

Western Councillor



ISSUE 122 | OCT/NOV KAMBARANG 2022



P4 LIFE ON THE STREETS
OF BAYSWATER WINS
SHOWCASE IN PIXELS

P8 WA LOCAL GOVERNMENT
CONVENTION
& TRADE EXHIBITION

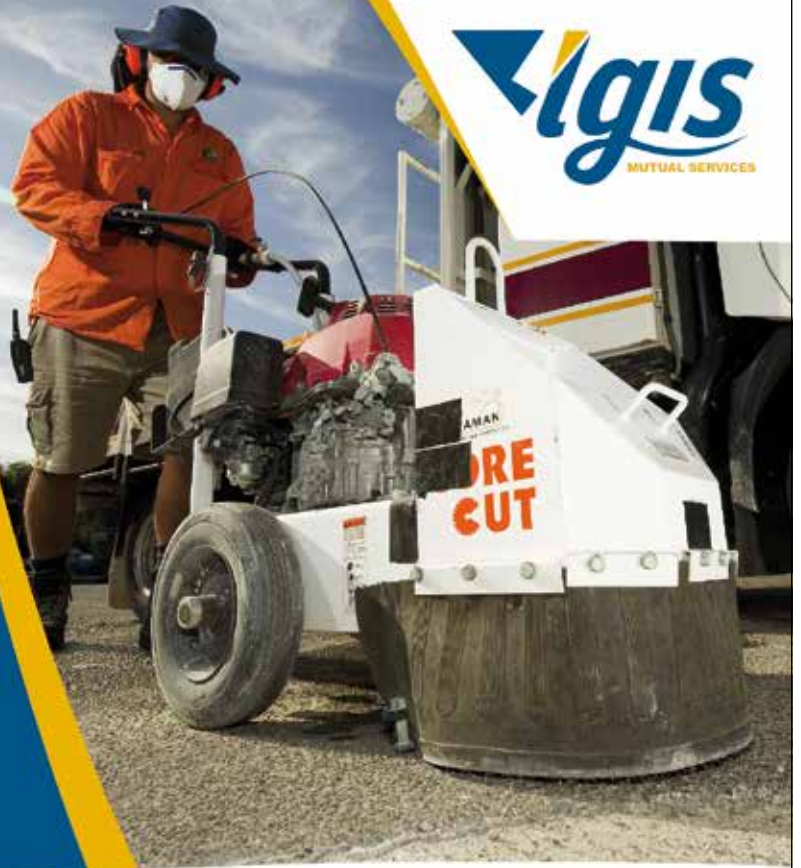
Local governments working together.

At LGIS, protecting our local government members is what we do.

We make sure our members have the right cover to suit their needs. If disaster strikes, our local government specialists help get them, and their community, back on their feet as soon as possible.

It's our members who make Western Australia such a great place to live – their roads get us around, we meet in their libraries and recreation centres, they manage our waste, and provide connection for the elderly. Every day they provide the countless services and support which makes us a community.

We believe that's worth protecting.



To find out how you can get the most out of your LGIS membership, visit lgiswa.com.au or call 9483 8888.



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LOCAL GOVERNMENT

Peer Support Team

A practical way to provide mediation and conciliation support to Local Governments in Western Australia.

The Peer Support Team is an initiative between the WA Local Government Association (WALGA) and Local Government Professionals WA.

The team was formed to provide conciliation, negotiation and mediation support to Local Governments that identified issues of relationship conflict between Councillors, or between Councillors and senior staff.

The key objective is to assist Local Governments resolve these issues

of conflict and reduce the need for formal investigations or enquiries.

The team will meet with the affected Councillors and staff individually, as well as in a group setting, allowing all parties to freely express their views in a neutral environment. The team will then assist the Local Government to develop outcomes and a path forward that is suitable for all involved.

So, to head off possible conflict or for the best resolution in situations where it already exists, call Nick Sloan or Candy Choo on the numbers below.

LOCAL GOVERNMENT
PEER SUPPORT
TEAM HOTLINE
NUMBERS

Nick Sloan
CEO
WALGA
Tel 9213 2025

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LG Professionals WA
Tel 9271 1136



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Welcome to Issue 122 of Western Councillor

COVER:

The City of Bayswater has officially launched the \$4.4 million stage one redevelopment of Maylands Waterland. A Family Fun Day saw families from across Perth delight in the new features, including a giant motorbike frog water sculpture, waterfall, splash pad, wading pool, tipping bucket and water creek.



ARMADALE



CHAPMAN VALLEY



WYNDHAM EAST KIMBERLEY



Chief Executive Officer
Nick Sloan

FROM THE CEO'S OFFICE

Local Governments in Western Australia employ more than 22,000 people. In many rural and regional communities, the Local Government Authority is the single largest employer. So as a result, any changes to employment legislation are always going to impact many people.

There are two industrial relations (IR) systems in WA: Federal and State. Some Local Governments operate in the State system. However, most currently operate in the Federal system.

The State Government has recently announced that from 1 January 2023 all Local Governments (except the Shires of Christmas Island and Cocos (Keeling) Island) and Regional Councils, will operate in the State IR system. Please visit WALGA's website for the background information on why this transition is occurring.

This means that from 1 January:

- The *Minimum Conditions of Employment Act 1993* (WA) (MCE Act) and the *Industrial Relations Act 1979* (WA) will cover Local Government employers and employees (not the *Fair Work Act 2009* (Cth), with the exception of some provisions that apply to non-national system employers);
- The employment tribunal will be the Western Australian Industrial Relations Commission (not the Fair Work Commission);
- The regulator which enforces compliance of the State employment laws will be the Department of Mines, Industry Regulations and Safety (DMIRS) (not the Fair Work Ombudsman);
- For those Local Governments that apply the Federal Local Government Industry Award 2020 (LGIA), the LGIA will become a State industrial agreement and

will continue to apply, subject to provisions in the MCE Act; and

- For Local Governments with a Federally registered enterprise agreement, the agreement will become a State industrial agreement and will continue to apply, subject to provisions in the MCE Act.

To help ease this transition, WALGA Employee Relations has been supporting Local Governments by providing regular updates through its monthly State IR Transition Bulletin during the last 12 months tracking the progress, hosting webinars with DMIRS and engaging with all key stakeholders including the Federal and State Governments to advocate for the transition to be as smooth as possible.

WALGA's ongoing advocacy with the State Government has successfully resulted in the making of a new regulation to assist Local Governments with the transition to the State system. The new amendments to the *Industrial Relations (General) Regulations 1997* (WA) which take effect from 1 January, mean that your Local Government will not have to apply the terms of any State awards from 1 January 2023 to 31 December 2025 while your new State instrument is in force.

WALGA Employee Relations has also developed an extensive list of resources for subscribers to the service, which are available on WALGA's website. These include a checklist to prepare for the transition, numerous factsheets and guides, employee engagement templates, five recorded webinars and numerous in-person presentations.

The resources primarily outline the impact of the transition and steps that Local Governments can take to prepare for the transition, identify the key employment conditions in the State IR system, and compare the differences between the two IR systems. We recognise the significance of these changes to members and have responded by providing additional resourcing to our Employee Relations team.

DMIRS is the authority responsible for implementing this transition and Local Governments can access information on the DMIRS website and contact Wageline on 1300 655 266. WALGA Employee Relations welcomes any queries from subscribing Local Governments. Please email the team at employeerelations@walga.asn.au or call 1300 366 956.



President
Cr Karen Chappel

FROM THE PRESIDENT

It was pleasing to see so many delegates at this year's WALGA Convention. The vibrancy, calibre of speakers, extensive trade exhibition and opportunities to network, made for a very successful Convention.

Prior to the WALGA Convention, the Waste & Recycle Conference was held in September. WALGA hosted the event in partnership with the Department of Water and Environmental Regulation and Waste Management and Resource Recovery Association. The Hon. Reece Whitby, Minister for Environment and Climate Change opened the Conference, announcing WA's top achievements in waste minimisation, including the introduction of Phase 2 of the suite of single-use plastics ban, and the ongoing use and accessibility of the Container Deposit Scheme.

The Minister also announced a new financial incentive program to encourage Local Governments to use recycled construction and demolition waste in projects. The Roads to Reuse (RtR) Local Government Incentive Program, will provide a payment of \$5 per tonne of RtR product used by a Local Government, up to a maximum of \$35,000 per Local Government.

Waste Services are just one of what many may see as the 'traditional' services' Local Governments provide. As a result, outcomes in advancing waste management and minimisation by the sector, are often 'seen as business as usual' and go unheralded.

One example is product stewardship, which requires industry to take financial or physical responsibility for their products at end of life.

On behalf of Local Governments, WALGA has advocated that effective product stewardship schemes must be easy, convenient, and accessible across WA.

A good example of WALGA's successful advocacy on Product Stewardship is the container deposit scheme.

Containers for Change has been in place for two years and has doubled the number of containers being recycled in WA to over 60 per cent. There is still a way to go to reach the 85 per cent recycling target, but the Scheme is progressing well.

In October, the Federal Government handed down its first Budget. It contained a number of initiatives that will be welcomed by Local Governments, including an expansion of the Local Roads and Community Infrastructure Program; additional funding for Disaster Mitigation and a new Growing Regions Program and Precincts and Partnerships Program (replacing the Building Better Regions Program and the Community Development Grants Program).

In its submission in advance of the Budget, WALGA identified priority areas for spending including telecommunications and digital connectivity, road infrastructure and coastal risk planning. The Budget contained funding for important election commitments related to telecommunications, however, more could be done to manage the impact of climate change on our coastal areas.

The end of the year is quickly approaching, so I would like to wish you and all your loved ones a happy and safe festive season and a prosperous 2023.



Minister for Local Government
Hon John Carey MLA

FROM THE MINISTER

In September, I wrote to all Local Governments to provide a pathway to voluntarily enact a number of our Government's sweeping electoral reforms.

Our reform agenda is clear - we are strengthening the transparency, accountability and efficiency of Local Governments, and this set of electoral reforms will enable stronger local democracy and community engagement.

The reforms include:

- introduction of optional preferential voting for all Council elections, bringing Local Government elections more in line with State and Federal voting mechanisms;
- requiring Band 1 and Band 2 councils to hold a public vote for the Mayor or President, directly empowering ratepayers;
- abolishing wards for smaller Local Governments; and
- reducing the number of Councillors within a Local Government, setting clear limits on the number of councillors a Local Government can have, based on the population of the Local Government area.

Many of the reform proposals related to council representation are based on broad trends and will aim to provide greater consistency across councils. This will simplify elections and reduce the ongoing cost burden for ratepayers.

For most impacted councils, the voluntary pathway will include undertaking a full Ward and Representation Review to consider how to phase in these reforms.

If Local Governments are unable to agree on a plan or opt out of the voluntary process, the Reform Election Pathway may be enacted. The Reform Election Pathway will provide for a complete 'spill' of a council for the 2023 election.

The response received by the sector so far to our Government's Local Government reform agenda has been positive and constructive - with Local Governments providing their intentions at the end of October. The Department has assisted with a number of queries, and the team will remain available to provide support to Local Governments throughout the process.

It was great to attend the annual WALGA Conference at the beginning of October with its theme of Embracing Change and hear about the positive changes Local Governments have been enacting for the benefit of their communities.

I also recently hosted a roundtable with several rural Local Governments to share my proposal to assist them address some of the challenges that can arise when a contract with a local General Practitioner (GP) comes to an end.

From my engagement with Councils earlier this year, I know that having to re-tender for a medical service contract when there is only one GP can be unnecessary and can impact important relationships.

Following advocacy from WALGA and advice of impacted Local Governments, I'm proposing to establish an exemption for re-tendering for GP and dentist services procured by Local Governments.

Under the proposed regulation changes, instead of having to always re-tender at the end of a contract, the council will have the option to make the decision to vary and/or extend the existing contract.

As we rapidly approach the end of 2022, work in State and Local Government remains busy. I'm looking forward to continuing to engage and work with the sector, embracing change, and delivering benefits for communities across Western Australia.



Shadow Minister for Local Government
Shane Love

FROM THE SHADOW

Embracing change is something Local Governments have done well, both out of necessity, and at times, to proactively pursue opportunity. As the closest level of Government to the community, the need to adapt and embrace the changing nature of our communities is front and centre for successful local governance.

I understand most of the State Government's reforms in the Local Government sector are broadly supported and many are appropriate, but the motivation behind altering the electoral process, mysteriously remains unexplained.

Roughly half of WA's Local Governments face almost no change to their current electoral setup, but some 74 councils will be forced to change. While wards have fallen out of favour with the Government, they remain an important tool to ensure the whole Local Government area is represented. It is not difficult to draw parallels between forcing predominantly regional councils to remove wards and the McGowan Government's heavy-handed abolition of upper house regions.

In both cases, the changes sacrifice community identity and representation in the interest of raw population. One of the reasons cited for this shift in policy is the inability to field a candidate for some wards. Councillors are often the cheapest resource a small council has, so having fewer

than the maximum may well be cause for reflection and perhaps reform. If maximising the number of Councillors justifies removing wards in 11 Local Government areas, I wonder why the State Government also seeks to reduce the number of Councillors in 48 areas.

The whole purpose of Local Government is to provide communities with local representatives - a voice to speak up for them. It is concerning that while the Government reduces its presence in small communities it also strips them of the freedom to determine these structural matters for themselves, instead, handing many responsibilities for service delivery to local co-operatives or Councils.

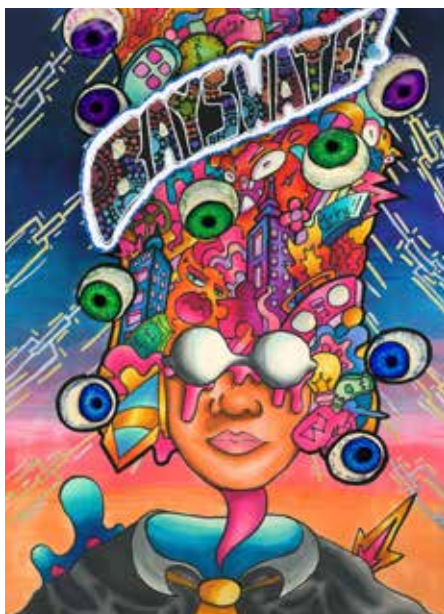
And why the requirement to adopt optional preferential voting? In a group election scenario - as is the case for council elections - candidates can't all be elected by a majority of voters, regardless of how many preferences are recorded. The shift to direct election of Mayors and Presidents may benefit from a full preferential system. When it comes to the council, though, it remains unclear what benefit can be gleaned from using preferential voting except to empower group tickets. This in turn enables partisan politics and shady preference deals. The Minister claims this is not his intention but as far as I'm aware, he is yet to explain what other purpose there could be for introducing preference deals to local politics.

There is no more vital organisation for a community than their local Council and it is imperative State and Federal governments empower and strengthen Local Governments' ability to continue delivering for their residents. Councils will continue to do what they have always done - adapting to and embracing change. One can understand why many are questioning whether the Minister's reforms represent change worth embracing.

SHOWCASE IN PIXELS

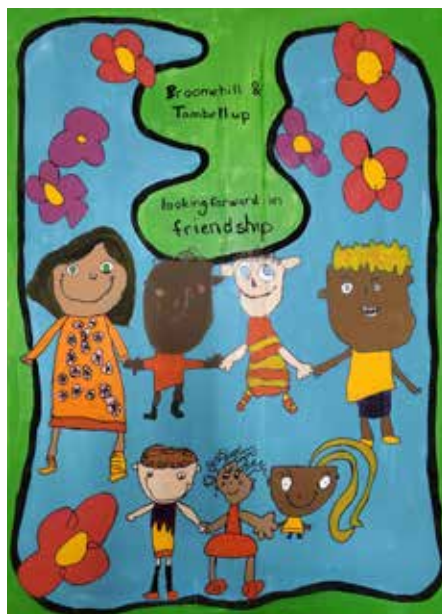
LIFE ON THE STREETS OF BAYSWATER WINS SHOWCASE IN PIXELS

An artwork portraying life on the streets in and around the City of Bayswater by a young secondary school student has taken out the top award in the 2022 Showcase in Pixels art competition.



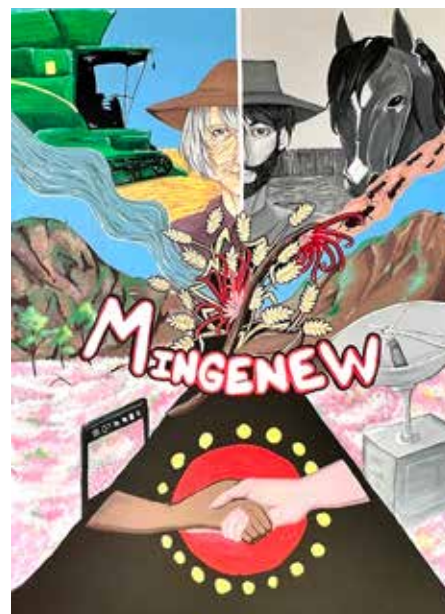
City of Bayswater

Overall Winner / Winner, Secondary School



Shire of Broomehill Tambellup

Winner, Junior Primary



Shire of Mingeneew

Winner, Upper Primary

The art was inspired by the experience of walking the streets of Bayswater and taking in the sights, sounds and colours of the community and providing a unique mix of the old and new.

The art display is an annual state-wide competition held by WALGA and was previously known as the Banners in the Terrace.

The annual display of the vinyl banners down St Georges and Adelaide Terrace, let everyone know that the Annual Local Government Convention was in town, leading a path to the Concert Hall where it was held at the time.

The display has now moved into the digital age where the artwork is displayed on the large screen in Yagan Square in the CBD.

This year's competition had the theme of "Embracing Change" with entrants submitting an art piece depicting how they saw that happening in their local communities.



Shire of Corrigin

Winner, Community Non-Professional

The winners were announced and recognised on Tuesday 4 October at the Local Government Convention at Crown



Shire of Cue

Winner, Professional Digital

Perth and presented by President Karen Chappel. Congratulations to the above category award recipients.



City of Albany



Shire of Ashburton



Shire of Augusta Margaret River



Shire of Bruce Rock



City of Busselton



Shire of Carnamah



Shire of Dalwallinu



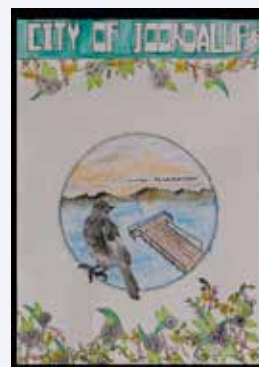
Shire of Esperance



Shire of Exmouth



City of Gosnells



City of Joondalup



Shire of Manjimup



Shire of Mukinbudin



Shire of Narembeen



Shire of Serpentine Jarrahdale



Shire of Tammin



Town of Vincent



City of Wanneroo

HONOURS & AWARDS

CELEBRATING OUTSTANDING SERVICE ACROSS THE SECTOR

The 2022 list of Honours acknowledged some of WA's most outstanding and committed community leaders across both regional and metropolitan Councils.

WALGA President Karen Chappel said it was with strong memories that she awarded the Local Government Medal posthumously to former President Troy Pickard.

"We have all been incredibly saddened by his passing, and he has left a legacy of a robust and transparent Local Government sector that is representative of the needs of all communities across the State," President Chappel said.

The medal was accepted on his behalf by Troy's two daughters who responded by saying how honoured they were to receive it.

Life Membership was awarded to Malcolm Cullen for his service to the Goldfields region. President Chappel said it recognised his leadership, as he was elected President of the Shire of Coolgardie in 2009 after serving just 12 months as an Elected Member.

"Malcolm's vision for the Goldfields region is incredibly exciting and he is an asset to our entire Local Government sector," President Chappel said.



2022 Local Government Honours Award Recipients

Life Membership

Cr Malcolm Cullen
Shire of Coolgardie

Merit Award

Steven Carter
Former President, Shire of Dalwallinu

Mark Conley
Former President, Shire of Cuballing

Wayne Davies
Former President, Shire of Quairading

Theresa Fancote
Former Councillor, Shire of Brookton

Doug Jeans
Shire of Mundaring

Keith House
Former Councillor,
Shire of Gnowangerup

Suzanne Migdale
City of Stirling

Eminent Service Award

Cr Philip Blight
Shire of Wagin

Julee Westcott Nelson
Former Councillor, Shire of Carnarvon

Karlo Perkovic
City of Stirling

Bianca Sandri
City of Stirling

Donna Shaw
Former Councillor, City of Armadale

Denese Smythe
Shire of York

Russel Thomson
Shire of Woodanilling

Caroline Wielinga
Former Councillor, City of Armadale

Local Government Distinguished Officer Award

Laurie Crouch

Stuart Jardine

Jean Knight

Frank Ludovico

Peter Naylor

Mark Newman

Troy Pickard Young Achievers Award

Adam Hort
City of Gosnells

Caitlyn White
Town of Bassendean



FEATURE

WA LOCAL GOVERNMENT CONVENTION AND TRADE EXHIBITION

More than 480 delegates from across the state converged on Crown Perth for the 2022 WA Local Government Convention and Trade Exhibition from Sunday 2 to Tuesday 4 October.



Themed 'Embracing Change', this year's Convention explored changes to the Local Government landscape and how the sector can come together to inform, guide, and embrace change.

The event attracted a 17 per cent increase of full delegate registrations on 2021, with 14 Federal and State Members of Parliament also attending. The trade exhibition was very popular within the business community, being subscribed by stall holders several weeks prior to the event. The overall increase in registrations reflected the motivation of people to return in person to events, following the recent years of pandemic restrictions on events and travel.

One of the changes at the Convention embraced by the delegates was an increased use of digital engagement.

A specialised App was created to allow delegates the opportunity to send questions to panel speakers from the comfort of their seat in the room.

The convention opened on Sunday with a Mayors' and Presidents' Forum followed by a 'welcome' reception at Crown. The following day, Presidents and CEOs of Member Councils had the opportunity to meet and engage with the Heads of State Government Agencies from portfolios relevant to the sector at a breakfast discussion.

The Association AGM was also held on Monday, with a range of honours and awards being presented to individuals and Councils recognising their achievements and service to their community, as well as in the areas of accessible communities and road safety.

A Cocktail Gala this year replaced the traditional Convention Dinner on the Monday evening at Optus Stadium, allowing delegates a greater opportunity to network among colleagues in a less formal setting.

Keynote speakers in this year's program included the Ukrainian Ambassador to Australia, His Excellency Vasyl Myroshnychenko, and Justin Langer, former Australian Cricket Coach and opening batsman. Justin's breakfast attendance proved so popular during registrations, it had to be relocated to a larger room. Mr Langer was very gracious with his time after his speech posing for many photos with attendees as was Mr Myroshnychenko.

The high calibre of speakers featured at the event generated increased media coverage with a number of print and digital media articles, as well as coverage on the ABC statewide 7pm news bulletin.

An inspirational concluding Keynote presentation was given by Dr Craig Cullen, who was named 2019 joint Australian of the Year for his role in the Thai Cave rescue.

Featured over the next few pages are collages of photos from the Convention.









ELECTED MEMBER PROFILE



CR DOUG JACKSON

SHIRE OF PEPPERMINT GROVE

Disclaimer: This profile is written in consultation with and by Cr Jackson and does not reflect any views of fellow Elected Members, the Shire of Peppermint Grove nor the WA Local Government Association.

WHAT IS YOUR 'DAY JOB' AND HOW DOES IT RELATE TO YOUR ROLE AS AN ELECTED MEMBER?

I have a few different day jobs and wear a few different hats! I am a student at the University of Western Australia, where I study Political Science and Marketing. I am also in the University Student Guild and many clubs where I have worked to advocate for my fellow students. I work for a Member of State Parliament, where I liaise with local community groups, assist local constituents, and connect people with State government services. Additionally, I am a Senior Coordinator of the YMCA Youth Parliament, which is a fantastic program run for and by young people.

WHAT ATTRACTED YOU TO BEGIN A CAREER AS AN ELECTED MEMBER IN LOCAL GOVERNMENT?

I first ran for council after seeing the need for more youth voices. More than a third of Peppermint Grove's population is under the age of 30 and yet I saw no one close to that age group on my local council. So, I thought why not me? I ran in 2019 as an 18-year-old. I did not

win my first campaign, however, I learnt a lot about myself and the community in general. Two years later I was unsure whether I should run again, but eventually, decided to give it another go and I'm very glad I did!

HOW MANY YEARS HAVE YOU BEEN AN ELECTED MEMBER?

I was elected in 2021, so I have been a Councillor for one year!

WHAT HAS BEEN THE BIGGEST CHANGE TO THE SECTOR DURING YOUR TENURE AS AN ELECTED MEMBER?

Not too much has changed during my time as a Councillor. However, our Council has been closely watching the potential reforms to the Local Government Act and how these reforms impact our council and our way of doing things.

CAN YOU DESCRIBE SOME OF THE BIGGEST CHALLENGES YOU HAVE FACED DURING YOUR TENURE?

The biggest challenge I've faced since becoming a Councillor is lack of confidence. I found my first few months on council very challenging. It can be very fast paced, and I was learning a lot on the fly. The specifics of local planning laws, rules and regulations can be a lot to wrap your head around. Fortunately, my Shire President, fellow Councillors, and Council staff have been incredibly supportive which has made my journey much easier and less daunting. Since joining Council, despite the odd 'young people' joke, I haven't felt as if my age has been a hindrance to my position. In fact, I believe my youth has strengthened my role and given me a unique perspective. Additionally, the training programs run by WALGA have been very informative and enhanced my knowledge of the Local Government sector.

CAN YOU EXPLAIN THE REGION/ COUNCIL YOU WORK IN AND SOME OF ITS THE ADVANTAGES AND CHALLENGES OF WORKING IN THIS REGION?

The Shire of Peppermint Grove is an inner metropolitan council, with seven Councillors. Peppermint Grove is one

of the state's most beautiful suburbs, known for its large heritage homes, extensive tree canopy and location on the banks of the Swan River. We are well known as the smallest Local Government area in Australia by area. As we are relatively small, all Councillors are very accessible to the community, meaning ratepayers can easily raise issues and provide feedback directly to us. Additionally, a significant amount of our homes are heritage listed which provides both challenges and opportunities for strengthening our Shire's heritage.

WHAT HAS BEEN YOUR PROUDEST ACHIEVEMENT WHILE WORKING IN LOCAL GOVERNMENT?

As a new Councillor, I would say my proudest achievement so far is just getting elected. Having the incredible opportunity to represent my community is very humbling. I wouldn't be presumptuous as to claim council achievements as my own. However, I am very proud of what our Council has been able to accomplish over the last year including but not limited to, a Public Tree Management Strategy, Heritage Grants Scheme, Sustainable Development Approvals, and much more.

WHAT ADVICE DO YOU HAVE FOR SOMEONE WISHING TO BECOME AN ELECTED MEMBER?

Give it a go! I strongly believe our democracy is strongest when it is truly representative of our communities. If you're passionate about something use your voice, stand up and do something about it and don't be afraid to step out of your comfort zone. Running for council can be challenging, but also incredibly rewarding.

I would particularly encourage young people to run for council. It is wonderful to see more young people getting involved with Local Government and becoming politically engaged but we can still do better. Far too often young people are left out of the decision-making processes even though the decisions made today will impact us long into the future. I believe that young people should be involved in the planning and development of our local communities and ensure they remain vibrant places to live for decades to come.

Around the Nation

News from State Associations across the country

ALGA



Local governments have signed up to a landmark Housing Accord between the Commonwealth, state and territory governments, investors, and the residential development, building and construction sector that plans to deliver up to one million affordable homes for Australians.

President Linda Scott said including the Australian Local Government Association as a representative of Australia's 537 councils was recognition of the key role Local Government plays in facilitating affordable housing.

"A lack of affordable housing is one of the biggest challenges councils and our communities are facing, and we look forward to working with governments, financiers and the housing industry to help facilitate more affordable homes for Australians," Cr Scott said.

Cr Scott also welcomed the Government's new Growing Regions Program and regional Precincts and Partnerships Program, which will include \$1 billion of new funding that Local Governments can apply for over the next three years.

"Many of our regional communities have been devastated by flooding this year, and some are still recovering from cyclones and fires," said Cr Scott.

"Federal funding to our regions is more important than ever, and these new programs will help councils build stronger, more liveable communities."

"Regional and remote councils have put significant time and resources into developing funding proposals for round six of the Building Better Regions Fund, which has been discontinued."

"ALGA will be advocating for both the Growing Regions Program and Precincts and Partnerships Program to be dedicated to Local Government infrastructure."

In response to ALGA's advocacy, the Federal Budget also included the \$250 million expansion of the Local Roads and Community Infrastructure Program through to 2025-26, and a \$200 million per year Disaster Ready Fund from 2023-24.

"Secured through ALGA's advocacy, this Local Roads and Community Infrastructure Program extension will help councils build and upgrade playgrounds, libraries, cycling paths, and swimming pools right across our nation," said Cr Scott.

"It is critical that this program continues to be allocated to councils on the existing and successful program formula, so that all communities continue to benefit."

"The Disaster Ready Fund will help councils better protect their communities against natural disasters, and as a direct result of ALGA's advocacy this funding is expected to be available from next July."

Cr Scott also welcomed a \$32 million four-year commitment to help Local Governments improve disability access and build up to 400 new "Changing Places" toilets.

Cr Scott said ALGA's advocacy had also delivered an extra \$100 million in Financial Assistance Grants for councils in this year's Budget, bringing the total for 2022-23 to \$2.92 billion (including \$2.1 billion pre-paid in 2021-22).

"ALGA will continue to advocate for Financial Assistance Grants to Local Government to be restored to at least one percent of Commonwealth taxation revenue," Cr Scott said.

NSW



New toolkit guides best practice for public art

Local councils commissioning public art now have access to a comprehensive toolkit providing best practice guidance for accessible and responsible public art.

Create NSW Interim Chief Executive Annette Pitman said the toolkit would help NSW lead the way in public art commissions, ensuring best practice principles could be applied to produce successful, high-quality projects, particularly Aboriginal public art projects.

"Public art makes art part of the everyday – accessible to all," Ms Pitman said.

"By creating a meaningful focal point in public spaces, public art helps build community connection to places, and contributes many positive social, cultural and environmental impacts."



QLD



Housing and road money welcome but crucial Council funding missing

LGAQ has welcomed steps to help address the national housing crisis as well as an increase in road funding but is disappointed the Federal Budget has failed to reveal an increase in crucial funding for Local Government.

LGAQ CEO Alison Smith said Queensland's councils had been among the first to raise the alarm about the housing crisis and would be looking closely at the Housing Accord and other measures announced by Treasurer Jim Chalmers in his first Budget.

"Councils will welcome the confirmed increase in the highly successful Local Roads and Community Infrastructure Program (LRCIP) – up \$40 million to \$171 million this year for Queensland councils - but would still like to see it made permanent with the certainty that would provide," Ms Smith said.

"There is also an ongoing commitment to infrastructure but our members will be disappointed at the delay in some project funding, with the likes of Bridges Renewal and Roads of Significant Interest (ROSI) seeing funding pushed into the out years.

"There will also be concern about the reduction in water infrastructure funding for Queensland."

SA



New Model Behavioural Management Policy

The new Behavioural Management Framework is a major component of Local Government reforms due to commence with the new council term in November 2022.

A key element is the mandatory Behavioural Management Policy, which all councils must adopt in accordance with the new section 262B of the Local Government Act 1999.

To support councils with the commencement of the new framework the LGA has prepared a Model Behavioural Management Policy, which includes the requirements set out within the Local Government Act.

TAS



LGAT's Annual Conference 2022 – Leading Through Uncertain Times

The LGAT Annual Conference is taking place from 8 to 9 December 2022 at the Hotel Grand Chancellor in Hobart and will feature a range of keynote speakers, workshops, training sessions, plus much more.

As the main event for the Local Government sector, the Annual Conference is a great opportunity to network with your peers and learn from a range of speakers like the ABC's Stan Grant, UTAS Chancellor Alison Watkins AM, Thomas Mayor - signatory of the Uluru Statement from the Heart, Jackjumper's Christine Finnegan, Professor Richard Eccleston, Melinda Maddock and more.

VIC



Long road to recovery after the headlines

As we've seen time and again, communities across the state pull together when disaster strikes. We saw it last week during the flooding across Victoria.

Communities, emergency services, and council staff on the front lines are to be commended for their work in supporting those in need.

The Municipal Association of Victoria (MAV) has been heartened by the number of councils from unaffected regions pitching in and sending their staff to support exhausted and stretched councils in the north and west of the state.

Communities are also appreciative of the prompt funding response from the State Government, with announcements of food relief, a clean-up taskforce and grants for individuals, businesses, and primary producers.

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OCT/NOV AROUND THE STATE IN PICTURES

The following pictures celebrate the achievements of Local Government in Western Australia. Any WA Local Government that has held an event or function and wants to have it featured in Western Councillor is encouraged to contact the *WALGA Communications Team* via email: communications@walga.asn.au

ARMADALE

Minnawarra Park in Armadale was filled with lasses, laddies and wee bairns in early October for the annual kilt run and Highland Gathering.

More than 25,000 people watched a huge live action program, including medieval battles, strength competitions, dog agility courses, music, Highland dance and pipe bands.



ASHBURTON

The Onslow Water Tank Mural project was officially opened on 5 October. The mural encapsulates the history of the town, considering the indigenous heritage, pearling and agricultural industries, and the stories that make Onslow the authentic coastal town it is today. This project was completed by WA artist Jerome Davenport and delivered to the community by the Shire of Ashburton, in partnership with Regional Arts WA and the Water Corporation.



BAYSWATER

The City of Bayswater officially launched the \$4.4 million stage one redevelopment of Maylands Waterland. Mayor Filomena Piffaretti switched on the taps at the much-loved water playground. A Family Fun Day followed with families from across Perth delighting in the new features, including a giant motorbike frog water sculpture, waterfall, splash pad, wading pool, tipping bucket and water creek.

BROOMEHILL TAMBELLUP

In October the Shire of Broomehill-Tambellup played host to their Great Southern Local Government colleagues and generous sponsors contesting the highly prized 'Hollow Log' trophy. Prowess of the Shire of Denmark team won the day, and the right to host next year's event. The real winner was the Tambellup Golf Club as the recipient of funds raised on the day, which will assist with the repair of damage incurred during a storm earlier in the year.



BUNBURY

Bunbury's new youth precinct has been announced as Koolambidi Woola after consultation with the community, including local Wardandi Noongar Elders. The name was chosen to reflect what the facility will represent. Koolambidi Woola translates to 'celebrating young people' – Koolambidi meaning 'young people aged 12 to 25 years' and Woola meaning 'celebrate'. It boasts a multi-sports court, parkour areas, mini golf, a youth services building, beach climbing net, event and performance spaces.

BUSSELTON

The City of Busselton is supporting young people and communities across the City with a new youth space centre in Dunsborough. 'The Break' centre is open to young people of all ages and will provide a safe, inclusive and judgement free space for young people to connect, make new friends and learn. A local artist worked with the youth group to design and install a 12m mural on the wall of the building.



CAMBRIDGE

Lake Monger Reserve in West Leederville is now home to two food trucks. Cambridge Mayor Keri Shannon recently visited the popular reserve to see the delicious range of options on offer from The Acai Corner and new addition What the Flip. Providing mobile food vendors at the reserve forms part of the Council approved Lake Monger Activity Plan.

CHAPMAN VALLEY

In August, the Shire of Chapman Valley hosted the inaugural Backroads Gravel: Fields of Gold event. Backroads is a gravel bike event that attracted more than 300 participants in its first year. The courses were designed by cyclists from the Midwest and included the use of gravel road networks that ran through local farms and communities. This unique experience made for a spectacular photo backdrop with the canola and wildflowers in full bloom.



COCKBURN

Cockburn Mayor Logan Howlett and Acting CEO Victoria Green joined Premier Mark McGowan to announce a \$2.5m State Government boost to the \$12m expansion of co-located Cockburn ARC and Fremantle Football Club facilities in Cockburn Central.

Pictured L-R: Minister Simone McGurk, Dale Alcock, Minister Hon. David Templeman, Cockburn MLA David Scaife, Premier Mark McGowan, AFLW player Gabby O'Sullivan, Fremantle Football Club CEO Simon Garlick, Mayor Howlett and Victoria Green.

COCOS & KEELING ISLANDS

The Shire of the Cocos (Keeling) Islands hosted the RU OK? Day on Direction Island in mid-September, in partnership with the Indian Ocean Territories Health Service and the Cocos Islands Youth Council. Community members and visitors were treated to a variety of beach games including volleyball, tug of war and flag races. The locals shared some culture, husking coconuts, toasting Coconut Apples on the open fire and sharing some of history behind the coconut industry.



DARDANUP

EnLighten was a Shire of Dardanup event held in October. A breathtaking digital art installation using exciting projection technology lit up Eaton Skatepark. Through playful exploration of light by illuminart Australia, the event shed light on mental health with community contributions to the installation exploring the focus question: "What brightens your mood?".

EXMOUTH

The Shire of Exmouth won top honours at the National Top Tourism Town Awards bringing the prestigious prize as Australia's top small tourism town to Western Australia. Together with local creatives, the team captured the Heart & Soul of Exmouth's unique experiences on offer, while being an advocate for sustainable travels and growth as a tourism destination.



GERALDTON

Geraldton Regional Art Gallery rolled back the years this month with two reflective exhibitions, The Town Hall 1907-1984 and The Banksia Ball 50th Anniversary. The Town Hall 1907-1984 exhibition portrayed the importance of the Old Town Hall and The Banksia Ball 50th Anniversary was a celebration of the first time Local and State governments, local businesses and an Aboriginal organisation worked together to successfully orchestrate a community event.

Photo: Peter Aarts and Doreen Dawson at the Geraldton Town Hall circa 1958

GINGIN

There was exciting news for young motorbike enthusiasts in the Shire of Gingin and beyond as work has finished on the Ledge Point Junior Off-Road Vehicle Area. The project, which was partially funded by the Department of Local Government, Sport and Cultural Industries and supported by the Shire of Gingin, was instigated by Senior Ranger Alan Brown and is suitable for motorbike and quad bikes riders between the ages of 8-14. It also includes an outside track for advanced riders making it a fun, safe outdoor venue for the whole family.

Photo: Senior Ranger Alan Brown in front of the new Ledge Point Junior Off-Road Vehicle Area and carpark.



GOSNELLS

Places of worship in the City of Gosnells opened their doors to the public for the City's inaugural Spring Day event. The City of Gosnells is one of the most culturally diverse Local Governments in WA and Spring Day encouraged members of the public to visit a variety of places of worship to learn about different beliefs and practices. The event promoted harmony and acceptance.

JOONDALUP

Several locations along Joondalup's coastline will benefit from new shark monitoring infrastructure this summer, including a Shark Warning System tower. After the removal of the Sorrento Beach enclosure in November 2021, the City worked closely with the Department of Primary Industries and Regional Development on alternative shark mitigation measures. The collaboration provides an additional safety swimming environment for those who will visit the City's coastline this summer.



KWINANA

The event season kicked off with the Summer Sounds Concert in the Park in early October, drawing enthusiastic crowds to listen to Maori performers Ngaru Pou, throwback 90s duo Claire Fahie and Jordan Anthony, and solo-spectacular Ari Davis. The crowds enjoyed food trucks and a range of children's activities on the oval in front of the new Ngook Boorn Mia-Mia / Honeywood Pavilion, the City's first dual-named facility.

MUNDARING

In September, Ballardong Noongar Artist Rohin Kickett formally presented 'Mundaring Weir', an artwork commissioned by the Shire. The painting serves as an inspirational piece for the design of the Shire of Mundaring's Reconciliation Action Plan. Rohin shared the journey and his influences in creating this centrepiece which features throughout the design of the Plan.



PLANTAGENET

The historic Mount Barker Police & Folk Museum on Albany Highway has an eye-catching new mural, after a two-day workshop in October. Participants travelled from Carnarvon, Bridgetown, Perth and across the Great Southern to participate in the event, hosted by Mount Barker resident and part-time Walldog, David Johnson APM. The mural is the latest addition to a trail of six murals across the town, with another eight to be created during the Mountains and Murals Festival in November.



ROCKINGHAM

Rockingham's newest major infrastructure project, the Baldvis Sports Complex (BSC), reached a significant milestone in October with the first ever sporting event held at the facility. The cricket season began with White Knights Baldvis Cricket Club winning their first home game at the venue. The City is delivering the BSC to help meet a shortage of active reserve space in Baldvis for present and future sporting groups.

SOUTH PERTH

The first stage of a \$1.3 million environmental restoration at Neil McDougall Lake in Como has been completed, improving the lake's water quality and management of seasonal algal blooms. Largely funded through a Federal Government grant, the project uses a range of water sensitive urban design features, including a custom-designed pollutant trap and new wetlands, to help reduce the level of nutrients entering the lake from the surrounding catchment area and enhance the habitat for native birdlife.



VINCENT

The City of Vincent hosted the 2022 WAFL Grand Final, in partnership with the West Australian Football Commission, at Leederville Oval on Saturday 1 October. More than 16,000 footy lovers enjoyed some sunshine and a breathtaking game of footy. To celebrate, the Leederville Town Centre came alive and was transformed into Footyville for a festival of WAFL. Thousands of people enjoyed roving entertainment, local bands, Boxville circus workshops and more.

Image credit: Steve Worner

WANNEROO

The City of Wanneroo was proud to support Best of British, a grassroots event organised by the Yanchep Two Rocks RSL Sub-branch. The community turned out in droves to Old Nursery Park, with Mayor Linda Aitken (pictured) planting a tree at the special event. The planting project received funding from the Australian Government's Planting Trees for The Queen's Jubilee Program. The City also received funding through the program and has planted 150 new trees in local parks.



WYNDHAM EAST KIMBERLEY

The Shire of Wyndham East Kimberley officially opened the Kununurra Yawoorroonga-woorr Splash Park in October. Shire President David Menzel; Minister for Culture and the Arts, Sports & Recreation David Templeman; and Local Member Divina D'Anna tested out the slides along with students from St Joseph's School and East Kimberley College. The State Government contributed \$3.2 million to build the Splash Park which has free entry and is open 7 days a week.

ECONOMIC UPDATE

INFLATION PUTTING THE SQUEEZE ON LOCAL GOVERNMENTS

By **WALGA Economist, Daniel Thomson**

As the WA economy emerges from the COVID-19 pandemic, it is facing a new challenge in the form of rising prices and capacity constraints.

Inflation is surging across global economies, driven primarily by the conflict in Ukraine which is pushing commodity (particularly oil) prices skywards, as well as supply chain issues resulting from efforts to contain COVID-19.

State and Federal Governments are unwinding stimulus programs as we approach the end of the COVID-19 pandemic. At the same time, the Reserve Bank has been quick to shift from its emergency monetary policy settings, raising the official cash rate from 0.1% in April 2022 to 2.6% by October 2022.

Inflation is impacting Local Governments' capacity to deliver infrastructure programs, with key challenges reported including rising costs for materials and labour, accessing key supplies, and delays in the timing of major projects.

Rapid cost increases in these areas has seen the Local Government Cost index (LGCI) continue to accelerate, increasing by 6.4% over the year to June 2022. Increases of this magnitude have not been seen since the peak of the mining boom back in 2008. The LGCI measures cost increases for key expenditure items for WA Local Governments.

However, it's not just the cost of construction that is on the rise. In recent months, there have also been increases in the costs of other key services such as vehicle and equipment hire, real estate and engineering services.

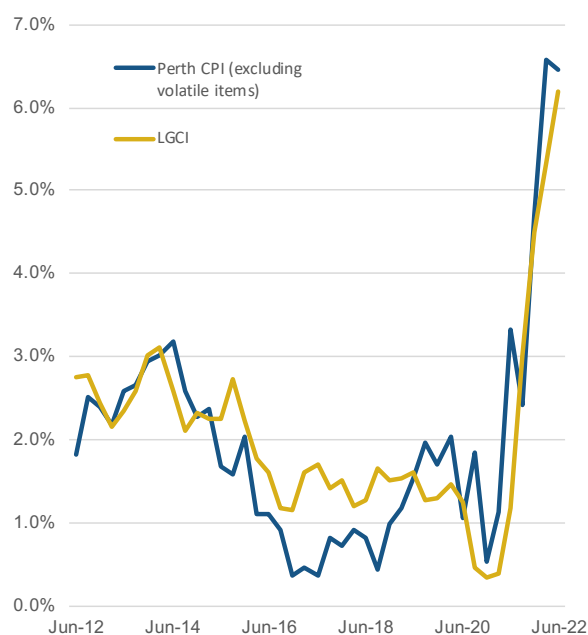
There are signs that the tight labour market and widespread shortages of workers, is starting to exert pressure on wages. Wages represent more than a third of the sector's cost base and have been contained in recent years, taking some of the pressure off growth in the sector's costs.

WAGE PRICE INDEX, WA, ANNUAL % CHANGE

SOURCE: ABS; WALGA



LGCI VS PERTH CPI, ANNUAL % CHANGE



SOURCE: ABS; WALGA

However, the wage price index picked up in the June quarter of 2022 to reach its highest annual rate of growth since 2013 of 2.7%. The public sector has also come under pressure to raise wages, with the State Government agreeing to increase its offer to public servants to a minimum annual increase of 3% for two years, plus \$3,000, higher for those on salaries less than \$104,000.

The number of people employed in the state and the hours worked have reached a ceiling despite businesses crying out for more workers. Job vacancies also remain at historically high levels and outnumber the amount of unemployed people available to absorb these roles.

The outlook for the WA economy more broadly is also uncertain. Forecasts for the WA economy will next be updated in December in the State Government's Mid Year Financial Projections Statement. Given the significant risks on the horizon from the slowing global economy, rising interest rates and ongoing capacity constraints, there may be a case for Treasury to revise growth projections for the WA economy lower.

The LGCI will be subject to revisions in coming months, as the impact of major economic shocks such as the pandemic, war in Ukraine, and the impact of recent rate rises become clearer. An increase in wage pressures may also see the index revised higher.

To subscribe to the quarterly Economic Briefing, contact WALGA Economist Daniel Thomson: dthomson@walga.asn.au

WORK HEALTH AND SAFETY AND WHAT IT MEANS FOR ELECTED MEMBERS

By Jonathan Seth, CEO, LGIS

New terms and definitions, and updated responsibilities are just a few of the areas that Councillors need to be aware of following the introduction of the *Work Health and Safety Act (WA) 2020 WHS*.

The ultimate goal of work, health and safety legislation is to make sure that everyone is provided with a safe work environment. It recognises the role that employers, businesses and leaders have in making sure that people 'get home safe' after a day's work. The legislation also recognises an individual's personal responsibility for their own safety.

KEY TERMS

The legislation introduces a range of key changes that leaders should be aware of, these include:

Person conducting a business or undertaking (PCBU)

PCBU replaces the term 'employer' and is used to capture a broader range of employing entities. A Local Government organisation is considered a PCBU.

Officer

An officer is a person who makes, or has participated in making, decisions that affect the whole or a substantial part of the business or undertaking. In a Local Government context this includes the chief executive officer and directors (or equivalent) – this does not include elected members.

An important consideration is that the individual must make decisions that affect the 'whole or a substantial part' of the organisation. For example the library manager will have full responsibility for anything within that section of the organisation, however the library service is usually a small percentage of the entire Local Government operations.

Having 'officer' in your title does not make you an 'officer' for the purpose of the WHS Act unless you fit the definition in the *Corporations Act 2011*.

Worker

The definition of a worker has been broadened to include anyone who 'works' for a PCBU in support of conducting the business or undertaking. A 'worker' now includes volunteers, employees, contractors, subcontractors, apprentices and labour hire.

WHAT DOES IT MEAN FOR LOCAL GOVERNMENT?

Local Governments are PCBUs and have a responsibility to, so far as is reasonably practicable, ensure the safety and health of workers while at work. This includes their physical and psychological health.

The new legislation explicitly addresses the issue of psychological health – so Local Governments must make sure all risk assessments consider physical and psychosocial hazards.

In short the legislation says that safety is everyone's responsibility – Councillors, leaders and workers – everyone has a part to play.

WHS AND ELECTED MEMBERS

The Act excludes Local Government Councillors under the definition of an 'officer'. It does, however, recognise the important role elected members have in supporting 'officers' of a PCBU – that is, supporting CEO's and directors in complying with work, health and safety responsibilities.

Councillors have an obligation under the WHS Act as an 'other'. Section 29 of the Act refers to 'Duties of other persons at the workplace' and outlines the following obligations:

- Take reasonable care for their own health and safety
- Take reasonable care that their acts or omissions do not adversely affect the health and safety of other persons
- Comply, so far as reasonably able, with any reasonable instruction that is given by the Local Government (as the PCBU) to ensure the Local Government complies with its duty under the Act.

In practice this means that when fulfilling their duties as a Councillor, elected members must be mindful of the above obligations. This includes when interacting with Local Government officers and workers, participating in discussions and decisions for the Local Government.

PENALTIES

Everyone should be motivated and committed to maintaining a safe workplace and looking after each other. Unfortunately, sometimes, this isn't always the case and the legislation includes large penalties for individuals who don't meet their work, health and safety responsibilities.

Individuals could be fined between \$100,000 at \$550,000 and up to five years imprisonment.

Penalties apply when a relevant provision is contravened in circumstance of gross negligence.

The new crime of industrial manslaughter requires the prosecution to establish, beyond reasonable doubt, that a person knew their conduct was likely to cause the death of, or serious harm to, an individual and in disregard of that likelihood. Only PCBUs and their officers can be charged with industrial manslaughter.

MORE INFORMATION

The LGIS People Risk team have developed a range of resources to support members in meeting their work, health and safety responsibilities. We can also deliver information sessions to council and provide advice.

If you have any questions please contact me at jonathan.seth@lgiswa.com.au or talk to your account manager.

LAW CHANGE ON THE OLD INDEPENDENT CONTRACTOR/EMPLOYEE DILEMMA

By Anthony Quahe, Managing Principal, Civic Legal

The High Court recently made two decisions that have changed the law on independent contractors.

One was *ZG Operations & Anor v Jamsek & Ors* [2022] HCA 2 (**Jamsek**). The other was *Construction, Forestry, Maritime, Mining and Energy Union & Anor v Personnel Contracting Pty Ltd* [2022] HCA 1 (**Personnel Contracting**).

The High Court rejected the previous judicial approach of looking at the post-contractual conduct of the parties. Instead, it held that subsequent conduct is only relevant to:

- identifying the actual terms of the contract; or
- challenging the enforceability of the contract (e.g. alleging the contract was a sham).

The result is greater clarity in an area that has often frustrated principals and employers in the courts over the years.

The High Court also made it clear that the description of the relationship within the contract does not determine the relationship. This is important for lawyers to consider when drafting such contracts.

EMPLOYMENT RELATIONSHIP FOUND

In the *Personnel Contracting* case, the plaintiff was described in the contract as a 'self-employed contractor' by the labour hire company that hired him.

The plaintiff worked on construction sites owned by Hanssen, a client of the hire company. The plaintiff was paid on an hourly basis, had no separate contract with Hanssen, was supervised by it, but was entitled to refuse work.

The High Court held that the plaintiff was an employee of the labour hire company, in particular holding that:

- the terms of the contract (not the subsequent conduct of the parties) are relevant in determining the character of the relationship, and
- it is only in certain circumstances that the performance of the contract may be relevant in working out its terms. Those circumstances are where the contract is not wholly in writing, or where the contract has been varied or challenged for invalidity (e.g., because of an allegation that it is a sham contract) or there has been other conduct such as a legal waiver.

EMPLOYMENT RELATIONSHIP NOT FOUND

In the *Jamsek* case:

- The two respondents had originally been employed by the company as truck drivers;
- The respondents subsequently formed business partnerships with their respective wives and entered written contracts with the company. They were to provide delivery services to it for a fee, though the company did not guarantee them work;

- The respondents bought and maintained their own trucks;
- The contracts were renewed from time to time, on the initiative of the partnerships, which sought to increase their rates;
- The respondents chose the routes or areas for undertaking deliveries. The company did not dictate these;
- The company's logo was displayed on the trucks run by the partnerships from time to time; and
- The company also supplied the respondents with uniforms but did not instruct them to wear those.

When the arrangements were terminated, the respondents commenced proceedings in the Federal Court claiming statutory entitlements, superannuation and long service leave.

The lower courts had examined the history of how the parties dealt with each other over the course of the contract. They did so, to ascertain what they called the 'substance and reality' of the relationship. They concluded that the respondents were employees.

The High Court disagreed with this (established) approach.

Instead, it held that where the validity of the contract is not being challenged, the nature of the relationship should be determined by interpreting the written contracts between the parties. It therefore concluded that the respondents were not employees.

TIPS FOR PRINCIPALS AND EMPLOYERS

The change in law means that employers and principals can regard their contracts with their independent contractors with more certainty.

However, in order to take advantage of this change, they should:

- record the engagement of independent contractors as comprehensively as possible in a written agreement;
- when drafting such agreements, prescribe specifically the methods by which any variation is to be made (and exclude variation by conduct);
- advertise their tenders and RFQs in language that is consistent with the intention of the parties; and
- update their agreements to align them more closely with this ruling.



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A BRIGHT WAY TO PROMOTE LOCAL EVENTS THIS FESTIVE SEASON

While community engagement is a key focus area across all months of the year for Local Government authorities, the festive period offers a unique opportunity to foster positive interactions and celebrate community connections.

According to Synergy Account Manager Bec Elshaw, Synergy is creating opportunities to celebrate local events, and engage with Local Government authorities and their communities through initiatives such as the annual Synergy Xmas Lights Trail.

ABOUT THE SYNERGY XMAS LIGHTS TRAIL

"Across Perth and regional WA, we have so many people who love to create incredible light displays in the lead-up to Christmas," said Ms Elshaw. "Our Synergy Xmas Lights Trail is an online platform that connects the people who love to decorate their homes with the many members of the community who love to enjoy the magic of Christmas lights."

From 25 November 2022, visitors to the light displays are encouraged to vote for their favourites on the Synergy Xmas Lights Trail. Prizes are awarded to decorated homes across several award categories to eligible participants, including the Best Solar Light Display and Best House North of the River and Best House South of the River.[^]

A CELEBRATION OF COMMUNITY EVENTS IN YOUR LGA

Synergy is inviting Local Government authorities to register and promote their own local Christmas events such as Christmas markets, carol evenings and Santa Claus visits on the Synergy Xmas Lights Trail platform.*

This year, the Synergy Xmas Lights Trail is proud to support Ruah Community Services (Ruah).

Ruah is an independent, not-for-profit community service based in WA which has been supporting and empowering vulnerable and disadvantaged people to create positive change in their lives for more than 60 years.

"After yet another year of uncertainty, the Synergy Xmas Lights Trail gives all of us in the WA community something to look forward to - and an opportunity to support the wonderful work of Ruah Community Services," said Ms Elshaw.

"Many LGAs hold their own Christmas events for residents to boost community engagement and our Synergy Xmas Lights Trail platform offers an opportunity to share these initiatives with a wider audience," said Ms Elshaw.

HOW TO LIST YOUR LGA'S EVENT*

"Adding your event to our Synergy Xmas Lights Trail platform can be a simple but effective way for Local Government authorities to engage with residents, promote relevant events and create a wonderful sense of community spirit," said Ms Elshaw.

Here are her instructions on how to list your LGA's festive event on the Synergy Xmas Lights Trail platform*:

- Visit the Synergy Xmas Lights Trail website to create and submit a profile with the relevant details of the festive event. Please include the dates, venue details and a description of the event.
- Once approved, the event profile will appear on the Synergy Xmas Lights Trail map with an icon to indicate a special event.
- The event will also be searchable by the public in the search bar on the Synergy Xmas Lights Trail platform.

Visit xmaslightstrail.synergy.com.au/events for more details.

[^] 2022 Synergy Xmas Light Trail – Decorators Competition terms and conditions apply.

^{*}2022 Synergy Xmas Light Trail – Community Group Christmas Event Listing terms and conditions apply. Please see xmaslightstrail.synergy.com.au for full details.

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