

Council

MOUNTAINS AND MURALS ADVISORY
COMMITTEE – ENDORSEMENT OF
RECOMMENDATIONS

Mountains and Murals Advisory Committee Meeting
Minutes 24 September 2019; and

Mountains and Murals Festival Mount Barker Project
Plan

Meeting Date: 08 October 2019

Number of Pages : 14



MOUNTAINS AND MURALS ADVISORY COMMITTEE

MINUTES

Section 5.9(2)(a) LGA 1995

Committee Brief

The duty of the committee is to advise the Council on the creation of wall murals in Mount Barker and any associated mural festival.

A meeting of the Mountains and Murals Advisory Committee was held at the Shire of Plantagenet Committee Room, Mount Barker at 4.00pm on 24 September 2019.

Rob Stewart
CHIEF EXECUTIVE OFFICER

Committee Members:

Cr Chris Pavlovich, Cr Marie O'Dea, Cr Len Handasyde, Mr Andrus Budrikis, Sgt David Johnson, Ms Kristy Kempton, Ms Tina Johnson and Mr Stuart Roberts.
(Resolution No. 167/19)

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1 DECLARATION OF OPENING / ANNOUNCEMENT OF VISITORS

The Executive Manager of Strategic Development opened the meeting at 4:07pm

2 RECORD OF ATTENDANCE / APOLOGIES

Attendees

Cr Chris Pavlovich, (Shire President) SOP

Cr Marie O'Dea, SOP

Cr Len Handasyde, SOP

Mr Andrus Budrikis, Executive Manager Strategic Development, SOP

Sgt David Johnson, WA Police

Ms Kristy Kempton, WA Police

Ms Tina Johnson, Department of Justice

Mr Stuart Roberts, Impact Services

Apologies

Nil

Visitors

Superintendent Jodi Miller, Department of Justice

Ms Isabelle Draffehn, Community Development Officer, SOP

3 ELECTION OF PRESIDING MEMBER

The Executive Manager of Strategic Development called for nominations for the position of Presiding Member for the Mountains and Murals Advisory Committee. Cr Pavlovich was nominated by Sgt Johnson and seconded by Cr Handasyde. There being no further nominations the Executive Manager Strategic Development declared Cr Pavlovich elected unopposed as the Presiding Member for the Mountains and Murals Advisory Committee. Cr Pavlovich assumed the Chair.

4 CONFIRMATION OF MINUTES

Nil

5 DISCLOSURES OF INTEREST

Nil

6 PROGRESS REPORT TO COMMITTEE

The Executive Manager Strategic Development tabled a draft project plan for the Mountains and Murals Festival. The Committee discussed the project plan and noted the following:

- a) Wine producers from Frankland and other areas of the Great Southern could be invited to participate;
- b) Pardelup Prison Farm would be able to provide beef and lamb towards the proposed local food produce stand. It was proposed to invite a local vendor to operate this stand to provide cooked local produce. Industry are being asked to provide sponsorship;
- c) Pardelup Prison Farm staff may be able to provide support in appropriate areas;
- d) Music options should be further discussed;
- e) Consideration should be given to the provision of entertainment focussed on children's activities. This should be located close to the community mural site; and
- f) The window on the east wall of the Plantagenet District Hall (bar window) will need to be filled in with a suitable lined frame to allow the wall mural to be painted over the window area.

Some minor amendments were made to the project plan regarding correct naming of organisations, times and dates.

6.1 PROJECT PLAN

Moved Cr L Handasyde, seconded: Ms T Johnson

That it be a recommendation to the Council:

That the Mountains and Murals Festival Project Plan as amended be adopted.

CARRIED

6.2 PLANTAGENET DISTRICT HALL WINDOW

Moved Cr L Handasyde, seconded: Cr M O'Dea:

That it be a recommendation to the Council:

That the bar window on the east wall of the Plantagenet District Hall be fitted with a suitable frame and lined with material to allow the painting of a mural over this window opening.

CARRIED

7 NEXT MEETING

To be advised.

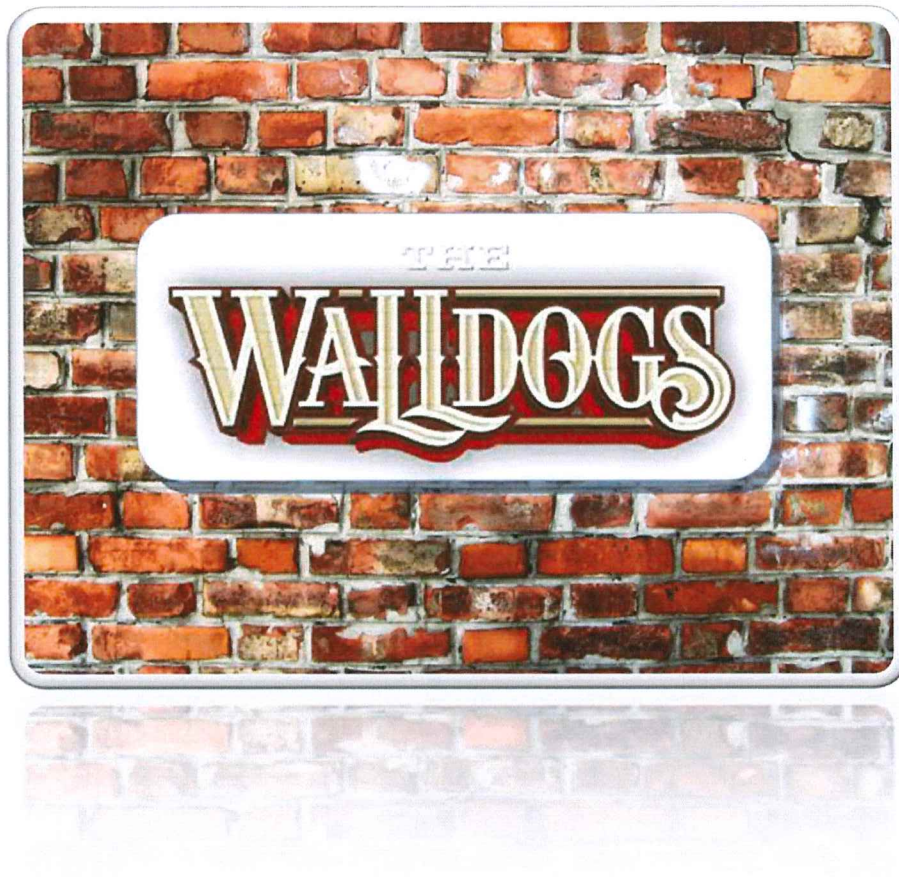
8 MEETING CLOSURE

4.45pm The Presiding Member declared the meeting closed.

CONFIRMED: PRESIDING MEMBER_____DATE:_____

Mountains and Murals Festival – Mount Barker

Project Plan



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Executive Summary

The Mountains and Murals Festival is a four day festival (6 – 10 December 2019) that will create large scale public art in Mount Barker, Western Australia. The Walldogs, a group of highly skilled international sign painters and mural artists, will paint multiple murals that spring to life with images of local historic, cultural and indigenous significance. The Festival will incorporate a food and wine fair, showcasing local produce and wares and a community mural, professionally designed, but executed by the public.

Background

The Mountains and Murals Festival is a four day festival that will create large scale public art in the down town area. The overall aim is to beautify the down town area of Mount Barker and provide an opportunity for the community to come together to create the festival.

The project will engage members of the WA Police, Plantagenet Historical Society, Shire of Plantagenet, Pardelup Prison Farm, Plantagenet Arts Council, the business community of Mount Barker, Indigenous artists and members of the Great Southern Indigenous Emerging Leaders Group.

The Great Southern Emerging Leaders group (GSNEL) was established in 2016 and comprises of 25 community members from across the region, representing the majority of families and communities in the area. The group is made up of Aboriginal people aged 20-45 and those considered to be the next tier of future leaders. GSNEL members are mentored by prominent people throughout the region and are supported toward developing important skills and knowledge that can be called upon in the future when the time comes to lead their people. As future Elders, they have identified gaps in their skillset to effectively lead their people in various areas across the community. The planning stage of the Mountains and Murals Festival will provide the GSNEL with skills in event planning, grant writing, financial expenditure, running meetings and event execution.

The project aims to complete 4-5 large scale murals over four days by pairing up international artists, who will act as project leaders on each mural, with local and Indigenous artists. Several of the finished murals will combine traditional Aboriginal art with contemporary art and will form an integration of the two, celebrating the Year of Reconciliation in 2019. All the art will depict and capture significant historical events of the town.

The festival will combine with a food and produce festival, showcasing local artistic wares, giftware, foods and wines, local to the area. The festival will also include a community mural, designed by experienced designers, but executed by members of the public as a way to create a moment in history that all can be a part of.

Mount Barker is searching for a point of difference as it competes with coastal neighbours Albany and Denmark, who both have access to large areas of some of the most scenic coastline in the world. With the town having its own unique type of history art, it will form an exciting edition to the Southern Art and Craft Trail.

Project Scope

The main components of the Festival are:

- 1) Mural painting –Friday 6 December to Tuesday 10 December;
- 2) Unveiling the Art – Weekend before Dec 7/8th;
- 3) Festival Launch – Friday 6 December 5pm – 6pm;
- 4) Projecting of the murals for mark-out – Friday 6 December 6pm -;
- 5) Food & Wine Fair – Sunday 8 December 11am to 5:00 pm; and
- 6) Artists workshop with international artists – 11 December.

The Shire of Plantagenet has created an Advisory Group to advise Council regarding the organisation of the Mountains and Murals Festival. This group is chaired by the Shire President and includes membership from the Shire of Plantagenet, WA Police, Department of Justice, and Impact Services.

The Festival organisation will be managed by the Mountains and Murals Working Group and is chaired by Sergeant David Johnson. This working group is comprised of membership from the WA Police, Shire of Plantagenet, Department of Justice, Plantagenet Arts Council and Impact Services.

Sergeant Johnson is a member of the Walldogs, a group of international mural painters that have been invited to come to Mount Barker to paint the murals. Murals will be based on historic themes relevant to Mount Barker's history. Sgt Johnson and his team will coordinate all the activities and requirements regarding the mural painting and artists' workshop.

The Shire of Plantagenet will be responsible for organising the Food & Wine Fair held on Sunday 8 December, including traffic management. A team comprising the CEO, Executive Manager Strategic Development, Executive Manager Works & Services, Executive Manager Corporate Services, Environmental Coordinator and

Community Development Officer has been created to organise the Food & Wine Fair.

Stakeholders

- Police – Mount Barker Police and District Management Team (Sgt Johnson)
- Shire of Plantagenet
- Pardelup Prison Farm
- Walldogs – (3 paid international artists, 37 unpaid artists, 20 regionally based Art Workers)
- Great Southern Emerging Leaders Group (young Aboriginals)
- Plantagenet Historical Society
- Plantagenet Arts Council
- Mount Barker Cooperative
- Building owners (murals)
- Mount Barker businesses
- Community groups
- Food/ agricultural producers
- Wine Producers
- Funding Bodies

Project Organisation

Mural Painting: Sgt Johnson and team

- Insurances – Zenith Financial Services - AU
- Walldogs – costs inc airfares, accommodation etc.
- Building walls – building owner agreements
- Town Hall (window modifications) – Shire of Plantagenet
- Intellectual property rights
- Scaffold and site management
- Materials
- Catering (Pardelup Prison Farm)
- Promotion – social media

Unveiling the Art (proposed)

- Town Hall – Plantagenet Players (TBC)

Festival Launch: Sgt Johnson and team/ CRC/ Shire of Plantagenet

- CRC
- Catering

Food & Wine Fair: Shire of Plantagenet

- Insurances (LGIS)
- Approvals
- Liquor Licence
- Stall Holder registration
- Promotion – street banners
- Entertainment
- Marquee (Shire forecourt)
- Electrical and other service requirements
- Toilets
- Traffic Management
- Comms

Artists Workshop: Sgt Johnson and team

- TBA

Human Resource Management

Mural Painting: Sgt Johnson and team

Catering (Mural painting): Pardelup Prison Farm

Unveiling the Art: Plantagenet Players (TBC)

Festival Launch: / Sgt Johnson and team/ CRC/ Shire of Plantagenet

Food & Wine Fair: Shire of Plantagenet

Clean-up: Pardelup Prison Farm

Artist Workshop: Sgt Johnson and team

Risk Management

A Risk Management Plan will be developed to comply with AS/NZS 4380 as well as an Emergency Plan (AS 3745).

Expected visitors: It is envisaged that the festival will attract up to 200 people to the Friday evening Mountains and Murals Festival launch (6/12/2019) and up to 1500 visitors over the weekend of the festival with a maximum of 500 people at any time during the Food and Wine Fair (11am to 4pm on Sunday 8/12/2019). Visitation to

the mural painting sites will be on-going over the Saturday to Monday period (7/12/2019 to 9/12/2019) with an estimated maximum of 50 people at a time being present on any one site during the weekend.

It is estimated that event parking for 200 to 250 vehicles will be required outside of the Mount Barker Coop car-park on Sunday 8/12/2019 and that this parking should have some form of control. The event parking areas should be clearly sign posted and be available for Saturday 7/12/2019 as well as Sunday 8/12/2019.

Stall Management: Food and wine stalls will be mainly restricted to the Shire forecourt area and Shire northern carpark. A licensed area will be clearly defined in the forecourt area. Food vans will be parked in the north carpark. The bulk of the stalls will be located along Lowood Road which will be closed to all traffic. Traffic to Lowood Road (see Traffic Management Plan) will be closed from 8am Sunday 8/12/2019 to 5pm Sunday 8/12/2019. Stall holder access will be restricted to a set-up period on Sunday of 8am to 10:00am and takedown period of 4pm to 5pm. Stall holder parking will be required and may be arranged at the rear off Mount Barker Road to the rear of the main businesses (with permission).

First Aid: St John Ambulance will be contacted to provide a first aid post.

Command Post: A command post for the Food and Wine Fair will be set up in the Shire Building (Pwakkenbak Room).

Traffic Management

A draft traffic management plan has been produced by the Executive Manager Works and Services (attached). The features of the plan include:

1. Lowood Road closure at Short Street – detour Short Street/ Mount Barker Road;
2. Maintain access to Mount Barker Coop carpark (local traffic). Traffic to be re-directed around Hicks Place for exit;
3. Northbound lane at Lowood Road blocked at Marion Street – detour Marion Street/ Mount Barker Road; and
4. Langton Road closed east of Mount Barker Road.

Traffic management will be provided by the Shire of Plantagenet.

Parking: Event carparks will be available at the Town Hall, Wilson Park and Tourist Bureau/ adjacent grassed area. These parking areas should have some form of traffic control, perhaps provided by community groups.

Budget Summary

Below is a summary of the costs for the Festival components

Walldogs/ Mural Painting

Expenditure (cash): \$31,633

Costs (in kind): \$14,590

Projected Income: \$28,000

Wine & Food Fair including Festival Launch

Expenditure (cash): \$12,000

Shire costs in kind: \$9,800

Projected income: \$4,900

Shire Accounts – Budget

Expenditure: \$45,000

Income: \$35,000

Council

RECREATION ADVISORY COMMITTEE
ENDORSEMENT OF RECOMMENDATION
MOUNT BARKER MEMORIAL SWIMMING POOL

Recreation Advisory Committee Minutes
20 September 2019

Meeting Date: 8 October 2019

Number of Pages : 9



RECREATION ADVISORY COMMITTEE

MINUTES

Section 5.9(2)(a) LGA 1995

Committee Brief

The role of the Committee is to:

- *Oversee and make recommendation to the Council regarding the implementation of special projects that align with the Shire of Plantagenet Strategic Community Plan.*
- *Liaise as necessary with community groups Recreation Centre Advisory Group, the Department of Sport and Recreation and other bodies; and*
- *To advise the Council on the strategic direction of recreation throughout Plantagenet.*

A meeting of the Recreation Advisory Committee was held at the
Shire of Plantagenet Committee Room, Mount Barker
20 September, 2019 at 3.00pm.

ROB STEWART
CHIEF EXECUTIVE OFFICER

Committee Members

Cr Moir, Cr B Bell, Cr B Lang and Cr C Pavlovich - (Resolution No. 229/17).

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MEMBERSHIP

Cr B Bell

Cr B Lang

Cr J Moir

Cr C Pavlovich

1 DECLARATION OF OPENING / ANNOUNCEMENT OF VISITORS

The presiding member, Cr Pavlovich declared the meeting open at 3.00pm.

2 RECORD OF ATTENDANCE / APOLOGIES

Attendees

Cr C Pavlovich (Presiding Member)
Cr B Bell
Cr B Lang
Cr J Moir

Observers

Nil

Officers

Ms A Budrikis

3 CONFIRMATION OF MINUTES

Moved: Cr B Lang, Seconded: Cr J Moir;

That the Minutes of the Meeting of the Recreation Advisory Committee held on 25 June 2019 as circulated, be taken as read and adopted as a correct record.

CARRIED

4 DISCLOSURES OF INTEREST

Nil.

5 MOUNT BARKER MEMORIAL SWIMMING POOL – FEASIBILITY STUDY

The Executive Manager Strategic Development addressed the Committee with regard to progress of the Mount Barker Memorial Swimming Pool Feasibility Study.

He noted that the *Phase 1 Report: Community and Stakeholder Engagement* had been received from Great Southern Consulting and circulated to Recreation Advisory Committee members. In addition two public consultation workshops had been held on 17 September 2019.

Councillors discussed the *Phase 1 Report: Community and Stakeholder Engagement* and other aspects of the pool redevelopment project. The following points were raised:

- a) The pool redevelopment would represent a significant investment by the Council. The Council would need to be aware of the costs and either support the redevelopment or propose a Frost Pavilion style staged refurbishment;
- b) The cost of operating a new pool development would be a significant factor in considering what would be the best redevelopment option;
- c) The public consultation carried out indicated that there was wide support for keeping the pool where it is and increasing the pools water temperature in cooler months;
- d) The survey indicated that the most important aspect of the pool was for learning to swim;
- e) There was some support in the survey (20% each) to relocate the pool to Sounness Park or the Mount Barker Community College adjacent to the Recreation Centre;
- f) The current pool filtration system may not cope with increased water temperatures as the pipework was not sufficiently large enough for the required increased flow rates to prevent bacteria growth;
- g) Different funding sources should be explored including Building Better Regions Fund, Department of Local Government, Sport and Cultural Industries and any funding that may support aged person facilities such as hydrotherapy pools;
- h) A pool development may have to be considered in stages;
- i) Co-location of the pool with other facilities could possibly save operating costs; and
- j) A kiosk could be replaced with vending machines.

5.1 POOL CONCRETE SHELL LIFE EXPECTANCY

Mr Budrikis stated that no structural tests have been carried out on the swimming pool in the past that would establish whether the concrete shell has a life expectancy exceeding 25 years. Great Southern Consulting has confirmed that the Department of Local Government Sport and Cultural Industries may not fund a pool refurbishment unless this life expectancy for the existing pool could be verified. Quotes received to carry out suitable structural tests indicated a cost of \$20,000 or more to do so.

Moved: Cr B Bell, Seconded: Cr B Lang

That it be a recommendation to the Council:

That the scope of work for the Mount Barker Memorial Pool Feasibility Study be extended to include structural tests to verify the life expectancy of the existing pool concrete shell.

CARRIED

5.2 COMMITTEE INVESTIGATION OF OTHER POOL PROJECTS

Mr Budrikis advised that the budget for the swimming pool feasibility study was fully committed and that the carry over funds from the previous structural work were required to conduct further structural tests. Further investigation of other swimming pools was not currently funded.

5.3 EXTERNAL FUNDING

Councillors noted that a significant swimming pool redevelopment would require external funding.

6 FROST PARK

Councillors noted that the refurbishment of the kitchen was taking place this year and that the refurbishment of the toilets would require the inclusion of a universal access toilet facility. It was also noted that users such as the Turf Club should provide feedback to Council through the Frost Park User Group.

7 SOUNNESS PARK – HOCKEY CLUB SCOREBOARD/ ELECTRONIC EQUIPMENT POLICY

Some discussion took place on an electronic equipment policy to clarify the Shire's and third party obligations when the Shire fully or partially funds equipment such as the Hockey Club electronic scoreboard.

The Executive Manager Strategic Development is to bring back a policy draft to the next Recreation Advisory Committee meeting based on the principles that:

- a) The equipment would remain the property of the third party;
- b) Could be funded to a maximum of 1/3 by the Shire of Plantagenet with the third party raising the remaining funds;
- c) Any Shire funding should be through the Financial Assistance Grants process; and

- d) The equipment would be the responsibility of the third party to maintain. The third party could request the Shire to carry out the maintenance but would be required to provide funds to cover this at the time or through an on-going contribution fund.

8 YOUTH PRECINCT

Councillors discussed the need to fund a Youth Precinct concept plan but noted that the swimming pool feasibility study was underway and should be completed first. Councillors supported the construction of a half-court basketball ring at the current skate park location but acknowledged that this might not be the best location for a future youth park. The ring would be installed to be relocated in the future if required. The Lions Club, or other service clubs, would be approached to see if they would sponsor the construction of a basketball ring. It was proposed that line marking would be on to the existing bitumen surface.

9 REGIONAL TRAILS

The Executive Manager Strategic Development advised that the Plantagenet Trails Working Group was formed at the 16 July 2019 Council meeting and had held five workshops to review the Plantagenet Trails Masterplan 2006 and propose suitable trails to be included in a revised masterplan. The proposed trails included the following trails:

1. Mount Barker town site trails from Frost park to Tower Hill including a series of downhill mountain bike runs at Tower Hill;
2. Cycle trail along O'Neil Road linking Mount Barker trails to the Porongurup;
3. Porongurup trail loops including:
 - a) Skywalk/Potato Patch loop;
 - b) Nancy peak – maintenance;
 - c) Millinup Pass; and
 - d) Western Loop;
4. Porongurup/Stirling Range Drive – drive trail;
5. Hay River trail;
6. Forrest Hill Cambellup/ Moriarty Heritage Trails;
7. Equine Trail Tenterden to Redmond; and
8. Drive/tourism trails.

10 NEXT MEETING

TBA.

11 MEETING CLOSURE

5:20pm The Presiding Member declared the meeting closed.

CONFIRMED: PRESIDING MEMBER _____ DATE: _____

Council

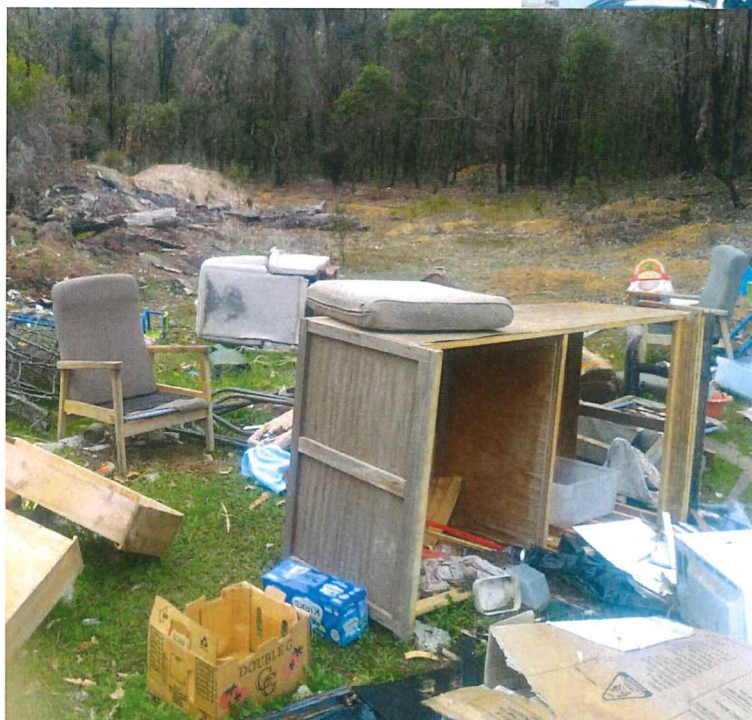
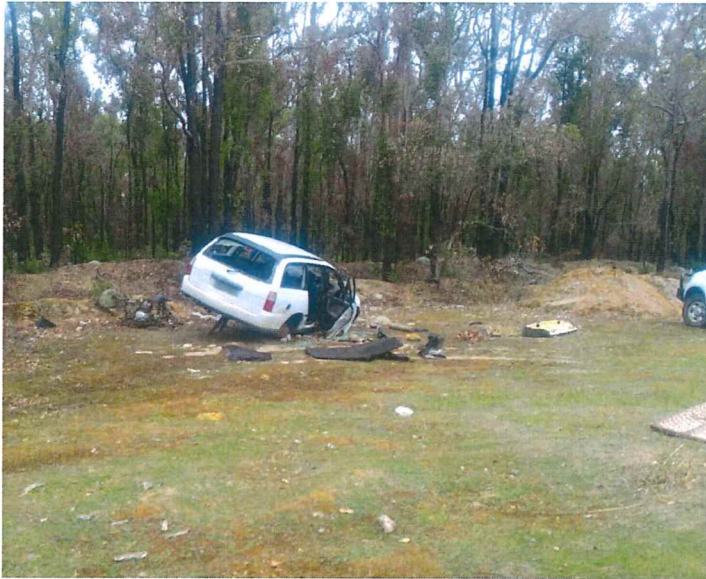
ROCKY GULLY TRANSFER STATION -
ACCEPTANCE OF NON-PUTRESCIBLE WASTE

Photos of Dumped Rubbish

Meeting Date: 08 October 2019

Number of Pages : 2

Turpin Road Gravel Pit - dumped rubbish - April 2019



Council

SUBLEASE - AMAZING SOUTH COAST TOURISM
INCORPORATED

Sublease Agreement

Meeting Date: 08 October 2019

Number of Pages : 13

Dated 1 November 2019

SHIRE OF PLANTAGENET

and

AMAZING SOUTH COAST TOURISM INCORPORATED

and

**PUBLIC TRANSPORT AUTHORITY OF WESTERN
AUSTRALIA (PTAWA)**

SUBLEASE



Post office Box 48
MOUNT BARKER WA 6324
Phone: 08 9892 1111
Email: info@sop.wa.gov.au

SUBLEASE

DEED dated 1 November 2019

BETWEEN **SHIRE OF PLANTAGENET** of Post Office Box 48, Mount Barker, Western Australia 6324 (Sublessor)

AND **AMAZING SOUTH COAST TOURISM INCORPORATED** of Post Office Box 5726, Albany, Western Australia 6332 (Sublessee)

AND **PUBLIC TRANSPORT AUTHORITY OF WESTERN AUSTRALIA (PTAWA)** of West Parade, Perth, Western Australia (Head Lessor)

RECITALS

- A. By the Head Lease the Head Lessor has leased to the Sublessor the Head Lease Premises for the Head Lease Term at the rent and on the terms and conditions contained in the Head Lease.
- B. At the request of the Sublessee, the Sublessor has agreed to sublease the Premises to the Sublessee for the Term, at the Rent and on the terms and conditions contained in the Sublease.
- C. The Head Lessor consents to this Sublease upon the terms and conditions contained in the Sublease.

OPERATIVE PART

1. Definitions

Unless the context otherwise requires the following terms shall have the following meanings:

Commencement Date means the date specified as such in Item 3 of Schedule 1.

Expiration Date means the date specified as such in Item 3 of Schedule 1.

Extended Term means the term (if any) referred to in Item 4 of Schedule 1 commencing and expiring on the dates referred to in that Item.

Head Lease means the lease particulars of which are referred to in Item 1 of Schedule 1 and a copy of which is annexed to this Sublease.

Head Lease Premises means the premises referred to in Item 1 of Schedule 1.

Head Lease Term means the term of the Head Lease which is referred to in Item 1 of Schedule 1.

Head Lessor's Rights means all of the rights and reservations expressed in or implied by the Head Lease in favour of the Head Lessor.

Outgoings has the same meaning attributed to the term 'the outgoing' in the Head Lease.

Permitted Use means the permitted use of the Premises referred to in Item 6 of Schedule 1.

Premises means the premises referred to in Item 2 of Schedule 1.

Rent means the rent specified in Item 5 of Schedule 1 as subsequently reviewed and varied pursuant to the provisions of this Sublease.

Schedule means each of the schedules to this Sublease.

Structural refers only to the bare building and those parts of the building that support a load. Items of a non-structural nature include interior and exterior doors, windowpanes, cladding, lights globes and covers, fittings and switches.

Sublessee's Covenants means the covenants terms and conditions expressed or implied by this sublease to be observed and performed by the Sublessee.

Sublessor's Rights means all of the rights expressed in or implied by the Head Lease in favour of the Sublessor.

Term means the term of this Sublease which term shall commence on the Commencement Date and expire on the Expiration Date and includes where appropriate any extension or renewal of the Term.

1.2 Interpretation

In this Sublease, unless the contrary intention appears:

- (a) a reference to this Sublease, the Head Lease or any other instrument includes:
 - (i) both express and implied terms, covenants and conditions of those documents; and
 - (ii) all variations, additions and deletions to the terms, covenants and conditions contained in those documents whenever effected;
- (b) a reference to a person includes a reference to the person's personal representatives, executors, administrators, successors and assigns and a reference to a corporation includes a reference to the corporation's successors and assigns;
- (c) a reference to any person if that person ceases to exist is reconstituted, renamed or replaced or its powers or functions are transferred to any other person, refers respectively to the person established or constituted in its place or succeeding to its powers or functions;
- (d) an obligation, representation or warranty in favour of two or more persons is for the benefit of them jointly and severally;
- (e) an obligation, representation or warranty on the part of two or more persons binds them jointly and severally;
- (f) a reference to any thing includes the whole or any part of that thing and a reference to a group of things or persons includes each thing or person in that group;
- (g) a reference to a clause or a schedule is a reference to a clause in or a schedule to this Sublease; and
- (h) the index and all headings have been included for ease of reference only and they are not to be used to construe or interpret any part of this Sublease.

2. SUBLEASE AND RENT

2.1 Sublease

The Sublessor subleases the Premises to the Sublessee for the Term together with the Sublessor's Rights (to the extent that the Sublessor's Rights are relevant to the Premises), but subject to the Head Lessor's Rights.

2.2 Rent

The Sublessee must pay the Rent to the Sublessor upon written demand by the Sublessor. Each payment of rent must be made with an additional amount equal to any goods and services, consumption, value added tax applying to that payment.

3. SUBLESSEE'S COVENANTS

The Sublessee COVENANTS with the Sublessor to perform and observe with respect to the Premises all terms, covenants and conditions contained in the Head Lease on the Sublessor's part as lessee under the Head Lease to be performed and observed as if they were repeated in full in this Sublease as terms covenants and conditions binding the Sublessee in respect of the Premises SAVE THAT:

- (a) notwithstanding the provisions of the Head Lease, the Sublessee shall not be obliged to pay any Outgoings other than those referred to in clause 4 and those referred to in Schedule 2;
- (b) notwithstanding the provisions of the Head Lease, the Sublessee shall use the Premises only for the Permitted Purpose and shall not use the premises for any purpose which would constitute the Premises a retail shop for the purposes of the *Commercial Tenancy (Retail Shops) Agreements Act*;
- (c) notwithstanding the provisions of the Head Lease, the Sublessee must maintain at its own cost insurance on usual terms with an insurer authorised under the Insurance Act 1973 for:
 - (i) public risk for at least \$20,000,000;
 - (ii) a policy insuring fittings, fixtures and chattels owned by the Sublessee on the Premises to their full replacement value against fire and extraneous risks including but not limited to water, storm and rainwater damage;
 - (iii) the Sublessee must give the Sublessor evidence of its insurance if the Lessor asks for it;
- (d) notwithstanding the provisions of the Head Lease, the Sublessee will be responsible for any loss or cost suffered by the Sublessor for:
 - (i) making any claim against the Sublessors building insurance policy, including any policy excess; and
 - (ii) carrying out any repairs (other than Structural repairs not caused by the Sublessee) where the Sublessor determines that the cost of such repairs is less than the Sublessor's excess;
- (e) notwithstanding the provisions of the Head Lease, the Sublessee will pay to the Sublessor on demand the Sublessor's costs of carrying out:

- (i) any testing and servicing of fire equipment and systems and of electrical equipment and light fittings (including testing and tagging and maintenance of Residual-Current Devices) which may be required by law or recommended by any relevant authority or the manufacturer; and
- (ii) any alteration to any fire and electrical equipment and systems which may become necessary by reason of non-compliance by the Lessee with the requirements of any insurer, relevant authority or local government.

4. **POWER TELEPHONE AND OTHER SERVICES**

Throughout the Term, the Sublessee must punctually pay for all electricity, telephone, rubbish and other utility services which are either provided to or used on the Premises.

5. **OPTION OF RENEWAL**

If the Sublessor and Sublessee wish to lease the Premises for the Extended Term as specified at Item 4 of Schedule 1 and the Sublessee:

- a) gives the Lessor notice in writing of such wish not less than 3 months but not more than 6 months before the end of the Term;
- b) (when giving such notice) has fully complied with every obligation under this Lease; and
- c) continues to comply fully with every obligation under this Lease until the end of the Term,

then the Sublessor will lease the Premises to the Sublessee for that Extended Term at an initial annual rent equal to the higher of:

- (i) the Rent payable immediately before that Extended Term, and (if any)
- (ii) the Rent payable immediately before that Extended Term as reviewed (at the sole option of the Lessor) on the date of commencement of that Extended Term.

6. **APPLICATION OF HEAD LEASE**

The parties AGREE that to the extent that the terms, covenants and conditions of the Head Lease are applicable to the Premises, those terms covenants and conditions:

- (a) which apply to and bind the Sublessor as lessee shall apply to and bind the Sublessee reserving to the Sublessor and the Head Lessor severally all rights and powers conferred on the Head Lessor by the Head Lease;
- (b) which apply to and bind the Head Lessor under the Head Lease shall apply to and bind the Sublessor,

as if those terms, covenants and conditions were repeated in full in this Sublease.

7. **HEAD LEASE CONSENTS**

Where by the terms of the Head Lease an act or omission of the Sublessor constitutes a breach of a term of the Head Lease if done or committed without the consent or

permission of the Head Lessor that act or omission shall be deemed to be a breach of this Sublease if done or committed by the Sublessee without the consent or permission of both the Head Lessor and the Sublessor.

8. SUBLESSOR'S COVENANTS

The Sublessor COVENANTS with the Sublessee that:

- (a) the Sublessee paying the Rent and performing and observing the Sublessee's Covenants shall peaceably and quietly hold and enjoy the Premises during the Term without any interruption or disturbance from or by the Sublessor or any person or persons claiming under or in trust for the Sublessor save those so authorised by either or both of this Sublease and the Head Lease;
- (b) forthwith upon receipt of the same, the Sublessor shall deliver to the Sublessee a true copy of every notice, statement, account or other document or thing which comes into the possession of the Sublessor and which relates to or in any way affects the Premises or which relates to or affects the liability of the Sublessee under this Sublease.

9. COMPLIANCE WITH THE HEAD LEASE

In consideration of the Head Lessor, at the request of the Sublessor and the Sublessee, consenting to this Sublease, the Sublessee COVENANTS AND AGREES with the Head Lessor that:

- (1) the Sublessee shall observe and perform the Sublessee's Covenants; and
- (2) if the Head Lease is lawfully terminated at any time by the Head Lessor prior to the expiration of the Head Lease Term then this Sublease shall forthwith yield up the premises to the Head Lessor in the state of repair, order and condition consistent with the due and punctual compliance with the Sublessee's Covenants and the Sublessee shall have no claim of any kind against the Head Lessor for damages, compensation or otherwise arising for such termination.

10. PAYMENTS ON SUBLESSOR'S DEFAULT UNDER HEAD LEASE

The Sublessee COVENANTS with the Head Lessor that in the event of default by the Sublessor in paying to the Head Lessor any monies due by the Sublessor in respect of the Head Lease Premises or in performing the covenants or conditions contained in the Head Lease and upon the Head Lessor giving notice in writing to the Sublessee of that default, the Sublessee will at all times during the continuance of the term until otherwise instructed by notice in writing from the Head Lessor pay the rent and all other monies payable pursuant to this Head Lease to the Head Lessor.

11. HEAD LESSOR'S CONSENT TO SUBLEASE

The Head Lessor consents to this Sublease but:

- (1) the Head Lessor's consent is restricted to this particular Sublease and the covenants in the Head Lease against subletting, assignment or parting with possession of the premises remain in full force and effect;
- (2) the Head Lessor's consent is in every respect conditional upon the execution of this Sublease by every party to this Sublease; and
- (3) nothing expressed in or implied by this Sublease will operate to release the Sublessor from liability or otherwise vary the Sublessor's liability for the

payment of the rent reserved by the Head Lease and the performance and observance by the Sublessor or the Sublessor's obligations pursuant to the Head Lease.

12. **TERMINATION OF SUBLEASE**

Either the Sublessor or the Sublessee may terminate the Sublease with three months written notification to the other party.

13. **ADDITIONAL TERMS COVENANTS AND CONDITIONS**

All (if any) those terms covenants and conditions set out in Schedule 2.

14. **COSTS**

The Sublessee agrees to pay the Head Lessor and the Sublessor on demand:

- (a) the Head Lessor and the Sublessor's legal costs and expenses (assessed on a full indemnity basis) of and incidental to the preparation, and completion of this Sublease and all copies of the Sublease.

SCHEDULE 1

Item 1 The Head Lease

A Lease made	25 June 1996 between the Sublessor and the Head Lessor.
The Head Lease Premises:	The premises located at Mount Barker as identified on PTAWA Plan number 4392(1) and shown coloured red on the plan attached to the Head Lease.
The Head Lease Term:	Fifty (50) years
Commencement Date:	1 June 1996
Expiration Date:	31 May 2046

Item 2 The Premises

That part of the Head Lease Premises shown hatched in black on the plan annexed to this Deed being approximately 211.54m² in area.

Item 3 The term of this Sublease:

Term:	5 years
Commencement Date:	1 November 2019
Expiration Date:	31 October 2024

Item 4 The Extended Term:

Extended Term:	5 years
Commencement Date:	1 November 2024
Expiration Date:	31 October 2029

Item 5 Rent:

During the Term:	\$10.00 per annum
Address for payment of Rent:	Shire of Plantagenet, Lowood Road, Mount Barker
Dates for payment of Rent:	Payable on demand

Item 6 Permitted Use:

Visitors Centre

SCHEDULE 2

ADDITIONAL TERMS COVENANTS AND CONDITIONS

Notwithstanding the provisions of the Head Lease:

1. The Sublessor is responsible for repairs of any:
 - 1.1. hot water system;
 - 1.2. sewer or septic system between exit of building to the system (excluding non-structural blockages);
 - 1.3. electrical switchboard; and
 - 1.4. air-conditioning units (excluding maintenance as required by the manufacturer).
2. The Sublessee is responsible for all repairs required to:
 - 2.1. windowpanes;
 - 2.2. doors;
 - 2.3. internal plumbing;
 - 2.4. light fittings;
 - 2.5. overloaded fuses (unless caused by wiring defects); and
 - 2.6. floor coverings.
3. The Sublessee is responsible for all:
 - 3.1. repainting;
 - 3.2. cleaning gutters;
 - 3.3. unblocking plumbing; and
 - 3.4. replacement of all light globes.

EXECUTED as a Deed on

2019

THE COMMON SEAL OF SHIRE OF)
PLANTAGENET was hereunto affixed pursuant)
to a resolution of the Council in the presence of:)
)

Shire President

Chief Executive Officer

Executed in accordance with the Constitution of)
AMAZING SOUTH COAST TOURISM)
INCORPORATED:)

Signature of authorised person

Signature of authorised person

Office Held

Office Held

Name of authorised person
(block letters)

Name of authorised person
(block letters)

PUBLIC TRANSPORT AUTHORITY OF WESTERN AUSTRALIA

CONSENTS to this Sublease subject to the following conditions.

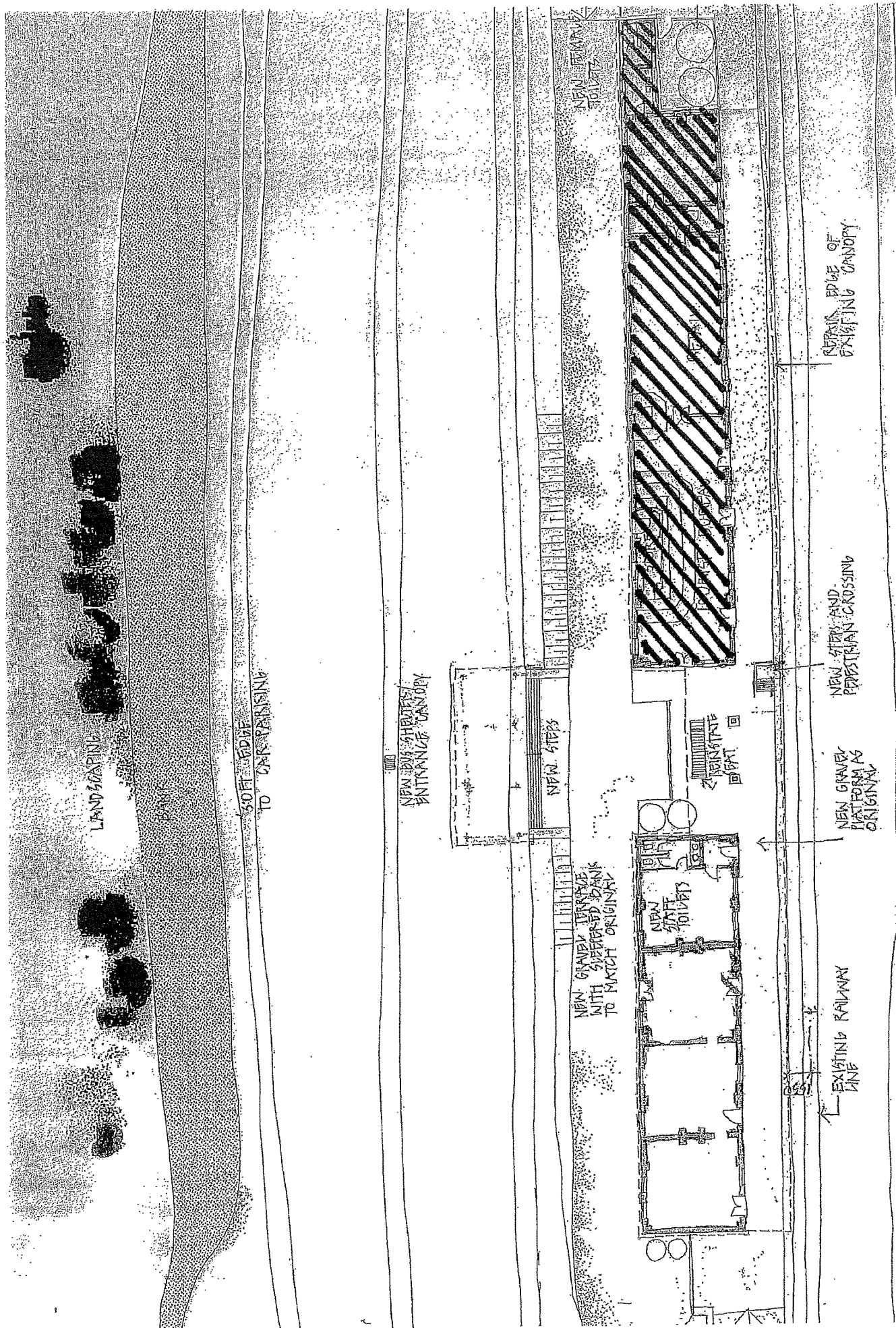
- Dated 2019

)
)
)
)
)
)
)
)
) Signature of Duly Authorised Officer

Name (Please Print)

Position held

Occupation



Age Friendly Charter

LOWER GREAT SOUTHERN 2019 - 2024



**WA Primary
Health Alliance**
Better health, together

phn
PERTH NORTH, PERTH SOUTH,
COUNTRY WA

An Australian Government Initiative



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Acknowledgment of People and Country

WA Primary Health Alliance would like to acknowledge the traditional custodians of the country on which we work and live and recognise the continuing connection to land, waters and community.

Foreword



We are pleased to partner with WA Primary Health Alliance to engage with the Lower Great Southern community members, service providers and government in developing the very first Age Friendly Charter for Albany, Denmark and Plantagenet.

The Age Friendly Charter aims to provide a future road map that reflects the voice of our older community members. This is more than just another title for the Lower Great Southern, it is an opportunity to look at our region with fresh eyes and ask ourselves, "Is our region a good place to age?"

We recognise that our community members move across municipal boundaries to access services, participate in social activities, volunteer, and connect with friends, family and employment. As such, this Charter seeks to empower the community to lead the way in changing behaviours toward those increasing numbers of people who are living longer, healthier lives, and have the right to age well. We thank the community members who participated in developing this charter. This ensured we continued to keep sight of who this Charter is for and that it reflects the voice of our community.

I commend this Charter to you and trust that it offers a platform to support a resilient, vibrant and prosperous region where everyone is valued and respected. It is a reminder that as a life stage, older age should provide people with the opportunities to live healthy, positive and productive lives, connected to and participating in the life of the community.

DENNIS WELLINGTON
MAYOR | CITY OF ALBANY



WA Primary Health Alliance is delighted to partner with the City of Albany to shape, strengthen and sustain a health system and broader community, which works for people to achieve better healthcare, particularly for those at risk of poor health outcomes.

Ageing well is vital to the health and wellbeing of communities. As Mayor Wellington has confirmed, this requires much more than access to quality healthcare; it also needs a strong commitment across the board to make our community a great place for older people to live.

In all that we do, we are committed to listening to local communities to understand who they are, their unique health needs and how their world is changing.

The opportunity to involve consumers, carers and families so closely in this initiative has therefore been of immense value and has made this truly a Charter for the community by the community.

We look forward to continuing to play our role in delivering better health, together with all stakeholders to empower our older people to live their lives to the fullest.

LESLEY PEARSON
REGIONAL MANAGER – GREAT SOUTHERN
WA PRIMARY HEALTH ALLIANCE

WHY A CHARTER?

The Lower Great Southern has a greater population of people over 60 than the WA regional average.² In line with global trends, WA's population of 65-84 years will double and the numbers of people over 84 will quadruple.³ This trend is expected to continue for several decades.³ The Australian Aboriginal and Torres Strait Islander population, aged 65 years and over, is forecast to more than double by 2026³ and around one in five older Western Australians will be from a culturally and linguistically diverse (CaLD) background by 2026.³

Regional WA faces unique challenges around ageing. *The Ageing in the Bush Strategy*⁴ identified several common concerns for regional WA including; sparse and geographically dispersed populations; aged services under pressure; aged and homecare workforce issues; and significant and sustained growth in demands for aged and home care services.⁴ The increasing numbers of older people in rural areas is contrasted with dwindling numbers of young people and families which presents further challenges.⁴

According to the W.A. Government *Sustainable Health Review 2019* (SHR), spending on health has more than doubled in the past 10 years and is projected to approach 38 percent of the WA State Budget by 2026-27.⁵ The *Review* recognises the need for more proactive health interventions that acknowledge the importance of having a safe place to live and the benefits of social participation, prevention and early intervention in good health-care.⁵

While these challenges are certainly reflected in the Lower Great Southern, the community believe our region has a high level of resilience and social connection. We have heard many stories of community-based initiatives and the important role family, friends and neighbours play in the lives of our older community members. The community were keen to ensure their resilience was recognised and built upon and not undermined or eroded.

This Charter recognises that there are formal instruments in place that service providers must comply with such as the new single Charter of Aged Care Rights.⁶ It is not intended to create another framework for compliance rather a set of localised values that serve to create a community led vision for collaboration within the Lower Great Southern.



This Charter serves to define the values and aspirations as told by our older community members and how, together with service providers and government, we can improve the ways in which people can live longer, healthy and happier lives in the Lower Great Southern.

This Charter sets out nine strategic aspirations and supporting outcome areas to guide how we can collaborate to achieve better outcomes for the whole region but especially our older people.

By working together under the guidance of this Charter, we can maximise our efforts and resources to support community members to age well. To harness this collaborative approach requires effort from our community, service providers and government.



Age Friendly Charter

LOWER GREAT SOUTHERN 2019 - 2024

.....
This Charter defines the values and aspirations as told by our older community members and how together as service providers and government we can work together to improve the ways in which people in our community can live longer, healthier and happier lives.



Social Connection and Belonging

Provide opportunities for older people to have fun and socialise. Promote neighbourliness and connection between generations.



Health and Wellbeing

Promote healthy active ageing. Improve access to quality and respectful health and support services that reflect the choices, goals or preferences of older people. Increase collaboration and coordination between services to improve the way the community receives care.



Home and Community

Support people to age at home with grace and dignity and keep people within their communities for longer. Provide people with greater accommodation choices and improve respite and support for carers.



Outdoor Spaces, Buildings and Design

Create buildings and public outdoor spaces that improve access and meet older people's needs. Promote innovative planning and design to provide greater choices for all people to age well.



Transport

Improve access to transport opportunities for people ageing across the region.



Inclusion and Mutual Respect

Encourage respect, tolerance and compassion throughout the community. Empower people to be involved in decision making as they age.



Volunteering, Employment and Finance

Provide opportunities for people to continue to volunteer and work, share skills, knowledge and wisdom as they age. Encourage early planning for their future.



Communication and Information

Provide easy to understand and accessible information that enables people to stay connected and find the support and services they require as they age.



End of Life

Improve care and support for people, families and carers through illness, dying, death and grief.

About the Charter

WA Primary Health Alliance

WA Primary Health Alliance (WAPHA) shapes, strengthens and sustains a health system that works for people. Our role is to simplify and increase access to primary healthcare by planning, guiding and directing investment towards important services. As part of the Australian Government's Primary Health Network initiative, we operate across the state, improving access to healthcare closer to home for those at risk of poor health outcomes.

We listen to local communities to understand who they are, their unique health needs, and how their world is changing. By partnering with community, service providers, GPs, allied health professions and government we work to deliver better health, together.

WAPHA recognises that while many older Australians are now living longer and healthier lives, there are many who continue to live with mental and physical health concerns. Many lack appropriate access to primary care, opportunities for social interaction and economic engagement within their communities. We recognise the importance of enabling older people to have a voice in matters that concern them.

“ We need the help of the whole health system, social and community sectors to work together to achieve better health outcomes for older people.”

Learne Durrington,
WAPHA CEO April 2019

Background

WAPHA, recognising that supporting an ageing population is broader than just the provision of healthcare, collaborated with the City of Albany to facilitate the development of a charter with the local aged community, government and service providers. The WAPHA Great Southern Regional Clinical Committee endorsed the project.

Key Partners and Community Engagement

Two panels guided the development of this Charter; the first panel was comprised of community members who provided advice and expertise to ensure the Charter focused on empowering the community to lead the way. This group highlighted the many community initiatives that exist outside of healthcare, and how to support and expand on these with improved connectivity, information, support and communication. A representative from this panel was on the agency panel to represent the community views. This group came from a diverse background and brought many lived experiences and interests to the Charter, including but not limited to:

- › Living With Dementia
- › Caring for a Spouse
- › Culturally and Linguistically Diverse Community (Filipino)
- › Aboriginal Community
- › Carers - Parents/Community Members
- › 85+ Community Members
- › Access, Mobility and Driving
- › Hospice/Palliative Care
- › Aged Care Consumer Representative
- › Older Community Volunteers
- › Living With Hearing Loss
- › Men's Health.

“ To be honest I don't know [what's important when I think about ageing], I don't really think about it, I like to think I'm still young.”

Albany Community Member

“ To age gracefully, independently, with friends and activities around. To see people whenever we feel like it, to know we can meet up with friends whenever we want to and have time to ourselves to just relax and enjoy TV, or read, or do crosswords etc. whenever we want.”

Denmark community member

Community engagement workshops were held in Albany, Denmark and Plantagenet and with the Albany Metropolitan Migrant Resource Centre and the Moorilurup Aboriginal Healing Group, Mt Barker. Further to this we held telephone and face to face conversations with key community members and groups.

The agency panel were instrumental in advising on issues facing the ageing sector and for highlighting the strengths and opportunities within the region including:

- WA Primary Health Alliance
- Local Governments i.e. City of Albany, Shire of Plantagenet and Shire of Denmark
- WA Country Health Service (WACHS)
- Aged Care Providers i.e. Juniper, Craigcare, Clarence Estate, Amaroo Village
- Support And Advocacy Services i.e. Silver Chain, Carers WA, Alzheimer's WA, Albany Community Care Centre
- Regional Assessment Service i.e. Access Care Network Australia
- Southern Aboriginal Corporation and Albany Aboriginal Corporation
- St John Ambulance
- A Representative from the Community Panel.

Principles

The community and agency panels agreed to a set of principles to guide the development of this Charter:

- It is an agreed and concise roadmap or vision between our community, services providers and government.
- It involves our whole community, it is intergenerational and fosters a compassionate community.
- It is underpinned by a person-centred approach; it is inclusive and reflects the diversity of our community.
- It is empowering and respects the rights of all people. It challenges age related stereotypes and fosters mutual respect between our generations.
- It fosters collaboration not competition among service providers.
- It is based on best practice and innovation.
- It is regularly reviewed.

Age-Friendly Cities

Age Friendly Cities is a global effort coordinated by the World Health Organisation (WHO) to address physical, social and economic barriers to active ageing in cities and communities.²⁹ It provides a comprehensive framework that has been applied in developing this Charter.

The *WHO Age-friendly Cities* proposes eight interconnected domains that can help to identify and address barriers to the wellbeing and participation of older people;²⁹

- *Transportation*
- *Housing*
- *Social participation*
- *Respect and inclusion*
- *Civic participation and employment*
- *Communication and information*
- *Community support and health services*
- *Outdoor spaces and buildings*

The Shire of Denmark and City of Albany have both applied the *WHO Age Friendly Cities Framework* as has WACHS in the WACHS Health Strategy for Older People 2018-2023.



Lower Great Southern Context

The Lower Great Southern includes three local governments: Denmark, Albany and Plantagenet. All three are characterised by a central service and administrative centre and a predominantly agricultural hinterland with a dispersed population supported by smaller service nodes. Agriculture, retail and health are among the region's main industries with tourism a major growth area. More recently the economic benefits of an ageing population have also been recognised. The region has experienced growth in its population and economy over the past decade and this is expected to continue.⁷

The City of Albany has a population of over 37,000, which includes the urban area of Albany which is the main administrative and service hub of the region.⁷ A large area of agricultural land and natural reserves surround Albany along with numerous small community hubs and townsites.

The Shire of Denmark has a population of approximately 5,964 who reside across the four town sites of Denmark, Peaceful Bay, Bow Bridge and Nornalup. Denmark is the main administration and service centre.⁸

The Shire of Plantagenet has an approximate population of 5,168. The Shire encompasses the towns of Mount Barker, Kendenup, Narrikup, Rocky Gully and Porongurup. Mt Barker is the main administration and service centre.⁹

All three local governments in the Lower Great Southern have a higher proportion of residents at post retirement age than the Regional WA average in 2016.^{7 8 9}

Percentage of population over 60 years of age

Population % over 60 years of Age	
City of Albany	27.4%
Shire of Denmark	33.2%
Shire of Plantagenet	28.8%
Regional WA	20.6%

Australian Bureau of Statistics 2016 census

The 2016 census indicates that people are moving to the region as they age, with all three local governments experiencing very high migration rates in the older population.^{7 8 9}

Projected Populations

Shire of Plantagenet		
	65-84	85+
2016	870	70
2021	990	50
2026	820	80

Shire of Denmark		
	65-84	85+
2016	1110	70
2021	1270	70
2026	1430	100

City of Albany		
	65-84	85+
2016	6200	910
2021	7060	1100
2026	7930	1370

WA Tomorrow projections 2016-2031 WA Tomorrow Population Report No. 11

Aboriginal People

The Menang Noongar Aboriginal people are original inhabitants of the Lower Great Southern Region.¹⁰ The Menang people continue to live in the region and practise their culture and as such their culture is a living culture that is as important today as it has ever been.

“It’s important we have support to do activities that keep our culture alive. We need the younger ones to be spending time with the older people so this knowledge is passed on. The young ones could drive the old people out to do these types of things.”

Moorilurup Women’s Group

“There are a lot of older Aboriginal people who are caring for grandchildren, often full time. This is hard for the women.”

Moorilurup Women’s Group

Aboriginal Western Australians experience a significant gap in life expectancy and have higher rates of disability than non-Indigenous people; a gap of 13.4 years for males and 12 years for females compared to non-Aboriginal people.¹¹ Older Aboriginal and Torres Strait Islander people are almost three times more likely than non-Indigenous older people to need help with self-care, mobility or communication.¹² As a result, the need for aged care and community services for Aboriginal people often occurs at a younger age than in the general population.¹² This Charter therefore considers 50+ as older for Aboriginal people.

When engaging the Moorilurup Aboriginal Healing Group, the Aboriginal women who attended said that accessing services can often be challenging. They said that often Aboriginal people do not feel comfortable in a clinical setting with mostly non-Aboriginal staff. A similar sentiment was expressed about accessing residential aged care as Aboriginal people do not always feel comfortable in settings dominated by non-Aboriginal people. They suggested that Aboriginal people be given training and employment opportunities in the area of ageing so younger Aboriginal people are in roles that provide care to older Aboriginal people. Transport was considered a significant issue affecting a range of things including staying connected, practising their culture and accessing country. The women also spoke about the importance of keeping generations connected and their culture alive.

“It would be good to have training opportunities for young Aboriginal people, so they can be working for places that look after Aboriginal people.”

Moorilurup Women’s Group



Social Connection and Belonging

Provide opportunities for older people to have fun and socialise. Promote neighbourliness and connection between generations.

Social isolation has the potential to cause physical and emotional stress that can have a significant impact on people's health.¹⁹ Older people tend to be susceptible to social isolation as their social networks reduce and chronic health concerns have an effect on mobility.¹⁹ Other common influences on loneliness involve the death of loved ones, family and friends moving away, remote rural housing, relocating from an existing community to seek additional social services or healthcare.²⁰

“ I don't want to be labelled as old, I don't go to places specifically for older people, it makes me feel old. ”

Albany community member

Most of the community members we spoke with considered social connection as crucial to living. They wanted to be able to do the things they enjoyed, to have fun and meet up with friends. They wanted to interact with younger people and remain mentally stimulated and part of the whole community. There were many positive examples throughout the region of activities and groups that bring people together, however there was also the need for more opportunities and places for people to connect and belong.

“ It's important to feel like you're being useful and part of the community, like growing your own vegetables and mental stimulation from work or other interests. ”

Denmark community member



Hawthorn House, Albany

“ We don’t want to mix with just ‘older’ people, we want to mix with younger people too.”

Plantagenet community member

“ Older people tend to look out for each other, especially when they know they have no family around to support them.”

Denmark community member

Changes in traditional family structures, new family care patterns and changes to the way we live and care for people have reduced the opportunities for younger and older people to connect, especially when older people are living in aged care facilities.⁴¹ As society is now more segregated, relationships and connection between generations often need to be facilitated through programs and planned activities.⁴¹ The Hawthorn House facilitates intergenerational connection through a regular ‘playgroup’ at their day centre facility.

We heard from many people who had moved to the region to retire and their family were living elsewhere, and others whose children had moved away. As people age and become frail they are often less able to maintain their social networks. We heard from the community of the need to more proactively support the older members of our community when they become vulnerable to isolation.

Another key source of social connection in the region is the relationships between friends and neighbours. Neighbourly connection has been

found to play an important role in the lives of older people.²⁷ Research into support for people with chronic illness found that people are more likely to receive practical and emotional support from neighbours if they have individual connections to people in their neighbourhood.²⁷ In the Lower Great Southern where the population is often isolated and dispersed, these neighbourly relationships are particularly helpful and important in enabling people to remain socially connected and supported.

“ People leave to die [...] couples move down at retirement as ‘sea-changers’ but often move back to Bunbury, Perth, Mandurah etc., usually closer to family.”

Denmark community member

Hawthorn House, Albany

The Lower Great Southern Region has one of only three Alzheimer’s WA community wellbeing centres, Hawthorn House. It is a friendly day centre that provides family with a short break whilst providing an enriching experience for the person with dementia. People are provided with a wide range of meaningful activities based on their strengths, identity and interests. The centres provide meaningful engagement, stimulation and friendship in specially designed enabling environments.

Hawthorn House also hosts a range of other community groups including a playgroup to enable intergenerational interaction, craft and shed groups.

<https://www.alzheimerswa.org.au/our-services/day-centres/hawthornhouse>



Health and Wellbeing

Promote healthy, active ageing. Improve access to quality and respectful health and support services that reflect the choices, goals and preferences of older people. Increase collaboration and coordination between services to improve the way the community receives care.

“Healthy Active Ageing is the process of developing and maintaining the functional ability that enables wellbeing in older age.”

World Health Organisation¹⁴

It is widely recognised that the best way to ensure good health for our older community is by preventing diseases and promoting healthy lifestyle choices throughout our whole life not just in older age.¹⁴ By supporting and promoting healthy and active lifestyle choices, we can support people to age well into the future and lower the incidence of avoidable disease and injury.¹⁴

Health was recognised by the community members we spoke with as fundamental to ageing well. This included valuing their own health and taking responsibility for maintaining good health. The community expressed concern regarding access to services, especially those people in the more rural areas of the region, and the challenges often faced when navigating the healthcare system. Many people had to travel significant distances to access services and even those living in close proximity to services were often concerned about transport. Many people acknowledged that as they become frail they may have to downsize or relocate closer to support, healthcare and services.

“ There needs to be greater flexibility for the WA Health system to invest and reinvest in more proactive health interventions that acknowledge the importance of having a safe place to live and the benefits of social participation, prevention and early intervention in good health care.⁵”

**Sustainable Health Review 2019,
Final Report to the Western
Australian Government**

The WHO estimates more than half of the impacts of disease among people over 60 is potentially avoidable through changes to our lifestyle.¹⁴ While disease is often preventable it is also important to acknowledge that disease can be managed for many older people. It has been found that with the right support and management many older people can maintain their wellbeing and quality of life while living with several conditions.¹⁴

A person's journey through the health system often involves accessing a number of different services either within the community or through a hospital or clinic, especially when they have several conditions. These services may not connect well because of the way they are funded, have limited data sharing ability, or have limited understanding of the benefits in communicating and working collaboratively.¹⁵

As people age they are often at greater risk because they may have co-morbidities requiring complex management.¹³ Helping people to make good lifestyle choices and providing an accessible and integrated healthcare system can help keep people in good health and prevent illness.¹³

Integrated care is designed to assist people to overcome the challenges of navigating the health system.¹⁵ Poorly integrated or coordinated services can compromise the quality of care for patients and increase the frequency of avoidable hospitalisations, emergency department visits, and medication errors.¹⁵

The recent *Sustainable Health Review* recognises that Western Australians are frequently required to navigate multiple systems that have become so complex that people often do not receive services when they need them or end up in hospitals when they do not need to be there.⁵

Integrating health and care services can address these issues and help empower patients to take greater control over their own health and wellbeing.⁵ It also means that patients are more likely to receive the right care, in the right place, at the right time.⁵

Healthy ageing is also about creating the environments and opportunities that enable people to be and do what they value throughout their lives.¹⁴ It is also important we maintain people's dignity and empower them to be involved in the decisions that affect their lives, especially when they are accessing services and receiving care.¹⁸

A 'person or relationship centred approach' to care is about seeing people as individuals and treating them with respect.¹⁸ It is important as it ensures that the focus remains on what matters to the person receiving support.¹⁸ It acknowledges the individual and that their needs and circumstances are unique. Most importantly it is empowering as it recognises what matters to the person and sees them as integral in achieving the outcomes they are seeking. A person or relationship centred approach is also crucial for addressing ageism and elder abuse.¹⁸

Mindful Walking Group - Mt Barker Community Resource Centre

The Mt Barker Community Resource Centre coordinates the Heart Foundation Mindful Walking Group with local community members who walk together every Tuesday.

Strengthen Your Legs - Shire of Denmark

The Shire of Denmark ran a six-week program aimed at preventing falls in men over 65. The program focused on engaging less active men over the age of 65 to improve their leg strength to reduce the risk of falls, improve their confidence and encourage regular participation in fitness programs. The program was extended by several weeks at the request of the participants who have since been integrated in to the Living Longer Living Stronger Program.

Home and Community

Support people to age at home with grace and dignity and keep people within their communities for longer. Provide people with greater accommodation choices and improve respite and support for carers.

“ We’d like to stay where we are, we like the privacy and space, but we understand that eventually we’ll have to downsize or move closer to town or family for support.”

Plantagenet community member

Home and community play a fundamental role in our wellbeing, yet growing numbers of older people are entering retirement with rental uncertainty or mortgage stress.²⁴ Homelessness is a growing problem for older Australians and will likely continue to increase over time due to an ageing population and declining rates of home ownership among older people.²⁸

The community indicated a strong preference for staying in their own homes for as long as possible. Generally, the people we spoke with didn’t want to move; they were keen to have modifications to enable them to live at home safely. Community members are keen to have access to health services; community nursing, and support services that enable them to stay at home longer. Many people did however recognise that downsizing or relocating may be necessary in the future. The concerns they had included; limited options locally for downsizing, the downturn in the property market, proximity to family and giving up their existing lifestyle.

In Australia, there is a growing trend for older people to ‘age in place’, or age in their own home.³ Ageing in place is defined as, ‘a person’s ability to live independently in their homes and communities with access to affordable services’.³ Older people who are given the choice to remain in familiar settings tend to have better outcomes in terms of independence, social participation and health.³⁴



Despite a desire to age at home, older adults living in regional WA are increasingly required to relocate to other regions or towns to access the services and infrastructure they require to meet their aged care needs.²⁶ This puts increased pressure on local governments and communities to provide suitable age-friendly infrastructure and services across the region for older residents to age at home or ‘age in place’.²⁶

The Wheatbelt Development Commission Creating Aged Friendly Community Project found that for ‘ageing in place’ to be a viable option there must be: effective and high-quality community health facilities, affordable appropriate accommodation options, a diverse range of retail options and accessible transport options.²⁶

“ Often people have to leave town or move to Albany when they get older or one of them gets sick. This can be hard because they can lose touch with friends and sometimes couples get separated.”

Plantagenet community member

People's ability to remain at home is dependent on their circumstances. There is an increasing demand in our region for a range of accommodation choices that enables people to stay close to their community if they are unable to remain at home and for appropriate respite opportunities to ensure people in caring roles are also adequately supported.

One of the significant challenges facing older people is dementia, with more than 400,000 people in Australia living with dementia.²⁵ More than 50 percent of residents in Australian residential aged care facilities live with dementia.²⁵ By 2023, Alzheimer's will be the leading cause of death among older Australians and is already the leading cause of death among older women.²⁵ According to Alzheimer's WA, 70 percent of people living with dementia are currently residing in their own homes and rely upon carers.

Carers have the lowest wellbeing of any population subgroup; three in five people will care for an ageing spouse, parent, friend or relative.²² There are 2.7 million people in Australia providing informal assistance.⁸ The estimated value of unpaid care in 2015 was \$60.3 billion (3.8 percent of GDP).²¹

In Australia, family plays a critical role in caring situations, with 47 percent of people relying solely on their family for day-to-day care.²³ While families will always play an important role in long-term care, changing demographics and social norms mean it is impossible for families alone to meet the care needs of older people. Long-term care is about more than meeting basic needs, it is about preserving older people's rights, fundamental freedoms and human dignity.⁴²

We also heard from our community about the important role friends and neighbours play in providing care. The informal care roles these relationships play are often crucial in enabling people to remain connected and supported as they age at home.

“ I've developed friendships, and these form a network of carers. Not everyone has family close by. Older community members are looking after each other.”

Denmark community member

Responsibility for long-term care should be shared between families, governments and other sectors in order to ensure access to quality healthcare and to help avoid financial hardship to both older people and their caregivers.⁴⁰

As we heard from the Moorilurup Women's Group, accommodation choices don't always reflect the diversity of our community. There is a need to create safe compassionate places of care that provide for the diversity of our community including cultural and gender diversity.

Albany Community Hospice Weavers

Albany Community Hospice has adopted a Weavers Pilot Project as an important step toward further enhancing the delivery of palliative care in the region.

The Weavers is a peer-to-peer support program which recognises the need to support the carer along their caring journey. The carer is connected with a volunteer 'Weaver', an experienced and trained former carer, the person gains an ally to walk alongside them, share stories and knowledge about services and strategies. This in turn enables the carer to be more effective in their caring role, reducing stress and increasing wellbeing.

Through the Weavers Program, the Hospice aims to increase the capacity of the community to care for their own. It aims to increase the wellbeing of carers so they can care for their loved one.

<http://www.albanyhospice.org.au/familyCarer.aspx>



Outdoor Spaces, Buildings and Design

Create buildings and public outdoor spaces that improve access and meet older people's needs. Promote innovative planning and design to provide greater choices for all people to age well.

Our community members spoke about the need for shade and amenity from trees, the location of seating and smooth and safe footpaths and road crossings. Access is important for enabling people to maintain their independence. It enables them to get to shops and access services and places in the community safely. It also encourages people to be out and about and remain socially connected. Remaining active brings multiple physical but also social benefits that contribute to higher levels of wellbeing and ultimately better health.¹⁴

Access and connection to community for older people is strongly linked to the physical environment in which they live, this includes outdoor spaces, footpaths and public buildings.³⁷ It is the ability for the physical environment to not only support people to get around but to facilitate connection for people. Mobility is a key aspect of active ageing, older people who live in unsafe environments or areas with multiple physical barriers are less likely to get out and therefore more prone to isolation, depression, reduced fitness and increased mobility problems.³⁷

A key aspect of creating better physical and built environments for people who are ageing is to

involve the community in 'co-design'.³⁷ Engaging the community in the design and planning process leads to the incorporation of a wider range of perspectives and result in innovative solutions that better reflect people's needs.³⁷ Planning and design for the future creates opportunities to address the challenges and constraints that our community may face in maintaining their quality of life as they age.³⁷ There are many innovative solutions for issues that have been identified in our region such as transport, social connection, housing and accommodation that can be addressed through innovative planning and design.³⁷

“ My friend is in her 90s she is very independent because she uses her gopher to get around. But the bumps in the footpaths and crossings can knock her around. ”

Albany community member

“ We need more ACROD Bays and safer ways for older people to get around town. ”

Plantagenet community member

Transport

Improve access to transport opportunities for people ageing across the region.

“What happens when you lose your licence? People rely on family and they aren’t always available. Some people don’t have family.”

Plantagenet community member

“It would be good to have a community bus to Albany, not just for medical appointments but for going to the cinema and shops and other fun things like that.”

Denmark community member

Transport is recognised as one of the most complex challenges facing people who are ageing in regional Australia.²⁶ This was also reinforced during the community engagement process as transport was identified consistently as a significant issue throughout our region, even within Albany where public transport services exist.

The *Statewide Ageing in the Bush Project* identified that the limited transport options available in regional WA, can be a particular problem for older people who may no longer be able to drive, or for many Aboriginal people who may not have a licence to drive.²⁶ Limiting transport options for older residents can limit all other aspects of their life and reduce independence when they need it most.²⁶ A local transport solutions project in the Wheatbelt found in order for community members to effectively age in place there must be transport options in place that enhance mobility and accessibility to essential services such as healthcare.²⁶

The greatest concern raised by the community was losing their licence due to age and the impact this would have on their ability to remain connected and access services. This was a concern everywhere, however more so for the people living in rural areas. The issue of older people driving safely was also raised and there was recognition that this was a serious concern.

The *Age-friendly Albany Strategy* recognised that Albany is heavily car reliant and while it does have public transport services, these are limited.³² The consultation process undertaken identified other themes associated with transport which included; well-maintained streets and more parking options, difficulty walking around because of uneven, unsafe footpaths, insufficient seating, and sharing pathways with cyclists and gopher users.³²

“Aged residents in regional Australia need safe transport options that preserve dignity, boost independence, and deliver access to multiple activities that contribute to quality of life.”

Seniors Strategic Planning Framework³



St John Ambulance Denmark – Community Transport Service

St John Community Transport volunteers provide safe, reliable, and affordable transportation to members of our community. Community Transport Volunteers drive members of the community from their homes to pre-booked medical and wellness related appointments, using a vehicle supplied by St John Ambulance WA. It is an important service that has allowed people living in and around Denmark to maintain their independence and wellbeing while being able to access medical and health related services and activities. The vehicle service is for ambulant (self-mobile) passengers requiring transport within the Denmark community or to Albany.



Inclusion and Mutual Respect

Encourage respect, tolerance and compassion throughout the community. Empower people to be involved in decision making as they age.

Although there is substantial evidence about the many contributions that older people make to society, they are often stereotyped as dependent, frail, out of touch, or a burden.¹⁶ These types of attitudes can limit older people's freedom to live the lives they choose and can lead to older people becoming isolated within their own communities.¹⁶

Age related discrimination can also be an issue in the health system where certain symptoms in older patients can be dismissed as just 'old age' instead of being viewed as potentially treatable health conditions.³⁵

“Young, old and everyone in between – Australians of all ages have the right to be treated fairly and to enjoy the same opportunities as others.”

Australian Human Rights Commission.

Employment is a particular area of concern where many older people feel they are being discriminated against. Employment is often not a choice for many older people who need to work.^{33 30} Many older people are facing financial hardship with some experiencing homelessness.²⁸

Our older community is also very diverse and people should be free to celebrate their diversity, practice their culture and be active in the community as they age. Our care and service environments need to be proactive in creating the

space for a compassionate, respectful and safe experience for people as they age.

Older people need to be involved in the decisions that affect them. In a care environment this is often referred to as person or relationship centred care and this approach focuses on what matters to the person receiving support and their family.¹⁸ A person or relationship centred approach empowers people to remain in control of their own lives and is crucial for addressing ageism and elder abuse.¹⁸ The community spoke about dignity and the importance of being treated with respect.

Supported decision-making is a practice that enables people to make decisions about their own life and is now an internationally mandated principle of international law under the *Convention on the Rights of People with Disability*.³⁶ Supported decision-making focuses on enabling people who have cognitive decline, whether it be an intellectual disability, acquired brain injury or mental illness, or dementia to be involved in the decisions that affect them.³⁶

Moorilurrup Aboriginal Healing Group, Plantagenet

Amity Health established the Moorilurrup Aboriginal Healing Group with funding from WAPHA, following consultation with the local Aboriginal Elders. The Elders wanted a place to regularly meet and come together to talk, be creative and do activities that interest and stimulate them.

The group, who are mostly women, meet weekly in a hall provided by the Baptist Church. This group enables the women to come back to their birthplace and country. The group is open to everyone including children and men. This allows the members to be around family of all ages. It also allows the women to continue to care for the children in their family including grandchildren, nieces and nephews, while staying connected and doing activities they like. It is a safe place to visit and belong because the members are able to make their own decisions.

Volunteering, Employment and Finance

Provide opportunities for people to continue to volunteer and work, share skills, knowledge and wisdom as they age. Encourage early planning for the future.

Older Australians make an enormous contribution to society, through both paid work and volunteering.³¹ Australians aged 65 years and over contribute almost \$39 billion each year in unpaid caring and voluntary work.³¹ If the unpaid contribution of those aged 55 - 64 years is included, that figure rises to \$74.5 billion per year.³¹

“ I want to be an ‘ACTIVE’ part of community. I understand people are facing lots of different circumstances, some people have to keep working.”

Albany community member

“ Volunteering is important, it’s a good way to stay involved and connected especially if you are new to town, it’s a good way to meet people.”

Denmark community member

The community recognised the importance of maintaining mental stimulation from work interests and saw that volunteering offered an opportunity for transitioning to retirement. For some members of the community retirement was not an option, as they required employment for financial security. Some members of the community were providing support and care to younger family, friends and partners and this impacted their own wellbeing and ability to work. Most people generally wanted to stay connected and remain useful and active members of the community.

We recognise that there are members of our community who are experiencing extreme financial hardship and poverty as they age. We know that these people exist in our community and their experience of ageing is very different.

Older Australians should be recognised for their role in building strong and healthy communities.²⁸ However, many say that negative attitudes about older people can translate into unfair treatment and social exclusion, this can mean missing out on work, training, study and other opportunities.²⁸

Around one in three Australians aged between 55 and 64 years say they have experienced discrimination because of their age.¹⁷ The most common types of discrimination include being turned down for a job, being ignored or treated rudely and having disparaging jokes made about their age.¹⁷ For many older Australians working is not a choice but a necessity as an increasing number of old people face financial hardship and uncertainty.²⁸

Most people we spoke to recognised that they need to be practical and plan for the changes they may face as they age. In particular, financial planning for their needs as they become frail.

“ Volunteering is important, helping family business, babysitting etc. It’s not just older people looking after younger people to keep them well and financially secure but for meaning and mental stimulation.”

Denmark community member

“ There aren’t a lot of job opportunities for the young ones, they’ve moved away and sometimes the oldies are left here or move to Perth to be with their family.”

Plantagenet community member



Communication and Information

Provide easy to understand and accessible information that enables people to stay connected and find the support and services they require as they age.

“ I just don't trust social media or the internet I'm afraid of scammers.”

Denmark community member

The need for simple and easy to access communication and information was a common issue raised by many of the community members we spoke with. They were seeking a consistent and easily accessible source of information, particularly around the availability of services. People were also concerned about the communication needs of older people as they experienced changes in health e.g. loss of sight or hearing, cognitive decline. There was a clear sense that these changes often contributed to a loss in connection to the community.

When the WHO was developing the *Age Friendly Cities* framework they found that information and communication was essential for older people everywhere for active ageing.²⁹ Most people agreed that 'staying connected with events and people and getting timely, practical information to manage life and meet personal needs was vital'.²⁹ WHO *Age Friendly Cities* Guide (p.60).

The community spoke of information technology as both positive and negative. People were supportive of certain technologies such as personal safety devices or telehealth services that enabled them to communicate and access services remotely. However, information technology was also often spoken about negatively with many people feeling technology was a barrier for them.

For some people the availability of internet coverage was an issue due to geography and 'black spots' and this limited their access to digital based information and communication. A lot of people did not trust the internet and were concerned about cyber safety and fraud and they preferred other means of communication. For some people accessing the internet was not an option, we understand that for some of these people access to the technology was not affordable.



“ There are black spots in internet coverage, in some places you just don't get the internet.”

Denmark community member

“ We need a community directory, so we can find all the services that are available in the one place.”

Plantagenet community member

“ Keeping up with technology is a challenge, we need young people to mentor us.”

Albany community member

“ We need information for newcomers, there are a lot of groups in town but sometimes it feels hard to break in to.”

Denmark community member

Don't Give up on IT

Albany Public Library runs a program 'Don't Give up on IT' that connects older people with information technology (IT) students from the Great Southern TAFE. The students, as part of the curriculum, go to the library and mentor members of the community to use their own technology. The program is currently being enhanced with funding through the Brandenburg Trust to enable older people to borrow technology such as iPads and tablets to try them out and develop their skills before investing in their own technology.

Additionally, Albany Public Library offers a Home Library Service (HLS), selecting and delivering books to seniors in the community who are unable to get into the library. The HLS serves approximately 100 customers, with three runs every month. Aged Care Facilities are often included in the HLS runs.

The Shire of Plantagenet Library and the Community Resource Centre offer digital learning courses for seniors through the Australian Government initiative 'Be Connected'.



End of Life

Improve care and support for people, families and carers through illness, dying, death and grief.

When engaging with our community members for this Charter, people shared thoughts on both the practical and emotional aspects of dying. We met people who had lost partners or loved ones and they talked of their experiences. We also spoke with people about advance care planning and their understanding of their choices at the end of life and what was important to them.

People were often uncomfortable discussing their own declining health and death, however people recognised the importance of talking about, and planning for, their own future treatment and care needs if they became very unwell. The community members spoke of how friends and family have supported each other during times of caring, loss and grief and how this reduced feelings of isolation and fatigue. They found that through talking to others about their experiences, they were able to share skills and knowledge about

caring for someone at their end of life and help people to connect to the support they needed

The important role the whole community plays when someone is at the end of life is being recognised internationally by movements such as Compassionate Communities.³⁹ It recognises that care at times of crisis and loss is not solely a task for health and social services but is everyone's responsibility.³⁸

In the Great Southern, the Compassionate Communities project, being delivered through WAPHA, aims to increase community knowledge and responsiveness around dying, death and grief, and how best to support each other. Also, Compassionate Communities recognises that people at the end of life and their families have better experiences and outcomes when health professionals and civic institutions empower and work with communities to increase education and information and partner with them in the care of our most vulnerable people.

Death Café - Albany

Death Café is held monthly in Albany and has been going since 2014. It is an informal gathering open to the community and is facilitated by local community members and is open to anyone who would like the opportunity to talk about death, dying and bereavement.

SIGNING THE CHARTER

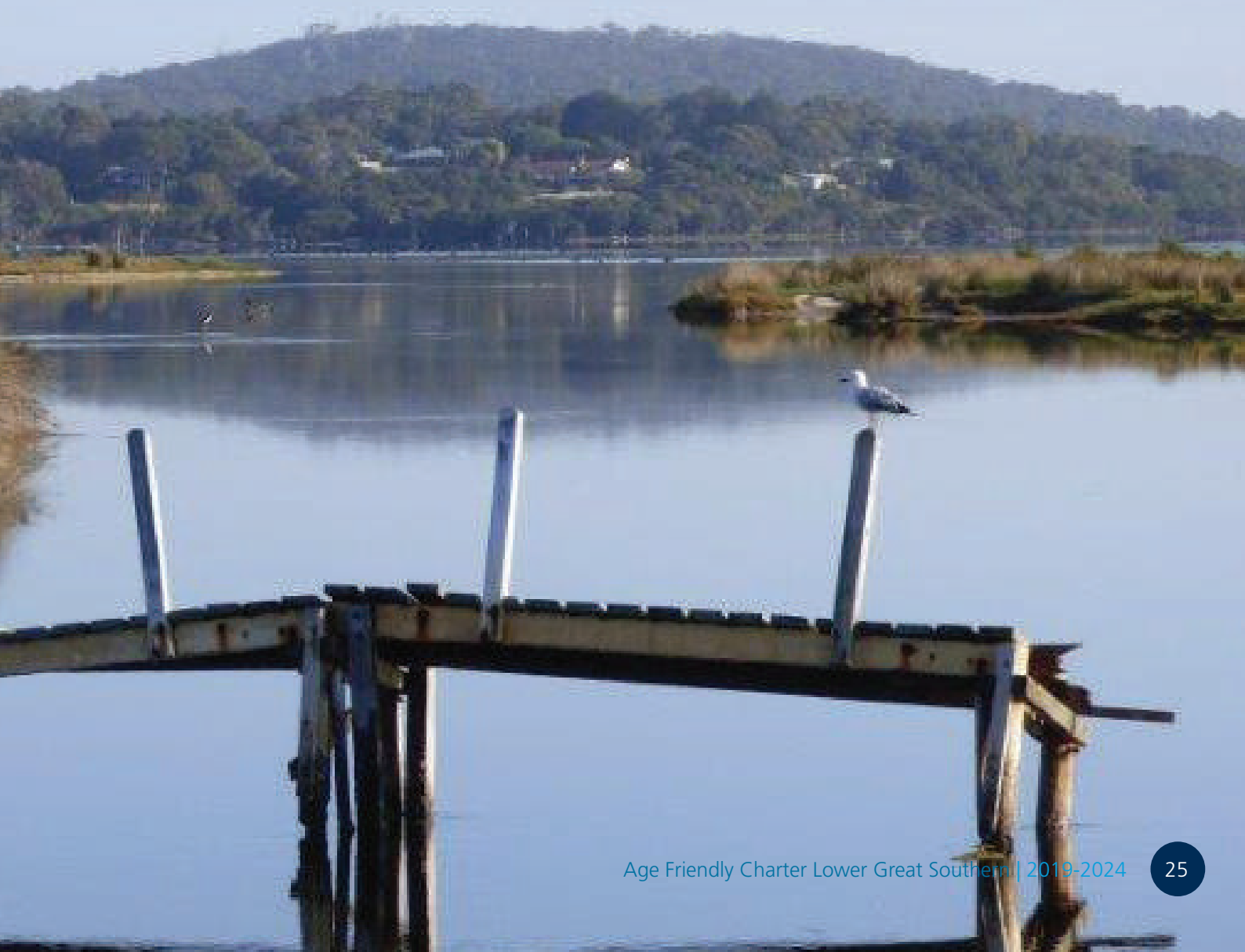
Individuals and organisations can sign the Age Friendly Charter. As signatories to this Charter we agree to support the principles and outcome areas and most importantly commit to collaborate to improve the ways in which people in our community can live longer, healthier and happier lives.

To sign this Charter visit:
www.wapha.org.au/age-friendly-charter

ACKNOWLEDGEMENTS AND THANKS

Finally, we wish to thank all the many contributors to this Charter, especially the older community members of the Lower Great Southern who volunteered their time and offered their views and experiences.

We would encourage everyone, of whatever age in Albany, Plantagenet and Denmark to work with us to focus on the themes of our Lower Great Southern Age Friendly Charter.



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STRATEGIC ASPIRATIONS AND OUTCOME AREAS



Social Connection and Belonging

Provide opportunities for older people to have fun and socialise. Promote neighbourliness and connection between generations.

- 1.1 Increase and strengthen programs that foster learning, understanding and mutual respect between generations.
- 1.2 Promote volunteer programs that enable younger and older people to support each other. e.g. Adopt a Granny.
- 1.3 Encourage people to develop relationships within their neighbourhood through programs such as 'Neighbour Day'.
- 1.4 Increase opportunities for older people to be socially and physically active. Ensure these opportunities allow for diversity, fun and creativity.
- 1.5 Involve the community in the design of programs to ensure they reflect their interests.
- 1.6 Encourage local social hubs that create a sense of place for the whole community to connect and belong.
- 1.7 Create programs to reach people who are socially or geographically isolated and inactive.
- 1.8 Support social innovation initiatives that build community connection e.g. Village Hub concept.



Health and Wellbeing

Promote healthy, active ageing. Improve access to quality and respectful health and support services that reflect the choices, goals and preferences of older people. Increase collaboration and coordination between services to improve the way the community receives care.

- 2.1 Plan and adapt health services for the growing older population, longer life expectancy and complexity of care needs.
- 2.2 Continue to explore opportunities that address service gaps due to geographic distance and isolation. e.g. Telehealth.
- 2.3 Promote and encourage the uptake of prevention, early intervention and screening, for health conditions. e.g. stroke, arthritis, asthma, back pain, cancer, heart disease, diabetes or mental health conditions.
- 2.4 Provide education and awareness raising programs for building healthy and active lifestyle habits for all age groups.
- 2.5 Provide support and education to empower people to proactively plan for their future care needs.
- 2.6 Build a culture of collaboration between health and support services to improve the way the community receives care.
- 2.7 Provide adequate rehabilitation and reablement programs to keep people independent for longer.
- 2.8 Promote and encourage consistent dignified care that remains focused on the individual receiving care.
- 2.9 Provide healthcare and support services that Aboriginal people feel comfortable and safe to access.
- 2.10 Ensure healthcare and support services reflect the diverse needs of the ageing community e.g. cultural diversity, disability and gender diversity.



Home and Community

Support people to age at home with grace and dignity and keep people within their communities for longer. Provide people with greater accommodation choices and improve respite and support for carers.

- 3.1 Foster and advocate for innovation in accommodation to enable people to have greater choices as they age e.g. homelessness, affordability, social connection, in home respite, cultural and gender diverse care.
- 3.2 Provide more choices to enable people to age with grace and dignity e.g. outreach services, volunteer support services, co-living for carers.
- 3.3 Foster collaboration across service providers to ensure gaps are addressed and opportunities harnessed for outreach services.
- 3.4 Encourage people to be proactive and plan for their future to enable them to remain independent for longer e.g. future co-living for care and housing adaptations. Encourage people to develop and value relationships within their neighbourhood that enable them to age at home for longer.
- 3.5 Advocate for more flexible and increased support for carers to ensure sustainable and consistent care, including appropriate respite options.
- 3.6 Promote design standards and housing adaptations that provide greater choice and flexibility in accommodation throughout the community.
- 3.7 Continue to address increasing demand for residential aged care, especially the increasing demand for respite care. Improve aged care choices in outer regional areas.
- 3.8 Create housing and care models that provide safe and culturally appropriate care for Aboriginal people.



Outdoor Spaces, Buildings and Design

Create buildings and public outdoor spaces that improve access and meet older people's needs. Promote innovative planning and design to provide greater choices for all people to age well.

- 4.1 Consider the needs of older people when designing and maintaining public outdoor spaces and buildings. e.g. provide good access, adequate seating, toilets and shade.
- 4.2 Provide footpaths and access that are safe and encourage people to be active and mobile in the community e.g. safe crossing points on roads, smooth footpaths for all forms of mobility, adequate seating and shade trees.
- 4.3 Create opportunities for development that encourage greater interaction and support between generations e.g. intergenerational community housing models and community hubs.
- 4.4 Foster technology, design and social innovation, to enable people to 'age in place' or remain at home longer. e.g. digital personal safety alarms.
- 4.5 Encourage innovative urban planning and design to create more age-friendly communities e.g. infrastructure that fosters connection between generations, promotes mobility and access, social connection and interaction, including alternative accommodation models.



Transport

Improve access to transport opportunities for people ageing across the region.

- 5.1 Promote community-based models of transport to address challenges of geographic isolation and a dispersed population e.g. car pool project.
- 5.2 Foster collaboration and resource sharing among local stakeholders and service providers to pool and share transport services and resources.
- 5.3 Consider transport and access issues when planning or reviewing services, developing programs, and other activities e.g. consider how people will physically access services.
- 5.4 Support older people to manage their ability to drive, including programs that support older people to maintain, moderate or improve their driving.
- 5.5 Provide education and awareness raising programs for people to understand the impact of declining health on their ability to drive safely and the associated risks to the community.
- 5.6 Encourage people to plan and prepare for the challenges faced when they are no longer able to drive e.g. access to alternative transport options.



Inclusion and Mutual Respect

Encourage respect, tolerance and compassion throughout the community. Empower people to be involved in decision making as they age.

- 6.1 Recognise the cultural, spiritual and gender diversity of the ageing population and provide opportunities for people to continue to celebrate their diversity, practice their culture and be active in the community as they age.
- 6.2 Provide opportunities that celebrate all older people and allow them to continue to contribute meaningfully to the community.
- 6.3 Consider opportunities for building compassion in the community around ageing e.g. Dementia Friendly Program.
- 6.4 Empower and encourage older people to be involved in the decisions that affect their lives e.g. adopting supported decision making in policy and procedures.
- 6.5 Promote initiatives and activities that build relationships and respect between generations.
- 6.6 Raise awareness and encourage the adoption of strategies to identify, reduce and address elder abuse.

Volunteering, Employment and Finance

Provide opportunities for people to continue to volunteer and work, share skills, knowledge and wisdom as they age. Encourage early planning for their future.

- 7.1 Encourage people to be proactive in planning financially for their future and the changing needs they may face as they age.
- 7.2 Advocate for equality and flexibility in employment for people as they age to enable all older people to have opportunities for financial security.
- 7.3 Encourage employers to provide flexible and staged retirement to enable older people to continue working if they choose or need.
- 7.4 Encourage people to transition to volunteering as a way of continuing to contribute meaningfully to the community upon retirement.
- 7.5 Acknowledge and respect the knowledge, skills and contribution older people have made and can continue to make within the community.
- 7.6 Support opportunities for Aboriginal people to be employed in the aged care sector to enable more culturally appropriate care and service environments.
- 7.7 Provide training and employment opportunities for older people to ensure they have the skills and opportunities to access employment for as long as they need.
- 7.8 Enable opportunities to support cultural and gender diversity in the care and service environments.

Communication and information

Provide easy to understand and accessible information that enables people to stay connected and find the support and services they require as they age.

- 8.1 Acknowledge and address how different people experience issues accessing information technology e.g. affordability.
- 8.2 Be responsive and adaptable in addressing the communication barriers experienced by older people.
- 8.3 Provide clear communication to older people about their rights and entitlements.
- 8.4 Continue to facilitate programs to raise the digital literacy of older people to enable them to access technological initiatives.
- 8.5 Continue to explore technological opportunities that assist in overcoming service and communication gaps due to distance and isolation. e.g. telehealth.



End of Life

Improve care and support for people, families and carers through illness, dying, death and grief.

- 9.1 Support programs that encourage people to talk about death, dying and loss as a natural part of life. e.g. Death Café or Dying to Know Day.
- 9.2 Enable people to have choices at the end of their lives by planning for their potential care needs. e.g. Advance Care Plan/Advance Health Directive.
- 9.3 Encourage the whole community to support each other during times of caring and grief.
- 9.4 Encourage people to be comfortable with offering, asking for and accepting help during times of caring and grief.
- 9.5 Provide culturally appropriate services that deliver respectful, high-quality care, support and choice for the people at the end of their lives.



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Council

POLICY REVIEW – CEMETERY MEMORIALS

Policy – Cemetery Memorials

Meeting Date: 8 October 2019

Number of Pages : 4

CEMETERY MEMORIALS

DIVISION	BUSINESS UNIT	RESPONSIBILITY AREA
Corporate Services	Administration	Cemetery Administration

OBJECTIVE:

To ensure that the memorials and monumental work in Shire of Plantagenet cemeteries conforms to certain standards, is constructed from materials and erected in a manner that:

1. Does not present a risk to members of the public and employees of the Shire of Plantagenet;
2. Is acceptable to the environment; and
3. Maintains appropriate aesthetic standards.

POLICY:

1. Mount Barker (East), Kendenup and Rocky Gully Cemeteries

- 1.1 Niche Wall Memorial Plaques

- 1.1.1 All memorial plaques placed on a niche wall shall be supplied and installed by the Shire and shall –

- a) be made of admiralty bronze, granite or glass; and
- b) be of dimensions 143mm x 117mm (single) or 280mm x 117mm (double).

- 1.2 Headstones

- 1.2.1 All monuments and headstones shall -

- a) be made of bronze, granite, slate or marble and may include a glass fascia;
- b) be placed on proper and substantial foundations;

~~e) — not display any trade names or marks of any manufacturers.~~

~~d)c)~~ comply with the following specifications –

- i. All Graves:

- A. The overall height of the monument above the original surface of the grave shall not exceed 1,550mm; and
- B. The height of the base of the monument above the original surface of the grave shall not be less than 150mm nor more than 305mm;

- ii. Single Graves:

- A. The length of the ~~base of the monument head kerb~~ shall not exceed ~~1,252,500~~mm and the width shall not exceed ~~3801,250~~mm; and
- B. The length of the ~~headstone monument~~ shall not exceed 1,120mm and the width shall not exceed 380mm;

- iii. Double Graves:

- A. The length of the ~~base of the head kerb monument~~ shall not exceed 2,500mm and the width shall not exceed ~~3802,450~~mm; and
- B. The length of the ~~headstone monument~~ shall not exceed ~~2,3701,120~~mm and the width not exceed 380mm;

- 1.2.2 No gravesites bigger than a double grave will be permitted.

2. Mount Barker Cemetery (West)

- 2.1 All memorials, except for monuments and headstones in Section E, shall be purchased from and installed by the Shire.
- 2.2 Section A – Burials in the Lawn with Ground Memorial Plaques
- 2.2.1 Memorial plaques in Lawn Section A –
- a) shall be made from admiralty bronze (and may incorporate coloured elements and photos) or vitreous enamelled stainless steel;
 - ~~b) shall have the number of the grave / site displayed;~~
 - e)b) shall not exceed 20mm in thickness.
 - d)c) shall be of the dimensions 380mm x 280mm; and
 - e)d) shall be affixed to a substantial foundation, with no portion of the memorial above ground level.
- 2.3 Section E – Burials in the Lawn with Above Ground Level Headstones
- 2.3.1 All monuments and headstones shall -
- a) be made of bronze, granite, slate or marble and may include glass or vitreous enamelled stainless steel fascias;
 - b) be placed on a concrete foundation provided by the Council. Such concrete beam footings shall be 330mm wide, to accommodate a line of single headstones.
 - c) comply with the following specifications –
 - i. All Graves-
 - A. The overall height above the original surface of the grave shall not exceed 1,050mm;
 - B. The length of the headstones shall not exceed 920mm and width not exceed 300mm; and
 - C. The height of the base of the monument above the surface of the concrete footing shall not be less than 150mm nor more than 305mm.
 - ii. Single Graves-
 - A. The length ~~of the base~~ of the head kerb monument shall not exceed 920mm and width not exceed 300mm; and
 - iii. Double Graves-
 - A. The length ~~of the base~~ of the head kerb monument shall not exceed 1,842,130mm and width not exceed 300mm; and
- 2.3.2 No gravesites bigger than a double grave will be permitted. An admiralty bronze memorial plaque may be attached to the concrete foundation, in lieu of a headstone.
- 2.4 Garden Niche (for placement of ashes)
- 2.4.1 Garden Niche plaques -
- a) shall be made from admiralty bronze (and may incorporate coloured elements and photos) or vitreous enamelled stainless steel;
 - ~~b) shall have the number of the site displayed;~~
 - e)b) shall not exceed 20mm in thickness;
 - d)c) shall be of the dimensions 143mm x 117mm;
 - e)d) shall be aligned against the inside of the garden kerbing; and
 - f)e) shall be affixed to a garden kerb.
- 2.5 Gardens of Remembrance (No ashes)
- 2.5.1 Plaques in Gardens of Remembrance–
- a) shall be made from admiralty bronze (and may incorporate coloured elements and photos) or vitreous enamelled stainless steel;

- ~~b) shall have the number of the site displayed;~~
- e)b) shall not exceed 20mm in thickness;
- d)c) shall be of the dimensions 136mm x 75mm;
- e)d) shall be affixed to a garden kerb.

2.6 Memorial Shrubs and Trees

2.6.1 Plaques at Memorial Shrubs and Trees –

- a) shall be made from admiralty bronze (and may incorporate coloured elements and photos) or vitreous enamelled stainless steel;
- ~~b) shall have the number of the site displayed;~~
- e)b) shall not exceed 20mm in thickness;
- d)c) shall be of the dimensions 229mm x 229mm or 143mm x 117mm;
- e)d) shall be placed in conjunction with an individual shrub or tree; and
- f)e) shall be affixed to a substantial foundation or a memorial rock.

2.7 Memorial Rocks (Either ashes in Memorial Garden or ashes at a memorial tree or No ashes – in Garden of Remembrance)

2.7.1 Plaques on Memorial Rocks –

- a) shall be made from admiralty bronze (and may incorporate coloured elements and photos) or vitreous enamelled stainless steel;
- ~~b) shall have the number of the site displayed;~~
- e)b) shall not exceed 20mm in thickness;
- d)c) shall be of the dimensions 229mm x 229mm; and
- e)d) shall be affixed to the memorial rock.

3. All Cemeteries

3.1 All monuments, headstones and plaques shall:

- a) not display any trade names or marks of any manufacturers; and
- b) have the number of the grave / site displayed.

ADOPTED: 9 NOVEMBER 2010

LAST REVIEW: 23 MAY 2017

Council

POLICY REVIEW – SEXUAL HARASSMENT

Sexual Harassment
Policy review with changes shown

Meeting Date: 08 October 2019

Number of Pages : 5

SEXUAL HARASSMENT

DIVISION	BUSINESS UNIT	RESPONSIBILITY AREA
Corporate Services	Organisational Practises	Human Resources – EEO

OBJECTIVE

The Shire of Plantagenet strongly supports the concept that every employee, elected member and member of the public employed by or engaged in business with the Council, has a right to do so in an environment which is free from sexual harassment and the Council is committed to providing such an environment.

POLICY

1. The Shire of Plantagenet considers sexual harassment to be an unacceptable form of behaviour which will not be tolerated and recognises that sexual harassment is unlawful.
 - 1.1 Sexual harassment is any conduct of a sexual and/or sexist nature (whether physical, verbal or non-verbal) which is unwelcome and unsolicited and/or rejection of which may disadvantage a person in their employment or their life in general. The following examples may constitute sexual harassment when they are considered and expressed as being offensive to an employee, elected member or member of the general public:
 - a) Deliberate and unnecessary physical contact such as patting, pinching, fondling, kissing, brushing against, touching;
 - b) Subtle or explicit demands for sexual activities or molestation;
 - c) Intrusive enquiries into a person's private life;
 - d) Uninvited and unwelcome jokes that have a sexual and/or sexist undertone; and
 - e) Unsolicited leers and gestures of a sexual nature and the display within the workplace of sexually offensive material.
 - 1.2 The Shire of Plantagenet recognises that sexual harassment can undermine health, performance and self-esteem of individuals and has the potential to create a hostile and intimidating environment. The Council is therefore committed to any action which ensures the absence of sexual harassment in the workplace including general training of the workforce and specific training for officers identified to deal with complaints. Appropriate disciplinary action will be taken against any individual found to be engaging in such conduct.
 - 1.3 Any complaints of sexual harassment made against any person associated with the Council will be viewed seriously, treated confidentially, and thoroughly investigated by appropriately trained persons.

- 1.4 Any person making a claim of sexual harassment will be protected at all times. No transferring of staff or face to face meetings between the complainant and the person whose behaviour has been found to be unwelcome will occur without the prior consent of both parties.
- 1.5 An employee whose health or work performance has been affected by sexual harassment will not have their employment status or conditions disadvantaged in any way, as a result thereof.
- 1.6 A formal complaints/grievance procedure follows and will be utilised to effectively resolve complaints of sexual harassment.

2. COMPLAINTS/GRIEVANCE PROCEDURE

- 2.1 All complaints of sexual harassment will be treated confidentially and resolved promptly.
- 2.2 Wherever possible, the handling of complaints and resolution of such will be at the workplace where they occurred. Care will be taken throughout the investigation to ensure that neither the complainant nor the alleged harasser is victimised.
- 2.3 It is recognised that cases of sexual harassment may occur between supervisor and employee and as such, alternative methods of raising complaints are provided for by this procedure.
- 2.4 A complaint of sexual harassment may be lodged with any of the following persons:
 - a) Immediate Supervisor/Manager (except where this person is the alleged harasser);
 - b) ~~Division Executive~~ Manager (~~if applicable~~—except where this person is the alleged harasser);
 - c) Chief Executive Officer (if the alleged harasser is an ~~an~~ **Divisional Executive** Manager or the Shire President); and
 - d) Shire President (only if the alleged harasser is the Chief Executive Officer or Councillor).
- 2.5 A person receiving a complaint of sexual harassment will:
 - a) Decide, in consultation with the complainant, whether the matter can be resolved at this level or whether it should be referred to a more senior level of management. Assure the complainant that all details of the complaint will be treated confidentially and allow the person to decide on procedure;
 - b) Prepare a confidential report for the Chief Executive Officer on the nature of the complaint and ensure follow up reports are provided until the matter is resolved, (or, in the event that the complaint relates to the Chief Executive Officer, the report shall be prepared for the Shire President); and

- c) Ensure no information regarding the complaint is discussed outside this procedure.
- 2.6 The person handling the complaint, whether it is the person who received the complaint or a more senior person will, with the approval of the complainant:
 - a) As soon as possible, advise the alleged harasser of the nature of the complaint and provide an opportunity for that person to comment. Where appropriate the alleged harasser should be invited to discontinue any perceived unwelcome behaviour;
 - b) Advise the alleged harasser of the right to contact his/her Union or advocate for advice and representation;
 - c) Advise the alleged harasser that no disciplinary action will be taken without the person being given the opportunity to be heard; and
 - d) Keep simple, brief notes of the facts of the interviews held with both the complainant and alleged harasser.
- 2.7 If it is not possible to resolve the complaint simply by discussion with the complainant and the alleged harasser:
 - a) The matter will be investigated and where the complainant or the alleged harasser is a member of a Union, the Union may be party to the investigation; and
 - b) All documentation relating to the complaint will remain confidential and will not be produced or made available for inspection, except on the order of a Court or a request from the Commissioner of Equal Opportunity.
- 2.8 During the period of the investigation of a case of serious sexual harassment:
 - a) The investigation is to be conducted in a manner that is fair to all parties and all parties are to be given a fair and reasonable opportunity to put their case, to have witnesses in attendance and to respond to any proposed adverse findings that may be made against them;
 - b) If requested by either party or by management, alternative working arrangements may be made; and
 - c) Any reasonable request by either party for legal or union representation shall not be denied.
- 2.9 If, following investigation and resolution, a complaint is judged to have been proved:
 - a) Remedial action will be taken; and
 - b) A record of the detail of the remedial action will remain on the employee's personal file for a period of twelve months, whereupon the record will be destroyed unless otherwise decided by the Chief

Executive Officer (or Shire President in the event that the complaint relates to the Chief Executive Officer).

- 2.10 If, following investigation, a complaint is judged to have been unproven, the complainant will be counselled and if it is considered that the complaint was made frivolously or maliciously, disciplinary action may be taken against the complainant.
- 2.11 Continued reference to a complaint and its aftermath could be considered as either a continuing or new incident of harassment.
- 2.12 While it is the Council's wish to attempt to deal with complaints of harassment internally, no employee will be penalised for bringing this complaint to any appropriate external statutory body unless that complaint is ultimately proven to be made frivolously or maliciously.

ADOPTED: 24 FEBRUARY 2004

LAST REVIEWED: 10 OCTOBER 2017