov.au)); Shire of Perenjori ([reception@perenjori.wa.gov.au](mailto:reception@perenjori.wa.gov.au)); Shire of Three Springs ([general@threesprings.wa.gov.au](mailto:general@threesprings.wa.gov.au)); Shire of West Arthur ([shire@westarthur.wa.gov.au](mailto:shire@westarthur.wa.gov.au)); Shire of Wickiepin ([admin@wickepin.wa.gov.au](mailto:admin@wickepin.wa.gov.au)); Shire of Wongan-Ballidu ([shire@wongan.wa.gov.au](mailto:shire@wongan.wa.gov.au)).



# Central Country Zone

## Minutes

**Held at:**  
**Wandering Community Centre**  
**Down Street, Wandering.**

**Commenced at 9:30am**  
**Friday 19 November 2021**

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# Central Country Zone

Held at:

Wandering Community Centre, Down Street, Wandering

Commenced at 9.30am, Friday 19 November 2021

## Minutes

### 1 ELECTIONS

#### 1.1 Elections of Chair and Deputy Chair of the Central Country Zone

Pursuant to the WALGA Constitution, the Secretariat shall assume the Chair for conducting the election of office bearers.

Guidelines for elections were distributed to Member Councils via email dated 20 October 2021.

The election for the Chairperson and Deputy Chairperson shall be conducted and the term set at two years expiring in November 2023, in line with the terms of State Council representatives and in sync with Local Government Elections.

##### Zone Chairperson:

The following nomination was received for the positions of Chair for 2 years, November 2021 to November 2023.

- Cr Brett McGuinness, Shire of Quairading

#### DECLARATION

**That Brett McGuinness be elected as Chairperson of the of the Central Country Zone for the term of 2 years, November 2021 to November 2023.**

##### Deputy Zone Chairperson:

No written nominations were received for the position of Deputy Chairperson. Nominations will be called from the floor.

- Cr Des Hickey, Shire of Corrigin
- President Leigh Ballard, Shire of Narrogin

#### DECLARATION

**That:**

**President Leigh Ballard be elected as Deputy Chairperson of the Central Country Zone for the term of 2 year, November 2021 to November 2023.**

#### 1.2 Elections of State Council Representatives and Deputy State Council Representatives to the Central Country Zone

Pursuant to the WALGA Constitution, the Secretariat shall assume the Chair for conducting the election of representatives and deputy representatives to the State Council.

Guidelines for elections were distributed to Member Councils via email dated 20 October 2021.

WALGA incorporates a 24 members State Council with its members derived from Metropolitan and Country Zones. The State Council is chaired by the Association President.

In accordance with sub-clause 9(3) of the WALGA Constitution representatives and deputy representatives to the State Council shall be elected by Zones of the Metropolitan and Country constituencies for two (2) year terms, commencing from the Ordinary Meeting of State Council in December 2021 and concluding at the Ordinary Meeting of State Council two years later.

For the Central Country Zone, there is one (1) representative positions on State Council and one (1) deputy representative positions. The term is from the Ordinary Meeting of State Council in December 2021 and concluding at the Ordinary Meeting of State Council in December 2023.

State Councillor:

The following written nominations were received for the position of State Council Representative:

- Cr Phillip Blight, Shire of Wagin
- Cr Katrina Crute, Shire of Brookton

In accordance with the guidelines endorsed by State Council, candidates will be afforded the opportunity to make a 2 minute election bid prior to the secret ballot being taken.

**DECLARATION**

**That:**

**Cr Phillip Blight be elected as State Council Representative of the Central Country Zone to the State Council for the term of 2 years, December 2021 to December 2023.**

Deputy State Councillor:

No written nominations were received for the position of Deputy State Council Representative. Nominations will be called from the floor.

**DECLARATION**

**That:**

**Cr Katrina Crute, Shire of Brookton, be elected as Deputy State Council Representative of the Central Country Zone to the State Council for the term of 2 years, December 2021 to December 2023.**

We ask the elected delegates to note the following details:

WALGA will host a 'State Councillor Induction Session' on 24 November at 4pm.

Further information will be e-mailed shortly.

**1.3 Election of up to three (3) Zone Executive Committee Members of the Central Country Zone**

Automatic Executive Committee membership will include the Zone President, Deputy Zone President and the State Councillor Representative.

The election for the Zone Executive Committee representatives shall be conducted and the term set at two years expiring in November 2023, in line with the terms of Zone Delegates and in sync with Local Government Elections.

Nominations for up to three Zone Executive Committee Representatives will be taken from the floor.

Should a ballot be required, nominees will be afforded the opportunity to provide a two (2) minute election bid.

Each voting delegate will be entitled to cast one (1) vote in the ballot process.  
The candidates with the greater number of votes will be elected.

- Cr Katrina Crute, Shire of Brookton
- Cr Des Hickey, Shire of Corrigin
- Cr Julie Russell, Shire of Wickepin

## **DECLARATION**

**That Cr Katrina Crute, Cr Des Hickey and Cr Julie Russell be elected as Zone Executive Committee representative for the term of 2 years, November 2021 to November 2023.**

<b>1.4 Election of Local Government Agricultural Freight Group of the Central Country Zone – 1 Delegate and 1 Deputy Delegate</b>
-----------------------------------------------------------------------------------------------------------------------------------

The election for the Local Government Agricultural Freight Group delegates of the Central Country Zone shall be conducted.

### Delegate

Nominations for the Local Government Agricultural Freight Group Delegate will be taken from the floor.

Each voting delegate will be entitled to cast one (1) vote in the ballot process.  
The candidate with the greater number of votes will be elected.

- Cr Katrina Crute, Shire of Brookton

## **DECLARATION**

**That Cr Katrina Crute, be elected as Local Government Agricultural Freight Group Delegate of the Central Country Zone.**

### Deputy Delegate

Nominations for the Local Government Agricultural Freight Group Deputy Delegate will be taken from the floor.

Each voting delegate will be entitled to cast one (1) vote in the ballot process.  
The candidate with the greater number of votes will be elected.

- Cr Des Hickey, Shire of Corrigin

## **DECLARATION**

**That Cr Des Hickey, be elected as Local Government Agricultural Freight Group Deputy Delegate of the Central Country Zone**

We ask the elected delegates to note the details of the next meeting of the Agricultural Freight Group:

on **FRIDAY 26 NOVEMBER 2021**  
at **WATTLE ROOM, WALGA**  
**170 RAILWAY PARADE, WEST LEEDERVILLE**  
commencing **1.00 PM**

**1.5 Election of Great Southern District Emergency Management Committee of the Central Country Zone – 1 Delegate and 1 Deputy Delegate**

The election for the Great Southern District Emergency Management Committee of the Central Country Zone shall be conducted.

Delegate

Nominations for the Great Southern District Emergency Management Committee will be taken from the floor.

Each voting delegate will be entitled to cast one (1) vote in the ballot process. The candidate with the greater number of votes will be elected.

- President Leigh Ballard, Shire of Narrogin

**DECLARATION**

**That President Leigh Ballard, be elected as the Great Southern District Emergency Management Committee Delegate of the Central Country Zone.**

Deputy Delegate

Nominations for the Great Southern District Emergency Management Committee Deputy Delegate will be taken from the floor.

Should a ballot be required, nominees will be afforded the opportunity to provide a two (2) minute election bid.

Each voting delegate will be entitled to cast one (1) vote in the ballot process. The candidate with the greater number of votes will be elected.

- Cr Phillip Blight, Shire of Wagin

**DECLARATION**

**That Cr Phillip Blight, be elected as Great Southern District Emergency Management Committee Deputy Delegate of the Central Country Zone**

## 1.6 Election of the Regional Health Advocacy Representative of the Central Country Zone – 1 Delegate and 1 Deputy Delegate

The election for the Regional Health Advocacy Representative of the Central Country Zone shall be conducted.

### Delegate

Nominations for the Regional Health Advocacy Representative will be taken from the floor.

Should a ballot be required, nominees will be afforded the opportunity to provide a two (2) minute election bid.

Each voting delegate will be entitled to cast one (1) vote in the ballot process.

The candidate with the greater number of votes will be elected.

- Ms Natalie Manton, CEO, Shire of Corrigin

### **DECLARATION**

**That Ms Natalie Manton, be elected as the Regional Health Advocacy Representative Delegate of the Central Country Zone.**

### Deputy Delegate

Nominations for the Regional Health Advocacy Representative Deputy Delegate will be taken from the floor.

Should a ballot be required, nominees will be afforded the opportunity to provide a two (2) minute election bid.

Each voting delegate will be entitled to cast one (1) vote in the ballot process.

The candidate with the greater number of votes will be elected.

- Cr Moya Carne, Shire of Williams

### **DECLARATION**

**That Cr Moya Carne, be elected as the Regional Health Advocacy Representative Deputy Delegate of the Central Country Zone**

## **OPENING AND WELCOME**

### **2.1 Announcements**

NIL

#### **2.1.1 Richard Chadwick**

We wish to acknowledge the passing of Richard Chadwick earlier this year. Richard was a Councillor with the Shire of Narrogin from 2003, and held the position of Shire President from 2005 to 2016. He also served as the Central Country Zone's Chairperson for a number of years. The Zone passes our condolences to the Chadwick family, and the Narrogin community.

#### **2.1.2 Housekeeping**

The Zone Chair welcomed Zone members and provided OSH/bathroom/exit information to those in attendance.

To all Delegates, please ensure you call your name and Local Government when taking the floor to ensure accurate Minutes are recorded.

### **2.2 Host Welcome – President Ian Turton, Shire of Wandering**

Cr Ian Turton, President Shire of Wandering, extended a welcome to Delegates and guests. His welcome included welcoming newly elected Delegates as well as giving an overview of the Town. The Shire is currently in the process of renovating the 1987 community building in which our meeting took place. New Tourism initiatives are being taken in establishing new chalets at the caravan park as well as improvements taking place at the campground.

Cr Turton highlighted plans to develop the Council owned fuel station in the town. This will tie in nicely with proposed new road upgrades. In addition to the above, Cr Turton mentioned that the valuation process to the rural areas of the Shire has been changed after four years of review and consultation.

He thanked the volunteer groups in the community who are a credit to the Shire, they put tremendous work into building the Community within the Shire.

Initiatives and developments are in place to allow the Shire's older citizens to remain in their current homes for longer, in comfort and safety.

Cr Turton highlighted the significance of the efforts needed by smaller Local Governments, to ensure their offices are run in a financially sustainable manner. Credit must be given to the CEO's who manage to do this so well.

## **3. ATTENDANCE AND APOLOGIES**

### **Attendance**

#### **Central Country Zone Delegates and CEO's**

Shire of Beverley	President Cr David White
	Deputy President Cr Chris Lawlor
	Mr Steve Gollan, Chief Executive Officer, non-voting delegate

Shire of Brookton	President Cr Katrina Crute Deputy President Cr Neil Walker Mr Paul Sheedy, Acting Chief Executive Officer, non-voting delegate
Shire of Corrigin	President Cr Des Hickey Ms Natalie Manton, Chief Executive Officer, non-voting delegate
Shire of Cuballing	President Cr Eliza Dowling Deputy President Cr Rob Harris Mr Garry Sherry, Chief Executive Officer, non-voting delegate
Shire of Dumbleyung	President Cr Julie Ramm Deputy President Cr Amy Knight Mr Gavin Treasure, Chief Executive Officer, non-voting delegate
Shire of Kulin	Cr Barry West Cr Robbie Bowey Mr Garrick Yandle, Chief Executive Officer, non-voting delegate
Shire of Lake Grace	President Cr Len Armstrong Deputy President Cr Ross Chappell Mr Alan George, Chief Executive Officer, non-voting delegate
Shire of Narrogin	President Leigh Ballard Cr Graham Broad Mr Dale Stewart, Chief Executive Officer, non-voting delegate
Shire of Quairading	Cr Brett McGuinness Cr Jonathan Hippisley Mr Graeme Fardon, Chief Executive Officer, non-voting delegate
Shire of Wagin	President Cr Phillip Blight Deputy President Cr Gregory Ball Mr Bill Atkinson, Chief Executive Officer, non-voting delegate
Shire of Wandering	President Cr Ian Turton Mr Ian Fitzgerald, Acting Chief Executive Officer, non-voting delegate
Shire of West Arthur	President Cr Neil Morrell Cr Karen Harrington Mr Ian McCabe, Acting Chief Executive Officer, non-voting delegate
Shire of Wickepin	President Cr Julie Russell Mr Mark Hook, Chief Executive Officer, non-voting delegate
Shire of Williams	President Cr Jarrad Logie Cr Moya Carne Mr Geoff McKeown, Chief Executive Officer, non-voting delegate

### WALGA Representatives

Tony Brown, Executive Manager Governance & Organisational Services  
Nick Sloan, Chief Executive Officer  
Naoimh Donaghy, Governance and Organisational Services Officer

## Guests

Rick Wilson MP, Federal Member for O'Connor  
Hon Shelley Payne MLC, Member for the Agricultural Region  
Bill Mitchell, General Manager, Regulatory Support Division, Department of Mines, Industry Regulation and Safety  
David Eyre - Senior Policy Officer, Department of Mines, Industry Regulation and Safety  
Darren Brown, Bushfires Volunteers  
Mitchell Davies, Department of Biodiversity, Conservation and Attractions.  
Greg Durell, Department of Biodiversity, Conservation and Attractions.  
Ammar Mohammed, A/Regional Manager Wheatbelt, Main Roads  
Brad Pearce, Main Roads  
Kate Pryce, Research Officer, Office of Steve Martin MLC

## **Apologies**

Deputy President Cr Mike Weguelin, Shire of Corrigin  
President Cr Grant Robins, Shire of Kulin  
President Cr Bill Mulroney, Shire of Pingelly  
Deputy President Cr Jackie McBurney, Shire of Pingelly  
Mr Andrew Dover, Chief Executive Officer, Shire of Pingelly  
Deputy President Cr Paul Treasure, Shire of Wandering  
Ms Belinda Knight, Chief Executive Officer, Shire of Wandering  
Deputy President Cr Wes Astbury, Shire of Wickiepin  
President Cr Jarrod Logie, Shire of Williams

Hon Mia Davies MLA, Member for Central Wheatbelt (Leader of the Opposition)  
Kathleen Brown, Electorate Officer, Office of Hon Mia Davies MLA  
Hon Martin Aldridge MLC, Member for the Agricultural Region  
Hon Peter Rundle MLA, Member for Roe  
Hon Colin de Grussa MLC  
Hon Steve Martin MLC, Member for the Agricultural Region  
Hon Darren West MLC, Member for the Agricultural Region

Ms Mandy Walker, Director Regional Development, RDA Wheatbelt Inc  
Ms Clare Atkins, Wheatbelt Development Commission  
Mr Grant Arthur, Wheatbelt Development Commission  
Rob Cossart, Wheatbelt Development Commission – Chief Executive Officer

## **Attachments**

The following were provided as attachments to the agenda:

- 1 7.1, Minutes, 20 August 2021, Zone Meeting
- 2 7.4, Minutes, 11 October 2021, Executive Committee Meeting
- 3 8.4, WALGA President's Report
- 4 10.4, Local Government Reform Initiatives
- 5 10.5 WHS, Shire of Wagin reference documents
- 6 13.4, Wheatbelt RDA

State Council Agenda – via link: [State Council Agenda December 2021](#)



#### **4. DECLARATIONS OF INTEREST**

NIL

#### **5. GUEST SPEAKERS / DEPUTATIONS**

##### **5.1 Work Health and Safety Presentations**

###### **5.1.1 Bill Mitchell - General Manager, Regulatory Support Division, Department of Mines, Industry Regulation and Safety & David Eyre - Senior Policy Officer, Department of Mines, Industry Regulation and Safety**

David Eyre, presented on the Work Health and Safety Act, and Volunteers.

Presentation attached – “Presentation 1”

Mr Eyre took questions from the floor.

**Noted**

###### **5.1.2 Darren Brown, Bushfires Volunteers Association**

Darren Brown presented on the Work Health and Safety Act and Volunteers.

**Noted**

##### **5.2 Mitchell Davies, Department of Biodiversity, Conservation and Attractions.**

Mr Davies, the Department’s Regional Operations Manager, Parks and Wildlife Service for the Wheatbelt region, presented to the Zone on volunteer bush fire fighters access to DBCA reserves while also covering some general information.

Presentation attached – “Presentation 2”

Mr Davies was accompanied by Greg Durell, Regional Manager.

**Noted**

#### **6. MEMBERS OF PARLIAMENT**

##### **6.1 Rick Wilson MP, Federal Member for O’Connor**

Rick spoke to Members and highlighted some funding programs currently in progress. Emphasis was put on a local level grant program, “Stronger Communities” – he encouraged Community Groups to seek funding for smaller projects which will have a big impact on their organisations. Collaboration is happening with various other Ministers to secure more money for the regions. Ricks jurisdiction has widened from 38 Local Governments to 58 Local Governments.

Questions were taken from the floor with a focus on phone towers and black spots in the region.

**Noted**

##### **6.2 Shelley Payne MLC, Member for the Agricultural Region**

Shelley commended the Central Country Zone on their vaccination rates, nearly all Local Governments are over 80% vaccination.

She also commended the Shire of Wandering for a fantastic camp out event held earlier this year.

**Noted**

## 7. **MINUTES**

### **7.1 Confirmation of Minutes from the Central Country Zone meeting held Friday 20 August 2021 (Attachment 1)**

The Minutes of the Central Country Zone meeting held on Friday 20 August 2021 have previously been circulated to Member Councils.

#### **RECOMMENDATION**

**Moved: Cr Barry West**

**Seconded: President Leigh Ballard**

**That the Minutes of the Central Country Zone meeting held Friday 20 August 2021 are confirmed as a true and accurate record of the proceedings.**

**CARRIED**

### **7.2 Business Arising from the Minutes of the Central Country Zone Meeting Friday 25 June 2021**

#### **7.2.1 Item 5.3.2, Strategic Priorities for the 2020/2021 Financial Year**

Following the August meeting, the Executive Officer issued an invite to the Minister for Local Government to discuss Local Government Act amendments and Red Tape Reduction. The Minister is unable to attend the November meeting, however tentative meeting dates have been shared of the 2022 Central Country Zone in the hope he may be able to attend at another time.

An update will be provided at the next Zone meeting.

**Noted**

#### **7.2.2 Item 5.3.3, Red Tape Reduction**

At the August meeting of the Zone, it was resolved:

*Zone Recommendation:*

*That the Central Country Zone Local Governments submit items for the Zone to consider prioritising and submitting to the Zone Executive Officer no later than 30 September 2021 in respect to potential red tape reduction items.*

The Zone Executive Officer invited responses via e-mail and received the following four replies:

1. Shire of Narrogin:
  - Development of Model Local Laws such as Health and Standing Orders for easy adoption by reference if there are no 'significant' variations or changes. Simplification, consistency and standardisation and reduction of bureaucracy benefits.
  - Removal of the need for Annual General Meeting of Electors – mandatory public question time has removed the need for this.

2. Shire of Cuballing:

The Shire forwarded the following example of where they believe Red Tape has been needlessly increased:

Local Government (Elections) Regulations 1997:

The DLGSC recently amended *Reg 24 Candidate's Profile* from:

The profile of a candidate required by section 4.49(b) —

(a) is to be in the English language and is not to contain more than 150 words (not counting the words needed to comply with paragraph (d)); and

to

The profile of a candidate required by section 4.49(b) —

(a) is to be in the English language and is not to contain more than 800 characters and spaces (but not counting the characters and spaces needed to comply with paragraph (d)); and

This regulation amendment has resulted in:

- Increased difficulty for candidates in preparing their candidate's profile;
- Increased likelihood of errors in the preparation of their profile by candidates delaying the nomination process; and
- Increased effort to ensure compliance by Returning Officers.

3. Shire of Williams:

Abandoned Vehicles:

Local Government are obliged to collect abandoned vehicles left on roadsides and other reserves they manage.

When the vehicle is impounded the LG starts the process of contacting the owner.

A request is made to the Department of Transport for ownership information with the payment of a fee of \$3.40 and the LG can wait several days or weeks for the information to be provided.

LGs that are Agents of the Department of Transport could access the information immediately but are not permitted to do so.

This could be overcome with an appropriate note/comment made on the inquiry transaction at the time of searching the ownership information.

It would speed up the process of dealing with abandoned vehicles.

I would be interested to know if other LGs have the same issue.

4. Shire of Brookton:

Clearing Permits:

I would suspect that relevant red tape issues for this Shire would have already been identified and submitted by other local governments. From a wider local government CEO view one ongoing issue (am sure others would have identified it) is the red tape and time frame involved in local governments obtaining clearing permits for road verges associated with annual road works, which whilst improved is still unsatisfactory and a unreasonable long process.

Comment:

The meeting noted that the item raised by the Shire of Narrogin is being considered in the current legislative reform program.

**RECOMMENDATION**

**Moved: Cr Katrina Crute**

**Seconded: Cr Ross Chappell**

**The Central Country Zone wish for the above listed concerns, excluding that of the Shire of Narrogin, to be progressed to the Minister for consideration.**

**CARRIED**

**7.3 Minutes of the Central Country Zone Executive Committee held Wednesday 11 October 2021**

The recommendations from the Executive Committee Meeting that require Zone consideration have been extracted for the Zones consideration.

**7.3.2 Item 5.3, Proposed meeting dates 2022**

**BACKGROUND**

Meeting dates for the Central Country Zone’s Executive Committee and Zone meetings were presented to the Committee on 11 October 2021. Dates for both the Committee and Zone meetings were accepted.

At the Zone meeting, an error was highlighted in the August Executive calendar, this has been updated.

The Executive Committee dates are 1.5 weeks prior to the Zone meeting. Zone meetings are scheduled to align with State Council meetings.

**NOTICE OF MEETINGS  
CENTRAL COUNTRY ZONE 2022  
EXECUTIVE COMMITTEE**

<b>Exec Comm Meeting Dates</b>	<b>Time</b>	<b>HOST COUNCIL</b>
<b>Wednesday</b>		
<b>9 February</b>	Wednesday 8 am	In-person – Location TBC
<b>13 April</b>	Wednesday 8 am	Teleconference
<b>15 June</b>	Wednesday 8 am	Teleconference
<b>10 August</b>	Wednesday 8 am	Teleconference
<b>16 November</b>	Wednesday 8 am	Teleconference

# ZONE

Zone Meeting Dates Friday	Time	Host Council	State Council meeting Dates 2022
<b>18 February</b>	Friday 9.30 am	West Arthur	Wednesday 2 March
<b>22 April</b>	Friday 9.30 am	Wickepin	Wednesday 4 May
<b>24 June</b>	Friday 9.30 am	Williams	Wednesday 6 July
<b>19 August</b>	Friday 9.30 am	Beverley	Regional Meeting 1-2 September
<b>25 November</b>	Friday 9.30 am	Brookton	Wednesday 7 December

## ZONE RECOMMENDATION

**Moved: Cr Katrina Crute**

**Seconded: Cr Jonathan Hippisley**

**That the Central Country Zone endorse the proposed dates.**

**CARRIED**

### 7.3.3 Item 5.4, Engagement at meetings

#### **Background:**

The Committee reflected on past Zone meetings and the interaction from Zone members at those meetings. Zone meetings are held in an effort to ensure all Local Governments and their communities have a voice and that their needs are heard.

#### *Recommendation:*

1. *Provide a process with the Zone on how members can be encouraged to add items to the Agenda for consideration.*
2. *A survey of members on suggestions to increase participation.*
3. *The survey will include questions in relation to emerging and/or local issues for each Local Government.*
4. *Ideally, meeting rooms will be laid out to accommodate face to face interaction with all members, with a clear view of the chair and screen.*
5. *Attendance confirmation will be requested prior to the meeting to ensure seating is arranged appropriately for those in attendance.*

#### Comment:

In respect to the first recommendation, an Item has been added to Zone Business.

For recommendations 2 and 3, due to Local Government elections and new Zone Delegates, a survey will be issued in the coming weeks to all Central Country Zone Delegates, proxys and CEO's.

The fourth recommendation will be coordinated between the host Council and the Executive Officer.

The fifth recommendation will be a standard practise moving forward.

**NOTED**

**7.4 Confirmation of Minutes from the Central Country Zone Meeting of the Executive Committee held Wednesday 11 October 2021 (Attachment 2)**

The Minutes of the Central Country Zone Executive Committee Meeting held on Wednesday 11 October 2021 are for endorsement.

**RECOMMENDATION:**

**Moved: Cr Barry West**

**Seconded: Cr Phillip Blight**

**That the Minutes of the Central Country Zone Executive Committee meeting held Wednesday 11 October 2021 be endorsed.**

**CARRIED**

**8. WESTERN AUSTRALIAN LOCAL GOVERNMENT ASSOCIATION (WALGA) BUSINESS**

*Zone delegates to consider the Matters for Decision contained in the WA Local Government Association State Council Agenda and put forward resolutions to Zone Representatives on State Council*

**8.1 State Councillor Report**

Cr Phillip Blight spoke to the State Councillor Report Guide, December 2021 (Attachment 7)

**Noted**

## 8.2 WALGA Status Report

By Tony Brown, Executive Officer



### BACKGROUND

Presenting the Status Report for November 2021 which contains WALGA's responses to the resolutions of previous Zone Meetings.

## COMPLETE ZONE STATUS REPORT NOVEMBER 2021

Zone	Agenda Item	Zone Resolution	WALGA Response	Update	WALGA Contact
Central C	<b>2019 Nov 29 Zone Agenda Item 10.8 Western Australia's Share of Fuel Excise</b>	That WALGA prepares and endorses a strategy to obtain transparency of the distribution of the fuel excise with the intent to maximise the return to Western Australia for road maintenance.	<p>The resolution was been referred to the Infrastructure Policy Team and based on direction provided further research to support an advocacy position is being carried out.</p> <p>The Association met with the RAC and received access to a 2020 revision of a report commissioned by the RAC quantifying motorist taxation and Federal Government investment in WA transport infrastructure.</p>	Ongoing	<b>Ian Duncan Executive Manager Infrastructure</b> <a href="mailto:iduncan@walga.asn.au">iduncan@walga.asn.au</a> 9213 2031
Central C	<b>2021 20 August Zone Agenda Item 8.4 Social Housing Economic Recovery Package Grant Funding</b>	<p>1. That the Zone notes:</p> <ul style="list-style-type: none"><li>Local Governments are eligible for grants to support the construction, refurbishment and maintenance of community housing properties as part of the State Government's Social Housing Economic Recovery Package (SHERP) Program.</li><li>The next round of SHERP grants open on Wednesday 1 September 2021.</li><li>The Department of Communities will provide further information on the SHERP grants at a WALGA webinar to be held at 1:30pm on Wednesday 1 September.</li></ul> <p>2. Request WALGA to advocate for more State funding for housing in the regions.</p>	<p>Applications for the SHERP Grants Program closed on of 27 October for refurbishments and 30 November 2021 for new builds. Applications for remote aboriginal communities' maintenance will remain open until funding has been expended.</p> <p>WALGA has submitted feedback to the SHERP Team at Department of Communities advocating for an extension of time. Representations have been made to Minister Carey, on Monday 25 October, regarding the request for extension to New Build closing date of 30 November. Requests have also been made for funding extension to refurbishment of</p>	November 2021	<b>Nicole Matthews A/Executive Manager, Strategy, Policy and Planning</b> <a href="mailto:nmatthews@walga.asn.au">nmatthews@walga.asn.au</a> 9213 2039

			<p>Government Regional Officer Housing properties owned by Local Government.</p> <p>WALGA is investigating advocacy options for land development costs to be covered by this program, through Development WA and Minister Buti and for this program to extend to Key Worker Housing construction in regional areas.</p>		
<b>Central C</b>	<p><b>2020 February 21 Zone Agenda Item</b>  <b>12.1 General Practitioner Services in Rural Areas - Shire of Corrigin</b></p>	<p>That WALGA be requested to investigate tendering issues around General Practitioner Services in Rural Areas with consideration given to including an exemption from tendering for such services under the Local Government (Functions and General) Regulations 1996.</p>	<p>State Council agenda item 5.2 considered this issue and recommends as follows;</p> <p>That WALGA:</p> <ol style="list-style-type: none"> <li>1. Adopt a new Advocacy Position Statement under 'Local Government Legislation - Tender Exemption General Practitioner Services': <ul style="list-style-type: none"> <li><i>WALGA advocates for the inclusion of a tender exemption for General Practitioner (GP) services under Part 4, Division 2 of the Local Government (Functions and General) Regulations 1996, to support Local Governments retain necessary primary health care services for their communities; and</i></li> </ul> </li> <li>2. Undertake additional research in support of the Advocacy Position with the following aims: <ol style="list-style-type: none"> <li>a. Identify State and Federal Government policy settings and other factors contributing to gaps in primary health care services in regional communities; and</li> <li>b. Quantify the number of regional Local Governments that have current contracts, or are proposing to enter into contracts, for General Practitioner services and the associated costs to Local Government incurred.</li> </ol> </li> </ol>	<b>November 2021</b>	<p><b>Tony Brown</b>  <b>Executive Manager</b>  <b>Governance and Organisational Services</b>  <b>9213 2051</b>  <a href="mailto:tbrown@walga.asn.au">tbrown@walga.asn.au</a>  <u>u</u></p>



## **ZONE DISCUSSION**

Ms Natalie Manton, CEO Shire of Corrigin, let the Members know that she recently met with the Minister and shared some comparative dollar statistic between Regional and Metro Local Governments to highlight the issue of General Practitioner Services in Rural Areas.

## **ZONE COMMENT**

This is an opportunity for Member Councils to consider the response from WALGA in respect to the matters that were submitted at the previous Zone Meeting.

## **RECOMMENDATION**

**Moved: Cr Julie Russell**

**Seconded: Cr Des Hickey**

**That the Central Country Zone WALGA November 2021 Status Report be noted.**

**Noted**

## **8.3 Review of WALGA State Council Agenda – Matters for Decision**

### **Background**

WALGA State Council meets five times each year and as part of the consultation process with Member Councils circulates the State Council Agenda for input through the Zone structure.

The full State Council Agenda can be found via link [State Council Agenda December 2021](#)

The Zone is able to provide comment or submit an alternative recommendation that is then presented to the State Council for consideration.

### **Matters for Decision**

#### **5.1 Paid Family and Domestic Violence Leave Entitlements**

That WALGA:

Endorse the submission to the Fair Work Commission (FWC) regarding paid family and domestic violence leave (FDVL) which:

1. highlights that FDVL for employees is an important issue for the sector;
2. supports the introduction of a new entitlement in modern awards for employees to receive five days' paid FDVL per year;
3. advocates for employees to be able to access their paid personal/carer's leave in circumstances of family and domestic violence; and
4. opposes the introduction of a new entitlement in modern awards for employees to receive 10 days' paid FDVL per year as sought by the Australian Council of Trade Unions (ACTU).

#### **Zone Comment:**

The Zone supports the WALGA recommendation.

## 5.2 Payment to Independent Committee Members

That WALGA request the Minister for Local Government to amend the *Local Government Act 1995* to allow the payment of meeting attendance fees to, and/or defined reimbursements for time committed by, 'other persons' appointed as Committee members under s.5.8 of the *Local Government Act 1995*.

### Zone Comment:

The Zone supports the WALGA recommendation.

## 5.3 2021 Annual General Meeting

That:

1. The following resolutions from the 2021 WALGA Annual General Meeting be endorsed for action:

### Cost of Regional Development

That WALGA makes urgent representation to the State Government to address the high cost of development in regional areas for both residential and industrial land, including the prohibitive cost of utilities headworks, which has led to market failure in many regional towns.

### CSRFF Funding Pool and Contribution Ratios

That WALGA lobby the State Government to:

1. Increase the CSRFF funding pool to \$25 million per annum and revert the contribution ratio to 50% split to enable more community programs and infrastructure to be delivered.
2. Increase the \$1 million per annum quarantined for female representation to \$2 million per annum.

### Regional Telecommunications Project

That WALGA strongly advocates to the State Government to increase funding for the Regional Telecommunications Project to leverage the Federal Mobile Black Spot Program and provide adequate mobile phone coverage to regional areas that currently have limited or no access to the service.

2. The following resolution passed at the 2021 WALGA Annual General Meeting be referred to the Mining Communities Policy Forum and the People and Place Policy Team for advocacy work to be undertaken:

### Review of the Environmental Regulations for Mining

Regarding a review of the Mining Act 1978:

1. To call on Minister Bill Johnston, Minister for Mines and Petroleum; Energy; Corrective Services to instigate a review of the 43-year-old Mining Act to require mining companies to abide by environmental regulations, and to support research and development into sustainable mining practices that would allow mining without detriment to diversification and community sustainability through other industries and development.
2. That abandoned mines in regional Western Australia receive a priority action plan with programmes developed to work with rural and remote communities to assist in the rehabilitation of these mines as a job creation programme, with funding allocated for diversification projects for support beyond mine life across Western Australia.

### Zone Comment:

The Zone supports the WALGA recommendation.

## 5.4 Review of advocacy positions relating to the Building Act 2011 and Building Regulations 2012

That State Council endorses the replacement of Section 6.7: Building Act and Fees of WALGA's advocacy positions document relating to the *Building Act 2011* and Building Regulations 2012 with the following:

1. Support the retention of Local Government as the primary permit authority in Western Australia for decisions made under the *Building Act 2011*.
2. Supports mandatory inspections for all classes of buildings, however, Local Government should not be solely responsible for all mandatory inspections.
3. Advocate for the State Government to urgently prioritise legislative reform that addresses systemic failures in the current building control model and to provide clarification on the role of Local Government in building control to ensure building legislation supports the following objectives:
  - a. Quality buildings that are cost efficient.
  - b. Functional, safe and environmentally friendly buildings.
  - c. Good decision making in all aspects of building.
  - d. Efficiency and effectiveness in building management, administration and regulation.
  - e. Openness and accountability with respect to all building matters.
  - f. Recognition of the rights and responsibilities of all parties in building matters in an equitable manner.
4. Existing and proposed building control related fees and charges to be cost recovery for Local Government.
5. WALGA will work with members, state agencies and industry groups to develop training opportunities and to promote the Local Government building surveying profession to ensure sustainability of Local Government building control services.
6. WALGA supports the Australian Building Codes Boards Trajectory for Low Energy Buildings by supporting Local Governments to meet community strategic objectives of a net zero carbon future by 2050 through work with members, state agencies and industry groups.

### Zone Comment:

The Zone supports the WALGA recommendation.

## 5.5 Draft WA Building Surveyors Code of Conduct

That WALGA:

1. Recommend to the Department of Mines, Industry Regulation and Safety (DMIRS) that the Draft WA Building Surveyors Code of Conduct be reviewed to ensure it addresses the following matters:
  - a) The impact of the obligations recommended in the draft Code be considered in relation to the current Western Australian building control model to ensure Local Government are able to maintain their statutory functions in line with community expectations.
  - b) That other building reform that will greatly impact the role of Local Government in the current Western Australian building control model, such as mandatory inspections and minimum documentation, be formalised prior to the Code of Conduct being introduced to ensure Local Government in Western Australia are able to maintain their statutory functions in line with community expectations.
  - c) Ensure that communities in remote and regional areas are considered when developing policy to restrict building surveyors being involved in design consultation work.
2. Endorse the attached consultation response summary on the draft Code.

### Zone Comment:

The Zone supports the WALGA recommendation.

## **Matters for Noting**

- 6.1 Local Government Support for Single Use Plastic Bans**
- 6.2 Report Municipal Waste Advisory Council**
- 6.3 WALGA submission on the National Climate Resilience and Adaptation Strategy**
- 6.4 Closing the Gap Update**
- 6.5 Submission to the Senate Inquiry into Provision of General Practitioner and related primary health services to outer metropolitan, rural, and regional Australians**
- 6.6 Wooroloo Independent Review Letter of Support**
- 6.7 State Budget Outcomes**
- 6.8 Foundations for a Stronger Tomorrow – Submission to the Draft State Infrastructure Strategy**
- 6.9 Regional Telecommunications Review 2021**
- 6.10 WALGA submission on Guideline: Native Vegetation Referral, Part V Environmental Protection Act 1986**
- 6.11 WALGA submission on Draft Native Vegetation Policy for Western Australia**
- 6.12 Submission on Cost Recovery Part IV of the Environmental Protection Act 1986 – assessments by the Environmental Protection Authority**
- 6.13 Student Transport Assistance Policy Framework Inquiry – WALGA Submission**

## **Key Activity Reports**

- 7.1.1 Report on Key Activities, Commercial and Communications Unit**
- 7.1.2 Report on Key Activities, Governance and Organisational Services Unit**
- 7.1.3 Report on Key Activities, Infrastructure**
- 7.1.4 Report on Key Activities, Strategy, Policy and Planning Unit**
- 7.2 Policy Forum Report**

### **RECOMMENDATION:**

**Moved: Cr Katrina Crute**  
**Seconded: Cr Len Armstrong**

**That the Central Country Zone endorses all recommendations being matters contained in the WALGA State Council Agenda.**

**CARRIED**

## **8.4 WALGA President's Report**

The WALGA President's Report was circulated prior to the meeting (Attachment 3).

WALGA CEO Nick Sloan, addressed attendees to share some highlights from the report:

- Current WALGA President Tracey Roberts will chair her final State Council meeting on 1 December.

A portion of the reporter covered the mandatory vaccine legislation. Questions from the floor included:

- Clarity around what category road and construction workers will fall under.
- Can Local Governments demand employee vaccination information.

Further information was also offered on what qualifies as an "independent officer" for the purpose of the audit committee.

### **RECOMMENDATION**

**Moved: Cr Julie Ramm**

**Seconded: Cr Jonathan Hippisley**

**That the Central Country Zone notes the WALGA President's Report**

**CARRIED**

## **9. ZONE REPORTS**

### **9.1 Zone President Report**

**NIL**

### **9.2 Local Government Agricultural Freight Group (LGAFG)**

**NIL**

### **9.3 Great Southern District Emergency Management Committee (DEMC)**

**NIL**

### **9.4 Regional Health Advocacy Representative**

**NIL**

## **10. ZONE BUSINESS – MEMBER COUNCIL MATTERS**

### **10.1 Zone Item Agenda process**

All Zone Members are welcomed and encouraged to provide input into the Zone Agenda.

Approximately five weeks prior to a scheduled meeting, the Zone Executive Officer will e-mail all Delegates and CEO's a *Notice of Meeting*. This notice contains the meeting details, as well as invites any Agenda Items Members wish included in the Agenda.

If you have an Item, please reply to the e-mail by the date listed within. Items are requested 2-3 weeks in advance of the meeting.

If you need assistance with how to present an item, please speak with the Executive Officer who will provide guidelines.

If you have any questions or require further information in relation to the above mentioned process, please contact Tony Brown, Zone Executive Officer on 9213 2051 or email [tbrown@walga.asn.au](mailto:tbrown@walga.asn.au).

## Noted

### 10.2 Agricultural Freight Group feedback request

Zone Executive Officers have been asked to provide feedback from the Agricultural Freight Group's member Zones as to the continuation of the Group. Feedback is requested on the role it should play particularly with regards to advocacy to the State Government and the frequency of meetings. The Group's current objectives are

1. To achieve an integrated road/rail network to support the agricultural freight task.
2. To facilitate the development of local government policy and capacity for a coordinated efficient approach to the use of roads by heavy vehicles in the agricultural freight task.
3. To provide input to the Western Australian Local Government Association on the agricultural freight task.
4. To provide a forum to promote and advocate an understanding of the issues associated with local roads supporting the agricultural freight task.
5. To advocate a community and industry understanding of the issues associated with the agricultural freight task.

#### Zone Comment:

Cr Crute shared that the Agricultural Freight Group has not met in almost 12 months. The Group does not have a full board at the moment. However as the Central Country Zone representative, Cr Crute asked for feedback and issues to be raised by the Zone so as to fully utilise the Agricultural freight group.

## RECOMMENDATION

**The Central Country Zone resolved to continue the group, with more feedback to the Zone Delegate.**

**RESOLVED**

### 10.3 Police Resources in the Region

*Graeme Fardon, Chief Executive Officer, Shire of Quairading*

The Shire of Quairading and the Community have become increasingly concerned at the recent increase in Crime in the District (some 7 Home Burglaries in a week or so) and also in surrounding Shires, and especially in the light that the OIC has just transferred to Quairading and WA Police have been unable to fill the Second Officer's Position at the Quairading Police Station for many months after the 2IC was transferred to Brookton. There is concern that personal and property safety is at very real threat.

This situation has seen the sole Police Officer (OIC) working solely or with remote assistance from neighbouring Police Stations. Further the Quairading Officer is also expected to provide cover for Kellerberrin, Tammin and Cunderdin Communities.

The Community has recently written to the Premier, Commissioner of Police and Mia Davies as Local Member and Leader of the Opposition calling for Action to resolve the Issue.

Mia Davies convened an urgent Meeting with Concerned Community Members (mostly Seniors) last Saturday and in excess of 50 Community Members attended.

The Shire of Quairading would like this issue raised with Zone Member Councils at the forthcoming Meeting, so as to highlight the extreme shortage of Police Resources stationed in the Region and also the risk to existing Officers of working without a full complement at each Station.

There may also be again the argument offered by Government that if a Station cannot be adequately resourced that the "2 Person Police Stations" are not operationally safe and therefore are closed and resources then retained only in the Regional Centres such as Narrogin, Northam and Merredin.

## **RECOMMENDATION**

**Moved: Jonathan Hippisley**

**Seconded: Cr Ross Chappell**

**That the CCZ call upon WALGA to advocate to State Government on the shortage of police and housing in regional and remote areas.**

**CARRIED**

### **10.4 Local Government Legislative Reform**

*Tony Brown, Executive Manager, Governance and Organisational Services, WALGA*

#### **Background**

The Minister for Local Government, the Hon John Carey, MLA announced Local Government legislative reform initiatives on Wednesday 10 November 2021.

The reform proposals are based on the following six major themes:

1. Earlier intervention, effective regulation and stronger penalties
2. Reducing red tape, increasing consistency and simplicity
3. Greater transparency and accountability
4. Stronger local democracy and community engagement
5. Clear roles and responsibilities
6. Improved financial management and reporting.

The reform proposals are based on consultation undertaken over the last five years, and have been developed considering:

- The Local Government Review Panel Final Report (mid 2020)
- The City of Perth Inquiry Report (mid 2020)
- Department of Local Government, Sport and Cultural Industries (DLGSC) consultation on Act Reform (2017-2020)
- The Victorian Local Government Act 2020 and other State Acts
- The Parliament's Select Committee Report into Local Government (late 2020)
- Western Australian Local Government Association (WALGA) Submissions
- Direct engagement with local governments
- Correspondence and complaints
- Miscellaneous past reports.

The information on the reform initiatives can be found [here](#) and is attached (Attachment 4). The State Government have advised of a 3 month consultation period ending on 4 February 2022.

### **Comment**

Many of the initiatives outlined as a part of this package have been informed by engagement between our Members and the Minister for Local Government. The Local Government sector will welcome the tiered approach to many requirements according to the differing size and scale of Local Governments.

The Local Government sector has been advocating for the following reform initiatives including:

- introduction of a contemporary intervention framework
- greater clarity of roles and responsibilities of Elected Members and Chief Executive Officers
- tiered compliance approach to financial reporting requirements according to size and scale of Local Governments
- model financial statements and fit for purpose financial ratios
- improved processes relating to regional subsidiaries to facilitate collaborative service delivery
- reducing unnecessary red-tape and a more flexible approach to enable resource sharing
- retention of current election cycle for Elected Members, and
- simplification of strategic planning processes and community engagement models.

WALGA will prepare information to the sector analysing the proposals against current sector positions and recommending positions on proposals that currently do not have a formal position. Sector feedback will be requested with a view to providing a sector response to all of the proposals.

### **RECOMMENDATION**

**Moved: Cr Neil Walker**

**Seconded: Cr Julie Russell**

**That the Zone Executive Committee be given delegated authority to consider a Zone response.**

**CARRIED**

## **10.5 Work Health and Safety (WHS) Legislation Update**

*Susie Moir, Policy Manager, Resilient Communities*

### **Executive Summary**

1. The Work Health and Safety Act 2020 (WHS legislation) was passed by the West Australian Parliament in November 2020, and is expected to come into effect in January 2022 with the Regulations and transition period still to be finalised.
2. The new WHS legislation introduces a number of new legal terms and concepts, including the term Person Conducting a Business or Undertaking (PCBU). Further, volunteers are now included in the definition of Workers.
3. The Local Government sector has expressed concern with the new WHS legislation, particularly around the implications for the management of volunteer bushfire brigades (BFBs).
4. A Duty of Care may be shared with others, and if more than one person has a duty in relation to the same matter, they must consult, cooperate and coordinate their activities, which adds additional complexity in the case of BFBs.
5. WALGA and LGIS are working to provide support and resources to the sector to assist with the transition to the new WHS legislation.



## Background

The Work Health and Safety Act 2020 was passed by the West Australian Parliament in November 2020, and is expected to come into effect in January 2022 with the Regulations and transition period still to be finalised.

The main changes in the new legislation are:

- The primary duty holder is the 'person conducting a business or undertaking' (PCBU) which is intended to capture a broader range of contemporary workplace relationships;
- A broader definition of 'worker' which specifically includes volunteers, including BFB volunteers;
- Broader and overlapping duties of care attach to those who have the capacity to exercise influence and control over health and safety matters and a duty to consult with other duty holders;
- A positive duty of due diligence for officers of a PCBU; and
- Increased penalties for offences under the WHS legislation and the introduction of industrial manslaughter provisions;

On 31 August WALGA and LGIS delivered a webinar on the new WHS legislation which was attended by more than 140 people from 80 Local Governments. A panel of presenters from LGIS, Department of Fire and Emergency Services (DFES), McLeods Barristers and Solicitors, and the City of Mandurah shared their knowledge and experience in relation to the new legislation, WHS obligations, and BFB volunteer training and management. The webinar is available on the WALGA website and a FAQ document is being developed jointly by LGIS and DFES. LGIS has also prepared a Volunteer Handbook and CEO Briefing Note on the WHS legislation available on their website.

## Comment

WALGA and LGIS are continuing to liaise with DFES and DMIRS on these issues, recognising the need for further information and clarification regarding the implications and requirements of the WHS legislation for the sector's management of bushfire brigade volunteers. Other activities that WALGA is undertaking include:

- Meetings with the Workplace Commissioner Darren Kavanagh and other groups responsible for Volunteer organisations and DFES to discuss the concerns being raised by volunteers and relevant organisations.
  - This was a positive meeting with all wanting to put in place reasonable and practical measures to assist Local Governments and Volunteers. The Workplace Commissioners' department DMIRS has released a Guide to Work health and safety for volunteer organisations which WALGA provided feedback on.
  - On 12 November DMIRS delivered a webinar for volunteers and volunteer organisations;
- LGIS is obtaining legal advice about which Local Government officers are considered 'officers' for the purposes of the WHS legislation which will be provided to the sector;
- WALGA is developing a scope of works for a WHS consultant to develop additional tools and resources to support the sector; and
- WALGA will advocate to the Minister for the commencement of the WHS legislation for Local Governments to be delayed until June 2022 to allow additional time to ensure that safe work practices are implemented for volunteers.

To inform its advocacy on this and sector emergency management issues more generally, WALGA is also undertaking an Emergency Management Survey of Local Governments to ascertain the sentiment of the sector to their emergency management obligations, and to understand how they are undertaking their management of BFBs. The survey includes questions about the types of additional

support that Local Governments require in order to comply with the WHS legislation. Preliminary survey feedback indicates:

- Local Governments need more information on Work Health and Safety and Guidelines and templates to support compliance with the legislation;
- Further work is needed to ensure that Local Governments are well prepared to meet WHS requirements in relation to:
  - Providing up to date Standard Operating Procedures and directives for incident response;
  - Training for use of vehicles and equipment use;
  - Ensuring Bush Fire brigade stations do not present a risk to health and safety; and
  - Providing for volunteer fatigue management and access to welfare services; and
- Local Governments generally feel well prepared in relation to WHS regarding provision of personal protective equipment for volunteers.

Attachments:

The Shire of Wagin have provided a copy of their 'Management of Bushfire Volunteer Policy' and 'RPL Assessment Form/Competency Certificate' (Attachment 5)

## **RECOMMENDATION**

**Moved: President Leigh Ballard**

**Seconded: Cr Katrina Crute**

**That the Central Country Zone request WALGA, LGIS, DFES, DMIRS and Bushfire Volunteers to urgently provide a template recommending minimum procedures for induction, PPE and training, for all registered volunteer bush fire fighters to satisfy duty of care obligations of Local Government Chief Executive Officers and Executive Management as employers of these 'volunteers' under the Work Health and Safety Act 2020.**

**LOST**

**Noted**

### **10.6 Bridges Renewal Program**

The Liberal and Nationals Government are investing \$250 million in initiatives that will improve heavy vehicle safety, keep freight moving and create new economic opportunities and jobs.

Applications are now open for the Bridges Renewal Program (BRP) and the Heavy Vehicle Safety and Productivity Program (HVSPP).

The Media release can be found [Here](#) , and Further information and links to apply can be found [Here](#)

**Noted**

### **10.7 Social Housing Information Item**

The Hon John Carey MLA, Minister for Housing; Local Government; released this press release, [Regional WA to benefit from record investment in social housing](#), in early September. The release outlines a record social housing investment to deliver up to 275 new regional homes by mid-2023. Please see link for further information.

**Noted**

## 11. **ZONE BUSINESS – OTHER BUSINESS/URGENT BUSINESS**

### **11.1 Graeme Fardon, CEO, Quairading**

During his closing address, Zone Chair Cr Brett McGuinness thanked CEO Graeme Fardon for his many years of service to the sector, and particularly to the Shire of Quairading.

This was Graeme's last Zone meeting before his retirement.

## 12. **ZONE BUSINESS – EMERGING ISSUES**

### **12.1 Sector ICT solution:**

*Cr Jonathan Hippisley, Shire of Quairading.*

Cr Hippisley raised the topic of researching a sector wide ICT solution, bespoke to Local Government. This may create more opportunity for sharing of resources and a reduction in overall running costs of ICT systems, particularly with the incoming requirement to audio record and save all Council meetings.

#### Zone Comment:

CEO Mark Hook mentioned the market share Synergy Soft currently holds in the sector and that most staff are trained on this system.

#### **RECOMMENDATION**

**Moved: Cr Jonathan Hippisley**

**Seconded: Cr Katrina Crute**

**That the Zone request WALGA to research providers and the viability of an in-house IT system.**

**CARRIED**

### **12.2 Executive Officer Service Review**

*Cr Brett McGuinness, Shire of Quairading*

Cr McGuinness raised the Executive Officer Service Review for discussion.

#### Zone Comment:

Feedback from the floor was the Zone have other more timely matters they want to progress and focus on. It was also mentioned that WALGA have only facilitated two meetings to date, and a review at this time may be too early.

#### **RECOMMENDATION**

**Moved: Cr Katrina Crute**

**Seconded: Cr Julie Russell**

**The Central Country Zone Executive Committee defer any review of the Executive Officer position for 12 months to November 2022.**

**CARRIED**

## **OTHER AGENCY REPORTS**

### **13.1 Department of Local Government, Sport and Cultural Industries**

The was no representative in attendance.

**Noted**

### **13.2 Wheatbelt Development Commission**

The was no representative in attendance.

#### Zone Comment:

It was noted that the Zone has not had a representative present from the Wheatbelt Development Commission for a number of meetings. The Zone Executive Officer has been asked to contact the Commission.

**Noted**

### **13.3 Main Roads Western Australia**

Ammar Mohammed, A/Regional Manager Wheatbelt, Main Roads, provided an update to the Zone.

**Noted**

### **13.4 Wheatbelt RDA**

Mandy Walker, Director Regional Development RDA Wheatbelt is an apology for this meeting, however has proved the attached report (Attachment 6)

Mandy has asked for any feedback to be forwarded to her on [mandy.walker@rdawheatbelt.com.au](mailto:mandy.walker@rdawheatbelt.com.au)

**Noted**

## **13. DATE, TIME AND PLACE OF NEXT MEETINGS**

The next meeting of the Central Country Zone will be held in Wandering on Friday 18 February 2022, commencing at 9.30am.

## **14. CLOSURE**

There being no further business the Chair declared the meeting closed at 1.08

**MINISTERIAL STATEMENT  
HON. STEPHEN DAWSON MLC  
MINISTER FOR INDUSTRIAL RELATIONS**

**Work Health and Safety Regulations – Exposure Drafts Available in December  
2021  
15 December 2021**

President,

The McGowan Government is committed to prioritising workplace health and safety for all Western Australians. The *Work Health and Safety Act 2020* was assented to by the Governor on 10 November 2020, and will come into operation once the supporting sets of regulations applying to the general, mining and petroleum operations are finalised. In a national first, the new laws will bring together work health and safety for general industry, mines and petroleum operations under a single WHS Act.

Drafting the WHS regulations for all three sectors, which are needed to allow the WHS Act to be proclaimed, has been a very complex process. Recognising the importance of this legislation, the Government has allocated significant resources to the drafting process. The Government now expects to have exposure drafts of the WHS regulations for the three sectors online and publicly available in late December.

Publication in the Government Gazette of the Work Health and Safety Regulations for the three sectors and transition to the new laws, which was originally scheduled for January 2022, is now expected to be completed in March 2022.

The new WHS laws - based on the national harmonised model – will mean companies that operate across Australia will have similar obligations and requirements in each State and Territory.

Information and educational material about the work health and safety laws is already available on the website of the Department of Mines, Industry Regulation and Safety (DMIRS). The Government is also partnering with peak employee and employer bodies to ensure a wide distribution of information about the WHS laws. The peak bodies are best able to target their messages aimed at particular issues relevant to their sectors. This approach will complement promotional activities being undertaken by DMIRS to other important stakeholders. In addition, to support the commencement of the new WHS laws, the Government will fund an education and awareness campaign.

Further funding has also been provided by the Government for additional DMIRS investigators, inspectors; and legal, policy, communication and administrative officers with the aim of improved compliance under the WHS laws.

During January 2022, officers from DMIRS will deliver 'WHS Laws - Information Update sessions' in the metropolitan and regional areas. Where possible, it is intended the sessions will be live streamed and recorded.

DMIRS will provide information about the Update sessions and the availability of the WHS regulations exposure drafts as soon as they are available. This information will be promoted on the DMIRS website through its subscriber mail newsletters and social media channels. The website link to become a subscriber is available by typing 'DMIRS subscription' into your search engine. You can find information on social media by searching 'WorkSafe WA'.