



Shire of
Perenjori
Embrace Opportunity

Shire of Perenjori – Ordinary Meeting of Council
ATTACHMENTS

Thursday 27th April 2023



SHIRE OF PERENJORI

LOCAL HERITAGE SURVEY 2023

Primary Report- refer to:

Appendix 1 LHS places

Appendix 2 Heritage List places

A review of the Shire of Perenjori's
1999 Municipal Inventory of Heritage Places

FINAL January 2023

HERITAGE INTELLIGENCE (WA)

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Contents

Executive summary

1.0	Introduction	3
2.0	Criteria for significance	3
3.0	Levels of significance	5
4.0	Categories	6
5.0	Local Heritage Survey list	9
6.0	Heritage List	13
7.0	Aboriginal Heritage	16
8.0	Conclusion	16
9.0	References	16
10.0	Appendices	16

Appendix 1

Local Heritage Survey 2023 (recommendations)

Appendix 2

Heritage List 2023 (recommendations)

Appendix 3

Local Planning Policy proposal

Appendix 4

DPLH Criteria for assessment of Local Places and Heritage areas

Appendix 5

Burra Charter – Foundation of heritage and conservation

Executive summary

Thankyou for the privilege of preparing Perenjori's survey of heritage places.

The Local Heritage Survey is a review and update of the Shire's 1999 Municipal Inventory of Heritage Places.

The review is the result of Heritage Council directive arising from the Heritage Act 2018, whereby they are trying to get all local governments to prepare a 'Heritage List'. To identify a 'Heritage List', a review and update of the Heritage Inventory (1999) is necessary in order to be informed of, and understand, the places of heritage value in the local government area to that community. The 'Heritage List' has implications and needs to be understood and substantiated.

Any place, including sites, that the community consider are of heritage value, are worth consideration for inclusion in the Local Heritage Survey.

The most significant places in the Local Heritage Survey are then recommended for the 'Heritage List', which includes the places already included on the State's Heritage Register. For each heritage place (including ruins and sites), a level of significance and consequent category is applied. The places with the highest level of significance are recommended for inclusion in the Shire of Perenjori's 'Heritage List' that provides policies and the provisions of the Local Planning Scheme for future conservation.

Almost every place in this review has been photographed, and some historical research has been undertaken beyond the existing documentation, the information has been interpreted and formatted to the relevant place records, cross referenced with other places, and documented in the formatted table of places, with references to the Department of Planning, Lands and Heritage's inHerit database number, and arranged in alphabetical order as the primary index.

One Hundred and twenty one places have been identified in the Local Heritage Survey 2023. Of those 121 places, 4 are on Register of Heritage Places (Category 1), and 16 places are Category 2 places, together forming the Heritage List with Planning Scheme provisions. The remaining 101 places are Category 3 and mostly Category 4 places with no implications.

There are gaps in information, some places just a name of a site, missing photographs and undoubtedly some errors in my interpretation of information, identification and locations of places, and I have probably missed a number of places of significance such as other important sites, and homesteads.

The review provides a substantial foundation for the Shire of Perenjori and the community to build on the Local Heritage Survey and recognise places and sites of value, with associated information.

It's your heritage.

1.0 INTRODUCTION

A review of the Heritage Inventory is a requirement of the Heritage Act 2018. Inventories have been renamed “Local Heritage Surveys”. This review is in accordance with the Part 8 of the Heritage Act 2018 that is essentially the same guidelines as the 1990 Act requirements, including the identification of the “Heritage List”.

The review is undertaken in consideration of the Department of Planning, Lands and Heritage’s guidelines; *Criteria for the assessment of local heritage places and areas* as recommended in *State Planning Policy 3.5 Historic Heritage Conservation*.

Assessments determine levels of significance for each place in consideration of the overall context of the Shire’s towns and district. The levels of significance are consistent with the required categories (Heritage Act 2018).

2.0 CRITERIA for SIGNIFICANCE

Every place previously listed in the original 1999 Heritage inventory has been assessed within the Heritage Council’s guidelines; *Criteria for the assessment of local heritage places and areas*. The four criteria for the assessment are summarised hereunder:

Assessment of significance

Aesthetic value*

Criterion 1 It is significant in exhibiting particular aesthetic characteristic.

Historic value

Criterion 2 It is significant in the evolution or pattern of the history of the local district.

Research value

Criterion 3A: It has demonstrable potential to yield information that will contribute to an understanding of the natural or cultural history of the local district.

Criterion 3B: It is significant in demonstrating a high degree of technical innovation or achievement.

Social value

Criterion 4 It is significant through association with a community or cultural group in Western Australia for social, cultural, education or spiritual reasons.

Degree of significance

Rarity

Criterion 5 It demonstrates rare, uncommon or endangered aspects of the cultural heritage of the local district.

* For consistency, all references to architectural style are taken from Apperly, R., Irving, R., Reynolds, P. *A Pictorial Guide to Identifying Australian Architecture. Styles and Terms from 1788 to the Present*, Angus and Robertson, North Ryde, 2002.

Shire of Perenjori
LOCAL HERITAGE SURVEY 2023

Representativeness

Criterion 6 It is significant in demonstrating the characteristics of a class of cultural places or environments in the local district.

Condition refers to the current state of the place in relation to each of the values for which the place has been assessed. Condition reflects the cumulative effects of management and environmental effects.

Integrity is a measure of the likely long-term viability or sustainability of the values identified, or the ability of the place to restore itself or be restored, and the time frame for any restorative process.

Authenticity refers to the extent to which the fabric is in its original state.

Substantiation of the heritage value of heritage places is the foundation for understanding a place and inclusion in the Local Heritage Survey. Where possible, places have been photographed, some historical research has been undertaken beyond the existing documentation, the information has been interpreted and formatted to the relevant place records, cross referenced with other places, and documented in the formatted table of places, with references to the Department of Planning, Lands and Heritage's inHerit database number, and arranged in alphabetical order as the primary index.

There are 121 places listed in the Local Heritage Survey 2022.

For each place deemed to be of heritage value, a level of significance and consequent category is applied. The places with the highest level of significance are recommended for inclusion in the Shire of Perenjori's 'Heritage List' that provides policies and the provisions of the Shire's Planning Scheme and Local Planning Policy for future conservation.

3.0 LEVELS OF SIGNIFICANCE

For each place deemed to be of heritage value, a level of significance and consequent category is applied.

The following table from the Heritage Council's *Criteria for the assessment of local heritage places and areas* illustrates the details, and the amendments to facilitate the draft proposed categories are listed against them.

In line with Heritage Council's guidelines, Categories 1 and 2 places are recommended to be included in the Local Government's Heritage List to provide a level of management through the Shire's Planning Scheme and Local Planning Policy.

Each place was categorised on the basis of the following levels of significance:

LEVELS OF SIGNIFICANCE	DESCRIPTION	DESIRED OUTCOME
Category 1 Exceptional significance	Essential to the heritage of the locality Rare or outstanding example.	HERITAGE LIST Register of Heritage Places The place should be retained and conserved. Any alterations or extensions should reinforce the significance of the place and be in accordance with a Conservation Plan (if one exists for the place). Refer to Heritage Council. Planning Scheme provisions
Category 2 Considerable significance	Very important to the heritage of the locality. High degree of integrity/ authenticity.	HERITAGE LIST Conservation of the place is highly desirable. Any alterations or extensions should reinforce the significance of the place. Planning Scheme provisions
Category 3 Some/Moderate significance	Contributes to the heritage of the local some altered or modified elements, no necessarily detracting from the overall significance of the item.	NO CONSTRAINTS Conservation of the place is desirable. Contributes to the heritage of the locality. Has some altered or modified elements, not necessarily detracting from the overall significance of the item. Any alterations or extensions should reinforce the significance of the place. Original fabric should be retained where possible.
Category 4 Little significance	Some community interest to the history/heritage of the locality.	NO CONSTRAINTS Contributes to the history of the locality. Photographically record prior to any major development or demolition. Recognise and interpret the site.

4.0 CATEGORIES

Further to Heritage Council's *Criteria for the assessment of local heritage places and areas*, an important part of the recognition and understanding of cultural heritage significance of a place, is that some guidance is provided to the owners, managers, and statutory authority, to respond to that assessed significance.

Categories have been determined relevant to the assessed level of significance for each place. Implications for each recommendation are also summarised.

Category 1

A place of exceptional cultural heritage significance to Shire of Perenjori and the state of Western Australia, that is either in the Heritage Council of Western Australia's Register of Heritage Places, or worthy of consideration for entry into the Register.

A place worthy of recognition and protection through provisions of the Shire of Perenjori's Planning Scheme and Local Planning Policy.

Development application needs to be submitted to Shire of Perenjori for any proposed development. A Heritage Impact Statement may be required.

Development application referred for heritage comment and background information for Heritage Council of Western Australia (HCWA).

The development application needs to be submitted to HCWA for support for any proposed development, and Shire of Perenjori cannot approve contrary to HCWA recommendation.

Recommend: Maximum encouragement to owners to retain and conserve the place. Full consultation with property owner prior to making the recommendation.

IMPLICATIONS of REGISTRATION:

A Memorial is lodged on the Certificate of Title of the Registered place under the provisions of the *Heritage Act (2018)*.

By virtue of the *Heritage Act (2018)*, the owner is bound to conserve the place.

ALL development (including demolition) MUST be referred to Heritage Council for consideration PRIOR to undertaking any works.

The Shire of Perenjori cannot approve anything contrary to Heritage Council recommendations.

Private owners of Registered places qualify for the Heritage Council's Conservation Grants Funding. A Conservation Management Plan or Conservation Management Strategy is a pre-requisite for conservation works funding assistance from the Heritage Council.

Local Government, churches and community (not-for-profit) owners qualify for Lotterywest conservation funding. It is funded loosely on a \$ for \$ basis, although 'inkind' contributions are encouraged. Benefit to the community is a significant factor in assessment for funding. A Conservation Management Plan or Conservation Management Strategy is a pre-requisite for conservation works funding and can also be funded.

Local Government owned Registered places qualify to claim for \$10,000 per annum 'Disability allowance' through the Grants Commission. Up to a maximum of \$50,000 is allowed for 5 buildings or more.

Category 2

A place of considerable cultural heritage significance to Shire of Perenjori that is worthy of recognition and protection through provisions of the Shire of Perenjori's Planning Scheme and Local Planning Policy.

Development application needs to be submitted to Shire of Perenjori for any proposed development for particular consideration of the heritage impact.

Recommend:

Inclusion in the Heritage List

Retain and conserve the place.

Document the place prior to any development; and photographic archive report if retention is not possible.

IMPLICATIONS:

Development applications must be submitted to Shire of Perenjori for approval prior to undertaking any works.

Private owners do not qualify for any funding.

Local Government, churches and community (not-for-profit) owners qualify for Lotterywest conservation funding. It is funded loosely on a \$ for \$ basis, although 'inkind' contributions are encouraged. Benefit to the community is a significant factor in assessment for funding. A Conservation Management Plan or Conservation Management Strategy is usually a pre-requisite for conservation works funding, and may also be funded on same basis as works funding assistance.

Category 3

A place (including a site with no built remains) of some /moderate cultural heritage significance to Shire of Perenjori.

No constraints.

Recommend: Encourage retention of the place, or where there are ruins, archaeological findings or no built remains: Interpret the place.

IMPLICATIONS:

If a Development application is submitted to the Shire of Perenjori for approval, if approved a condition of development will require documentation and a photographic record of the place prior to any development or if retention is not possible.

There are **no statutory requirements** pertaining to heritage issues.

Private owners do not qualify for any funding.

Local Government, churches and community (not-for-profit) owners qualify for Lotterywest conservation funding, although at a lower priority. It is funded loosely on a \$ for \$ basis, although 'inkind' contributions are encouraged. Benefit to the community is a significant factor in assessment for funding. A Conservation Management Plan or Conservation Management Strategy is usually a pre-requisite for conservation works funding and may also be funded on same basis as works funding assistance.

Category 4

A place (including a site with no built remains) of little cultural heritage significance to Shire of Perenjori.

No constraints.

Recommend: Encourage retention of the place, or where there are ruins, archaeological findings or no built remains: Interpret the place.

IMPLICATIONS:

Shire of Perenjori
LOCAL HERITAGE SURVEY 2023

If a Development application is submitted to the Shire of Perenjori for approval, if approved a condition of development will require documentation and a photographic record of the place prior to any development or if retention is not possible.

There are **no statutory requirements** pertaining to heritage issues.

Private owners do not qualify for any funding.

Local Government, churches and community (not-for-profit) owners qualify for Lotterywest conservation funding, although at a lower priority. It is funded loosely on a \$ for \$ basis, although 'inkind' contributions are encouraged. Benefit to the community is a significant factor in assessment for funding. A Conservation Management Plan or Conservation Management Strategy is usually a pre-requisite for conservation works funding and may also be funded on same basis as works funding assistance.

Of the 121 identified places, there are 4 registered places entered onto the Heritage Council's Register of Heritage Places: Category 1. Those places together with 16 places recommended for Category 2, form the "Heritage List".

This review recommends that Category 1 and 2 places, of the highest level of cultural heritage significance to the Shire of Perenjori, form the "Heritage List" that is relevant to the provisions of the Shire's Planning Scheme and Local Planning Policy.

The remaining 101 places are Category 3 and 4 places are not included in the Heritage List and consequently have no implications.

Of the 121 places, they comprise the following:

45	Perenjori town
12	Perenjori district
20	Rothsay
17	Latham
8	Bowgada
8	Caron
6	Bunjil
5	Maya

Refer to:

Appendix 1 Local Heritage Survey: Table with photos and historical summaries

Appendix 2 Heritage List (Table with photos and historical summaries) recommended for Local Planning Policy and relevant to the Shire of Perenjori's Planning Scheme.

Shire of Perenjori
LOCAL HERITAGE SURVEY 2023

5.0 LOCAL HERITAGE SURVEY

No.	inHerit	Place Name	Address	District
		PERENJORI		
1	1936	St Joseph's Church	Carnamah-Perenjori & Well roads	Perenjori
2	1936	St Joseph's Church Parish Hall (former) CWA Included in the Registration of the church.	Carnamah-Perenjori Road southeast of St Joseph's Church	Perenjori
3		SITE Flour Mill	Carnamah-Perenjori & Well roads	Perenjori
4		MAIN STREET South to north on east side	Fowler Street (South to north on east side)	Perenjori
5		SITE Frank Walker's garage & dwelling	Fowler Street	Perenjori
6		SITE CWA (original)	Fowler Street	Perenjori
7		SITE Bakery	Fowler Street	Perenjori
8		SITE O'Dea's Butcher shop and dwelling	Fowler Street	Perenjori
9		SITE Tommy Downer's fuel	Fowler Street	Perenjori
10	1938	Bank of New South Wales (former) and residence	18 Fowler Street	Perenjori
11		SITE Rural and Industries (R& I) Bank agency	Fowler Street	Perenjori
12		SITE Flatman's General Store & dwelling	Fowler Street	Perenjori
13		SITE Craskie's (Castrol) garage & dwelling- 1950s shops	Fowler Street	Perenjori
14		SITE Co-op & dwelling	Fowler Street	Perenjori
15	1937	Perenjori Hotel	34 Fowler Street	Perenjori

Shire of Perenjori

LOCAL HERITAGE SURVEY 2023

16		SITE Billiards next to hotel?	Fowler Street	Perenjori
17		SITE Clelands butcher shop	Fowler Street	Perenjori
18		SITE Gan Leuba's greasy spoon Cafe	Fowler Street	Perenjori
19	1941	Perenjori Post Office (former) and residence	48 Fowler Street	Perenjori
20	14121	Perenjori War Memorial & Park	Fowler Street	Perenjori
21		Perenjori Railway Station and crane	Fowler Street	Perenjori
22	1939	Perenjori Lesser Hall, Shire Administration, Library and Council chambers	52-56 Fowler Street	Perenjori
23		SITE Millar's shop & cartage contractor	58 Fowler Street	Perenjori
24	11607	St Christopher's Anglican Church SITE Agricultural Bank and managers house	62 Fowler Street	Perenjori
25		Stan Cannon Sports Complex		Perenjori
26		Perenjori Aquatic Centre		Perenjori
27		Perenjori Districts Recreation Centre		Perenjori
28	1940	Perenjori Masonic Lodge No. 208 WAC (former)	38 Livingstone Street	Perenjori
29		Perenjori Primary School (3)	Loading Street	Perenjori
30		SITE Cattle & sheep sales yards	Loading Street	Perenjori
31		CBH grains bins facility	Loading Street	Perenjori
32	17432	Perenjori Police Station	North Road	Perenjori
33	14122	SITE Perenjori School (1)	North Road behind former police station.	Perenjori
34		SITE Perenjori Race Club/course	North Road	Perenjori

Shire of Perenjori

LOCAL HERITAGE SURVEY 2023

35	5289	Perenjori Cemetery	North Road	Perenjori
36		SITE Drive in Picture Theatre	Old Well Road	Perenjori
37	1935	Perenjori Police Station (former)	10 Russell Street	Perenjori
38		SITE Mrs Reed's Boarding House	15 Russell St	Perenjori
39	1934	Returned and Services League (RSL) Hall	16 Russell St	Perenjori
40		SITE Blacksmith shop	18 Russell St	Perenjori
41		SITE Powerhouse and Managers house	Russell St	Perenjori
42		SITE Public trampoline		Perenjori
43		SITE Perenjori Rodeo arena		Perenjori
44		SITE Stud/ram sales yard		Perenjori
45		SITE Town dam		Perenjori
		PERENJORI DISTRICT		
D1		SITE Aboriginal reserve		Perenjori District
D2	14122	SITE Perenjori School (1 st)	Carnamah-Perenjori Road	Perenjori District
D3	14126	SITE Carrawidgee Reserve Rock Hole	Off Carnamah-Perenjori Rd Perenjori	Perenjori District
D4		SITE Mrs Jones Shop	Lake Nedo Coorow- Perenjori Road	Perenjori District
D5		Perangery Station	Keogh Road	Perenjori District
D6		SITE Old Stock Route School site?	Oversby Road (2 Chain Road)	Perenjori District
D7	14151	SITE Herbert's Well	Solomon Road	Perenjori District
D8	14123	Cleland's Homestead	Off Wubin-Mullewa Hwy	Perenjori District
D9	14124	SITE Cleland's Crossing	Wubin-Mullewa Highway	Perenjori District

Shire of Perenjori
LOCAL HERITAGE SURVEY 2023

D10		Whitewells Station (former) Charles Darwin Reserve		Perenjori District
D11		SITE Retaliation townsite		Perenjori District
D12		SITE Retaliation Mine		Perenjori District
		BOWGADA		
D13	14148	SITE Bowgada townsite	Wubin-Mullewa Highway	Bowgada
D14		SITE Bowgada Railway Siding		Bowgada
D15		SITE Bowgada Hall		Bowgada
D16		SITE Bowgada School		Bowgada
D17		Grave: Thomas Cook		Bowgada
D18		SITE East Bowgada School		Bowgada
D19	14132	SITE Christmas Well	Lochada & Cunningham roads	Bowgada
D20	15874	SITE Lochada Homestead Cookhouse (ruin)	Lochada Station	Bowgada
		BUNJIL		
D21		SITE Bunjil townsite		Bunjil
D22		SITE Bunjil railway siding		Bunjil
D23	6463	Liebe Sheds Precinct	Sheds 1: 515 Tremlett Road Shed 2: 1314 Lampard-Tremlett Rd	Bunjil
D24	14155	Liebe's Gates	Liebe & Wadd and Bunjil-Carnamah Roads	Bunjil
D25	14152	Bunjil Rocks		Bunjil
		CARON		
D26	14145	SITE Caron Townsite	Wubin-Mullewa Highway	Caron

Shire of Perenjori
LOCAL HERITAGE SURVEY 2023

D27		SITE Caron railway siding		Caron
D28		SITE Caron Hall		Caron
D29		SITE CWA Caron-Bunjil		Bunjil
D30		SITE Caron School		Caron
D31	14146	Headmaster's house (former)	Wubin-Mullewa Highway	Caron
D32	4562	Caron Coal Stage	Wubin-Mullewa Highway	Caron
D33		Caron Dam		Caron
D34		SITE Rifle Range		Caron
		LATHAM		
D35		Latham Townsite		Latham
D36		Latham Railway Siding		Latham
D37	1942	Latham (CBH) Grain Bins		Latham
D38	14154	Glensview (McAlpine homestead)	Caffin Road	Latham
D39	25693	Latham Primary School (former)	17 Chapple Street	Latham
D40	14144	Latham Rock	Coorow-Latham Road	Latham
D41	14142	Just Homestead & original homestead site	4380 Coorow-Latham Road	Latham
D42		Latham District Hall	Mullewa- Wubin Road	Latham
D43		Latham General Store (former)	Mullewa- Wubin Road	Latham
D44		CWA-Latham-Caron-Bunjil Rest Room & Latham Post Office	Mullewa- Wubin Road	Latham
D45		SITE Gran's Boarding House	Mullewa- Wubin Road	Latham

Shire of Perenjori

LOCAL HERITAGE SURVEY 2023

D46		The Taylor Memorial Church		Latham
D47		Community Centre- Latham Tennis Club		Latham
D48		Latham Golf Club & Bowls	Summers Road	Latham
D49		SITE Latham Cricket Pitch & football oval (remnants)	Taylor Road	Latham
D50		Latham Cemetery		Latham
D51	14143	SITE Grave of Florence Minnie Taylor	Taylor & Rabbit Proof Fence Road	Latham
		MAYA		
D52		SITE Maya Townsite		Maya
D53		SITE Maya railway siding & WW2 tank		Maya
D54		SITE Maya Hall		Maya
D55		SITE Maya School		Maya
D56		SITE Sales yard		Maya
		ROTHSAY		
D57	14135	Rothsay Cemetery	Boonerong Road	Rothsay
D58	14133	SITE Rothsay Townsite	Off Boonerong Rd	Rothsay
D59	14134	SITE Rothsay Mine precinct	Off Boonerong Rd Wanarra Station	Rothsay
D60	14130	SITE John Forrest Lookout	Forrest Road	Rothsay
D61	25901	SITE Old Karara- Karara Shearing sheds (ruin)	Karara Road	Rothsay
D62		SITE Grave	Stockman's Road near Karara	Rothsay
D63	14132	Damperwah Research Station (former)	Morton Road	Rothsay
D64	25902	SITE Boiada Hill Camp	Mungada Road	Rothsay

Shire of Perenjori

LOCAL HERITAGE SURVEY 2023

D65		SITE Sandalwood hut & round stone well	Old Rothsay Road	Rothsay
D66	14140	SITE Warriedar Homestead Ruins	Perenjori-Rothsay Road	Rothsay
D67	14139	Warriedar Gravesite	Perenjori-Rothsay Road	Rothsay
D68	14138	Warriedar State Battery		Rothsay
D69	14141	SITE Mt Mulgine Tunnel	Perenjori-Rothsay Road	Rothsay
D70	14136	Gollagher Gravesite	Perenjori-Rothsay Road	Rothsay
D71		White House	Rothsay Road bounding Wannara	Rothsay
D72		SITE (cairn) Butler graves	Wannara Road	Rothsay
D73		SITE Monger's Lookout	Wannara Road	Rothsay
D74		Parklands	97 Well Road	Rothsay
D75		Beryl Mine	Near Rabbit Proof fence	Rothsay
D76		SITE Camel Soak		Rothsay

Shire of Perenjori
LOCAL HERITAGE SURVEY 2023

6.0 HERITAGE LIST

Categories 1 & 2 places

An important part of the recognition and understanding of cultural heritage significance of a place, is that some guidance is provided to the owners, managers and statutory authority, to respond to that assessed significance.

Categories have been determined relevant to the assessed level of significance for each place. Implications for each recommendation are also summarised. The Heritage List is subject to the provisions of the Planning Scheme and Local Planning Policy.

The Heritage List is comprised of:

Category 1 A place of exceptional cultural heritage significance to Shire of Perenjori and the state of Western Australia, that is either in the Heritage Council of Western Australia's (HCWA) Register of Heritage Places (R) or worthy of consideration for entry into the Register.

1	1936	St Joseph's Catholic Church	1R	Carnamah-Perenjori & Well roads	Perenjori
2	1936	St Joseph's Presbytery (former)	1R	Carnamah-Perenjori Road	Perenjori
10	1938	Bank of New South Wales (former) and residence	1R	18 Fowler Street	Perenjori
D32	4562	Caron Coal Stage	1R	Wubin-Mullewa Highway	Caron

Category 2 A place of considerable cultural heritage significance to Shire of Perenjori that is worthy of recognition and protection through provisions of the Shire of Perenjori's Planning Scheme and Local Planning Policy.

15	1937	Perenjori Hotel	2	34 Fowler Street	Perenjori
19	1941	Perenjori Post Office (former) and residence	2	48 Fowler Street	Perenjori
20	14121	Perenjori War Memorial & Park	2	Fowler Street	Perenjori
21	-	Perenjori Railway Station and crane	2	Fowler Street	Perenjori
22	1939	Perenjori Shire Hall and Offices	2	52-56 Fowler Street	Perenjori

Shire of Perenjori

LOCAL HERITAGE SURVEY 2023

24	11607	St Christopher's Anglican Church	2	62 Fowler Street	Perenjori
35	5289	Perenjori Cemetery	2	Perenjori-Perenjori Road	Perenjori
37	1935	Perenjori Police Station (former)	2	10 Russell Street	Perenjori
D23	6463	Liebe Sheds Precinct	2	Shed 1: 515 Tremlett Road Shed 2:1314 Lampard-Tremlett Road	Bunjil
D24	14155	Liebe's Gates	2	Liebe & Waddi and Bunjil-Carnamah roads	Bunjil
D27		SITE Caron railway siding	2		Caron
D33	-	Caron Dam	2		Caron
D42	-	Latham District Hall	2	Mullewa- Wubin Road	Latham
D50	-	Latham Cemetery	2		Latham
D51	14143	SITE Grave of Florence Minnie Taylor	2	Taylor & Rabbit Proof Fence Road	Latham
D57	14135	Rothsay Cemetery	2	Boonerong Road	Rothsay

Shire of Perenjori
LOCAL HERITAGE SURVEY 2023

6.1 Heritage List

No.	inHerit	Place Name	Cat	Address	District
1	1936	St Joseph's Catholic Church	1R	Carnamah-Perenjori & Well roads	Perenjori
2	1936	St Joseph's Presbytery (former)	1R	Carnamah-Perenjori Road	Perenjori
10	1938	Bank of New South Wales (former) and residence	1R	18 Fowler Street	Perenjori
15	1937	Perenjori Hotel	2	34 Fowler Street	Perenjori
19	1941	Perenjori Post Office (former) and residence	2	48 Fowler Street	Perenjori
20	14121	Perenjori War Memorial & Park	2	Fowler Street	Perenjori
21	-	Perenjori Railway Station and crane	2	Fowler Street	Perenjori
22	1939	Perenjori Shire Hall and Offices	2	52-56 Fowler Street	Perenjori
24	11607	St Christopher's Anglican Church	2	62 Fowler Street	Perenjori
35	5289	Perenjori Cemetery	2	Perenjori-Perenjori Road	Perenjori
37	1935	Perenjori Police Station (former)	2	10 Russell Street	Perenjori
		BUNJIL			
D23	6463	Liebe Sheds Precinct	2	Shed 1: 515 Tremlett Road Shed 2:1314 Lampard-Tremlett Road	Bunjil
D24	14155	Liebe's Gates	2	Liebe & Waddi and Bunjil-Carnamah roads	Bunjil
		CARON			
D27		SITE Caron railway siding	2		Caron
D32	4562	Caron Coal Stage	1R	Wubin-Mullewa Highway	Caron

Shire of Perenjori
LOCAL HERITAGE SURVEY 2023

D33	-	Caron Dam	2		Caron
		LATHAM			
D42	-	Latham District Hall	2	Mullewa- Wubin Road	Latham
D50	-	Latham Cemetery	2		Latham
D51	14143	SITE Grave of Florence Minnie Taylor	2	Taylor & Rabbit Proof Fence Road	Latham
		ROTHSAY			
D57	14135	Rothsay Cemetery	2	Boonerong Road	Rothsay

7.0 ABORIGINAL HERITAGE

The Heritage Inventory under the requirements of the Heritage Act (2018) is relevant to places of Aboriginal significance of the post-contact period only.

The Department of Aboriginal Affairs (DAA) oversees an “Aboriginal Sites Database” and works with Aboriginal people to protect their culture and to protect and manage sites, places and objects of significance to Aboriginal heritage.

8.0 CONCLUSION

The 2023 Local Heritage Survey reiterates the considerable significance of the rich heritage and history of Perenjori’s town and districts and through the Heritage List and associated Local Planning Policy, will provide strategic guidance to conserve those places assessed as having a high level of cultural significance.

9.0 REFERENCES

Heritage Council of Western Australia: Registration documentation

Heritage Council of Western Australia: inherit database

Bunbury, B & J, *Sound of the Cockies: Perenjori: 100 years of stories*. Shire of Perenjori. 2015.

Gervas, S & Spence, T. *Pioneers to progress: 100 years of Latham-Maya*. Latham-Maya Centenary Committee. 2009.

10.0 APPENDICES (attached)

Appendix 1	<u>Local Heritage Survey 2023</u> (recommendations)
Appendix 2	<u>Heritage List 2023</u> (recommendations)
Appendix 3	Local Planning Policy proposal
Appendix 4	DPLH Criteria for assessment of Local Places and Heritage areas
Appendix 5	Burra Charter – Foundation of heritage and conservation

**APPENDIX 2
HERITAGE LIST**

**SHIRE OF PERENJORI
LOCAL HERITAGE SURVEY 2023**

A review of the Shire of Perenjori's
1999 Municipal Inventory of Heritage Places

REFER TO PRIMARY REPORT

FINAL January 2023

HERITAGE INTELLIGENCE (WA)

Laura Gray JP M.ICOMOS B.Arch (hons)



HERITAGE LIST

Categories 1 & 2 places

An important part of the recognition and understanding of cultural heritage significance of a place, is that some guidance is provided to the owners, managers and statutory authority, to respond to that assessed significance.

Categories have been determined relevant to the assessed level of significance for each place. Implications for each recommendation are also summarised. The Heritage List is subject to the provisions of the Planning Scheme and Local Planning Policy.

The Heritage List is comprised of:

Category 1 A place of exceptional cultural heritage significance to Shire of Perenjori and the state of Western Australia, that is either in the Heritage Council of Western Australia's (HCWA) [Register of Heritage Places](#) (R) or worthy of consideration for entry into the Register.

St Joseph's Catholic Church

St Joseph's Parish Hall (former)


Bank of New South Wales (former) and residence


Caron Coal Stage


Category 2 A place of considerable cultural heritage significance to Shire of Perenjori that is worthy of recognition and protection through provisions of the Shire of Perenjori's Planning Scheme and Local Planning Policy.



No.	inHerit	Place Name	Cat	District
15	1937	Perenjori Hotel	2	Perenjori
19	1941	Perenjori Post Office (former) and residence	2	Perenjori
20	14121	Perenjori War Memorial & Park	2	Perenjori
21	-	Perenjori Railway Station and crane	2	Perenjori
22	1939	Perenjori Shire Hall and Offices	2	Perenjori
24	11607	St Christopher's Anglican Church	2	Perenjori



35	5289	Perenjori Cemetery	2	Perenjori
37	1935	Perenjori Police Station (former)	2	Perenjori
D23	6463	Liebe Sheds Precinct	2	Bunjil
D24	14155	Liebe's Gates	2	Bunjil
D27		SITE Caron railway siding	2	Caron
D33	-	Caron Dam	2	Caron
D42	-	Latham District Hall	2	Latham
D50	-	Latham Cemetery	2	Latham
D51	14143	SITE Grave of Florence Minnie Taylor	2	Latham
D57	14135	Rothsay Cemetery	2	Rothsay


	Photograph	inHerit	Place Name	Address	Cat	Significance
1		1936	St Joseph's Church	Carnamah-Perenjori & Well roads	1	<p><u>Significance</u></p> <p>St Joseph's Church is of aesthetic, social and historical significance for its association with the renowned Architect priest Monsignor John Hawes, and Bishop O'Collins. It was the first church in the town in 1937, demonstrating a period of development of the town. It is highly valued by the community for worship and community service and events that have taken place. It is a landmark example of the Romanesque Ecclesiastical design that makes a significant contribution to the historic townscape of Perenjori.</p> <p><u>History</u></p> <p>James Patrick O'Collins, Bishop of Geraldton from 1929 to 1941 achieved considerable expansion of the parish and the activities of the Roman Catholic Diocese of Geraldton during his period of office, including St Joseph's Church in Perenjori in 1937, Monsignor Hawes who established a legacy of outstanding churches and associated buildings predominantly in the Midwest region.</p> <p>The Church was damaged by the Seroja Cyclone that swept through the Midwest region in 2021.</p>


<p>2</p>		<p>St Joseph's Parish Hall (former)</p> <p>Within the Registered site of St Joseph's Church</p>	<p>Carnamah-Perenjori Road southeast of St Joseph's Church</p>	<p>1 (3)</p>	<p><u>Significance</u></p> <p>The former St Joseph's Parish Hall is of considerable significance for its direct association with St Joseph's Catholic Church and parishioners, and as the venue for the School run by the Sisters of the Dominican Order from Three Springs until 1974 and then the Country Women's Association.</p> <p>The CWA Rest room represents the considerable historical and social significance of the Country Women's Association (CWA) and its members.</p> <p>It evokes a sense of place for generations of women, particularly in the country, who have been involved in the CWA and experienced their ever-present support to the community. The CWA rest room was an important social and support service for mothers and children throughout the district.</p> <p><u>History</u></p> <p>St Joseph's Church Presbytery and Parish Hall also provided a venue for the school.</p> <p>The Perenjori Branch of the CWA was formed in 1932 with 41 women. This is their 3rd site in Perenjori. It was important for socialising for the otherwise isolated women. They organised social events, established a lending library and rest room in 1934. They also lobbied for issues such as school buses for isolated children. The companionship and friendship for the women and support for them and families was important. Jean King rose to State President and travelled the world representing the CWA.</p>
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10		1938	Bank of New South Wales (former) and residence	18 Fowler Street	1	<p><u>Significance</u></p> <p>The former Bank of New South Wales (NSW) is of aesthetic, social and historical significance for its association with the banking institution, value to the community as a place of commerce, and for the associations with bank managers who were respected identities in the community. It's response to the revival of gold mining in the district in the Interwar period, and specific design to hold gold from nearby mines is of considerable historic significance. It is a rare example of a timber framed bank building of the interwar period and example of regional design by Hobbs Forbes and partners Architects, that makes a significant contribution to the historic townscape of Perenjori.</p> <p><u>History</u></p> <p>The bank was built in 1935 to a design by the reputable architects Hobbs Forbes and partners. It was a replacement building for the Bank of New South Wales, which had established a branch in Perenjori in 1925, and was specifically suited to holding gold from the nearby mines before shipment to Fremantle. The bank building continued to provide financial facilities for Perenjori and surrounding districts until 1978, when it moved to new premises in the town. Since 1988, the bank building has housed the Tourist Information Centre and Perenjori & Districts Pioneer Museum.</p>
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<p>15</p>	 	<p>1937</p>	<p>Perenjori Hotel</p>	<p>34 Fowler Street</p>	<p>2</p>	<p><u>Significance</u></p> <p>The Perenjori Hotel has considerable social, aesthetic and historic significance providing hospitality and socialisation in the community since 1919. The aesthetic of the high level of authenticity of the Federation Filigree design that comprises reused building materials from a demolished hotel is uncommon and makes a considerable landmark contribution to the historic townscape of Perenjori.</p> <p><u>History</u></p> <p>Perenjori Hotel was built in 1919 for Mr Bert Johnson, designed by Architect Greble and constructed by Les Vann, incorporating material from a demolished hotel in Greenbushes. Mr Littlewood was the first manager of the original hotel with few rooms, an underground cellar, and an underground tank for water supply. In 1920 it had a full-size billiard table. The hotel was extended in 1930 and again in 1938, when accommodation was provided including lounge, toilet facilities for ladies and separate bedrooms. Barber shop in the pub?</p> <p>The hotel was severely damaged by the Seroja Cyclone that swept through the Midwest region in 2021, but continued to operate despite much of the two storey accommodation being uninhabitable due the damage.</p>
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19		1941	Perenjori Post Office (former) and residence	48 Fowler Street	2	<p><u>Significance</u></p> <p>Perenjori Post Office has considerable historic and social significance for its important role in communications in the district since 1939, and as a place where people meet.</p> <p>Located central in the main street, opposite the railway station, the impressed cement block residence with attached shop front makes a significant contribution to the historic townscape of Perenjori.</p> <p><u>History</u></p> <p>The building was constructed as a residence that was altered to provide a front office to allow for a continuous 24 hour phone service which was operated by Tony Farrell. When he retired the Post Office was taken over by Mr and Mrs Austin Roach.</p>
20		14121	Perenjori War Memorial & Park	Fowler Street	2	<p><u>Significance</u></p> <p>The War Memorial and Park, established in 1956, has considerable historic and social significance as a remembrance for Australians in time of conflict. The place has considerable streetscape value as a landmark central on the main street of the town.</p> <p><u>History</u></p> <p>Memorial Park is prominently located on the main street of Perenjori opposite the Hotel and consists of a small grassed area with some flower beds, shade trees and the war memorial. Central is the memorial is a granite obelisk which has two brass plaques attached, one of which is in the shape of a wreath. The second plaque reads: 'This plaque is a memorial to the men and women of Australia who paid the supreme sacrifice during World War II. Let we Forget.' The obelisk is set on a brick base above which is engraved, 11-11-1956. The memorial was dedicated in 1957.</p>

					Immediately to the east is a small water fountain and plaque which commemorates the opening of the water supply from the Arrino Bores. It was unveiled by Sir David Brand in April 1969.
21		<p>Perenjori Railway group Railway Station c.1970s SITE of original station Crane <u>North end SITES</u> Stationmasters' house Gangers' houses Railway water tower & tank <u>South end SITES</u> Frank Walker's Garage & Chamberlain Agency Maurice's machinery Shop East side of the line N-S SITES: railway barracks, wheat bin, goods shed.</p>	Fowler Street	2	<p><u>Significance</u> Perenjori Railway group is historically significant in representing the Wongan Hills-Mullewa railway through Perenjori in 1915, and the site of the original and subsequent station and sites of workers accommodations and service providers evidencing the importance of the railway in the development of Perenjori town and district.</p> <p><u>History</u> In 1920, Government legislated the Wongan Hills-Mullewa line in recognition of the need for rail transportation of agricultural produce. In March 1915, Wongan Hills-Mullewa railway line was opened to traffic. In the post-World War Two period, there were major changes to the State's transport system as diesel replaced coal and as road transport gradually became predominant. With this transition, many rail lines were closed, passenger services ceased to operate and many station facilities became obsolete and numerous buildings were removed or demolished. In c.1983, West Australian Government Railways (WAGR) became Westrail. They abolished Station Masters and created Managers.- possibly built the existing railway station at that time. In 1992 Westrail closed the Perenjori Station.</p>

22		1939	Perenjori Shire Hall, administration, library, and Council chambers.	52-56 Fowler Street	2	<p><u>Significance</u></p> <p>Perenjori Shire Hall, administration offices, library, and Council chambers has considerable historic and social significance as the centre for local government since 1929 and as an important community venue for civic and community events. It is of aesthetic value as a fine example of Interwar Free classical style by a renowned architect of the period, Herbert Parry.</p> <p>Perenjori Shire Hall and Offices is a landmark with an expansive distinctive decorative frontage in the main street that makes a substantial contribution to the historic townscape of Perenjori.</p> <p><u>History</u></p> <p>The Perenjori townsite was declared in February 1916 and the Morawa Road Board formed that year, and the original hall built. The 1917 Road Board office was destroyed by fire in 1924. In 1929, the foundation stone for the new Road Board Office, designed by Architect Herbert Parry was unveiled. The Hall has been used by the Anglican Church, talking pictures on Saturday nights during the 1930s, and movies in the 1950s. Perenjori Hall was extended and upgraded as part of the Shire's 50th anniversary celebrations in 1978, on the site of the Road Board Office.</p> <p>Herbert Parry was a highly respected architect of the late Federation and Interwar periods.</p>
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24		11607	<p>St Christopher's Anglican Church</p> <p>SITE Agricultural bank and Bank managers House</p>	62 Fowler Street	2	<p><u>Significance</u></p> <p>St Christopher's Anglican Church has social and historical significance for the associations with the Anglican denomination. The worship, events and community service since 1953 are of significance for the role in the religious life of the community. The aesthetic of the church is significant for the design by William Bennet, a respected Architect of the Interwar period. It makes a significant contribution to the main street and historic townscape of Perenjori.</p> <p>The site also represents the Agricultural Bank of Western Australia that provided services to new settlers; ways of life no longer practiced.</p> <p><u>History</u></p> <p>The early settlers relied on the Agricultural Bank of Western Australia set up by the Premier Sir John Forrest in 1894 for the purposes of making advances to farmers wishing to develop new farms to assist and support regional settlers. After a Royal commission in 1934, was restructured and again on 1945 when the Rural and Industries (R&I) Bank was formed. The bank and Managers residence were demolished prior to 1953.</p> <p>Before the construction of St Christopher's Church on this site, Anglican services were conducted in the Perenjori Hall. The foundation stone for the new church was laid by the Rt Rev C.E.B. Muschamp, Archdeacon of Northam, in October 1953. At this time the local Rector was Rev J.B. Albany. Designed by architects W.G. Bennett and Associates, the church was built by F.T. Robinson. It opened in May 1954. Some additions/alterations in 1969, and damage from Seroja Cyclone in 2021.</p>
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35		5289	Perenjori Cemetery	North Road	2	<p><u>Significance</u></p> <p>Perenjori Cemetery is a significant record of the early settlers and generations of residents of Perenjori town and district.</p> <p>The memorials and palisades and evidence a range of designs and emotive inscriptions. The Cemetery evokes a sense of place, of reverence and commemoration.</p> <p><u>History</u></p> <p>The first burial took place before the cemetery was opened, was William Allen in December 1913, identified as Plot No. 1.</p>
37		1935	Perenjori Police Station (former)	10 Russell Street	2	<p><u>Significance</u></p> <p>The former Police Station has historic significance for its association with law and order in the district between 1926 and 1985. The modest building has some aesthetic appeal enhanced by features such as French doors and the corbelled chimney and makes a contribution to the historic townscape of Perenjori.</p> <p><u>History</u></p> <p>The Police Station was built in 1926 and opened in January 1927. It was replaced in 1985 by a new Police Station. Later it housed the Perenjori District Arts and Crafts.</p>
			BUNJIL			
D23		6463	Liebe Sheds Precinct	515 Tremlett Road Liebe Shed 1 Lot is located at 515 Tremlett Rd, Latham; Shed 2 Lot is located at 1314 Lampard-Tremlett Rd, Latham	2	<p><u>Significance</u></p> <p>Liebe Sheds Precinct on the former Liebe Estate, constructed between 1925 and 1927 is of considerable historical and aesthetic significance for the direct association with the acclaimed designer and builder, Friederich Wilhelm Gustav Liebe and the sheds he designed and constructed.</p>


						<p>In 1929, he held the world record for wheat production for a single producer.</p> <p>The Liebe Estate is also historically significant for the post World War Two's West Australian Government acquisition and subdivision to form smaller farms for ex-servicemen.</p> <p><u>History</u></p> <p>Between 1925 and 1929 Liebe purchased over 50,000 acres of land from the Midland Railway Company to form what was known as the Liebe Estate, encompassing parts of the shires of Coorow, Carnamah and Perenjori. He cleared the land and built several large sheds using huge bush timbers and corrugated iron. His fences were noted for their size and precision, being 6 foot high boundary fences with 3 foot 6 inch rabbit wire below and 2 foot 6 inch dog wire above, topped with a single barbed wire.</p> <p>In 1929 he achieved the world record wheat production for a single producer, being 106,000 bags from 21,000 acres.</p> <p>After his death in 1950, the 53,000 acre property was purchased by the West Australian Government for subdivision into smaller farms for ex-servicemen.</p> <p>Friederich Wilhelm Gustav Liebe is the noted designer and builder of His Majesty's Theatre in Perth. He also built the Ambassadors Theatre, the Australia Hotel and the Peninsula Hotel in Maylands, and the Moora Hotel. He also designed and constructed a number of substantial homesteads in the Dalwallinu district.</p>
D24		14155	Liebe's Gates	Liebe & Wadd and Bunjil-Carnamah Roads	2	<p><u>Significance</u></p> <p>Liebe's gates at the entry onto the former Liebe Estate, are of considerable historical and aesthetic significance for the direct association with the</p>

					<p>acclaimed designer and builder, Friederich Wilhelm Gustav Liebe and as a significant landmark in the region.</p> <p><u>History</u></p> <p>Between 1925 and 1929 Liebe purchased over 50,000 acres of land from the Midland Railway Company to form what was known as the Liebe Estate. He cleared the land and built several large sheds using huge bush timbers and corrugated iron. His fences were noted for their size and precision.</p> <p>After his death in 1950, the Estate was subdivided.</p> <p>Liebe's white gate was quite a landmark on the corner where the Bunjil road forked to either Carnamah or Coorow. While most farmers' gates were merely five wires between the fence post and a support with droppers preventing tangling, these heavy timber double gates were about eight feet high. The support posts were approximately ten feet high, six to seven in circumference and had a knob carved on the top of each.</p>
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			CARON		
D27			SITE Caron railway siding		<p>2</p> <p><u>Significance</u></p> <p>The Caron Siding has historic significance for its important role in rail transportation through the district as an essential watering point on the route until the decline when diesel engines were introduced and steam trains were phased out.</p> <p><u>History</u></p> <p>Recognising the need to provide rail transport to facilitate the transportation of agricultural produce, the Government introduced legislation for the Wongan Hills-Mullewa line in 1910. The railway line route was surveyed in 1912 and work on its construction commenced in 1913. The railway lines were built by government railway crews north from Wongan Hills and south from Mullewa.</p> <p>Caron siding emerged as the main railway centre because of its good natural water catchment area. Subsequently a dam was built at Caron in c.1914.</p> <p>Train crews were changed at Caron instead of at Buntine where water was not readily available. The tank stand at Caron, which could hold 40-50,000 gallons, was built by Francis Garth Butler in c.1914 to provide water for the steam trains. The refreshment room and bar at Caron were built in 1936, but were destroyed by fire in 1949. In addition to the coal chute, there was also an engine turntable, railway barracks, and four railway cottages, one of which was for the stationmaster.</p> <p>In 1957 diesel engines commenced operating on the railway line. It had a big impact on the town as water and coal were no longer required, and the town declined.</p> <p>Remnants of Caron siding include the coal stage and a large tank stand.</p>

D32		4562	Caron Coal Stage	Wubin-Mullewa Highway	1	<p><u>Significance</u></p> <p>Caron Coal Stage is of considerable historic significance as the last remaining remnant of the Caron Railway operation centre to inform of the important role in rail transportation through the district as an essential watering point on the route until the decline when diesel engines were introduced and steam trains phased out of operation. It is the only concrete mechanical coaling plant in Western Australia and is a landmark in the otherwise flat landscape.</p> <p><u>History</u></p> <p>The Wongan Hills-Mullewa line was fully operational in September 1913.</p> <p>Caron siding emerged as the main railway centre because of its good natural water catchment area. Subsequently a dam was built at Caron in c.1914. Train crews were changed at Caron. The tank stand at Caron siding provided water for the steam trains. The refreshment room and bar at Caron were built in 1936, but were destroyed by fire in 1949. In addition to the coal shute that provided the handling of the coal for fuelling the steam trains, there was also an engine turntable, railway barracks, and four railway cottages, one of which was for the stationmaster.</p> <p>In 1957 diesel engines commenced operating on the railway line and steam engines no longer operated and Caron's railway centre and town declined.</p>
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<p>D33</p>			<p>Caron Dam</p>		<p>2</p> <p><u>Significance</u></p> <p>Caron Dam Reserve has historic significance for its important role in the catchment, damming and supply of water as an essential watering point for the rail transportation through the district. It is historically significant for the non-mechanised construction of the dam, no longer practiced.</p> <p><u>History</u></p> <p>The Wongan Hills-Mullewa railway line was constructed from both ends, connecting in September 1913.</p> <p>Caron siding emerged as the main railway centre because of its good natural water catchment area. Subsequently a dam was built in c.1914 by 50 men shovelling dirt into a dray that was hauled by horses. No mechanical devices. In 1920 the dam was leaking. A trench around the interior perimeter was dug and filled with clay. The dam was later fully roofed.</p> <p>The tank stand at Caron siding, which could hold 40-50,000 gallons, pumped from the Caron Dam provided the water for the steam trains.</p>
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		LATHAM			
D42		Latham District Hall	Mullewa- Wubin Road	2	<p><u>Significance</u></p> <p>The Latham District Hall is historically and socially significant as the centre of the social and recreational gatherings and evokes a sense of place for the communities of the town and district of Latham. It is a good example of Post World War Two austerity design with a simple stepped parapet frontage in face brick and a timber framed corrugated iron clad hall building behind, that is a landmark in Latham townsite.</p> <p><u>History</u></p> <p>The original timber framed and weatherboard clad Latham Hall was built in 1917 and served the community until 1955 when it was demolished. The Latham School was housed in the hall until 1929. The new Latham District Hall was built in 1957. Post World War Two overcrowding of Latham School had many younger students relocating temporarily to the hall.</p>
D50		Latham Cemetery		2	<p><u>Significance</u></p> <p>Latham Cemetery is a significant record of the early settlers and generations of residents of Latham town and surrounding district.</p> <p>The memorials, palisades and railings evidence a range of designs and emotive inscriptions that contribute to the reverence and sense of place.</p> <p><u>History</u></p>

D51		14143	SITE Grave of Florence Minnie Taylor	Taylor & Rabbit Proof Fence Road (50 metres north of the intersection)	2	<p><u>Significance</u></p> <p>The 1916 grave has historic significance as evidence of the lonely and isolated way of life in the 1910s, and as the burial place of one of Latham's early pioneer settlers in Latham.</p> <p><u>History</u></p> <p>Walter Harry Taylor, his wife Florence Minnie, and their four children came to Australia from England in 1909. They travelled from Perth to Coorow by train, arriving in September 1909. The Taylor family took up land near the Rabbit Proof Fence becoming one of the original settlers in the Latham district. Originally sleeping in tents, they soon built a hessian hut with an iron roof and later a six-roomed house made of earth rammed between boards. The Taylors established their farm, clearing land, sinking wells and cropping.</p> <p>In 1916 Florence Minnie Taylor died and was buried in a corner of the home paddock by the Rabbit Proof Fence. Mr Stevens, a settler from Maya who was a J.P., read the service. Walter Taylor made the coffin from jarrah boards and marked it with a brass tea-tray fastened on the lid, her name and date hammered out with a nail. Her children gathered quartz stones to outline the grave and mark a cross on the earth. Years later a conventional headstone was erected on the grave with surrounding white poles linked by a chain, near a pepper tree.</p>
			ROTHSAY			
D57		14135	Rothsay Cemetery	Boonerong Road	2	<p><u>Significance</u></p> <p>The Rothsay Cemetery, established in 1895 has considerable historic significance for its association with a number of early residents of the Rothsay town and mining areas. The memorial elements and</p>

					<p>emotive inscriptions contribute to the reverence and sense of place. It is representative of isolated cemeteries in rural areas.</p> <p><u>History</u></p> <p>Situated amongst trees and shrubs is the small Rothsay Cemetery which contains five graves, two of which are marked. One grave features a large headstone with an ornate wrought iron grave surround mounted on concrete bases. The headstone reads: "Sacred to the memory of Alfred Chopin who died 19th December 1898 aged 23 years." A second grave located nearby is marked with a border of white quartz, and given its small size could possibly be the grave of a child.</p>
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Local Planning Policy

HERITAGE LIST

Shire of Perenjori

January 2023

1 Introduction

1.1 Statutory Background

This policy is adopted under deemed provisions of the Planning and Development (Local Planning Schemes) Regulations 2015 which enables the Shire of Perenjori to prepare local planning policies for any matter related to the planning and development of the Scheme area. The local planning policy can only have effect where consistent with the deemed provisions and local planning scheme.

1.2 Purpose

To provide guidance on the assessment of development proposals which affect heritage protected places.

1.3 Objective

The objectives of the policy are:

- To conserve and protect places of cultural heritage significance that are identified on the Heritage List.
- To ensure that developments do not adversely impact the significance of heritage places on the Heritage List.
- To ensure that heritage significance is given due weight in local planning decision making.
- To provide certainty to landowners and community about the planning processes for identification and protection of places identified in the Heritage List.

2 Application

- a) This Policy applies to any places of Exceptional Significance (Category 1- the Heritage Council of Western Australia's Register of Heritage Places) and Considerable significance (Category 2) as identified in the Heritage List in the Local Heritage Survey (LHS) as listed in Attachment 1.
- b) The Deemed Provisions apply to the property, or portion thereof as defined in Attachment 1. Where this refers to a specific object then the Deemed Provisions apply only that object.
- c) The Deemed Provisions do not apply specifically to the interior of the buildings listed in Attachment 1 as they are integral to the relevant places.

3 Definitions and Terms

Unless otherwise noted, terms used in this policy have common meanings and include those defined in the *Planning and Development Act 2005*, *Planning and Development (Local Planning Schemes) Regulations 2015*, and the *Heritage Act 2018*.

Deemed Provisions

Are the -provisions contained in Schedule 2 of the Planning and Development (Local Planning Schemes) Regulations 2015.

Heritage Area

Means an area designated as a heritage area under clause 9 of the Deemed Provisions.

Heritage Agreement

A contract under Part 7 of the Heritage Act 2018 is undertaken on a voluntary basis by the owners of a heritage place. The agreement binds current and successive owners to a set

of conservation conditions and may provide compensating benefits in some circumstances. The purpose of a Heritage Agreement is to secure the long-term conservation of a heritage place.

The Heritage Agreement can be terminated or varied. *Part 7 s94. Memorial is relevant to the State Register. A Heritage Agreement runs with the land and is confirmed through a Memorial placed on the land title.*

Part 7 s97 (2) states:

The Council or other public authority that entered into the heritage agreement may, in accordance with the regulations, notify the Registrar of the coming into operation of a heritage agreement.

Heritage Assessment

A systematic assessment that describes a place and its setting and states its significant heritage values in terms of the criteria adopted by the Heritage Council of WA Western Australia (HCWA). These criteria are the aesthetic, historic, social and scientific values of the place.

Heritage Impact Statement

A Heritage Impact Statement (HIS) describes and evaluates ~~the likely~~ any potential impact of proposed development on the significance of a heritage place and its setting, or on the heritage area within which it is situated. The report may also outline measures by which any detrimental impact may be minimised. The Heritage Council of Heritage Council of Western Australia (HCWA) provides guidelines for the preparation of Heritage Impact Statements.

Heritage List

A list of heritage places that has been adopted under the Local Planning Scheme ~~These~~ are places of the highest levels of cultural heritage significance (Categories 1 and 2) that have been included within the Local ~~Government~~ Heritage ~~Inventory~~ Survey and assessed as being worthy of conservation, by inclusion on the Heritage List.

Heritage Place

The Burra Charter (Article 1 Definitions)

- 1.1 states Place means a geographically defined area. It may include elements, objects, spaces and views. Place may have tangible and intangible dimensions.
- 1.2 states Cultural significance means aesthetic, historic, scientific, social or spiritual value for past, present or future generations. Cultural significance is embodied in the place itself, its fabric, setting, use, associations, meanings, records, related places and related objects.

Places may have a range of values for different individuals or groups.

4 Policy Statement

The Local Planning Strategy for the Shire of Perenjori highlights the importance of heritage places to the amenity of the Shire's built environment.

The Shire has a significant collection of heritage assets as identified in the Local Heritage Survey. The Heritage List identified in the Local Heritage Survey calls for the conservation and protection of those identified heritage assets.

This policy:

- Builds on the heritage conservation objectives in the Heritage List.
- Applies the development control principles contained in the State Planning Policy 3.5 Historic Heritage Conservation.
- Provides guidance for the proposed development of places in the Heritage List.
- Details procedures for making applications for approval of heritage-related developments.

5 Development control principles

5.1 Development Application

In considering any planning applications in relation to a place in the Heritage List, the Shire of Perenjori will apply and have regard to the development control principles set out in sections 6.5 and 6.6 of State Planning Policy 3.5 Historic Heritage Conservation (2007) and in particular:

- Whether the proposed development will adversely affect the significance of any heritage place or area, including any adverse effect resulting from the location, bulk, form or appearance of the proposed development.
- Measures proposed to conserve the heritage significance of the place and its setting.
- The structural condition of a place, and whether a place is reasonably capable of conservation.

5.2 Levels of Significance

The level of heritage significance of a place is one of the matters considered in determining an application.

The following levels of significance (Categories 1 and 2) have been assessed as the most significant in the Shire of Perenjori Local Heritage Survey, and therefore form the Heritage List.

This Policy is relevant to places of Exceptional Significance (Category 1- Register of Heritage Places) and Considerable significance (Category 2) as identified in the Heritage List in the Local Heritage Survey (LHS).

LEVEL OF SIGNIFICANCE	DESCRIPTION	DESIRED OUTCOME
Exceptional significance HERITAGE LIST <u>Category 1</u>	Essential to the heritage of the locality Rare or outstanding example.	The place should be retained and conserved unless there is no feasible and prudent alternative to doing otherwise. Any alterations or extensions should reinforce the significance of the place and be in accordance with a Conservation Plan (if one exists).
Considerable significance HERITAGE LIST <u>Category 2</u>	Very important to the heritage of the locality. High degree of integrity/authenticity.	Conservation of the place is highly desirable. Any alterations or extensions should reinforce the significance of the place.

5.3 Applications for development approval – accompanying material

An applicant may be required to provide one or more of the following reports to assist in the determination of a development application. This is additional to the requirement for accompanying material set out in the Local Planning Scheme and the Model Scheme Text.

- a) Where an application relates to a place on the Heritage List, it must make a response to the heritage values of the place.
- b) Minor works will need to demonstrate that the development will not have an adverse effect on the cultural heritage significance of the place, at the discretion of the Shire.

5.4 Register of Heritage Places (Category 1)

If a proposal affects a place that is entered in the Register of Heritage Places, the Shire will refer the development application to the Heritage Council of Western Australia, together with a Heritage Impact Statement that will be prepared at the applicant's expense.

5.5 Heritage Impact Statement (HIS)

A heritage impact statement (HIS) describes and evaluates the likely impact of a proposal. It is a clear and concise account of the proposed work that addresses three basic questions:

- How will the proposed development affect the significance of the place?
- What alternatives have been considered to minimise any adverse impacts?
- Will the proposal result in any heritage conservation benefits that might offset any adverse impacts?

A determination of the proposed development, supported by a Heritage Impact Statement, will be a Shire Council decision with regard to the impact on the heritage place.

5.6 Proposed demolition

A structural condition assessment is required in the case of proposed demolition if structural failure is cited as a justification for the demolition of a place in the Heritage List.

The structural evidence should be provided by a registered structural engineer to substantiate that the structural integrity of the building has failed and cannot be rectified without removal of a majority of its original fabric that would impact the significance of the place.

5.7 Archival recording in the case of demolition

If the proposed demolition application of a place in the Heritage List, a condition of approval, may require the applicant to submit an archival record of the place, prior to the commencement of development.

The archival record is to be in accordance with the Heritage Council's standard for archival recording. Completed archival records are to be submitted to the Shire of Perenjori in electronic format and will form part of the local government historical records.

5.8 Conditions of approval

Where a development application for a heritage place is approved with conditions, those conditions may be used to secure positive heritage outcomes, in addition to any standard condition.

Any condition of approval must have planning purpose, and be relevant and reasonable, and may include an archival record or entry into a heritage agreement.

5.9 Shire owned/managed property

The Shire of Perenjori will seek to lead by example by conserving and managing its own property in accordance with this policy

6 Review

6.1 Amendments to the Heritage List

The procedures for adding, deleting, or amending entries to the Heritage List are set out in the Local Planning Scheme.

The Heritage List should include, as a minimum, all those places identified in the Local Heritage Survey as being of Exceptional Significance: Category 1 (Register of Heritage Places) or Considerable Significance: Category 2.

The Shire may amend the Heritage List in the following situations:

- Consider inclusion of a place in the Heritage List if the findings of a reviewed Local Heritage Survey support it.
- A place is nominated for inclusion by the owner or a member of the public if assessment documentation to the required standard is provided by the nominator.
- If not, consideration will be deferred until a review of the Heritage List is scheduled.
- The inclusion of a place may be considered if a heritage assessment is prepared as part of a Heritage Impact Statement submitted by an applicant.
- Consider removing a place from the Heritage List if it is demolished or is damaged or destroyed, to the extent that its significance is significantly impacted or lost.

The Shire will retain a record of all places destroyed, demolished and/or removed from the Heritage List, to monitor the rate of losses over time.

6.2 Review Position and Date

Review to be authorised by the Chief Executive Officer each five years. The next review will be in 2030.

6.3 Associated Documents

Local Heritage Survey 2023

Heritage List 2023

Burra Charter 2013

Heritage Act 2018

State Planning Policy 3.5 Historic Heritage Conservation

Heritage Council's

Criteria for the assessment of local heritage places and areas

Heritage Impact Statement- a guide 2019

Guide to preparing an Archival record



ASSESSMENT OF LOCAL HERITAGE PLACES

PART ONE: Context

1.1 Purpose

These guidelines provide advice and information on the process of assessing places for their cultural heritage significance. They are not intended as a full and comprehensive tool for undertaking heritage assessments but will assist in guiding standard approaches and terminology for assessing local heritage and recording this in a standardised format. They support the Heritage Council publication 'Guidelines for Local Heritage Surveys'.

1.2 Overview

These guidelines are primarily intended to inform the development or review of a local heritage survey (LHS), although the assessment process is relevant in any situation where an understanding of cultural heritage significance is required. They identify best practice and encourage consistency in undertaking heritage assessments across the State. The material derived from them can assist in supporting elected members, as well as the community, local government officers, and property owners in understanding the assessment process.

PART TWO: Assessment

2 Assessing local heritage places

2.1 Initiating an assessment

The most common requirement for undertaking a heritage assessment is when assessing places for entry or review in a LHS. However, heritage assessments may also be required in response to a development proposal, or for the preparation of a heritage impact statement, conservation plan or other matter.

Heritage assessments can be carried out by professional heritage consultants or trained and experienced local government staff and can have input from various groups or individuals with relevant knowledge. The use of an independent heritage consultant is recommended to advise on key elements of the process, in particular the classification of places under the LHS, and to give general advice and support to the process. Where

necessary, further specialist advice should be sought on aspects such as archaeology, landscape, gardens, and plantings.

As noted above, commissioning a heritage professional at the early stage of project planning is recommended, as they can assist in the development of appropriate communications, an achievable schedule, and overall project plan. Community engagement at the early stage in the process can also play an important role in identifying places of local heritage significance and may assist in revealing more places than would be identified by following a narrower investigative approach.

As part of the assessment process, consultation should be undertaken with relevant stakeholders. A draft of the assessment should be made available to the property owner and any group or individual that has a direct interest in the place. While property owners should be advised of the assessment process and invited to participate, the assessment of a place should not be conditional on owner support.

Guidance on engaging a heritage consultant and a checklist for commissioning or updating a LHS is available from the Heritage Council.

2.2 Defining a place

The concept of 'place' is clearly defined in the *Heritage Act 2018* (Heritage Act) and given further consideration in the Guidelines for Local Heritage Surveys. As noted in these documents, a place can include buildings, monuments, gardens, landscapes and archaeological sites, groups, or precincts.

The definition of 'place' also includes heritage areas, which can include any number of lots in different ownership. Heritage areas typically contain a large number of built elements that demonstrate a unified or cohesive physical form in the public realm with an identifiable aesthetic, historic or social theme associated with a particular period or periods of development. Heritage areas will generally be quite uncommon within a locality.

Each heritage place includes a setting, which is the immediate and extended area around a place that is part of or contributes to its cultural heritage significance. This may include the visual setting, including views to and from the place, or natural elements such as land, or water. However, a setting is not limited to structures, it can be both tangible and intangible, and include other sensory aspects such as smells and sounds, or be associated with social and spiritual practices, important to a local group or community.

The assessment of a place should also consider its setting, and this should be mapped accordingly, by defining a 'curtilage'. This assists in mapping the place and determines what is included and excluded as part of the place record. As a minimum, the curtilage should include all elements that contribute to the cultural heritage significance of the place, as well as any notable landscape features, and should consider any important views and vistas.

In practical terms, most heritage places in urban environments are defined by the lot within which they sit. However, places may cover many lots, or be part of a lot. When defining the curtilage, the boundaries should be clearly stated, either through reference to lot numbers, or identified on a clear map, diagram, or plan. When creating a record for a new place, the curtilage should include sufficient information to enable the mapping of the place.

2.3 Assessing significance

Cultural heritage significance may be embodied in a place itself and in any of its fabric, setting, use, associations, meanings, records, related places, and related objects.

The assessment of significance – understanding the cultural values and historical importance of a place – is the basis of all good heritage decisions. This is the first step of the conservation management process identified in the Australia ICOMOS Charter for Places of Cultural Heritage Significance (the Burra Charter 2013), which guides best heritage practice.

The first step in the assessment process is to gather documentary and physical evidence for the place. This evidence includes factual information that will inform a series of value statements that define the significance of the place. These statements and the supporting information are used to create a place record, which is the primary document for sharing information on a heritage place.

Part 3 of these guidelines identifies a series of statements that can be used to test for the values. A practice note entitled '[Understanding and assessing cultural significance](#)' accompanies the Burra Charter and provides additional questions that can be used to consider each of the values, as well as further guidance on the assessment process.

2.4 Heritage values

The cultural heritage significance of a place is determined by its cultural heritage values. Each place is unique and has its own combination of values that are assessed against various criteria. The assessment of a place should address the following values:

- aesthetic
- historic
- scientific
- social
- spiritual.

and be guided by a thematic history of the local district or region.

2.5 Archaeological potential and significance

The assessment of archaeological sites in Western Australia follows the same process applied to other places of cultural significance. Advice from a qualified and experienced historical archaeologist should be sought in the early stages of the LHS compilation or

review process, where there are known or suspected archaeological sites within the survey area. This will assist in identifying the potential for archaeology to be present in and around built heritage fabric, as well as advising processes for assessment and survey in relation to archaeology. Archaeological sites can include visible features (e.g building remnants) as well as sub surface deposits and ruins. It is common that many archaeological sites tend to focus on scientific values, in terms of their research potential, but consideration should also be given to whether a site has aesthetic qualities; is associated with a particular person, group or event; or has social value related to the archaeology.

3 Indicators for cultural heritage significance

Cultural heritage significance is assessed through consideration of the values below. A place does not need to demonstrate all values – it may be of cultural heritage significance if it meets any one of these. An assessment should consider the indicators in full and include any relevant information.

3.1 Aesthetic Value: It is significant in exhibiting particular aesthetic characteristics valued by the community

OVERVIEW

Aesthetic value is necessarily subjective and should not simply rely on a common perception or most popular view. There is a need to consider aesthetics as understood by different community groups and cultures. A place does not necessarily need to conform to prevailing 'good taste' or be architecturally designed to display aesthetic qualities. For example, vernacular buildings that sit well within their cultural landscape due to the use of local materials, form, scale, or massing, may also have aesthetic value. The aesthetic qualities of gardens, plantings and cultural landscape settings should also be considered.

INDICATORS

Places demonstrating this value should have importance:

- to a community for aesthetic characteristics.
- for its ability through archaeological investigation to reveal obscured fabric due to subsequent alterations or additions and in so doing, reveal aesthetic characteristics of an earlier structure, either through design or setting
- for its creative, design or artistic excellence, innovation or achievement
- for its contribution to the aesthetic values of the setting demonstrated by a landmark quality or having impact on important vistas
- for its contribution to the aesthetic qualities of the cultural environs or the natural landscape within which it is located or importance for its contribution to the natural landscape as part of a cultural environment
- for the aesthetic character created by the individual components that collectively form a significant precinct; that is, streetscape, townscape, or cultural environment

GUIDELINES FOR EXCLUSION

A place will generally be excluded if:

- the aesthetic qualities of the place do not exceed those of the general class to which the place belongs
- its distinguishing features have been lost, irreversibly impacted, or compromised
- its landmark or scenic qualities have been irreversibly impacted by subsequent activities or development

EXAMPLES (INCLUSION)

Example One: St Edmonds's Anglican Church, Wembley



The place has aesthetic value as a good example of a post-war international style ecclesiastical building that makes a striking contribution to the streetscape through its design, scale and setting.

Example Two: Mechanics Institute, Guildford

The place, constructed in 1865, has aesthetic value as a fine example of architect Richard Roach Jewell's vernacular Free Gothic architectural style, and exhibits his distinctive polychrome brickwork. The place is a visually pleasing element in the Meadow Street streetscape.



3.2 Historic value: It is significant in the evolution or pattern of the history of Western Australia

OVERVIEW

The historic values associated with a place should be explored with reference to the thematic history for the locality and/or region.

INDICATORS

Places demonstrating this value should have importance:

- for the density or diversity of cultural features illustrating the human occupation and evolution of the locality, or region
- in relation to an event, phase or activity of historic importance in the locality, or region
- for close association with an individual or individuals whose life, works or activities have been significant within the history of the locality or region
- as an example of technical, creative, design or artistic excellence, innovation or achievement in a particular period.

The associations should be strong and verified by evidence and will most often be supported in the fabric of the place. However, consideration should also be given to places with little or no fabric such as archaeological sites, ruins, and sites of historical importance.

GUIDELINES FOR EXCLUSION

A place will generally be excluded if:

- no reliable or verifiable physical, documentary, or historical evidence exists to demonstrate the association of the place with an historical event or phase in the locality
- the place has an association with, or demonstrates evidence of, an historical event, phase etc that is of low or questionable historical importance in the locality
- there is only an incidental or distant association with local historically important activities, processes, people, or events.

EXAMPLES (INCLUSION)

Example One: Old Throssell Emporium, Northam

The place has historic value for its association with George Throssell, an influential Northam identity who became Premier of Western Australia in 1901. The emporium was one of his earliest commercial ventures in the district.



Example Two: Wandina Station

Wandina Station (c1880 -1920) has historic value as one of the early stations established in the Mullewa and Murchison district that illustrates the development of the pastoral industry in the region at this time.



3.3 Scientific value: Potential to yield information that will contribute to an understanding of the history of the locality or region

OVERVIEW

These indicators will generally inform a determination of scientific value. They will commonly be used to assess significance of identified, or potential, archaeological deposits, or to identify places that through investigation may reveal earlier construction and design techniques.

INDICATORS

Places demonstrating this value should have importance:

- for information/archaeological material contributing to a wider understanding of cultural history by virtue of its use as a research site, teaching site, type locality, reference or benchmark site
- for its potential to yield information contributing to a wider understanding of the history of human occupation of the locality or region
- in demonstrating technical innovation or achievement

Places may include former industrial sites, or archaeological sites that can be important benchmark, research, or reference sites.

GUIDELINES FOR EXCLUSION

A place will generally be excluded if:

- no reliable or verifiable physical, documentary, or historical evidence exists to indicate that physical evidence of investigative potential may be present
- the information the place might yield is likely to be of low or questionable historical importance to the locality or region
- the physical evidence has been so disturbed by subsequent activities that any research potential is compromised.

EXAMPLES (INCLUSION)

Example One: Peel Town Archaeological Site

The site has scientific value as a very early colonial settlement area that has the potential, through archaeological investigation, to reveal evidence of the way of life of some of the earliest settlers in the locality.



Example Two: Canning Dam

The place has scientific value through its demonstration of innovative structural and hydraulic design and is considered a benchmark site in the construction of concrete gravity dams in Western Australia.



3.4 Social value: It is significant through association with a community or cultural group in the locality or region for social, cultural, educational, or spiritual reasons.

OVERVIEW

Places of social value are commonly, but not always, public places that make a positive contribution to the local 'sense of place' and identity. They may be symbolic or landmark places, and may include places of worship, community halls, or schools, as well as privately owned places such as hotels, cinemas, or sporting venues. However, more modest places such as private residences may also be of importance to a particular group within the local community.

INDICATORS

Places demonstrating this value should be:

- highly valued by a community or cultural group for reasons of social, cultural, religious, spiritual, aesthetic, or educational associations.

Places need not be valued by the entire community to be significant. For example, a place may be valued by a community or cultural group based on its associations with a particular group's ethnic identity, religious belief, or profession.

GUIDELINES FOR EXCLUSION

A place will not normally be considered if:

- the associations are not held very strongly or cannot be demonstrated satisfactorily to others
- the social value is historical rather than in the present day.

Care should be taken not to confuse cultural heritage significance with amenity or utility. There must be evidence that the building/ place is valued over and above everyday activities that occur there.

EXAMPLES (INCLUSION)

Example One: CWA Centre, Shoalwater

The Safety Bay CWA Hall was constructed in 1952 through the efforts of local volunteers with funds raised by CWA members. The place remains in use and has social value to local CWA members.



Example Two: Roleystone Theatre

The place is associated with the Roleystone Choral and Dramatic Society, which was formed in 1933 and has used the Roleystone Theatre since that time. The place continues to hold social value for the local community as a long-standing venue for entertainment and social functions.



3.5 Spiritual value: It is significant because it embodies or evokes intangible values and meanings which give it importance in the spiritual identity, or the traditional knowledge, art, and practices of a cultural group.

OVERVIEW

Spiritual value refers to the intangible values and meanings embodied in or evoked by a place which give it importance in the spiritual identity, or the traditional knowledge, art and practices of a cultural group. Spiritual values may also be interdependent on the social values and physical properties of a place.

INDICATORS

Places demonstrating this value should have importance for:

- contributing to the spiritual identity or belief system of a cultural group
- being a repository of knowledge, traditional art or lore related to spiritual practice of a cultural group
- maintaining the spiritual health and wellbeing of a culture or group
- finding expression in cultural practices or human-made structures, or inspire creative works

A place will not normally be considered if:

- the associations are not held very strongly or cannot be demonstrated satisfactorily to others
- the spiritual value is historical rather than in the present day.

EXAMPLE (INCLUSION)

Mosque, Katanning

Constructed in 1980 by the local Islamic community, the place has spiritual value to Islamic migrants in Katanning, many of whom originated from the Christmas and Cocos (Keeling) Islands. In recent times, the congregation has grown to include people from countries such as Afghanistan, Myanmar, the Congo, and China, and illustrates the diversity of the Katanning community.



3.6 Heritage Areas – an extra factor

A Heritage Area will be of significance for the local district if:

- it meets one or more of the values noted above in terms of aesthetic, historic, scientific, social, or spiritual significance; and,
- it demonstrates a unified or cohesive physical form in the public realm with an identifiable aesthetic, historic or social theme associated with a particular period or periods of development.

GUIDELINES FOR INCLUSION

A heritage area should have an overall theme or connecting heritage value that demonstrates a strong unifying character. It should always be established on the basis of a clear statement of significance, (that explains what is significant about an area and why) that describes its key features and elements. The individual components of a heritage area will collectively form a streetscape, townscape, or cultural environment with significant heritage characteristics, which may include architectural style, town planning or urban design excellence, landscape qualities, or strong historic associations.

In some cases, the development of a heritage area may span an extended period and include a variety of building types. In such cases it may be worthwhile to analyse the different phases of growth as part of the assessment, while also demonstrating the ‘unifying thread’ that holds the area together as a meaningful whole.

EXAMPLE (INCLUSION)

Central York Heritage Area - comprises a number of substantial commercial buildings as well as single storey residences along Avon Terrace and the north and west edges of the town centre, that illustrate the development of the town from its early establishment in the 1860’s and 1870’s, through to the gold boom period, the 1930’s and later decades.



GUIDELINES FOR EXCLUSION

Heritage significance needs to be clearly distinguished from the broader concept of urban character, given that all areas or localities demonstrate some form of this. Heritage values can be conserved, diminished, destroyed, or restored, but (unlike other amenity values), cannot be enhanced or replicated. However, Heritage Areas are select areas with special qualities and will generally be quite uncommon.

Further information on identification and adoption of heritage areas, as well as development of local planning policy for heritage areas, is included in separate guidelines.

4 The statement of cultural heritage significance

4.1 Writing a statement of cultural heritage significance

Every assessment document should include a statement of significance, which is a summary of the values that together *best* define the cultural heritage significance of the place. The statement should list the values in descending order of importance, ensuring that the primary contributors to the heritage significance of the place are read first. Not all the associated values need to be included in the statement.

4.2 Determining a level of significance

Typically, the assessment process will be guided by a thematic history of the local district or region, which should identify the historic themes relevant to a particular area. This will enable the identification of a wide variety of places that demonstrate the unique story of the locality, and which in the view of the local government are, or may become, of cultural heritage significance. It is worth noting that not every place which is 'old' is likely to demonstrate values relevant to local significance.

For each place that demonstrates one or more of the above values a level of significance should be determined, giving due regard to the additional qualities of rarity and representativeness.

4.2.1 Rarity - importance in demonstrating uncommon, rare, or endangered aspects of local heritage

OVERVIEW

A place may demonstrate rarity with respect to any of the values (aesthetic, historic, scientific, social, or spiritual). This encompasses places that either are rare from the time of their construction, or subsequently become rare due to the loss of similar places or areas.

INDICATORS

Places demonstrating rarity should:

- provide evidence of a defunct custom, way of life or process
- demonstrate a custom, way of life or process that is in danger of being lost
- demonstrate a building function, design or technique of exceptional interest.

GUIDELINES FOR EXCLUSION

A place would generally not be considered to be rare if:

- it is not rare in the locality
- it appears rare only because research has not been undertaken to determine otherwise

- the analysis of rarity is dependent upon too many qualifiers. (e.g., the only brick house - with a tile roof - in the Federation style - designed by Joe Bloggs)
- its distinguishing features have been degraded or compromised.

EXAMPLE (INCLUSION)

The Bungalow Cottage, Bunbury

The cottage is rare as a residence constructed using Bunbury Basalt, a material that was quarried locally and fashioned into building blocks.



4.2.2 Representative - importance in demonstrating the characteristics of a class of cultural places or environments in the local district.

OVERVIEW

This indicator explores how well a place would stand as a representative of others in its class. The analysis of representativeness provides information that helps to assess the relative merits of a place against its peers. A place may demonstrate representativeness with respect to any of the values.

A place will generally be considered to be representative if it:

- provides a good example of its type
- is representative of a common building or construction type, a particular period or way of life, the work of a particular builder or architect, or an architectural style

To be considered a good representative example, the place should have a high level of authenticity.

GUIDELINES FOR EXCLUSION

A place would generally not be considered to be representative if:

- its characteristics do not clearly typify its class
- the representative qualities have been degraded or lost.

EXAMPLE (INCLUSION)

Marginata Crescent Precinct, Dwellingup



The place is a good representative example of a intact group of government-designed early twentieth century timber workers' cottages that illustrate the provision of government housing for local timber mill employees.

Once the values and the additional qualities of rarity and representativeness have been defined for a place or area, a level of significance should be determined, giving due regard to these. This will result in the place being graded with one of the levels of significance, or classification, identified in Table 1. A place with exceptional significance may demonstrate either a particularly strong response to one value, or a range of responses to several. A place that responds in a minimal way to only a few values would have lower significance.

Table1 – Levels of significance and classification.

Level of Significance to the local area	Classification	Description
Exceptional	Category 1	Essential to the heritage of the locality. Rare or outstanding example.
Considerable	Category 2	Very important to the heritage of the locality.
Some/Moderate	Category 3	Contributes to the heritage of the locality.
Little	Category 4	Has elements or values worth noting for community interest but otherwise makes little contribution.

4.3 A note on integrity and authenticity

Authenticity and Integrity are aspects about the physical evidence of a place that can help understand its cultural significance. They are useful factors to take into consideration in relation to managing change to heritage places and assessing impacts to heritage values. These terms are not, however, defined in the Heritage Act, nor are they used within the Burra Charter.

The Heritage Council defines these terms as follows:

- Integrity - explains the extent to which the fabric is in its original state.
- Authenticity - explains the extent to which the original intention is evident, and the compatibility of current use.

Use levels of high, moderate, and low to describe the degree of integrity/authenticity and explain why.

Condition is another consideration that helps to determine if a place is a good, fine, or excellent example of its type.

5. Creating the place record

The preferred format for recording and storing heritage data is in the inHerit online Historic Heritage Places database. This provides a central resource for heritage information across the State and initiates the mapping of places for inclusion in the State's land information services. For access and further information on administration of local heritage data in inHerit, please contact the Department of Planning, Lands and Heritage.

A full list of the fields included in a place record is included in the Guidelines for Local Heritage Surveys. Additional information has been provided for some of these fields below. For further information on completion of a place record, either within inHerit or generally, please contact the Department of Planning, Lands and Heritage.

5.1 Place name – standard conventions

The name for a place should be a unique identifier, notwithstanding that some information will be duplicated within the place record. While this may result in place names being longer and more complex, this is of great benefit when browsing through lists and tables of place names.

The place record includes a field to record alternative names for a place. This should include any name by which a place may have been known at any time in its past, or the current name if not indicated in the place name. The following statements should be used to guide determination of a name for any heritage place:

- The name of a place should, where possible, reflect the primary or original reason for its significance.
- For a place with no specific association or name to identify it, for example a simple residence, this will mean incorporating the street address and suburb into the name (e.g., House, 3 Suburban Street, Sampletown).
- Where a place has a distinct name, it will usually still be necessary to note the suburb (e.g., St Mark's Church, Smallplace), unless the name is itself unique in the State (e.g., Big Pointy Mountain).
- If the suburb is already integrated into the name of a place, it is not necessary to repeat it (e.g., Metrocity Town Hall).

- Where there has been a change of use or association, the original use will commonly (but not always), be more related to the significance of the place. Provided that the earlier physical fabric has been retained, a designation of '(fmr)' should be added to the name to indicate this earlier use. For example, a residence that was built for a prominent family but has been converted for office use would be listed as 'Sample Family Residence (fmr), 12 Old Street, Sampletown'.
- In instances where the primary significance does not relate to the original use, the name can reflect a later use. For example, 'Bunbury Women's Club' was formerly a rectory but has greater significance for its current use as a club, with the name reflecting this.
- Where there is little to distinguish between the significance of different uses, the place name would generally derive from the longest association.

5.2 Sites

A site is generally a place that has few visible material remains that relate to its former use and significance. It may be the location of a former industrial site or building, an old settlement, or an historic local event, and the land may have been redeveloped for an alternative use. For a site that has cultural heritage significance, the name should give a clear indication that this will not be found in its original built form. For example:

- If a significant building has been demolished but is still the primary reason for listing a site, it is appropriate to use a place name (e.g., 'St Mark's Church (demolished), Smallplace').
- If the term 'demolished' is not appropriate, but physical traces of the former use have been largely removed, the term 'site of' can be used (e.g., Countrytown Cricket Pitch (site of))
- If the place is listed as a ruin, this should be noted in the name (e.g., Bell Cottage (ruin), Rockingham).
- Where the significance of a place relates to its association with an event, the name should relate to the event and include the term 'site' (e.g., Site of First Town Fair).

5.3 Recognising Aboriginal Names

The inclusion of an Aboriginal name for a place of historic heritage significance may be relevant for a number of different reasons, but in general it would be considered where there is a known Aboriginal name for the site.

Aboriginal names should always be identified in consultation with traditional custodians and used only with their approval.

6. Groups and Precincts

A group consists of two or more places that have a common association and share cultural heritage significance, but with boundaries that may or may not coincide. This could, for example, include a homestead group that includes associated buildings such as stables

and shearing sheds or archaeological sites with a related theme, such as a group of wells, kilns, or quarries. The name should reflect the reason for defining the group and include the term 'Group' (e.g., Art Deco Cinemas Group, Metrocity).

A precinct is a defined area that contains multiple contributory elements with a uniting theme, usually on multiple lots, such as a series of buildings built to provide housing for timber workers, or a railway precinct that includes various structures and elements relating to the function of the railway. The area covered by a precinct should be contiguous. This is likely to result in the inclusion of elements that do not contribute to the significance of the place, and these should be identified as such within the listing. The term 'Precinct' should be included in the name within the LHS.

The term 'Heritage Precinct' is not preferred, i.e., use 'Main Street Precinct' not 'Main Street Heritage Precinct'. The term 'Heritage Area' should be reserved only for a place that has been adopted as such under the local planning scheme.

7. Location

7.1 Address

The address used should be the verified Landgate address, as shown on the tenure data for the place. If there no street address is available, then the location can be identified by reference to Lot on Plan.

Street names should use the correct abbreviation and format as identified in the current Land Tenure Data Dictionary from Landgate. For example, St George's Terrace, Perth, would be St Georges Tce (without an apostrophe, and with the abbreviated road name format).

If the place is not the whole lot, this would be identified in the mapping for the place and be clearly described as a part lot. When providing information to the Heritage Council, the mapping needs to be given in a Shape file, or a clear drawn map where this is not available. The drawn map should have reference to cadastral lots, roads and/or places of interest, so the place can be easily identifiable in spatial context.

Where there is a heritage place that occupies multiple street numbers, the address can be described as, for example: 1-3 New St, New Town. If the place occupies space on multiple streets e.g., a corner, each street address should be noted, with an additional location description noting the area as being on the corner of street A and street B.

Precincts should be defined in a similar way to places that occupy multiple lots. The main difference is that a precinct is usually centred around or along a road. When describing a precinct, the main road can be used, as well as named local roads within the precinct and the LGA name. The boundary should be clearly defined using a map that shows the whole precinct area and the roads contained. An example of a precinct address is: Throssell Street Precinct (between Mungalup Rd and Steere St South).

7.2 Location Description

This field can be used where there is no simple Landgate address, or where the place is known, or has previously been known, by a different address. The location description can also be used to compliment the address because it contains a lot more detail that accurately describes a place spatially.

Examples may include:

Place	Address	Location Description
St Joseph's Convent (fmr)	142-152 Aberdeen St, Albany	
Balladong Farm Group		Cnr Avon Terrace and Parker Road, York
Ascot Residential & Stables Precinct		Bounded by Grandstand Rd, Gt Eastern Hwy, Davis St & Swan River Ascot
Oyster Harbour Fish Trap Site (Albany Fish Traps)		North End of Oyster Harbour, 10km NE of Albany, Albany
Rose Avenue Group	5, 5A, 16-18 Rose Ave Bayswater	

8. Related Documents

The following documents relate to this guideline:

- [Guidelines for Local Heritage Surveys](#) (Heritage Council, revised August 2022)
- [Practice Note – Understanding and assessing cultural significance](#) (Australia ICOMOS, 2013)
- The Burra Charter: The Australia ICOMOS Charter for Places of Cultural Significance, 2013
- Guidelines for heritage areas (in development)
- [Guidelines for establishing a heritage list](#) (Heritage Council, 2021)
- Thematic histories for local government (to be developed)

9. Contacts

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THE BURRA CHARTER

The Australia ICOMOS Charter for
Places of Cultural Significance 2013



Australia ICOMOS Incorporated
International Council on Monuments and Sites

ICOMOS

ICOMOS (International Council on Monuments and Sites) is a non-governmental professional organisation formed in 1965, with headquarters in Paris. ICOMOS is primarily concerned with the philosophy, terminology, methodology and techniques of cultural heritage conservation. It is closely linked to UNESCO, particularly in its role under the World Heritage Convention 1972 as UNESCO's principal adviser on cultural matters related to World Heritage. The 11,000 members of ICOMOS include architects, town planners, demographers, archaeologists, geographers, historians, conservators, anthropologists, scientists, engineers and heritage administrators. Members in the 103 countries belonging to ICOMOS are formed into National Committees and participate in a range of conservation projects, research work, intercultural exchanges and cooperative activities. ICOMOS also has 27 International Scientific Committees that focus on particular aspects of the conservation field. ICOMOS members meet triennially in a General Assembly.

Australia ICOMOS

The Australian National Committee of ICOMOS (Australia ICOMOS) was formed in 1976. It elects an Executive Committee of 15 members, which is responsible for carrying out national programs and participating in decisions of ICOMOS as an international organisation. It provides expert advice as required by ICOMOS, especially in its relationship with the World Heritage Committee. Australia ICOMOS acts as a national and international link between public authorities, institutions and individuals involved in the study and conservation of all places of cultural significance. Australia ICOMOS members participate in a range of conservation activities including site visits, training, conferences and meetings.

Revision of the Burra Charter

The Burra Charter was first adopted in 1979 at the historic South Australian mining town of Burra. Minor revisions were made in 1981 and 1988, with more substantial changes in 1999.

Following a review this version was adopted by Australia ICOMOS in October 2013.

The review process included replacement of the 1988 Guidelines to the Burra Charter with Practice Notes which are available at: australia.icomos.org

Australia ICOMOS documents are periodically reviewed and we welcome any comments.

Citing the Burra Charter

The full reference is *The Burra Charter: The Australia ICOMOS Charter for Places of Cultural Significance, 2013*. Initial textual references should be in the form of the *Australia ICOMOS Burra Charter, 2013* and later references in the short form (*Burra Charter*).

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The Burra Charter consists of the Preamble, Articles, Explanatory Notes and the flow chart.

This publication may be reproduced, but only in its entirety including the front cover and this page. Formatting must remain unaltered. Parts of the Burra Charter may be quoted with appropriate citing and acknowledgement.

Cover photograph by Ian Stapleton.

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The Burra Charter

(The Australia ICOMOS Charter for Places of Cultural Significance, 2013)

Preamble

Considering the International Charter for the Conservation and Restoration of Monuments and Sites (Venice 1964), and the Resolutions of the 5th General Assembly of the International Council on Monuments and Sites (ICOMOS) (Moscow 1978), the Burra Charter was adopted by Australia ICOMOS (the Australian National Committee of ICOMOS) on 19 August 1979 at Burra, South Australia. Revisions were adopted on 23 February 1981, 23 April 1988, 26 November 1999 and 31 October 2013.

The Burra Charter provides guidance for the conservation and management of places of cultural significance (cultural heritage places), and is based on the knowledge and experience of Australia ICOMOS members.

Conservation is an integral part of the management of places of cultural significance and is an ongoing responsibility.

Who is the Charter for?

The Charter sets a standard of practice for those who provide advice, make decisions about, or undertake works to places of cultural significance, including owners, managers and custodians.

Using the Charter

The Charter should be read as a whole. Many articles are interdependent.

The Charter consists of:

- Definitions Article 1
- Conservation Principles Articles 2–13
- Conservation Processes Articles 14–25
- Conservation Practices Articles 26–34
- The Burra Charter Process flow chart.

The key concepts are included in the Conservation Principles section and these are further developed in the Conservation Processes and Conservation Practice sections. The flow chart explains the Burra Charter Process (Article 6) and is an integral part of

the Charter. Explanatory Notes also form part of the Charter.

The Charter is self-contained, but aspects of its use and application are further explained, in a series of Australia ICOMOS Practice Notes, in *The Illustrated Burra Charter*, and in other guiding documents available from the Australia ICOMOS web site: australia.icomos.org.

What places does the Charter apply to?

The Charter can be applied to all types of places of cultural significance including natural, Indigenous and historic places with cultural values.

The standards of other organisations may also be relevant. These include the *Australian Natural Heritage Charter*, *Ask First: a guide to respecting Indigenous heritage places and values* and *Significance 2.0: a guide to assessing the significance of collections*.

National and international charters and other doctrine may be relevant. See australia.icomos.org.

Why conserve?

Places of cultural significance enrich people's lives, often providing a deep and inspirational sense of connection to community and landscape, to the past and to lived experiences. They are historical records, that are important expressions of Australian identity and experience. Places of cultural significance reflect the diversity of our communities, telling us about who we are and the past that has formed us and the Australian landscape. They are irreplaceable and precious.

These places of cultural significance must be conserved for present and future generations in accordance with the principle of inter-generational equity.

The Burra Charter advocates a cautious approach to change: do as much as necessary to care for the place and to make it useable, but otherwise change it as little as possible so that its cultural significance is retained.

Articles

Article 1. Definitions

For the purposes of this Charter:

- 1.1 *Place* means a geographically defined area. It may include elements, objects, spaces and views. Place may have tangible and intangible dimensions.
- 1.2 *Cultural significance* means aesthetic, historic, scientific, social or spiritual value for past, present or future generations.

Cultural significance is embodied in the *place* itself, its *fabric*, *setting*, *use*, *associations*, *meanings*, *records*, *related places* and *related objects*.

Places may have a range of values for different individuals or groups.
- 1.3 *Fabric* means all the physical material of the *place* including elements, fixtures, contents and objects.
- 1.4 *Conservation* means all the processes of looking after a *place* so as to retain its *cultural significance*.
- 1.5 *Maintenance* means the continuous protective care of a *place*, and its *setting*.

Maintenance is to be distinguished from repair which involves *restoration* or *reconstruction*.
- 1.6 *Preservation* means maintaining a *place* in its existing state and retarding deterioration.
- 1.7 *Restoration* means returning a *place* to a known earlier state by removing accretions or by reassembling existing elements without the introduction of new material.
- 1.8 *Reconstruction* means returning a *place* to a known earlier state and is distinguished from *restoration* by the introduction of new material.
- 1.9 *Adaptation* means changing a *place* to suit the existing *use* or a proposed use.
- 1.10 *Use* means the functions of a *place*, including the activities and traditional and customary practices that may occur at the place or are dependent on the place.

Explanatory Notes

Place has a broad scope and includes natural and cultural features. Place can be large or small: for example, a memorial, a tree, an individual building or group of buildings, the location of an historical event, an urban area or town, a cultural landscape, a garden, an industrial plant, a shipwreck, a site with in situ remains, a stone arrangement, a road or travel route, a community meeting place, a site with spiritual or religious connections.

The term cultural significance is synonymous with cultural heritage significance and cultural heritage value.

Cultural significance may change over time and with use.

Understanding of cultural significance may change as a result of new information.

Fabric includes building interiors and sub-surface remains, as well as excavated material.

Natural elements of a place may also constitute fabric. For example the rocks that signify a Dreaming place.

Fabric may define spaces and views and these may be part of the significance of the place.

See also Article 14.

Examples of protective care include:

- maintenance – regular inspection and cleaning of a place, e.g. mowing and pruning in a garden;
- repair involving restoration – returning dislodged or relocated fabric to its original location e.g. loose roof gutters on a building or displaced rocks in a stone bora ring;
- repair involving reconstruction – replacing decayed fabric with new fabric

It is recognised that all places and their elements change over time at varying rates.

New material may include recycled material salvaged from other places. This should not be to the detriment of any place of cultural significance.

Use includes for example cultural practices commonly associated with Indigenous peoples such as ceremonies, hunting and fishing, and fulfillment of traditional obligations. Exercising a right of access may be a use.

Articles

- 1.11 *Compatible use* means a *use* which respects the *cultural significance* of a *place*. Such a use involves no, or minimal, impact on cultural significance.
- 1.12 *Setting* means the immediate and extended environment of a *place* that is part of or contributes to its *cultural significance* and distinctive character.
- 1.13 *Related place* means a *place* that contributes to the *cultural significance* of another place.
- 1.14 *Related object* means an object that contributes to the *cultural significance* of a *place* but is not at the place.
- 1.15 *Associations* mean the connections that exist between people and a *place*.
- 1.16 *Meanings* denote what a *place* signifies, indicates, evokes or expresses to people.
- 1.17 *Interpretation* means all the ways of presenting the *cultural significance* of a *place*.

Conservation Principles

Article 2. Conservation and management

- 2.1 *Places of cultural significance* should be conserved.
- 2.2 The aim of *conservation* is to retain the *cultural significance* of a *place*.
- 2.3 *Conservation* is an integral part of good management of *places of cultural significance*.
- 2.4 *Places of cultural significance* should be safeguarded and not put at risk or left in a vulnerable state.

Article 3. Cautious approach

- 3.1 *Conservation* is based on a respect for the existing *fabric, use, associations* and *meanings*. It requires a cautious approach of changing as much as necessary but as little as possible.
- 3.2 Changes to a *place* should not distort the physical or other evidence it provides, nor be based on conjecture.

Article 4. Knowledge, skills and techniques

- 4.1 *Conservation* should make use of all the knowledge, skills and disciplines which can contribute to the study and care of the *place*.

Explanatory Notes

Setting may include: structures, spaces, land, water and sky; the visual setting including views to and from the place, and along a cultural route; and other sensory aspects of the setting such as smells and sounds. Setting may also include historical and contemporary relationships, such as use and activities, social and spiritual practices, and relationships with other places, both tangible and intangible.

Objects at a place are encompassed by the definition of place, and may or may not contribute to its cultural significance.

Associations may include social or spiritual values and cultural responsibilities for a place.

Meanings generally relate to intangible dimensions such as symbolic qualities and memories.

Interpretation may be a combination of the treatment of the fabric (e.g. maintenance, restoration, reconstruction); the use of and activities at the place; and the use of introduced explanatory material.

The traces of additions, alterations and earlier treatments to the fabric of a place are evidence of its history and uses which may be part of its significance. Conservation action should assist and not impede their understanding.

Articles

4.2 Traditional techniques and materials are preferred for the *conservation* of significant *fabric*. In some circumstances modern techniques and materials which offer substantial conservation benefits may be appropriate.

Article 5. Values

5.1 *Conservation* of a *place* should identify and take into consideration all aspects of cultural and natural significance without unwarranted emphasis on any one value at the expense of others.

5.2 Relative degrees of *cultural significance* may lead to different *conservation* actions at a place.

Article 6. Burra Charter Process

6.1 The *cultural significance* of a *place* and other issues affecting its future are best understood by a sequence of collecting and analysing information before making decisions. Understanding cultural significance comes first, then development of policy and finally management of the place in accordance with the policy. This is the Burra Charter Process.

6.2 Policy for managing a *place* must be based on an understanding of its *cultural significance*.

6.3 Policy development should also include consideration of other factors affecting the future of a *place* such as the owner's needs, resources, external constraints and its physical condition.

6.4 In developing an effective policy, different ways to retain *cultural significance* and address other factors may need to be explored.

6.5 Changes in circumstances, or new information or perspectives, may require reiteration of part or all of the Burra Charter Process.

Article 7. Use

7.1 Where the *use* of a *place* is of *cultural significance* it should be retained.

7.2 A *place* should have a *compatible use*.

Explanatory Notes

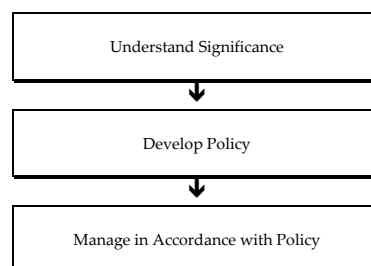
The use of modern materials and techniques must be supported by firm scientific evidence or by a body of experience.

Conservation of places with natural significance is explained in the Australian Natural Heritage Charter. This Charter defines natural significance to mean the importance of ecosystems, biodiversity and geodiversity for their existence value or for present or future generations, in terms of their scientific, social, aesthetic and life-support value.

In some cultures, natural and cultural values are indivisible.

A cautious approach is needed, as understanding of cultural significance may change. This article should not be used to justify actions which do not retain cultural significance.

The Burra Charter Process, or sequence of investigations, decisions and actions, is illustrated below and in more detail in the accompanying flow chart which forms part of the Charter.



Options considered may include a range of uses and changes (e.g. adaptation) to a place.

The policy should identify a use or combination of uses or constraints on uses that retain the cultural significance of the place. New use of a place should involve minimal change to significant fabric and use; should respect associations and meanings; and where appropriate should provide for continuation of activities and practices which contribute to the cultural significance of the place.

Articles

Article 8. Setting

Conservation requires the retention of an appropriate *setting*. This includes retention of the visual and sensory setting, as well as the retention of spiritual and other cultural relationships that contribute to the *cultural significance* of the *place*.

New construction, demolition, intrusions or other changes which would adversely affect the setting or relationships are not appropriate.

Article 9. Location

- 9.1 The physical location of a *place* is part of its *cultural significance*. A building, work or other element of a place should remain in its historical location. Relocation is generally unacceptable unless this is the sole practical means of ensuring its survival.
- 9.2 Some buildings, works or other elements of *places* were designed to be readily removable or already have a history of relocation. Provided such buildings, works or other elements do not have significant links with their present location, removal may be appropriate.
- 9.3 If any building, work or other element is moved, it should be moved to an appropriate location and given an appropriate *use*. Such action should not be to the detriment of any *place* of *cultural significance*.

Article 10. Contents

Contents, fixtures and objects which contribute to the *cultural significance* of a *place* should be retained at that place. Their removal is unacceptable unless it is: the sole means of ensuring their security and *preservation*; on a temporary basis for treatment or exhibition; for cultural reasons; for health and safety; or to protect the place. Such contents, fixtures and objects should be returned where circumstances permit and it is culturally appropriate.

Article 11. Related places and objects

The contribution which *related places* and *related objects* make to the *cultural significance* of the *place* should be retained.

Article 12. Participation

Conservation, *interpretation* and management of a *place* should provide for the participation of people for whom the place has significant *associations* and *meanings*, or who have social, spiritual or other cultural responsibilities for the place.

Article 13. Co-existence of cultural values

Co-existence of cultural values should always be recognised, respected and encouraged. This is especially important in cases where they conflict.

Explanatory Notes

Setting is explained in Article 1.12.

For example, the repatriation (returning) of an object or element to a place may be important to Indigenous cultures, and may be essential to the retention of its cultural significance.

Article 28 covers the circumstances where significant fabric might be disturbed, for example, during archaeological excavation.

Article 33 deals with significant fabric that has been removed from a place.

For some places, conflicting cultural values may affect policy development and management decisions. In Article 13, the term cultural values refers to those beliefs which are important to a cultural group, including but not limited to political, religious, spiritual and moral beliefs. This is broader than values associated with cultural significance.

Conservation Processes

Article 14. Conservation processes

Conservation may, according to circumstance, include the processes of: retention or reintroduction of a *use*; retention of *associations* and *meanings*; *maintenance*, *preservation*, *restoration*, *reconstruction*, *adaptation* and *interpretation*; and will commonly include a combination of more than one of these. Conservation may also include retention of the contribution that *related places* and *related objects* make to the *cultural significance* of a *place*.

Article 15. Change

15.1 Change may be necessary to retain *cultural significance*, but is undesirable where it reduces cultural significance. The amount of change to a *place* and its *use* should be guided by the *cultural significance* of the place and its appropriate *interpretation*.

15.2 Changes which reduce *cultural significance* should be reversible, and be reversed when circumstances permit.

15.3 Demolition of significant *fabric* of a *place* is generally not acceptable. However, in some cases minor demolition may be appropriate as part of *conservation*. Removed significant fabric should be reinstated when circumstances permit.

15.4 The contributions of all aspects of *cultural significance* of a *place* should be respected. If a place includes *fabric*, *uses*, *associations* or *meanings* of different periods, or different aspects of cultural significance, emphasising or interpreting one period or aspect at the expense of another can only be justified when what is left out, removed or diminished is of slight cultural significance and that which is emphasised or interpreted is of much greater cultural significance.

Article 16. Maintenance

Maintenance is fundamental to *conservation*. Maintenance should be undertaken where *fabric* is of *cultural significance* and its maintenance is necessary to retain that *cultural significance*.

Article 17. Preservation

Preservation is appropriate where the existing *fabric* or its condition constitutes evidence of *cultural significance*, or where insufficient evidence is available to allow other *conservation* processes to be carried out.

Conservation normally seeks to slow deterioration unless the significance of the place dictates otherwise. There may be circumstances where no action is required to achieve conservation.

When change is being considered, including for a temporary use, a range of options should be explored to seek the option which minimises any reduction to its cultural significance.

It may be appropriate to change a place where this reflects a change in cultural meanings or practices at the place, but the significance of the place should always be respected.

Reversible changes should be considered temporary. Non-reversible change should only be used as a last resort and should not prevent future conservation action.

Maintaining a place may be important to the fulfilment of traditional laws and customs in some Indigenous communities and other cultural groups.

Preservation protects fabric without obscuring evidence of its construction and use. The process should always be applied:

- where the evidence of the fabric is of such significance that it should not be altered; or
- where insufficient investigation has been carried out to permit policy decisions to be taken in accord with Articles 26 to 28.

New work (e.g. stabilisation) may be carried out in association with preservation when its purpose is the physical protection of the fabric and when it is consistent with Article 22.

Articles

Article 18. Restoration and reconstruction

Restoration and reconstruction should reveal culturally significant aspects of the *place*.

Article 19. Restoration

Restoration is appropriate only if there is sufficient evidence of an earlier state of the *fabric*.

Article 20. Reconstruction

20.1 *Reconstruction* is appropriate only where a *place* is incomplete through damage or alteration, and only where there is sufficient evidence to reproduce an earlier state of the *fabric*. In some cases, reconstruction may also be appropriate as part of a *use* or practice that retains the *cultural significance* of the place.

20.2 *Reconstruction* should be identifiable on close inspection or through additional *interpretation*.

Article 21. Adaptation

21.1 *Adaptation* is acceptable only where the adaptation has minimal impact on the *cultural significance* of the *place*.

21.2 *Adaptation* should involve minimal change to significant *fabric*, achieved only after considering alternatives.

Article 22. New work

22.1 New work such as additions or other changes to the *place* may be acceptable where it respects and does not distort or obscure the *cultural significance* of the place, or detract from its *interpretation* and appreciation.

22.2 New work should be readily identifiable as such, but must respect and have minimal impact on the *cultural significance* of the *place*.

Article 23. Retaining or reintroducing use

Retaining, modifying or reintroducing a significant *use* may be appropriate and preferred forms of *conservation*.

Article 24. Retaining associations and meanings

24.1 Significant *associations* between people and a *place* should be respected, retained and not obscured. Opportunities for the *interpretation*, commemoration and celebration of these associations should be investigated and implemented.

24.2 Significant *meanings*, including spiritual values, of a *place* should be respected. Opportunities for the continuation or revival of these meanings should be investigated and implemented.

Explanatory Notes

Places with social or spiritual value may warrant reconstruction, even though very little may remain (e.g. only building footings or tree stumps following fire, flood or storm). The requirement for sufficient evidence to reproduce an earlier state still applies.

Adaptation may involve additions to the place, the introduction of new services, or a new use, or changes to safeguard the place. Adaptation of a place for a new use is often referred to as 'adaptive re-use' and should be consistent with Article 7.2.

New work should respect the significance of a place through consideration of its siting, bulk, form, scale, character, colour, texture and material. Imitation should generally be avoided.

New work should be consistent with Articles 3, 5, 8, 15, 21 and 22.1.

These may require changes to significant fabric but they should be minimised. In some cases, continuing a significant use, activity or practice may involve substantial new work.

For many places associations will be linked to aspects of use, including activities and practices.

Some associations and meanings may not be apparent and will require research.

Articles

Article 25. Interpretation

The *cultural significance* of many *places* is not readily apparent, and should be explained by *interpretation*. Interpretation should enhance understanding and engagement, and be culturally appropriate.

Conservation Practice

Article 26. Applying the Burra Charter Process

26.1 Work on a *place* should be preceded by studies to understand the place which should include analysis of physical, documentary, oral and other evidence, drawing on appropriate knowledge, skills and disciplines.

26.2 Written statements of *cultural significance* and policy for the *place* should be prepared, justified and accompanied by supporting evidence. The statements of significance and policy should be incorporated into a management plan for the place.

26.3 Groups and individuals with *associations* with the *place* as well as those involved in its management should be provided with opportunities to contribute to and participate in identifying and understanding the *cultural significance* of the place. Where appropriate they should also have opportunities to participate in its *conservation* and management.

26.4 Statements of *cultural significance* and policy for the *place* should be periodically reviewed, and actions and their consequences monitored to ensure continuing appropriateness and effectiveness.

Article 27. Managing change

27.1 The impact of proposed changes, including incremental changes, on the *cultural significance* of a *place* should be assessed with reference to the statement of significance and the policy for managing the place. It may be necessary to modify proposed changes to better retain cultural significance.

27.2 Existing *fabric*, *use*, *associations* and *meanings* should be adequately recorded before and after any changes are made to the *place*.

Article 28. Disturbance of fabric

28.1 Disturbance of significant *fabric* for study, or to obtain evidence, should be minimised. Study of a *place* by any disturbance of the fabric, including archaeological excavation, should only be undertaken to provide data essential for decisions on the *conservation* of the place, or to obtain important evidence about to be lost or made inaccessible.

Explanatory Notes

In some circumstances any form of interpretation may be culturally inappropriate.

The results of studies should be kept up to date, regularly reviewed and revised as necessary.

Policy should address all relevant issues, e.g. use, interpretation, management and change.

A management plan is a useful document for recording the Burra Charter Process, i.e. the steps in planning for and managing a place of cultural significance (Article 6.1 and flow chart). Such plans are often called conservation management plans and sometimes have other names.

The management plan may deal with other matters related to the management of the place.

Monitor actions taken in case there are also unintended consequences.

Articles

28.2 Investigation of a *place* which requires disturbance of the *fabric*, apart from that necessary to make decisions, may be appropriate provided that it is consistent with the policy for the place. Such investigation should be based on important research questions which have potential to substantially add to knowledge, which cannot be answered in other ways and which minimises disturbance of significant fabric.

Article 29. Responsibility

The organisations and individuals responsible for management and decisions should be named and specific responsibility taken for each decision.

Article 30. Direction, supervision and implementation

Competent direction and supervision should be maintained at all stages, and any changes should be implemented by people with appropriate knowledge and skills.

Article 31. Keeping a log

New evidence may come to light while implementing policy or a plan for a *place*. Other factors may arise and require new decisions. A log of new evidence and additional decisions should be kept.

Article 32. Records

32.1 The records associated with the *conservation* of a *place* should be placed in a permanent archive and made publicly available, subject to requirements of security and privacy, and where this is culturally appropriate.

32.2 Records about the history of a *place* should be protected and made publicly available, subject to requirements of security and privacy, and where this is culturally appropriate.

Article 33. Removed fabric

Significant *fabric* which has been removed from a *place* including contents, fixtures and objects, should be catalogued, and protected in accordance with its *cultural significance*.

Where possible and culturally appropriate, removed significant fabric including contents, fixtures and objects, should be kept at the place.

Article 34. Resources

Adequate resources should be provided for *conservation*.

Words in italics are defined in Article 1.

Explanatory Notes

New decisions should respect and have minimal impact on the cultural significance of the place.

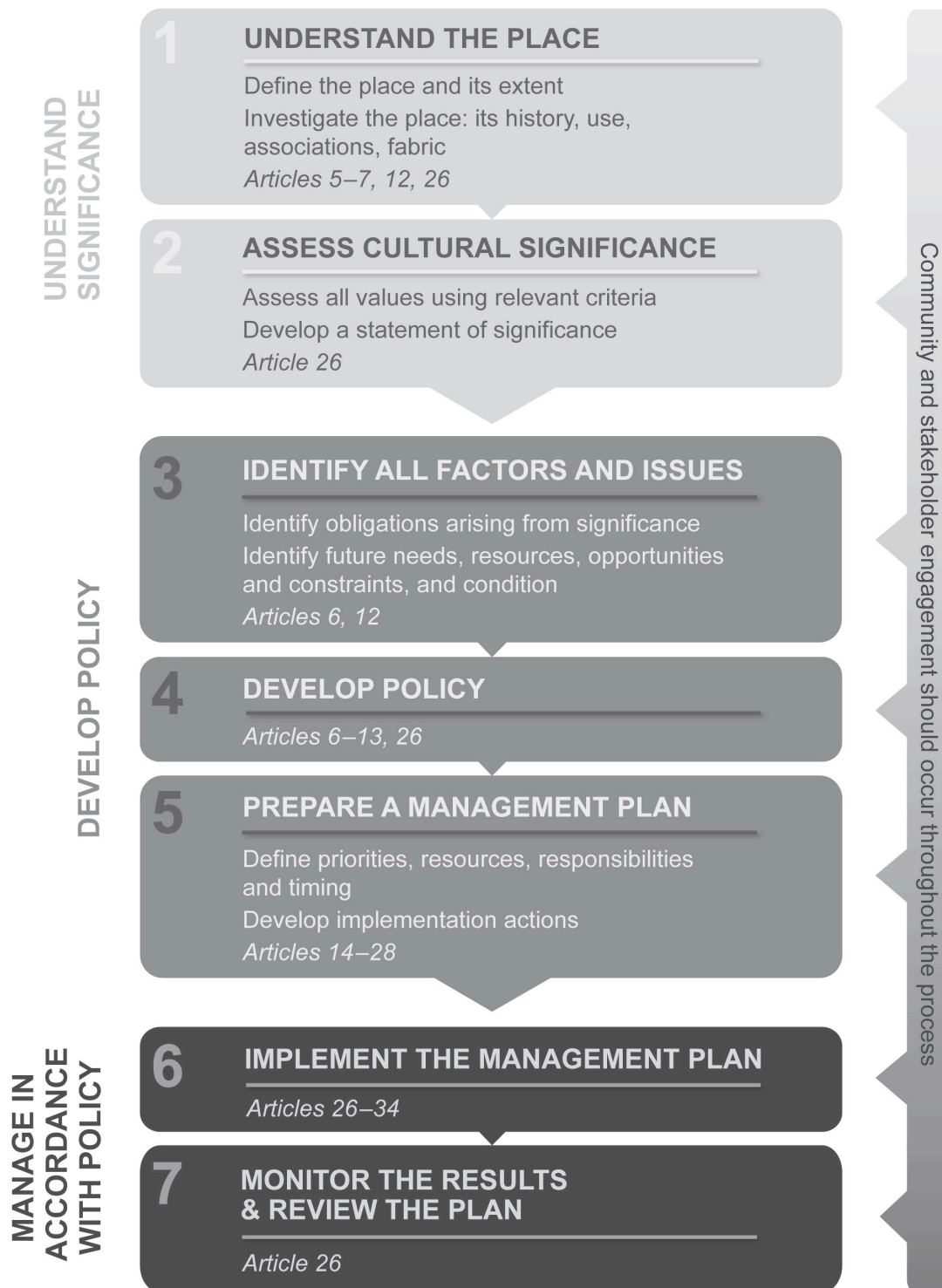
The best conservation often involves the least work and can be inexpensive.

The Burra Charter Process

Steps in planning for and managing a place of cultural significance

The Burra Charter should be read as a whole.

Key articles relevant to each step are shown in the boxes. Article 6 summarises the Burra Charter Process.



MIGRATION EMPLOYMENT PROGRAM REPORT
UNITED IN DIVERSITY

Report to
Shire of Perenjori
April 2023



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CONTENTS

ABBREVIATIONS	5
Section 1: EXECUTIVE SUMMARY	6
PrROJECT SCOPE	6
HOUSING AVAILABILITY	6
SHIRE'S INDUSTRY AND ECONOMIC PROFILE	6
COMMUNITY SURVEY	7
RECOMMENDATIONS	8
Section 2: INTRODUCTION	9
Section 3: DESKTOP REVIEW	10
3.1 Shire of Perenjori	10
3.2 Migration.....	10
Visa and Immigration	11
WA State Nomination	13
Regional Job and Skills Audit	13
Liveability in Regional Australia	15
Housing Availability	16
Section 4: SHIRE'S INDUSTRY AND ECONOMIC PROFILE	17
4.1 Output	17
4.2 Employment.....	18
4.3 Wages & Salaries.....	19
Section 5: COMMUNITY SURVEY	20
5.1 Survey Design	20
5.2 Survey Summary	20
5.3 Stakeholder Engagement	26
RECOMMENDATIONS	30
REFERENCES	31
APPENDIX 1 – SURVEY RESULTS	33



TABLES

Table 1 - Number of Local Government Areas (LGAs) and population change 2016-2021.....	11
Table 2 - Types of Regional Work Visas (2022)	12
Table 3 - Mid West Region and Shire of Perenjori Output Data, 2023	17
Table 4 - Mid West Region and Shire of Perenjori Employment Data	18
Table 5 - Mid West Region and Shire of Perenjori Wages & Salaries Data	19

FIGURES

Figure 1 - Key Challenges at the Shire of Perenjori	10
Figure 2 - Regional Job Vacancy Map	14
Figure 3 - Dwelling Count in the Shire of Perenjori	16



ABBREVIATIONS

ACCI	Australian Chamber of Commerce and Industry
DHA	Department of Home Affairs
GOL	Graduate Occupation List
Project	Migrant Employment Program Report
RAI	Regional Australia Institute
REMPPLAN	Regional Economic Modelling and Planning
Shire	Shire of Perenjori
UID	United in Diversity
USA	United States of America
WA	Western Australia
WOSMOL	WA Skilled Migration Occupation List



SECTION 1: EXECUTIVE SUMMARY

The Shire of Perenjori (Shire) is situated in the northern agriculture region of Western Australia, 350km's north of Perth, with an area size of 8,313km², population of 629 and total business count of 113 (Shire of Perenjori, 2022). Following recent advice that there are a number of current or anticipated employment vacancies in the Shire that are unable or unlikely to be filled, and with the recent commencement of the piloting of a Migrant Employment Program by United in Diversity in the neighbouring Shire of Morawa, the Shire engaged Economic Transitions to conduct a community job and skills audit to establish the current and future projected vacant employment positions within the community that would also facilitate the growth in the permanent population.

PROJECT SCOPE

The Project incorporated the following scope of works:

- Job and skills audit of the community,
- Desktop review of relevant primary and secondary sources to identify the Shire economic and industry profile, and regional governments which have encountered similar challenges,
- Assessed the housing availability in the Shire to support the potential increase from a migrant population,
- Services reviewed to establish employment opportunities within the community,
- Surveyed to the Shire community to establish willingness to participate in a Migration Employment Program, areas of potential challenges that would need to be addressed for smooth integration of migrant communities, areas of opportunities, and potential employers within the community.

HOUSING AVAILABILITY

In 2001, there were 317 private dwellings in the Shire, of which 229 were occupied (a 72.2% occupancy rate). By 2006, the number of private dwellings decreased to 284, with 204 occupied (a 71.8% occupancy rate). The number of unoccupied dwellings was not reported in the 2001 or 2006 Australian Bureau of Statistics (ABS) Census. In 2011, the occupancy rate was 71.1% (194 occupied dwellings) and 28.9% unoccupied (79 dwellings). This trend continued in 2016, with 75.6% (167 dwellings) occupied and 24.4% (54 dwellings) unoccupied. As of 2021, the occupancy rate was 78.1% (139 dwellings) and 23.6% (42 dwellings) unoccupied.

SHIRE'S INDUSTRY AND ECONOMIC PROFILE

In the Shire, the mining sector is the most dominant industry, contributing \$1,151.988M, which accounts for 91% of the Shire's industry output, and 47.2% of the total mining industry output in the Mid-West Region. Agriculture, forestry, and fishing come in second, contributing \$45.942M (3.6%), followed by construction with \$26.202M (2.1%), rental, hiring, and real estate services with \$16.588M (1.3%), and public administration and safety with \$7.836M (0.6%)

The workforce in WA comprises 1,308,799 employees. In the Mid West Region, an estimated 2.1% or 26,361 jobs are sustained by the local economy, with 886 jobs (3.4%) located in the Shire of Perenjori. Within the Shire, the mining sector employs the majority of individuals at 70.2% (622), followed by agriculture, forestry & fishing at 13.5% (120), construction at 4.4% (39), accommodation & food services at 2.8% (25), and public administration & safety at 2.8% (25) (REMPPLAN, 2023).

In the Shire, the total Wages and Salaries paid is \$113.511M, accounting for 4.5% of the total paid in the Mid West region. The mining sector provides the highest wages and salaries in the Shire, amounting to \$94.974M (83.7%), followed by construction with \$5.400M (4.8%), public administration and safety with \$5.183M (3.3%),



agriculture, forestry, and fishing with \$3.217M (2.8%), and education and training with \$1.697M (1.5%) (REMPPLAN, 2023).

COMMUNITY SURVEY

A community survey was developed by Economic Transitions in collaboration with the Shire of Perenjori and administered through Survey Monkey. A maximum of 23 questions were included in the survey and were administered between 23 January and 23 March, 2023. There were 18 respondents with a 73% completion rate. The key outcomes from the survey are follows:

- Eleven (11) respondents wish to participate in the Migration Employment Program,
- Six (6) respondents **currently have employment vacancies** within their businesses,
- Of these positions:
 - Full-time = 3,
 - Part-time = 2,
 - Casual = 4,
 - Community Volunteer = 1.
- Positions include:
 - Manager = 1,
 - Machine operator and driver = 4,
 - Labourer = 2,
 - Technician and trades worker = 1,
 - Clerical and admin worker = 1,
 - Truck driver = 1,
 - Safety and training coordinator, heavy duty diesel mechanics auto electrician = 1
- The length of time these vacancies have been available varies from less than one (1) month to longer than twelve (12) months.
- Five (5) of the respondents provide accommodation with their employment, with vacancies able to house from two (2) people up to a family of five (5).
- Six (6) respondents **anticipated having employment vacancies** within their businesses.
- Of these positions:
 - Full-time = 2,
 - Part-time = 2,
 - Casual = 4,
- Positions include:
 - Manager = 1,
 - Machine operator and driver = 4,
 - Labourer = 4,
 - Technician and trades worker = 1,
 - Clerical and admin worker = 2,
 - Truck driver = 1,
- Five (5) of the respondents provide accommodation with their employment, with vacancies able to house from two (2) people up to a family of five (5).

Additionally, six (6) respondents requested the opportunity to speak with a representative from Economic Transitions to further discuss their employment requirements. Five (5) respondents were contacted, with one respondent not responding to communication.



RECOMMENDATIONS

The following are key recommendations resulting from the outcomes of the research and data collected through the survey and engagement:

- Council progress the concept of the Migration Employment Program with Unity in Diversity,
- Council note the requirement from six (6) respondents within the community and their employment needs during 2023 and beyond,
- Continue discussions with Unity in Diversity to further establish and implement a program for migrant employment in the Shire, similar to the pilot currently being conducted in the Shire of Morawa.



SECTION 2: INTRODUCTION

Renowned for its abundance of wildflowers and wildlife, the Shire of Perenjori (Shire) is situated in the northern agricultural region of Western Australia (WA), 350km north of Perth and 39km south-east of Morawa. It is one of the nine government areas that comprise WA's Wildflower Country (Shire of Perenjori, 2023) and the Mid West region's inland centre of mining, industry, and agriculture (BusinessNews, 2022). The Shire has an area size of 8,313 km², population of 629 and total business count of 113 (Shire of Perenjori, 2022).

Despite the internal migration from cities to regional areas for the past two years, many of the existing labour force issues have not been addressed. The Australian Chamber of Commerce and Industry (ACCI) (2022) stressed that businesses in every industry around the country are suffering the worst skill and labour shortages in decades and is worsening by the day.

The Shire of Perenjori (Shire) is in the preliminary stages of considering a programme facilitated by Unity In Diversity (UID), currently being piloted in the neighbouring Shire of Morawa. The program facilitates the employment of migrant workers through the Association. Subsequently, the Shire of Dalwallinu conducted research for the Regional Repopulation Project, which aimed to attract and retain migrant families in the area. The initiative addresses key areas such as accommodation, education, and health to ensure its success (Regional Repopulation Advisory Committee, 2013).

In October 2022, the Shire of Perenjori engaged consultants Economic Transitions to conduct a community job and skills audit to establish the current and future projected vacant employment positions within the community that would also facilitate the growth in the permanent population (Project).

The Project incorporated the following scope of works:

- Job and skills audit of the community,
- Desktop review of relevant primary and secondary sources to identify the Shire economic and industry profile, and regional governments which have encountered similar challenges,
- Assessed the housing availability in the Shire to support the potential increase from a migrant population,
- Services reviewed to establish employment opportunities within the community,
- Surveyed to the Shire community to establish willingness to participate in a Migration Employment Program, areas of potential challenges that would need to be addressed for smooth integration of migrant communities, areas of opportunities, and potential employers within the community.

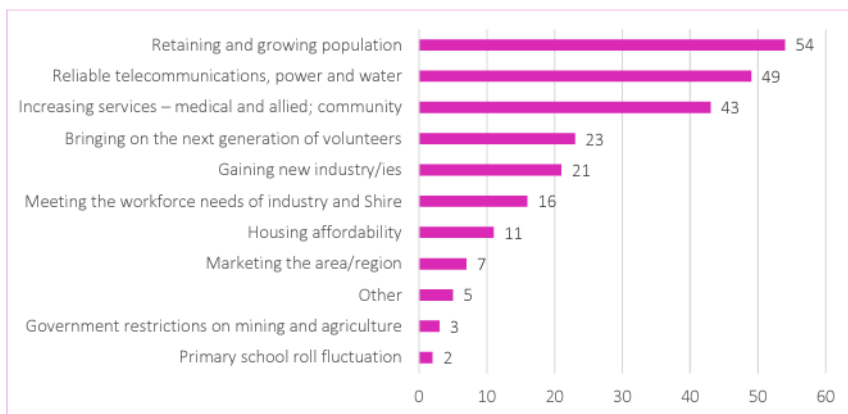


SECTION 3: DESKTOP REVIEW

3.1 SHIRE OF PERENJORI

Due to the downturn in the global environment and local industry changes, the Shire has faced a decline in population over the past five years (Shire of Perenjori, 2021). During a recent workshop conducted by the Shire to gain an understanding of the community's vision and priorities, it was determined that the top three challenges of the Shire are retaining and growing population, reliable utilities, and increasing services (Shire of Perenjori, 2022) as outlined in Figure 1.

Figure 1 - Key Challenges at the Shire of Perenjori



Source: Shire of Perenjori, 2022

A moderate increase in residents is projected in line with the population growth strategy. Increase in population and improvement in liveability are some of the 10-year social priorities that are driving the Council Plan. A migrant attraction program will be established, and old housing stock will be disposed while increasing the quality housing are some of the 4-year priorities to align with the social objectives (Shire of Perenjori, 2022).

3.2 MIGRATION

Together with New Zealand, Canada and the United States of America (USA), Australia is considered to be one of the world's major 'immigration nations' (Philips & Simon-Davies, 2017). Migration affects a nation's population distribution while also having an impact on state, territory, and regional population growth (ABS, 2004).

WA is a large state with a diverse economy and abundance of job opportunities but has the longest distance interstate migration within Australia. Despite the many positive factors which would normally drive interstate migration, WA has struggled to attract a large number of people from other states or territory for the past 10 years in comparison to other states (Karuppannan, 2011). As COVID-19 progressed from early 2020, the number of interstate migrants in WA was significantly impacted. Recording negative interstate migration from mid-2013 and negative international migration in 2020, WA experienced the largest quarterly migration inflow in the March 2022 quarter with migration from capital cities to the regions increasing by 16.6% (Australian Bureau of Statistics, 2022).



Regional Australia Institute (RAI)(2019) has examined the impacts of global migration on regional population levels in census data from 2016. The arrival years of migrants were not available in the census data, however the country of birth which identifies who has moved to Australia and is essential for the sustainability of regional Australia has been provided (RAI, 2022). Table 1 highlights the balance of Australian and overseas-born residents based on the 2021 Census.

Table 1 - Number of Local Government Areas (LGAs) and population change 2016-2021

Population Change	Number of Metropolitan LGAs	Number of Regional LGAs
	2011-2016	2016-2021
Overall population decrease	2	246
Overall population increase	116	175
Increase in both Australian-born and overseas-born population	101	185
Increase in overseas born and decrease in Australian born	3	103
Decrease in Overseas born and increase in Australian born	3	78
Decrease in both Australian-born and overseas-born	2	60

Source: Regional Australia Institute, 2019.

For regional migration to be successful, it is important to be sustainable and beneficial for both the local community and the migrants. Migration, either intrastate, interstate or international, is essential to revitalise a local community as it contributes to population growth as well as creating and filling jobs in regional Australia (RAI, 2019). It is important to be sustainable and beneficial for both the migrants and the local community in order for the regional migration to be successful. Migration plays a significant role in rejuvenating local communities by contributing to population growth and the creation and fulfilment of jobs in regional Australia (RAI, 2019).

Visa and Immigration

Australia provides regional visas to encourage skilled migrants to live and work in regional areas outside the major cities. This assists the Australian government distribute the population more evenly across the country and supports economic growth in regional areas. According to the Department of Home Affairs (DHA)(2021), Australia's regional migration program comprises of:

- two skilled regional provisional visas that provide a pathway to permanent residence,
- a skilled regional permanent resident visa (from November 2022),
- additional points under the Skilled Migration Points Test for skilled migrants nominated to live and work in regional Australia,
- more options for international students who graduate from regional universities.

(DHA, 2021).

There are many types of visas that allow foreign nationals to enter and stay in Australia temporarily or permanently for various reasons such as work, study, visit, and more. Each visa type has specific eligibility requirements that applicants must meet to be considered for that visa. Table 2 highlights the regional work visas.



Table 2 - Types of Regional Work Visas (2022)

Type of Visa	Visa	Subclass	Description
Regional visas	Skilled Work Regional (Provisional) visa	Subclass 491	This visa program is for individuals who have been nominated by a State or Territory government or sponsored by an eligible family member, with the intention of residing and working in regional areas of Australia.
	Skilled Employer Sponsored Regional (Provisional) visa	Subclass 494	This visa program is for individuals sponsored by an employer located in regional Australia.
	Permanent Residence (Skilled Regional) visa	Subclass 191	In order to qualify for permanent residency, individuals holding the skilled regional provisional visas will be required to demonstrate their residence and work experience in regional Australia during their visa tenure.
Temporary skilled visas	Temporary Skill Shortage visa	Subclass 482	This visa allows an employer to sponsor a qualified worker with the necessary skills to fill a position that cannot be filled by an Australian worker with the same qualifications.
	Skilled Regional (Provisional visa)	Subclass 489	This visa is for skilled workers who want to live and work in regional Australia. This can only be obtained if the individual had a previous visa and has lived in Australia.
Permanent skilled visas	Regional Sponsor Migration Scheme (RSMS)	Subclass 187	This is a type of permanent visa that enables skilled workers to reside and work in regional Australia. To qualify, candidates must be endorsed by an employer situated in a regional area of Australia and possess the required abilities and credentials for the job. The RSMS visa features three categories: the Temporary Residence Transition stream, the Direct Entry stream, and the Agreement stream.
	Skilled Regional visa	Subclass 887	This grants permanent residency to those who have worked and resided for a minimum of two years in a designated regional area of Australia and meet additional eligibility criteria.
Working Holiday Maker visas	Work and holiday visa	Subclass 462	This visa enables young adults from eligible countries to come to Australia for up to 12 months, during which they can enjoy a holiday and also engage in work to support their trip financially.
	Working holiday visa	Subclass 417	Note: Each subclass has its own eligibility requirements and have their key differences.



Temporary graduate visa	Second Temporary Graduate visa – Post-Study Work stream	Subclass 485	This visa option available for individuals who have completed their studies in Australia and graduated from a CRICOS (Commonwealth Register of Institutions and Courses for Overseas Students) registered education provider located in a designated regional area. This visa is only applicable for those who have previously held the first Temporary Graduate visa and continued to live in a designated regional area.
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Source: DHA, 2022

The program for regional visas provides attractive benefits, such as quicker processing times, extra points for skilled migration points test, and more job options, to entice skilled workers and their families to settle in regional areas (DHA, 2022b). This program also targets labour shortages in these areas. The regional visa program aligns with the Australian government’s mission to grow the population of regional Australia and advance sustainable economic development in those regions (DHA, 2020).

WA State Nomination

The WA state nomination enables the state government to endorse skilled immigrants to fulfill WA’s skill demands. To be eligible for state nomination in WA, the applicant’s occupation must be listed on either the Western Australia Skilled Migration Occupation List (WASMOL) or the Graduate Occupation List (GOL). These lists specify the occupations that are in high demand in WA and are therefore eligible for state nomination. However, this does not guarantee any job vacancies or represent a promise to secure a job. Instead, it only identifies occupations that are considered (Government of Western Australia, 2023).

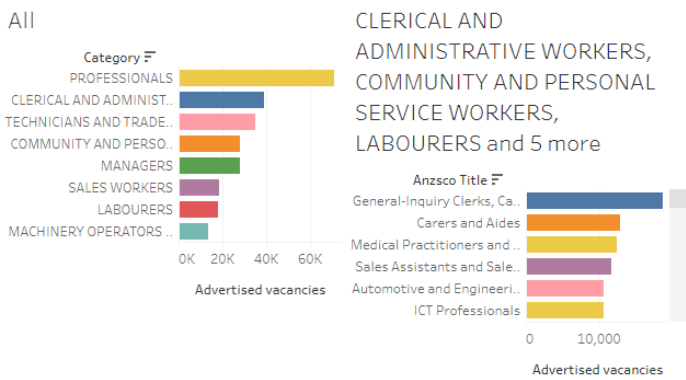
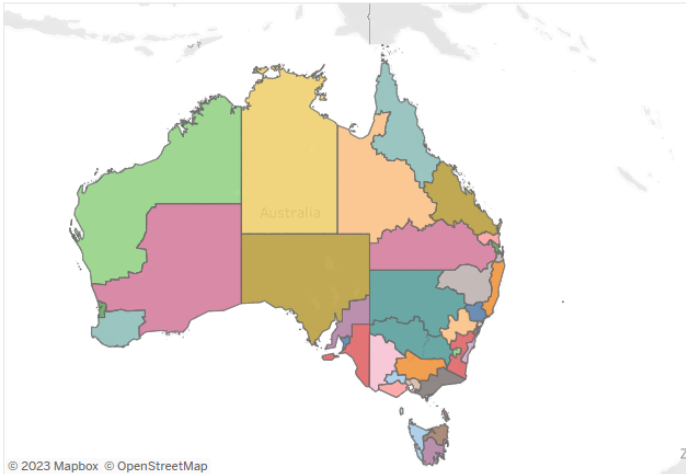
Regional Job and Skills Audit

In February 2021, there were over 56,500 job vacancies across regional Australia, with migration considered important for filling jobs in these areas. Assuming that the jobs advertised were not the only available ones, it is likely that there were additional unadvertised job opportunities. Most of these jobs were skilled trades and professionals including automotive, engineering and construction trades, medical practitioners and nurses, health diagnostic and therapy professionals, legal, social and welfare professionals (Figure 2).



Figure 2 - Regional Job Vacancy Map

February 2023



Source: Regional Institute Australia, 2023

Job needs in regional Australia are not being met with more needed to be done to encourage migrants to settle outside of capital cities. For skilled migration to regional Australia to be successful, it must be sustainable and beneficial for both the local community and for the migrants themselves. One of the most important goals is to ensure that migrants enjoy a quality of life that motivates them to stay in regional areas. Regional communities and regional employers are keen for more people to move to regional Australia. Visas which have an accessible and are a realistic pathway to permanent residency are most beneficial to regional Australia.

Having a job is not the only factor making skilled migration to regional Australia successful, it is just one of the factors which needs to be considered for regional communities to be successful. These factors increase the likelihood that migrants can successfully establish lives in regional communities which is beneficial for the local community, for employers and for the individuals involved. They necessitate consideration of, and investment in, both infrastructure and services (RAI, 2021a).



Liveability in Regional Australia

Liveability was described by Ramboll (2023) as the frame conditions of a decent life. It is based on the principle of sustainability and is vulnerable to nature and the safeguard of its resource. Liveability was conceptualised by academics, policymakers, and practitioners as the quality of life, well-being, and community well-being with connections (RAI, 2019).

RAI investigated the broader discussion of population attraction in regional Australia to better understand the concept of liveability and what it means to different people. The concept of liveability varies across different demographic groups: families, millennials (under 35 years old), professionals, and boomers (over 65 years old). Cities and regions may share some objectively measurable and common characteristics of liveability, however there are still some subtle differences on various contexts indicating liveability in the regions and in the cities shouldn't be viewed side by side (RAI, 2021b). Overall, key indicators of liveability identified include:

- Health services,
- Education services,
- Cost of living,
- Amenity,
- Connection to community,
- Lifestyle and opportunity.

(RAI, 2021b).

In a survey conducted by RAI in December 2020, with 1,000 metro-based respondents (Sydney, Melbourne, Brisbane, and Perth), one in five people in the cities are considering moving to a regional area for the next 1 – 3 years (RAI, 2021b). Approximately 50% of the respondents were considering moving before COVID-19 and this has increased by 20% at the onset of the pandemic. There is a positive appeal to regional Australia – the sense of space, nature, and well-being, as well as the desire to escape traffic and long commutes, the stress associated with high housing prices, and the general cost of living (RAI, 2021b).

RAI (2021b) designed a 'Liveability Tool Kit' for rural and regional communities to strengthen their liveability. It identified that a town's unique characteristics including size, proximity to services and job roles is helpful in understanding the attraction potential of the town. Research has revealed that relocating to regional locations in Australia has two stages:

1. The initial decision to relocate or move within regional Australia is often based on the availability of employment opportunities. Whether moving to a new area for a specific job or seeking employment after the move, securing a job is typically a significant factor in the decision-making process.
2. After making the decision to relocate or move within regional Australia, individuals then contemplate where in the region they would like to settle down and call home. This is a more personal and intricate decision that often involves assessing the liveability of different locations.

(RAI, 2021b).

RAI (2021) has highlighted that having a deep and evidence-based understanding of the community is also essential. The demographic, economic, and employment trends taking place in one's town together with the level of human capital and cultural diversity can raise the community as well as boost the local economy. As demographic trends are examined, identifying the trends in overall population growth or decline will benefit communities in determining whether there are specific population spikes or losses over brief intervals, or whether there is a steady trajectory that needs to be addressed. It is important to understand reasons of those who are leaving and entering the district, as well as the breakdown of:

- The level of natural increase (births and deaths),
- Net internal migration (domestic flow in and out of the district),
- Net overseas migration (flow of international migrants in and out of the district)

(RAI, 2021b).

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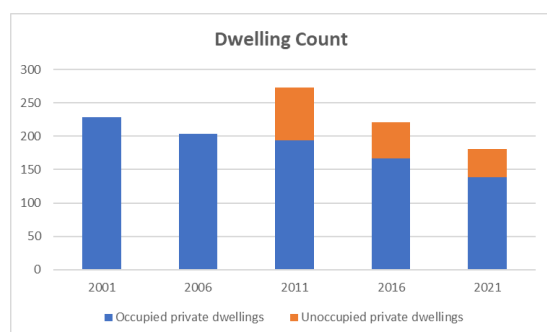


These will help towns determine whether they need to manage turnover, reduce outflows, or boost current inflows. Nevertheless, looking just at population figures conceals hidden population inflows and outflows. 'A closer look at the flows in and out help identify occupations and industries that need help with attraction and retention. Where there is a history of outflow, the regional location may need to consider new approaches to 'growing their own' workforce, strengthening links between schools, young people, employers and post school training providers and educators' (RAI, 2021b).

Housing Availability

In 2001, there were 317 private dwellings in the Shire, of which 229 were occupied (a 72.2% occupancy rate). By 2006, the number of private dwellings decreased to 284, with 204 occupied (a 71.8% occupancy rate). The number of unoccupied dwellings was not reported in the 2001 or 2006 Australian Bureau of Statistics (ABS) Census. In 2011, the occupancy rate was 71.1% (194 occupied dwellings) and 28.9% unoccupied (79 dwellings). This trend continued in 2016, with 75.6% (167 dwellings) occupied and 24.4% (54 dwellings) unoccupied. As of 2021, the occupancy rate was 78.1% (139 dwellings) and 23.6% (42 dwellings) unoccupied (Figure 3).

Figure 3 - Dwelling Count in the Shire of Perenjori



Source: ABS Perenjori Census All persons QuickStats, 2001, 2006, 2011, 2016, 2021

The shortage of housing in regional Australia has been frequently identified as a major barrier to both regional migration and business expansion. Even in areas with available land, there is often little economic incentive for development in more remote parts of the country. The RAI (2021a) recommends exploring possible incentives or concessions for residential development in regional areas, particularly in smaller and more isolated towns, to address the lack of suitable housing. Inadequate housing can also hinder businesses' ability to attract skilled migrants, who may struggle to secure rental accommodation due to a lack of rental history. It is important to provide newly arrived migrants with information and orientation on their rental rights and responsibilities. Transport is another challenge for migrants who lack access to a car or feel uncomfortable driving on country roads over long distances. The RAI stresses the need for longer-term planning on housing and transport infrastructure in regional Australia to ensure that skilled migrants are attracted to and remain in these areas (RAI, 2021a).



SECTION 4: SHIRE'S INDUSTRY AND ECONOMIC PROFILE

To further understand the economy of the Shire, an analysis has been conducted on the data provided by REMPLAN (2023) which encompasses the economic output, employment, wages and salaries, and wages and salaries of the Shire.

4.1 OUTPUT

With an economic output of \$14.3B, the Mid West Region accounts for 2.11% of the \$678.2B output generated in WA and 0.3% of the \$4.2T total output generated in Australia. Out of the entire \$14.3B output in the Mid West Region, the Shire of Perenjori contributed \$1.3B or 8.9%, securing its place as the third-largest contributor in the region (REMPLAN, 2023).

In the Shire, the mining sector is the most dominant industry, contributing \$1,151.988M, which accounts for 91% of the Shire's industry output, and 47.2% of the total mining industry output in the Mid-West Region. Agriculture, forestry, and fishing come in second, contributing \$45.942M (3.6%), followed by construction with \$26.202M (2.1%), rental, hiring, and real estate services with \$16.588M (1.3%), and public administration and safety with \$7.836M (0.6%)(Table 3).

Table 3 - Mid West Region and Shire of Perenjori Output Data, 2023

Industry sector	Mid West Region	Perenjori
Mining	\$6,747,047,854	\$1,151,987,521
Construction	\$1,218,795,910	\$26,201,968
Agriculture, Forestry & Fishing	\$907,710,871	\$45,942,176
Rental, Hiring & Real Estate Services	\$772,259,446	\$16,587,792
Manufacturing	\$662,226,269	\$3,314,774
Transport, Postal & Warehousing	\$586,754,080	\$4,754,684
Health Care & Social Assistance	\$528,172,119	\$0.00
Public Administration & Safety	\$460,922,843	\$7,836,250
Education & Training	\$402,954,241	\$2,512,371
Retail Trade	\$337,662,546	\$139,645
Accommodation & Food Services	\$284,212,701	\$3,571,756
Electricity, Gas, Water & Waste Services	\$275,554,371	\$0.00
Professional, Scientific & Technical Services	\$254,114,182	\$0.00
Wholesale Trade	\$237,457,227	\$0.00
Other Services	\$188,870,832	\$762,285
Financial & Insurance Services	\$175,305,908	\$0.00
Administrative & Support Services	\$132,415,032	\$2,406,790
Information Media & Telecommunications	\$77,116,346	\$0.00
Arts & Recreation Services	\$34,399,444	\$0.00
Total	\$14,283,952,222	\$1,266,018,011

Source: REMPLAN, 2023



4.2 EMPLOYMENT

The workforce in WA comprises 1,308,799 employees. In the Mid West Region, an estimated 2.1% or 26,361 jobs are sustained by the local economy, with 886 jobs (3.4%) located in the Shire of Perenjori. Within the Shire, the mining sector employs the majority of individuals at 70.2% (622), followed by agriculture, forestry & fishing at 13.5% (120), construction at 4.4% (39), accommodation & food services at 2.8% (25), and public administration & safety at 2.8% (25) (REMPPLAN, 2023) (Table 4).

Table 4 – Mid West Region and Shire of Perenjori Employment Data

Industry sector	Mid West Region	Perenjori
Mining	3,921	622
Health Care & Social Assistance	3,416	0
Education & Training	2,552	17
Retail Trade	2,418	1
Construction	2,233	39
Agriculture, Forestry & Fishing	2,201	120
Accommodation & Food Services	1,961	25
Public Administration & Safety	1,607	25
Transport, Postal & Warehousing	1,474	16
Other Services	994	3
Professional, Scientific & Technical Services	785	0
Administrative & Support Services	680	11
Wholesale Trade	578	0
Manufacturing	571	2
Financial & Insurance Services	230	0
Electricity, Gas, Water & Waste Services	228	0
Rental, Hiring & Real Estate Services	224	5
Arts & Recreation Services	175	0
Information Media & Telecommunications	113	0
Total	26,361	886

Source: REMPLAN, 2023



4.3 WAGES & SALARIES

Businesses and organisations in the Mid West region pay an estimated \$2.549B in wages and salaries, representing 2% of the total \$129.835B wages and salaries paid in WA. In the Shire, the total paid is \$113.511M, accounting for 4.5% of the total paid in the Mid West region. The mining sector provides the highest wages and salaries in the Shire, amounting to \$94.974M (83.7%), followed by construction with \$5.400M (4.8%), public administration and safety with \$5.183M (3.3%), agriculture, forestry, and fishing with \$3.217M (2.8%), and education and training with \$1.697M (1.5%)(REMPPLAN, 2023)(Table 5).

Table 5 - Mid West Region and Shire of Perenjori Wages & Salaries Data

Industry sector	Mid West Region	Perenjori
Mining	\$672,463,482	\$94,974,076
Health Care & Social Assistance	\$316,419,406	\$0.00
Education & Training	\$258,979,800	\$1,697,094
Public Administration & Safety	\$230,187,729	\$3,787,081
Construction	\$201,757,610	\$5,399,717
Transport, Postal & Warehousing	\$132,674,728	\$1,203,272
Retail Trade	\$128,775,746	\$53,257
Professional, Scientific & Technical Services	\$91,397,525	\$0.00
Accommodation & Food Services	\$80,932,831	\$1,026,488
Wholesale Trade	\$76,927,858	\$0.00
Agriculture, Forestry & Fishing	\$72,346,719	\$3,217,009
Manufacturing	\$63,979,131	\$178,650
Other Services	\$56,491,154	\$181,403
Administrative & Support Services	\$56,479,580	\$1,145,232
Electricity, Gas, Water & Waste Services	\$32,865,384	\$0.00
Financial & Insurance Services	\$31,833,548	\$0.00
Rental, Hiring & Real Estate Services	\$22,961,434	\$647,681
Information Media & Telecommunications	\$13,454,482	\$0.00
Arts & Recreation Services	\$7,892,346	\$0.00
Total	\$2,548,820,494	\$113,510,959

Source: REMPLAN, 2023



SECTION 5: COMMUNITY SURVEY

A community survey was developed by Economic Transitions in collaboration with the Shire of Perenjori and administered through Survey Monkey. A maximum of 23 questions were included in the survey and were administered between 23 January and 23 March, 2023. There were 18 respondents with a 73% completion rate. Full survey data can be found in Appendix 1.

5.1 SURVEY DESIGN

The purpose of the survey was to establish the willingness of the community to participate in a Migration Employment Program, current and future employment opportunities and potential employers within the community, housing availability with the positions available, identify challenges that would need to be addressed for smooth integration of migrant communities, and areas of opportunities.

5.2 SURVEY SUMMARY

The following provides a summary of the data collected from the survey.

Are you a resident or do you conduct business in the Shire of Perenjori?

Total Sample n=18	
Residents or conducts business in the Shire of Perenjori	
Yes	N=16
No	N=2
Industry operating in:	
Agriculture, forestry and fishing	N=7
Retail trade	N=1
Transport, postal and warehousing	N=1
Public administration	N=2
Arts and recreation services	N=1
Other services	N=2
Skipped	N=4

Do you wish to participate in the Shire of Perenjori's Migration Employment Program?

- Yes = 73.33% (n=11) wish to participate in the Shire of Perenjori's Migration Employment Program
- No = 26.67% (n=4) don't wish to participate in the Shire of Perenjori's Migration Employment Program
- Skipped = 16.67% (n=3)

Why do you not wish to participate in the Shire of Perenjori's Migration Employment Program?

- Because our local community members are struggle (sic) to find accommodation and jobs
- We have an adequate number of casual staff that are permanent residents of Perenjori
- We do not have a need for additional staff for our business
- There is NO housing, shops, readily accessible medical or other government/health services, limited jobs or public transport available



Do you currently have any employment vacancy(ies) within your business?

- Yes = 46.15% (n=6) there are currently employment vacancies within the business
- No = 53.85% (n= 7) there are currently not any employment vacancies within the business
- Skipped = 27.77% (n=5)

Which of the following do you have available?

- Full time = 33.33% (n=3)
- Part time = 22.22% (n=2)
- Casual = 44.44% (n=4)
- Other = 22.22% (n=2)
 - Community volunteer (n=1)
 - None (n=1)

What type of employment vacancy(ies) do you have available?

- Manager = 20% (n=1)
- Machine operator and driver = 80% (n=4)
- Labourer = 40% (n=2)
- Technician and trades worker = 20% (n=1)
- Clerical and admin worker = 20% (n=1)
- Other = 40% (n=2)
 - Truck driver MC licence (n=1)
 - Safety and Training Coordinator Heavy Duty Diesel Mechanics Auto Electricians (n=1)

How long have you had this/these vacancy(ies) available?

- Manager
 - Less than one month (n=1)
- Machine operator and driver
 - Less than one month (n=2)
 - 1 – 3 months (n=1)
 - Longer than 12 months (n=1)
- Labourer
 - Less than one month (n=2)
- Technician and trades worker
 - Longer than 12 months (n=1)
- Clerical and administrative worker
 - Longer than 12 months (n=1)
- Other
 - 1 – 3 months (n=1)
 - Longer than 12 months (n=1)

What is the timeframe and status of employment currently available? Please select a response for the employment period and employment status.

- Manager
 - Employment status - full-time (n=1)
- Machine operator and driver
 - Employment period - 1 month – 3 months (n=1)



- Employment period – longer than months (n=1)
- Employment status – full-time (n=2)
- Labourer
 - Employment period – 3 months – 6 months (n=1)
 - Employment status – full-time (n=1)
- Technician and trades worker
 - Employment period – longer than 12 months (n=1)
- Other
 - Employment period – longer than 12 months (n=1)
 - Employment status – full-time (n=1)

Do you provide accommodation with your current employment vacancy(ies)?

- Yes = 83.33% (n=5)
- No = 0% (n=0)
- Other = 16.67% (n=1)
 - We have two houses to choose from. Suitable for a family (n=1)

How many people are you able to accommodate?

- 1 room – 2people/couple = 20% (n=1)
- House – family up to 5 people = 60% (n=3)
- Other = 20% (n=1)
 - House needs so repairs on it (n=1)

Do you anticipate having any employment vacancy(ies) within your business?

- Yes = 46.15% (n=6)
- No = 53.85% (n=7)
- Skipped = 27.77% (n=5)

Which of the following employment do you anticipate having available?

- Full time = 22.22 % (n=2)
- Part time = 22.22% (n=2)
- Casual = 44.44% (n=4)
- Other = 22.22% (n=2)
 - Null responses (n=2)

What type of employment vacancy(ies) do you anticipate having available?

- Manager = 12.50% (n=1)
- Machine operator and driver = 50% (n=4)
- Labourer = 50% (n=4)
- Technician and trade worker = 12.50% (n=1)
- Clerical and admin worker = 25% (n=2)
- Other = 25% (n=2)
 - Truck driver (n=1)
 - None (n=1)



How long have you had this/these vacancy(ies) available?

- Manager
 - Less than one month (n=1)
- Machine operator and driver
 - Less than one month (n=1)
 - 1 – 3 months (n=2)
 - Longer than 12 months (n=1)
- Labourer
 - Less than one month (n=1)
 - 1 – 3 months (n=2)
 - Prefer not to say (n=1)
- Technician and trade worker
 - Longer than 12 months (n=1)
- Clerical and admin worker
 - Less than one month (n=1)
 - Longer than 12 months (n=1)
- Other
 - Less than one month (n=1)

What is the timeframe and status of employment available? Please select a response for the employment period and employment status.

- Manager
 - Employment status – full-time (n=1)
- Machine operator and driver
 - Employment period – 1 month – 3 months (n=2)
 - Employment status – full-time (n=1)
 - Employment status – casual (n=1)
- Labourer
 - Employment status – full-time (n=1)
 - Employment status – part-time (n=1)
 - Employment status – casual (n=1)
- Technician and trade worker
 - Employment period – longer than 12 months (n=1)
- Other
 - Employment status – full-time (n=1)

Will you provide accommodation with your employment vacancy(ies)?

- Yes = 50% (n=5)
- No = 40% (n=4)
- Other = 10% (n=1)
 - There is NO accommodation available in the town. (n=1)

How many people will you be able to accommodate?

- 1 room – 1 person 20% (n=1)
- House – family up to 5 people 80% (n=4)



What do you foresee as the area(s) of potential challenge that would need to be addressed for smooth integration of migrant communities?

Answered = 12 Skipped = 6

- Tyranny (sic) of Distance Cultural differences Isolation from family and friends. Language?
- Accommodation, English speaking
- Full time work made available & housing
- Anything but Asians
- Housing
- Job and housing opportunities are limited in Perenjori. There would need to be a program to integrate migrants to the community and welcome them to our town.
- No/limited accommodation available in town. No public transport available. Limited access to government facilities/services. No banking facilities in the area.
- English as second language, drivers (sic) licences.
- Ensuring that the local services (school, health, sporting groups) have enough awareness / support services for ensuring a smooth transition. (eg: school to have options for teaching English as a second language)
- Housing employment, easy access to medical and other relevant services,
- ESL support for children entering school. Long term tenancy of houses for establishment of gardens/towards self sufficiently
- Communication, experience in agriculture and isolation

What do you think are the areas of opportunities for migrant communities in the Shire of Perenjori?

Answered = 11 Skipped = 7

- Solid and long-term Employment (sic) opportunities for the right person. Opportunity to grow and establish themselves in a new and safe environment. Economic independence and job security. A warm and welcoming community.
- Local businesses, emergency services, part-time labour
- More housing in Latham
- Hospitality, Automotive Trades, Professionals
- Perenjori is a very welcoming and friendly community. I believe there are 2 new employees at JMH who are looking to bring their families over. Would be great to help these 2 achieve their goal, especially as they already have jobs here.
- Very limited opportunities due to (see 12).
- Retail work, farm jobs and plant operators
- Increased population & cultural awareness
- Can not think of any of benefit to either party
- Growing their own food. Connecting to the land. Partnerships with farmers that have water established for larger scale growing. Sheparding (sic) of sheep. Machinery operators. Education.
- New business opportunities. Employment. School. Sporting and social groups.

Do you wish to discuss your current and/or future employment availability, or register an expression of interest to become a local buddy for Tandem? Tandem is a cultural diversity and inclusion working group which will be linked to the migrant employment program. Its aim is to provide community collaboration and engagement and cultural exchange between the Shire's community and people from diverse cultural backgrounds.

- Yes = 46.15% (n=6) we wish to discuss the current and or future employment availability or register an expression of interest to come a local buddy for Tandem.



- No = 53.85% (n=7) we don't wish to discuss the current and or future employment availability or register an expression of interest to come a local buddy for Tandem.
- Skipped = 27.77% (n=5)

Do you have any additional comments you would like to provide?

- We are seeking one full time (sic), long term position for 2024 and there after (sic). The position may start in a labourer, machine operator role and lead on to management and truck driving. We are prepared to train and support our employee and add to their skills. Would prefer someone who has agricultural background and experience and is passionate about the agricultural industry. Require a moderate level of English (sic). Keen to help a family as they can catch bus and add to school numbers. A Ukrainian farming family would be awesome.
- Our Shire needs to accommodate our community members before thinking of accommodating anyone else
- It's all the farmers fault
- This program could reinvigorate Perenjori and I believe although limited at this stage could progress with 1 or 2 families into the town. I think housing could be our biggest challenge, but we need permanent people and families in our community
- There is a lack of infrastructure, housing and services in Perenjori that make it unsuitable for migrants. I do not foresee these issues being resolved anytime in the near or even distant future.
- I do not think Perenjori would be a suitable location for migrants due to too many variable (sic), detrimental to those individuals and families.
- Unfortunately, we do not live here to offer support full time. We come and go but see opportunities to partner with migrants around land use and animal care. We would love to embrace more people within our shire and see diversity as a bonus.



5.3 STAKEHOLDER ENGAGEMENT

Respondents of Question 22 in the Community Survey were given the option to provide their contact information if they wished to have further communication regarding their opportunities or participation in Tandem. Of the respondents, six individuals provided their details, and communication was established with five (5) between 1 March and 3 April, 2023. The following outlines the details of the engagement collectively, followed by independent discussions. For the purpose of this report, community respondents have not been identified by name.

1. Migrants

- a. Visa processing
 - i. There is a two-stage process where migrants can be invited through a Temporary Activity visa and can be followed by a work-stream permanent visa, which can allow them to bring their families over.
 - ii. The process is stringent and may necessitate employing an immigration agent, which can be expensive. It may take up to three months from the job offer to the arrival of the migrant in Australia.
 - iii. The costs associated with visas can be substantial, with the Temporary Activity visa costing up to \$5,000 per person and the work-stream permanent visa costing up to \$25,000 per person.
 - iv. Employers may be required to pay a skilling Australian Training Levy. According to the DHA (2022), this may range from \$1,200 to \$1,800 depending on the size of the sponsoring business and the proposed period of stay of the overseas worker in Australia (DHA, 2022a).
- b. Challenges
 - i. Obtaining necessary documents may take weeks to months such as a local driver's license, TFN, and bank account.
 - ii. Inability to acquire an Australian Business Number (ABN) due to visa restrictions. However, one employer has mentioned that they were able to employ backpackers who had an ABN.
Note: In order for a non-citizen to obtain an ABN, one must be carrying an enterprise or business in Australia and is carrying a specific work visa (Business.gov.au, 2023).
 - iii. Meeting security and licensing requirements can lengthen the process of preparing migrants for work. This process can take up to three months or longer before they can be deployed to sites.

2. Businesses/employers

- a. Country of preference
 - i. One business has preference to hire a family from Ukraine due to Ukrainian connects.
 - ii. Another employer has recruited around 20 migrants from English-speaking nations – Papua New Guinea (PNG), United Kingdom (UK), and the Philippines. They anticipate a 100% success rate of transitioning for the migrants from a Temporary Activity visa to a work-stream permanent visa.
- b. Financial investment
 - i. Businesses face a significant burden of risk and financial investment. To prevent the risk of migrants leaving for competitors or alternative employers, businesses need to offer an above-average wage to retain their employees.
- c. Skill recognition
 - i. One employer is hesitant in hiring migrants to a farm due to the lack of training (e.g., heavy machinery, heavy duty diesel mechanics) and experience.



- ii. The importance of having a streamlined process for recognizing skills has been emphasized by one employer.
- d. Seasonal demands and positions available
 - i. For the agricultural industry, it can be difficult to find workers during peak periods of demand that are required for seasonal farming requirements.
 - ii. One employer may not be able to provide a full-time position.
 - iii. A couple of employers are willing to offer a full-time position. However, one business owner is considering selling their business and if that is not possible, they may hire a full-time employee to manage the business.

3. Others

- a. Housing and accommodation
 - i. Many employers reiterated the issues and challenges in acquiring housing for their staff.
 - ii. One employer can provide accommodation, however, is under repair but will be available in the near future.
 - iii. Some employers are willing to provide accommodation.
- b. To maintain certain services, the Shire needs to increase its population.
- c. Businesses require the Shire's assistance in attracting investors and facilitate business turnover.

Respondent 1:

- Industry: Farming, sheep and wheat
- Position available: between casual and full-time
- Has spoken with Shire of Morowa President Karen Chappel who suggested that they were hesitant to employ migrants out to farms due to the lack of training. Suggested the program would work best if they started in the towns.
- Requires workers with experience in larger machinery ie. Tractor, Header driver, some experience in farming, and the periods March – June (seeking) and October – December/January (harvesting).
- Provides accommodation in Perenjori. The house is currently under repairs however will be available in the near future.
- For people migrating, they would seek something more permanent than the casual work periods mentioned above. Perhaps more broad employment across a few businesses in Perenjori.
- Would be interested in participating in Tandem.

Respondent 2:

- Industry: Mechanics
- Head office – Geraldton, Branch – Perenjori
- Already involved in overseas recruitment: 10 migrants from Papua New Guinea (PNG) currently rotating through Geraldton and Perenjori, with another 10 to be sought from United Kingdom (UK), PNG and the Philippines arriving in increments over the next 6 months. Families have not yet arrived.
- The process is completed in stages:
 - 1st stage – Short-term Temporary Activities Visa
 - 2nd stage – Long-term Trade Skills Permanent Visa, which is when their families can migrate.
- From offer of employment to arriving in Australia – 3 month timeframe.
- Currently challenges:
 - Housing is an ongoing issue.
 - Obtaining an Australian Drivers Licence as they require a Tax File Number which can take approximately 1 month or longer to process, and an EFTPOS card which can take 4 – 6 weeks



to arrive. Booking the test can take up to 3 months due to the demand of learners booking tests.

- Based on the above, and while they would like the workers to arrive and be work ready, it can take 3 months or longer until they can be deployed to sites, especially minesites, due to the security and licencing requirements.
- Currently a training levy paid as part of the immigration process or \$1,200 per year per person – Australian Training Levy.
- Risk and monetary outlay is onerous on businesses.
- Immigration agents costs can be high.
- Risk is increasing of migrants leaving the business that brought them over to a competitor/alternative employer so there is the need to be paying a good, above average wage to keep employees.
- Heavy duty diesel mechanics very tight at the moment.
- Cost:
 - 1 stage – up to \$5,000 per person
 - 2nd stage – up to \$25,000 per person
- So far, 2 people have transitioned to the 2nd stage. They anticipate 100% success rate of transitioning from 1st to 2nd stage. Currently working with a migration agent.
- Critical to have an easy process for skills recognition. It is easier for English speaking countries such as UK, PNG and the Philippines.

Respondent 3

- Industry: Retail
- Possibility of a position but not full-time
- Office worker required up to 4 hours per week, and labourer for 3 – 4 hours per day, both ongoing
- Does not provide accommodation for either position.
- Currently has one full-time subcontractor with ABN. Appears to only sub-contract. He mentioned that migrants can't have ABN's so may present an issue.
- He has employed backpackers in the past who have had ABN's.
- Most of his business is to farming, with approximately 5% - 10% to town residents, mining and trucks passing through.
- Mentioned that the Shire needs to get more people in to town in order to keep the Post Office open.
- Identified potential for the shop lot on the southern side of the Post Office which is for sale and potential for someone to lease and employ migrants.

Respondent 4

- Industry: transport
- Currently seeking someone to take-over the business.
- Business will be advertised for sale in 2023 at a realistic price.
- Options available at present:
 - Most preferable – sale of the business
 - Send preference – employ a capable full-time employee
 - Third preference – employ a capable full-time employee with the vision to purchase the business at a later date
- House available for an employee or potential business purchase.
- How can the Shire assist in the seeking businesses to the town, or with business turnover?



Respondent 5

- Industry: farming, broadacre cropping, mixed grain
- Farm size is 4,500 hectares (15,000 acres)
- Angela has an historic Ukrainian connection so would like to consider a Ukrainian family
- Has 3 houses on the farm – 1 x 5x1 and 1 x 3x1
- They are situated 30km's from Perenjori towards Carnamah
- The school bus does route past their farm to collect school children
- Would be looking for 1 x F/T worker from October 2023 with possibility of 3-year full-time contract with potential to move into a management position.
- The position would include:
 - Farming experience
 - Truck driving – HR which they would support if the migrant did not have, and through to MC
 - Keenness to drive a road train
 - Tractor operating skills
 - Mechanically minded
 - Good work ethic



RECOMMENDATIONS

The purpose of this project was to assess the current and future employment opportunities, housing availability in the Shire, willingness of the community to participate in a Migration Employment Program, and areas of challenges and opportunities.

The following are key recommendations resulting from the outcomes of the research and data collected through the survey and engagement:

- Council progress the concept of the Migration Employment Program with Unity in Diversity,
- Council note the requirement from six (6) respondents within the community and their employment needs during 2023 and beyond,
- Continue discussions with Unity in Diversity to further establish and implement a program for migrant employment in the Shire, similar to the pilot currently being conducted in the Shire of Morawa.



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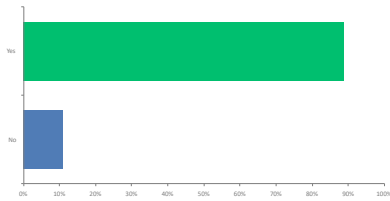
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APPENDIX 1 - SURVEY RESULTS

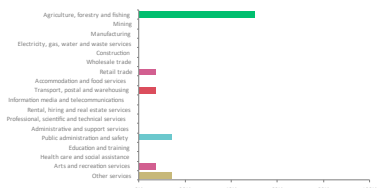
Q1: Are you a resident or do you conduct business in the Shire of Perenjori?

Answered: 18 Skipped: 0



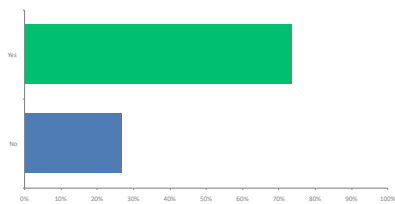
Q2: What industry does your business operate under?

Answered: 14 Skipped: 4



Q3: Do you wish to participate in the Shire of Perenjori's migration employment program?

Answered: 15 Skipped: 3



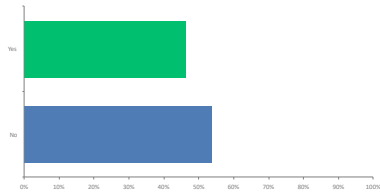
Q4: Why do you not wish to participate in the Shire of Perenjori's migration employment program?

Answered: 4 Skipped: 14

Because our local community members are struggle to find accommodation and jobs
We have an adequate number of casual staff that are permanent residents of Perenjori.
We do not have a need for additional staff for our business.
There is NO housing, shops, readily accessible medical or other government/health services, limited jobs or public transport available.

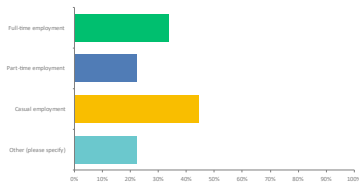
Q5: Do you currently have any employment vacancy(ies) within your business?

Answered: 13 Skipped: 5



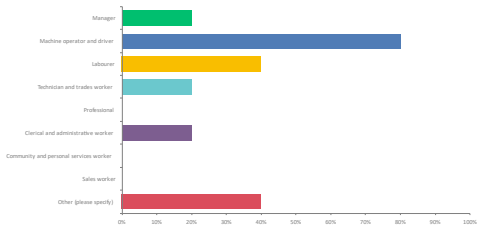
Q6: Which of the following employment do you have available?

Answered: 9 Skipped: 9



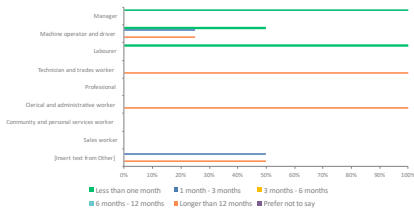
Q7: What type of employment vacancy(ies) do you have available?

Answered: 5 Skipped: 13



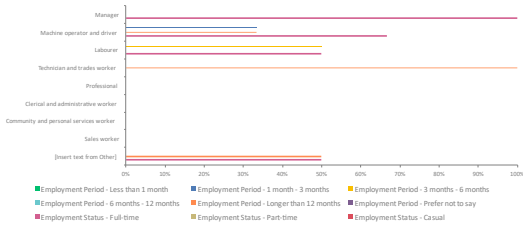
Q8: How long have you had this/these vacancy(ies) available?

Answered: 5 Skipped: 13



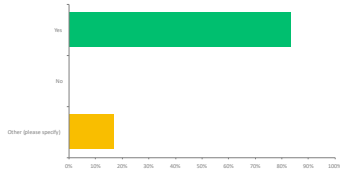
Q9: What is the timeframe and status of employment currently available? Please select a response for the employment period and employment status

Answered: 4 Skipped: 14



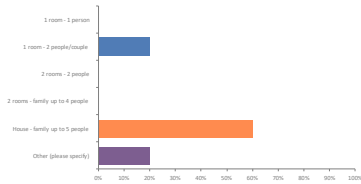
Q10: Do you provide accommodation with your current employment vacancy(ies)?

Answered: 6 Skipped: 12



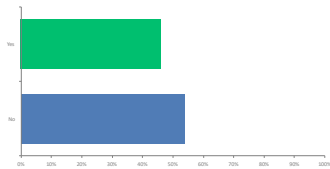
Q11: How many people are you able to accommodate?

Answered: 5 Skipped: 13



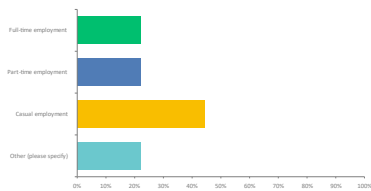
Q12: Do you anticipate having any employment vacancy(ies) within your business?

Answered: 13 Skipped: 5



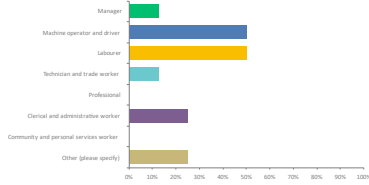
Q13: Which of the following employment do you anticipate having available?

Answered: 9 Skipped: 9



Q14: What type of employment vacancy(ies) do you anticipate having available?

Answered: 8 Skipped: 10



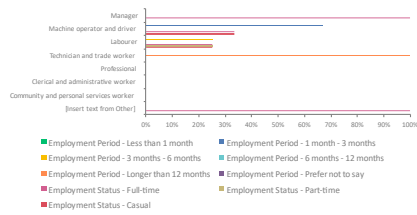
Q15: How long have you had this/these vacancy(ies) available?

Answered: 7 Skipped: 11



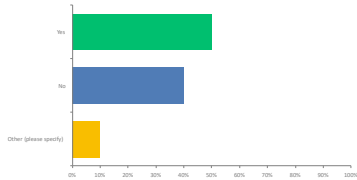
Q16: What is the timeframe and status of employment available? Please select a response for the employment period and employment status

Answered: 6 Skipped: 12



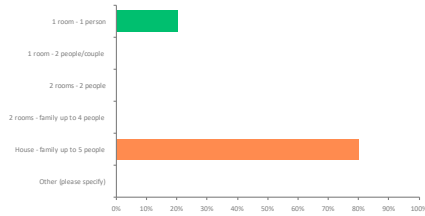
Q17: Will you provide accommodation with your employment vacancy(ies)?

Answered: 10 Skipped: 8



Q18: How many people will you be able to accommodate?

Answered: 5 Skipped: 13



Q19: What do you foresee as the area(s) of potential challenge that would need to be addressed for smooth integration of migrant communities?

Answered: 12 Skipped: 6

- Tyranj of Distance Cultural differences Isolation from family and friends. Language?
- Accommodation, English speaking
- Full time work made available & housing
- Anything but Asians
- Housing
- Job and housing opportunities are limited in Paterjori. There would need to be a program to integrate migrants to the community and welcome them to our town.
- Nglimited accommodation available in town. No public transport available. Limited access to government facilities/services. No banking facilities in the area.
- English as second language, drivers licences.
- Ensuring that the local services (school, health, sporting groups) have enough awareness / support services for ensuring a smooth transition. (e.g. school to have options for teaching english as a second language)
- Housing, employment, easy access to medical and other relevant services.
- ESL support for children entering school. Long term tenancy of houses for establishment of gardens/ towards self sufficiently.
- Communication, experience in agriculture and isolation.



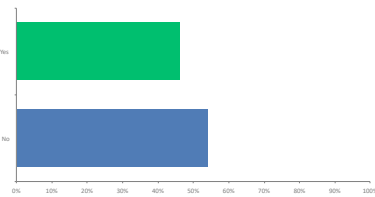
Q20: What do you think are the areas of opportunities for migrant communities in the Shire of Perenjori?

Answered: 11 Skipped: 7

Solid and long term Employment opportunities for the right person. Opportunity to grow and establish themselves in a new and safe environment. Economic independence and job security. A warm and welcoming community.
Local businesses, emergency services, part-time labour
More housing in Latham
Hospitality, Automotive Trades, Professionals
Perenjori is a very welcoming and friendly community. I believe there are 2 new employees at BMH who are looking to bring their families over. Would be great to help these 2 achieve their goal, especially as they already have jobs here.
Very limited opportunities due to (see 12).
Retail work, farm jobs and plant operators
Increased population & cultural awareness
Can not think of any of benefit to either party
Growing their own food. Connecting to the land. Partnerships with farmers that have water established for larger scale growing. Sheparding of sheep. Machinery operators. Education.
New business opportunities. Employment. School. Sporting and social groups.

Q21: Do you wish to discuss your current and/or future employment availability, or register an expression of interest to become a local buddy for Tandem? Tandem is a cultural diversity and inclusion working group which will be linked to the migrant employment program. Its aim is to provide community collaboration and engagement and cultural exchange between the Shire's community and people from diverse cultural backgrounds.

Answered: 13 Skipped: 5



Q23: Do you have any additional comments you would like to provide?

Answered: 7 Skipped: 11

We are seeking one full time, long term position for 2024 and there after. The position may start in a labourer, machine operator role and lead on to management and truck driving. We are prepared to train and support our employees and add to their skills. Would prefer someone who has agricultural background and experience and is passionate about the agricultural industry. Require a moderate level of english. Keen to help a family as they can catch bus and add to school numbers. A Ukrainian farming family would be awesome.
Our Shire needs to accommodate our community members before thinking of accommodating anyone else
It's all the farmers fault
This program could reinvigorate Perenjori and I believe although limited at this stage could progress with 1 or 2 families into the town. I think housing could be our biggest challenge, but we need permanent people and families in our community.
There is a lack of infrastructure, housing and services in Perenjori that make it unsuitable for migrants. I do not foresee these issues being resolved anytime in the near or even distant future.
I do not think Perenjori would be a suitable location for migrants due to too many variable, detrimental to those individuals and families.
Unfortunately we do not live here to offer support full time. We come and go but see opportunities to partner with migrants around land use and animal care. We would love to embrace more people within our shire and see diversity as a bonus.

