



2024-2025 Training & Professional Development Course Directory

Your Essential Resource for Elected Member and Officer Training

Contact WALGA Training on (08) 9213 2098
or email training@walga.asn.au
for more information.



WALGA

WALGA Training (RTO 51992)
walga.asn.au/training

Message from the WALGA CEO and President

Welcome to WALGA's 2024 – 2025 Training and Professional Development Course Directory.

WALGA Training is proud of our long-term commitment to deliver member-centric quality services that support and build capacity across the sector.

The Training Team have been busy developing new courses and updating existing course content to ensure we continue to offer relevant, up to date and engaging training.

We have extended our Nationally Accredited Training offerings to now include the LGA30120 Certificate III in Local Government. This recently introduced program, which is available as a Traineeship or fee for service, has already been receiving positive feedback.

We readily understand the obligations and ever-increasing pressure placed on Elected Members and Local Government Officers; both of whom have to navigate a range of issues associated with their respective roles whilst aiming to meet growing community expectations.

With that in mind, we engage highly skilled specialists across all disciplines, who draw upon their wealth of real-world and on the job knowledge to provide useful learning experiences. Valuable input is also provided by WALGA's Governance team and Employee Relations team to capture legislative and regulatory changes.

Through our flexible delivery methods, supported by contemporary and functional learning systems and eLearning platforms, we continue to expand participation and aim to break down barriers that may restrict access to training and development for Regional and Remote Communities.

We encourage you all to undertake regular professional development with WALGA Training to keep up-to-date in this ever-changing environment.

Importantly, our courses provide an excellent chance for Elected Members and Local Government Officers to take advantage of the networking opportunities that training brings, and to share best practice.

Please do not hesitate to contact our friendly and helpful WALGA Training team who are always happy to assist and receive your feedback.



Nick Sloan
Chief Executive Officer



Cr Karen Chappel AM JP
WALGA President



Acknowledgement of Traditional Owners

WALGA acknowledges the continuing connection of Aboriginal people to Country, culture and community. We embrace the vast Aboriginal cultural diversity throughout Western Australia, including Boorloo (Perth), on the land of the Whadjuk Noongar People, where WALGA is located and we acknowledge and pay respect to Elders past and present. WALGA is committed to supporting the efforts of WA Local Governments to foster respectful partnerships and strengthen relationships with local Aboriginal communities.

Pictured: Artwork by Michelle 'Willura' Kickett, Dolphin Dreaming

About WALGA Training

WALGA Training is a Registered Training Organisation (RTO Code 51992), offering comprehensive training solutions for the Local Government sector. Our friendly and efficient team members are committed to providing timely and effective customer service to assist our clients during their training journey.

We are here to help you with booking requests, On-Site training or eLearning quotes, and to assist you with any questions that may arise.

Behind the scenes, our product development team is diligently at work to ensure that your training is supported by quality resources, which are continuously updated to capture legislative changes and good governance practices.

Our team of carefully selected trainers are subject matter experts in their field of expertise. They are eager to share their extensive knowledge in a safe and engaging environment, encouraging participants to expand their knowledge and practicing skills to further develop their own capacity.



Course Offerings

Elected Member Courses

Council Member Essentials

Nationally Recognised Training

Professional Development

Urban and Regional Planning

Emergency Management

Officer Courses

Induction Programs

Nationally Recognised Training

Governance

Communication Skills

Procurement

Urban and Regional Planning

Employee Relations

Waste Management

Environment and Sustainability

Emergency Management

Health and Safety Training

eLearning Courses

Understanding Local Government

Conflicts of Interest

Meeting Procedures

Serving on Council

Understanding Financial Reports and Budgets

Introduction to Local Government

Emergency Management Fundamentals

Introduction to Planning

Procurement in Local Government The Basics

Environment and Sustainability



On-Site Council Member Essentials training at the Shire of Cocos (Keeling) Islands

On-Site Training



Training at your
Local Government

Similar to the training delivered at WALGA, a specialist trainer will come to your Local Government. This option is excellent if you want to contextualise* the training to your region, discuss local challenges or simply to cut down travel time. You can also invite neighbouring Councils to share the training cost. Contact WALGA Training for a quotation.

* If the learner resources require contextualising, an additional fee may be incurred.



Find a Course

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● Nationally Recognised Training

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Symbols to look out for



New course



This course has been updated with new content.



Content has been updated to include 2023 legislative amendments.



This is a **popular** course. Classes book quickly.



This course forms part of the **Diploma** course.



This course includes **highly technical** content.



2023 graduate Cr Leonie de Haas and
WALGA President Cr Karen Chappel

Elected Member Training

LGA50220

Diploma of Local Government – Elected Member



COURSE OVERVIEW

This qualification will give individuals the opportunity to expand their skills and knowledge through developing a deeper understanding of legislative and regulatory requirements and how they apply to the roles and responsibilities of an Elected Member.

The Diploma explores a wide range of topics such as financial reports and budgets, dealing with conflict, community leadership and advocacy, strategic decision making, policy development, asset management and understanding urban and town local planning schemes.

The training program will enable Elected Members to increase their competency in order to be a strong leader for their local community and to confidently contribute to informed decision making.

The qualification has been developed according to the requirements of the Local Government Training Package (LGA) and has been approved for delivery by the Training Accreditation Council (TAC).

The Diploma of Local Government – Elected Member is nationally recognised within the Australian Qualification Framework (AQF) and consists of 10 Units of Competency (UoC), six (6) core and four (4) elective units.

The training program is delivered in practical face-to-face workshops at our WALGA's premises in West Leederville.

To make training more accessible for regional areas, some workshops are available via Zoom or in some instances, individual organisations may engage a WALGA Trainer to deliver a workshop at your Local Government.

Each participant will be provided with an individualised Training and Assessment Plan outlining all training and assessment requirements for each Unit of Competency.

Entry Requirement

- Completion of the Council Member Essentials Training
- A current or aspiring Elected Member for a Local Government in WA.

Pre-Requisite

Nil

Course Duration

The recommended time frame to complete the Diploma course is a duration of 12 months. Learners can opt to extend this duration to 18 months or fast track the course to complete earlier.

More Information

To learn more about this course including fees, please visit our website www.walga.asn.au/training.

“Before the Diploma training, I operated with limited knowledge and intuition as an Elected Member. However, post-course I have gained a deeper understanding of LG operations. This has allowed me to make more informed decisions. Overall, the training has empowered me to serve my community more confidently and effectively.”

Sudhir Sudhir – 2023 Graduate
Shire of Menzies Councillor



Training and Assessment Overview for each Unit of Competency

Topic Specific Workshop/s



Mentoring Sessions via Zoom



Undertake Assessment tasks
and submit by due date

Training Program Outline

LGAMEM001	Meet elected member responsibilities*
LGAMEM002	Perform elected member functions*
LGACORO11	Analyse financial reports and budgets*
PSPGEN075	Build and maintain community relationships
LGAMEM003	Contribute to high level strategic decision making
PSPPCY001	Contribute to policy development
PSPGEN032	Deal with conflict
BSBPEF502	Develop and use emotional intelligence
LGACOR010	Oversee asset management strategy
LGAPLA003	Assess development applications and implement planning scheme

Units labelled with * are foundation units and must be completed prior to attempting any other UoC.

Individuals who have completed the Council Member Essentials Training must also undertake virtual training and relevant Assessment tasks for each UoC.

Training Program Cost

LGA50220 Diploma of Local Government – Elected Member

Please note that Nationally Recognised Training is GST exempt.

Total cost if you have completed the Council Member Essentials Training and would like to complete the Diploma Course

\$ 10,170

The cost of the Diploma program includes all face-to-face workshops including refreshments, lunches, printed training resources, virtual training via Zoom, individual student support and assessment fees.

How to enrol

Complete the WALGA enrolment form and submit to training@walga.asn.au with a Purchase Order from your Local Government or complete payment via a Credit Card.

Certification

On successful completion of this course and if you have been found to be competent in relation to each of the Units of Competency you will be issued with an AQF Qualification LGA50220 Diploma of Local Government – Elected Member.

Professional Development

The role of the Elected Member as the decision-making representative of their community places an increasing responsibility on democratically elected individuals to be well informed of the statutory framework relevant to the Local Government sector, and to continuously improve skills to meet future challenges.

WALGA has developed a comprehensive suite of professional development training for Elected Members to undertake, after they have completed the minimum statutory training requirements 'Council Members Essentials'. There are over 20 distinct learning and continuous professional development opportunities including WALGA's nationally accredited program, the LGA50220 Diploma of Local Government for Elected Members.

Participation in WALGA's training opportunities will align with your Council's Professional Development Policy, providing reassurance that participants are building their capacity to perform to a level that reflects the trust communities place in their elected representatives.

“

Thank you all so much for all the Elected Member Training opportunities that WALGA provides. It is not only fantastic training and incredible experiences with better learnings and education for roles with local government but provides experiences, learnings and numerous opportunities with, for and networking of other sectors too. The facilitators you have are the best. Feel absolutely privileged to have these amazing opportunities as an Elected Member. Thank you all.

Elected Member Feedback

”

Effective Community Leadership

1 Day

Who should attend?

Recommended for Elected Members looking to increase their knowledge and understanding of their leadership role in Local Government and the broader community.

Delivery Methods and Cost



In person at WALGA
\$595 (plus GST)



On-Site at your LG
On Request



Virtual Classroom via Zoom
\$595 (plus GST)

[View Dates & Register Online](#)



Course Information

The course introduces engagement principles and communications skills required of Elected Members in their role as community leaders and representatives of the Council.

Topics covered in the course include the context and parameters of partnerships between Council and outside organisations, how to interact within the community, skills needed to build community engagement, barriers to community engagement, leadership within community and determining capacity of the community.

“A superb course. It was good to have time to break down real world problems being faced by other Elected Members in the room. The subject matter was well delivered and informative.”

Learning Outcomes

- Knowledge of leadership styles;
- Develop strategic thinking skills and the ability to articulate strategic vision;
- Understanding the different modes of community engagement and how that impacts the Elected Member as a Leader;
- Understand and distinguish between the strategic role of the Council and the Administration in community engagement;
- Build a toolkit of communication skills to effectively connect with Council and community; and
- Know the outcomes of building community relationships that are beneficial to the work of Local Government.

Dealing with Conflict

2 Days

Who should attend?

Elected Members who would like to enhance their interpersonal skills, improve relationships with colleagues and get the most out of their role in Local Government.

Delivery/Cost/Time



In person at WALGA
\$1090 (plus GST)



On-Site at your LG
On Request

[View Dates & Register Online](#)


Course Information

Elected Members face unique challenges in dealing with community criticism and engaging in effective debate and collective decision making with their fellow Elected Members. A specialised skillset for dealing with conflict allows Elected Members to safeguard their personal wellbeing, contribute to positive cultures and perform their roles effectively.

This course develops the skills to manage conflict within the Council and between the Local Government and the community. This course will enable Elected Members to identify common communication roadblocks, common sources of conflicts within groups and develops techniques for resolving conflict situations.

Participants will examine communication strategies, interpersonal skills and emotional intelligence and how to navigate through confronting and challenging situations.

Learning Outcomes

- Different leadership roles;
- The importance of thinking strategically;
- How to motivate self and others;
- Communicate with the Council and community;
- The importance of ethics in a leadership role;
- How to identify and deal with conflict; and
- How to read others through increasing your emotional intelligence.

“This course really dives into providing good techniques and tips for dealing with some tricky topics and issues. I walked away with a great deal of more confidence to face whatever challenges may come up during my term on Council.”

Strategic Decision Making (IPR)

1 Day

Who should attend?

An absolute must for all Elected Members as it provides an introduction to integrating community priorities into strategic planning and budgeting processes.

Delivery Methods and Cost



In person at WALGA
\$595 (plus GST)



On-Site at your LG
On Request



Virtual Classroom via Zoom
\$595 (plus GST)

[View Dates & Register Online](#)


Course Information

This course uses existing legislation as a basis to explore the way in which Local Governments are required to plan for the future.

Exploring the links between planning, policy development and major strategy documents such as asset management and infrastructure plans, this course will build your capacity to contribute to high level strategic decision making.

Topics covered within the course include putting strategic planning in perspective; the integrated Planning and Reporting (IPR) framework; the analysis and consultation process; and formulation and implementation of a strategic plan.

This course will be updated as legislative reforms are implemented to transition to Council Plans.

Learning Outcomes

- Know and understand the strategic planning process and how to plan for the future;
- Know and understand the Integrated Planning and Reporting framework;
- Know about analysis and consultation;
- Know the formulation and implementation of a strategic plan; and
- How to monitor and review high level decision making.

“This was an informative and stimulating course. I especially liked the section we dealt with relating to integrity in decision making. It was well delivered, and I commend WALGA and the trainer for making it interesting.”

Strategic Policy Development

1 Day

Who should attend?

All Elected Members, as it provides critical information about developing policy to support strategic decision making.

Delivery Methods and Cost



In person at WALGA
\$595 (plus GST)



On-Site at your LG
On Request



Virtual Classroom via Zoom
\$595 (plus GST)

[View Dates & Register Online](#)



Course Information

Effective policy making is central to good governance. In this course, participants will gain a greater understanding of matters associated with strategic decision making as major issues impacting on policy are analysed, interpreted and integrated through the development phase.

Topics covered include the need for policy and its development to meet Council's statutory responsibility; and how to improve ineffective policy for better governance and outcomes. The course explores the development of consultative processes needed to be undertaken with consideration to state and federal legislation.

"Great content on how to develop and review policy. I will be going back and looking at some of our Council policy documents with a lens on the framework and with an aim of reviewing areas that may be able to be improved."

Learning Outcomes

- Differentiate between Council policies and operational procedures;
- Explain a model of policy development;
- Ability to understand and be able to explain the relationship between policies and procedural justice;
- Understand the links between policy making and strategic planning;
- The desirability of including a consultation component in policy development; and
- Identify how Elected Members can influence strategic direction through policy.

Oversee Asset Management Strategy

1 Day

Who should attend?

All Elected Members wishing to increase their knowledge of managing community assets and the long-term impact during its life cycle.

Delivery Methods and Cost



In person at WALGA
\$595 (plus GST)



On-Site at your LG
On Request



Virtual Classroom via Zoom
\$595 (plus GST)

[View Dates & Register Online](#)



Course Information

A key to your Council's financial wellbeing is to ensure you are managing assets successfully and sustainably.

Infrastructure assets such as roads, drainage and buildings represent a significant capital cost to Local Governments, making it critical that all assets are maintained throughout their life cycle and eventually replaced or decommissioned.

It is essential that Elected Members understand the meaning of sustainable service delivery and the term 'efficient and effective'. Sustainable asset management will address:

- level of service to the community;
- user costs;
- maintenance costs and
- risk exposure and liability claims.

Learning Outcomes

- Identify the risks associated with the management of infrastructure assets;
- Understand the life cycle costs of infrastructure assets;
- Identify the revenue gap; and
- Develop a plan for financial sustainability.

**"Excellent course!
It was great to have all the dots connected to see how everything links to deliver a fact-based, transparent, and robust asset management process. Thank you very much."**

Planning Practices – Essentials

1 Day

Who should attend?

- Suitable for Elected Members wanting to gain an introductory understanding of Town Planning practices.
- Suitable for all Local Government Officers and recent planning or similar field graduates, community members and representatives.

Delivery Methods and Cost



In person at WALGA
\$595 (plus GST)



On-Site at your LG
On Request



Virtual Classroom via Zoom
\$595 (plus GST)

[View Dates & Register Online](#)


Course Information

Planning matters are often complex, generate a great deal of interest in the community and can also be controversial. It is therefore critical that decision makers i.e. Elected Members, and planning Officers, have a thorough understanding of planning processes, decision making processes and implications of decisions to appropriately assess applications.

Topics include types of Land Use Planning, Roles and Responsibilities in Planning, Council and the Administration, Legislative Framework, State Planning Framework, Local Planning Framework, Decision Making Process, State Administrative Tribunal, Development Assessment, Enforcement and Compliance.

Learning Outcomes

- Recognise and interpret legislation relevant to planning decision making;
- Understand the role and responsibilities of Council and the Administration as it relates to planning decisions;
- Recognise, understand and apply State and local planning frameworks;
- Interpret and apply planning frameworks to planning and development applications; and
- Understand the social and financial implications associated with Local Government planning decision making.

"I appreciated the broad range of examples used to illustrate specific topics and the recollection of legislative aspects. Taking time to consider the overall picture of planning was also extremely helpful."

Planning Practices – Advanced

1 Day

Who should attend?

Targeted at Elected Members with at least 2 years' experience or those who have previously attended Planning Practices – Essentials.

Delivery Methods and Cost



In person at WALGA
\$595 (plus GST)



On-Site at your LG
On Request



Virtual Classroom via Zoom
\$595 (plus GST)

[View Dates & Register Online](#)


Course Information

Whilst practitioners and decision-makers in the planning space may have a broad understanding of planning matters, lack of exposure to certain items or an in-depth understanding of the particular planning topic can lead to poor decisions or inappropriate outcomes. The Planning Practices - Advanced course provides a deeper understanding of a range of common planning topics that arise, to provide a more comprehensive knowledge base for decision-makers.

Topics covered include Structure Planning, Bushfire Prone Areas, Development Contribution Plans, Coastal and Flood Risk, Rights of Way and Pedestrian Access Ways, Tree retention and provision, Heritage, Public Open Space and Encumbrances used in Planning, and Monitoring and Review.

Learning Outcomes

- Understand and implement State and local planning frameworks;
- Evaluate the effectiveness of strategic planning frameworks;
- Identify current issues and trends in the planning system in Western Australia;
- Apply and implement planning frameworks to address planning related issues in a Local Government decision making setting; and
- Assess the effectiveness of the local planning framework and develop and integrate methods for Local Government planning reform.

"The extensive practical knowledge presented by the trainer helped me to gain a better understanding of the planning legislation and its intricacies."

CEO Performance Review

1 Day

Who should attend?

All Elected Members who are required to participate in determining CEO employment matters as part of the Council in its role as the employing authority for the CEO.

Delivery Methods and Cost



In person at WALGA
\$595 (plus GST)



On-Site at your LG
On Request



Virtual Classroom via Zoom
\$595 (plus GST)

[View Dates & Register Online](#)



Course Information

The course covers the legal responsibility of Elected Members to review the annual performance of their CEO, the planning and processes involved with the annual appraisal, assessing achievements and setting goals.

This course addresses the processes, knowledge, skills and attributes required for Elected Members to contribute effectively to their Council's annual appraisal of its Chief Executive Officer.

"This course should be undertaken by all Councils conducting a CEO Performance Review. I learned so much more about the required procedures for conducting a review. "

Learning Outcomes

- Ability to explain the importance and benefits of the CEO Performance Review;
- Ability to explain the review process;
- Decide who will conduct the review, establish aims for the review and decide what to assess;
- Design documentation tailored to the needs of the Local Government to facilitate the review process;
- Describe techniques associated with appropriate feedback; and
- Explain discussion points for an evaluation of the appraisal process and outcomes.

CEO Recruitment

1 Day

Who should attend?

Elected Members who are preparing to undertake a Chief Executive Officer (CEO) recruitment process on behalf of their Local Government.

Delivery Methods and Cost



In person at WALGA
\$595 (plus GST)



On-Site at your LG
On Request



Virtual Classroom via Zoom
\$595 (plus GST)

[View Dates & Register Online](#)



Course Information

Recruitment of employees at any level within an organisation is a complex, time consuming and, at times, difficult task even when undertaken by experienced human resource management professionals.

The task can be more challenging for Local Government Elected Members, who most likely would have had little or no experience in the area of general recruitment let alone the critically important function of recruiting a Chief Executive Officer (CEO) for their Local Government.

The recruitment of a CEO will be one of the most important processes that an Elected Member will be involved in their term of office, so the aim of the course is to provide Elected Members with the necessary skills and knowledge to effectively participate in and contribute to the process.

Learning Outcomes

- Understand and acknowledge the challenges and complexity of the process of recruiting a Chief Executive Officer;
- Understand the legislative framework that prescribes the recruitment process and the policies and procedures necessary to afford good governance and proper outcomes;
- Understand the importance of designing a position description and selection criteria that clearly outlines the skills required to undertake the position of CEO for your Local Government;
- Confidently and actively contribute to the process in a reasonable, considered, and objective manner; and
- Understand the importance of the employment contract in relation to the terms of employment and how it pertains to performance expectations i.e. KPIs.

"A very comprehensive and well organised course. It is important to get this process right - I highly recommend this course to all Local Governments. "

Speaking Professionally as an Elected Member

1 Day

Who should attend?

Elected Members who wish to extend their public speaking skills in a relaxed and supportive environment.

Delivery Methods and Cost



In person at WALGA
\$595 (plus GST)



On-Site at your LG
On Request



Virtual Classroom via Zoom
\$595 (plus GST)

[View Dates & Register Online](#)


Course Information

As an Elected Member you are required to participate in a variety of face-to-face settings, be it Council or committee meetings, formal presentations, speech nights or informal local community get-togethers. Speaking professionally means that you communicate with clarity and confidence, putting listeners at ease while also informing and/or persuading them.

If you're looking for ways to improve at getting your point of view or message across, then this course provides you with the skills, tips and knowledge to communicate effectively, respectfully and succinctly. Learn how you can prepare yourself and stay calm, confident and in control.

Learning Outcomes

- Obtain essential skills, knowledge and attitude to handle public speaking opportunities in a calm, prepared and professional way;
- How to use vocal warm ups, preparation and delivery techniques to ensure you are calm and confident when speaking publicly; and
- Refine your delivery style to ensure you can reach your audience meaningfully, and provide you with a toolkit to improve on how to communicate effectively and with influence.

"A wonderful experience, providing very practical tips to take with me to convey my message professionally or informally."

Record Keeping Fundamentals

 eLearning

Who should attend?

This short course provides Elected Members with an understanding of their recordkeeping responsibilities.

Delivery Methods and Cost



\$60 (plus GST)

[Register Online](#)


Course Information

Recordkeeping in Local Government is not just a legislative requirement. It is necessary for efficient operations, informed decision-making, accountability and transparency, and preservation of local history. Elected Members have an important responsibility to create and capture records related to the performance of their functions. This course introduces Elected Members to Local Government recordkeeping requirements, how they relate to Elected Members and how to fulfil their recordkeeping responsibilities.

Learning Outcomes

- Recognise the importance of recordkeeping in Local Government;
- Comprehend the legislative framework and requirements of the *Local Government Act 1995*, *State Records Act 2000* and *Freedom of Information Act 1992*;
- Identify what is a corporate record and what is not;
- Understand your recordkeeping responsibilities and how to keep appropriate records;
- Develop familiarity with the ways Local Government records can be accessed

"I got a much clearer understanding on what records I must keep and why – every Councillor should do this course."



Mayors and Presidents forum at WALGA

The Role of Mayors and Presidents

1 Day

Who should attend?

Current and aspiring Mayors and Presidents, Deputy Mayors and Deputy Presidents.

Delivery Methods and Cost



In person at WALGA
\$495 (plus GST)

[View Dates & Register Online](#)



“Another relevant and useful course. The whole day’s content was incredibly helpful. What a terrific opportunity also, to meet other Mayors and Presidents from across the State and share experiences and knowledge.”

Course Information

This course explores the role of Mayors and Presidents and the many attributes, characteristics and qualities required to be a purposeful leader that contributes to the short and long term wellbeing of the community.

You will learn more about speaking confidently on behalf of the Council, using effective communication styles, presiding at meetings and the importance of mentoring other Elected Members. During the day you have the opportunity to meet other Mayors and Presidents from across WA and exchange ideas and experiences.

Learning Outcomes

- Becoming a purposeful leader serving your community;
- Understand the role and responsibilities of a Mayor/President;
- Presiding at meetings;
- The role of WALGA – Advocacy and Local Government representation;
- Economic challenges – WA snapshot;
- Get an update on legislative reforms and economic challenges impacting your communities;
- The art of professional speaking; and
- Being a mentor and building an effective Council.

Emergency Management

Prepare, Respond, Recover - Emergency Management and Community Leaders

The occurrence of severe bushfires and unmatched weather events in our State over recent years highlight that the emergency management horizon is arguably becoming more complex and daunting.

Increasingly, Local Government Officers and Elected Members are required to be more knowledgeable and prepared across a broad range of emergency management functions and tasks. More than ever, Local Government is in further demand to assist, guide and lead the community when emergencies and trauma impact them.


The Local Government Emergency Management training developed by WALGA, with industry leaders, including DFES, aims to prepare and assist Local Governments to fulfil their responsibilities under the *Emergency Management Act 2005*.


The training is practical and contemporary, ensuring the latest emergency management concepts, processes and community-centric practices are considered. Legislatively, it ensures training fits precisely into Western Australian Acts, Regulations, policy, procedures, and guidelines.

"The ability of a government, whether at the local, state or national level, to manage a crisis depends on the people who have been trained and tasked to do the work."

Courses suitable for Elected Members

Emergency Management Foundations for Local Government


 In person at WALGA
\$690 (plus GST)

 On-Site at your LG
On Request

1 day course

This foundation course explores contemporary Emergency Management concepts and how these apply to your Local Government, within the West Australian context.

Emergency Management for Local Government Leaders


 In person at WALGA
\$295 (plus GST)


 On-Site at your LG
On Request

½ day course

This course will offer solutions to be ready, resourced and provides a better understanding with regard to what is needed to be achieved prior to, during and recovering from a disaster.

Community Disaster Recovery


 In person at WALGA
\$690 (plus GST)


 On-Site at your LG
On Request

1 day course

This course will demonstrate recovery group management, pre-event recovery planning processes, the benefit of engaging with your community in preparedness and resilience building activities, and an understanding of the resources available to you.

Recovery Coordinators Course for Local Government

 In person at WALGA
\$1090 (plus GST)

 On-Site at your LG
On Request

2 day course

This course explores what it means to be a Local Recovery Coordinator, including pre-event planning which is critical in the establishment of contemporary and established systems and processes and required for your Local Government to confidently and proficiently manage this critical function.

For more detailed course information

Full course overviews and learning outcomes can be found on pages 47 - 49 of this Directory and also on our website www.walga.asn.au/training

[View Dates & Register Online](#)

Council Member Essentials

The Council Member Essentials training is delivered in five individual course modules. Each module focuses on a different topic, building the knowledge and skills required of Elected Members in a step-by-step approach, developing a deeper understanding over time. Each module is filled with practical tips and tools to enable Elected Members to perform their role and fulfil their responsibilities as defined in the Local Government Act 1995.

Training is targeted at newly Elected Members, returning Elected Members and/or potential Elected Members who wish to run for election and are yet to complete the required training.

- Understanding Local Government
- Conflicts of Interest
- Serving on Council
- Meeting Procedures
- Understanding Financial Reports and Budgets

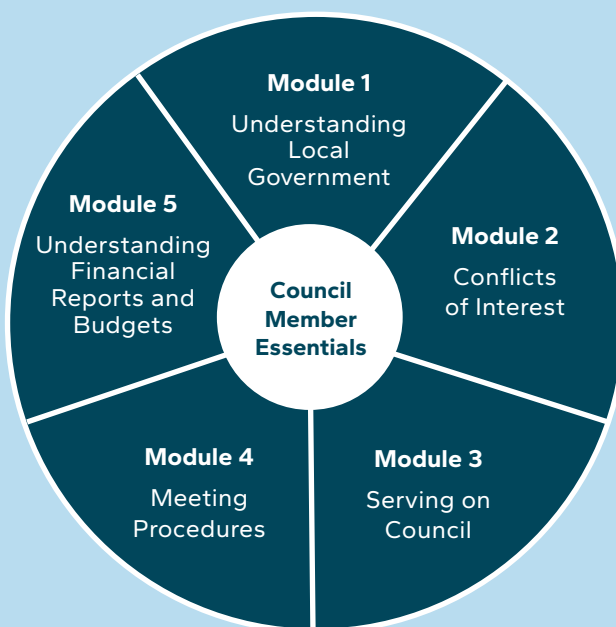
All newly Elected Members are required to complete the five modules within 12 months of being elected.

Assessment

Each participant is required to complete a quiz/assessment at the end of each module. Depending on the delivery methodology and the learner preference or need, assessments are completed on WALGA's Student Portal. When choosing in-person training, assessments are completed at the end of the day. eLearners will complete their assessment at the end of the module.

Please note: WALGA must report individual training and assessment activities to the State Government. After completing each module and successfully undertaking the assessment, a Certificate of Achievement will be issued.

To gain the most value from the modules it is recommended that the training is undertaken in the following logical sequence:



The Local Government Act 1995 has undergone a continuous reform since 2019. All Council Member Essentials modules have been reviewed to incorporate the latest legislative reform updates and will highlight any expected changes.

Module 1 Understanding Local Government

½ Day*

Who should attend?

A necessary course for newly Elected Members.

Recommended for returning Elected Members to refresh and update their knowledge and understanding of their role within Local Government.

Delivery Methods and Cost



In person at WALGA
\$240 (plus GST)



On-Site at your LG
On Request



Virtual Classroom via Zoom
\$240 (plus GST)



eLearning
Individual \$220 (plus GST)

LG Subscription: refer to
page 57 or the website

[View Dates & Register Online](#)

Course Information

In this important foundation course, we will assist you in your transition from private citizen to Elected Member.

You will gain valuable information and a greater understanding of your role and responsibilities, and Local Government protocols and procedures to help you fulfil your duties competently.

Importantly, you will gain an overview of how the Local Government Act 1995 frames the systems and processes involved in the function of Local Government.

Learning Outcomes

- Identify how Local Government fits into the structure of Government in Australia;
- Understand the role of Elected Members;
- Distinguish between the strategic role of the Council and the day to day role of the Administration;
- Understand the legislative environment of Local Governments; and
- Raise awareness on how to participate confidently in Council and committee meetings.



* These courses can be combined into a 1 Day Course when delivered at your Local Government

Module 2 Conflicts of Interest

½ Day*

Who should attend?

A necessary course for newly Elected Members.

Recommended for returning Elected Members to refresh and update their knowledge and understanding of their legal and ethical responsibilities in managing and disclosing interests.

Delivery Methods and Cost



In person at WALGA
\$240 (plus GST)



On-Site at your LG
On Request



Virtual Classroom via Zoom
\$240 (plus GST)



eLearning
Individual \$220 (plus GST)

LG Subscription: refer to
page 57 or the website

[View Dates & Register Online](#)

Course Information

As an elected community representative and leader, Elected Members are required to make objective, unbiased decisions on matters affecting the whole community. Elected Members have a statutory obligation to declare any actual or perceived interests that may influence those decisions.

This course outlines financial, indirect financial, proximity and impartiality interests; disclosure of interests at meetings; the importance of closely associated persons; and the link between gifts and conflicts of interest.

Learning Outcomes

- Identify the types of interest that exist;
- Understand how an Elected Member can have an interest in a Council or committee matter;
- Evaluate the implications of different types of interest;
- Identify the critical people when considering interests; and
- Confidently locate helpful information.



* These courses can be combined into a 1 Day Course when delivered at your Local Government



In person Elected Member training at WALGA

Module 3 Serving on Council

2 Days*

Who should attend?

A necessary course for newly Elected Members.

Recommended for returning Elected Members to refresh and update their knowledge and understanding of their role within Local Government.

Delivery Methods and Cost



In person at WALGA
\$990 (plus GST)



On-Site at your LG
On Request



eLearning Individual
\$450 (plus GST)

LG Subscription: refer to
page 57 or the website

[View Dates & Register Online](#)



Course Information

This comprehensive 2 day course is specifically developed to address the unique skills and knowledge required by Elected Members and will develop the knowledge and skills required to effectively serve on Council.

Building on the information from the first few modules, this course delves deeper into what is involved in serving your community in a Local Government environment and performing as a competent and capable team member on Council.

It recognises both internal and external influences on Elected Members, how to develop and maintain strategic relationships, the necessity to perform your role in a due diligence framework and how to contribute effectively to high level strategic decision making.

Learning Outcomes

- Understand and apply legislation and regulations within which Councils must operate;
- Identify the role of Elected Members and senior management in leading and supporting their communities;
- Recognise expectations on Elected Members to act in a 'Board-like' manner as the governing body;
- Apply processes involved in contributing successfully to Council and committee meetings; and
- Implement ethical decision making.

"I very much enjoyed this course. Excellent material which will be beneficial for me in my role, especially the up-to-date information about the changing Local Government Act."

** The 2 Day face-to-face course at WALGA or at your Local Government provides in-depth content supported with practical and hands-on learning activities

Module 4 Meeting Procedures

1 Day

Who should attend?

A necessary course for newly Elected Members.

Recommended for returning Elected Members to refresh and update their knowledge and understanding of their role within Local Government.

Delivery Methods and Cost



In person at WALGA
\$495 (plus GST)



On-Site at your LG
On Request



eLearning Individual
\$350 (plus GST)

LG Subscription: refer to
page 57 or the website

[View Dates & Register Online](#)


Course Information

Participating effectively in meetings is a critical aspect of being an Elected Member. Meetings are the fundamental component of your role and your opportunity to deliver outcomes for your community.

You will learn to prepare for meetings by analysing and interpreting information and collaborating with other Elected Members, enabling you to make informed strategic decisions during the meeting.

This course will provide you with the tools to participate effectively in meetings by developing an understanding of meeting procedures and high-level debating techniques.

“The content in the course provides practical and detailed information. I now feel much more confident and feel I am on the right path to undertaking my role in meetings effectively.”

Learning Outcomes

- Critically read agendas and evaluate Local Government officer reports;
- Understand and be able to correctly use procedural motions and effectively raise 'points of order';
- Demonstrate skills as a chair within legal and ethical requirements;
- Understand the importance of checking and confirming the minutes;
- Use knowledge of meeting procedures to move, second or foreshadow motions, use correct amendment rules where appropriate and take the right of reply; and
- Participate confidently and effectively in Council and committee meetings.

Module 5 Understanding Financial Reports and Budgets

1 Day

Who should attend?

A necessary course for newly Elected Members.

Recommended for returning Elected Members to refresh and update their knowledge and understanding of financial reports and budgets within Local Government.

Delivery Methods and Cost



In person at WALGA
\$495 (plus GST)



On-Site at your LG
On Request



Virtual Classroom via Zoom
\$495 (plus GST)



eLearning Individual \$350 (plus GST)

LG Subscription: refer to
page 57 or the website

Course Information

Elected Members encounter ongoing pressure to be fully across their Council's financial decisions and responsibilities.

Often Elected Members will be urged to reduce rates, while keeping services to a high level and at the same time keep spending down!

This course provides a practical understanding on how to review and interpret financial reports and budgets, as well as monitor revenue and expenditure. You will gain an understanding and discuss the benefits of financial forecasting; and realise the impact that key decision making has on the organisation's financial health.

Course material will outline the linkage between Strategic Planning, Asset Management Planning and Long Term Financial Planning.

Learning Outcomes

- Understand basic accounting principles and concepts;
- Analyse the roles and responsibilities of Council, Elected Members, the CEO and Audit Committee;
- Apply strategic financial management; and
- Understand the imposition of rates, annual budgets and financial management reporting.

“I can see that this course is essential for new Elected Members, as it is a comprehensive introduction to the financial responsibility of Council.”

[View Dates & Register Online](#)




City of Armadale Certificate III in Local Government recipient Josephine Tye receiving her certification

Officer Courses

LGA30120

Certificate III in Local Government



COURSE OVERVIEW

The Certificate III in Local Government program (LGA30120) is aimed at new or existing employees who are working in a Local Government.

The program covers the skills and knowledge required to perform the wide scope of duties that are required in the Local Government sector. This includes the understanding of the functions, roles and diverse services that a Local Government in Western Australia offers and reflects on legislative obligations and duties for various roles in the workplace.

This course is an ideal start for people new to Local Government or Officers who wish to advance their career prospects. Prospective students would already be employed in a Local Government in WA. They might be working in customer service, finance, people and culture, parks and gardens, or any other role in a Local Government.

The qualification has been developed according to the requirements of the Local Government Training Package (LGA) and has been approved for delivery by the Training Accreditation Council (TAC).

All learning resources have been specifically developed and contextualised for Local Governments in Western Australia.

Entry Requirement

- Completion of Year 10 or equivalent

Course Duration

The recommended time frame to complete the Certificate III course is 12 months.

Delivery Method

Students will attend weekly, 3.5 hour virtual classroom session via Zoom.

The course is delivered over 4 study terms of 10 weeks each. Training does not run during the school holidays.

Certification

On successful completion of this course and if you have been found to be competent in relation to each of the Units of Competency you will be issued with an AQF Qualification LGA30120 Certificate III in Local Government.

If you wish to exit the program prior to completion of the course you will be issued a Statement of Attainment.

How to apply

- Contact WALGA Training by emailing training@walga.asn.au or call (08) 9213 2088 for more information or complete the enrolment form. This can also be downloaded from our website.
- The enrolment process will then be dependent on your situation. For example, if you are eligible for a traineeship and have access to funding under Jobs and Skills WA or if you are an existing employee.

Training Program

The Certificate III in Local Government is nationally recognised within the Australian Qualification Framework (AQF) and consists of 12 Units of Competency (UoC), 4 core and 8 elective units.

WALGA Training offers 2 streams of Elective Units of Competency.

- **Option A** - Business Administration and Document processing
- **Option B** - Financial transactions and accounting processes

Traineeship

The Certificate III in Local Government is available as a Traineeship offering Federal and WA Government hiring incentive payments to the employer.

We recommend you contact your local Apprentice Connect Australia Provider for the most up-to-date incentive payment information.

For more information on how to start the registration process, please visit www.apprenticeships.gov.au.

For WA Jobs and Skills WA Employer Incentives please visit www.jobsandskills.wa.gov.au/employerincentive.

Fee for Service

If an employee has been working in Local Government for more than 3 months full-time and would like to gain a formal qualification to further their career progression, they can undertake this study program on a Fee for Service basis.

Existing employees will greatly benefit from this comprehensive industry program as theoretical foundations are transferred to daily work tasks, and how they relate to their functions.

Program Outline

Term 1

LGACOR001	Work in local government
BSBXCM301	Engage in workplace communication
BSBOPS203	Deliver a service to customers

Term 2

PSPLEG005	Comply with legislation in the public sector
BSBINS302	Organise workplace information
BSBINS309	Maintain business records

Term 3

Option A – Business Administration and document processing

BSBTEC301	Design and produce business documents
BSBTEC302	Design and produce spreadsheets
BSBTEC303	Create electronic presentations

Term 3

Option B – Financial transactions and accounting processes

FNSACM311	Process and manage payments
BSBFIN301	Process financial records
BSBFIN302	Maintain financial records

Term 4

BSBWHS311	Assist with maintaining workplace safety
BSBSTR301	Contribute to continuous improvement
BSBCMM411	Make presentations

Course Fees

To learn more about this course including fees, please visit our website: www.walga.asn.au/our-services/training.

More information?

Course brochures can be downloaded from our website.

“

Studying towards my Certificate III in Local Government through WALGA has extended my knowledge in Western Australian specific Local Government. WALGA has a well thought out, high quality online training program for students both currently employed in Local Government or just starting out a career in the Local Government sector. WALGA has exceptional training materials and online resources for students to access.

Marcie Smith – 2023 Trainee Graduate
Shire of Wagin | Administration Officer

”

Shire of Kulin



City of Greater Geraldton



Certificate III in Local Government Virtual Graduation



Officer Training

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WALGA Training offers over 40+ courses designed specifically for Local Government Officers covering multiple areas

more than

40

courses

- Induction Programs
- Governance
- Communication Skills
- Procurement
- Employee Relations

- Health and Safety Training
- Emergency Management
- Urban and Regional Planning
- Waste Management
- Environment and Sustainability

Induction Programs

Preparation Program to Induct Newly Elected Members

1/2 Day

Who should attend?

A crucial course for Local Government CEOs, Directors and Governance Managers.



Delivery Methods and Cost

In person at WALGA



\$295 (plus GST)

Virtual Classroom via Zoom

\$295 (plus GST)

[Register Online](#)

Course Information

For a CEO and senior staff members, the first months after an election is a period of considerable upheaval.

To ensure that all Elected Members are sufficiently or appropriately prepared for their roles and responsibilities; and knowing how and when they are able to have input into the decision making process of the Council will help reduce misunderstanding and potential non-compliance.

This course includes an Induction Manual template (e-version), allowing individual Councils to contextualise and brand their own resources whilst offering a structured induction program. It will assist the CEO to inform all Elected Members of expected standards and emphasising their role as community leaders.

Learning Outcomes

- Understand key aspects of the roles and responsibilities of Elected Members;
- Understand the significant legislative requirements; and
- Obtain an Induction Manual template (e-version) to contextualise your own resources and offer a structured induction program at your Local Government.

Introduction to Local Government

 eLearning

Who should attend?

Suitable for Officers new to Local Government.

Delivery Methods and Cost



eLearning

Individual \$220 (plus GST)

LG Subscription: refer to page 57 or the website



On-Site at your LG

On Request (1/2 day course)

[Register Online](#)

Course Information

This course provides an overview to Local Government and the important role it plays. The course provides underpinning knowledge about the way Local Governments are constituted, the separation of roles between the Council and the Administration, and the responsibilities of working in a compliance environment.

This program would be an ideal inclusion to a Local Government's induction program.

Learning Outcomes

- Understand the different levels of government and why they exist;
- The separation of powers and duties;
- The role of Mayors, Presidents, Councillors and Officers;
- The impact Local Governments have on communities;
- How decisions are made on what services to provide; and
- Rates and money matters in Local Government.

Governance

Working in Local Government means you have responsibilities for due diligence, compliance, good governance and supporting good government. WALGA's suite of governance and administration training has been developed specifically for the Western Australian sector.

Under the guidance of our highly experienced specialist trainers, participants will gain an in-depth understanding of the Local Government Act 1995, relevant Regulations and other legislative text, explaining how it applies to an individual job role, depending on the course topic.

Learning outcomes will build your confidence and improve your capacity to provide a range of advice, make assessments for compliance with statutory obligations, gain an understanding of the functions of Local Government administration and Council decision making. Workshops are hands-on and provide you with invaluable resources to take home.

Delegation and Authorisation - Essentials

1 Day

Who should attend?

Local Government CEOs, senior managers and officers who are responsible for making, using and managing delegations and authorisations.

Delivery Methods and Cost



In person at WALGA
\$595 (plus GST)



On-Site at your LG
On Request



Virtual Classroom via Zoom
\$595 (plus GST)

[View Dates & Register Online](#)


Course Information

This course introduces participants to statutory provisions that underpin instruments of delegation and authorisation and explains key principles that apply when using delegation or authorisation to make decisions in Local Government.

Learning Outcomes

- Understanding of Local Government decision making frameworks;
- Statutory frameworks for making delegations;
- Statutory frameworks for making authorisations;
- Administrative practices for making and managing delegations and authorisations;
- Key principles and obligations when using delegations and authorisation to make decisions;
- Accessing WALGA's help and assistance.

"Given the complexity of the subject matter, the trainer's ability to simplify and break the information down to manageable sections was appreciated. I am so grateful for all the insights I have gained."

WALGA provides a free and comprehensive Governance and Procurement advisory service for all Members of Local Governments. This means that all participants in WALGA's suite of training modules have access to specialist advice and guidance, by phone or email, which encompasses the scope of subject matter covered in the governance training modules.

The Governance team can be contacted at governance@walga.asn.au or call (08) 9213 2514.



Records Management – City of Greater Geraldton

Introduction to Managing Business Records in Local Government

1 Day

Who should attend?

Records Officers or Records Managers new to Local Government, or Officers who are required to relieve in a Records Officer position.

Delivery Methods and Cost



In person at WALGA
\$595 (plus GST)



On-Site at your LG
On Request



Virtual Classroom via Zoom
\$595 (plus GST)

Course Information

Records Management is core to the effective function of Western Australian government business. Information is a corporate asset which allows a Local Government to make informed decisions, provide evidence of actions taken and be accountable to the community for its operations.

One of the most important components is ensuring that a record keeping system is compliant with the **State Records Act 2000** (the Act) together with the core principles from the State Records Office. This course will introduce participants to best practice procedures and provide an understanding of the core regulatory documents including the Act and the AS ISO Standard 15489 Records Management and standards developed by the State Records Office.

The Act requires all agencies to develop a recordkeeping plan (RKP) outlining how they will comply with the standards and principles. Practical tips on how to manage Local Government records in line with these documents will be provided together with the concepts of the records lifecycle. Participants will be provided with the concepts in managing records from creation to destruction or permanent archive.

Participants are required to bring the following documents with them:

- Recordkeeping Policy
- Recordkeeping Plan
- Keywords for Council or Subject list
- General Disposal Authority for Local Government (DA 2015-001/01)

Learning Outcomes

- Understand why recordkeeping is an essential business function within Local Government;
- Recognise key recordkeeping resources;
- Identify the elements of a recordkeeping program;
- Understand the importance of a Recordkeeping Plan;
- Discover and understand the Classification Scheme – Keyword for Councils; and
- Develop skills and knowledge to establish and complete a disposal program for your organisation to ensure compliance with the General Disposal Authority for Local Government.

[View Dates & Register Online](#)



NEW!

“

This course has given me clarity on record management structure and the legislative and compliance requirements. The trainer spoke in understandable and helpful terms, making it clear what our obligations are under the State Records Act.

”

Policy Development and Procedure Writing

1 Day

Who should attend?

Local Government Officers wishing to further develop their skills in developing and writing policy and procedure documents.

Delivery Methods and Cost



In person at WALGA
\$595 (plus GST)



On-Site at your LG
On Request



Virtual Classroom via Zoom
\$595 (plus GST)

[View Dates & Register Online](#)

Course Information

This course focuses on the benefits of sound policy development, and the factors and skills involved in implementing and reviewing policies and procedures. Course content includes the need for consulting on, developing, implementing and reviewing procedures for Council.

It also examines the development of policy through discussions, policy structure and its changing nature.

Learning Outcomes

- Identify future directions in policy development;
- Contribute to policy development;
- Monitor, evaluate and promote policy development;
- Use enhanced skills to participate in establishing the need for a written procedure;
- Gather information and data to produce a procedures manual;
- Consult and communicate with staff at the development and implementation stages;
- Identify opportunities to, schedule and undertake reviews of policies and procedures.

“Filled with excellent practical examples, I am now much more confident about developing and amending policies and procedures. Thank you for providing this relevant and informative course.”

Meeting Practices for Good Governance Outcomes

1 Day

Who should attend?

Senior Officers, including CEOs, responsible for oversight of the preparation of reports, minutes and agendas; and for providing advice during Council and Committee meetings. The course is of most value when delivered at your Local Government.

Delivery Methods and Cost



In person at WALGA
\$595 (plus GST)



On-Site at your LG
On Request



Virtual Classroom via Zoom
\$595 (plus GST)

[View Dates & Register Online](#)

Course Information

This course goes beyond the basics of preparing agendas and minutes, aiming to support better decision making, running efficient and effective meetings and good governance.

Participants will develop both a high level understanding of the compliance requirements and the skills to develop systems and procedures, to ensure that these requirements are met.

This course is directed to senior Officers including CEOs who supervise the organisation of Council and committee meetings, contribute to the conduct of meetings, and manage the development and distribution of meeting-related documentation. All Officers who prepare reports, attend Council meetings, or are involved in the agenda and minutes preparation process, will also gain benefit from attending this course.

Learning Outcomes

- Understand the purpose of, and governance applicable to, different types of Local Government meetings;
- Identify the governance functions and requirements of reports and agendas;
- Understand how to establish agenda preparation and settlement systems that support good governance and good government;
- Understand the roles and responsibilities that contribute to well-run meetings, and the associated compliance obligations;
- Implement practices to support preparation, distribution and publication of minutes;
- Develop systems to monitor and report on decision implementation; and
- Understand how to revoke or change decisions if necessary.

“This course went beyond the usual basics of conducting meetings. I came away with a much better understanding of how we can work together to ensure we meet our compliance obligations and provide better outcomes for our Local Government. ”



Local Government Act 1995 – Essentials

1 Day

Who should attend?

All Managers and Officers whose role and responsibilities requires them to comply with the **Local Government Act 1995**. Elected Members may also benefit from this training.

Delivery Methods and Cost



In person at WALGA
\$595 (plus GST)



On-Site at your LG
On Request



Virtual Classroom via Zoom
\$595 (plus GST)

[View Dates & Register Online](#)



Course Information

This course familiarises participants with the content of the **Local Government Act 1995** and its objectives, as well as assisting Managers and Officers to ensure that they fulfil their role as professional advisers under the **Local Government Act 1995**.

Learning Outcomes

- Develop an understanding of the roles and responsibilities in Local Government including Elected Members, the CEO, Senior Employees and Officers;
- Key elements contained in the *Local Government Act 1995*;
- Understand what the *Local Government Act 1995* sets out to achieve; and
- How to read the *Local Government Act 1995*.

“The trainer was fantastic - they took a large complex Act and broke it down into understandable segments. It was interactive, with the opportunity for lots of questions and a knowledgeable trainer able to provide the answers.”

Local Government Act 1995 – Advanced

1 Day

Who should attend?

All Managers and Officers whose role and responsibilities requires them to comply with the **Local Government Act 1995**.

Delivery Methods and Cost



In person at WALGA
\$595 (plus GST)



On-Site at your LG
On Request



Virtual Classroom via Zoom
\$595 (plus GST)

[View Dates & Register Online](#)



Course Information

The course discusses our legal system, how to understand and interpret statutes and how to relate this specifically to the **Local Government Act 1995**. Other relevant Acts and Regulations are referred to throughout the course.

Participants will apply research skills to monitor and assess compliance and the impact of legislation on administrative action and Council decisions. Participants will increase their knowledge and skills in order to respond to questions or provide information to Council and Elected Members.

Learning Outcomes

- Introduction to our legal system;
- Understanding and interpret Acts, Regulations and Cases;
- Understanding of the General, Legislative and Executive Functions; Delegation, Authorisations and Appointments;
- Knowledge of compliance in action;
- Knowledge of Governance and governing;
- Understanding the mechanics of advice to Council and Elected Members; and
- Delegated power under the **Local Government Act 1995**.

“A thoroughly detailed and helpful course with an extremely experienced and engaging presenter. This important topic provided just the right approach and perspective.”

Rates in Local Government - Clerical**2 Days****Who should attend?**

Rates Officers
 Customer Service Officers
 Senior Finance Officer*
 *or other Officers who supervise the Rates Officer

Delivery Methods and Cost

In person at WALGA
 \$1090 (plus GST)



On-Site at your LG
 On Request

[View Dates & Register Online](#)


"Our trainer was an absolute expert in rates. I really enjoyed the course and developing the skills I need to be a better Rates Officer."

Course Information

To properly execute your role, Rates Officers must be acquainted with several Acts of Parliament. During this course participants will learn how this legislation may dictate the way in which rates, and other property-related fees and charges, are imposed and collected; Rates rebates, concessions and eligibility; Local Government's role in levying and collecting the Emergency Services Levy on behalf of the WA Government; Rates Exemptions; how rates relate to valuations; and how to maintain a roll on Owners and Occupiers, a requirement of Local Government Elections.

Learning Outcomes

- The Local Government Act 1995 and associated rate-related legislation;
- Responsibilities and basic functions of a Rates Officer;
- Rating and valuations;
- How to resolve any existing problems you may have associated with rating in Local Government;
- Rates rebates or deferments for pensioners and/or seniors;
- Collection of rates;
- Imposing penalty interest;
- Local Government elections - electoral roll.

Rates in Local Government - Debt Collection**1 Day****Who should attend?**

Rates Officers
 Senior Finance Officer*
 *or other Officers who supervise the Rates Officer

Delivery Methods and Cost

In person at WALGA
 \$595 (plus GST)



On-Site at your LG
 On Request

[View Dates & Register Online](#)


"The trainer delivered the material in such a way that I have a much clearer idea of what can be done in-house before dealing with a Debt Collection agency."

Course Information

Participants will study the various options, as outlined in the Local Government Act 1995, which can be used to recover outstanding rates debts including, but not limited to, legal action and the solicitor's role in providing legal opinions (e.g. eligibility for rates exemption), or assisting in more complex debt recovery actions.

Participants will have the opportunity to discuss and apply knowledge gained to practical scenarios; to resolve common problems associated with the collection of overdue debts; and to meet and share ideas with other Local Government Rates Officers.

Learning Outcomes

- How to properly record overdue rates accounts;
- Liaising with tenants of rental properties;
- Using rent payments to clear the landlord's rates debt when commencing legal action through the court system with a claim;
- Continuing legal action if the claim is served, but remains unsatisfied;
- Lodging caveats;
- How to find ratepayers who do not respond to requests for payment; and
- Ascertaining the best course of action for debt recovery, especially when the ratepayer has left the last known address.

Report Writing for Informed Decision Making

1 Day

Who should attend?

Local Government Officers seeking to develop report writing capabilities in preparing comprehensive, balanced and professional reports and recommendations that underpin informed decision making at Council and Committee meetings.

Delivery Methods and Cost



In person at WALGA
\$595 (plus GST)



On-Site at your LG
On Request



Virtual Classroom via Zoom
\$595 (plus GST)

[View Dates & Register Online](#)

Course Information

This course explains the importance of developing and providing well-written reports to Council that support informed decision-making and contribute to a transparent Local Government. Through practical examples and exercises, Local Government Officers will gain insight into the structure and content of Council reports, honing their plain language communication skills.

The primary focus is on delivering clear, concise, and effective reports for the benefit of Elected Members and the community.

Learning Outcomes

- Understand the role of Council and the importance of informed decision making;
- Recognise the purpose of agenda, minutes, and reports in contributing to good governance;
- Familiarise themselves with the principles and legislative framework governing reports to Council including requirements for confidentiality, privacy, privilege, ethics, objectivity, and conflicts of interest;
- Develop a practical understanding of the essential components of an effective report;
- Learn to write a comprehensive, balanced, and professional report; and
- Improve planning and writing skills for successful execution.

City of Swan



Communication Skills

Presenting with Confidence

1 Day

Who should attend?

All Local Government Officers who want to develop skills in communicating and presenting to large or small groups.

Delivery Methods and Cost



In person at WALGA
\$595 (plus GST)



On-Site at your LG
On Request



Virtual Classroom via Zoom
\$595 (plus GST)

[View Dates & Register Online](#)

Course Information

Having to present or speak in front of groups of people, small or large, can be daunting. Nerves can get the better of you, leaving you feeling anxious and uneasy, preventing you from getting important points across to your audience.

This course aims to help you tap into your self-confidence as well as tame anxiety and nerves. A relaxed, interactive workshop style, prepared with a Local Government focus, this course is designed to take the panic or dread out of public speaking situations – whether you're speaking to a group of three or 30.

"A fantastic course that I really enjoyed and will definitely use in the workplace. I learned how to best prepare myself, and methods to manage my nerves."

You'll learn how to organise a presentation, how to make it memorable, and how to communicate clearly and professionally. Throughout the day you'll have several opportunities to demonstrate the presentation skills that you learn, helping you gain the experience and self-assurance you need when speaking.

Learning Outcomes

- Control your nerves;
- How to organise a presentation and how to make it memorable;
- Use your voice effectively;
- Identify key messages you are trying to communicate; and choose the right words to 'hit the mark' every time;
- Acquire basic facilitation skills;
- Understand your body language and what it portrays to others.

Dealing with Difficult Customers

1 Day

Who should attend?

This course is ideal for all Officers working at the frontline of customer service or Officers who provide an internal customer support role.

Delivery Methods and Cost



In person at WALGA
\$595 (plus GST)



On-Site at your LG
On Request

[View Dates & Register Online](#)

Course Information

This course explores how communicating and engaging well with customers can benefit both the employee and the customer.

Effective customer service can change a Local Government's reputation for the better and through this workshop, participants will gain a new perspective on how to react to negative customers and leave the customer satisfied and happy.

Although many customers can appear to be difficult, with the right training, skills and knowledge, any difficult customer can be handled properly and effectively. Other topics will include psychological hazards, an update of the new WHS laws and how to deal with aggression and verbal abuse.

Learning Outcomes

- Manage internal and external stress;
- Develop the ability to listen actively and empathise;
- Build rapport with customers in person and over the phone;
- Understand the diverse challenges posed by customers;
- Develop strategies to adapt to challenging circumstances; and
- Cultivate a positive attitude.

"I enjoyed the whole course, learned useful skills and gained great ideas on how I can apply to this my LG work. Very relevant training specific to the Local Government sector."

Officer Courses

Procurement

WALGA is committed to assist all Local Government Officers with their mandatory procurement requirements and to achieve best practice outcomes for the sector.

The Local Government procurement function is responsible for delivering compliant value for money goods, services and construction works through external suppliers.

While the term procurement relates to all acquisition and sustainment/maintenance activities, the term purchasing usually refers to lower risk, lower value activities, usually below the mandated threshold for open competition or from an existing panel. Generally, the more complex the procurement, the more strategic, relational and collaborative the engagement is with the supplier.

WALGA's procurement training will provide 'best practice' upskilling of key personnel, tailored to the Local Government sector, factoring in mandatory and best practice requirements. This includes practitioner focused guidance relating to Office of the Auditor General (OAG) recommendations in their reports on Local Government Procurement, Contract Extensions and Variations, and Fraud Prevention.

Key personnel includes all Officers involved in procurement activities, such as: CEOs, managers, delegates, procurement officers, governance officers, project managers, risk managers, administrative support staff and subject matter experts (those involved in asset management, construction, ICT, infrastructure, fleet, roads, waste, etc).

Training courses are interactive and cover key procurement concepts and methodologies. They are also supported by detailed Learner Guides which can be used for ongoing development and as a tool for reference.

The training materials refer to online content provided in the WALGA Procurement Subscription Toolkit. A Procurement Subscription provides access to regular Procurement Newsletters and Procurement Network Forums.

Local Governments should consider participating in On-Site training as a team, especially in preparation for a major procurement activity to build organisational capacity, establish best practice and confidently meet compliance requirements.

WALGA Training provides a suite of training courses, encompassing:

- Introductory Courses for Officers starting their procurement journey;
- Procurement Life Cycle Practitioner Courses for more experienced practitioners

Introductory Courses

Procurement in Local Government - The Basics (eLearning)

Procurement and Contract Essentials

Procurement Life Cycle Practitioner Courses

Procurement Planning and Risk Management

Tenders and Quotations - RFQ/RFT Development

Contract Administration and Management

Procurement in Local Government – The Basics



Who should attend?

Local Government Officers involved in basic procurement activities.

Also beneficial for Elected Members who want a greater understanding of Procurement.

Delivery Methods and Cost



eLearning
Individual \$220 (plus GST)

LG Subscription: refer to page 57 or the website

[Register Online](#)

Course Information

This is an introductory eLearning course designed for individuals who are new to, or requiring an update in, procurement requirements for Local Government in WA.

Learning Outcomes

- The legislative, governance and policy framework related to procurement;
- An overview of the procurement life cycle process (planning, sourcing and contract management) including developing request documentation;
- The roles and responsibilities in managing procurement activities;
- Effective procurement planning and risk management;
- The effective use of the WALGA Procurement Toolkit, resources and guidance.

Procurement and Contract Essentials

1 Day

Who should attend?

Local Government Officers who are required to be involved in procurement activities.

Delivery Methods and Cost



In person at WALGA
\$595 (plus GST)



On-Site at your LG
On Request



Virtual Classroom via Zoom
\$595 (plus GST)

[View Dates & Register Online](#)



Course Information

This course introduces Officers to procurement principles and practices in a Local Government environment across the procurement life cycle.

Learners will be introduced to obligations under the **Local Government Act 1995 and Regulations** and the processes and structures through which a procurement process must pass.

A number of critical Local Government governance and process requirements will be introduced, including procurement delegations and authorisations, and the Purchasing Policy.

This is a highly practical introductory course to procurement that will have relevant and useful information for all Local Government operational areas.

Learning Outcomes

- Identify the legislative, governance and policy framework related to procurement;
- Be familiar with the Local Government procurement thresholds and relevant procurement methods;
- Understand the role of Elected Members and Officers in procurement and where the relevant authorisations, delegations and approval apply;
- Describe different types of procurement processes, their applications and likely outcomes;
- Understand what comprises ethical procurement practice and the probity for strong governance;
- Understand the elements that comprise a contract;
- Understand record keeping requirements; and
- Where to get help and assistance.

"I enjoyed relating my current scope of work to what was brought up during the training session. This course was so valuable."

Who should attend?

Local Government Officers involved in a procurement activity.

Recommended pre-requisites:

- Procurement & Contract Essentials and/or
- Some practitioner procurement experience.

Valuable as a precursor to the:

- Compliance, Evaluation and Contract Award course
- Contract Administration and Management course
- Any of the Specification Writing courses

Delivery Methods and Cost



In person at WALGA
\$595 (plus GST)



On-Site at your LG
On Request



Virtual Classroom via Zoom
\$595 (plus GST)

[View Dates & Register Online](#)



Course Information

This practitioner level course is intended to assist learners with understanding the concepts and considerations of higher risk, complex or potentially contentious procurements and will explain how to prepare planning documents accordingly.

The Business Case and Procurement Plan are introduced as foundational planning documents to define the need, objectives and scope of the procurement requirement.

These are underpinned by engaging with stakeholders, understanding the available market and conducting a comprehensive risk assessment.

This course will explain the need for a robust Business Case, outline the key components of a Procurement Plan consistent with key governance, procurement and planning principles and demonstrate the critical role of a comprehensive risk assessment, and how to manage and control identified risks through the draft request documents.

The knowledge and skills provided in this course are tailored to the Local Government legislative and policy environment. It's therefore essential that you review your Local Government's respective policies and procedures, your Purchasing Policy and Delegations Register, in conjunction with the learning material provided.

Learning Outcomes

- Assess the need and prepare a Business Case;
- Define and develop the procurement objectives and scope with a clear functional procurement methodology;
- Undertake stakeholder analysis and management;
- Conduct a risk assessment to help identify and manage risks across the procurement life cycle;
- Undertake a market analysis to understand the suppliers and level of competition available;
- Develop a Procurement Plan tailored for the procurement requirement based on identified inputs;
- Identify and prepare key documentation to manage the procurement process;
- Develop whole-of-life costing; and
- Where to get help and assistance.

"I enjoyed every part of this course. The Trainer was engaging, passionate and knowledgeable. She was excellent at articulating challenging concepts clearly and in a way to make it easy for participants to follow and understand. The group activities got us thinking and helped us apply learning along the way."

Tenders and Quotations - RFQ/RFT Development

2 Days

Who should attend?

Local Government Officers involved in the planning, development, and execution of a procurement activity, for both quotes and tenders.

Recommended pre-requisites:

- The introductory *Procurement and Contract Essentials* course and/or
- Practitioner procurement experience.

Delivery Methods and Cost



In person at WALGA
\$1090 (plus GST)



On-Site at your LG
On Request



Virtual Classroom via Zoom
\$1090 (plus GST)

Note: This course is split over 2 weeks.

[View Dates & Register Online](#)



Course Information

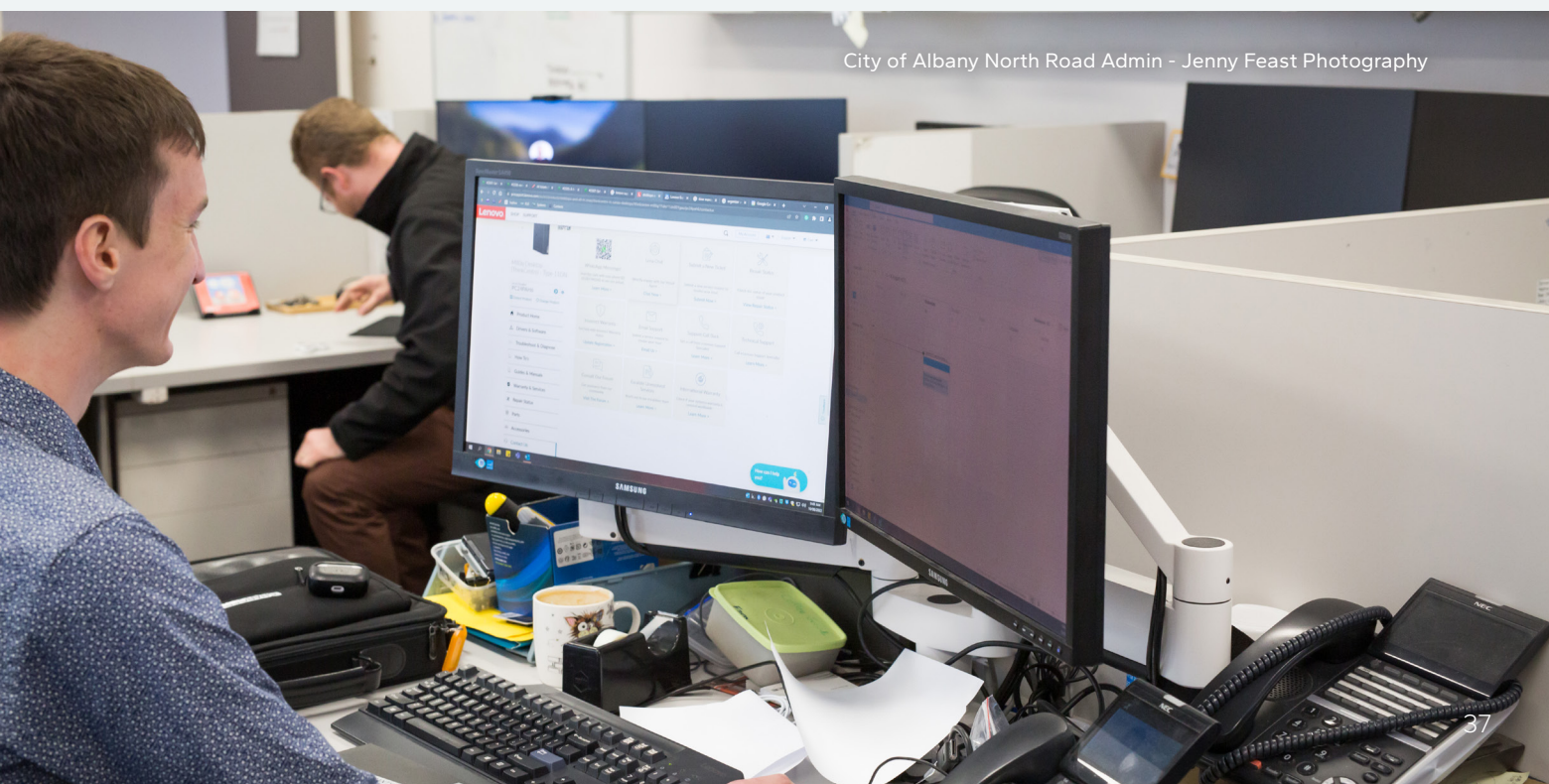
This course is intended to assist learners with understanding and applying best practice in developing Request for Quotations and Request for Tenders.

This course will outline key Procurement Planning considerations for quotes and tenders, including Environment, Social and Governance (ESG) principles and assist learners to develop their Statement of Work and determine the best request methodology.

Learning Outcomes

- Develop RFx scope with a clear functional procurement (and assessment) methodology;
- Discern between different types of Specifications to ascertain most appropriate to develop the Request Requirements;
- Conduct a risk assessment to help identify and manage risks across the procurement life cycle;
- Prepare and develop Evaluative (Selection) Criterion;
- Develop metrics such as KPIs and SLAs for assessment and management throughout the contract term;
- Develop an overarching evaluation strategy for the Request process;
- Develop a procurement compliance checklist;
- Develop and issue recommendation(s) for contract award;
- Prepare for Conforming of Contract; and
- Contract implementation and handover to Contract Management phase.

City of Albany North Road Admin - Jenny Feast Photography



Who should attend?

Local Government Officers involved in a procurement activity, especially those involved in planning for, developing draft contract documentation (including the performance management regime) and contract management activities.

Recommended pre-requisites:

- Procurement and Contract Essentials course.
- Procurement Planning and Risk Management course and/or
- Practical work experience

Delivery Methods and Cost



In person at WALGA
\$595 (plus GST)



On-Site at your LG
On Request



Virtual Classroom via Zoom
\$595 (plus GST)

[View Dates & Register Online](#)



Course Information

This intermediate level course introduces learners to the practices and processes required to effectively undertake the contract administration or management function in a Local Government context.

This course will cover the development of a contract management plan and its key inclusions. These include the preparation of a risk management matrix, risk review schedule, RACI matrix, and a detailed schedule of meetings and reporting requirements derived from the scope of the RFx. Other contract changes that may occur during the contract term are also covered, such as dispute resolution, requests for variation or novation.

Critically, the skills and knowledge provided in this unit need to be applied within the Local Government legislative, regulatory and policy environment in which they are carried out. It's essential therefore, that you consult with your Local Government's respective policies in conjunction with the learning material provided.

Learning Outcomes

- Establish and maintain contract management arrangements within a Local Government context;
- Prepare and draft a contract management plan for RFx;
- Implement a risk management plan for RFx;
- Schedule all key contractual meetings and reporting requirements for the contract term;
- Performance manage a contractor;
- Understand the key close out or end of contract cycles;
- Provide analysis on contract performance to Local Government to inform development of future similar contracts;
- Understand your record keeping requirements; and
- Where to get help and assistance.

"Honestly, the most valuable training course I've ever had, informative, practical and very relative to my role."

Bunbury Koolambidi Woola - Youth Precinct



Employee Relations

WALGA Employee Relations (ER) provides a professional industrial relations (IR) and human resource (HR) advisory, industrial advocacy and consultancy service to Local Governments, Regional Councils and Associate Members in Western Australia and the Northern Territory through an annual subscription.

The WALGA ER team comprises nine IR specialists with significant IR/HR experience across a range of industries. The team offers Local Government Officer courses including State Employment Law Essentials,

Understanding and Applying the Local Government Industry Award, the HR Toolkit for Managers and Leading with Influence course. The WALGA ER team can also deliver bespoke workshops in areas including position description classifications, bargaining for enterprise agreements, the role of active bystanders and training on HR policies and procedures.

If you are interested in a bespoke workshop, please contact WALGA Employee Relations on employeerelations@walga.asn.au or call 1300 366 956.

HR Toolkit for Managers

2 Days

Who should attend?

New (and not so new) supervisors, team leaders and managers) of Local Government teams who want to develop and improve their people management skills.

Delivery Methods and Cost



In person at WALGA

WALGA Employee Relations Subscribers: \$990 (plus GST)

Non-Subscribers: \$1090 (plus GST)



On-Site at your LG
On Request

[View Dates & Register Online](#)



Course Information

Are you a new (or not so new) Local Government manager, supervisor or team leader who wants to maximise your own potential and that of your team?

This interactive two-day program is specifically designed to equip people leaders working in Local Government with the essential human resources knowledge and skills as well as practical tips to effectively manage, motivate, and improve the performance and behaviours of their team. This will include managing recruitment, onboarding, and probation, managing people performance, developing a diverse and inclusive team, dealing with sexual harassment, bullying and managing misconduct disciplinary processes and termination of employment.

Learn what you need to access from your HR Toolkit to upskill from hiring to firing. You will also explore how to work effectively with your HR team and when to hand over or seek advice to ensure best practice is followed.

Learning Outcomes

- Understand your legal obligations around key employment matters;
- Identify when human resources issues arise or have potential to arise;
- Apply appropriate measures to prevent inappropriate behaviours;
- Manage and improve performance;
- Understand how to deal with misconduct and poor performance; and
- Create an inclusive team environment.

“A great course and presenter, who was very insightful. I enjoyed how we got to discuss lived experiences and shared ideas with people from different departments. It was great to learn from each other.”

Who should attend?

HR and IR professionals, and managers with an interest in HR/IR. Please note this course is technical in nature and will suit attendees that have at least a foundational understanding of HR and IR issues and/or employment legislation (either Federal or State) in the workplace.

Delivery Methods and Cost



In person at WALGA

WALGA Employee Relations

Subscribers: \$595 (plus GST)

Non-Subscribers: \$690

(plus GST)



Virtual Classroom via Zoom

WALGA Employee Relations

Subscribers: \$595 (plus GST)

Non-Subscribers: \$690

(plus GST)



On-Site at your LG
On Request

[View Dates & Register Online](#)



“The training exceeded my expectations. The pace was not too fast, and the information was broken down, so it was easily digestible. I feel so much more confident to be able to operate in the State space now. Thank you!”

Course Information

With the transition of Local Government to the State industrial relations system, it has become increasingly important for Local Governments to gain a better understanding of State employment legislation and what steps Local Governments need to take to practically comply with this legislation. To assist Local Governments, WALGA has developed a full day State Employment Law Essentials course for human resources (HR) and industrial relations (IR) professionals and managers to improve their knowledge of State employment legislation, including the *Industrial Relations Act 1979* (WA), the *Minimum Conditions of Employment Act 1993* (WA) and other State legislation relevant to employment.

In addition to helping you navigate the legislation, this course will cover the roles and powers of the relevant employment tribunals and courts, the Western Australia Industrial Relations Commission (WAIRC), the Industrial Magistrates Court (IMC) and the regulator which enforces the legislation (the Department of Mines, Industry Regulation and Safety). Other key topics such as minimum leave entitlements, agreement making, right of entry and industrial action. In relation to industrial claims such as unfair dismissal, denial of contractual benefits and damaging action claims, this course will cover when employees are eligible to bring a claim, the WAIRC and IMC processes that occur when a claim is made, key remedies that may be awarded, and the steps your Local Government can take to mitigate the risk of these claims.

You will leave this course with a stronger understanding of relevant State employment legislation and processes, and knowledge of the practical steps your Local Government can take to ensure compliance with the State Employment Law Framework.

Learning Outcomes

- Improve your understanding of minimum conditions of employment as set out in the *Minimum Conditions of Employment Act 1993* (WA) and General Orders including annual leave, personal leave, bereavement leave, parental leave, public holidays, notice of termination and redundancy provisions;
- Build on your knowledge of the *Industrial Relations Act 1979* (WA) and the *Employment Dispute Resolution Act 2009* (WA), including the different types of industrial claims that can be made by employees, the powers of the WAIRC and IMC, and how the WAIRC assists with mediating and conciliating employment disputes;
- Develop your understanding of key IR topics such as agreement making, industrial claims, right of entry and industrial action;
- Understand the steps you can take in your workplace to ensure compliance with State employment legislation.

Understanding & Applying the Local Government Industry Award 2020 – Northern Territory

1 Day

Who should attend?

Specifically developed for Local Government HR and payroll professionals who are responsible for ensuring their Local Government complies with the terms of the Federal *Local Government Industry Award 2020 (Award)*.

Delivery Methods and Cost



In person at WALGA
\$595 (plus GST)



Virtual Classroom via Zoom
\$595 (plus GST)



On-Site at your LG
On Request

[View Dates & Register Online](#)

Course Information

Understanding the terms of the Award and how it interacts with other employment legislation can be challenging due to the complex language used in these documents.

This course aims to explain the terms of the Award in a clear and concise way to ensure Local Governments are complying with employment legislation and providing employees with the correct employment entitlements.

Participants will undertake practical exercises throughout the course to assist them to apply the knowledge gained in the workplace, and provide information on the Award to employees and management.

Learning Outcomes

- Interpret and calculate pay and entitlements contained within the Award;
- Understand and comply with the Local Government's obligations under the Award;
- Understand how the *Fair Work Act 2009* (Cth) and other legislation interacts with the Award; and
- Understand employee entitlements to annual leave, personal / carer's leave, long service leave, parental leave, compassionate leave, community service leave and public holidays.



Effective Supervision

2 Days

Who should attend?

New or potential Supervisors who need to develop a sound understanding of the primary elements of their role

Delivery Methods and Cost



In person at WALGA

\$1090 (plus GST)



On-Site at your LG
On Request

[View Dates & Register Online](#)



Course Information

Transitioning to Supervisor is not only one of the most difficult leadership transitions, but also a big step in your career. When accepting this leadership role, you rise out of the peer group and your peers may see you differently, particularly as you are now responsible for overseeing their work.

This interactive two-day program is specifically designed to equip new or potential supervisors with the essential skills they need to tackle their role confidently and with enthusiasm.

Focusing on a range of practical topics that will ensure you maximise your own potential and that of your team, the program includes key aspects of effective supervision and is designed to ensure that you leave the course with practical ideas that you can implement in the workplace.

Learning Outcomes

- Understand and employ the fundamental skills of motivation and communication;
- Identify the human elements affecting the role of supervisor;
- Apply appropriate leadership skills to situations;
- Manage and resolve interpersonal and intergroup conflict;
- Understand how to allocate, delegate and empower to achieve a desired result; and
- Create a team environment of trust and respect.

“

A knowledgeable trainer who delivered the course material with passion, which meant I was engaged with the content. I was made to feel included and seen. I was impressed with how many case studies were relevant to me and in most cases, what I dealt with. I would recommend the Effective Supervision course to others looking to upskill and further their career. Most enjoyable.

”

In person Employee Relations training at WALGA



Prevent Sexual Harassment & Psychosocial Hazards in the Workplace (Senior Leaders' Workshop)

3.5 hrs

Who should attend?

Senior leaders, HR Managers,
CEOs of Local Governments.

Delivery Methods and Cost



Enquire for cost details



On-Site only on request

Enquire for more information

Course Information

Changes to the *Sex Discrimination Act 1984 (Cth)* in December 2023 will now impose on employers, including Local Governments, a positive duty to prevent sexual harassment and sex-based harassment. The legislative changes switch the focus from employers reacting to a complaint of harassment to a focus on employers taking proactive steps to prevent discrimination and harassment from occurring in the first place. Combined with obligations on employers to take proactive steps to manage workplace health and safety risks arising from psychosocial hazards, senior leaders, managers, HR and safety professionals working in Local Governments will benefit from understanding how they can demonstrate the positive and definitive actions your Local Government has implemented to prevent inappropriate behaviour in the workplace.

Learning Outcomes

- Legal obligations on employers and employees in relation to sexual harassment and sex-based harassment, including the new positive duty to be introduced in the *Sex Discrimination Act 1984 (Cth)* in December 2023;
- The overlap with the obligations to deal with psychosocial risks under workplace health and safety obligations; and
- Practical ways to educate, inform and empower your employees and your leaders to reduce sexual harassment and inappropriate behaviour in your workplace.

Active Bystanders (Train the Trainer)

1/2 Day

Who should attend?

HR staff and Managers.

Delivery Methods and Cost



Enquire for cost details



On-Site only on request

Enquire for more information



Legislative
changes



Course Information

The purpose of this course is to train you and provide you with training materials so that you can deliver training internally at your Local Government.

With the increased obligations on Local Government employers as a result of the December 2023 changes to the *Sex Discrimination Act 1984 (Cth)*, this course will equip managers and HR staff to train their own teams to be active bystanders. Equipping staff with skills to prevent, intervene and report sexual harassment and inappropriate behaviour will contribute to a positive culture to attract and retain staff, reduce incidents of sexual harassment, discrimination, and bullying.

Learning Outcomes

- What an active bystander is and why they are important;
- Legal obligations on employers and employees in relation to sexual harassment and sex-based harassment;
- What is bullying and the legal implications in your workplace; and
- Different roles active bystanders can play before, during and after an incident of sexual harassment.

"The training exceeded my expectations. The pace was not too fast, and the information was broken down, so it was easily digestible. I feel so much more confident to be able to operate in the State space now. Thank you!"

Health and Safety Training

A Health and Safety Representative (HSR) is elected by their work group to represent workers in Work Health and Safety (WHS) matters. HSRs have powers under the *Work Health and Safety Act 2020 (WHS Act)*.

To exercise all their powers and perform all their functions, a Health and Safety Representative

(HSR) and deputies must attend a five-day initial training course approved by the Work Health and Safety Commission.

WALGA Training is a WorkSafe WA approved provider of these required courses, which are compliant under the WHS Act.

Health and Safety Representatives (HSR) Training Course

5 Days

Who should attend?

New elected HSRs or deputy HSRs under the WHS Act.

Entry Requirements

Sufficient language, literacy, and numeracy skills to read and comprehend legislative text and participate in practical activities.

Delivery Methods and Cost



In person at WALGA
\$1090 (plus GST)



On-Site at your LG
On Request

The person conducting a business or undertaking (PCBU) must allow an HSR to attend this course and pay course fees and other reasonable costs. The HSR is entitled to their usual pay while they attend the course.

Course Information

This five-day course provides elected Health and Safety Representatives in WA with the required information and skills to assist them to exercise all their powers and perform all their functions to effectively carry out their role as "representatives" of employees under the WHS Act.

Participants must attend all 5 days of the course. There are no formal assessments but active participation in discussions, questions and practical activities is required to confirm the understanding of the skills and knowledge covered in this course.

On successful completion, a Certificate of Attendance will be issued.

Learning Outcomes

- Interpreting the WHS legislative framework and identifying key parties and their legislative obligations and duties;
- Establishing representation in the workplace under the WHS Act;
- Effective consultation/ participation in issue resolution and monitoring risk controls as an HSR;
- Monitoring PCBU's management of work health and safety risks & workplace inspection, recording findings and notifiable incidents;
- Issuing a provisional improvement notice (PIN) and directing the cessation of work;

[View Dates & Register Online](#)



Our Trainer was very engaging and knew how to tailor the course to our specific needs and work environments. It was very easy flow, conversation based and open discussion to cover course topics. Highly informative, I learned a lot. 5 Days course

This course was exactly right. It was great to spend our time working on brainstorming the range of topics that are specific and relevant to what is presenting in our workplaces. I highly recommend this as a refresher to all Health and Safety Representatives. Refresher Training





Health and Safety Representatives Training Course at WALGA

Health and Safety Representatives (HSR) Refresher Training

1 Day

Who should attend?

Health and Safety Representatives (HSR) who have previously completed their five-day HSR Training course and are required to undertake their refresher training every 12 months.

Delivery Methods and Cost



In person at WALGA
\$350 (plus GST)



On-Site at your LG
On Request

[View Dates & Register Online](#)



Course Information

This course is designed for Health and Safety Representatives (HSR) who have previously completed their initial five-day HSR Training course and wish to renew their knowledge and skills.

HSRs in Western Australia are entitled to attend this one day refresher course every twelve months, commencing one year after the initial five day course has been completed (as per the **Work Health and Safety (General) Regulations 2022**).

WALGA Training is a WorkSafe WA approved provider of this course, which is compliant under the **Work Health and Safety Act 2020**.

Learning Outcomes

- Review your understanding of the WHS legislative framework and how this applies in the workplace;
- Update your knowledge of the existing and new provision of the WHS Act;
- Understand requirements and mechanisms for consultation in the workplace and effectively represent employees on safety and health issues;
- Resolve WHS issues through effective negotiation and conflict resolution
- Identify, minimise or eliminate hazards;
- Issue Provisional Improvement Notices (PINs) and direct unsafe work to cease.

Emergency Management

Local Governments have an essential role in Emergency Management due to their legislated responsibilities and links to the community.

The way emergencies are managed is critical to the safety and sustainability of communities, ensuring the effective functioning of the Local Government and their staff.

With an increase in emergencies impacting communities across all Local Government areas, it is appreciated globally that being prepared is fundamental. Now more than ever, Local Governments have acknowledged the necessity to be well informed and up to date in how they perform in the field of Emergency Management on behalf of their community.

To assist Local Governments in this critically important task, WALGA offer Emergency Management training courses ranging from introductory, progressing to Community Disaster Recovery.

All courses offer practical guidance and instructions in Emergency Management planning, risk, resource allocation and management, through to developing leadership skills to guide stakeholders in disaster situations across the broad range of emergencies which our communities face.

All of these courses are valuable in that they build connections and networks with members of other Local Governments across the State, further enhancing information sharing and building capacity.

Why should Local Government Officers and Elected Members undertake Emergency Management training?

Western Australia is experiencing more frequent and unprecedented emergency events, and the changing risk environment means more severe and frequent emergencies will occur in the future.

Due to their legislated responsibilities, Local Governments play an essential leading role in all areas of Emergency Management. Having developed strong relationships with local community networks and with a vast knowledge of locally available resources, it is important to also develop an understanding of the principles that underpin Emergency Management in WA and be familiar with all required key roles and responsibilities.

Gaining this knowledge will assist you to support your community before, during and after a disaster.

Shire of Capel President Cr Doug Kitchen



Emergency Management Fundamentals



Who should attend?

CEOs, Elected Members, Managers and Officers who would like to enhance their role in Emergency Management and/or learn more about the requirements for Local Government under the *Emergency Management Act 2005*.

Delivery Methods and Cost



eLearning

Individual \$220 (plus GST)

LG Subscription: refer to page 57 or the website

[View Dates & Register Online](#)

Course Information

This course introduces Emergency Management concepts and principles within Australia, with the main focus on Western Australia.

This course provides the foundation to increase Local Government's knowledge of their responsibilities under the *Emergency Management Act 2005*, including all relevant concepts, legislation, policies and procedures, which will assist with Emergency Management planning and decision making.

Learning Outcomes

- Confirm organisational Emergency Management requirements;
- Contribute to stakeholder awareness in Emergency Management; and
- Support organisational/community Emergency Management planning and decision making.

Emergency Management Foundations for Local Government

1 Day

Who should attend?

Suitable for Officers, Managers, CEOs and Elected Members who would like to build their understanding of their role in Emergency Management.

Delivery Methods and Cost



In person at WALGA
\$690 (plus GST)



On-Site at your LG
On Request

[View Dates & Register Online](#)



"This course provided extremely specific information that relates to my role in Emergency Management - useful and thought provoking."

Course Information

An introduction to contemporary Emergency Management, this course prepares your Local Government for the role they will play in supporting the community before, during and after an emergency.

Designed specifically for the West Australian context, this course explores all aspects of emergency management and the legislated responsibilities Local Government has under the WA Emergency Management Act (2005).

Preparing your Local Government, it builds knowledge and awareness of the complex and critical role Officers, Managers and Elected Members, will have before, during and after an emergency.

The course uses discussion-based activities to explore and understand the important role Local Government has in preparing for, responding to and recovering from emergencies.

Learning Outcomes

- Understand the Emergency Management sector and appreciate the role of Local Government before, during and after emergencies;
- Recognise the vital role of the Local Emergency Management Committee in Emergency Management;
- Understand the requirements for Local Emergency Management Arrangements, including the Local Recovery Plan;
- Learn the basics of exercise management and the value exercises bring to being prepared for all aspects of Emergency Management; and
- Explore available resources for local Emergency Management.


Community Disaster Recovery


1 Day

Who should attend?

Suitable for CEOs, Elected Members, Managers and Officers involved in Emergency Management.

Delivery/Cost/Time

 In person at WALGA
\$690 (plus GST)

 On-Site at your LG
On Request

[View Dates & Register Online](#)



Pre-Requisite

Completion of Emergency Management Foundations for Local Government or sound introductory knowledge of/ experience with Emergency Management, across preparedness, response and recovery.

Course Information

Disasters are affecting communities in WA more than ever before, increasing in severity and complexity. They can impact all aspects of our communities' and Local Government's functioning. Local Governments must be ready to manage their community's recovery after an emergency, according to their legislated role.

Knowledge of effective recovery is constantly developing and evolving. This course will explain the key impacts of emergencies on our communities, demonstrate the value of pre-emergency recovery planning, illustrate recovery principles and highlight the benefits of collaboration and engaging with community before, during and after emergencies.

Interactive activities and discussions will allow attendees to apply their learning to their own context, whilst building confidence to undertake a role in disaster recovery.

Learning Outcomes

- Explore the broad range of impacts emergencies have on communities and their functioning;
- Understand what Community Disaster Recovery is and the role of Local Government in the process;
- Recognise the importance of collaboration and role of community, key agencies and organisations in recovery;
- Identify the requirements for a Local Recovery Plan;
- Know how to establish and coordinate the Local Recovery Coordination Group; and
- Understand the stressors of working in the recovery context and how to prepare for this critical role


Recovery Coordinators Course for Local Government


2 Days

Who should attend?

Suitable for anyone designated the role of Recovery Coordinator, or providing support to the Local Recovery Coordinator; CEO's, Elected Members and Officers involved in Emergency Management.

Delivery/Cost/Time

 In person at WALGA
\$1090 (plus GST)

 On-Site at your LG
On Request

[View Dates & Register Online](#)



Course Information

Disaster Recovery is a challenging context to work in. It is a complex, fast-paced and constantly changing environment, which can impact every aspect of community functioning. Under the Western Australian Emergency Management Framework, managing recovery following a disaster is the responsibility of Local Government. The Local Recovery Coordinator role is critical to the success of managing this task.

This course explores what it means to be a Local Recovery Coordinator.

Numerous discussion activities and a discussion exercise provides opportunities for you to embed your understanding and apply learnings to your local context.

Pre-Requisite

Completion of Community Disaster Recovery or sound knowledge of Emergency Management and Community Disaster Recovery.

Learning Outcomes

- Prepare, maintain and test the Local Recovery Plan;
- Undertake the critical role of the Local Recovery Coordinator, based on a well-developed understanding of community disaster recovery;
- Develop leadership skills based on understanding the psychological stressors inherent in recovery work, and the importance of managing wellbeing amongst recovery workers;
- Coordinate the establishment and activities of a Local Recovery Coordination Group with a focus on collaboration and effective representation; and
- Recognise the importance of managing local recovery activities.

Emergency Management for Local Government Leaders

1 Day

Who should attend?

Local Government CEOs,
Directors, Managers,
Mayors/Presidents and
Elected Members.

Delivery/Cost/Time

In person at WALGA
\$690 (plus GST)



On-Site at your LG
On Request

[View Dates & Register Online](#)


Legislative
changes

“This course has been invaluable for me to raise broad awareness of our role within Emergency Management. It has provided the opportunity to share experiences and lessons learned with other Local Government leaders.”

Course Information

Local Governments play a fundamental role in Emergency Management, before, during and after an emergency, due to their legislated responsibilities, strong relationship with the local community networks and knowledge of locally available resources.

To be at the apex of leadership, guiding the Local Government and the community during a crisis can be immensely stressful. The performance of leaders is exposed to public scrutiny, adding more pressure to communication and decision-making which can have career defining consequences on individuals.

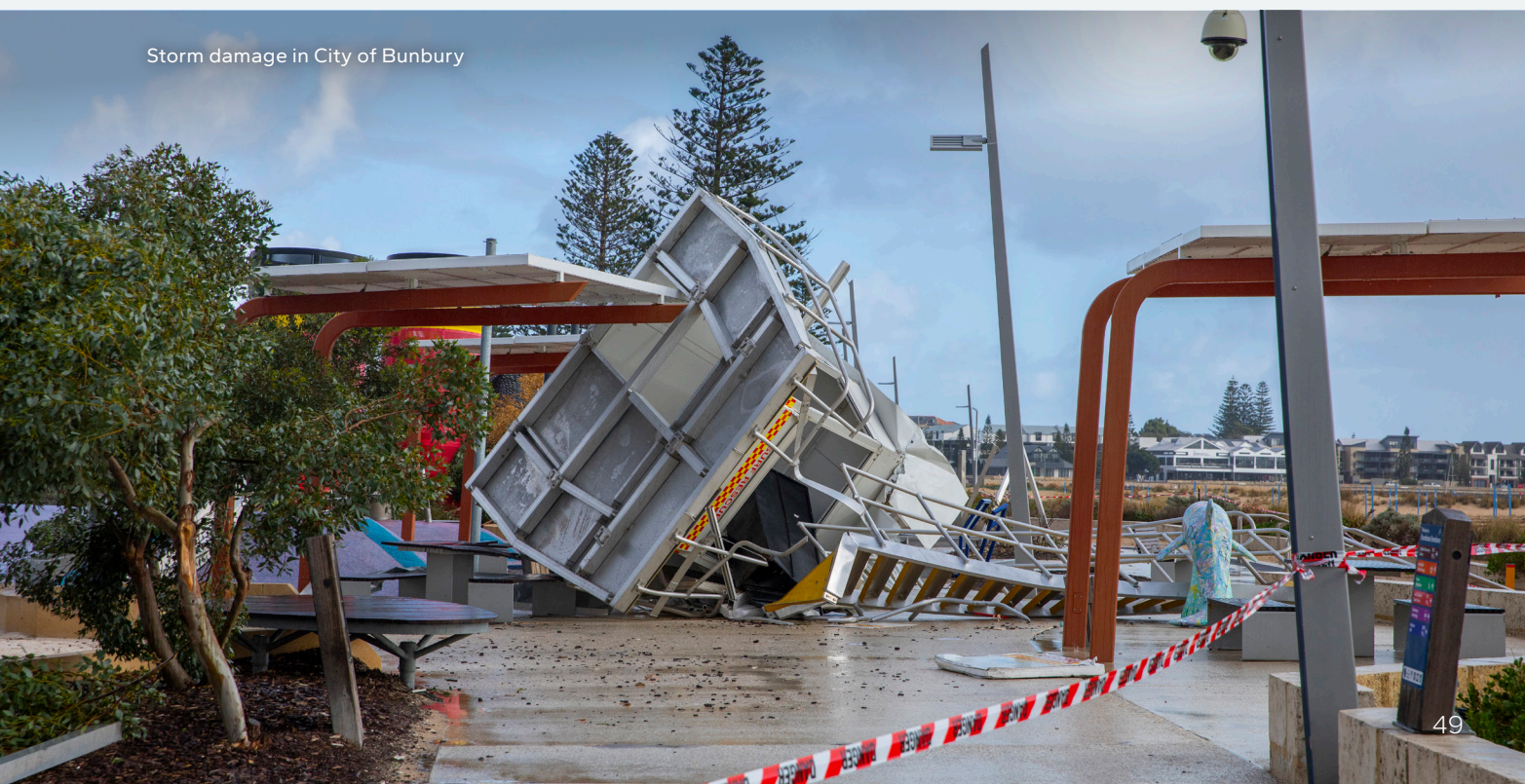
This course focusses on the importance of effective leadership in emergencies, where there will likely be inadequate information, time pressures and quickly changing condition.

This training program provides a toolkit, based on past Local Government experiences, to help leaders prepare for, respond to, and assist with community recovery during crises.

Learning Outcomes

- To enhance understanding of the elements of, and the capacity to, lead Local Government and communities during a crisis;
- Understand the comprehensive framework of Emergency Management in WA;
- Increase your awareness of requirements for Local Governments implied through the **WA Emergency Management Act** and other legislation and policies;
- Appreciate the role of the Local Emergency Management Committee (LEMC) and the value of practical emergency planning;
- Understand the responsibilities of Local Governments in Community Disaster Recovery; and
- Information on where to find available resources for Local Governments' Emergency Management responsibilities.

Storm damage in City of Bunbury



Urban and Regional Planning

Planning is an area that impacts all communities, and with ever changing requirements, can often result in complex and controversial issues for Local Governments to consider.

Planning for growth and change needs to consider the future needs of all residents. Whilst there are many social and economic benefits to growth, additional population places pressure on infrastructure and community facilities. With ongoing reform and major legislative, regulatory and policy changes to the planning system in Western Australia, it is more critical than ever that Elected Members and Local Government Officers alike are familiar with current processes to ensure effective decision making for their communities.

The WALGA Planning Essentials and Advanced Courses offer an insight into the regulatory frameworks for both Regional and Metropolitan WA, covering topics such as the State and Local Planning Frameworks, key decision makers, structure and precinct planning, development and subdivision assessment and condition setting.

It also covers topics of emerging relevance, such as development contribution plans, tree canopy and coastal and environmental planning.

With in-depth training by experienced planning professionals, decision makers will be able to better understand their capacity to influence planning process, as well as advocate for the needs of their communities. The WALGA Planning Courses will ensure you have the ability to effectively convey planning decisions to the community by learning the essentials and fundamentals of planning in the Western Australian context.

To overcome and assist with the current shortage of qualified planners, from late 2024, WALGA will introduce a foundation course on the Residential Design Codes. This practical course will provide new graduates or non-planning Officers with the basic skills needed to undertake R-Code assessments and to make recommendations on proposals. WALGA is also investigating other training solutions to address this known skills gap.

Planning Practices – Essentials

1 Day

Who should attend?

Suitable for all Local Government Officers and Elected Members wanting to gain an introductory understanding of Town Planning practices. Suitable for recent planning or similar field graduates, community members or representatives.

Delivery Methods and Cost



In person at WALGA
\$595 (plus GST)



On-Site at your LG
On Request



Virtual Classroom via Zoom
\$595 (plus GST)

[View Dates & Register Online](#)



Course Information

Decision makers in the planning space are required to not only understand the planning framework in Western Australia, but also the decision making process and implications of decisions.

Planning matters are often complex, generate a great deal of interest in the community and can also be controversial. It is therefore critical that decision makers have a thorough understanding of planning processes to appropriately assess applications.

Topics include types of Land Use Planning, Roles and Responsibilities in Planning, Council and the Administration, Legislative Framework, State Planning Framework, Local Planning Framework; Decision Making Process, State Administrative Tribunal, Development Assessment, Enforcement and Compliance.

Learning Outcomes

- Recognise and interpret legislation relevant to planning decision making;
- Understand the role and responsibilities of Council and the Administration as it relates to planning decisions;
- Recognise, understand and apply State and Local Planning Frameworks;
- Interpret and apply planning frameworks to planning and development applications; and
- Understand the social and financial implications associated with Local Government planning decision making.

Planning Practices – Advanced**1 Day****Who should attend?**

Targeted at Elected Members with at least 2 years' experience, Local Government industry professionals or those who have completed Planning Essentials.

Delivery Methods and Cost

In person at WALGA
\$595 (plus GST)



On-Site at your LG
On Request



Virtual Classroom via Zoom
\$595 (plus GST)

[View Dates & Register Online](#)
**Course Information**

Whilst practitioners and decision-makers in the planning space may have a broad understanding of planning matters, lack of exposure to certain items or an in-depth understanding of the particular planning topic can lead to poor decisions or inappropriate outcomes. The Planning Practices – Advanced course provides a deeper understanding of a range of common planning topics that arise, to provide a more comprehensive knowledge base for decision-makers.

Topics covered include Structure Planning, Bushfire Prone Areas, Development Contribution Plans, Coastal and Flood Risk, Rights of Way and Pedestrian Access Ways, Tree Retention and Provision, Heritage, Public Open Space and Encumbrances used in Planning, and Monitoring and Review.

Learning Outcomes

- Understand and implement State and local planning frameworks;
- Evaluate the effectiveness of strategic planning frameworks;
- Identify current issues and trends in the planning system in Western Australia;
- Apply and implement planning frameworks to address planning related issues in a Local Government decision making setting; and
- Assess the effectiveness of the Local Planning Framework and develop and integrate methods for Local Government planning reform.

Residential Design Codes (R-Codes)**1 Day****Who should attend?**

- Suitable for all Local Government Officers, particularly Building Surveyors and those undertaking Planning and Building responsibilities.
- Suitable for recent planning or similar field graduates.

Delivery Methods and Cost

In person at WALGA
\$595 (plus GST)



On-Site at your LG
On Request



Virtual Classroom via Zoom
\$595 (plus GST)

[View Dates & Register Online](#)
**Course Information**

Local Government planners are required to understand and apply State Planning Policy 7.3 - Residential Design Codes in the assessment of all applications for residential development in Western Australia.

There are various volumes and parts to the R-Codes, each with varying requirements based on the type of residential development being assessed. It is therefore critical that assessors have a thorough understanding of the R-Codes to appropriately assess applications.

This hands on course, designed by highly experienced Local Government planners, covers a range of topics including an overview of the R-Codes, R-Code values, an introduction to the various volumes and parts and how they relate to the Local Planning Framework, as well as worked examples of assessments.

Learning Outcomes

- Understand the Residential Design Codes and how they are applied;
- Interpret, understand and apply the appropriate volume and part of the Residential Design Codes;
- Understand the application of discretionary decision making and performance based assessments; and
- Delivery/Cost/Time assessments.



Planning Essentials training at WALGA

Introduction to Planning



Who should attend?

Suitable for all Local Government Officers and Elected Members wanting to gain an introductory understanding of Town Planning practices.

Delivery Methods and Cost



eLearning

Individual \$220 (plus GST)

LG Subscription: refer to page 57 or the website

[Register Online](#)

Course Information

This eLearning course introduces the concepts of Town Planning as a core function of Local Government. It also explores how planning has evolved over time and why the Local Government planning framework is important for the development of your local community.

After completing this eLearning course, WALGA offers further training options to develop specialised skills of key planning concepts and legislation, and how to make good planning decisions.

Learning Outcomes

- How planning has evolved over time; and
- Why planning is important for Local Government and the local community.

Waste Management

Waste Management is an essential service that is provided by, or on behalf of Local Government, to the community across Western Australia.

Waste Management options vary depending on the needs of the community. To effectively deliver these services, specialised skill sets are required including operational knowledge, expertise in communications and behaviour change, understanding of current legislation, policy changes and building good industry networks.

Waste Management is no longer cheap or easy, with more and more complex materials becoming part of the waste stream and increasing expectations from the Community and Government.

WALGA's training will assist those working in Local Government to manage waste effectively to achieve the best environmental, social and economic outcomes for their communities.



Containers for Change Depot, City of Swan

Introduction to Waste Management

1 Day

Who should attend?

Suitable for Local Government Officers where the role requires them to be directly or indirectly involved in Waste Management or Officers wanting to work in the waste industry.

Delivery Methods and Cost



In person at WALGA
\$595 (plus GST)



On-Site at your LG
On Request

[View Dates & Register Online](#)



Course Information

Waste Management is an essential service provided by, or on behalf of, Local Government for households. It is a complex area, with many opportunities to improve Local Governments environmental, social and economic performance.

WALGA has developed training to cover the identification and segregation of waste and recoverable materials, waste avoidance and education, and behaviour change in relation to waste management.

Learning Outcomes

- Practical knowledge of waste storage and separation to facilitate resource recovery;
- Understanding of relevant legislation and policy;
- Skills relating to waste education and behaviour change; and
- Knowledge relating to waste avoidance options and approaches.

"This was a great course, I really liked how it was delivered and how easy it was to absorb the information. The Trainer kept me interested in all points. I enjoyed meeting and making new contacts within Waste Management. I also found the group activities to be very beneficial and cemented my learning."

Environment and Sustainability

Our Environment and Sustainability courses provide Local Governments with a comprehensive grounding in the key areas of responsibility and management - Climate Change, Biosecurity, Biodiversity, Sustainability and Water Management.

Contributing to global benefits, Local Governments are in a unique position of being able to improve environment and sustainability at a local level, internally and across the community. Councils play an important role in leadership and strategic direction, and it is important that environment and sustainability impacts are considered in all decision-making processes.

The 5 Modules will assist Local Governments to meet their legislative obligations under section 1.3 (3) of the *Local Government Act 1995*, which requires that Local Government, in carrying out its functions, "is to use its best endeavours to meet the needs of current and future generations through an integration of environmental protection, social advancement and economic prosperity."

Local Government Officers will benefit from these courses by learning about contemporary and innovative approaches to common issues, demonstrated by leading examples from within the sector.

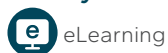
Environment and Sustainability



Who should attend?

Designed for Elected Members and Local Government Officers.

Delivery Methods and Cost



All modules - \$495 (plus GST)
Individual Modules - \$95 each (plus GST)

LG Subscription: refer to page 57 or the website

Course Information

The Environment and Sustainability eLearning Course is comprised of five modules to provide Local Governments with a comprehensive grounding in the key areas of responsibility and management; climate change, biosecurity, biodiversity, sustainability and water management.

The course provides information on the regulatory framework for each area, explains key concepts and contemporary approaches to environmental management, and highlights Local Government leadership through case studies. The course also highlights how to empower the community to take a leadership role in their local area, and the key policy areas and projects that WALGA and partner organisations lead.

Course Information

Module 1 - Climate Change

Affecting many areas of Local Governments operations and business, it is critical to mitigate local greenhouse gas emissions as well as reduce vulnerability to impacts and capitalise on opportunities.

Module 2 - Biosecurity

Threats are increasing with new pest and disease incursions. Collaboration between all levels of government is needed to safeguard industries and the environment.

Module 3 - Biodiversity

There are opportunities to protect and manage natural areas with significant biodiversity values during land use planning and infrastructure projects, to help reverse the ongoing environmental decline in Australia.

Module 4 - Corporate and Community Sustainability

A sustainable organisation integrates environmental protection, social advancement and economic prosperity in decision making processes to ensure current and future needs are met.

Module 5 - Water Management

Western Australia is one of the worst areas in the world, affected by the drying climate - a focus on sustainable water management and alternative water sources is required to sustain healthy ecosystems and communities.

Learning Outcomes

- Provide a grounding in the key environment and sustainability areas that Local Governments are involved in managing, to assist with informed decision making on Council matters;
- Provide information on effective approaches to managing environment and sustainability issues;
- Raise awareness of participation opportunities in the environmental policy areas and projects that WALGA and partner organisations lead on behalf of the sector.

[Register Online](#)





Planting trees in the City of Melville

Local Government Climate Risk Assessment Training

1 Day

Who should attend?

This course is designed for Local Government Officers who are responsible for coordinating Council's corporate adaptation action planning, which includes climate risk assessments, in their own organisations, or appointing/ managing consultants that complete the work.

The course is ideal for Local Governments that are commencing their climate action journey, and those that are well progressed and are strengthening their approach.

Delivery Methods and Cost



In person at WALGA
\$595 (plus GST)



On-Site at your LG
On Request



Virtual Classroom via Zoom
\$595 (plus GST)

This course integrates with
the WALGA Climate Change
Action Framework.

[View Dates & Register Online](#)



Course Information

Local Government has an important role to play in responding to and managing the ever-increasing impacts of increasing temperatures, natural disasters and sea level rise. If ignored, the effects of climate change are likely to have considerable impact on a Council's performance to asset management, service delivery and legal liability.

A key step in developing a Corporate Adaptation Plan is conducting a Climate Change Risk Assessment.

This one-day course has been designed for Local Government Officers involved in responding to climate change to provide the skills and knowledge required to complete a first pass climate change risk assessment and corporate adaptation action planning.

Participants will have the opportunity to complete steps of a climate risk assessment during the training, using case study information from their own organisations or regions to enhance the learning outcomes and confidence to replicate this in real world scenarios.

"This course is so helpful - it is such a great starting point to plan the holistic climate change risk assessment and adaptation for our organisation."

Learning Outcomes

- Understand local climate change risks and the concept of climate change adaptation across all areas of Council decision-making;
- Identify and assess risks that climate change poses to Local Government operations;
- Prioritise risks that require further action as a basis for decision-making and planning;
- Identify actions that respond to these risks;
- Be confident in running a first pass climate risk assessment and/or managing consultants to complete the assessment.

Additional Training Resources

- E-learning module: designed to give a basic introduction to climate change and the concept of climate risk assessments contextualised in broader corporate adaptation planning. This is designed to be given to people within your organisation to prepare them to participate in your climate risk assessment.
- Manual: designed to support you as the officer co-ordinating the climate risk assessment as a deeper dive into the framework and process for climate risk assessments with tips and tricks for running successful workshops, building your team and pull out resources to help you set up for a successful process. Additional case studies and further information on adaptation planning is also provided.

Delivery Methodologies

We understand that people learn differently and not everyone is able to attend a course in person. With this in mind, WALGA offers a range of methods of interactive training including in-person, virtual classrooms and eLearning courses.

Whatever choice you make, WALGA is here to assist you to get the most out of your training and learning experiences.



In person Training at WALGA

9.00am-4.30pm | Registration from 8.45am

In-person learning offers the opportunity to discuss, collaborate, practice and role-play, all 'live' with the guidance of a facilitator. Being part of a group allows for real-time interaction, questions, and answers. You have the opportunity to connect with a problem and solve with other participants gaining a greater understanding and knowledge from their experiences and examples.



eLearning

To ensure that our members have access to high quality, tailor-made training at all times and regardless of location, WALGA have worked closely with Local Government content experts to create a wide range of eLearning courses that are available to access right now!



Virtual Classroom via Zoom

Choosing to take a course through the virtual classroom via Zoom is an excellent option for regional Local Governments. This is also ideal if you live a distance from our training venues and/or find it difficult to be away from home or work to attend training at other venues or locations.



Where can I find course dates?

Upcoming course dates are listed on our website www.walga.asn.au/training. We also have 2024-2025 Elected Member and Officer Calendars available. You can download a PDF copy via our website or we can email them directly to you.

How to Register for a Course

1. Visit our website <https://walga.asn.au/training>
2. Select the course you would like to book
3. Click 'register now'
4. Fill in the required fields and click submit
5. WALGA Training will then confirm your registration as soon as a purchase order number is supplied. Alternatively, if you wish to pay by credit card, please enter 'Pay by CC' in the purchase order number field and we will arrange for our accounts team to contact you.
6. Start your journey with WALGA Training

Late Registration information:

In the case of a late registration, it is the responsibility of the participant to confirm course details, dietary requirements and login information.

eLearning

eLearning Subscriptions

To ensure that our members have access to high quality, tailor-made training at all times and regardless of location, WALGA Training is proud to offer a subscription service which allows your Local Government to enrol up to 50 participants to undertake selected course(s) over the subscription period.

WALGA's annual subscription period commences on 1 November through to 31 October.

IMPORTANT: After 1 July, a subscription will be calculated up to 31 October the following year i.e. your subscription costs will cover a period of 15 months (Annual + Pro-Rata Fee).

How do I purchase an eLearning subscription?

Please contact the WALGA Training team via email training@walga.asn.au.

IT Capability

Participants should be computer literate and have basic computer skills and knowledge, including the ability to navigate web browsers. Alternatively, speak to WALGA Training to discuss other delivery methods available.

It is the responsibility of the Local Government to ensure that students who have been provided with IT hardware and software have the necessary basic skills to use the equipment provided to them, prior to enrolling in any WALGA Training online learning. This includes, but is not limited to, eLearning, webinars, virtual classrooms and online assessments.

Cost

No. of Modules	SAT Band 4	SAT Band 3	SAT Band 2	SAT Band 1
1	\$1,260	\$2,208	\$2,520	\$3,150
2	\$2,208	\$3,468	\$4,410	\$5,040
3	\$2,718	\$4,410	\$5,670	\$6,624
4	\$4,104	\$5,358	\$6,624	\$8,190
5	\$5,040	\$6,300	\$7,560	\$8,820
5+	Contact WALGA Training for a customised quote			
	All prices outlined above are exclusive of GST			

What SAT Band is my Local Government?

The Salaries and Allowances Tribunal determines the SAT Band level of each Local Government each financial year. For the latest information please visit the website <https://www.wa.gov.au/government/publications/local-government-chief-executive-officers-and-elected-members-determination-no-1-of-2024> or contact us.

WALGA Terms and Conditions of Enrolment

Course Transfer and Cancellation Policy

WALGA Training recognises that plans can change. Unfortunately, there will be times when transfers or cancellation will attract a cost. This policy explains the Terms and Conditions as outlined below.

Cancellation by a Participant or a Local Government

All transfer or cancellation requests must be made in writing. Please complete a request form from our website www.walga.asn.au/training.

Training at WALGA

If you wish to change or cancel your confirmed course the following applies:

- More than 10 business days prior to course commencement – no charge for either a cancellation or change request.
- Cancellation request between 10 – 6 business days – 50% refund on pre-payment.
- Less than 5 business days – no refund for cancellation and no transfer to another date allowed.
- Non-Attendance – there is no refund or transfer.

You must submit a written cancellation request via email with supporting documentation to apply for a refund, should your cancellation be due to the following COVID situations:

You are required to self-isolate due to:

- being a confirmed case of COVID; or
- having a close contact with a confirmed case of COVID in your household;
- You have COVID symptoms or have been tested for COVID and awaiting test results (and the course falls within the period of awaiting test results).

On-Site Training at your Local Government

A confirmed booking will attract a cancellation fee as outlined below.

Cancellation is received by WALGA Training via email to training@walga.asn.au.

- More than 20 business days prior to course start – pre-paid costs such as travel will be charged to the Local Government.
- 20 – 10 business days – 50% of the training course cost plus pre-paid costs such as travel will be charged to the Local Government.
- Less than 10 business days – 100% of the training course cost plus pre-paid costs such as travel will be charged to the Local Government.

Cancellation or Course Change by WALGA Training

Training scheduled at WALGA:

In the rare event that WALGA Training has to change or cancel a course less than 10 business days prior to course start, WALGA Training will provide a full refund on prepaid course fees. This will not include any travel cost incurred by participant/s.

In case there are mandated restrictions announced relating to COVID, training will be delivered via Zoom with no additional cost to any party. However cancellation penalties apply as outlined above.

Location and Transport

The WA Local Government Association is located at ONE70, 170 Railway Parade, West Leederville.

Public Transport

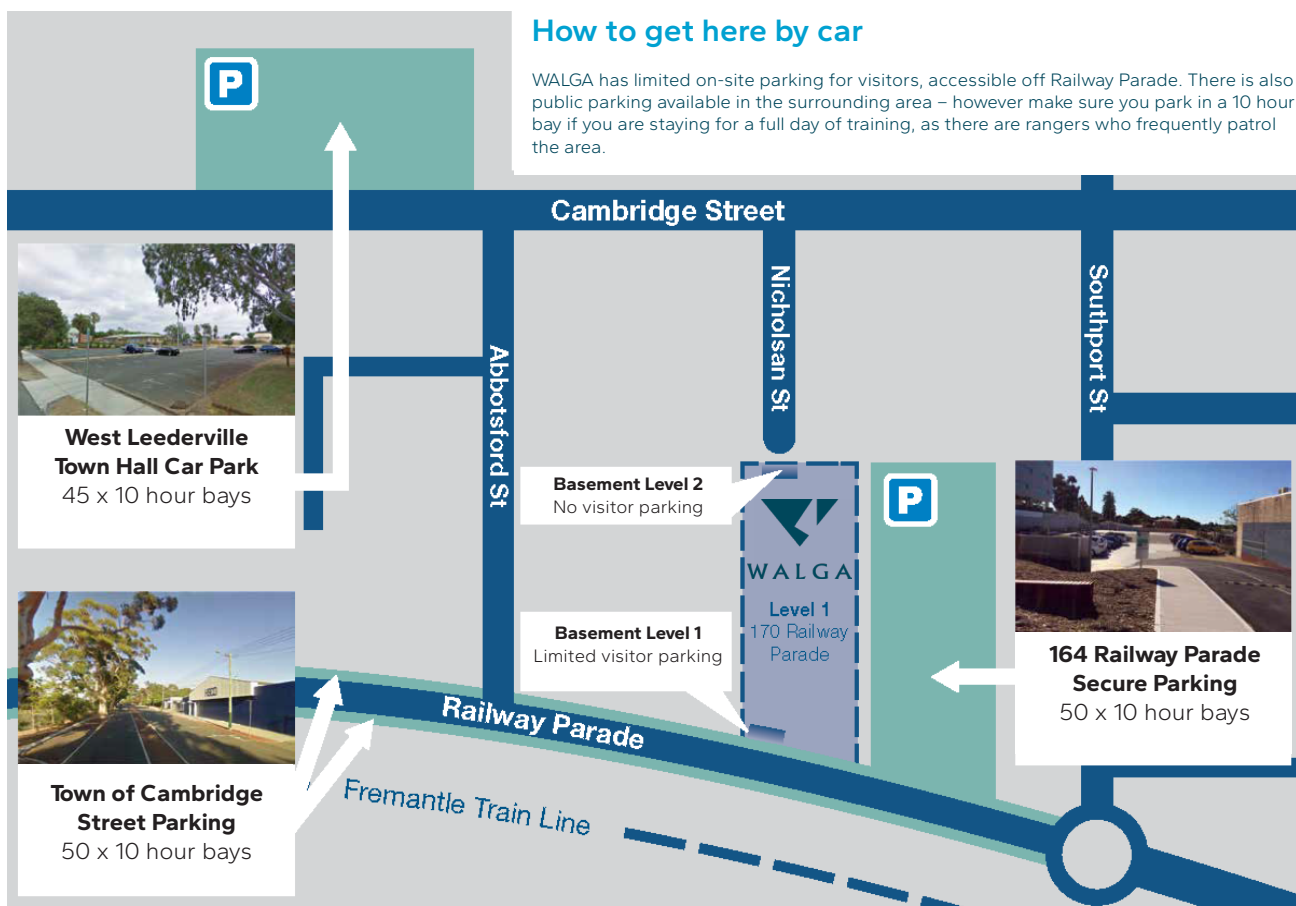


Travel via train to either Leederville, City West or West Leederville Train Stations - walk 5-10 minutes using the directions above. You can get to ONE70 by catching the train to either City West or Leederville Stations and walk 5-10 minutes using the directions above. The Green CAT service is a free public bus that stops near Leederville Station. This is an easy way to get to ONE70. If you are running late for training please call us on (08) 9213 2088.

CAT Bus Timetables can be found on the Transperth website transperth.wa.gov.au/Timetables/CAT-Timetables.

How to get here by car

WALGA has limited on-site parking for visitors, accessible off Railway Parade. There is also public parking available in the surrounding area – however make sure you park in a 10 hour bay if you are staying for a full day of training, as there are rangers who frequently patrol the area.





WALGA

Influence. Support. Expertise.

ONE70 Level 1,
170 Railway Parade
West Leederville WA 6007

08 9213 2098
training@walga.asn.au

walga.asn.au