

NORTHERN MIDLANDS COUNCIL					
File No.					
Property					
Attachments					
REC'D 21 JAN 2021					
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GM				PLN	
P&D					
CS					
WM					
HR					
HLT					

The Mayor and Councillors
Northern Midlands Council
13 Smith St
Longford 7301

21 Jan 2021

Dear Mayor and Councillors

Please find attached added new pages of petition concerning the subdivision at 32 Norfolk St., Perth, Tasmania.

The extra pages of said petition have been signed by ¹⁵⁷ number of people bringing the total at this stage to ³⁹⁰ signatures

The petition requests the following action:

1. Rescind the decision (PLN-18-0296) to subdivide 32 Norfolk Street, Perth.
2. Rehabilitate the historic well at 32 Norfolk Street making it part of the public open space.
3. Rezone 32 Norfolk Street, Perth to a Heritage Precinct under the Northern Midlands Interim Planning Scheme 2013, Local Historic Heritage Code E13.
4. Prohibit building on or between the historic structures at 32 Norfolk Street, Perth

PETITION TO THE NORTHERN MIDLANDS COUNCIL

CONCERNING THE SUDIVISION AT 32 NORFOLK STREET, PERTH

3

ACTION REQUESTED by the undersigned (NMC residents and ratepayers)-

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NAME	RESIDENTIAL ADDRESS	SIGNATURE
Cenene Archer	96 Main Rd Perth	
MARIANNE LUCAS	94 Main Rd Perth	
P GREY	10/12/20 4 Pat	
Mary Maiden	10/12/20 0421022158	
Veter Mary Boyd	10/12/20 63918327	
Mike Tonkin	99 Norfolk St	
Damien Wickham	117 Fairlough Street	
Carolynne Boag	3 Summit Drive Belmont Hills	
HEATHER ROGERS	EVANDALE 0416 000 732	
JOE BALL	1/23A KING ST PERTH	
VAT	✓ - /	
Stephanie Kensitt	24 Russell St Evandale	
L. Sharley	4 Sturgeshan Ct. Park	
Mark	0438834380	
Julie Subb	0437856584 21 OBR PERTH	
Nancy Brown	63811467	
Pam Coleman	63911663	
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J Foster	Pottney St Longford	
Tash Grantham	6 Frederick St, Perth	
David McDougal	21 TRUISKER ST PERTH	
J Saw	5 Archer St.	
J Latner	10 Swan Avenue	
COOPER	1 Fene St. Perth	
STAN WALKER	4/11A ARCHERS ST L'FORD	
Coil	Kalena Rd Longford	
Debra Purford	6 Hawick Street Longford	
L. Williams	2/12 Pakenham Rd.	
S. Matarozzi	2/10A Drummond St Perth.	
K Smith	52 Marlborough St	

PETITION TO THE NORTHERN MIDLANDS COUNCIL

24

1-15
 CONCERNING THE SUDIVISION AT 32 NORFOLK STREET, PERTH

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NAME	RESIDENTIAL ADDRESS	SIGNATURE
B. VAUGHAN	15 LOGAN RD EDINBURGH	[Signature]
KIM MULLAGH	67 BULWER	[Signature]
S. Gouine	2A Archer St Longford	[Signature]
J HAMPTON	39 ANSTLEY ST	[Signature]
A HAMPTON	↓ FAMILY MEMBERS ↓	↓ ↓
K HAMPTON		
C HAMPTON		
L HAMPTON		
L HAMPTON		
P. SCHMEIDER	1162 FREDERICK ST. PERTH	[Signature]
G PILGRIM	525 CRESSY RD LONGFORD	[Signature]
L Camilleri	15C Cracraft St Longford	[Signature]
J. French	1/24 LEWIS ST.	[Signature]
Simon	32 Russell St E'dale.	[Signature]
Steve Axon.	32 Russell St. E'DALE	[Signature]
Dilbornish	02/2A Spone Street Perth	[Signature]
D THOMPSON	241 Cotton St Longford	[Signature]
J. MAZUR	Longford Longford	[Signature]
J. L. RUSSELL	1/16 Wellington Longford	[Signature]
K Dabne	1 High St Longford	[Signature]
R Clark	16A Malcolm St Longford	[Signature]
M. Jordan	111 Marlborough St. Longford	[Signature]
A. Pitchford		[Signature]
L. Beck	Lewis st. Longford	[Signature]

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PETITION TO THE NORTHERN MIDLANDS COUNCIL

1-16

CONCERNING THE SUDIVISION AT 32 NORFOLK STREET, PERTH

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NAME	RESIDENTIAL ADDRESS	SIGNATURE
Jai Paterson	9 Little Mulgrave St, Perth	J. Paterson
J. KEENAN	UNIT 3/23 FRED ST PERTH	J. Keenan
M. Fleming	52 Drummond ST.	M. Fleming
A. Collins (Bean)	Prospect Vale	A. Collins
P. PREECE	7 MULGRAVE ST PERTH 7300	P. Preece
Ken Reid	1400 Bridge St Campbelltown	Ken Reid
Leshay LORING	19 NELSON PLACE PERTH	Leshay Loring
LORRAINE ANDRIEVY	56 B CLARENCE ST PERTH	Lorraine Andrievy
KEV CLARK	9 ORAL PLACE PERTH	Kev Clark
ISABO JOHNSON	27 DEVON HILLS RD	Isabo Johnson
LEWIS CHEETHAM	59 MAIN RD 7300	Lewis Cheetham
Erica Hall	4 GIBBERT HILL RVE PERTH	Erica Hall
C Berny	5 Country Field Cr Longford	C Berny
D. Love	6 Mountain View Court	D. Love
Willy Freeman	1 Scone St Perth	Willy Freeman
A. Crocker	Unit 8/1a Frederick St Perth	A. Crocker
M. OSBORNE	314 MACQUARIE ST PERTH GREEN	M. Osborne
B. Little	386 Mull Road	B. Little
Geraldine Allan	1/9-11 Philip St	Geraldine Allan
Sam Carlson	2 Arethyst Plcck	S. Carlson
Andrew Adams	36 Drummond St.	Andrew Adams
RON WERZOFF	2 CHARLES ST	Ron Werzoff
C GONNIE	24 Summit Dr Deni hills	C Gonnie
m fox	41 Arthur St	M Fox
A. CONNIE	20 CROMWELL ST, PERTH	A. Gonnie
VICKI BISHOP	53 MALCOMBE St, LONGFORD	Vicki Bishop
BERNIE BARNWELL	9 MEWS CT LONGFORD	Bernie Barnwell
LILLIAN MITCHELL-COMINS	58 ARTHUR ST, PERTH	Lillian Mitchell-Comins
JUDITH CHANES	5/91 FAIRFAX DRUGA ST, PERTH	Judith Chanes
Aime Robetta	Mountloose	Aime Robetta

PETITION TO THE NORTHERN MIDLANDS COUNCIL
1-17
CONCERNING THE SUDIVISION AT 32 NORFOLK STREET, PERTH

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NAME	RESIDENTIAL ADDRESS	SIGNATURE
Ben Rankin	2119 Frederick St Perth	
Helen Mahuszek	18 MURTON WAY.	Helen Mahuszek
Stan Mahuszek	18 MURTON WAY	Stan Mahuszek
Greg Sheeriff	35 Mulgrave St	
P. HARDMAN	63 Seccombe St	
R. Cunningham	24 Barendse St	
Alvin	258 Power Rd, Wford	Alvin
Kristie (D) Richards	7 Sheringham Court Perth	Kristie Richards
Lisa Sharp	6 Range rd Western Junction	Lisa Sharp
Jo Barnes	55 Devon Hills Rd D.H	Jo Barnes
h TUBB	21 CUDBRIDGE RD	
SANDRA BULLIVANT	21A NAPOLEON ST PERTH	Sandra Bullivant
Geoffrey Roz	28 WILLIAM ST	Geoffrey Roz
Kekey Jordan	69A Cromwell St	Kekey Jordan
Donna Bailey	1A Nelson Place Perth	Donna Bailey
Franco Pizzanetti	123 HIGH STREET	Franco Pizzanetti
Danni Acuk	16 King Street	
Tim Stanes	10 MURTON WAY	
Phil Harrison	5 Mary Street	
Alvan	Elsdon, Perth, Tas.	Alvan
Janette Bonney	13 Dalister St Tas	Janette Bonney
F. Malinowski	11 Etha Ct	
Bronwyn Abdilla	82 Arthur, Perth	Bronwyn Abdilla
LOGAN PIPER	1/22 DRUMMOND STREET	
Karel Stonehouse	Frederick St Perth	Karel Stonehouse
Sarah Pinner	5 MULLEN ST	
Robyn Harrison	5 Mary St Perth	Robyn Harrison
WAYNE RIEP	36 GEORGE ST	Wayne Riep
Michael Hall	4 Gibbet Hill Rise	Michael Hall
Holly Clayton	60 Seccombe St	

PETITION TO THE NORTHERN MIDLANDS COUNCIL
1-18
CONCERNING THE SUDIVISION AT 32 NORFOLK STREET, PERTH

27.

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NAME	RESIDENTIAL ADDRESS	SIGNATURE
G. Titley	68 main RD Perth	[Signature]
M McCaillon	76 Drummond St	[Signature]
Natasha Purford	45 Frederick St Perth	[Signature]
Dyan Littlejohn	9 Score St Perth	[Signature]
MEREDITH RATTRAY	53A FREDERICK ST PERTH.	[Signature]
A SALTMARSH	35 TALISKER ST	[Signature]
V EADIE	27 OLD BRIDGE RD	[Signature]
C. Cut	32 PATON S, Loughs Perth.	[Signature]
S Tedeschi.	Perth.	[Signature]
J Tedeschi	Perth	[Signature]
N LEE	27 MUIRTON WAY	[Signature]
L. DRANSFIELD	7 TALISKER ST. PERTH	[Signature]
E Dyson	92 Wellington St Longford	[Signature]
G Dyson	92 WELLINGTON ST LONGFORD	[Signature]
HOWARDS 2	26 FREDRICK ST.	[Signature]
T. RILEY	23 KING ST Perth	[Signature]
Bharat. Permal.	102 main rd Perth.	[Signature]
SCOTT MINEALL	8 ACACIA COURT	[Signature]
SARAH MINEALL	8 ACACIA COURT	[Signature]
ANNE GREGORY	9. COLLINS ST EVANDALE	[Signature]
BROCK JOHNSTON	1 Blackstone Rd, Blackstone Heath	[Signature]
Simon Coleman	40 FREDERICK S. PERTH	[Signature]
EDN NATION	23 George St.	[Signature]
Marg. Adams	11 Clarence Street	[Signature]
David Greese	Summons Plains	[Signature]
Leanne Harper	6 Score St PERTH	[Signature]
Cynthia Goodier	4 Charles St Perth	[Signature]
Lindell Perival	12 Main Rd Perth.	[Signature]
Jessica Eggleston	20 High st, Evandale	[Signature]
Lorraine Renalt	59 Frederick St	[Signature]



GRACIE 5 years old and signed after she saw the photos

The petition is submitted by:

Barbara Rees, of 15 Thyne Ave Newstead 7250

on behalf of Ms Kerry Donoghue and other concerned residents and rate payers of
the Northern Midlands municipality.

Signed:



Barbara Rees



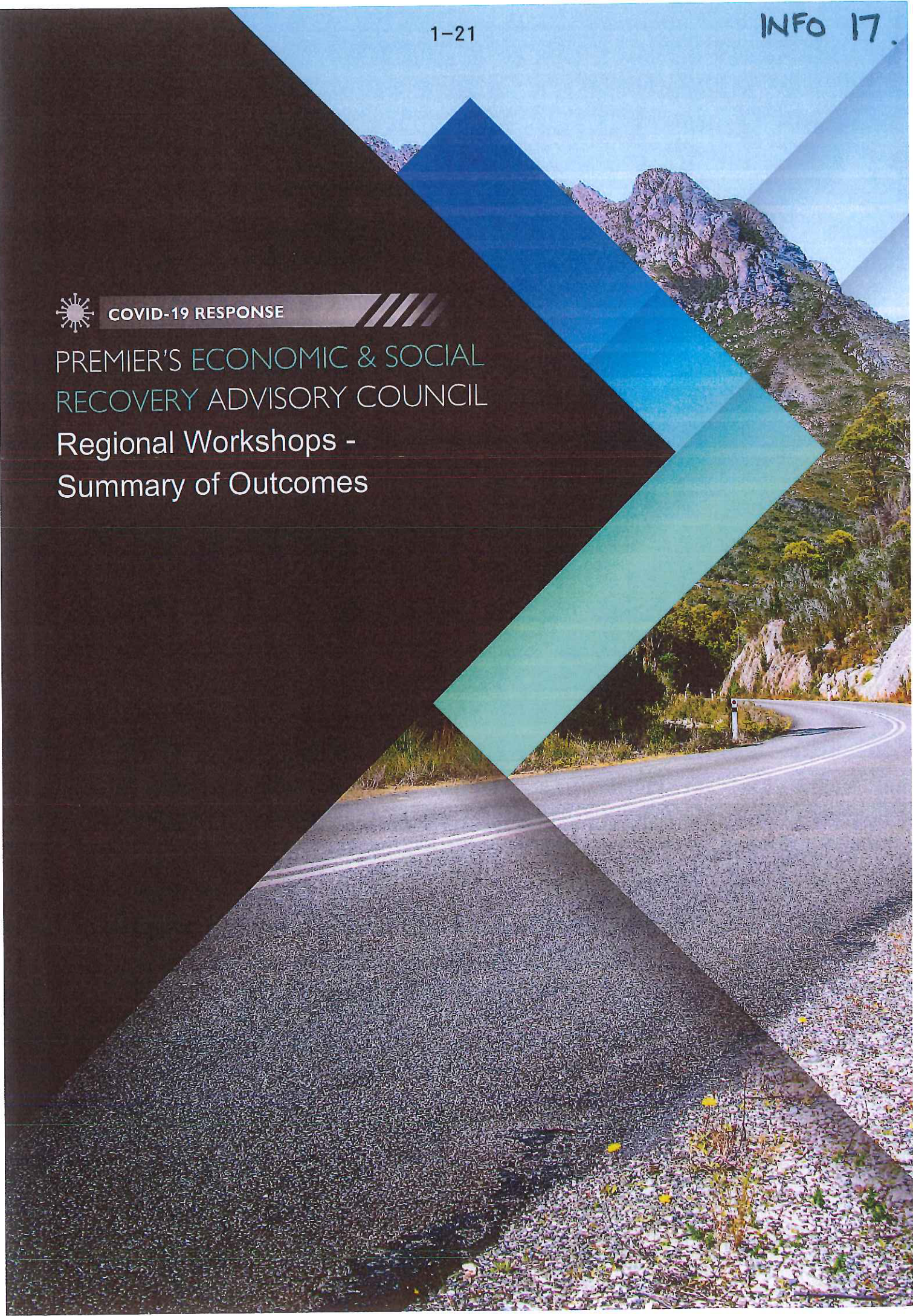
Kerry Donoghue
Kerry Donoghue



COVID-19 RESPONSE



PREMIER'S ECONOMIC & SOCIAL
RECOVERY ADVISORY COUNCIL
Regional Workshops -
Summary of Outcomes



Introduction

During October and November 2020, PESRAC undertook 9 workshops with clusters of interest to undertake some future-based thinking about COVID-19 recovery in Tasmania. In those workshops, participants were provided two scenarios for the path of COVID-19 over the period 2020-23, and were asked to consider the consequences, constraints and opportunities that could present their sector in 2023 if those paths were to play out. The outcomes of those workshops have been made available on the PESRAC website, https://www.pesrac.tas.gov.au/cross-sector_workshops.

In brief, around 130 opportunities were identified across the 9 cluster workshops.

To assist PESRAC analyse the output of the cluster workshops, three Regional Roundtables were held to identify from the key opportunities (i.e. potential recovery strategies) identified by the clusters those which are priorities for regional Tasmania.

Each Roundtable had a similar core composition, consisting of representatives from:

- all regional/rural councils (i.e. non-urban and non-city based councils) in the region;
- representatives from any local chamber of commerce;
- a representative from the relevant regional development authority;
- a locally-based representative of Regional Development Australia;
- a locally-based nominee of Unions Tasmania;
- a locally-based nominee of TasCOSS; and
- a locally-based nominee of the TCCI.

To prepare Roundtable participants for the session, the opportunities/recovery strategies identified as 'key' from the clusters (by cluster participants) were grouped into 8 topics, covering 28 broad opportunities. For each of the 28 broad opportunities, example specific opportunities from the cluster workshops were presented to give Roundtable participants an insight into some of the thinking of the clusters.

The Roundtables comprised four tasks:

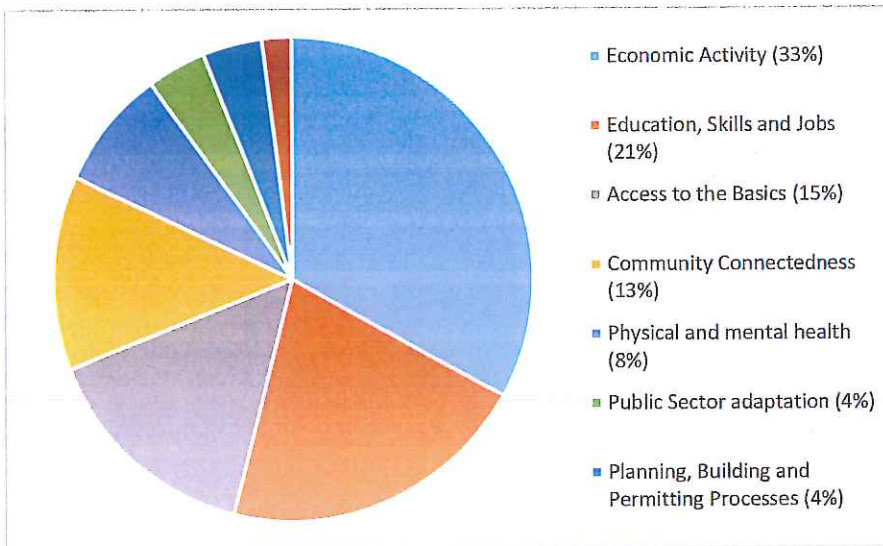
- voting on the relative importance, from a regional perspective, of the 28 broad opportunities identified by the cluster participants and where relevant highlight any specific implementation issues;
- for those opportunities identified by Roundtable participants as a priority, the identification of the role of regional Tasmania in progressing them;
- the opportunity to provide any key messages to PESRAC (related to the cluster opportunities or other); and
- having considered all of the above, the relative importance of the 8 key topics from the clusters, using a 3,2,1 voting approach - to send an overall message to PESRAC about relative priorities.

This report presents a summary of the outcomes of the Regional Roundtables.

Overall Priorities identified by the Regional Roundtables

Participants were invited to vote across the 8 broad recovery strategy topics emerging from the cluster workshops as key priorities. Voting was accorded 3 votes for the most important topic, 2 for the second-most important topic, and 1 vote for the third-most important topic.

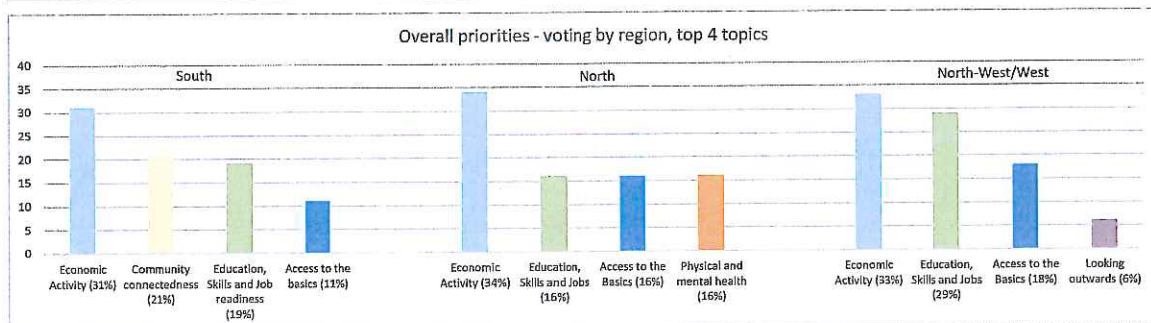
Across all three Roundtables, the overall voting delivered the following outcomes (% refer to the share of all votes cast).



Overall, regional Tasmania expressed a relative priority on recovery strategies that focus on building economic activity and improving education, skills and jobs. Both of these areas were accorded more weight than the bottom 4 priorities combined. There was a broadly similar second priority given to recovery strategies that focussed on access to the basics and community connectedness.

Some differences emerged across the three Roundtables in relation to relative priorities. The results for the top 4 (out of 8) recovery strategy topics (were as follows:

South top 4	North top 4	North West top 4
Economic Activity (31%)	Economic Activity (34%)	Economic Activity (33%)
Community (21%)	Education, Skills & Jobs (16%)	Education, Skills & Jobs (29%)
Education, Skills & Job (19%)	Access to the Basics (16%)	Access to the Basics (18%)
Access to the basics (11%)	Physical & Mental Health (16%)	Looking outwards (6%)



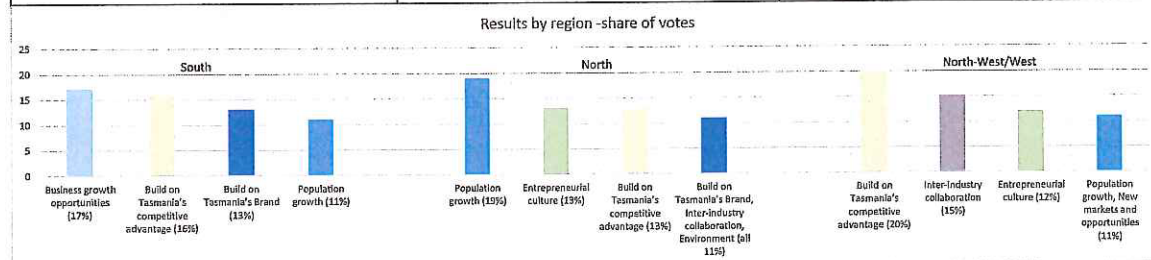
Theme 1 - Economic Activity - recovery strategies

Overall Results (all roundtables)

High importance	Build on Tasmania's competitive advantage (16%) Population growth (13%)
Medium importance	Foster and support an entrepreneurial culture (11%) Build on Tasmania's Brand (11%) Business growth opportunities (10%) Improve, increase and expand inter-industry collaboration (10%)
Lower importance	Environment - asset and social/economic benefit (8%) New markets and opportunities (7%) Labour mobility and flexibility (6%) Business resilience (4%) First-class quarantine arrangements (3%)

There was a degree of variation in the three sessions, with entrepreneurial culture and inter-industry collaboration appearing in the top 4 recovery strategy topics in the North and North West, but not in the South:

South top 4	North top 4	North West top 4
Business Growth Opportunities (17%)	Population Growth & Diversity (19%)	Build On Tasmania's Competitive Advantage (20%)
Build On Tasmania's Competitive Advantage (16%)	Entrepreneurial Culture (13%)	Inter-Industry Collaboration (15%)
Build On Tasmania's Brand (13%)	Build On Tasmania's Competitive Advantage (13%)	Entrepreneurial Culture (12%)
Population Growth (11%)	Build On Tasmania's Brand; Inter-Industry Collaboration; & Environment (All 11%)	Population Growth And Diversity; New Markets & Opportunities (Both 11%)



Discussion points from Round Tables (different from the cluster discussions)

- Attracting 'COVID-refugees' seeking a 'safe' place to live is particularly important for some regional areas in Tasmania that are on track for strong population decline. It is also key to supplement skill shortages in regional areas - both professionals (eg. medical) and trades.

- In regional communities, where interpersonal networks tend to be relatively stronger, mentoring relationships can be used to foster an entrepreneurial culture.
- New opportunities in renewable energy will be key economic drivers for regional (as opposed to urban and city) Tasmania. Care is needed to minimise the negative impacts on local residents that may not be benefitting from the spike in economic activity. The concern is for short-term large economic windfalls at the cost of longer-term structural losses. An example was housing rents in Zeehan with the Granville Harbour windfarm - locals were priced out of the town and had to move to other locations, and when the economic activity receded, the community was left depleted because many of the town 'permanents' were lost to the area, which impacted on the viability of local businesses.
- There will be tensions between local communities and lifestyles and the arrival of new economic activity - concerns around 'don't change us', 'don't ruin what makes the location special in the first place'.
- Collaboration is key to developing a consistent position and vision for a region, and to gain traction with State and national governments - the Bell Bay Advanced Manufacturing Zone is a primary example.
- A key to breaking down silos is for the Government (State and national) to think outside a sectoral perspective. Many underlying frameworks in government (such as funding models, grants programs etc.) are built on a sectoral underpinning, which reinforces a silo-based approach. Breaking down silos requires a mindset change.
- Local government reform can be the enabler of conversations for greater cooperation and coordination - sets the example for others (such as industry).
- Building an entrepreneurial/innovation culture is key - the focus should not be on attracting to Tasmania the 'unicorn' and high-tech new businesses that are not already in the State, rather, it needs to be based upon what Tasmania already has/is doing, and looking to improve, extend, integrate and move through the value chain. We must not turn our backs on 'closing down' what we have long-done well in search of the new 'biggest and brightest' opportunity - remain grounded or existing 'core' and seek opportunities to expand at the margin on that solid basis.
- We need to share the opportunity (and the burden) of new activity more widely across and within regions - tourism in particular - Cradle Mountain (struggles with too many visitors) versus Mt Rolland (in need of visitors). Part of the responsibility needs to fall to local areas promoting the opportunities that are available in their region.
- Local communities need to support local business because it delivers wider outcomes (eg. buying from local stores on, rather than taking advantage of 'click and send' opportunities over the internet). Those 'external' opportunities may deliver some price benefits in the immediate term, but do not support the (limited) local economic activities that are available for residents, and in times of need,

may not be there when the community really needs it (e.g. through the provision of weeks of supply if there was a disruption to supply lines - e.g. the Bass Strait Islands).

- To be effective, local businesses need 'well workers', and there needs to be an investment in, and focus on, individual wellbeing. In small and micro-business, the health of the business is intrinsically linked to the health of the business owner, and sustained stresses from COVID and other business pressures can very much impact on mental health. In smaller communities, it is much harder to find avenues of support that are 'confidential/private' because of scale and the tight-knit nature of community (anonymity is very hard).
- Communicating the 'strategies' for managing COVID remains a big issue. Without an understanding of the approach that will be taken, it's very difficult for business to plan. For example, the outbreak in an Adelaide suburb led to Tasmania's borders being closed for all people from South Australia, and people being removed from bushwalks. There was no prior-understanding that this would be the approach taken.
- Local businesses need to reach out to others and stop re-inventing the wheel, or re-solving problems that have already been solved by others. There needs to be locally-organised opportunities for networking and sharing between businesses - potentially a role for local government or local chambers of commerce.
- Regional development authorities can play a role in driving continuous improvement in local councils.
- The West Coast of Tasmania has more jobs available than local people to take up those opportunities, and the challenge is to attract the population to take up the opportunities (rather than driving-in-driving-out).

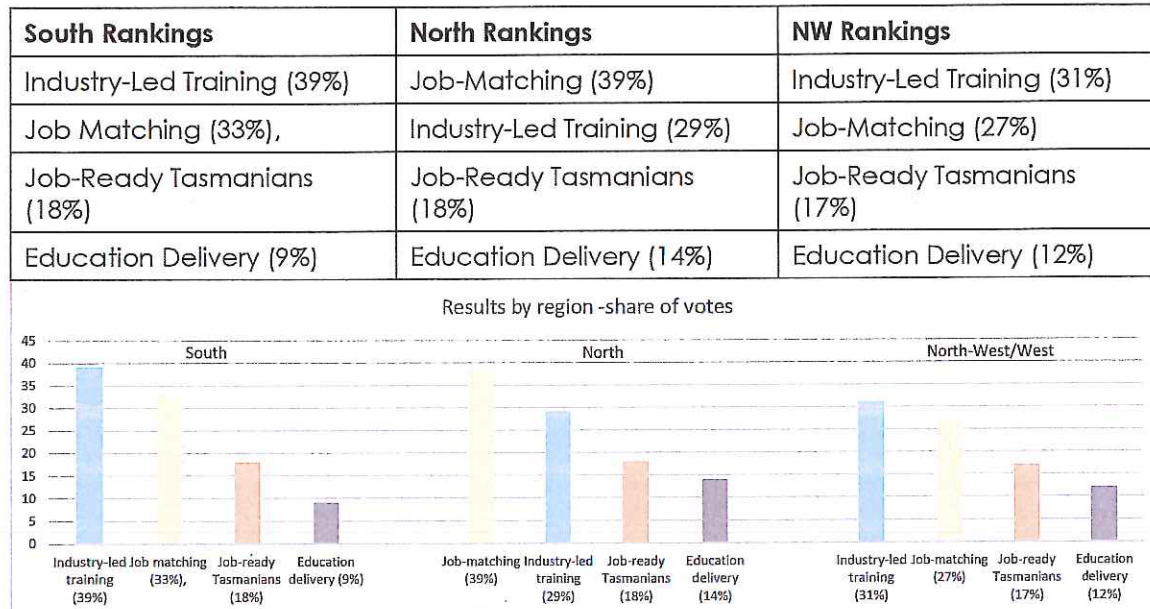
What can Regional Tasmania Contribute?

- Local government can undertake the facilitation role to determine with their communities their local priorities, and present a whole-of-community view and well-considered plans to interactions with the State and national governments.
- Local government can act as a conduit between the community and the State Government. It can take on a partnership role in amplifying messages about directions and strategy that the State Government is progressing, and provide feedback to the State Government from the community on those matters, to better inform policy/programs to be appropriate for local needs.
- Local government could bring forward reform proposals that better focus its scope to regional settlement strategies and community needs, while transferring responsibility for planning decisions under the State-wide planning scheme to a central service model (a statutory authority).
- Communities can tell their story more widely - why their community is an attractive place to live, work and invest. Local communities need to sell the success stories of their region.

- COVID saw the State government genuinely engage with, and respond to (ie implement changes), the community. This needs to continue post COVID - and the role for the community is to 'turn up' - i.e. participate and put forward constructive and considered ideas on solutions.
- Regional areas can deliver 'proof of concept' outcomes for strategies aimed at attracting inwards migration on the back of Tasmania's COVID management outcome and our natural and lifestyle values. Regional areas can demonstrate that people can successfully move into a regional location (perhaps from the mainland), and can connect into the local community and yet work remotely (again, for an employer based on the mainland).
 - A key part of that is for locals to connect with 'new arrivals' and use their existing networks to integrate them into the community - taking ownership of the task of integration. This is likely to be a key in retaining 'new arrivals' over the medium term (failure to connect into the community is often a reason for people reversing their decision to move).
- There is a task for local communities to identify and support their leaders.
- Tasmanian business owners/managers need to re-think who their competitors are - we are in a global market and those that are traditionally considered 'a competitor' in Tasmania are better considered a partner or a potential collaborator.
 - Purchasers of "Tasmanian" are more likely to be focussed on the provenance of the goods, rather than the individual business that produced the goods in the first instance. To achieve better scale (e.g. freight aggregation/consolidation), we need to work together, not separately. This requires a mindset change, but it's in the hands of individuals and businesses, not government to drive this.

Theme 2 - Education Skills & Job Readiness

The clear priority is for industry-led training (35%) and job matching (31%), which both ranked higher than creating job-ready Tasmanians (20%) and education delivery (14%). There was less variation across the regions with this theme, relative to others.



Discussion Points from Round Tables (different from the cluster discussions)

- There are too many Job Active providers and their advisors are not valued (high churn rate). Employers have lost faith in Job Active because of poorly matched candidates. JSAs are not linking jobs opportunities to aspirations of the person being placed. Service providers need to engage and understand individual barriers and social aspects more.
- There is no JSA on the West Coast.
- Many regional jobs are not formally advertised, which makes it very difficult for people without good networks.
- Schools need to teach basics of work readiness: resume writing, how to dress, interact professionally, respect. There are also opportunities for local community groups (e.g. sporting and social clubs) to build the 'soft skills' that young people need to be effective in the workplace.
- Work-related mentorship for young people of traditional family, club associations has broken down in some communities. Needs to be replicated with the assistance of Mentor Facilitators.
- There is insufficient funding for the major barrier to employability in regions, namely: drug and alcohol services, long term job coaching, social work.

- Job readiness is not just about young people but also mature age workers who need to change careers.
- Trade Training Centres are key infrastructure for building skills in regional locations, as core VET services are not provided locally. These need to be serving local workforce needs. There needs to be a shift in responsibility from the Department of Education to Skills Tasmania, with oversight from local boards.
- School Principals are in a pivotal role in small communities. They need to be given industry engagement as a KPI, not just year twelve completions. Some are excellent at engaging with local industry and undertaking VET while others do not see it as a priority at all. Education needs to be more aligned to the growth employment opportunities in regions, including social services. Moreover, we need specialist career advisors who are people that are connected to industry and community.
- Incentivise employer take-up of School Based Apprenticeships rather than full time Apprenticeships for young people, so they are enabled to complete their year 12 and get a trade (risk being if they drop out of a full time Apprenticeships they are lost from both school and apprentice pathways).
- More certainty/regularity of TasTAFE delivering training courses in regions.
- In regions we need training/qualifications that recognise a broad range of skills, for example for people that work across tourism and agriculture (the 'Irish model').
- Remember the islands (Flinders and King) are not just 'regional', they are 'isolated'. The high cost of travel presents even greater barriers for young people there.
- What has changed the most since COVID-19 is digital services: we need to ensure all students get up-to-date digital skills.
- WHS is becoming a barrier to work experience. Need to provide more support to employers (particularly small business) and schools. Work experience is important for setting expectations of young people. Use providers like Beacon to lower the cost to school and employers of taking on work experience/interns.
- Small business especially needs support to provide internships; they don't have the systems of larger employers.
- Need to give young people more opportunities to complete their education in regional communities - once they leave they often don't return.

What can Regional Tasmania Contribute?

Can provide a place-based solution better than Job Active?

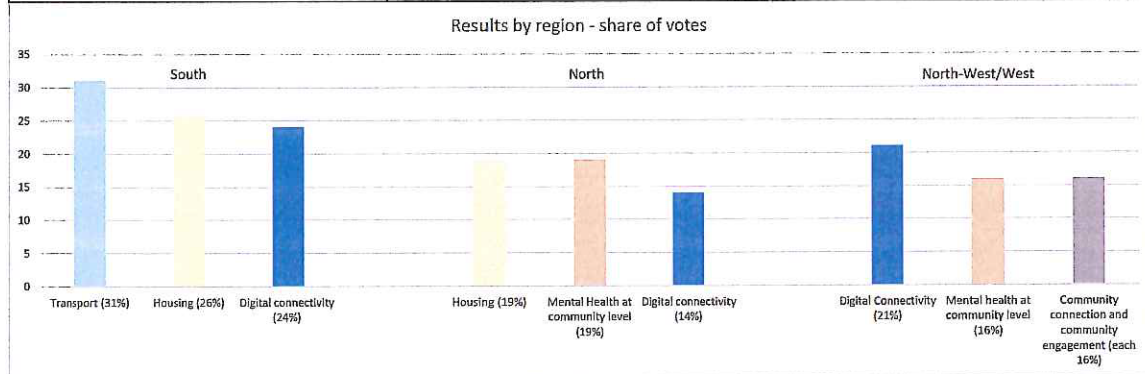
The key success factors are:

- local leadership;
 - understanding barriers at the local level - what is actually getting in the way 'here';
 - flexibility: different approaches in different regions; and
 - bottom-up not top-down.
- Could work together to provide a collaborative "Tasmanian" bid for the 2022 Commonwealth Job Services tender.
 - It is up to communities to sell the benefits of the regional lifestyle and available jobs to young people.
 - We need to get parents more aware of job/career opportunities, because they are key influencers of young people.
 - We need to encourage employers to hire on attitude and not just experience, so people have an opportunity to gain experience.
 - Regional bodies/industry can undertake outreach into schools to help educate youth about jobs and entrepreneurship opportunities. In so doing, they will need to learn to speak in ways that resonate with young people and talk about workplace expectations.
 - Provide exposure to broader perspective and mentorship opportunities.
 - State/Commonwealth need to provide resources/facilitation to enable local leadership in flexible way.
 - Need to make the jobs market fairer/more transparent by advertising more jobs/trading fewer by informal means.
 - Employers need to invest in work placements and training opportunities, but employees also need to give back by adding greater value to their employer/customers.
 - Regional populations need to grow and become more diverse, be attractive to highly skilled people. This is a whole-of-community responsibility to make people feel welcomed and integrated.
 - Industry need to promote what their modern workplaces are like, use of technology etc., to attract students into their industries.

Theme 3 - Access to the Basics, Physical and Mental Health & Community Connectedness

- Overall priorities from the 8 recovery strategy topics covered under this theme were community connection, community engagement and leadership, digital connectivity, and housing, mental health.
- Interestingly, access to healthy food was not seen as a relative priority for regional Tasmania, with attracting only 6 percent of votes, and was of a similar priority to new service delivery models for mental health (7 per cent).
- There was some variation between regions, with digital connectivity appearing in the 'top 3' for all regions.

South top 3	North top 3	NW top 3
Transport (31%)	Housing (19%)	Digital Connectivity (21%)
Housing (26%)	Mental Health at Community Level (19%)	Mental Health at Community Level (16%)
Digital connectivity (24%)	Digital Connectivity (14%)	Community Connection & Community Engagement (each 16%)



Discussion points from Round Tables (different from the cluster discussions)

Digital Connectivity

- There are many digital black spots and the speed of digital connectivity is insufficient in many areas of regional Tasmania. These deficiencies have a disproportionate negative impact on regional areas compared with metropolitan areas - particularly in relation to on-line business operations, remote learning, tele-health, and community connectedness.
- IT support is lacking in regional areas.
- Digital literacy is particularly low, and many small business operators can't maximise the use of digital technology.
- Poor digital access impacts on regional areas to stay connected.

Housing

- Lack of appropriate and affordable housing - particularly in small regional towns.
- There are job opportunities in many places (e.g. West Coast 'has more jobs than people') but can't retain and attract workers, such as GPs, because of inadequate housing.
- Inadequate housing has broader social impacts such as social disconnection as there are many examples of people (kids) being reluctant to invite people (kids) over because ashamed/embarrassed about the house.
- The 'economics don't stack up' - there is no incentive to invest in new housing stock in many areas as it costs more to build than the house is worth.
- Access to appropriate land can be a problem in some regions.
- Banks will not lend money in some areas at various points in time (eg Dorset, Flinders have experienced this problem in the past).

Transport

- Being independently mobile is critical in regional areas for living and working - 'No car - No Job'.
- Public transport is not flexible enough - in relation to service routes and times.
- There are many young people without licences and cars - makes it very difficult (impossible) to get/have a job. The new licensing arrangements for learners' drivers present an ever-increasing barrier to young people being able to drive. This is disproportionately impacting on regional Tasmania where the requirement to travel is higher (e.g. to access work, training or education) and where alternative transport services are poor or non-existent. The regional aspects appear to be not considered in making these rules (they appear geared around urban and city Tasmania).
- Many young people don't have access to a car for learning how to drive.
- Community Transport Services Tasmanian is not resourced adequately to cover more regional areas. (CTST - is a not-for-profit organisation that provides door-to-door transport for the frail and people with disabilities, to assist them to attend medical and other appointments, shopping, social activities and remain connected to their community).

Mental Health

- Regional communities often have inadequate mental health services. Although this is patchy and some areas have a disproportionate number of professionals (by choice rather than design), while other areas have none.
- There is a knowledge gap about what services are available (this partly reflects that 'new' people are now seeking support that in the past have not required it).

- People are reluctant to access services because of the stigma - it is more difficult to remain anonymous in smaller locations.

Community Connectedness

- Developing community 'Hubs' (ie village squares) is particularly important in regional areas - for concentrating/co-locating service provision as they can't afford to have services spread out.
- Volunteers provide critical services in the regions - for example ambulance and fire services - where as such services are staffed by paid professionals in metropolitan areas.
- The demand for volunteers significantly out-strips the supply.
- Existing volunteers are 'maxed-out' and can't take on any more.
- Many volunteers are elderly and are 'burnt out'.

What can Regional Tasmania Contribute?

Digital Connectivity

- Help upskill the business community, with IT skills/literacy.
- Identify industry zones that need to have access to high speed digital connection and then encourage relevant businesses to locate in these areas (rather than being spread more widely).
- Volunteers used to help people build digital skills.

Food

- Educate the community to grow more food. Community orchards in England are a good model - they provide accessible fresh food to the community.

Mental Health

- Build on and support local experience, expertise, leaders, volunteers and enthusiasm. For example, a community program operating on King Island (Foundations to Flourish) relies on volunteers, community support and a local expert in positive psychology.
- Build awareness of positive mental health and resilience, using existing networks, and institutions. Examples provided were 'where there is a will' (a nationally funded school program); and 'live4life' a community program in Victoria.
- Need to develop/facilitate multiple tiers of support, which span the spectrum of mental health support - ie from identifying the potential mental health issues (ie many eyes/ears in the community) through to providing to professional services. This may involve building awareness and connectedness across key 'touch points' in the community (such as Red Cross, Lions, ambulance officers - and families more broadly) and equipping them with information/tools.

- Business advisors (and/or chamber of commerce) could assist small business understand and manage multiple sources of information including mental health support services.
- Plug the knowledge gap of services/support available - need to target cohorts such a SME's etc.
- Lobby to get national (rather than State) licenses/qualifications recognised. For example, regional areas can access tele-health services such as a psychiatrist (which may be provided from Queensland for example), but then the psychiatrist (if providing the service out-of-State) cannot prescribe medication.
- Provide mental health training/awareness in the workplace - Mental Health First Aid
- Large businesses can provide community with access to employee assistance programs (e.g. large businesses in Bell Bay opened up EAPs to the local community).
- Provide joined-up services in community hubs.
- Build on existing services to assist in identifying mental health issues and need. For example train Service Tasmania staff with skills to ask basic questions of clients to see if they may need some help. (I.e. use existing networks to help identify needs).
- Educate the community to dispel the stigma - normalise the conversation.

New Service Delivery

- Explore non-traditional service provision approaches - such as providing a space for people to come together and share experiences and stories. This may also help to break down stigma of seeking support.

Transport

- Innovative public transport models are required to meet local demands. Smaller buses with more flexibility may be help? A 'share economy' solution? - e.g. on King Island a community car is available for anyone to use.
- Volunteers could help youth to learn how to drive. (May need to provide support to volunteers - e.g. financial support and/or access to appropriate cars). There is an existing program in the Huon and Kingston region called "Gearing Up" that is a model that could be more widely delivered.

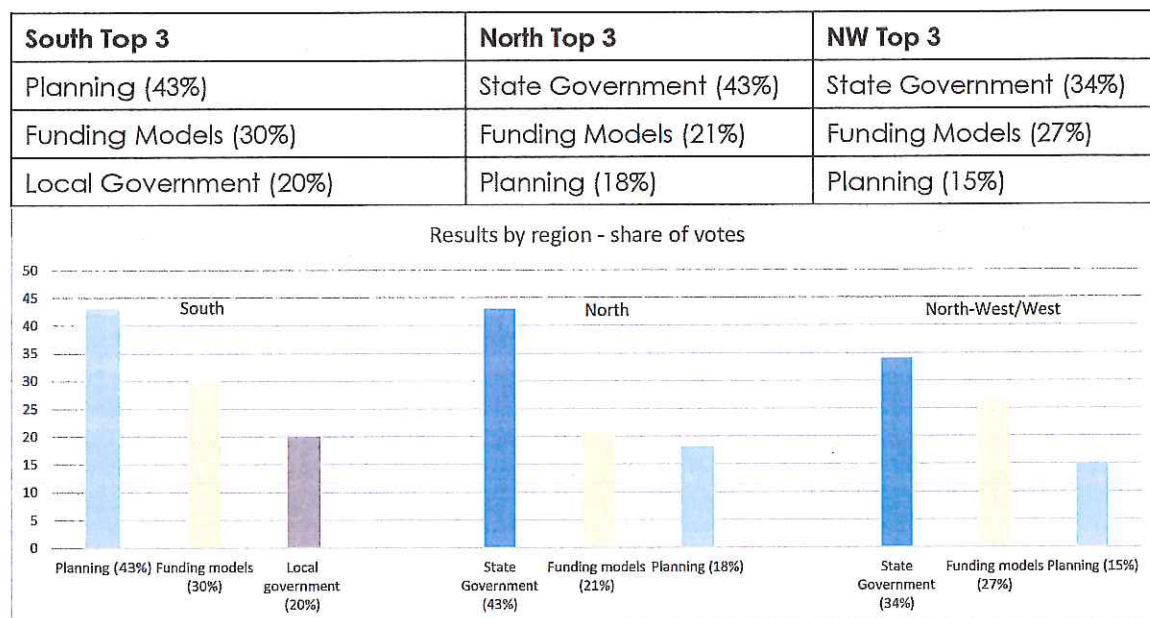
Community Connectedness

- Community Hub ideas could be incorporated into existing 'on-line access centres'.
- Developing community hubs can help provide effective services. Empower local communities by enabling them to make local decisions, and coordinate services and funding allocations. Develop partnerships with community leaders. Need physical space to connect, learn, and solve problems.

- Review and revise (and map) community service provision - with the aim of simplifying service provision and engaging/attracting local service providers.
- Volunteering opportunities for youth can help build skills, experience and networks.
- Build on what we have done during COVID and what regional communities are good at - that is, continue to check on our neighbours.
- Build on and continue the cooperative co-design process for recovery strategies that local chambers of commerce, TCCI, Departments and Ministers have adopted during the COVID response.
- Establish cross-sector leadership group - identify community issues and solutions. (e.g. schools, employers and other stakeholders come together to discuss and solve issues associated with job placements, etc.). Responses to issues need to be based on evidence and designed to address an identified need.
- Cross-sector leadership group can also play a key role in - communication, co-ordination, configuration (fit-for-purpose), engagement and feedback.
 - This may involve local chambers of commerce providing mental health services for business people (first aid courses); and assisting businesses being aware of and applying for grants.

Theme 4 - Public Sector Adaptation, Planning, Building and Permitting, & Looking Outwards

There were 3 clear recovery strategy priorities emerging from the Roundtables on this theme - state government adaptation (27%), revised funding models (26%) and improving planning building and permitting processes (26%).



Discussion points from Round Tables (different from the cluster discussions)

Public Sector Adaptation

- Place-based solutions are important for recognising regional differences. Not one size fits all. Funding models should be placed-based where possible and provided with sufficient duration that services can be established, staffed and deliver results- e.g. employment actions.
- Place-based solutions should be built by the community around identified priorities.
- Fragmented funding models (with multiple service providers) create inefficiencies, and are particularly inefficient in regional areas.
- Different innovative funding models need to be identified, such as integrated Agency funding/service delivery models. For example, on Flinders Island PWS, DPIWWE and LG are in one office sharing knowledge, resources and working together. Breakdown silo mentality in government.
- Procure in regional areas where possible - use local capability.
- Disperse funds - i.e. timing/coordination - so local communities can resource the work. (i.e. pipeline for civil construction and housing - not all at once).
- Co-design funding - all layers of government in room when designing funding arrangements - with community input. Centralised (top-down) decision making to be removed, where possible.

- GBEs can foster training (including apprentices) and be a feeder for industry. This is particularly important in regions, especially in areas where there are no large industries.
- Departments need to focus on recruiting and training the next generation. This is particularly important in regions, where general business and leadership skill development may not be provided by large industries.
- Departments need more senior managers in regional areas. They currently don't understand local area issues. COVID has demonstrated that Department staff can work remotely.
- Need more flexibility on working arrangements (WHS).
- Need new ways of measuring regional success and happiness.

Planning, Building, Permitting

- There is a shortage of building surveyors in regions, and a shortage of planning resources - resources get diverted into defending decisions/court cases.
- Streamline regulations is required - e.g. for bushfire plans when very low risk.
- Land use is prohibiting development in some areas. e.g. land banking is delaying development.
- Approvals are slowing developments down in some areas. Sharing/centralising some LG functions with State Government could help resource and speed up activities.

What can Regional Tasmania Contribute?

Public Sector Adaptation

- Local government can facilitate the identification of community priorities to the State and national governments, and coordinate delivery between government, business and the not-for-profit sector in regional areas.
- Community leader groups can identify how to deliver priorities in a way that best meets local circumstances.
- Build local capacity where possible. No more 'drive in - drive out' services. (eg Future Impact Leadership Team, George Town, is a good example of how this can work)
- Local government can work:
 - better with State Government on infrastructure delivery;
 - with other councils in the region to progress regional priorities;
 - together and with communities to better access and utilise all the additional funding that is available;

- to ensure that its funding complements but doesn't duplicate State Government funding/actions; and
- to support local business by placing a higher emphasis on buying locally.
- A regional planning delivery model for non-urban councils could better-enable small councils obtain access to the planning expertise required to deal with development approvals (rather than seeking to retain that expertise 'in house', which is proving very difficult).

Planning, Building, Permitting

- Regional land use strategies need to be reviewed - they are now outdated. We need to revisit zonings in some areas to create clear and contemporary pathways for development. Some councils are becoming concerned about their ability to attract and retain industry and people because of potential land-use conflicts that could soon emerge.

Looking outwards

- Businesses need to work together more to solve problems. Great model in the North Business Action Learning Organisation.
- Support local businesses to understand their competitiveness.

Key messages for PESRAC from the Regional Roundtables

Regional Tasmania is a Partner for Recovery

- Regional Tasmania is a 'powerhouse' for many aspects of the Tasmanian economy (e.g. agriculture, aquaculture, tourism, renewable energy) and can be a valuable partner, particularly if the State and national governments don't pursue a 'one-size fits all' approach to policy /programs. It is well established that these simply don't work.
 - While governments should have a clear and unambiguous 'what' they are seeking to achieve, there needs to be robust and thorough engagement on the 'hows'.
 - Local communities can and should be trusted to know the best ways to achieve the policy outcomes sought by governments. Local solutions to local problems is the better approach, noting that this will require local leadership to 'step-up' (leadership need not an individual, rather groups of people).
- Investing in the training and development of local leaders will deliver dividends - it builds skills for the community as well as the individuals concerned. Skilled local leadership will engender trust from State and national governments. By building the capability of local leadership, the community will be better able to deliver 'its side of the deal' with funding entities.

Mindset Change

- Tasmania needs a 'no fear' attitude - COVID showed that Tasmania, and the State government in particular, can shed its 'risk aversion' to taking bold decisions that are in the community's better interests, even when those decisions may have been unpopular. During COVID, rather than finding reasons not to do things (the typical approach), the State Government actively sought direction on 'what is needed', and then moved swiftly to respond. We need to continue this approach during recovery.
- Can we build on the PESRAC process to help Tasmania think strategically and have shared goals for not just regional Tasmania, but the whole State. Why has it taken COVID to commence this wide-ranging open consultative process on future directions? We need to build on the momentum established through PESRAC to review recovery progress and continue the push for boldness and new ideas that last through election cycles, rather than short-term political agendas.
- Making a sustained recovery is going to require a culture change - a shift in mindsets. COVID provides the opportunity to make the shift, and it will require ongoing work from all to maintain new approaches (e.g. locking-in the gains from governments really listening and responding to concerns/issues raised by the community, bureaucracy committing to new approaches to working together, the community coming together with a coordinated voice on key issues).

- Well-being needs to be central in governmental thinking. We need to move the metrics past GDP and consider wider well-being measures to track how we are travelling as a country, and as a State. We need a mindset change as to what comprises progress, rather than just economic output.
- There is a widespread attraction to the Tasmanian Brand being 'clean and green', but we need to do more as a State to back the brand claims up with real action. Tasmanians and Tasmanian business need a mindset shift toward embedding sustainability into their business-as-usual approaches, rather than riding on the broad image of 'Tasmania is clean and green'.
- We need to instil a work-readiness element into our education system. We need to invest in trainers/teachers for industry skills, and introduce much earlier the concepts of what it means to be 'job ready' when our youth leave the education system. It requires a mindset change from the education system and from business/industry that they have a joint responsibility to work with youth to better deliver work-ready young people.

Building from Within

- The Coordinator General needs to be redirected away from looking for new large businesses to enter the State towards building the capacity of business already in the State. For example, it could be tasked with identifying and matching 'angel investors' and making linkages between Tasmanian business to encourage cooperation and joint opportunities. If outcomes are sought over a 2-5 year timeframe, building upon what 'we have' - those businesses and organisations that are already doing well, and increasing their scale and scope - will more likely deliver outcomes for Tasmania than looking to attract 'the new' from elsewhere.
- Better connecting job-ready Tasmanians with jobs will be critical, and the current arrangements through the Australian government are not delivering. A place-based approach can be led by locally, through a 'leadership table', comprised of people from local councils, education leaders, and community and business leaders. There are jobs available in region Tasmania, and there are people needing work - surely it must be possible to build a better system/approach that matches the needs - like the SERDA model in Sorell.
 - Looking beyond job-ready Tasmanians, extending economic opportunity to all is central to addressing long-term disadvantage and making for a fairer community - these two goals are as important as rebuilding from COVID. A particular cohort is young Tasmanians - we need to really understand the true problems for young people finding work, and tackle them (eg. transport needs, family issues). We need to help Tasmanian business be better able to work with new employees that may be far from job-ready.

New Opportunities

- The circular economy is key to Tasmania's future. Tasmania may face particular challenges in building circular economy action, owing to its scale and dispersion, but delivering on environmental credentials is central to delivering on or Tasmanian Brand promise. The Brand must be backed by outcomes, else it will be found wanting and our key platform across so many sectors will be weakened.
- Project Marinus is central for unlocking other major investments, so it needs to be accelerated.

Funding Models

- Funding models need to be changed if we are going to deliver real outcomes. Organisations need certainty of funding over 3-5 years to really make the investment in delivering outcomes, particularly the attraction and retention of people (so often, the success of a program is a function of the quality of people that can be attracted, a duration of funding is central in that regard).
- COVID has shown how important collaboration and breaking-down of silos is. A key to enabling this to happen is to vary funding models, which are often structured around singular sectors, or small parts of value chains. A more dynamic, cross sectoral funding approach will support those 'in the field' working on a cross-sectoral basis.
- A concrete role for the State government in supporting the funding of local community activity is through the provision of 'COVID insurance', where the financial risk of loss for community activities arising from COVID-related developments is shifted from the community to the government.
- Local community groups could achieve improved scale by sharing resources and 'overhead/fixed burdens' - for example, rather than having separate clubs for a number of sports and community purposes, a single community club that caters for all could mean the elimination of a lot of duplication, costs and volunteer effort.

Other Themes

- Digital connectivity is key for regional Tasmania - to enable existing businesses to function, to attract new people and business to regional Tasmania, and to enable current regional Tasmanians to fully participate in 'normal' modern life.
- Tasmania needs to activate migration strategies that will bring people to regional Tasmania. We have seen that remote working actually works, and we need to facilitate the movement of people into regional areas on the back of remote working.
- Trickle-down economics does not always work, so having a strong focus on social determinants will be key to providing the path for all Tasmanian to participate and take-up new opportunities as they emerge during recovery. Access to the basics, including housing, food, transport and digital platforms is the enabler for all to participate in economic recovery.

- Government agencies need to work together, especially in regional Tasmania where resources are spread thinly.
- The Trade Training Centres are key skills infrastructure in the regions, and these need to be moved from the Department of Education to Skills Tasmania or TasTAFE. The current requirements for people using the facilities to have a 'working with vulnerable people' certification is a material barrier to the use of the facilities.
- Regional land-use strategies need to be reviewed - they date from 2010-11. This is a central role for local government, working across a region.
- The **one thing that we don't want to see** come out of the PESRAC process is a new large competitive regional grant funding round!