



CITY OF VINCENT

CEO KPIs

2024 REPORT





CEO FOREWORD

I am pleased to present this CEO KPIs Results Report for 2023–2024.

In 2023 we farewelled former Mayor Cole and outgoing Councillors and welcomed Mayor Xamon and new Councillors to the City of Vincent.

We managed a smooth Local Government election process and ran a comprehensive induction program for our new Elected Members.

The Council decision making process ran smoothly during this period which reflects the strong collaborative relationship we have between Council and Administrative staff.

We have again successfully reviewed and updated our Integrated Planning and Reporting Framework suite of documents including the Long Term Financial Plan, Corporate Business Plan and Capital Works Program.

This comprehensive approach to long and medium term planning helps facilitate a smooth Annual Budget process.

This report demonstrates strong progress on delivering on Council's portfolio of Strategic Projects and Capital Works Program.

We continue to improve our capacity and capability in this area which is well supported by the integration of our Project Management Framework, Contract Management Framework and Community Engagement Framework.

The City of Vincent has a mature approach to long term strategic town planning and we are progressing plans for all our Town Centres. We also have a skilled approach to managing a large and complex range of



planning and building applications and associated development issues.

We have continued to improve our approach to customer service and made big improvements through the successful completion of the Small Business Friendly Approvals Program.

We ramped up our advocacy on major projects and grants and had big wins on funding for Leederville Oval and Robertson Park.

We were also successful in advocacy on road safety – receiving State Government support to drop the speed limit from 50km/h to 40km/h on all our local roads.

Our most protracted local planning issue has been the ongoing operation of two concrete batching plants in Claisebrook.

We successfully advocated to the State Government to initiate the process to establish Improvement Plans on both sites to bring their current land use into line with Council's approved local planning framework for the area.

The City continues to have a robust and continually improving compliance function. This includes continued progress in implementation of our Policy Review Program.

Effective and efficient delivery of our services is underpinned by our Annual Service Delivery Review Program and suite of Team Strategy Houses and

Services on a Page. This continues to inform our annual review and update of our Workforce Plan.

We continue to move towards best practice in our financial and systems management which has been validated by our external financial audit and ICT performance audit findings.

The City of Vincent places the highest priority on our approach to sustainability and the environment. Our parks and urban tree canopy are central to this.

Our ability to protect and grow the urban tree canopy is challenged by loss of mature trees on private property and the devastation caused by Polyphagous Shot-Hole Borer (PSHB). During the past year we have focused our attention on these critical issues which will be a key focus of our work during next financial year.

I would like to acknowledge the strong support and hard work of Mayor Xamon, Council Members and all Vincent staff members for making this a highly productive and successful year.

And I would like to thank and recognise former Mayor Cole, former Deputy Mayor Gontaszewski, Dan Loden and Ross Ioppolo for their contributions to the City of Vincent and the shared achievements during this review period.

David MacLennan

Strategic outcome		Performance criteria	Frequency
1	Strategic, Corporate and Financial Planning and Management		
	Alignment and delivery of long-term, medium-term and short-term strategies and plans	Quality and timeliness of advice and management of the annual Integrated Planning and Reporting Framework update and budget process.	Bi-annual
2	Strategic projects		
2.1	Vincent Underground Power Program.	Strategic Projects delivered in line with project plans and Council decisions.	Quarterly
2.2	Leederville Carpark Redevelopment.		
2.3	Beatty Park Leisure Centre.		
2.4	Robertson Park Development Plan.		
2.5	Banks Reserve Master Plan.		
2.6	Leederville Oval Civic Precinct Master Plan.		
2.7	Britannia North West Reserve Development Plan.		
3	Strategic focus areas		
3.1	Embed Council's new Strategic Community Plan.	Present a report on progress on the strategic focus areas by 30 June 2024.	Bi-annual
3.2	Prepare the Local Planning Scheme and Strategy Review.		
3.3a	Improve customer service experience.		
3.3b	Small Business Friendly Approvals Program.		
3.4	Advocate on major projects particularly Beatty Park 2062 and concrete batching plants.		
3.5	Continue to improve the City's maturity in project and contract management.		
3.6	Improve planning and delivery of Capital Works Program.		
4	Performance of the functions of the CEO		
4.1	Coordinate professional advice and assistance for Council.	Present a report on achievement of the functions of the CEO by 30 June 2024.	Bi-annual
4.2	Facilitate the implementation of council decisions.		
4.3	Manage the effective delivery of local government services, operations and functions.		
4.4	Ensure delegated functions and decisions are managed prudently.		
4.5	Effective management of staff and City resources.		
4.6	Induction and capacity building of new Elected Members following Local Government Election.		

1. Strategic, corporate and financial planning and management:

Alignment and delivery of long-term, medium-term and short-term strategies and plans.

INTEGRATED PLANNING AND REPORTING FRAMEWORK PROGRESS UPDATE 2023/24



1. Strategic, corporate and financial planning and management:

Alignment and delivery of long-term, medium-term and short-term strategies and plans.

INTEGRATED PLANNING AND REPORTING FRAMEWORK PROGRESS UPDATE 2023/24





2. Strategic projects



CITY OF VINCENT

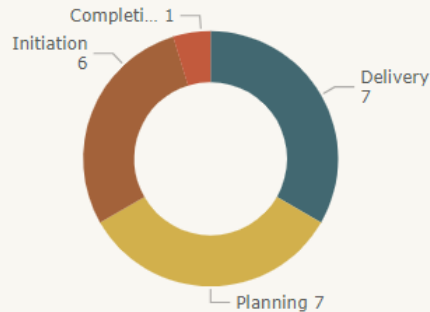
City of Vincent Strategic Projects Update

Updated 11 June 2024

Project Count

21

Project Status



Estimated Lifetime Project Cost

\$188.6M

Key Messages

Vincent Underground Power Project - Procurement of design contractor for 1st project area. Construction tender for 2nd project area.

Beatty Park:

Change rooms - Structural steel to be delivered and install mid June.

Mt Hawthorn Skate Space - Construction progressing.

Litis Stadium - Retaining walls have been core filled.

Banks Reserve - Interpretation node construction expected in June. Walter's Brook crossing RFQ awaiting execution.

Robertson Park - Stage 1A works at 50%. Expected completion August. Detailed design for Stage 1B at 50%

Updated or Completed Projects

Project Changes

Beatty Park Changerooms:

- additional hydraulic works
- northern wall demolition

Litis Stadium:

- superintendency fees

Check-Ins

Nil for this period

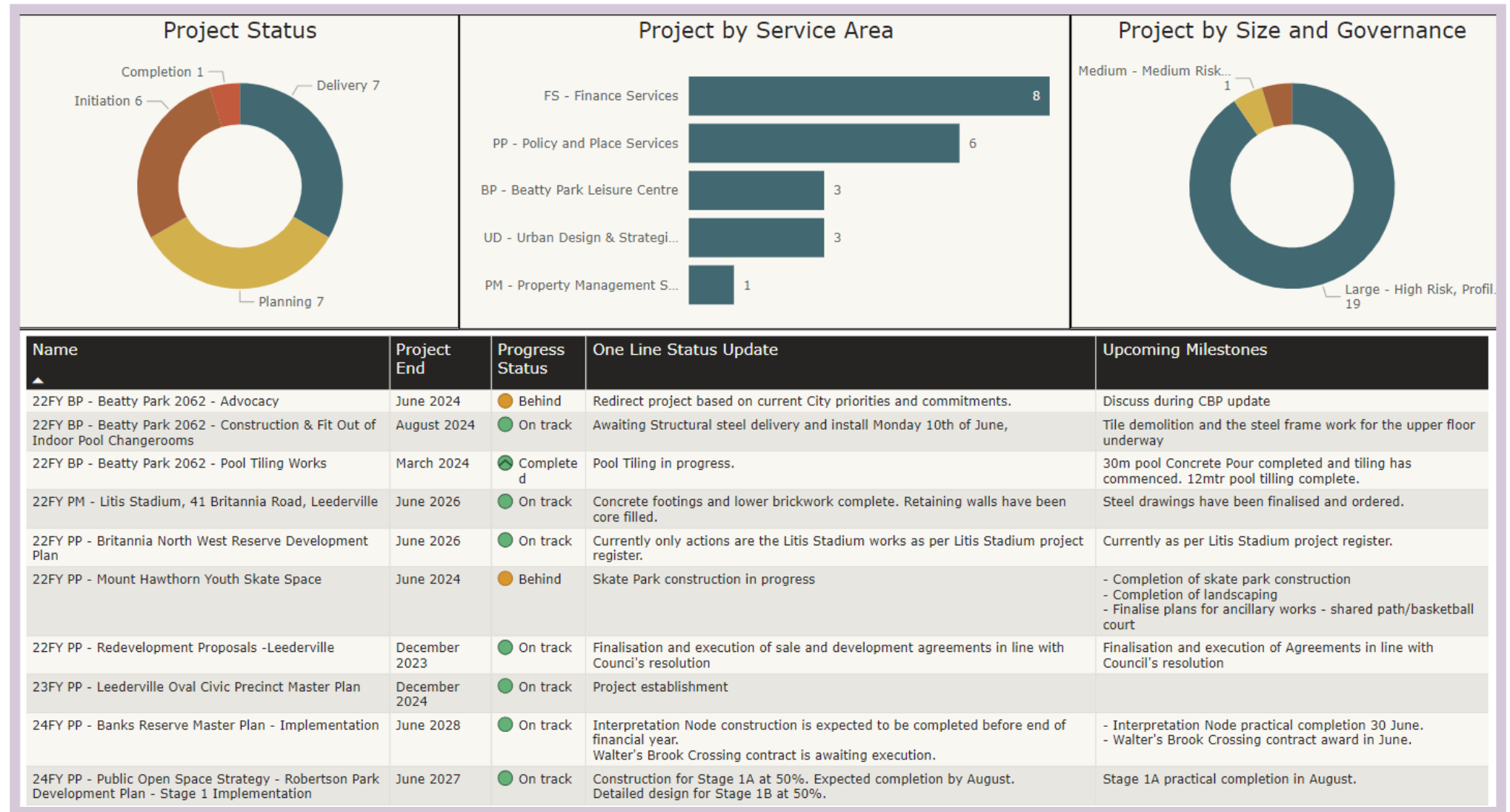
Project Closures

Nil for this period

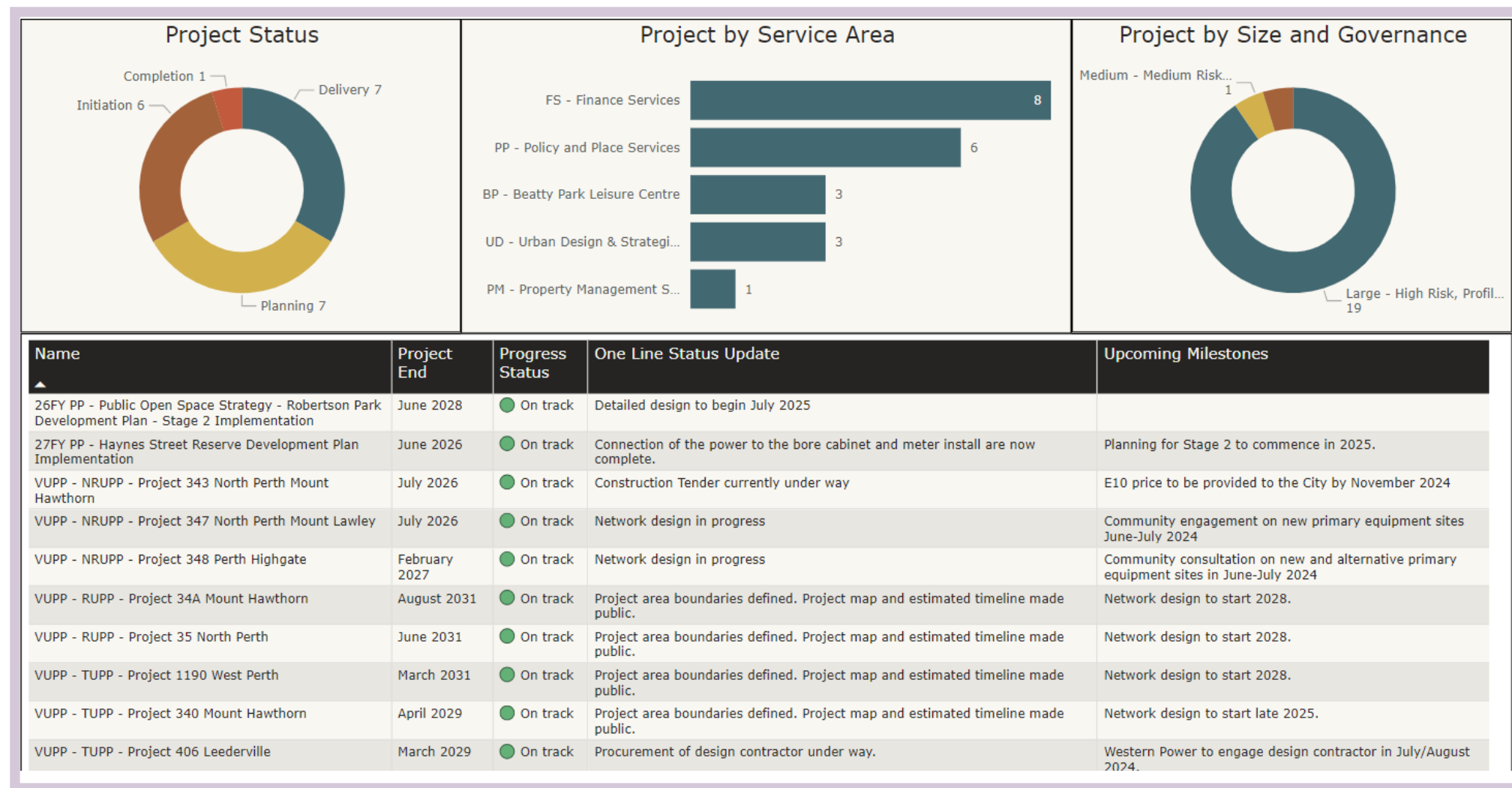
Upcoming Items for Consideration

Nil for this period

2. Strategic projects



2. Strategic projects



2. Strategic projects

LEEDERVILLE CARPARK REDEVELOPMENT

The Major Land Transaction for the Leederville Carpark Redevelopment was entered into with Hesperia, with the transaction documents signed and sealed by the Mayor and CEO. Hesperia are now contracted to deliver the redevelopment in line with their proposal and Council's Business Plan.



**Vincent Underground
Power Program**



Beatty Park Leisure Centre Retiling Project



Leederville Oval Civic Precinct Master Plan



North Perth Bowling Club upgrades



Mt Hawthorn Youth Skate Space



Britannia North West Reserve Development Plan



3.1 Embed Council's new Strategic Community Plan

As the City's guiding strategic document, all communications refer to the strategic pillars or deliverables of the Strategic Community Plan (SCP) where possible and appropriate.

To ensure the SCP is embedded across the organisation and all staff are aware of the updated plan, a comprehensive communications plan has been rolled out.

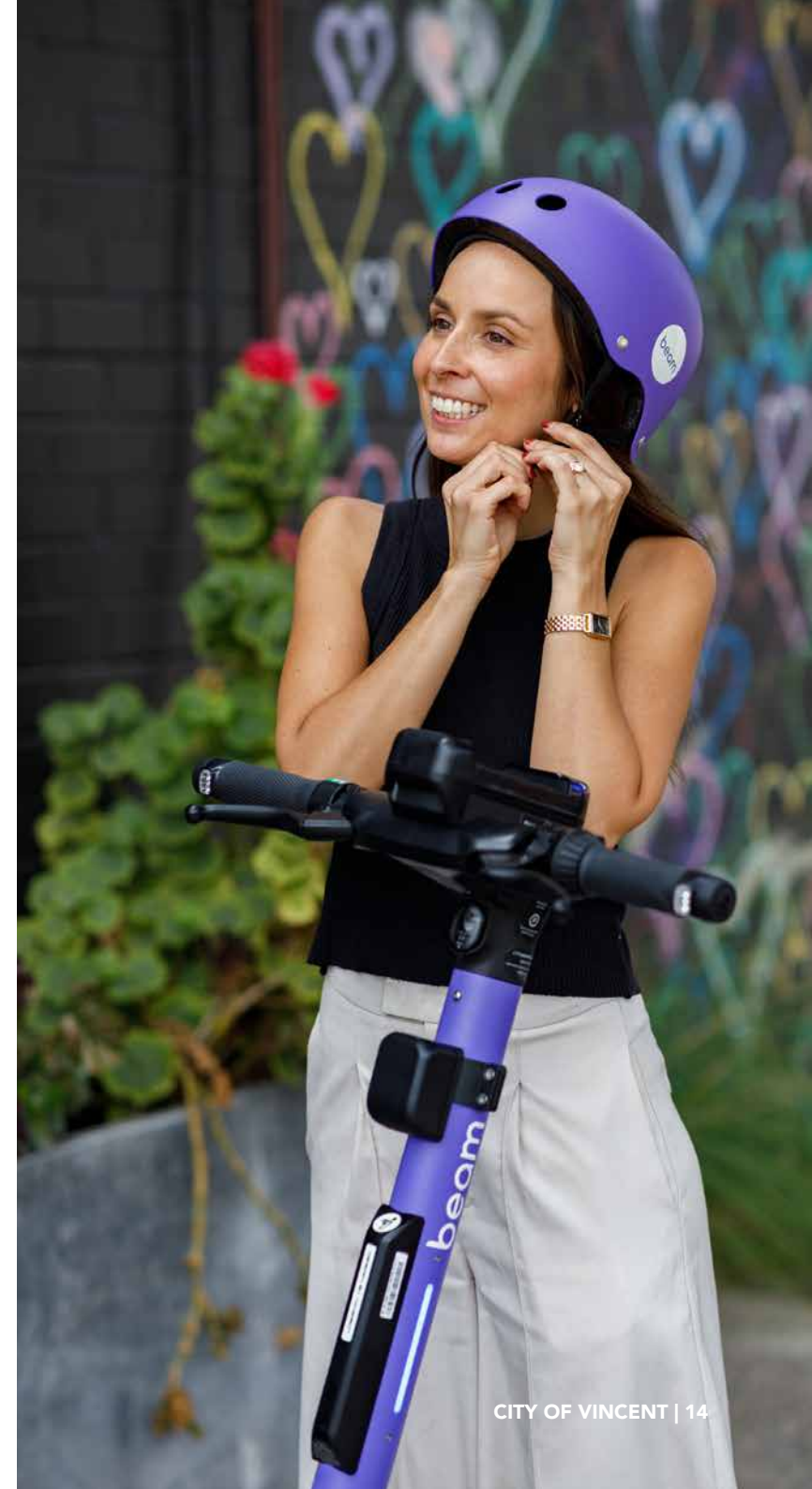
Internal communications activities included:

- Posters outlining key deliverables of the plan distributed to Beatty Park, Library, Administration Building and the Depot.
- SCP's vision and values included on desktop backgrounds of all staff PCs.
- Staff email signature featured SCP.
- SCP published on Vintranet.

External communications activities included:

- News article linking to the SCP on the website.
- Article in the June 2023 e-newsletter distributed to 12,000 subscribers.
- Article in the monthly newspaper advertisement.
- Social media posts.

The SCP has also been and continues to be, referenced in media releases.





3.2 Prepare the Local Planning Scheme and Strategy Review

HOW DID WE GET HERE?

- The State Government's Planning and Development (Local Planning Schemes) Regulations 2015 require a review of the Local Planning Scheme and Strategy (LPS2) every five years.
- The current Local Planning Strategy was endorsed by the Western Australian Planning Commission (WAPC) in November 2016, while LPS2 was gazetted in May 2018.
- The City commenced its review (a Report of Review) of the Strategy and LPS2 in 2022, well in advance of the mandated review period of five years.
- Key outcomes of this Report of Review included:
 - Amended strategy to align with the Strategic Community Plan and address emerging trends.
 - Updating and consolidation of existing strategy actions.
 - LPS2 to provide specific guidance and focus on the future of our town centre areas (see diagram), transit corridors and significant development sites.
- The WAPC considered the Report of Review in August 2022 and identified additional requirements. This included alignment with the State Planning Framework, analysis of dwelling targets, and recommendations for public open space.

WHAT'S INVOLVED?

- Since the findings for the Report of Review were handed down, the City has worked on a number of initiatives for the Strategy including:
 - Developing our own Department of Planning, Lands and Heritage-endorsed methodology to calculate our current and future dwelling yields for the strategy.
 - Synthesising and consolidating 119 individual strategy actions into 40, ranging from advocacy to specific scheme provisions.
 - Advancing the City's position on key and emerging issues with the DPLH including:
 - third party billboard signage
 - the sale and consumption of tobacco products
 - transit corridor development
 - residential character and streetscapes
 - creative land uses
 - dwelling mix and housing affordability
 - sustainability and urban greening
 - public health.

3.2 Prepare the Local Planning Scheme and Strategy Review

WHAT HAVE WE BEEN DOING?

- Work has begun on the preparation of the draft amended strategy. This has been informed by information collected from past engagement activities undertaken for other projects.
- Early engagement has occurred with Elected Members in relation to key focus areas of the amended strategy. This engagement will continue throughout the preparation of the draft amended strategy.
- Some of the key focus areas of the strategy include:
 - Improving the clarity of the strategy
 - Our amended Strategy will be more reader-friendly. It will be updated to follow best practice guidance by the State Government and designed to ensure the information is clear and accessible.
 - Hierarchy of Activity Centres
 - The State Government's urban consolidation principles for a more sustainable Perth identify a need to increase the amount of infill development. The current strategy lacks clarity on lower-order centres and out-of-centre development. The draft amended strategy would seek to provide a clear identification for its activity centres and establish a framework for its future growth areas that require further planning.
 - Dwelling mix and housing affordability
 - The draft amended strategy would seek to prioritise outcomes which provide mechanisms within the local planning framework to encourage and provide for more diverse housing options.

- Sustainability and urban greening
 - The City has heard from the community about the importance of sustainable design and increasing our tree canopy. The draft amended strategy would seek to go above and beyond the State Government's position on tree canopy provision and tree retention on private land to make our City greener and more liveable.
- Public Health
 - The City has heard from community about the negative public health impacts of tobacco, alcohol and unhealthy food consumption. The amended strategy would seek mechanisms within the planning framework to be put in place to limit their exposure within the community. This will be the first of its kind in Western Australia.

THE JOURNEY AHEAD

- Ongoing Elected Member engagement and a review of the existing framework of the City will help to guide the drafting of the strategy.
- An endorsed draft strategy by Council will be advertised to the community inviting comments to inform if we have got it right before it is determined by the WA Planning Commission.

3.2 Prepare the Local Planning Scheme and Strategy Review





FRESH AIR – YOU’RE WELCOME: SMOKE-FREE TOWN CENTRES PROJECT

Overview:

The City is the first Western Australian Local Government to implement smoke and vape-free environments within its town centres, showing public health leadership and best practice in health and wellbeing.

The project is part of the City’s Public Health Plan 2020 – 2025 and aims to reduce environmental smoke from cigarettes and e-cigarettes (vapes) in our town centres.

In November 2022, the project saw parts of North Perth, Mt Hawthorn, Leederville, William Street and Beaufort Street become smoke and vape-free.

Public health leadership:

- **First** WA Local Government to include smoke and vape-free areas within our Local Law.
- **First** WA Local Government to introduce a local planning policy aimed at restricting the sale and promotion of tobacco, smoking related implements or the use of tobacco.
- **Successfully received** two Healthway grants, which supported the delivery of the project.
- **Recognised** as an award worthy project, having been shortlisted for five awards, presented at six conferences and coverage in 11 local news articles.

FRESH AIR – YOU'RE WELCOME: SMOKE-FREE TOWN CENTRES PROJECT

Project highlights:

- **Achieved a 42 per cent reduction** in people smoking cigarettes in our town centres in just 12 months.
- **Education first approach** engaging with 3360 residents and visitors at workshops, town centre campaigns, events and reaching over 11,000 people through online campaigns.
- **Widespread support** from 88 per cent of community and businesses, a year into the project.
- **Delivered** five vaping education workshops to Year Six students at Highgate and Kyilla Primary Schools.
- **Collaboration** with 20 businesses, nine pharmacies and seven community services.
- **Engaged** with The Y, Foyer Oxford and Freedom Centre to build capacity and knowledge about vaping, enabling them to educate and support young people.

Priorities for 2024/25:

- Explore opportunities for new smoke and vape-free spaces within the City.
- Deliver smoke and vape-free campaigns in hotspot areas.
- Working further with local businesses to continue to raise awareness.
- Advocate and support other local governments to create smoke and vape-areas.
- E-cigarette (vaping) education will be a priority*.

**Results showed a 52 per cent increase in vaping behaviour (national data shows vaping has nearly tripled between 2019 and 2023).*

Quotes from the community

- *"I think it's a fantastic idea. It makes the area more enjoyable."*
(Resident)
- *"I love that I can safely walk my kids into Leederville and enjoy a meal without walking through other people's smoke."*
(Resident)
- *"There has been lots of positive feedback from guests as they have enjoyed the terrace being more welcoming, family friendly and activated now that smoking is not permitted there."* (The Paddington Ale House owners ARK Group)



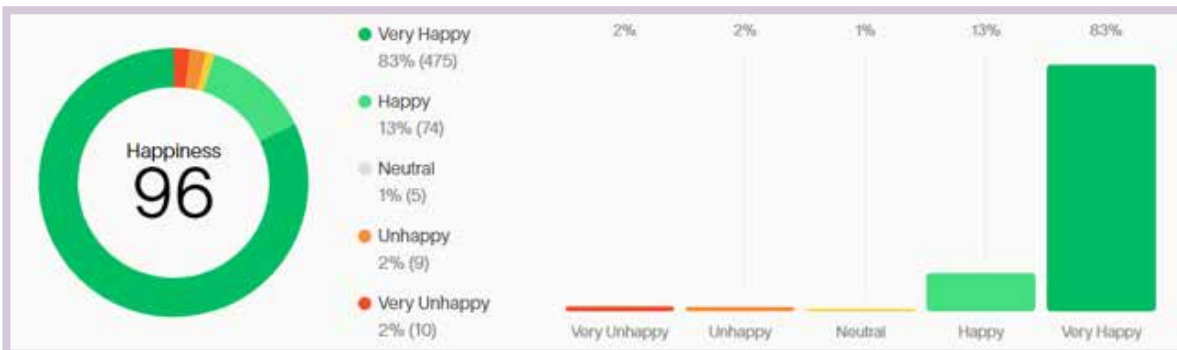
3.3a Customer Experience Project

The Customer Experience Project is all about putting customers first and making it easy for our community to do business with us, ensuring they feel welcome and valued.

As part of this project, we need everyone in the organisation to understand the role they play in providing great customer service.

In March 2024, we commenced a light-hearted internal communications campaign to educate and inform Team Vincent about the project. The campaign also aims to educate staff on the Customer Service Charter and the complaint management policy.

The Customer Relations Team scored **97 per cent Customer Effort Score** when customers were asked to rate the statement 'Vincent made it easy for me to ask a question or log a request'.



2023/24 Customer Experience Project Highlights:

- Planning for upgrades to the Customer Service Hub at the Administration Building to improve accessibility for our customers and to make it a more welcoming and inviting space.
- Continuation of the roll out the Customer Request Management system to manage customer enquiries and requests, and improve the customer experience journey.
- Development of a Customer Service Knowledge Base to ensure consistent and accurate information is provided to all customers.
- Improvements to the navigation and layout of the City's website to improve customer experience.
- Small Business Friendly processes embedded through a dedicated small business advisor in the Customer Relations team.

Ongoing measurement and reporting of customer feedback through the Delighted platform enables us to continually monitor and evaluate our customer service delivery across a number of touchpoints.

Customers visiting the Customer Service Hub over the past 12 months gave a Customer Satisfaction Score (CSAT) of 96 per cent for the service received. The satisfaction rating for the previous year was 92 per cent.

3.3a Customer Experience Project

MAKING IT EASIER TO DO BUSINESS WITH US

In 2023, the City provided a letter of support to the State Government through Tourism WA for their bid to attract the Rugby SVNS tournament to Perth. The bid was successful, and it was announced that HBF Park would host the tournament for the next three years with it then potentially moving to Optus Stadium.

A number of teams from Vincent were involved in the event organisation including Health, Building and Compliance, Rangers, Engineering and Marketing and Communications.

As with the FIFA Women's World Cup™, Vincent provided one single point of contact to ensure a seamless interface between event organisers – World Rugby and Rugby Australia, the venue, and Vincent.

An area of Loton Park was fenced off from early January to allow for turf maintenance and remediation to provide a world-class warm up area for the teams.

The week before the Australia Day weekend, Loton park was transformed during the biggest bump-in ever seen there. Twenty-four air-conditioned change room marquees were erected to one side of the warm-up pitch.

The other side of the warm up area was turned into a beach club complete with clubhouse, sand pit, deck chairs, umbrellas and tables and chairs. Food trucks lined the path along the edge of the area providing additional food and beverage options for spectators.

The tournament took place from Friday 26 January to Sunday 28 January 2024, with the final day a sell-out.

Twelve men's and twelve women's teams competed across the weekend.

**WA TO HOST
AUSTRALIAN-EXCLUSIVE
GLOBAL RUGBY EVENT IN
2024 AND 2025**

Perth has secured another Australian-exclusive for 2024 and 2025 after signing a deal to host the Australian leg of the HGBVC SVNS.





FIFA Women's World Cup



LITTLE ITALY FESTIVAL

In early June, the City helped create the Little Italy Festival as part of the State Government's celebration of Italian football.

On Saturday 1 June, the car park behind the WA Italian Club and Dorrien Gardens was transformed into an Italian piazza as thousands of attendees celebrated live music, football games and an array of authentic food.

The festival followed a blockbuster match between AC Milan vs. AS Roma at Optus Stadium on 31 May.

HBF Park hosted team open training sessions on the day before the big match, achieving international media coverage.



3.3b Small Business Friendly Approvals Program

MAKING APPROVALS FOR SMALL BUSINESS EASY: STEP BY STEP

David MacLennan | [LinkedIn](#)

Starting a new business or taking over an existing one should be an exciting time focused on creating new opportunities.

But navigating the planning, building and health requirements can feel like a struggle.

The City of Vincent is committed to supporting small businesses every step of the way throughout the approval journey.

We are here to help your entrepreneurial dreams become a reality.

There are many ways a local government can help small businesses by enhancing their streetscapes.

The City of Vincent supports our local businesses to utilise public spaces to create vibrant places.

We encourage businesses to think outside the box to utilise our streets, town centre parks, and civic squares to engage customers and enhance the streetscape.



3.3b Small Business Friendly Approvals Program

We offer up to 11 types of Public Space Activation:

- 1 Alfresco dining
- 2 Displaying goods
- 3 Displaying an A-frame sign
- 4 Cooking on the footpath
- 5 Organising street entertainment
- 6 Installing street furniture
- 7 Affixed eating area furniture
- 8 Hosting a pop-up parklet
- 9 Hosting a pop-up eatlet
- 10 Installing a parklet
- 11 Installing an eatlet

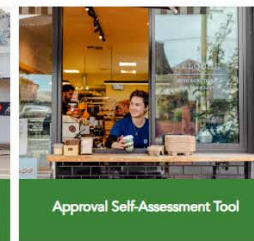
Where possible, we have made these approvals instant or very fast.

We have also created a simple and centralised system for all the approval procedures involved in starting or taking over a business within the City of Vincent.

From permits and licenses to inspections and compliance, we'll walk businesses through each stage of the process, ensuring that they have the information and resources needed to successfully obtain the necessary approvals.

This initiative was a key outcome from the City of Vincent's participation in the Small Business Friendly Approvals (SBFA) Program run by the Small Business Development Corporation (SBDC). Many thanks to everyone involved including our working group members and local businesses who shared their own experiences to help identify improvements to our approvals process.

START YOUR BUSINESS



3.3b Small Business Friendly Approvals Program



Our ref: D24/3485

David MacLennan
Chief Executive Officer
City of Vincent
PO Box 82
LEEDERVILLE WA 6902

Dear Mr MacLennan

SMALL BUSINESS FRIENDLY APPROVALS PROGRAM 24-MONTH MILESTONE AND FINAL REPORT

I write to acknowledge and congratulate the City on its participation in the *Small Business Friendly Approvals Program* (the Program), and the accomplishments of your team in developing and implementing the bespoke reforms established to improve the operating environment for small businesses in the City of Vincent.

The recently received 24-month milestone report demonstrates the great efforts by staff to attract new investment and make it easier for your small businesses to start, grow and thrive.

Whilst the Vincent Program was delivered during the pandemic, with health orders in place, and at a time that resources were strained across the local government sector, I was always pleased to be updated on the absolute commitment by you and your team to the Program during what at times were trying circumstances.

As reflected in the final report, this determination has continued, with the team achieving a high rate of reform progression or completion, with the remaining actions and tasks informing future work plans.

While it was a small team led by Joslin Colli that developed and drove reform implementation, it is fully appreciated that it required the support and commitment of the entire organisation to achieve this success.

The team's continued focus over the two-year implementation phase has closely aligned and contributed to Streamline WA's whole-of-government objective to improve the way we develop and apply regulation in WA and contribute to creating and supporting a robust small business sector within communities.

Level 2, 140 William Street, Perth WA 6000. GPO Box C111, Perth WA 6001
T: 133 140 E: info@smallbusiness.wa.gov.au smallbusiness.wa.gov.au

City Of Vincent Records
RECEIVED

07 MAY 2024

CTN Ref: _____
REC No: _____

Many initiatives of the City of Vincent, during and post Program delivery to 22 WA local governments, was promoted by the SBDC as best practice case studies. I look forward to continuing to share these achievements and hope we can work together in the future to encourage others to develop and implement innovative practices that benefit small business.

Please pass on my congratulations and thanks to your Approvals Program champions, staff, and Elected Members, on supporting and achieving reform delivery.

Yours sincerely

A handwritten signature in blue ink, appearing to read 'David Eaton'.

David Eaton PSM
Small Business Commissioner

2 May 2024

CC: Joslin Colli, Chief Governance and Audit Officer and Approvals Program Project Lead.

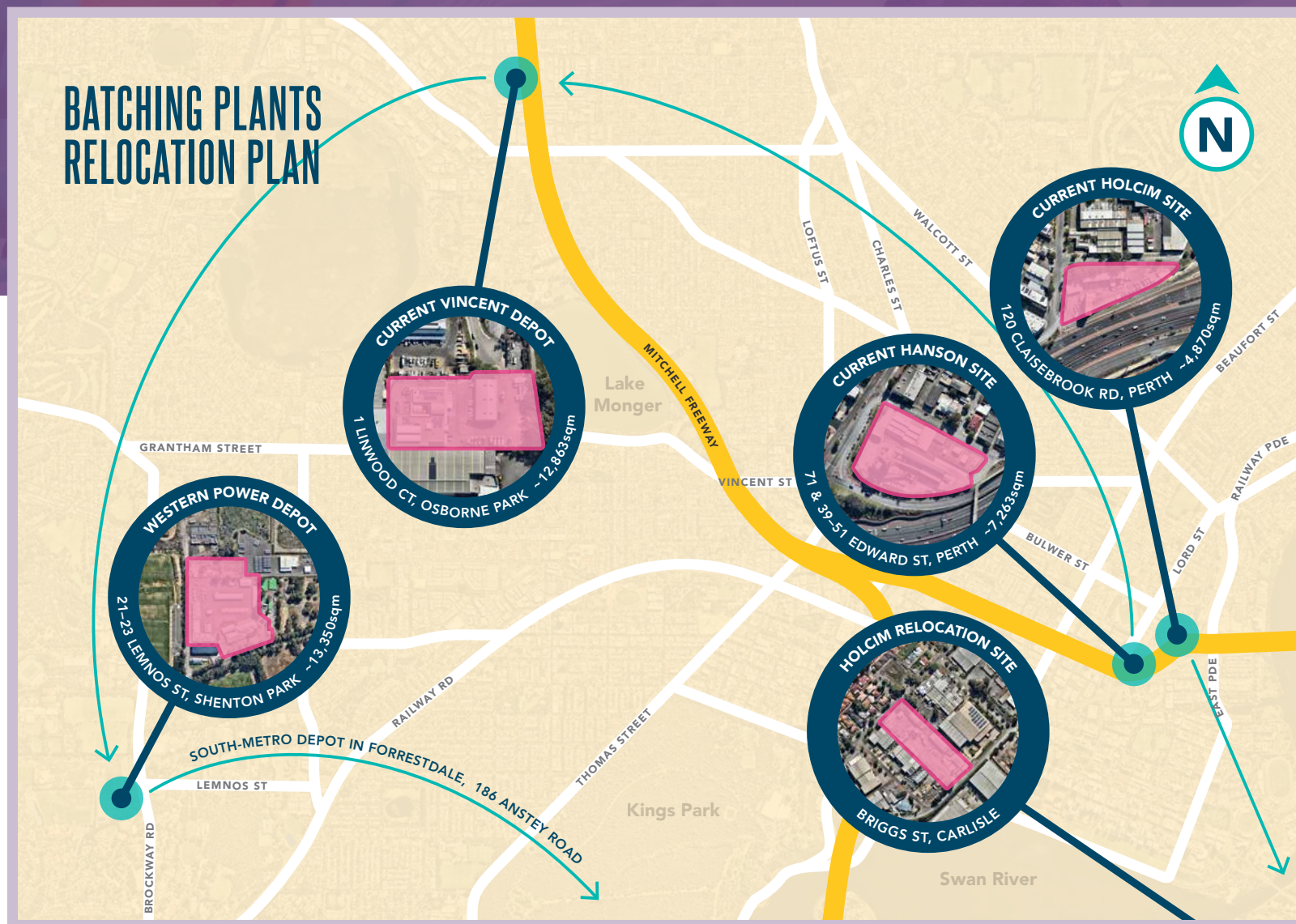


3.3b Small Business Friendly Approvals Program

Since the commencement of this program in 2022 during COVID-19, the City has worked to action 263 tasks that were identified in the Small Business Friendly Approval Program Final report. The program was officially completed on the 30 April 2024 with the City submitting its final report having completed 93 per cent of tasks commenced.

Focus for the last six months has been around the events process with consolidated information developed for the City's website, improved application form and infographic prepared capturing various elements of an event that may require approval.

3.4 Advocate for major projects



3.4 Advocate for major projects



INFORMATION SHEET
NORTH CLAISEBROOK CONCRETE BATCHING PLANTS RELOCATION PLAN

Two multinational concrete companies, currently operating in North Claisebrook, have applied to the State Government for a further seven-year extension to their current planning approvals, which are set to expire on 30 June 2024.

WHY SHOULD BOTH CONCRETE BATCHING PLANTS BE REQUIRED TO RELOCATE AND DIVEST THEIR LAND?

- ✓ **Planning** Industrial operations, including concrete batching plants, are not permissible under the City of Vincent’s planning scheme. The relocation of these plants will open up opportunities for high-density mixed-use development immediately adjoining the CBD.
- ✓ **Environment** The plants generate noise and dust pollution which impacts adjacent residents. Relocating them to suitable zoned industrial land will alleviate this issue.
- ✓ **Road Safety** Relocation to suitable zoned industrial land will ensure the large cement trucks are using the heavy vehicle road network – not local residential roads.
- ✓ **Economic** Relocation will catalyse high density development in North Claisebrook, allowing the area to become a vibrant mixed-use precinct.
- ✓ **Employment** Extending the current approvals provide no new jobs for the local economy, while relocation will provide jobs in the Claisebrook area within new mixed-use developments.
- ✓ **Investment** Relocation will ensure new investment into the redevelopment of North Claisebrook and the industrial areas to where they relocate.
- ✓ **Concrete Supply** New plants in approved industrial areas would be able to supply more environmentally friendly and efficient concrete into the market.
- ✓ **Market Competition** Extraordinary planning powers should not be used to protect the market share of multinational companies at the expense of their Australian and local competitors. Relocation to zoned industrial land will ensure all industry players are able to compete on price and logistics on a fair playing field.

3.4 Advocate for major projects



Alison Xamon MAYOR
T: (08) 9273 6503
E: Alison.Xamon@vincent.wa.gov.au



CITY OF VINCENT

7 November 2023

Hon. John Carey MLA
Minister for Planning; Lands; Housing; Homelessness
11th Floor Dumas House
2 Havelock Street
WEST PERTH WA 6005

Email: Minister.Carey@dpc.wa.gov.au

Dear Minister,

RELOCATION OF CONCRETE BATCHING PLANTS IN CLAISEBROOK

I am writing to express Council and our community's great disappointment that the two concrete batching plants in Claisebrook have still not finalised their permanent relocation in line with the expiry of their planning approval on 30 June 2024.

The ongoing industrial operations of these two batching plants in a residential area continues to impact the health and amenity of the community through high levels of dust and noise from the constant heavy truck movements. The urgent relocation of these two plants in line with the imminent expiry of their planning approvals will be a relief to both long standing and new residents who have been promised an end to this historical planning anomaly which allowed industrial batching plants to operate in a mixed-use area.

The City of Vincent also considers the decommissioning, decontamination and demolition of these plants is a matter of regional importance which would enable high-density mixed-use development immediately adjoining the Claisebrook Train Station.

Relocation of these two batching plants would facilitate the complete redevelopment and delivery of a Transit Orientated Development (TOD) immediately adjacent to the CBD. This would deliver housing for essential workers and students in the CBD including Royal Perth Hospital, Edith Cowan University and the new East Perth Primary School.

The City of Vincent's Local Planning Strategy and Local Planning Scheme No. 2 designates the Claisebrook batching plant sites and surrounding area high-density mixed-use. In October 2018, the Minister of Planning Rita Saffioti granted an additional 5 years development approval for the two sites expiring 30 June 2024.

There is no planning nor economic justification to allow these two batching plants operations to continue to sterilise a strategic urban redevelopment site.

The 30 June 2024 expiry date has provided certainty to the local community, property investors and the operators of the concrete batching plants that North Claisebrook will be revitalised as a high-density mixed-use TOD. North Claisebrook is serviced by both Claisebrook Station and East Perth Station providing links to the CBD, Perth Airport, Optus Stadium and HBF Park. East Perth Station is also the primary terminal for train and bus routes servicing regional WA.

Administration & Civic Centre
244 Vincent Street (Cnr Loftus),
Leederville, Western Australia 6007

PO Box 82,
Leederville WA 6902

T: (08) 9273 6000
W: www.vincent.wa.gov.au

- 2 -

I would like to highlight the key issues which make the relocation of these two plants a matter of strategic and regional importance:

- The urban redevelopment of North Claisebrook would deliver major new housing adjacent to the CBD with significant community and affordable housing opportunities.
 - The batching plant subject sites are zoned Mixed Use and coded R160 under the City of Vincent Local Planning Scheme No. 2 (gazetted on 16 May 2018). Land in the surrounding area is also zoned Mixed Use and coded R100 under the local scheme and provides for high density and diversity; intensity of land use mix; employment opportunities in close proximity to major public transport and road infrastructure.
 - The North Claisebrook Planning Framework proposes new development storeys in height. This would facilitate a wide range of affordable development in the city with high amenity and employment levels.
- The relocation of the batching plants and redevelopment of this area aligns with the Government's strategic direction and strategic outcomes identified in its planning strategies including:
 - Perth and Peel @3.5m; Metronet; Foundations for a Better Tomorrow (2018-2030); WA Housing Strategy 2020-2030; and State Planning Policy Framework.
 - The urban regeneration of North Claisebrook complements the redevelopment of the Power Station site and densification in East Perth. The existing zoning will enable the precinct to be home to both a substantial residential and a variety of commercial businesses.
- The relocation of the batching plants will enable the revitalisation of North Claisebrook as the most sustainable and highest and best use of the land according to the City of Vincent State Planning Framework.
- The mixed-use, high-density redevelopment of the area will support the revitalisation of the region and create additional local employment opportunities.

No overall economic output nor employment will be lost from metropolitan Perth as the two batching plant sites are appropriately zoned industrial areas. But their ongoing operations prevent investment into the area to achieve the mixed-use high-density TOD which is necessary to enable the two industrial plants to indefinitely sterilise such a strategic urban redevelopment site for Central Perth.

The City of Vincent and our community are seeking your support to ensure the relocation of the batching plants to enable the highest and best use of this land consistent with the City of Vincent's strategic direction.

Yours sincerely,

Alison Xamon
MAYOR

cc. Hon Roger Cook, Premier of Western Australia
Email: wa-government@dpc.wa.gov.au



Your ref: 5.2024.41.1 (D24/26073)
Our ref: RL5/1133 & RL5/1134
Enquiries: Michael Daymond (6551 9714)

David MacLennan
Chief Executive Officer
City of Vincent
PO Box 82
LEEDERVILLE WA 6902

Transmitted via email: David.MacLennan@vincent.wa.gov.au

Dear David

CONSULTATION UNDER SECTION 119(3B) OF THE PLANNING AND DEVELOPMENT ACT 2005 – PREPARATION OF IMPROVEMENT PLANS FOR LOT 200 (71) EDWARD STREET, PERTH & LOT 1001 (120) CLAISEBROOK ROAD, PERTH

On 1 May 2024 the Western Australian Planning Commission (WAPC) resolved to commence preparation of two improvement plans over Lot 200 (71) Edward Street, Perth and Lot 1001 (120) Claisebrook Road, Perth. As you are aware, these sites are the location of the Hanson and Holcim concrete batching plants.

Section 119(3B) of the *Planning and Development Act 2005* requires that the WAPC consults with the local government prior to making a recommendation to the Minister for Planning. For this purpose, please find attached copies of the draft improvement plans for your consideration.

It would be appreciated if you could review these improvement plans as a matter of priority, as it is anticipated that they will be presented to the WAPC on 29 May 2024 for consideration and recommendation to the Minister for Planning. Accordingly, your comments are respectfully requested by 13 May 2024.

Should you have any queries regarding this matter please contact Michael Daymond, Strategic Advisor WAPC, on 6551 9714 or via email Michael.Daymond@dph.wa.gov.au

Yours sincerely

David Caddy
Chairman
Western Australian Planning Commission

1 May 2024

Postal address: Locked Bag 2506 Perth WA 6001 Street address: 140 William Street Perth WA 6000
Tel: (08) 6551 8002 Fax: (08) 6551 9001 info@dph.wa.gov.au www.dph.wa.gov.au
ABN 35 492 341 493
wa.gov.au

3.4 Advocate for major projects

MEDIA RELEASE

27 June 2024

Plan set to move concrete batching plants from East Perth

Concrete batching plants in East Perth have been given a deadline of December 2027 to relocate their operations by the Western Australian Planning Commission (WAPC).

- WAPC sets December 2027 deadline for relocation of East Perth's two concrete batching plants
- Improvement plans created over each site to optimise future use of the land
- Government supports WAPC decision to provide certainty for local residents

Concrete batching plants in East Perth have been given a deadline of December 2027 to relocate their operations by the Western Australian Planning Commission (WAPC).

The decision is backed up by the WAPC's creation of two improvement plans - one for each site - in a high-amenity enclave of East Perth.

The improvement plans will give government more capacity to enforce the conditions of approval and monitor progress towards relocation. It also ensures the land can be revitalised after decommissioning of the plants, bringing more homes and businesses to well-connected, central location.

Today's decision by the WAPC comes with strict deadlines the plants' operators must meet to progress relocation.

Rather than support the seven-year extension the operators had applied for, the WAPC instead today approved half that period – three-and-a-half years – along with a time-bound series of conditions which includes:

- By 1 July 2025, both operators must lodge a development application for an alternative site and reduce operating hours for the East Perth plants;
- A building permit must be lodged within six months of receiving development approval at an alternative site; and
- By 31 December 2027 at the latest, the East Perth plants must cease operating.

The Department of Planning, Lands and Heritage commissioned an independent report by consultancy firm Pracsys which found that closing the plants immediately could create short term "price shocks" in the concrete market which would impact major CBD construction projects.

The WAPC's media statement, including a summary of the conditions, is available at <https://www.planning.wa.gov.au/news-and-media-statements>

Comments attributed to Planning Minister John Carey:

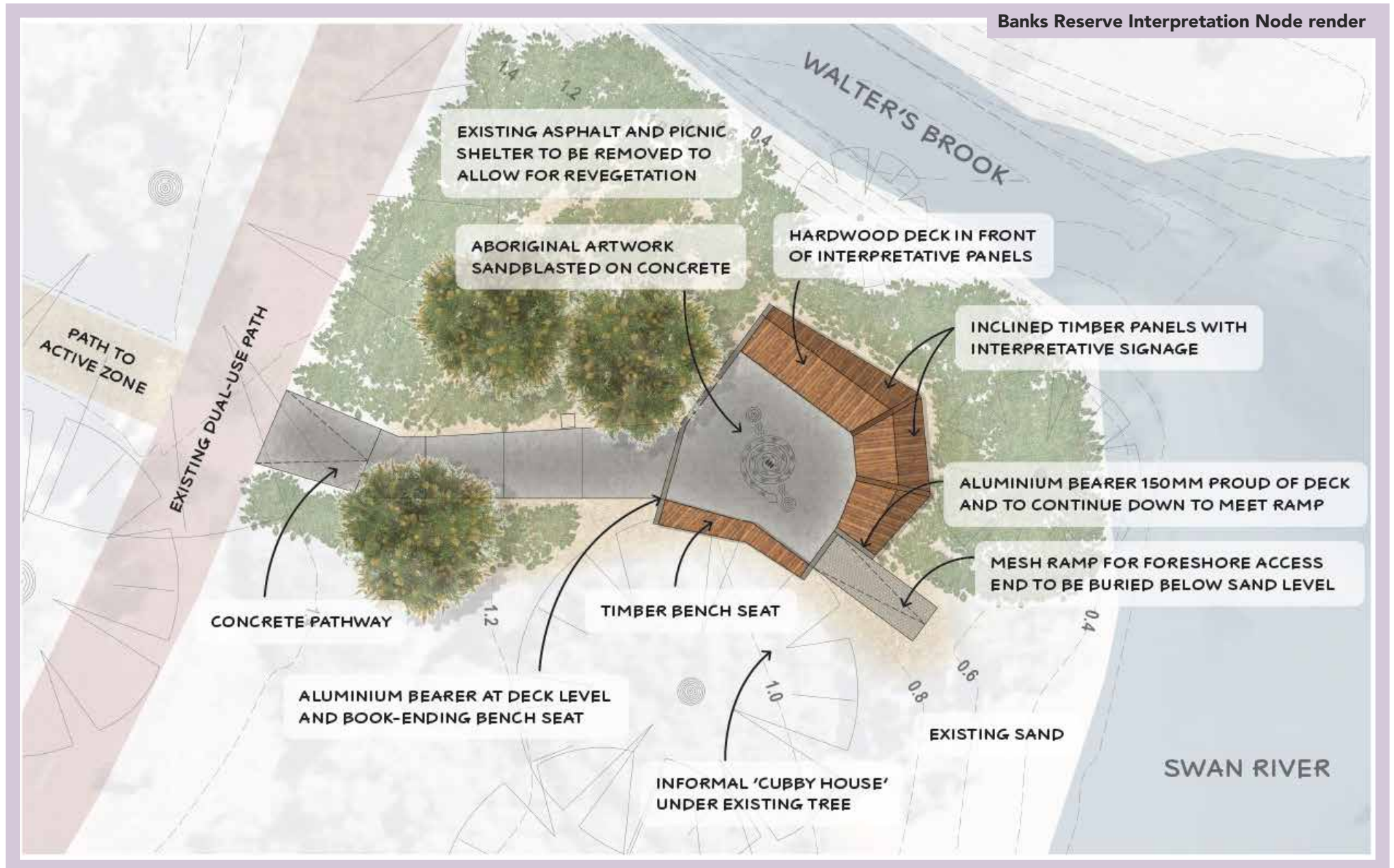
"The Cook Labor Government is committed to moving these plants and supports the WAPC's decision to progress the relocation.

"The complexities of moving these plants have been extremely challenging to date, with a number of government agencies and the City of Vincent continuing to work with the plant operators to progress relocation.

"The strict conditions imposed set out a clear pathway to relocate these plants and bring the vision for this urban precinct to life, which the community has been strongly advocating for."

ends

3.4 Advocate for major projects



3.4 Advocate for major projects



Hon Roger Cook MLA
Premier of Western
Australia



Hon Rita Saffioti MLA
Deputy Premier; Treasurer;
Minister for Transport; Tourism

Hon John Carey BA MLA
Minister for Planning; Lands;
Housing; Homelessness

Dear Premier and Ministers,

Leederville Train Station Upgrade

We are seeking the State Government's support for the creation of Perth's best performing high density Transit Oriented Development (TOD) around Leederville Station.

The construction of the Mitchell Freeway in 1972 split Leederville in two. It is time to connect our two communities again.

We both support an increase in high quality mixed use development around Oxford Street in Leederville and around Cambridge Street in West Leederville. Both our Councils have endorsed Precinct Structure Plans for our respective areas. And the City of Vincent is progressing with a redevelopment of its two carparks in Leederville.

The missing part of this equation is the poor and unsafe pedestrian overpass for Leederville Station.

We would like to convert the current overpass into a bicycle only bridge and work with the State Government on the design and construction of a new pedestrian land bridge for the station and to connect Leederville and West Leederville. The land bridge would create an integrated, combined TOD in close proximity to the CBD. Leederville is a destination station with a growing number of office and retail workers in the area.

The current pedestrian overpass existed before the station was built. It has no climate protection, does not provide universal access and creates security issues due to the lack of passive surveillance. The poor state of the bridge and station is restricting our ability to encourage well-designed new transit oriented development. We also want this precinct to provide best practice access for people with for disability.

The City of Vincent and Town of Cambridge are seeking your Government's support to re-start the 2011 working group to update the business case, design and construct a new land bridge. We would like to invite representatives from the METRONET Taskforce, PTA, MRA and Main Roads to join this working group.

The Connect Leederville project based around the construction of the new land bridge is the catalyst which will enable us to finalise and implement the local planning frameworks through our precinct structure plans to deliver high quality infill development around the station.

Our aim is for the land bridge to be open by 2032 – 60 years after the freeway split Leederville in two. We look forward to your support and achieving this vision as part of your Government's targets for METRONET.

Yours sincerely,

Gary Mack
Mayor of the Town of Cambridge

Alison Xamon
Mayor of the City of Vincent

3.4 Advocate for major projects



Hon David Templeman MLA
Minister for Culture and the Arts; Sport and Recreation; International Education; Heritage

Our Ref: 66-24525

Ms Katherine Birch
Specialist Strategic Projects
City of Vincent
katherine.birch@vincent.wa.gov.au

Dear Ms Birch

COMMUNITY SPORTING AND RECREATION FACILITIES FUND (CSRFF)
GRANT REFERENCE: GR-04-00000843

Thank you for your application for funding support through CSRFF to assist with the conversion of 12 synthetic grass courts to an acrylic surface and installation of 350 lux floodlighting at Robertson Park Tennis Centre.

It is my pleasure to advise that your application for funding has been successful and I have approved a grant of up to \$861,000 to assist with this project to be claimed in the 2024-25 financial year.

The City of Vincent is to be commended for its commitment to the provision of quality community leisure facilities. It is my expectation that all infrastructure projects that receive State Government funding provide opportunities for diversity and all abilities in line with modern standards for accessibility and inclusion.

The Department of Local Government, Sport and Cultural Industries will soon forward details to you regarding conditions and procedures for acceptance of this grant. A Member of Parliament may be in contact with you directly to congratulate you and promote your grant and/or project.

The State Government is pleased to contribute to the development of much-needed facilities in your community. I wish you well for the completion of this project.

Yours sincerely

HON DAVID TEMPLEMAN MLA
MINISTER FOR SPORT AND RECREATION

15 MAR 2024 10th Floor, Dumas House, 2 Havelock Street, West Perth Western Australia 6005
Telephone: +61 8 6552 5400 Email: Minister.Templeman@dpc.wa.gov.au
www.premier.wa.gov.au ABN: 61 313 082 730

*Congratulations on this important project.
Best Wishes
Paul*



Tennis Australia
Wurundjeri Country
Olympic Boulevard
Melbourne Victoria 3000
Private Bag 6060
Richmond Victoria 3121
T +61 3 9914 4000
tennis.com.au
Tennis Australia Limited
ABN 61 006 281 125

June 17th, 2024

Max Marshall
City of Vincent
PO Box 82
Leederville, WA 6902

Dear Max,

RE: APPLICATION FOR TENNIS AUSTRALIA'S NATIONAL COURT REBATE 2022/23
City of Vincent

The application to the National Court Rebate from City of Vincent has been approved by Tennis Australia, with approval of the following amount:

Project Code: NCR 2022/23

Project Scope: Stage 2 of redevelopment at Robertson Park. Project includes: Rationalisation of 12 courts, expanding courts to required dimensions, conversion of synthetic grass and grass courts to acrylic hard-courts, providing LED floodlights to all courts, regrading courts surfaces for effective stormwater runoff management, new thoroughfare and features to enhance accessibility throughout the facility, new fencing and pathways & supporting amenities such as water fountains, shade, and seating.

Rebate Amount (GST exclusive): \$200,000

Total Project Cost (GST exclusive): \$2,763,000

This letter acts as approval for the rebate outlined above.

Payment of the rebate is subject to the works being carried out as per the project scope specified above. Any change to the project scope and/or any reduction to the total project cost may be subject to further review and revision of the rebate amount in accordance with the current National Court Rebate Guidelines.

Payment of the rebate is subject to the project being completed and the submission of documentation to Tennis Australia within 12 months of this letter.

Completion documentation should include:

- Photographs of the completed project, including all completed works
- Copy of all invoices or suitable evidence of the total project cost
- PDF of Bank Statement showing BSB, account name and account number
- Invoice to Tennis Australia for payment of the rebate including relevant BSB and account details

All documentation should be submitted to placestoplay@tennis.com.au.

Yours Sincerely,

Paul Cammack
Director of Places to Play
Tennis Australia

Cc: Charlotte King, Places to Play Lead, Tennis West

3.4 Advocate for major projects



12 December 2023

Hon David Templeman Dip Tchg BEd MLA
Minister for Culture and the Arts; Sport and Recreation; International Education; Heritage
Government of Western Australia

Email: Minister.Templeman@dpc.wa.gov.au

Dear Minister,

Sullivan Logistics Stadium: Leederville Oval Upgrade Project

We are pleased to present you with the attached prospectus outlining the case for further State Government investment in upgrading the sporting infrastructure at Leederville Oval – recently named Sullivan Logistics Stadium.

The prospectus makes clear that WA lacks a genuine Tier 2 AFL Venue to accommodate Night Football and support the growth of AFLW and Womens WAFL.

We believe that Sullivan Logistics Stadium has the most potential to be developed into this venue now and into the future.

This potential was demonstrated by Leederville Oval hosting the 2022 WAFL grand final with a record crowd of over 16,000 people. The West Coast Eagles have also played at Leederville several times including in the pre-season AFL JLT Series.

Sullivan Logistics Stadium is located next to Leederville's Oxford Street entertainment precinct and has excellent transport links. It is minutes from the Perth CBD and major roads.

Our immediate priorities are 1) upgrading the lighting to broadcast standard to enable televised night games 2) replacing the turf and 3) refurbishing parts of the grandstand and toilets.

Our organisations have already committed \$1.2 million for these works.

We are seeking a total of \$5.3 million from the State Government to enable this project to proceed.

This would enable Leederville to become WA's premier Tier 2 venue for Night Football and be ready to host Gather Round games in 2027.

Yours sincerely,

				
David MacLennan CEO	Andrew Dillon CEO	Michael Roberts CEO	Dean Turner CEO	Peter Capes CEO
				
CITY OF VINCENT	AFL	WEST AUSTRALIAN FOOTBALL COMMISSION INC.	ROYALS	LIONS

cc. Hon John Carey MLA, Minister for Planning, Lands, Housing, Homelessness
& Member for Perth
Lanie Chopping, Director General, Department of Local Government, Sport
& Cultural Industries

3.4 Advocate for major projects



Hon David Templeman MLA
Minister for Culture and the Arts; Sport and Recreation; International Education; Heritage

Our Ref: 66-25411

Mr Michael Roberts
Chief Executive Officer
West Australian Football Commission
srose@wafc.com.au

Dear Mr Roberts

LEEDERVILLE OVAL UPGRADE PROJECT

Thank you for your letter dated 16 February 2024 regarding the Leederville Oval upgrade project.

We are pleased to advise that up to \$3.8 million in State Government funding has been provisioned for the project during the 2024-25 Budget process, including for upgrades to lighting to broadcast standard and replacing the turf. The funding will be made available to the City of Vincent once the tender process is finalised and the final cost has been confirmed.

Please note that the State Government will liaise with you regarding a future public announcement of the commitment, however this advice is provided to allow project planning and tender activities to progress.

Acting Director Programs, Kent Burton from the Department of Local Government, Sport and Cultural Industries will be in contact with the City of Vincent to discuss the next steps to access the funding.

We wish you the best in the delivery of this important project for the local community.

Yours sincerely

HON DAVID TEMPLEMAN MLA
MINISTER FOR SPORT AND RECREATION

HON RITA SAFFIOTI MLA
TREASURER

CC: PRESIDENT & CHIEF EXECUTIVE OFFICER, EAST PERTH FOOTBALL CLUB

05 JUN 2024

10th Floor, Dumas House, 2 Havelock Street, West Perth Western Australia 6005
Telephone: +61 8 6552 5400 Email: Minister.Templeman@dpc.wa.gov.au
www.premier.wa.gov.au ABN: 61 313 082 730

3.4 Advocate for major projects



Our ref: D24-4035

24 June 2024

David MacLennan
Chief Executive Officer
City of Vincent

By email: David.MacLennan@vincent.wa.gov.au

Dear David

**RE: SPEED REDUCTION TRIAL PRESENTATION - ROAD SAFETY COUNCIL
MEETING 31 MAY 2024**

The Road Safety Council (Council) would like to thank you and Luke McGuirk for your presentation of the City of Vincent – Speed Reduction Trial at the recent Council meeting.

On behalf of the Council, I write to congratulate you and your team on the success of the trial and your tireless community engagement over the last few years. The Council is supportive of your pursuit to obtain the same success at the four neighbouring councils and very interested to hear the outcome.

I would like to acknowledge the partnership between the Road Safety Commission, Main Roads Western Australia and other organisations around the Council, that were pleased to be a part of the trial.

We look forward to further opportunities to be involved in similar speed reduction programs.

A handwritten signature in black ink that reads 'Katie Hodson-Thomas'.

Yours sincerely

**Katie Hodson-Thomas JP
ROAD SAFETY COUNCIL CHAIR**

PO Box 6348 East Perth WA 6892
Level 4, 263 Adelaide Terrace, Perth WA 6000
E: council.secretariat@rsc.wa.gov.au W: rsc.wa.gov.au

3.5 Continue to improve the City’s maturity in project and contract management

PROJECT MANAGEMENT

The City reviewed the Project Management Framework and adopted it in December 2021.

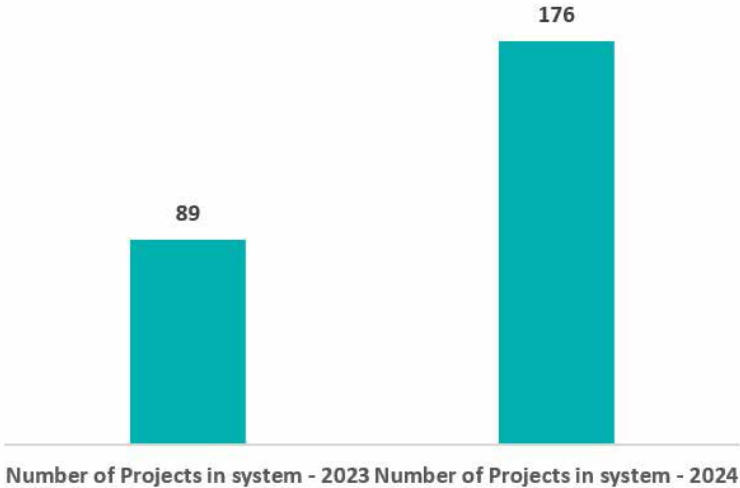
Since then, the City has committed to continuous improvement of the framework.

Milestones completed since:

November 2022	Implementation of SharePoint platform for project management.
February 2023	Internal audit on contract & project management; items identified for improvements.
November 2023	Rollout of program register in SharePoint.
February 2024	Audit findings addressed and implemented.

It has been over one year since the SharePoint implementation and the platform has been more extensively used by project managers. This was measured by the number of projects in the system and levels of engagement.

Number of projects in the system



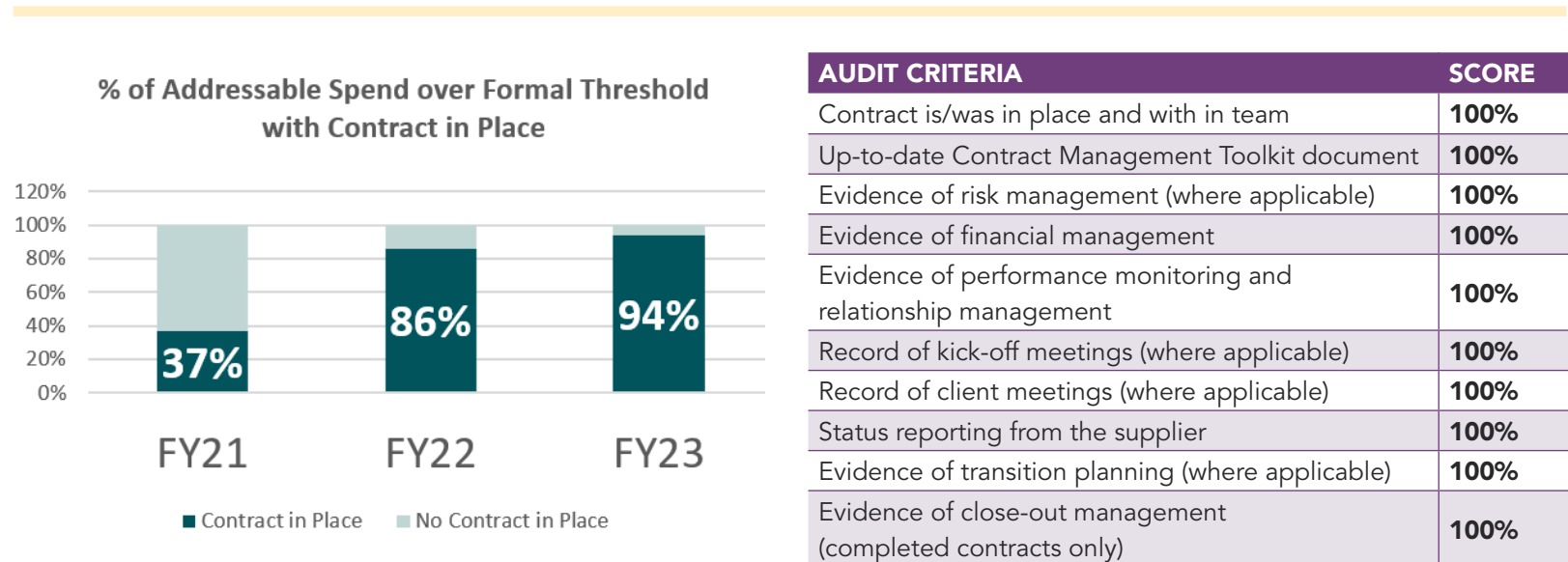
3.5 Continue to improve the City's maturity in project and contract management

CONTRACT MANAGEMENT

The Contract Management Framework continues to yield excellent outcomes for the City. The City has more contracts in place than ever before, significantly minimising exposure to risk and providing legal and operational safeguards to ensure City interests are protected and outcomes and obligations clearly defined. The approach to contract management is conducted in a consistent manner across all business units, and ongoing monitoring and reporting of contractor performance and KPIs ensures value for money is maintained throughout the life of City contracts.

Milestones completed since:

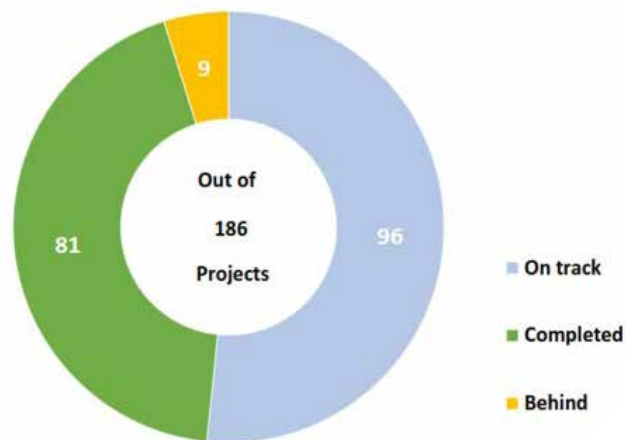
April 2023	Implementation of formal legally reviewed City contract templates.
July 2023	Framework updated in line with Purchasing Policy changes, and training conducted for all City contract managers.
September 2023	Internal audit on staff compliance with the Contract Management Framework and contracts in place with successful results.
October 2023	Investigations into electronic Contract Management system commenced.
April 2024	Demonstration of an electronic Contract Management System provided to the City.
June 2024	Proposal for electronic Contract Management System submitted to the City for assessment.



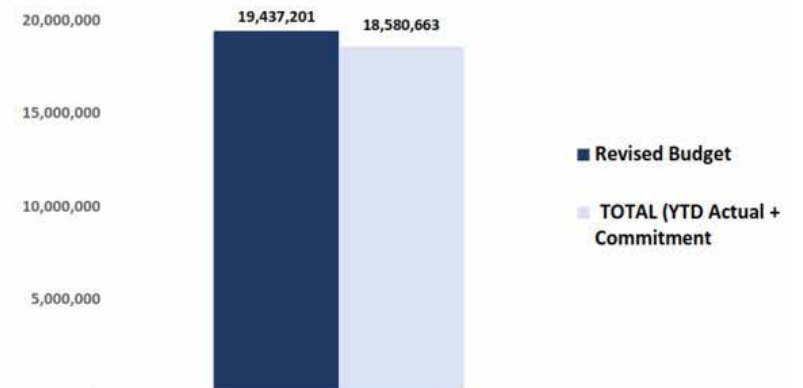


3.6 Improve planning and delivery of Capital Works Program

Summary of Project Status



Budget vs Total funds spent & committed



The City budgeted \$19.8 million of capital works for the period of 1 July 2023 to 30 June 2024. As at 17 June 2024, the City had spent and committed \$18.6 million compared to the prior year total actual spend of \$10.0 million.

Out of 186 projects, 81 projects have been marked as complete and 96 on track for completion.

This represents 96 per cent of budget are showing as actual and committed expenditure.

**4.1 Coordinate
professional advice and
assistance for Council**



Mayor and Council members



4.1 Coordinate professional advice and assistance for Council

WHO PLAYS DEFENCE IN YOUR ORGANISATION?

David MacLennan | [LinkedIn](#)

It is always a good feeling to be on the other side of an external audit!

The same sort of feeling one might have after passing a school or university exam.

A mixed sense of both relief and achievement.

We should talk about the importance of the audit process more than just once a year.

Most organisations, like countries, are vulnerable to attack from external threats and have to manage a dynamic list of both internal and external risks.

We all play a role in making our organisations as strong and resilient as possible to manage these risks and protect against potential threats.

The first line of defence is our front-line staff who are responsible for managing operational risks on a daily basis.

The second line of defence is management oversight and monitoring.

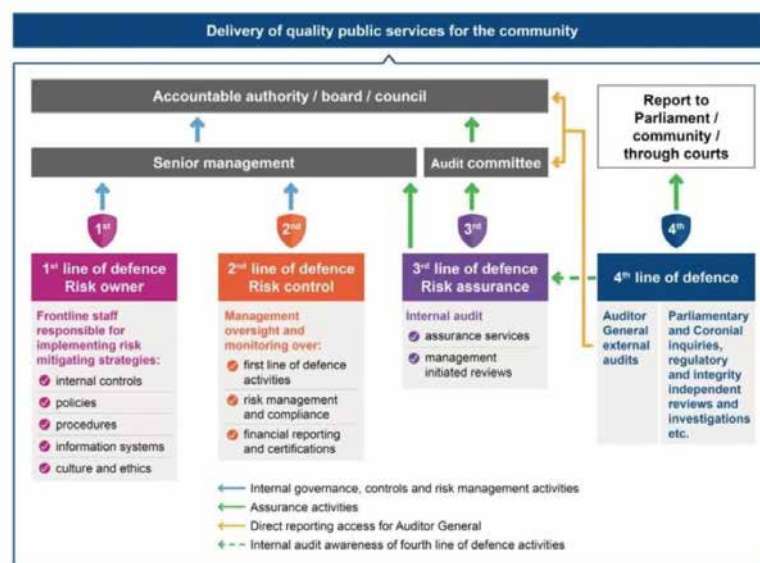
The third line of defence is the internal audit program.

4.1 Coordinate professional advice and assistance for Council

The internal auditors may not always be the most popular people in the organisation - often due to a misplaced fear that they are only looking for problems and errors in administration.

But the internal audit program is a great asset to guide continuous improvements in systems, processes and service delivery.

The external audit is the fourth line of defence in an organisation.



These lines of defence combine to ensure we deliver high quality services in a transparent, secure and value-for-money way.

The Office of Auditor General (OAG) took over all external audits for local governments in Western Australia several years ago.

We have used the detailed scrutiny of the OAG to drive improvements in our processes and internal control environment.

Our total number of financial audit findings has reduced from 12 in 2021 to two in 2023 with no significant findings reported in 2023.

Like many organisations around the world, cyber security is one of our highest risks.

The OAG completed a Capability Maturity Assessment on us as part of the external information systems audits.

Maturity levels represent a staged path for an organisation's performance and process improvement efforts.

We have moved from Level 2s to Level 3s over the past year in key areas. We are now at a Level 3 for five areas and Level 2 for five areas – and have a clear path towards Level 3 for all areas.

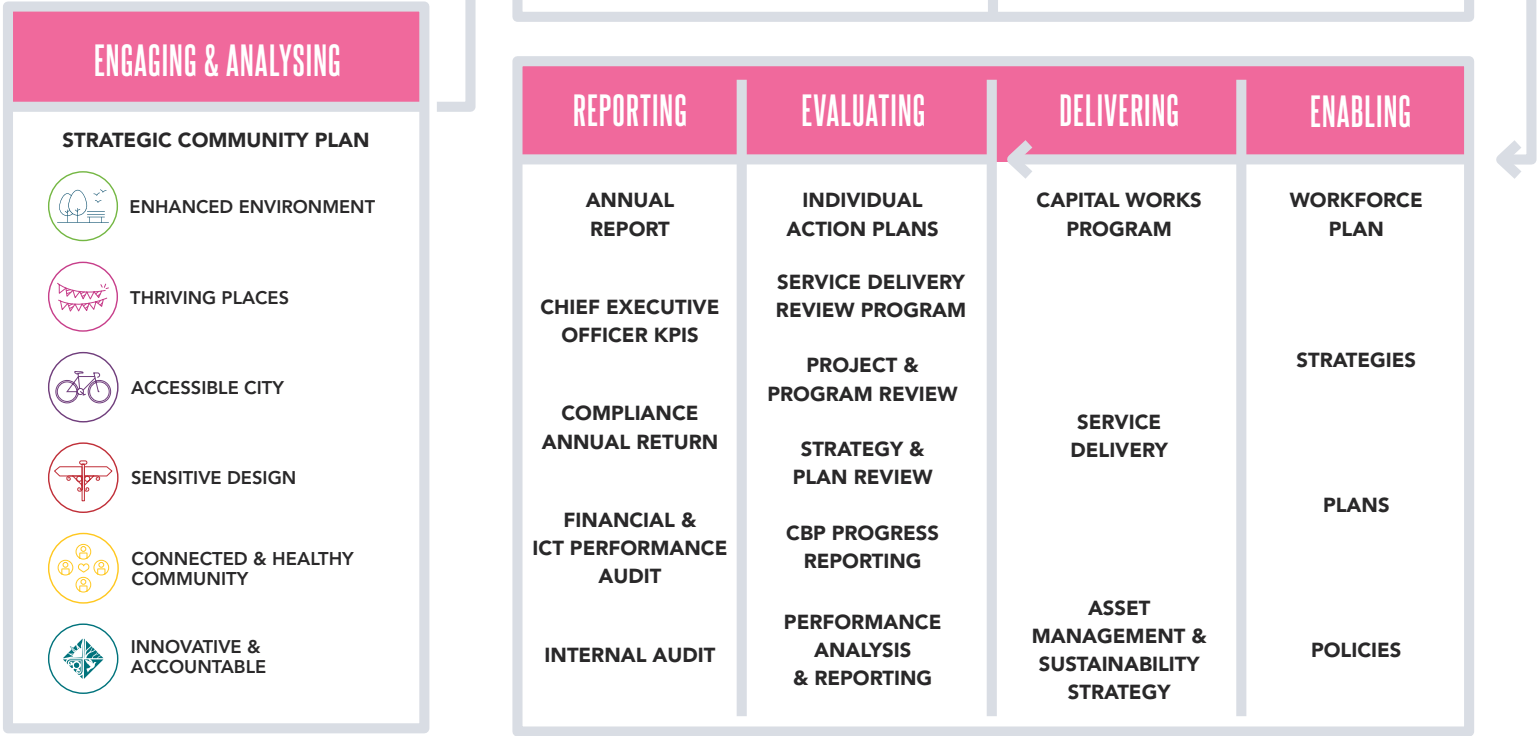
This represents excellent progress for our organisation which is making us a more secure and resilient organisation - and some of our biggest improvements have been in our first two lines of defence.

4.2 Facilitate the implementation of Council decisions



4.3 Manage the effective delivery of local government services, operations and functions

HOW WE IMPLEMENT THE IPRF





IPAA WA Conference | Women in Public Sector Leadership

4.3 Manage the effective delivery of local government services, operations and functions



10 years as a Waterwise Council

4.3 Manage the effective delivery of local government services, operations and functions

HYDE PARK REFERENCE GROUP

The City of Vincent has established the Hyde Park Reference Group in response to the potential impact of Polyphagous shot-hole borer infested tree removal in Hyde Park.

The reference group provides a forum for Vincent to engage with professional experts, stakeholders and community members to inform and obtain input and guidance into the restoration of tree canopy and associated plantings after treatment works.





4.3 Manage the effective delivery of local government services, operations and functions

STRATEGY & DEVELOPMENT SERVICES SOAP SNAPSHOT				INFRASTRUCTURE & ENVIRONMENT SOAP SNAPSHOT				COMMUNITY & BUSINESS SERVICES SOAP SNAPSHOT			
18 Sub-services				29 Sub-services				8 Sub-services			
76 Service Deliveries				138 Service Deliveries				68 Service Deliveries			
Mandatory	Non-Mandatory	Support Service		Mandatory	Non-Mandatory	Support Service		Mandatory	Non-Mandatory	Support Service	
41	19	16		62	41	35		25	25	18	

4.4 Ensure delegated functions and decisions are managed prudently

OCTOBER 2023

1. EMC adopted Purchasing Limit Procedure.
2. Approved insertion of Authority to Approve Purchase Orders within the Register of Delegations, Authorisations and Appointments.
3. Purchasing limits.

Procedure Title	Purchasing Limits
Procedure Number	
Responsible Directorate	Strategy and Development
Responsible Team	Corporate Strategy and Governance
Responsible Officer	Executive Manager Corporate Strategy and Governance
Affected Teams/Directorates	All Teams

1. PURPOSE

This procedure provides the process and conditions for the delegation, annual review, and approval of staff purchasing limits.

Example of decisions made under delegated authority subject to statutory timeframes				
Statutory Planning Applications (excluding-JDAP)	YTD 2023/24			Status rating
	Received	Determined / Completed	% Determined within statutory or agreed timeframe	
Total statutory planning applications processed (Includes DAs and planning advice)	191	201		
Development applications (Target: 85% within statutory or agreed timeframes)	159	142	99%	●
Council determination (Target: 85% within statutory or agreed timeframes)		14	100%	●
Delegated auth. Determination (Target: 85% within statutory or agreed timeframes)		128	98%	●



4.5 Effective management of staff and City resources

INDUSTRIAL BARGAINING

For the first time in the State Industrial Relations system, the City has commenced Industrial Bargaining with the Australian Services Union WA. The focus for all parties is to achieve new Agreements that best represent the interest of all employees whilst allowing the City to continue to deliver a high-quality service to our community. Communication will be key. The City has implemented a dedicated intranet page for employees information sessions and designated employee ‘communication champions’ to discuss bargaining with teams and provide feedback to the Employee Bargaining representatives.

EMPLOYEE VALUE PROPOSITION

Our culture, flexibility and supportive environment continues to be the feedback provided by our new staff members who have joined us in the last 12 months. Communicating the experience of working at Vincent will further attract candidates who are a natural fit and value our benefits for their experience and skills.

The Human Resources team have redesigned our job advertisement templates and benefits page and further focus on interview experience for candidates based on position and requirements. By December 2024, Human Resources will be working with Marketing to develop Working at Vincent videos and promotional materials that will showcase Vincent as an employer of choice.



4.5 Effective management of staff and City resources

PROFESSIONAL AND CAREER DEVELOPMENT

The City provided 17 Coordinators and aspiring leaders with the opportunity to attend the Local Government Professionals Ignite Leadership Program. The three-day program enables those who manage and lead people to develop the competencies required to be successful in their role, while supporting their effective transition to proactive and effective leaders. The course was successful with all participants feeling highly motivated to utilising their new skills and experiences in their roles and recommending the training and career development opportunity to any colleague aspiring to be leaders at the City.

INCLUSIVE WORKPLACE CULTURE

In recognition of outstanding service to the community by a Local Government, the City was awarded Highly Commended Award for Most Accessible Community Awards WA Employment. We pride ourselves on making a difference to those who are of Aboriginal and/or Torres Strait Islander decent or those with a disability.

Human Resources continue to attract Aboriginal and Torres Strait Islander school trainees through our traineeship program supported by Maxima. In March 2024, we recruited two Aboriginal and Torres Strait Islander students to take part in our student trainee program located at the Library and Beatty Park Leisure Centre.

In addition, the City implemented an Aboriginal and Torres Strait Islander talent register for Aboriginal people to express their interest in any position at Vincent. A register and advertisements are located in our career website. The intent is to also develop and implement a talent register for those with a disability. Human Resources will continue to work towards their goals and objects as per the City's Reconciliation Action Plan and Access and Inclusion Plan.



4.5 Effective management of staff and City resources

AGEING WORKFORCE

The City continues to reduce workers compensation claims, lost time and productivity through proactive training for leaders and staff on manual handling, injury management, educational sessions focusing on physical and mental health. Human resources and work health and safety staff being present at all locations to monitor compliance and safety processes. Workers' compensation claims are at an all time low, the best we have been in seven years.

In the coming months, Human Resources will develop an early retirement program to provide avenues for those who are considering retirement whose work is manual, repetitive and labour intensive with a higher likelihood of injury and increased risk of workers compensation claims.

WORKPLACE HEALTH AND SAFETY

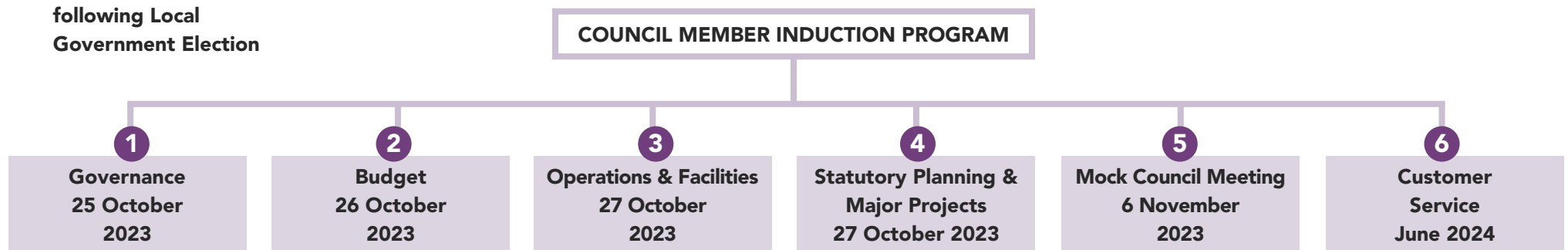
Mental health and wellness is an important part of our wellness program at the City. Training and wellness programs include skin checks, health checks, flu vaccinations, Hepatitis A, B and Tetanus vaccinations for eligible staff. Wellness Day event and promotion of our EAP program for staff and Managers are organised throughout the year.

Currently we are reviewing all Workplace Health and Safety management practices and procedures to be presented to Executive Management Committee as of July 2024, preparing for emergency evacuations for all site locations in August 2024, and implementing training such as resilience, difficult conversations and mental health awareness.



Citizenship Ceremony

4.6 Induction and capacity building of new Elected Members following Local Government Election





GREENTRACK YOUR DEVELOPMENT APPLICATION

Our GreenTrack service offers free access to Life Cycle Assessment (LCA) reports and prioritises the assessment of Single House and Grouped Dwelling development applications where a LCA has been submitted and Environmentally Sustainable Design principles have been incorporated into your design.

ELIGIBLE DEVELOPMENT

+

WHAT IS A LIFE CYCLE ASSESSMENT?

+

RECEIVE A FREE LIFE CYCLE ASSESSMENT

+

LODGING YOUR GREENTRACK APPLICATION

-

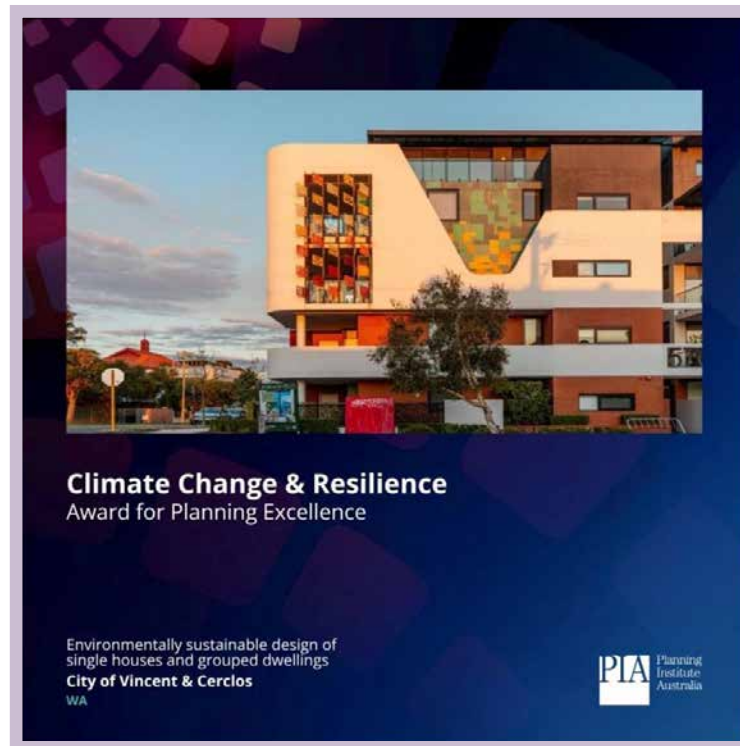
We encourage you to hold a pre-lodgement meeting with our Urban Planners before your lodging an application for development approval.

Once you have confirmed that you are eligible for our GreenTrack priority assessment, please:

1. Ensure you have all information needed for submission in accordance with our [Single House and Grouped Dwelling Application Checklist](#)
2. Tick the "GreenTrack Priority Assessment" box on the [Application for Development Approval Form](#)
3. Include your eligible Life Cycle Assessment obtained from a suitably qualified assessor, to the satisfaction of the City.
4. Include proof of payment of your Life Cycle Assessment. This will allow the City to reduce your development application fee to subsidise the amount you spent to obtain your Life Cycle Assessment, to a maximum of \$200.00.
5. Lodge your application for development approval [here](#).
6. Pay your development application fee at a discounted rate (ordinary fee of your application minus the cost of your LCA).

HOW WE WILL GREENTRACK YOUR APPLICATION

+




AWARD FOR PLANNING EXCELLENCE

The City of Vincent was announced as the winner of the highly acclaimed Climate Change and Resilience category at the Planning Institute of Australia's National Awards for Planning Excellence 2024.

This award recognises at a national level the City's environmentally sustainable design initiatives that have been incorporated in its Built Form Policy.

To encourage uptake of the initiatives, the City partnered with Cerclos (formerly E-tool) to offer a simple to use, accessible and cheaper alternative to other sustainability reports for homes that were available in the market. The result was a Rapid Life Cycle Assessment app that can calculate carbon and water use for a home over its life cycle, and reductions to achieve targets that are aligned with the Built Form Policy.

This has supported a streamlined approval process and the delivery of sustainably designed homes across Vincent.


City of Vincent
 4,201 followers
 1mo • Edited •


The City of Vincent and [Cerclos](#) took home the Climate Change & Resilience category at the Planning Institute of Australia 2024 Awards for Planning Excellence on Wednesday 🏆

Vincent and Cerclos collaborated on a project which addressed the need to incorporate environmentally sustainable design (ESD) principles for single and grouped dwellings cross the suburbs.

As a result, Cerclos released a user-friendly Rapid Life Cycle Assessment app to the market.

The judges commended Vincent and Cerclos for the development of this app which was highly transferable, unique and resulted in tangible outcomes that have improved the performance of smaller-scale and lower value developments.

Find out more about Vincent's work in the ESD space 📄 https://lnkd.in/g55ut_hh


Planning Institute of Australia
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Congratulations!

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Clever

We always choose the simplest, quickest and most cost-effective way to deliver our service

Creative

We find new and different approaches to get better outcomes for the City and our community

Courageous

We understand and manage the risks in being clever and creative but we still take action

STAY IN TOUCH



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