

For the  
*community*  
*creators*

# URBAN DEVELOPMENT INSTITUTE OF AUSTRALIA WESTERN AUSTRALIAN DIVISION

Annual Report 2023–2024



# CONTENTS

Acknowledgement of Country	3
About UDIA	4
President's Report	5
CEO Report	7
Treasurer's Report	9
2023 Committee Restructure	10
Advocacy and Thought Leadership Strategic Committee Report	11
Education, Connection & Excellence Strategic Committee report	15
Diversity & Inclusion Working Group	18
UDIA WA Submissions 2023-24	20
UDIA WA Council 2023-24	21
Letter from the Auditor	22
UDIA WA Supporters 2023-24	25
Appendix A	26



# ACKNOWLEDGEMENT OF COUNTRY

**The Urban Development Institute of Australia Western Australian Division (UDIA WA) acknowledge the traditional custodians of the land on which we work, the Whadjuk people of the Noongar Nation. We also acknowledge the Traditional Custodians across Western Australia and their continuing connection to the land and waters where our members operate.**

**We wish to acknowledge the strength of their continuing culture and offer our respects to Elders past, present and emerging.**

## UDIA WA'S COMMITMENT TO RECONCILIATION

UDIA WA's first Reflect Reconciliation Action Plan was endorsed by Reconciliation Australia in June 2024. We are very proud of this achievement and look forward to implementing our actions over the next year. You can [read our RAP on our website](#).

We strongly believe in providing leadership to the broader urban development industry in respect to reconciliation and more meaningful engagement with the Traditional Owners and Custodians of the lands on which we and our members operate.

Artwork by Jarni McGuire

# ABOUT UDIA

As the leading voice representing the urban development industry, UDIA WA is at the forefront of all things development throughout Western Australia.

With a history spanning over 50 years, the Institute is the pre-eminent body that promotes excellence and innovation in the creation of the urban environment in WA.

Our membership reflects the full spectrum of the development industry, including developers, finance, design, planning, local governments, utility providers and State Government agencies, essential service providers, engineers, environmental consultants, accountants, lawyers, builders, architects, and more. UDIA WA members work together to create vibrant liveable communities across WA.

UDIA WA assists members to achieve their goals by facilitating essential discussion and debate, fostering a connected industry, releasing critical research and market intelligence that informs business decisions and presenting Government with evidence-based solutions that influence policy outcomes.

## PURPOSE

Great places + Housing choice = Better lives

## VISION

Diverse living options in thriving, connected communities

## MISSION

Lead, influence and deliver remarkable member value for a strong urban development industry.

## OUR REACH

9000+

### TOTAL CONTACTS IN WA

inc. developers, government, consultants and key service providers

2+6

### 2 STRATEGIC COMMITTEES

& 6 Operational Committees delivering advocacy & policy outcomes

40+

### EVENTS EACH YEAR

inc. business breakfasts, luncheons, conferences, briefing sessions & more

250+

### MEMBER COMPANIES

with 4,000+ WA individuals who are recognised as members



# PRESIDENT'S REPORT

BY RICHARD PAPPAS – PRESIDENT, UDIA WA

It is my pleasure to present UDIA WA's 2023-24 Annual Report to Members, providing a comprehensive overview of the Institute's achievements throughout the year.

A primary focus this year, was the implementation of our new Corporate Strategy that was adopted in June 2023, including our refreshed purpose, vision and mission statements that reflect our identity, enhance our reputation and solidify our commitment to exceptional member services.

Our purpose, Great Places + Housing Choice = Better Lives, drives our advocacy agenda that is focused on supporting industry in its role to deliver diverse housing choices within thriving, connected communities for the people of Western Australia.

As we are all well aware, the current housing crisis is having far reaching consequences not just here in WA, but across the nation, impacting on industry's ability to effectively undertake that role.

Our policy focus areas have been driven by the need to address the housing crisis that continues to impact industry, the community and government across the country. We are committed to providing workable solutions to Government that will support our industry in delivering the homes we need, faster.

During this financial year, key wins in relation to our aim to facilitate a more sustainable housing supply pipeline, include the establishment of the Housing Supply Unit within Treasury, aimed at better coordinating the state's housing supply pipeline.

UDIA WA was pleased to be part of the appointment process for the Director of the Unit, Emma Colombera.

Other planning reform measures that have directly resulted from UDIA WA advocacy, included Development Assessment Panel reform; making permanent the State Development Assessment Pathway; and a commitment to overhauling the complex environmental approvals system.

To build on the momentum of the reforms introduced in late 2023, UDIA WA's Pre State Budget Submission urged the State Government to use a housing supply and affordability lens when preparing the budget papers.

Our key 'asks' in the submission included estimated cost allocations for each recommendation across the areas for boosting supply across the continuum; productivity improvements to increase market capacity; and infrastructure funding 'at the right time' to catalyse development.

The submission was well received by State Government during our engagement with key stakeholders including the Premier, Treasurer and Minister for Planning; Lands; Housing and Homelessness in the lead up to the release of the State Budget in May 2024.



Important wins in the State Budget included funding to streamline environmental approvals; changes to Keystart thresholds, with further changes made more recently; some key infrastructure funding allocations; and additional skills and training opportunities to boost the construction workforce.

Building on our budget submission, UDIA WA has developed a comprehensive 2025 State Election campaign that we have been closely engaging with stakeholders on. The State Government has been very receptive to our recommendations and the collaborative approach that we have taken to addressing the crisis to date.

Our collaborative approach was also instrumental over the last year in working with Western Power to improve and implement new processes to assist in overcoming challenges in the timely delivery of clearances, and whilst our work with them is ongoing, we greatly appreciated many members reaching out to advise that this work had a very significant

financial benefit to their projects by securing titles and settlements sooner than would otherwise have occurred.

Our successful advocacy work has been ably supported by our renewed committee structure, which has been in full swing this year. Our two new Strategic Committees, six Operational Committees, Outlook Committee and various working groups are made up of dedicated industry volunteers who are instrumental in our ability to represent the wider industry with such strength.

Finally, I would like to thank my fellow Councillors and the UDIA WA Executive team for their support, knowledge and expertise in leading the Institute. A big thank you also to our industry partners, sponsors and members who make it possible to undertake our role.

**Richard Pappas**

**UDIA WA President**





## CEO REPORT

BY TANYA STEINBECK – CEO, UDIA WA

**The Institute celebrated turning 50 years old throughout 2023, taking the opportunity to reflect and appreciate the growth in our industry and the significant role we all play in shaping communities across Western Australia.**

With our renewed purpose, vision and mission in place, we have pursued our role as the leading industry body representing the urban development industry in 2023–24 with a clear mandate to focus on the delivery of housing across the continuum.

Of course, the housing supply crisis continued to shape our policy and advocacy work, with our State Election campaign providing an opportunity to consolidate our priorities and focus on achieving meaningful change to facilitate a sustainable forward supply pipeline.

From an organisational perspective, the last financial year has seen a few changes within the team, and we have now grown to a record 12 team members! We are excited about the prospect of moving forward with a team that features a diverse range of skills and experience to enhance our member services.

In particular, we welcomed Nijeeya Renju to the team in December 2023 into the newly created Education Officer role. Nijeeya has been working closely with our Executive Director Strategy & Policy Sarah Macaulay and the newly established Professional Development Operational Committee to refresh and expand UDIA WA's professional development offerings.

A range of new courses have already been introduced and we will continue to look at ways to add to our program to ensure that UDIA WA is the first port of call for anyone seeking professional development opportunities that are carefully curated for our industry.

Over the last several years, UDIA WA has been working toward the delivery of our first REFLECT Reconciliation Action Plan (RAP), with the support of our RAP working group. We were very proud to have our RAP endorsed in line with Reconciliation Week in early June. More about our RAP actions is provided in the working group's report later in this document, and I am looking forward to working with the group members, Council and our Executive team to implement the actions over the next 12 – 18 months.

The UDIA WA team has also been working on expanding our research capacity, with our Executive Director Research (National & WA) Toby Adams leading the launch of both the National Housing Pipeline® (NHP) and the UDIA Housing Index.

The first pilot report for the NHP was released in November 2023 for the Perth and Peel region and provided us with a strong data set to support much of our advocacy work in relation to the housing supply



crisis. The report highlights the myriad of constraints to bringing urban zoned and potential future urban zoned land to fruition for housing, and estimated the shortfall of metro annual dwelling production vs demand.

The team has also delivered an extensive event program in the 2023-24 financial year, with our pinnacle event, the UDIA WA Awards for Excellence providing an important opportunity to showcase the quality and diversity of projects that our industry continues to deliver, despite the challenging market.

The award winners and finalists represent an evolution in the wider industry, as more medium and high-density projects are recognised, along with a mix of projects including education and health precincts, seniors living and sustainable development.

We were very excited to see one of the country's most sustainable communities, Witchcliffe Ecovillage, take home several state awards, going on to win the Project of the Year at our National Awards earlier this year.

Remaining at the forefront of innovation and sustainability is very important to us, and UDIA WA was pleased to establish a partnership with Cerclos in 2023, to commission a research project to complete a Life Cycle Carbon Assessment of Infrastructure works for three land developments targeting high levels of sustainability.

For the study, a Life Cycle Assessment (LCA) of the participating projects included a comprehensive evaluation of the project's environmental impacts (associated with infrastructure works) across all stages from conception to disposal.

This project and associated findings is aimed at assisting developers in assessing their carbon emissions and transition to lower emission practices.

Following the success of the initial study, UDIA WA is working with an expanded group of partners to further the study this year.

With all the work that has happened across the year, it is critical that we keep our members, stakeholders and the wider community informed and engaged in what we do, and why we do it. Our external communications activities continue to evolve, with a stronger focus on our social media channels, while continuing to maintain our regular voice in traditional media including press, radio and television.

We are very keen to continue to improve our direct community engagement practices, with the assistance of the Community & Consumer Conversations Committee we are developing a range of materials that improve the understanding of what developers contribute to creating thriving, sustainable communities. We also have resources that help to simplify and explain development processes and practices more generally, to assist industry in their own community engagement activities.

I would like to take this opportunity to thank our volunteer Council, committee and working group members. Without your commitment and willingness to assist, we could not achieve what we have over the last year and beyond.

To President Richard Pappas, your first year in the role has flown by and we appreciate your leadership and enthusiasm for bettering our industry and the context in which we operate.

Finally, to the UDIA WA team, thank you for your hard work and dedication to always delivering remarkable member value.

**Tanya Steinbeck**

**UDIA WA CEO**







## TREASURER'S REPORT

BY ADAM SHEPHARD – TREASURER, UDIA WA

I am pleased to provide the results of the UDIA WA accounts for FY23–24, which have been audited by Armada Accountants and Advisors and for which an unqualified audit report was provided on 14 October 2024. A copy of the audited accounts and audit report is available on request.

In June 2023, the UDIA WA Council endorsed an operational budget for FY23–24 that reflected the organisation making a considered investment in growing the education and training offering of the organisation.

The UDIA WA Council reviewed a detailed business case prepared by the team that would see future revenue growth focused on the implementation of a micro-credentialled education program that meets the needs of the industry throughout their career. This required an up-front investment in both a full-time resource and learning management system that saw the 2023–2024 Budget forecasting an acceptable one-off loss.

UDIA WA ended the year with a lower than budgeted loss from continuing operations of \$354 and finished the financial year with a strong net cash position of \$801,120 and a total equity position of \$1,245,829.

With the closure of BankWest Business Banking, UDIA WA's cash holding was transferred into a Commonwealth Bank Business Transaction Account. The loan facility of \$400,000 with BankWest has also been transferred to the Commonwealth Bank.

A small CPI increase of 4.1% that was made to membership fees has been reinvested in growing the capacity and capability of the UDIA team with a particular focus on business development and research.

Council and the UDIA WA team are focused on implementing the Strategic Plan that provides clear direction around the priorities for the business over the next three years. This will be supported by an investment in 2024–2025 for upgrading the fit-out of the office premises at 3 Wexford Street Subiaco that was originally purchased in 2013. This will provide a modern workplace to meet the capacity needs of the team over the next 5+ years.

The team has been further strengthened with the appointment of Industry Education Officer Nijeeya Renju, the promotion of Chris Thurmott to the dedicated full-time role of Business Development Officer and Aaron Muilne in the role of Digital Media & Communications Officer. These appointments reflect the increased focus on investing in education & training and revenue growth opportunities for the organisation.

As we head into 2024–2025, we do so with an appropriately ambitious budget and a new-look office environment, guided by a clear strategic direction to ensure we continue to deliver remarkable member value in the year ahead.

Sincerely,

**Adam Shephard**

**UDIA WA Treasurer**

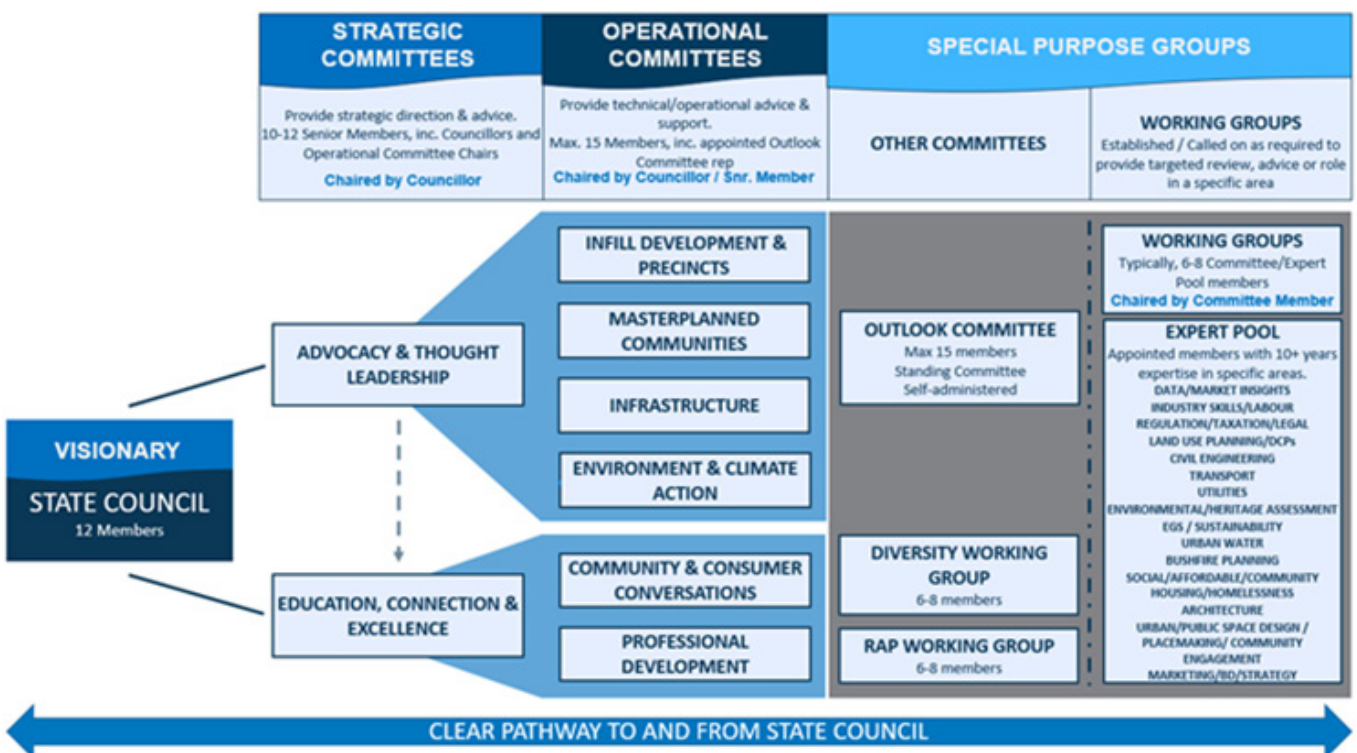


# 2023 COMMITTEE RESTRUCTURE

In 2023, the UDIA WA Council endorsed a revised governance structure to ensure strategic alignment and a focus on driving outcomes.

Two new Strategic Committees were formed, supported by Operational Committees, an Expert Pool and Working Groups.

Following an EOI and selection process, the new Committees commenced in February 2024 for a two-year term.





# ADVOCACY AND THOUGHT LEADERSHIP STRATEGIC COMMITTEE REPORT

BY GLEN McLEOD – COMMITTEE CHAIR

The purpose of the **Advocacy & Thought Leadership Strategic Committee** is to support the UDIA WA Council and Executive team in identifying and driving our strategic policy priorities, ensuring we remain an effective advocate and continue to demonstrate thought leadership to enable diverse living options in thriving, connected communities.

Under the Advocacy & Thought Leadership Strategic Committee, the four Operational Committees were formed to provide detailed operational level input and support to the UDIA WA State Council, Strategic Committee and team in identifying and resolving key industry issues and execute priority objectives. This includes a focus on crafting responses to policy issues, implementing actions to progress strategic priorities as directed by the Strategic Committee and furthering UDIA's ongoing work for advocacy and the betterment of the development industry aligned with our Purpose, Vision and Mission.

The key focuses of the Advocacy & Thought Leadership Strategic Committee have been the following:

- Supporting the development and execution of the 2025 State Election Campaign;
- Setting the priorities and strategic direction of the Operational Committees;
- Exploring mechanisms to increase housing supply with the support of the Operational Committees; and
- Focusing on ways to improve Government accountability and collaboration as a key tenet to solving the housing crisis.

## Environment & Climate Action Operational Committee

The Environment & Climate Action Committee was formed to seek a regulatory framework which supports balanced environmental and land use planning outcomes and to support industry in responding to climate change.

Through the year, the Environment & Climate Action Committee has been focused on the following:

- Progressing consultation with the State Government on regional planning, as is being undertaken in South-East Queensland;
- Helping to shape the industry response to climate change through support of a collaborative project with Cerclos to develop a standard approach to Life Cycle Assessment for land development;
- Finding improvements within the current frameworks to improve the environmental approvals system;
- Providing input and support to UDIA National engagement and submissions as part of the EPBC Act and Nature Positive Reforms; and
- Exploring opportunities to develop a framework for a strategic approach to offsets.



## Infill Developments & Precincts Operational Committee

The Infill Developments & Precincts Committee was formed to support the acceleration of diverse and affordable housing supply through identifying opportunities and removing barriers to achieving high quality medium and higher density built form, and the development of thriving and connected precincts.

Through the year, the Infill Developments & Precincts Committee has been focused on the following:

- Supporting UDIA WA's successful advocacy for the expansion of the off the plan duty concession scheme to apartments under construction, announced by the State Government in October 2023.
- Analysing the layers of cost and regulation which delay or prevent project progression of medium and higher density infill projects to better inform advocacy;
- Advocating for the expansion of the Infrastructure Development Fund to include a broader range of statutory fees and charges and other priorities to increase the pool of viable projects across the Perth Metropolitan Area;
- Assessing potential methods to boost builders and skilled labour in the market to complete residential built form projects; and
- Providing industry input to the Government's work to explore development incentives for social and affordable housing.

## Infrastructure Operational Committee

The Infrastructure Committee was formed to seek the timely provision of infrastructure and services to unlock land for development and accelerate diverse housing supply to meet the need of new and existing communities.

Through the year the Infrastructure Committee has been actively involved in the following:

- Working with Western Power to improve and undertake new processes to work towards overcoming challenges with the timely delivery of clearances in land development;
- Identification of critical enabling infrastructure requirements for key growth areas;
- Working to create a better system by which Development Contribution Plans are delivered, including engagement with the GAPP Councils and Department of Planning, Lands and Heritage DCP team; and
- Reporting on and taking actions to resolve bottlenecks in the delivery of infrastructure to allow development.

## Masterplanned Communities Operational Committee

The Masterplanned Communities Operational Committee was formed to support the acceleration of affordable housing supply through identifying opportunities and removing barriers to creating liveable masterplanned communities in Western Australia.

Through the year, the Masterplanned Communities Committee has been actively involved in:

- Working with the Infrastructure Committee on:
  - improving the implementation of Development Contribution Plans; and
  - identification of enabling infrastructure requirements for key growth areas.
- Pre-empting and reacting to barriers to the creation of masterplanned communities including matters such as regulatory changes; and
- Engaging with the State Government on the implementation of various policies including Neighbourhood Design.



## ADVOCACY & THOUGHT LEADERSHIP COMMITTEE MEMBERS

Glen McLeod

Andrew Wallis

Jane Bennett

Dave Parsons

Steve Carter

Ryan Hunter

Jason Hick

Samantha Thompson

Jay Walter

Scott Cameron

Lucy Shea

Stuart Gardiner

David Cresp

## INFILL DEVELOPMENTS & PRECINCTS OPERATIONAL COMMITTEE MEMBERS

David Parsons

Megan Gammon

Gavin Hawkins

Kate Whitton

Richard Pappas

Andrew Brodie

Lachlan McCaffrey

Trent Will

Shaun Oostrick

David Wilson

Simon Burnell

Justin Mansillas

Luke Reinecke

Andrew Tucker

Dave Coremans

## MASTERPLANNED COMMUNITIES OPERATIONAL COMMITTEE MEMBERS

Stephen Carter

Rachel Chapman

Kasia Majewski

Lucian Iacob

Ben Killigrew

Tony Aleksovski

George Hajjgabriel

Lousie Nazareth

Hamish Gleeson

Shane McSweeney

Mitch Brown

Jonathan Small

Brenton Downing

Trish Edgar (Observer)



## INFRASTRUCTURE OPERATIONAL COMMITTEE MEMBERS

Ryan Hunter

Nathan Butson

Tom Barry

Cameron Leckey

Fenuella O'Brien

Brian O'Keefe

Michael Arena

Craig Raynor

Brad Ellett

Mark Busher

Mitchell Dirksz

Shane Wormall

Mariam Yaqub

Shane Highman

Adam D'Alessandro (Outlook Rep)

## ENVIRONMENT & CLIMATE ACTION OPERATIONAL COMMITTEE MEMBERS

Jason Hick

Karl White

John Halleen

Jey Shivakumar

Matt Craven-Kelly

Nivia Guiffre

Craig Wallace

Daniel Panickar

Adam James

Nicole Barnao

Luke Oliver

Peter Dockett

Joshua Leigh

Peter Howard

Lauren de Verteuil (Outlook Rep)

Sean Walsh (Observer)

Kylie La Spina (Observer)





# EDUCATION, CONNECTION & EXCELLENCE STRATEGIC COMMITTEE REPORT

BY TIFFANY ALLEN – COMMITTEE CHAIR

The purpose of the **Education, Connection & Excellence Strategic Committee** is to support the UDIWA Council and Executive team in enhancing member value and ensuring UDIA WA's continued growth as a thriving member organisation in support of a strong urban development industry.

Under the Education, Connection & Excellence Strategic Committee, two Operational Committees and an Outlook Committee (comprising young industry professionals) provide detailed operational level input and support to the UDIA WA State Council, Strategic Committee and team. These committees are tasked with identifying and helping to resolve key industry issues and execute priority objectives. This includes a focus on ensuring value for our members, UDIA WA's continued growth and the betterment of the development industry aligned with our Purpose, Vision and Mission.

The key focuses of the Education, Connection & Excellence Committee this year include:

- Setting the priorities and strategic direction of the Operational Committees;
- Providing strategic advice and input to enhance the UDIA WA 2024 Awards, including the creation of two new Awards categories – Team of the Year and Local Government of the Year;
- Providing strategic advice and guidance into the expansion of UDIA WA's Education Program and communications and community engagement activities; and
- Providing strategic advice around opportunities to enhance member attraction, engagement and retention activities.

## Professional Development Operational Committee

The Professional Development Operational Committee was formed to support and promote continuous improvement and high professional standards within the industry, ensuring UDIA WA's educational offerings meet the needs of members and the industry.

Through the year, the Professional Development Committee has been focused on the following:

- Supporting the expansion to UDIA WA's education program by providing input in refining the structure and implementation roadmap, and the testing and implementation of a new Learning Management System;
- Inputting to the development of new UDIA WA in-person and virtual technical and leadership course offerings, such as a one-day course on introduction to medium density development;
- Identifying opportunities to help enhance the credibility of UDIA WA's education program; and
- Member engagement to explore learning and development needs, including with UDIA WA's young and emerging professional cohort.



## Community & Consumer Conversations Operational Committee

The Community & Consumer Conversations Operational Committee was formed to help enhance the reputation of the industry and drive positive conversations and interactions with the communities in which our members operate to support delivery of diverse housing options and thriving communities.

Through the year, the Community & Consumer Conversations Committee has been focused on the following:

- Updating UDIA WA's Community Engagement Strategy for 2024-25;
- Identifying critical topics that require focused information to enhance community and consumer understanding including infill development, investment potential in WA, affordability, ageing in place, supporting investors, and build to rent;
- Sharing positive stories from people/residents that live in UDIA member communities/built form developments for UDIA WA's communications channels and to support media activities;
- Developing factsheets and resources for the community engagement section of UDIA WA's website; and
- Exploring a partnership project to engage the community around accommodating growth in Perth.

## Outlook Committee

The Outlook Committee is a committee of young professionals from across the development industry who are focused increasing participation in the development industry through communications, education and events. In addition to this, a representative from the Outlook Committee sits as an observer on each of the Operational Committees to further their knowledge and understanding of the industry and to enable the Outlook Committee to support the broader activities of UDIA WA. This year the Committee has:

- Hosted four successful events which have provided networking and educational opportunities for young professionals and students interested in the development industry;
- Actively worked to grow the UDIA Outlook LinkedIn presence and reach; and
- Contributed to Property Education Foundation (PEF) related events ensuring engagement with students at a secondary and tertiary level.





## PROFESSIONAL DEVELOPMENT OPERATIONAL COMMITTEE MEMBERS

Vivienne Mossman

Jordan Williams

Sheridan Hunter

Tareq Majrouh

David Beyer

Chris Carman

Andrew Carville

Mike O'Donoghue

Tamara Vreeken

Tiffany Allen

Nikki D'Agostino

Alan Burman

## COMMUNITY & CONSUMER CONVERSATIONS OPERATIONAL COMMITTEE MEMBERS

Karen Hyde

Simone Wolf

Kris Nolan

Sam Jarman

Talia Turner

Les Oakley

Michelle Mrzyglocki

Amy Cole

Blaine Hall-Jones

Gabriel Wright

Adrian Talbot

Farida Farrag (Outlook Rep)

## OUTLOOK COMMITTEE MEMBERS

Gia Barrington

Max Watkins

Tim Parker

Katherine Rayner

Gareth Ringrose

Farida Farrag

Stephen Holmes

Daniel Frampton

Kate Eagleton

Adam D'Alessandro

Lauren de Verteuil

Sandy Huynh

Matthew Hansen

Nick Grindrod

James Daw





# DIVERSITY & INCLUSION WORKING GROUP

BY TANYA STEINBECK – CHAIR

Following a restructure of the UDIA WA committee system, the Diversity Committee was reestablished as the Diversity & Inclusion Working Group in early 2024.

The new Working Group’s role is to report directly to the UDIA WA Education, Connection & Excellence Strategic Committee and provide advice and oversight of the Institute’s performance in relation to diversity and inclusion.

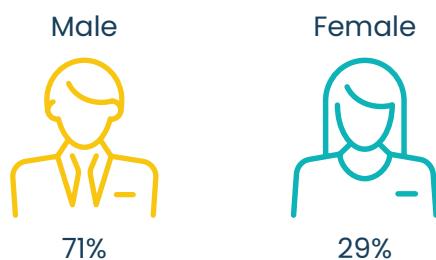
This is a critical part of ensuring that UDIA WA’s ongoing commitment to fostering a workplace culture that understands and values diversity and inclusion and sets an example for the wider urban development industry, is put into meaningful action.

The Working Group provides a forum for discussion of diversity and inclusion related issues within the organisation and more broadly in the urban development industry; monitors the latest research on diversity and inclusion to inform UDIA WA’s policy and practice; and provides high level advice in relation to diversity and inclusion issues.

The Working Group’s first action is to update the UDIA WA’s Diversity & Inclusion Policy, which sets out the framework by which UDIA WA actively manages and encourages diversity and inclusion across the organisation.

While the formal policy is currently under review, UDIA WA continues to act on our commitment to report openly on the gender split across all our Council and Committees, in order to provide a level of transparency in our progress toward balanced gender representation\*.

## Gender Split: UDIA WA Council, Committees and Working Groups



## Reconciliation Action Plan (RAP) Working Group

In June 2024 UDIA WA received endorsement from Reconciliation Australia for our very first REFLECT Reconciliation Action Plan (RAP).

The endorsement of our first RAP is an important milestone for the Institute and recognition of our deep respect for the Traditional Owners and Custodians of the lands on which we, and our members, operate on throughout the state of Western Australia.

As the representative body leading the development sector across the state of Western Australia, UDIA WA has an important role to play in providing leadership and learning opportunities for our members, particularly in relation to meaningfully and effectively engaging with the Traditional Owners and Custodians of the lands on which they operate, as well as understanding the long history and continuing culture that is connected to the places and spaces they create.

Our RAP working group was established in 2021, and the members of that group have undertaken a journey of listening, learning and engaging with stakeholders to gain a better understanding of what activities and actions would be meaningful and useful to progress our reconciliation journey.

As per Reconciliation Australia’s guidelines, UDIA WA’s RAP focuses on the four key pillars of relationships; respect; opportunities; and governance. The next phase for the working group is implementing the actions.

You can read UDIA WA’s Reflect RAP [here](#).

\*See Appendix A for full breakdown

## DIVERSITY & INCLUSION WORKING GROUP MEMBERS

**Tanya Steinbeck**

Gemma Osiejak

Clement Williams

Vivienne Mossman

Tiffany Allen

Sarah Lambert

Angela Marchese

## RAP WORKING GROUP MEMBERS

**Jane Bennett**

Anthony Fisk

Craig Wallace

Gemma Osiejak

Heidi Ambury

Les Oakley

Luke Middleton



# UDIA WA SUBMISSIONS 2023–24

Through 2023–24, the UDIA WA Policy Team has worked with Committee and Expert Pool members to provide inputs into consultation processes with the State and Federal Governments, some of these include:

- Submission to DPLH – Draft SPP 3.7 Planning in bushfire prone areas
- Submission to DPLH – Draft EV Charging Position Statement
- Submission to DPLH – Draft Operational Policy 2.3 Planning for Public Open Space
- Submission to DWER – Draft Climate Change Bill
- Submission to Western Power – Draft UDS Manual changes
- Submission to DEMIRS – Network Safety Regulation Amendments
- Submission to Circular Economy Ministerial Advisory Group – Interim Report
- Submission to Minister for Home Affairs – Migration Points Test Review 2024
- Submission to Climate Change Authority – Climate Change Authority Issues Paper

The committees also provided input into UDIA WA's Pre-budget Submission 2024–25 and UDIA WA's priorities for the 2025 State Election.

[View all UDIA WA Submissions on our website.](#)



# UDIA WA COUNCIL 2023-24



Richard Pappas  
President



Grant Shepherd  
Vice President



Greg Rowe  
Vice President



Adam Shephard  
Treasurer



Jane Bennett



Danielle Davison



Paul Morgan



Glen McLeod



Lyle Kenny



Nathan Butson



Justine Roberts



Karl White



Craig Shepherd



Col Dutton  
(Immediate  
Past President)



Tiffany Allen  
(Observer)

# LETTER FROM THE AUDITOR



T (08) 6165 4090 F (08) 6165 4067  
A 18 Sangiorgio Court Osborne Park WA 6017  
P Locked Bag 4 Osborne Park DC WA 6916  
E info@armada.com.au

*strength in numbers*

## Independent Auditor's Report on the Financial Report To the Members of Urban Development Institute of Australia Western Australian Division.

### Opinion

We have audited the special purpose financial report of Urban Development Institute of Australia Western Australian Division. ("the Association") which comprises the statement of financial position as at 30 June 2024, the statement of profit or loss and other comprehensive income, statement of changes in equity and the statement of cash flows for the year then ended, the treasurer's declaration and notes to the financial statements comprising significant accounting policies and other explanatory information.

In our opinion, the accompanying financial report of Urban Development Institute of Australia Western Australian Division. is in accordance with the *Associations Incorporation Act 2015*, including:

- a) Giving a true and fair view of the Association's financial position as at 30 June 2024 and of its financial performance and cash flows for the year then ended; and
- b) Complying with Australian Accounting Standards to the extent described in Notes 2 and 3 to the financial statements.

### Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Association in accordance with the auditor independence requirements of the *Associations Incorporation Act 2015* and the ethical requirements of Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* ("the Code") that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Emphasis of Matter – Basis of Accounting

Without modifying our opinion, we draw attention to Notes 2 and 3 to the financial report which discloses the basis of accounting. The financial report has been prepared to assist the Association meet the requirements of the *Associations Incorporation Act (2015)* and to meet the needs of members. As a result, the financial report may not be suitable for another purpose.

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# LETTER FROM THE AUDITOR



T (08) 6165 4090 F (08) 6165 4067  
A 18 Sangiorgio Court Osborne Park WA 6017  
P Locked Bag 4 Osborne Park DC WA 6916  
E info@armada.com.au

*strength in numbers*

## Responsibilities of Committee Members for the Financial Report

The Committee of the Association are responsible for the preparation and fair presentation of the special purpose financial report that gives a true and fair view and have determined that the basis of preparation described in Notes 2 and 3 to the financial statements is appropriate to meet the requirements of the *Associations Incorporation Act (2015)* and is appropriate to meet the needs of members. The Committee are also responsible for such internal control as the Committee determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error. In preparing the special purpose financial report, management is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intend to liquidate the Association or to cease operations, or have no realistic alternative but to do so.

## Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at [http://www.auasb.gov.au/auditors\\_responsibilities/ar4.pdf](http://www.auasb.gov.au/auditors_responsibilities/ar4.pdf). This description forms part of this auditor's report.

*Armada Audit  
& Assurance*

**Armada Audit & Assurance Pty Ltd**

**Nigel Dias  
Director**

**Dated this 15 October 2024 at Perth Western Australia**

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## AUDITOR'S INDEPENDENCE DECLARATION UNDER SECTION 80 OF THE ASSOCIATIONS INCORPORATION ACT 2015 TO THE COMMITTEE MEMBERS OF URBAN DEVELOPMENT INSTITUTE OF AUSTRALIA WESTERN AUSTRALIAN DIVISION

I declare that to the best of my knowledge and belief, in relation to the audit for the financial year ended 30 June 2024 there have been:

- (i) No contraventions of the auditor independence requirements as set out in the *Associations Incorporation Act 2015* in relation to the audit; and
- (ii) No contraventions of any applicable code of professional conduct in relation to the audit.

*Armada Audit  
& Assurance*

**Armada Audit & Assurance Pty Ltd**

**Nigel Dias**  
Director

Dated this 15 October 2024 at Perth Western Australia

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# UDIA WA SUPPORTERS 2023-24

- Arup Pty Ltd
- ATCO
- Australian Property Investor Magazine
- Bankwest Property Finance
- Brandform
- Cedar Woods Properties Limited
- Celsius Developments
- Cerclos
- CLE Town Planning + Design
- Construction Training Fund
- CoreLogic
- Cossill & Webley Pty Ltd
- David Broadway
- Densford Civil
- Department of Planning, Lands and Heritage (WAPC)
- DevelopmentWA
- Douglas Partners Pty Ltd
- Effective Property Solutions Pty Ltd
- Frasers Property
- Glen McLeod Legal
- Graf Australia
- Harley Dykstra
- Harvey Norman Commercial
- Hillam Architects
- INKA
- JBS&G Australia Pty Ltd
- JDSi Consulting Engineers
- JWH Group
- Landgate
- LandNow
- Landscape Australia Construction
- Landscape Elements
- Lavan
- LD Total
- Longreach Recruitment Pty Ltd
- Marshall Day Acoustics
- MaxCap Group
- Mirvac (WA) Pty Ltd
- MNG
- nbn
- Oakfield
- OpenLot
- Opticomm Ltd
- Parcel Property
- Peet Limited
- Plan E
- RAC Finance Ltd
- Rawlinsons
- REA Group
- Reddingius Media
- Richard Noble and Company
- RJV
- Rowe Group
- Satterley Property Group
- Slick Design
- Stantec
- Stockland
- Taylor Burrell Barnett
- Town of Victoria Park
- Underground Power Development Pty Ltd
- Urbis
- Water Corporation
- Western Power
- WINconnect
- Wormall Civil Pty Ltd



# APPENDIX A

## OVERALL GENDER SPLIT ACROSS ALL UDIA WA COUNCIL, COMMITTEES AND WORKING GROUPS

Gender - Total	Number	%
FEMALE	43	29%
MALE	104	71%

<b>UDIA WA State Council</b>	
FEMALE	21%
MALE	79%
<b>Advocacy &amp; Thought Leadership Strategic Committee</b>	
FEMALE	23%
MALE	77%
<b>Education, Connection &amp; Excellence Strategic Committee</b>	
FEMALE	38%
MALE	63%
<b>Infrastructure Operational Committee</b>	
FEMALE	87%
MALE	13%
<b>Infill &amp; Precincts Operational Committee</b>	
FEMALE	13%
MALE	88%
<b>Masterplanned Communities Operational Committee</b>	
FEMALE	25%
MALE	75%
<b>Environment &amp; Climate Action Operational Committee</b>	
FEMALE	24%
MALE	76%
<b>Community &amp; Consumer Conversations Operational Committee</b>	
FEMALE	42%
MALE	58%

<b>Professional Development Operational Committee</b>	
FEMALE	46%
MALE	54%
<b>Outlook Committee</b>	
FEMALE	40%
MALE	60%
<b>Diversity &amp; Inclusion Working Group</b>	
FEMALE	86%
MALE	14%
<b>RAP Working Group</b>	
FEMALE	43%
MALE	57%



For the  
*community*  
*creators*

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