



AGENDA

**FOR POLICY AND PLANNING COMMITTEE MEETING TO BE HELD ON
15 MARCH 2021 AT 6:30 PM
IN THE LITTLE PARA CONFERENCE ROOMS, SALISBURY COMMUNITY HUB,
34 CHURCH STREET, SALISBURY**

MEMBERS

Deputy Mayor, Cr C Buchanan (Chairman)
Mayor G Aldridge
Cr M Blackmore (Deputy Chairman)
Cr L Braun
Cr B Brug
Cr A Duncan
Cr K Grenfell
Cr N Henningsen
Cr D Hood
Cr P Jensen
Cr D Proleta
Cr S Ouk
Cr S Reardon
Cr G Reynolds
Cr J Woodman

REQUIRED STAFF

Chief Executive Officer, Mr J Harry
General Manager Business Excellence, Mr C Mansueto
General Manager City Development, Mr T Sutcliffe
General Manager City Infrastructure, Mr J Devine
General Manager Community and Org. Development, Ms G Page
Manager Governance, Mr M Petrovski
Risk and Governance Program Manager, Ms J Crook
Governance Support Officer, Ms K Boyd

APOLOGIES

LEAVE OF ABSENCE

PRESENTATION OF MINUTES

Presentation of the Minutes of the Policy and Planning Committee Meeting held on 15 February 2021.

REPORTS

Administration

1.0.1 Future Reports for the Policy and Planning Committee..... 7

For Decision

1.1.1 Historical Signage Installation 11

For Information

1.2.1 Places of Worship within Primary Production Zone - policy transition to the
Planning and Design Code 21

1.2.2 Twelve25 Employment Offering..... 27

OTHER BUSINESS

CLOSE



**MINUTES OF POLICY AND PLANNING COMMITTEE MEETING HELD IN THE
LITTLE PARA CONFERENCE ROOMS, SALISBURY COMMUNITY HUB,
34 CHURCH STREET, SALISBURY ON**

15 FEBRUARY 2021

MEMBERS PRESENT

Deputy Mayor Cr C Buchanan (Chairman)
Mayor G Aldridge
Cr M Blackmore (Deputy Chairman)
Cr L Braun
Cr B Brug
Cr A Duncan
Cr K Grenfell
Cr N Henningsen (*via Teams VC*)
Cr D Hood
Cr P Jensen
Cr D Proleta
Cr S Ouk
Cr G Reynolds
Cr J Woodman

STAFF

Chief Executive Officer, Mr J Harry
General Manager Business Excellence, Mr C Mansueto
General Manager City Development, Mr T Sutcliffe
General Manager City Infrastructure, Mr J Devine
General Manager Community and Org. Development, Ms G Page
Manager Governance, Mr M Petrovski
Risk and Governance Program Manager, Ms J Crook
Governance Support Officer, Ms K Boyd

The meeting commenced at 6.32 pm.

The Chairman welcomed the members, staff and the gallery to the meeting.

APOLOGIES

An apology was received from Cr S Reardon.

LEAVE OF ABSENCE

Nil

PRESENTATION OF MINUTES

Moved Cr K Grenfell
Seconded Cr J Woodman

The Minutes of the Policy and Planning Committee Meeting held on 18 January 2021, be taken as read and confirmed.

CARRIED

REPORTS

Administration

1.0.1 Future Reports for the Policy and Planning Committee

Moved Cr D Proleta
Seconded Cr J Woodman

1. The information be received.

CARRIED

For Decision

1.1.1 Recommendations of the Youth Council Sub Committee meeting held on Tuesday 9 February 2021

Moved Cr M Blackmore
Seconded Cr P Jensen

The information contained in the Youth Council Sub Committee of the meeting held on 9 February 2021 be received and noted with respect to the following recommendations contained therein to be adopted by Council:

CARRIED

1.1.1-YC1 Appointment of Youth Council Sub Committee Chairman and Deputy Chairman 2021

Moved Cr M Blackmore
Seconded Cr P Jensen

1. Tuyet Nhi Sofina Le Thi is appointed to the position of Chairman of the Youth Council Sub Committee for 2021.

Tuyet Nhi Sofina Le Thi, assumed the role as the newly appointed Chairman at 5.51 pm.

2. Madeline Prince is appointed to the position of Deputy Chairman of the Youth Council Sub Committee for 2021.

CARRIED

1.1.1-YC2 Future Reports for the Youth Council Sub Committee

Moved Cr M Blackmore
Seconded Cr P Jensen

1. The information is received.

CARRIED

1.1.1-YC3 Youth Council Project Teams 2021

Moved Cr M Blackmore
Seconded Cr P Jensen

1. The following project teams are endorsed to be undertaken in 2021 by the Youth Council:
 - a. Mental Health
 - b. LGBTIQ+
2. Christian Gudic is appointed to the position of Team Leader, Mental Health Project.
3. Brooke Duncan is appointed to the position of Team Leader, LGBTIQ+.

CARRIED

1.1.1-YC4 Youth Programs and Events Update January 2021

Moved Cr M Blackmore
Seconded Cr P Jensen

1. That the information is received and noted.

CARRIED

1.1.1-YC5 Youth Council Reports

Moved Cr M Blackmore
Seconded Cr P Jensen

1. That the information is received and noted.
2. That an updated report template is utilised that would report retrospectively on program, event and project delivery designed and implemented by Twelve25 and in partnership with the Salisbury Youth Council, as well as report on planned programs, events & project delivery for a two month period ahead.

CARRIED

1.1.1-YC6 Twelve25 Barista Program

Moved Cr M Blackmore
Seconded Cr P Jensen

1. That the information is received and noted.
2. That an updated Barista Program is implemented as set out in paragraph 3.1.10 and 3.1.11 to this report (Youth Council Sub Committee 09/02/2021, Agenda Item No. YC6).
3. Council gives consideration to the revised program and allocates \$3,200 per annum through a New Initiative Bid in the 2021/22 budget for a two (2) year program.

CARRIED

YC-OB1 Youth Council Sub Committee Electronic Agenda

Moved Cr M Blackmore
Seconded Cr P Jensen

1. That the Youth Council Sub Committee Agenda is emailed to Members in addition to the hard copies received.

CARRIED

1.1.2 Planet Youth Pilot Project

Moved Cr C Buchanan
Seconded Cr M Blackmore

1. The report is received.
2. The proposal for the City of Salisbury to become a Planet Youth pilot site is endorsed for progression.
3. The Senior Social Planner brief and include Council's Youth Council Sub Committee in the consultation and delivery of the Planet Youth Pilot Program.

CARRIED
UNANIMOUSLY

OTHER BUSINESS

Nil

The meeting closed at 6.47 pm.

CHAIRMAN.....

DATE.....

ITEM	1.0.1
	POLICY AND PLANNING COMMITTEE
DATE	15 March 2021
HEADING	Future Reports for the Policy and Planning Committee
AUTHOR	Michelle Woods, Projects Officer Governance, CEO and Governance
CITY PLAN LINKS	4.2 We deliver quality outcomes that meet the needs of our community
SUMMARY	This item details reports to be presented to the Policy and Planning Committee as a result of a previous Council resolution. If reports have been deferred to a subsequent month, this will be indicated, along with a reason for the deferral.

RECOMMENDATION

1. The information be received.

ATTACHMENTS

There are no attachments to this report.

1. BACKGROUND

- 1.1 Historically, a list of resolutions requiring a future report to Council has been presented to each committee for noting.

2. CONSULTATION / COMMUNICATION

- 2.1 Internal
 - 2.1.1 Report authors and General Managers.
- 2.2 External
 - 2.2.1 Nil.

3. REPORT

3.1 The table below outlines the reports to be presented to the Policy and Planning Committee as a result of a Council resolution.

Meeting Item	Heading and Resolution	Officer
19/12/2016 P&P-OB1	<p>RAAF AP-3C Tailfin for Purposes of Display</p> <p>That staff prepare a report working with Salisbury RSL to obtain an AP-3C Tailfin from RAAF for purposes of display within the Salisbury Council area, potentially as part of the Salisbury Oval Precinct upgrade.</p> <p>Due: April 2021</p>	Julie Kushnir
28/05/2018 1.2.1	<p>Cities Power Partnership Program</p> <p>1. That Council re-consider becoming a partner of the Cities Power Partnership program once the City of Salisbury's Energy Management Plan has been finalised and endorsed during 2018/19.</p> <p>Due: June 2021</p>	Dameon Roy
27/05/2019	<p>Motion on Notice - Automatic External Defibrillators (AEDs)</p> <p>1. That, to help avoid preventable deaths from sudden cardiac arrest in the City of Salisbury, Council work with SA Ambulance and relevant stakeholders to determine:</p> <p>1.1 whether there is a need for additional Automatic External Defibrillators (AEDs) that might be recommended for critical public sites in the geographic area the City of Salisbury,</p> <p>1.2 the associated purchase, installation and ongoing maintenance costs, and optimum locations for installing the AEDs, given their current footprint across the city;</p> <p>1.3 the most effective means for promoting where existing publicly available AEDs are located in City of Salisbury, and raising awareness of our grant program for AEDs available to local Salisbury community and sporting groups.</p> <p>Due: April 2021</p>	Julie Fyfe
23/09/2019 1.5.1	<p>Heritage</p> <p>1. Subject to budget approval by Council, the General Manager City Development be authorised to engage a heritage expert to undertake a Local Heritage first stage study, a Thematic Heritage Framework, for the City of Salisbury area, and report back to Council on the findings.</p> <p>Due: March 2021</p> <p>Deferred to: April 2021</p> <p>Reason: Undertake information session to incorporate any comments prior to reporting to Council in April.</p>	Peter Jansen

28/01/2020 1.10.1	Bridgestone Athletics Centre – Sponsorship Opportunities Council has previously resolved this resolution to be confidential. Due: June 2021	Andrew Hamilton
23/03/2020 AC-OB1	Strategic Review 1. That a strategic review of the project management and contract management regarding the Salisbury Community Hub be performed. Due: April 2021	Terry Sutcliffe
23/03/2020 1.0.2- TVSC2	Promotion of Salisbury Community Hub and Council Area 2. The Tourism and Visitor Sub Committee support the proposed strategy as set out in this report (Item TVSC2, Tourism and Visitor Sub Committee, 10/03/2020), with a review to be conducted of the strategy by June 2021. Due: June 2021	Julie Kushnir
27/07/2020 1.1.1	Community Safety Implementation Plan 2020/21 3. Staff bring back a report with a draft annual plan for CCTV expansion program within 3 months of the conclusion of the portable CCTV trial. Due: March 2021 Deferred to: April 2021 Reason: Awaiting commencement of Manager.	Julie Douglas
24/08/2020 1.0.2-TVSC- OB1	Salisbury Recreation Precinct 1. That staff bring back a report on the promotion of the Salisbury Recreation Precinct, including signage. Due: March 2021 Deferred to: Date to be advised. Reason: Further consultation required.	Julie Douglas
28/09/2020 1.1.1	Street Libraries 1. The Community led option for Street Libraries, as detailed in Paragraph 4.1 of this report (Policy and Planning Committee, 21 September 2020 Item No. 1.1.1) be endorsed and be re-evaluated in 12 months' time. Due: October 2021	Natalie Cooper
26/10/2020 6.0.2- IBDSC6	Community Bus to Service Western Suburbs 6. That a report be brought back at the conclusion of the trial, analysing the success or otherwise of the trial, including; – the uptake of the service overall – which stops are used the most/least – customer and staff feedback. Due: June 2022	Julie Douglas

26/10/2020 MON7.1	Motion on Notice - Federal Budget - Kings and Waterloo Corner Roads, and Community Housing 3. A report be prepared advising Council about how we can work with the Federal and State Government, and community housing providers to encourage investment in community housing via the National Housing Finance and Investment Corporation. Due: April 2021	Terry Sutcliffe / Julie Douglas
21/12/2020 1.1.2	Summary of the City of Salisbury Tourism & Visitor Strategy, 2016-2021 c) That following the workshops, a report be prepared that summarises the session, outcomes of consultation and advises Council on a draft 2021 and beyond draft visitation strategy. Due: April 2021	Julie Kushnir
21/12/2020 1.1.3	Planning and Design Code 3. Staff investigate the benefits or otherwise of establishing an offset scheme for an Urban Tree Fund and report back to Council on this matter. Due: March 2021 Deferred to: April 2021 Reason: Staff are seeking further information from the LGA and (Planning Land Use Services (PLUS) on the Fund options available to Councils.	Peter Jansen
21/12/2020 P&P-OB1	Salisbury City Centre 1. That a report be prepared for consideration of the Policy and Planning Committee before June 2021 for addressing opportunities to increase residential development within the Salisbury City Centre, noting Council's previous decision in relation to Salisbury Oval, as part of the City Centre Revitalisation program, and including provision of additional off-street car parking. Due: June 2021	Terry Sutcliffe / Greg Ratsch
21/12/2020 4.1.3	Lindblom Park & Thomas More College Improvements 3. The working party to provide a recommendation to the Policy and Planning Committee by October 2021. Due: October 2021	John Devine

4. CONCLUSION / PROPOSAL

- 4.1 Future reports for the Policy and Planning Committee have been reviewed and are presented to Council for noting.

CO-ORDINATION

Officer: EXECUTIVE GROUP
Date: 05/03/2021

ITEM	1.1.1
	POLICY AND PLANNING COMMITTEE
DATE	15 March 2021
HEADING	Historical Signage Installation
AUTHOR	David Boothway, Team Leader Civil & Transport Assets, City Infrastructure
CITY PLAN LINKS	<p>4.1 Members of our community receive an exceptional experience when interacting with Council</p> <p>4.4 We plan effectively to address community needs and identify new opportunities</p> <p>4.5 We engage meaningfully and our community is aware of Council initiatives</p>
SUMMARY	<p>The City of Salisbury has over 100 places of historic interest. See a map of the sites in Attachment A.</p> <p>This project created a database of all the historic sites in Salisbury. The database includes attributes such as links to National and State databases, photos of each site, photos of the signage at each site, photos of the signs directing people to each site, and audit rating of each sign.</p> <p>In parallel with this project Council is undertaking a Thematic Heritage Framework Study. Significant work on promoting historic places should wait until later this year when recommendations will be received from this work.</p> <p>Council previously selected 23 key sites to promote from a Tourism and Economic benefit perspective. See Attachment B. Some of these key sites are on public reserves. Information signs for most of the sites on public reserves have been updated and the works for the balance of the selected key sites on public reserves should be completed in 21/22. However, 17 sites have no formal Salisbury Information Signage. Many of these sites are not under Council care and control and thus agreements would be needed before signs can be erected.</p> <p>Directional signage, to direct tourists and visitors to the historic sites is still needed. It is proposed that the directional signs be installed during 22/23 with a \$50k increase to the minor traffic budget.</p>

RECOMMENDATION

1. Complete the Information Signage Project for the chosen historic sites that are not on private land.
2. Install directional signage for the selected historic sites.
3. Council notes the audit results of the historical signage across the City.
4. Include Historical Signs as part of the Visitation Strategy and associated budget currently being developed.

ATTACHMENTS

This document should be read in conjunction with the following attachments:

1. Attachment A - Historic sites
2. Attachment B - Signs at Selected Historical Sites

1. BACKGROUND

- 1.1 At its meeting held on 25 November 2019 Council resolved:

TVSC-OB1 Signage – Purling/Commercial Road, Salisbury North

“That staff provide an audit report on existing directional and historically significant signage in the City of Salisbury.”

Resolution No. 0324/2019

- 1.2 At its meeting held on 27 July 2020 Council resolved:

TVSC2 Status Report on Historical Signage Installation

“That staff consider further locations and a priority list be presented to the sub-committee at a future date (November 2020 meeting of TVSC), for inclusion in future budget bids.”

Resolution No. 0617/2020

- 1.3 Council has over 100 historic sites, which have been promoted in the past via paper based brochures made available through the library and information centre. These brochures are no longer in existence.
- 1.4 In 2017, Council selected 23 Historic sites to promote the city’s history from a Tourist and Visitor perspective. The selected Historic sites are shown in Attachment B.
- 1.5 Budget was allocated to update the Information Signage at a number of these selected Historic sites, and planned to be completed in 21/22.

2. CONSULTATION / COMMUNICATION

- 2.1 Internal
- 2.1.1 City Infrastructure
 - 2.1.2 City Development
 - 2.1.3 Community and Organisational Development
 - 2.1.4 Economic Development

3. REPORT

- 3.1 An Information Signage Project was set up to identify and audit all the Historic site information signs and directional signs.
- 3.2 The project created a Salisbury Historic Site database, which consolidated a number of datasets. The database now includes:
 - 3.2.1 A Geospatial layer– each historic site and site photographs have been geo referenced.
 - 3.2.2 Photographs - The site, the information signage at each site, and all directional signage pointing to the site have been photographed and geo referenced. Over 2000 photographs were taken. The photographs show the current condition of each sign and site.
 - 3.2.3 Condition rating of each sign/set of signs.
 - 3.2.4 Links to external organisational databases – If a historic site is referenced in a National/State database then a hyperlink has been created linking our historic site to the National/State database.
 - 3.2.5 Over 700 records were created made up of links, themes, co-ordinates and photographs.
- 3.3 Some of the historic sites are on private land. These sites have limited/no photographs as permission to enter and take photographs will be undertaken as and when required, similarly records of Kaurna sites have been identified during the research phase.
- 3.4 The audit condition of the Information Signs, constructed over the last 8 years at various sites is very good. However the audit condition of the Information Signage of the balance of the sites is in fair to poor condition, with a number of sites having no Information Signage at all.
- 3.5 The Direction Signage for the majority of historic sites is non-existent and where it does exist, it is in fair to poor condition.
- 3.6 The historic signage database will be made available on the Elected Members' Portal.
- 3.7 The cost estimate to install 5 directional signs at our top 23 sites is estimated to be \$57,500; approximately \$500 each sign.
- 3.8 Council currently promotes its historic sites by:
 - 3.8.1 Updating sites and signage on an as and when needed basis – such as the graveyard in front of the Hub.
 - 3.8.2 Installing Information Signs/plaques on the selected 23 historic sites.
- 3.9 Council is also currently investigating Historic Themes through a project called the Thematic Heritage Framework Study. Included are themes such as aviation theme, settlement theme, war theme, recent history theme etc. Once these themes and associated sites have been identified, then the Salisbury historic sites database will be updated.

- 3.10 There are numerous historical attractions within the City of Salisbury, and interestingly, our recent social media postings regarding our past are increasingly popular, often attracting the most engagements of all our posts each month. This popularity assists in increasing visitation opportunities to our historical sites, trails and regions.
- 3.11 A targeted group of stakeholders is being brought together to participate in workshops (currently being coordinated), to further identify visitation and attraction opportunities across the City of Salisbury.
- 3.12 Following these workshops, it is anticipated that our historic attractions will be highlighted as a key component of our reinvigorated visitation strategy, with further work to be done to best promote them and identify each attraction/site via signage, supported by complementary narrations on either our website, or downloadable podcast via a QR code.
- 3.13 The Thematic Heritage Framework Study will be brought to Council in mid 2021.

4 CONCLUSION / PROPOSAL

- 4.1 Council has successfully audited all the signage of the historical sites in Salisbury.
- 4.2 Council has captured all the known historic sites onto a geospatial map and database. This database includes photographs of all the sites, information signage, directional signs and links to external organisational heritage information.
- 4.3 This database will be made available on the Elected Members' Portal.
- 4.4 Council is currently undertaking a project called the Thematic Heritage Framework Study of Salisbury.
- 4.5 Historical signage will be included as part of the Visitation Strategy currently being developed.

CO-ORDINATION

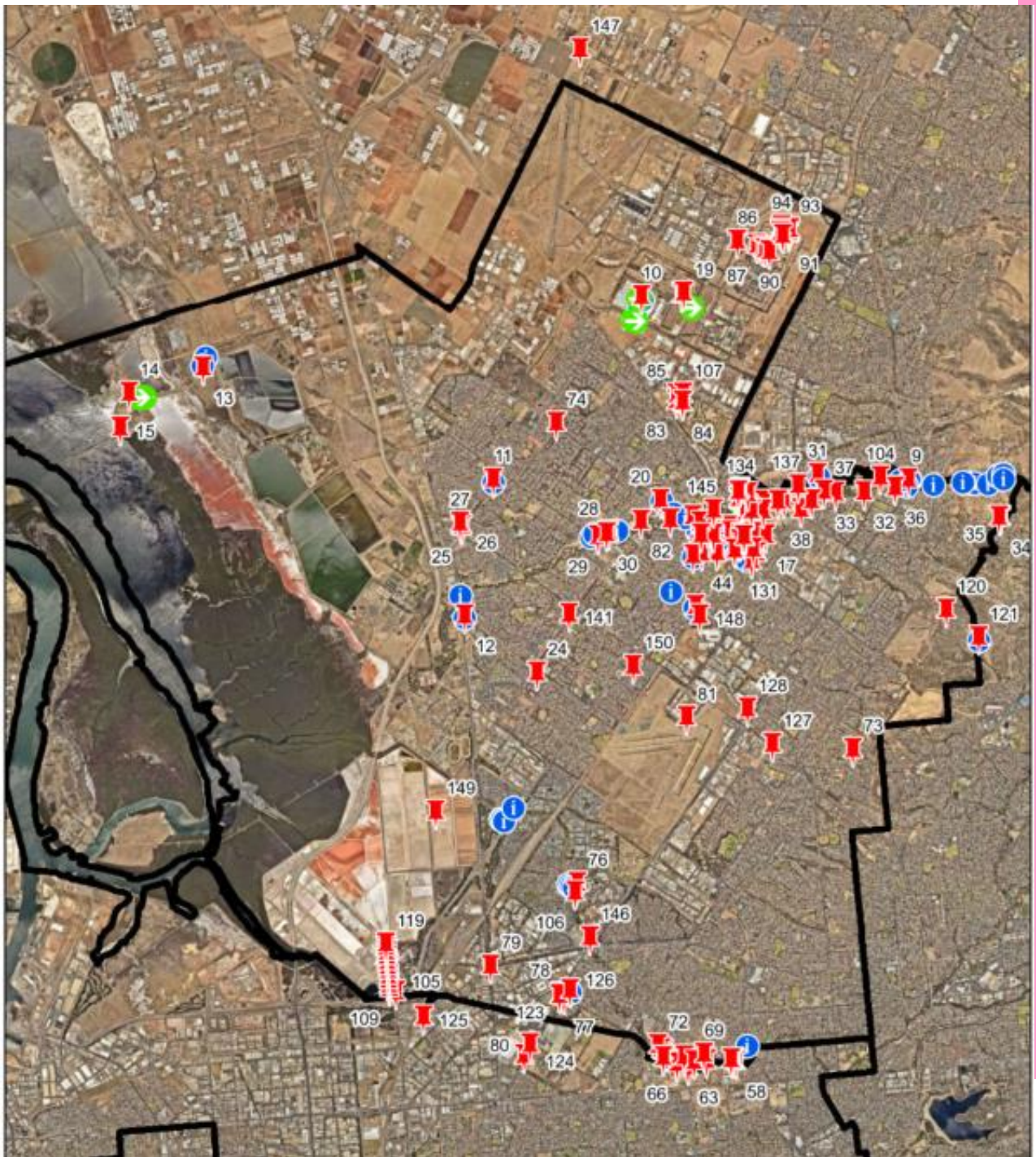
Officer: EXECUTIVE GROUP
Date: 05/03/2021

Attachment A – Historic Sites

Red symbol = Historic site

Blue symbol = Information Signage at a Historic site

Green symbol = Directional Signage pointing to a Historic site






Attachment B - Historic Sites – 23 Selected Sites

The 23 Sites selected by Council at Tourism and Visitors Sub Committee 12 Nov 2019.

Current status of Information Signs and Directional Signs

Name	Information Sign	Directional Sign
<p>Salisbury City Centre (City Centre History) - Methodist Cemetery, Pioneer Park, Water Wheel, etc</p>		
<p>First Flight Memorial - Wittber's Hop</p>		<p>NIL</p>
<p>Little Para River – Jenkin's Place, Carisbrooke Park, Pitmans Park, etc.</p>	<p>NIL</p>	<p>NIL</p>

Parafield Airport – Traffic Control Tower	NIL	NIL
Levels Homestead		NIL
Parafield Aviation Museum	NIL	NIL
National Military Vehicle Museum		
McIntyre House	NIL	NIL
Gepps Cross Abattoirs	NIL	NIL
Bird in Hand Hotel	NIL	NIL
Angas Home	NIL	NIL
Old Spot Hotel	NIL	NIL

Penfield Suburb	NIL	NIL
Burton Cemetery		NIL
St Kilda Hotel	NIL	
Bull Ring, RM Williams Homestead	NIL	NIL
Bridgestone Reserve	NIL	NIL
Magazines, Dry Creek	NIL	NIL
Tram Museum	NIL	
Salt Pans	NIL	NIL
Edinburgh / Defence History	NIL	NIL
Pine Lakes House	NIL	NIL

ITEM	1.2.1
	POLICY AND PLANNING COMMITTEE
DATE	15 March 2021
HEADING	Places of Worship within Primary Production Zone - policy transition to the Planning and Design Code
AUTHOR	Peter Jansen, Strategic Planner, City Development
CITY PLAN LINKS	3.4 Our urban growth is well planned and our centres are active
SUMMARY	<p>Council has recommended the use of its existing Development Plan land use policy for Places of Worship to Planning and Land Use Services (PLUS) to be incorporated within the Planning and Design Code. This has not been adopted in the consultation versions of the Planning and Design Code.</p> <p>Council wrote to the Minister for Planning about the issue and has received a response. The Minister indicates that sufficient flexibility will exist in the Planning and Design Code to allow consideration across all the new zones, and that should Council wish to pursue a change to the draft policies, a wider consultation and investigation would have to occur across all Councils to understand the level of support for such a change before any amendments would be considered through the Code Amendment process.</p>
RECOMMENDATION	<ol style="list-style-type: none">1. The information is received.
ATTACHMENTS	<p>This document should be read in conjunction with the following attachments:</p> <ol style="list-style-type: none">1. Ministerial response to Places of Worship within the Primary Production Zone of the Planning and Design Code
1. BACKGROUND	<p><i>1.1 Council endorsed a Notice of Motion (NOM2) at its Council meeting of 28 September 2020 which sought that:</i></p> <p><i>Council write to the Minister for Planning and Local Government, and to the State Government Planning and Land Uses Services Division seeking:</i></p> <ol style="list-style-type: none">1.1.1 <i>Clarification in relation to the intended approach to Places of Worship under the Planning and Design Code in metropolitan Adelaide, and in which zones places of worship will be allowed under the code; and</i>

1.1.2 *Subject to the outcome of the above, seeking the Minister's and the Divisions "in principle" support to initiate either a Development Plan Amendment or an amendment to the Planning and Design Code (when introduced for the Adelaide Metropolitan Area) to undertake the initial investigations for a Development Plan Amendment or Code Amendment to provide Places of Worship to be considered in appropriate locations with the current Primary Production Zone (west of Pt Wakefield Road eg Waterloo Corner).*

1.2 The Minister has replied on this matter. (Refer Attachment A).

2. CITY PLAN CRITICAL ACTION

2.1 Nil

3. CONSULTATION / COMMUNICATION

3.1 Internal

3.1.1 Development Services

3.2 External

3.2.1 Minister for Planning and Local Government

3.2.2 Planning and Land Use Services (ex DPTI)

4. REPORT

4.1 The City of Salisbury undertook extensive investigations in 2006 on Places of Worship resulting in land use policy that differentiates Places of Worship by size and catchment, and then identifies the preferred zones and policies for locations of each type.

4.2 The Council submissions during the February 2020 and December 2020 Planning and Design Code consultation versions recommended the existing policy inclusion, but these were not subsequently incorporated within the relevant modules.

4.3 In response to Council's resolution, a letter was sent to the Minister reinforcing that the Planning Design Code should include the use of the existing policy in the Salisbury Development Plan.

4.4 The Minister's reply to Council on this matter is:

4.4.1 The Department has reviewed the policies for Places of Worship and considers that there are provisions within the draft Code to appropriately assess proposals through the envisaged land uses within zones, and general policies for matters such as carparking, interface between land uses and design.

Comment:

- The Draft Planning and Design Code proposes to have Places of Worship as a type of development that is specifically supported in eight zones of a residential nature, or able to be assessed subject to the full range of assessment criteria in all the other zones. Places of Worship are not restricted development in any zone in the draft Planning and Design Code.

- The current Primary Production Zone that was referenced in the letter to the Minister is to become a Rural Horticulture Zone in the Code. In this zone, it is intended that a Place of Worship would be a type of development that is able to be assessed against all the relevant land use policies in the Planning and Design Code.
- The current provisions for Places of Worship in the Salisbury Development Plan recognise local, neighbourhood and regional level facilities based on parishioner/worshipper numbers and identify appropriate zone locations for each level of facility. This is considered a more sophisticated policy framework than that proposed in the Planning and Design Code and would offer greater flexibility for all Councils when considering applications.

4.4.2 Before any wider review can occur of policy for places of worship, the Minister has advised that further investigation and discussion with other Councils would be required before any Code Amendment is initiated. This is reflective of the state-wide application of planning policy and zones.

Comment:

- The Planning and Design Code is to be a standardised module policy set across the state. The State Planning Commission develops and maintains the Planning and Design Code.
 - Consideration of changes to the modules would be assessed on the appropriateness of change across all of the Councils and the level of interest from other Councils in changing the policy.
 - The Minister is indicating that justification, investigation and consultation across Councils is required to pursue such a policy change before any changes would be considered by the State Planning Commission to the module sets. This process imposes upon Councils a much broader consultation requirement when initiating a Code Amendment that has potential implications for planning modules that apply across the state.
 - It is considered that the existing policy in the current Salisbury Development Plan would offer advantages for all councils, however the State Planning Commission may consider a Salisbury-only Code Amendment if it can be demonstrated that there are unique and specific circumstances in Salisbury in relation to this matter.
- 4.5 The philosophy used in the Planning and Design Code is to promote development and have less zone restrictions, relying on assessment criteria to determine the appropriateness of applications.
- 4.6 The draft Planning Design Code policy shortcomings on Places of Worship have been highlighted by Council in two submissions on the Code.
- 4.7 Council's Development Services team advise there have been 13 approaches to Council for Places of Worship since 2019. Locations of interest are in the Centre Zones, Industrial Zones, Commercial Zones and Rural Zones. From an assessment perspective, additional locational policies including the identification of Places of Worship as 'Restricted' (not suitable) in some zones are preferred.

However this is at odds with the approach of the draft Planning and Design Code and the advice from the Minister.

- 4.8 The Planning and Design Code will be operational on March 19, 2021. It is considered that the operational version of the Planning and Design Code should be assessed for matters requiring policy amendment, in conjunction with a Code Amendment program for this Council, before any further approaches are made on Places of Worship.
- 4.9 The LGA will be approached on seeking commentary from other Councils in relation to the City of Salisbury's preferred policy position, in place of Council undertaking individual consultation.

5. CONCLUSION / PROPOSAL

- 5.1 The Ministerial response to the request to include policy for Places of Worship within the current Primary Production Zone (that is proposed to become the Rural Horticulture Zone in the Planning and Design Code) is that the draft Planning and Design Code provisions are adequate to provide location options.
- 5.2 The final version of the Planning and Design Code is unknown at the time of writing this report. It is anticipated that a number of approaches will be made to the State Planning Commission to undertake future Code Amendments. Code Amendments that seek to substitute one module for another will follow a fairly standard process. However future Code Amendments initiated by Councils that seek to change the detail within a module will be more problematic, given the Minister's direction that support for the proposed changes be demonstrated across the local government sector.
- 5.3 Should Council wish to seek a change to the Planning and Design Code policies, it may be necessary to investigate and discuss with other Councils (potentially through the LGA) because of the state-wide application of the policy within the Planning and Design Code before any amendments are made, unless a Salisbury-only approach can be justified to the Minister.
- 5.4 The final Planning and Design Code should be reviewed in the context of an overall Council Code Amendment program before further approaches are made on Places of Worship policy.

CO-ORDINATION

Officer: EXECUTIVE GROUP

Date: 05/03/2021

The Hon Vickie Chapman MP

21MPL1120

2 February 2021

Mayor Gillian Aldridge OAM
City of Salisbury

By email: city@salisbury.sa.gov.au



**Government
of South Australia**

Deputy Premier

Attorney-General

Minister for Planning
and Local Government

GPO Exchange
10 Franklin Street
Adelaide SA 5000

GPO Box 464
Adelaide SA 5001
DX 336

Tel 08 8207 1723
Fax 08 8207 1736

Dear Mayor Aldridge

I write in response to your letter requesting the inclusion of policy relating to places of worship within the Primary Production Zone of the Planning and Design Code (the Code). I apologise for the delay in responding to you.

I am informed that the Attorney-General's Department (the Department) has undertaken a review of the policies for places of worship. It is considered, at this stage, that there are provisions within the draft Code to appropriately assess a proposal for a place of worship. This is through the use of envisaged land uses within zones, along with policies in the General Section for car parking, interface between land uses, and design generally.

Furthermore, a place of worship within the current Primary Production Zone of the City of Salisbury's (Council's) Development Plan would be a performance assessed development. Should the relevant authority consider this an appropriate form of development for the locality, it would be able to approve this land use. Under the Code, this form of development would not be a restricted form of development.

Before a wider application of policy for places of worship can occur, further investigation and discussion with other councils and a broader scope of work would be required. Should a policy shortfall be identified, the Department will continue to work with Council on the Code development and potential Code Amendment.

Thank you for raising this matter with me. I trust the above information is of assistance.

Yours sincerely

A handwritten signature in blue ink, appearing to be 'Vickie Chapman'.

VICKIE CHAPMAN MP
DEPUTY PREMIER
MINISTER FOR PLANNING AND LOCAL GOVERNMENT

ITEM	1.2.2
	POLICY AND PLANNING COMMITTEE
DATE	15 March 2021
HEADING	Twelve25 Employment Offering
AUTHOR	Jodi Farley, Team Leader Twelve 25 Salisbury Youth Enterprise Centre, Community & Org. Development
CITY PLAN LINKS	1.5 Our community is resilient and adaptive to change 3.2 Salisbury is a place of choice for businesses to start, invest and grow 4.4 We plan effectively to address community needs and identify new opportunities
SUMMARY	This report provides an update and recommendations for Twelve25's proposed youth employment offering

RECOMMENDATION

1. That the information be received and noted.
2. That a Youth Business Start-up Program is implemented as set out in paragraph 3.3 of this report (Policy and Planning Committee 15/03/2021) with a budget of \$9,900 per financial year for 3 years (concluding in the 2023/24 financial year) for 140 places for targeted youth wrap around business support.
3. That a Youth Qualifications Program is implemented as set out in paragraph 3.4 of this report (Policy and Planning Committee 15/3/2021) with a budget of \$9,800 per financial year for 3 years (concluding in 2023/24) for 153 places for youth to access a subsidized employment qualification.
4. That a budget bid for \$19,700 be submitted for the Youth Business Start-up and Youth Qualifications programs for the 2021/2 financial year for consideration by Council.
5. Twelve25 Youth Enterprise Centre is rebranded as Twelve25 Youth Centre to accurately reflect the services, programs and activities on offer for youth in the City of Salisbury.

ATTACHMENTS

This document should be read in conjunction with the following attachments:

1. Employment offering summary
2. Employment offering review summary

1. BACKGROUND

- 1.1 In October 2020 Council endorsed a Motion on Notice (0730/2020) regarding the Entrepreneurial Youth Programs that:
 - 1.1.1 *A report be provided to the Policy and Planning Committee by February 2021 outlining the existing entrepreneurial programs offered to the City of Salisbury's youth post COVID-19.*
 - 1.1.2 *This report includes the development of a new entrepreneurial program that builds upon our previous initiatives.*
 - 1.1.3 *Staff consult members of the Salisbury Youth Council, Polaris, and YACSA, in the creation of this report.*

- 1.2 Further, in October 2020 Council endorsed the following recommendation (0702/2020) from the Youth Council Sub Committee held 13 October 2020 for YC4 Youth Programs and Events Update that:
 - 1.2.1 *That the information be received and noted.*

- 1.3 Enterprise
 - 1.3.1 Twelve25 Youth Enterprise Centre is the heart of youth service delivery in the City of Salisbury, providing programs and activities that serve as a pathway to education, employment and enterprise for young people aged 12 to 25 who live, work, study or volunteer in the area.
 - 1.3.2 A range of enterprise programs have been delivered by Twelve25 since 2016, including; Coffee Connoisseurs, Pizza Gioventu and Airbrush Tattoos, with varying success. There are many factors that have impacted the viability of the above mentioned programs, namely the significant regulations and administrative requirements associated with enterprise ventures, which are in essence identical to the responsibilities of those operating a small business. Due to this, traditional enterprise programs delivered by Twelve25 have been resource, financially and regulatory intensive.
 - 1.3.3 The above enterprise programs were internally reviewed over the past 18 months, with a range of risks and opportunities being identified.
 - 1.3.4 The feasibility review included an extensive SWOT analysis (addressing areas such as participants & resourcing, processes and procedures, and business modelling and finances) as well as providing suggested program structures, budget and resourcing. Programs were found to be falling short in achieving participant targets and also lacked adequate financial modelling and feasibility planning. In addition to this there were significant gaps in meeting regulatory, risk management and legislative requirements for employment obligations.
 - 1.3.5 Program delivery at Twelve25 is guided by a range of broad objectives identified in the current Strategic Youth Action Plan, which clearly prioritises Jobs and Education including;
 - *Develop more effective post-school supports that meet diverse youth needs.*

- *Expand opportunities for young people to build skills and have greater access to a wider range of work experience and volunteering activities*
- 1.3.6 Now, more than ever young people need a pathway and support to gain employment. COVID-19 has disproportionately impacted young people, particularly in Northern Adelaide. The programs City of Salisbury offer must be current, relevant and outcomes based.
- 1.3.7 With high rates of youth unemployment in the Northern suburbs, one of Twelve25's imminent priorities is to support young people by building their entrepreneurial skills and empowering them to create their own opportunities through business and in-demand skill development.
- 1.3.8 The following report will outline a range of recommendations for the future employment offering at Twelve25.

2. CONSULTATION / COMMUNICATION

2.1 Internal

- 2.1.1 *Twelve25 Program Administrator, Youth Services Officer and Community Planner – Youth Participation*
Manager Community Capacity & Learning
Economic Development Officer- Industry Development
Coordinator Business Services – Polaris Business and Innovation Centre
- 2.1.2 Youth Council - current members will be consulted following Policy and Planning committee endorsement.

2.2 External

- 2.2.1 Liaison with local government networks including;
Youth Development Officer; City of Onkaparinga
Youth Development Officer; Town of Gawler
Youth Development Officer; City of Tea Tree Gully
- 2.2.2 Current YACSA membership and regular participation in networking meetings & development opportunities

3. REPORT

- 3.1 Twelve25 has delivered a range of employment and enterprise focused programs over many years, all of which have recently undergone internal feasibility reviews over the past 18 months. The evaluation of program viability and impact is an essential element of program delivery given that trends, funding, viability and opportunities are constantly evolving.
- 3.2 Recent internal program reviews have resulted in identifying a range of improvements for future programming and service delivery, all of which are under-pinned by the Strategic Youth Action Plan. The following proposed new program areas would build on previous Twelve25 initiatives, introducing relevant improvements and changes as required.

3.3 Youth Business Start Up Program

- 3.3.1 It is recommended that the Enterprise offering be updated and tailored to individuals' skills and interests, and delivered via a broader 'Business Start-up' program. This concept is based on best practice programs currently being delivered in other South Australian councils such as; the City of Tea Tree Gully and City of Onkaparinga.
- 3.3.2 City of Onkaparinga operate a hub for 'innovators, creatives, change makers and entrepreneurs' that includes motivational talks, networking opportunities, co-working space, an 8 week incubator program as well as workshops to help young people develop practical skills needed to start or grow their business (ie: branding, social media etc). The proposed program would be based on the City of Onkaparinga model which would provide a wraparound business support model targeted at participants who have an interest in developing a business startup.
- 3.3.3 The budget required for this program is \$9,900 per financial year. This would provide for approximately 140 youth places via the above Enterprise recommendations. The current budget allocation of \$2,370 does not allow adequate employment programs to be delivered as it does not accurately reflect program requirements. NB: Above costings take into consideration current budget allocation of \$2,370.

3.4 Subsidised Youth Qualifications Program

- 3.4.1 Many industries require minimum and mandated employment requirements which can include a work card, clearance or competency. These requirements are gained by completing a fee based face to face or online course through a registered training organisation.
- 3.4.2 It is proposed that subsidised accesses to qualifications are added to the standard Employment offering at Twelve25 to add depth and value to participant outcomes. Courses offered would include; Barista Level 1* (nationally accredited), White Card, Pool Lifeguard, First Aid and Working with Children's Clearance. *NB: Barista costings are reported within a separate report.
- 3.4.3 The budget for this program is \$9,800 per financial year. This would provide for approximately 153 young people to access a subsidised qualification.
- 3.4.4 An equitable subsidy arrangement that replicates the current Duke of Edinburgh Award and Barista course model is recommended. This model offers a two-tiered subsidy approach, allowing participants additional financial support if they meet eligibility criteria (individual or family Health Care Card holders).
- 3.4.5 This fee structure proposes that young people/families who possess a health care card receive a 75% subsidy on course fees, with the standard subsidy being 25%. This approach would enable an equitable outcome for participants, supporting the young people who need the assistance most.

- 3.4.6 Budget calculations are based on the assumption that 50% of participants will possess a health care card and receive a 75% subsidy, with the remaining participants receiving the standard 25% subsidy.
- 3.4.7 The subsidy sliding scale uses the Australian Government's Centrelink 'Low Income' means test to determine what level of subsidy a participant qualifies for.
- 3.4.8 As an example, to qualify for the 75% subsidy participants could;
- Be living in a family of four (2 adults and 2 dependent children) earning up to \$68,445 p.a.
 - Be living with a single parent (with 2 dependent children) earning up to \$66,235 p.a.
 - Be a young person earning up to \$37,115 p.a.
- 3.4.9 The above figures illustrate that a range of living situations are accounted for within the sliding scale subsidy model.
- 3.4.10 In addition to this, many young people in the education setting receive funding through their school, known as Flexible Learning Option (FLO) funding.
- 3.4.11 As an example, close to 50% of Getting your L's participants from the previous 2 programs were funded via FLO. This is an additional financial support mechanism available to young people most at risk of disengaging from education and training. This enables council funds to be distributed into other areas, in essence sharing the financial support between both local and state governments.
- 3.4.12 This funding model has been recommended as it not only supports young people with the most barriers to education and employment, but also as it is equal or above best practice amongst other councils such as Town of Gawler and Barossa & Light District. When comparing recent subsidised courses in the above mentioned districts, it is noted that Barossa & Light District council offers a maximum subsidy of \$30 per course (White Card, First Aid, RSA, Barista) which is the minimum suggested City of Salisbury subsidy recommended in this offering. The sliding scale for the Twelve25 training options would range from \$30 for First Aid & White Card up to \$300 for Barista training.
- 3.4.13 An important element of program delivery is finding the 'sweet spot' when providing a fee for service. It is well known by program and marketing professionals alike, that offering free programs to young people is almost never the preferable course of action. This is due to the fact that free programs attract young people who are ambivalent about what they sign up to, which results in high level of no show bookings (meaning they occupy a place that could have otherwise been used by a passionate, genuinely interested young person) and by having a very low or no fee reduces the perceived value associated with the offering.

- 3.4.14 Many basic programs at Twelve25 are free, however when young people are receiving a qualification it is recommended that some degree of fee is associated with the offering. Current approaches to fee based programs include;
- Ensuring adequate notice is given to families ahead of program registration
 - Ensuring fee subsidies are communicated to educators, job active providers and case managers to ensure they can support their young people to access their eligible discount and;
 - Ensuring program collateral is clear so young people are aware of the price points and actual fee they will incur

3.5 Further Program Improvements

- 3.5.1 It is recommended that Enterprise is offered as an optional pathway and empowers young people to develop fundamental skills relevant to their field of interest. It is a reality that enterprise represents a small proportion of emerging employment for young people due to a range of factors.
- 3.5.2 Data from the Foundation for Young Australians (FYA) shows entrepreneurs in the 18 to 24 age bracket are under-represented, with only 8.7 per cent starting new businesses. The FYA attributes difficulty finding funds and a lack of knowledge about legal and regulatory structures for holding young entrepreneurs back.
- 3.5.3 Despite this it is essential that young people are inspired and equipped with business skills early. With this in mind, it is evident that Enterprise is not a significant stand-alone outcome that currently reflects the primary motivations of young people. It is therefore proposed that 'Enterprise' is removed as one Twelve25's three key outcomes, and that Twelve25 Youth Enterprise Centre is re-branded as Twelve25 Youth Centre to accurately reflect the services, programs and activities available for youth in the City of Salisbury. This would be achieved through current budget allocation.
- 3.5.4 Enterprise itself would still feature as an important, optional element within the employment offering however having Enterprise in the title of the youth centre implies that it is the primary focus of Twelve25, which it is not. Programs must continually evolve to meet the needs of young people, and in light of the current COVID pandemic a focus on wellbeing, pre-employment qualifications and job-readiness is more important than ever before.
- 3.5.5 It is further proposed that the youth employment offering be broadened to include a variety of industry exposure. This would see Jibba Jabba be repositioned as a Creative Industries taster including Arts, Music & Design topics.
- 3.5.6 Practical employment support (ie: resume support/mock interviews) is an essential element of the Employment offering. This is currently budgeted for and delivered via the Stand Out from the Crowd employment series.

3.6 Post COVID-19 program summary

3.6.1 A range of programs have/will be delivered to support young people secure employment (including potential enterprise opportunities) post COVID-19. They include;

- 'Stand Out from the Crowd' employment program
- SALA online art exhibition
- Barista Certificate 1 course
- 'Thrive' wellbeing course - external funding secured
- 'Your Space' place making project - external funding secured
- 'Bring out the Volunteer in You' workshops
- Duke of Edinburgh International Award
- Creative Industries 'Taster' trial offering

4. CONCLUSION / PROPOSAL

- 4.1 Twelve25 Youth Enterprise Centre is the heart of youth service delivery in the City of Salisbury, providing programs and activities that serve as a pathway to education, employment and enterprise for young people aged 12 to 25 who live, work, study or volunteer in the area.
- 4.2 A range of enterprise programs have been delivered by Twelve25 since 2016, including; Coffee Connoisseurs, Pizza Gioventu and Airbrush Tattoos, with varying success.
- 4.3 The programs and services delivered by Twelve25 have been reviewed over the past 18 months, with a range of recommendations being identified.
- 4.4 Now, more than ever young people need a pathway and support to gain employment. COVID-19 has disproportionately impacted young people, particularly in Northern Adelaide. The programs City of Salisbury offer must be current, relevant and outcome based.
- 4.5 Youth Business Start-up Program is proposed with a budget of \$9,900 per financial year. This would provide for 140 youth places for wrap around business support to include youth targeted motivational talks, networking opportunities, co-working space, an 8 week incubator program as well as workshops to help young people develop practical skills needed to start or grow their business.
- 4.6 Subsidised Youth Qualifications program is proposed with a budget of \$9,800 per financial year. This would provide for 153 young people to access a subsidised qualification. Subsidised rates would be offering on a sliding scale.
- 4.7 Updated Barista Program be delivered and funded as detailed within February 9th report.
- 4.8 Enterprise is not a significant stand-alone outcome that currently reflects the primary motivations of young people. It is therefore proposed that 'Enterprise' is removed as one Twelve25's three key outcomes, and that Twelve25 Youth Enterprise Centre is re-branded as Twelve25 Youth Centre to accurately reflect the services, programs and activities available for youth in the City of Salisbury.


- 4.9 It is recommended that the above improvements be supported to enable the youth programs delivered by the City of Salisbury to remain relevant, best practice and most importantly, able to support young people to obtain vital skills to secure employment.




CO-ORDINATION

Officer: EXECUTIVE GROUP

Date: 05/03/2021

Employment offering



 <p style="font-size: 24px; font-weight: bold;">1</p> <p style="color: #f96; font-weight: bold;">Qualifications</p>	 <p style="font-size: 24px; font-weight: bold;">2</p> <p style="color: #f96; font-weight: bold;">Enterprise</p>	 <p style="font-size: 24px; font-weight: bold;">3</p> <p style="color: #f96; font-weight: bold;">Practical support</p>
<p style="color: #ccc; font-weight: bold;">Subsidised certificates</p> <ul style="list-style-type: none"> • White Card (compulsory construction training) • Pool Lifeguard (Nationally accr.) • Provide First Aid & CPR • DHS Working with Children Clearance • Barista (Nationally accr.) 	<p style="color: #ccc; font-weight: bold;">Business start-up</p> <ul style="list-style-type: none"> • Motivational speakers & networking opportunities • 10 week incubator program with industry mentors • One-off business kick-starter sessions • Co-working space 	<p style="color: #ccc; font-weight: bold;">Stand out from the Crowd</p> <ul style="list-style-type: none"> • Resume/cover letter support • Interview guidance and practice sessions • Industry speakers to connect, inspire and motivate • Ongoing social media campaign



Employment offering overview

ENTERPRISE BACKGROUND

- Pizza Gioventu and Coffee Connoisseurs were not operating as enterprises
- Coffee Connoisseurs lacked adequate strategic planning, risk management processes, operating procedures, financial modelling and resourcing

EMPLOYMENT CURRENT STATE

- High levels of youth unemployment
- COVID-19 impact (Jobseeker stats)
- Increased competition in the job market
- NEET young people are further disadvantaged
- Lack of access to affordable qualifications
- University funding changes
- Young people need a 'leg up'

CURRENT OPPORTUNITIES

- Broaden enterprise offering to include a variety of industries, not just Barista (ie: Arts, Music, Design etc)
- Enterprise is offered as an optional pathway
- Qualifications are added to the offering to add depth to participant outcomes
- Practical support is an essential element of the offering

PROGRAM OUTCOMES

Young people are;

- Innovative and nimble
- Skilled
- Employable
- Confident
- Achieving high levels of wellbeing
- Well connected
- Supported
- Inspired
- Able to overcome adversity