



People with Disability in Local Government: Participation and Perceptions

2016 Comparative Research Report



Government of **Western Australia**
Department of **Communities**
Disability Services



Local Government
Professionals
AUSTRALIA WA



Contents

1. Key Findings.....	1
2. Introduction.....	2
3. Methodology	3
4. Western Australian Regions and Survey Respondents.....	3
5. Research Findings – 2015 and 2016 Surveys	5
6. Conclusion.....	17
Annex 1: Survey Questions 2015.....	18
Annex 2: Survey Questions 2016.....	20
Annex 3: Full Listing of Local Authorities and Survey Respondents.....	22

Tables and Figures

Table 1: Western Australian regions	3
Table 2: Western Australian regions – survey respondents in 2015 and 2016	4
Table 3: Respondents involved in a recruitment process that has resulted in the employment of a person with disability – 2015 & 2016	6
Table 4: Currently employed people with disability (best knowledge) – 2016	6
Table 5: Benefits considered to apply to the employment of people with disability – 2015 & 2016	7
Table 6: Barriers considered to apply to the employment of people with disability – 2015 & 2016	8
Table 7: Relationship with a Disability Employment Service (DES) provider – 2015 & 2016	8
Table 8: Professional development needs – 2015 & 2016	9
Table 9: Professional development needs by region – 2015	13
Table 10: Professional development needs by region – 2016	14
Figure 1: Number of 2016 survey respondents compared to the total number in the region	5
Figure 2: Employee data on disability held in records – 2016	7
Figure 3: If a relationship with a Disability Employment Service (DES) provider exists, extent and nature of relationship – 2016	9
Figure 4: Engagement with Lighthouse Project	15
Figure 5: Impact of Lighthouse Project on organisation	15

1. Key Findings

This report is a follow up to the initial 2015 'People with Disability in Local Government: Participation and Perceptions' study. It is clear from this further research that Western Australian local governments increasingly recognise the value of employing people with disability. Furthermore, the research indicates that those who engaged with the Lighthouse Project have experienced favourable impacts upon their organisation and continued to improve employment outcomes for people with disability. The key findings of this follow up study are:

- 64 local governments participated in the 2016 survey, representing 46% of the sector.
- Of those surveyed, 42% of respondents in 2016 had been directly involved in a recruitment process that has resulted in the employment of a person with disability, compared to 47% in 2015.
- Collectively, the survey respondents (to the best of their knowledge) employ 71 full time, 45 part time and 15 casual people with disability in 2016 for a total of 131.
- 52% of 2016 respondents engaged with the Lighthouse Project, compared with 34% who did not engage and 15% who were unsure or unclear.
- Of those who had engaged with the Lighthouse Project, 76% note their involvement with the Project has had an impact on their organisation, while only 9% considered there had been no impact and 15% were unsure if there had been any impact.
- Survey respondents in both years believe the most common benefits that apply to the employment of people with disability in their respective organisations are:
 - reflection of diversity within the community
 - helps us meet our responsibility as a community leader (included in multiple choice list in 2016 survey only)
 - access to a wider talent pool
 - retention of existing employees who acquire a disability.
- Survey respondents in both years believe the most common barriers to employing people with disability are:
 - a disinterest of people with disability in applying for advertised vacancies
 - a lack of knowledge of support available
 - a lack of confidence in relating to people with disability in the workplace
 - the cost of modifications
- 45% of respondents in 2016 advised they have a relationship with a Disability Employment Services (DES) provider. This figure has increased from 2015 where 34% of respondents indicated they had a relationship.
- 69% of 2016 survey respondents also indicated they have an up to date Outcome 7 Strategy in their Disability Access and Inclusion Plan (DAIP).

2. Introduction

Disability Access and Inclusion Plans (DAIPs) are a requirement of every local government. The purpose of a DAIP is to ensure people with disability can access all information, services and facilities provided by the local government and be included in the community.

In 2013, a seventh outcome was added to the DAIP:

Outcome 7: People with disability have the same opportunities as other people to obtain and maintain employment with a public authority.

Initially, local governments were slow to include Outcome 7 in their DAIPs. As this was a key strategy to improve the employment of people with disability in local government, the Disability Services Commission (the Commission), partnered with Local Government Professionals Australia (LGPA) to undertake the Lighthouse Project, a significant initiative to catalyse change.

The project commenced with baseline research in 2015 to better understand disability employment in the local government sector. The research objectives for the project were to establish:

- a baseline estimate of current employment levels of people with disability in local government
- an overview of general experience in the recruitment and management of people with disability
- an understanding of local government perceptions regarding:
 - the benefits of employing people with disability
 - barriers to employing people with disability
- current engagement levels with Disability Employment Service (DES) providers
- an understanding of the professional development needs to enable the local government sector to be engaged and fully informed on the employment of people with disability

The findings and recommendations of the 2015 report:

- provided useful information and insights for local and state government and other relevant stakeholders,
- enabled dialogue amongst stakeholders on the employment of people with disability in the local government sector; and
- guided stakeholders in developing practical measures to increase the employment of people with disability in the local government sector through the Lighthouse Project.

The research was then re-conducted in 2016 to create a portrait of progress in the sector in the year since the Lighthouse Project was initiated. These research objectives included the same as those above and the following:

- whether engagement with the Lighthouse Project has impacted the organisation
- the specific impact the Lighthouse Project has had on the organisation.

3. Methodology

All local governments in Western Australia were invited to participate in an online survey. See Annex 1 for the 2015 survey questions and Annex 2 for the 2016 questions. Follow up calls and emails were also made to local governments to encourage completion of the survey.

4. Western Australian Regions and Survey Respondents

Following the precedent of the 2015 study, this report categorises Local Government Areas (LGAs) into regions. Seen below, Table 1 shows the number and proportion of LGAs in each region and the proportion of the Western Australian population represented based on 2011-2013 Australian Bureau of Statistics data. Note Cocos (Keeling) Islands and Christmas Island, which are Australian territories, are known as “Special Districts.”

Table 1: Western Australian regions

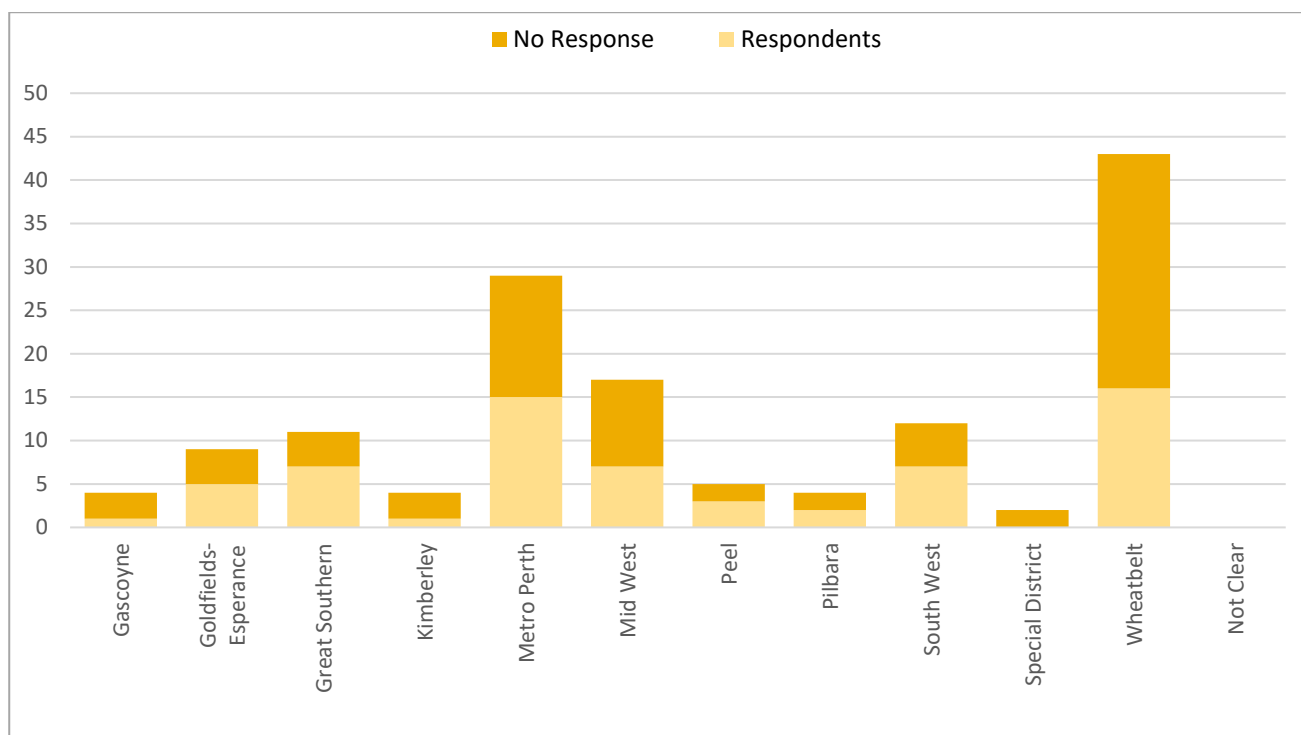
Region	Number of Local Governments	% of Local Governments	% of Population
Gascoyne	4	3%	0.4%
Goldfields-Esperance	9	6%	3%
Great Southern	11	8%	2%
Kimberley	4	3%	2%
Metro Perth	29	21%	73%
Mid-West	17	12%	2%
Peel	5	4%	5%
Pilbara	4	3%	3%
South West	12	9%	7%
Special Districts	2	1%	0%
Wheatbelt	43	31%	3%
Total	140	100%	100%

Table 2 illustrates the number and proportion of survey respondents by region in 2015 and 2016. The total response rate in 2015 of 98 represented 70% of the sector. In comparison, the 2016 response rate of 64 represented 46% of the sector, or a little below a majority of 51%. Overall, this represents a 35% decrease in the response rate. While all regions were represented in the 2015 survey, one region, the Special Districts, did not respond to the 2016 survey. The Great Southern had the highest response rate in 2016 with 64% of their local governments represented. Of those that participated in 2016, the Gascoyne and the Kimberley were the least responsive regions.

Table 2: Western Australian regions – survey respondents in 2015 and 2016

Region	No. of Local Govts	Survey Respondents 2015	Survey Respondents 2016	% of Region 2015	% of Region 2016	% of Survey 2015	% of Survey 2016
Gascoyne	4	2	1	50%	25%	2%	2%
Goldfields- Esperance	9	4	5	44%	56%	4%	8%
Great Southern	11	8	7	73%	64%	8%	11%
Kimberley	4	3	1	75%	25%	3%	2%
Metro Perth	29	20	15	69%	52%	20%	23%
Mid-West	17	11	7	65%	41%	11%	11%
Peel	5	1	3	20%	60%	1%	5%
Pilbara	4	2	2	50%	50%	2%	3%
South West	12	10	7	83%	58%	10%	11%
Special Districts	2	1	0	50%	0%	1%	0%
Wheatbelt	43	34	16	79%	37%	35%	25%
Not stated	-	2	0	-	-	2%	0%
TOTAL	140	98	64	70%	46%	100%	100%

Figure 1: Number of 2016 survey respondents compared to the total number in the region



5. Research Findings – 2015 and 2016 Surveys

Similar to the 2015 baseline report, information gathered for the 2016 report sought to provide the following:

- indicative workforce statistics on employees with disability
- existence of formal records
- understanding of benefits
- perception of barriers
- extent of relationships with Disability Employment Service (DES) providers
- professional development needs in the local government sector.

These are outlined in the following sections. In addition to this information, the 2016 research sought to determine what, if any, impact the Lighthouse Project has had on the local government sector.

Recruitment of a person with disability, workforce statistics and records

Compared to 47% of 2015 survey respondents, 42% of 2016 survey respondents indicated they had been directly involved in a recruitment process that had resulted in the employment of a person with disability.

Table 3: Respondents involved in a recruitment process that has resulted in the employment of a person with disability – 2015 & 2016

Answer Options	Response Count (Percent) 2015	Response Count (Percent) 2016
Yes	46 (47%)	27 (42%)
No	51 (52%)	34 (53%)
Not Clear	1 (1%)	3 (5%)
Total	98 (100%)	64 (100%)

Both the 2015 and 2016 surveys asked for the approximate number of people with disability currently employed within the respondent organisations. Casual employment was the most common arrangement amongst the respondents in 2015, whereas full time employment was the most common arrangement amongst the respondents in 2016.

The overall employment of people with disability in the local government sector reported in the 2016 survey (approximately 1.91% of the total workforce on a headcount basis) is close to the total percentage (2%) of employment of people with disability reported by local government in the 2015 Equal Employment Opportunity annual returns (<https://data.gov.au/dataset/public-sector-commission-wa-equal-employment-opportunity-survey-2015/resource/7e2ad91a-66b2-4c1c-9004-baf06b80e87b>).

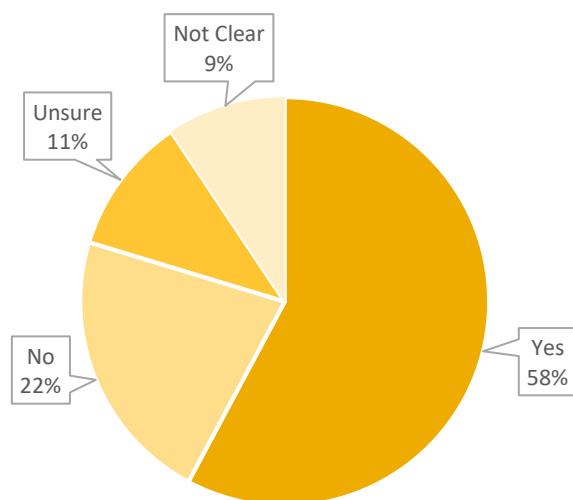
This is a small proportion of the total estimated working age population with a disability (approximately 20%). The total is growing, strongly correlated with the ageing population.

Table 4: Currently employed people with disability (best knowledge) – 2016

Answer Options	Response total 2016
Full time	71
Part time	45
Casual	15
Total	131

As shown in Figure 2 below, compared to 60% who held employee data on disability in their records in 2015, 58% of respondents held this information in 2016. As was commented upon in the 2015 baseline report, this information is likely to have an impact on overall employment statistics.

Figure 2: Employee data on disability held in records – 2016



Local government perspectives on the benefits of employing people with disability

The majority of respondents in both the 2015 and 2016 surveys believe the employment of people with disability brings about many positive benefits including diversity of the workforce and access to a wider talent pool. Approximately 75% of respondents in the 2016 survey noted that increased employment helped their respective organisations meet their responsibilities as community leaders (Table 5).

Table 5: Benefits considered to apply to the employment of people with disability – 2015 & 2016

Answer Options	Response count (percentage) 2015	Response count (percentage) 2016
Reflection of diversity in the community	68 (75%)	50 (78%)
Retention of existing employees who acquire disability	60 (66%)	36 (56%)
More user-friendly workplace for everyone	58 (64%)	37 (58%)
Access to a wider talent pool	54 (59%)	41 (64%)
Strengthened workplace morale	42 (46%)	35 (55%)
Reduced sick leave and early medical retirements	14 (15%)	13 (20%)
Helps us meet our responsibility as a community leader (multi-choice response in 2016 survey only)	-	48 (75%)
Other (please specify)	9 (10%)	3 (5%)

Barriers to employment of people with disability

Just over half of 2015 respondents believed that people with a disability do not seem to be interested in applying for advertised vacancies. This belief was held by just under half of 2016 respondents. Respondents also considered that lack of knowledge of available support and lack of confidence in relating to people with disability in the workplace were barriers. Other barriers specifically mentioned in comments included:

- distance from major centres and subsequent services available,
- the physical accessibility of the organisation's buildings; and
- workplace flexibility.

Table 6: Barriers considered to apply to the employment of people with disability – 2015 & 2016

Answer Options	Response count (percentage) 2015	Response count (percentage) 2016
People with disability do not seem to be interested in applying for advertised vacancies	48 (55%)	30 (47%)
Lack of knowledge of support available	37 (43%)	28 (44%)
Costs of modifications	34 (39%)	15 (23%)
Lack of confidence in relating to people with disability in the workplace	25 (29%)	20 (31%)
Other (please specify)	22 (25%)	10 (16%)
Workplace culture is not supportive	5 (6%)	5 (8%)

Relationship with a Disability Employment Service (DES) provider

45% of 2016 respondents do not have a relationship with a DES provider, as opposed to 61% of respondents in 2015. 45% of 2016 respondents do have a relationship with a DES provider, while 9% are unclear if they do.

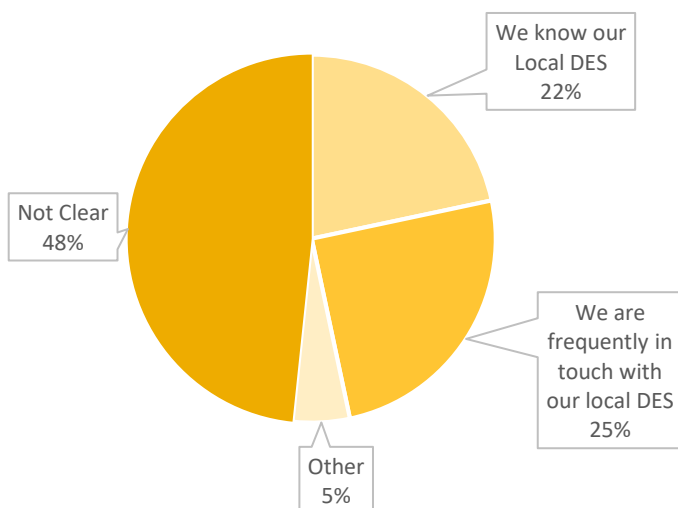
Table 7: Relationship with a Disability Employment Service (DES) provider – 2015 & 2016

Answer Options	Response count (percentage) 2015	Response count (percentage) 2016
Yes	33 (34%)	29 (45%)
No	60 (61%)	29 (45%)
Not clear	5 (5%)	6 (9%)
Total	98	60

Of the 45% of respondents that indicated they have a relationship with a DES provider, approximately 25% said they are frequently in contact with their local DES provider and that 48% remain unclear as to what the extent of the relationship is. Those that indicated

'Other' in regards to the DES relationship noted that they had been increasing their contact in the last 6 months or that they have begun the process of building a relationship.

Figure 3: If a relationship with a Disability Employment Service (DES) provider exists, extent and nature of relationship – 2016



Professional development needs

Both 2015 and 2016 respondents were asked about the professional development needs of their organisations. As shown in Table 8 below, the top two responses in both years was what financial and other support is available and the link between the two key plans.

Table 8: Professional development needs – 2015 & 2016

Answer Options	Response count (percentage) 2015	Response count (percentage) 2016
Knowing what financial and other support is available	58 (67%)	31 (48%)
Link between Disability Access and Inclusion Plan (DAIP) and Workforce Plan	44 (51%)	30 (47%)
Developing strategies and an action plan for Outcome 7 in the DAIP	36 (41%)	26 (41%)
Workplace auditing for disability friendliness	36 (41%)	16 (25%)
Confidence to relate to people with disability in the workplace	26 (30%)	19 (30%)
Other (please specify)	2 (2%)	5 (8%)

Tables 9 and 10 below provide a detailed regional breakdown of professional development needs identified by respondents in 2015 and 2016. While there are still significant needs across the sector, a side-by-side comparison of both years shows that the needs have reduced following the Lighthouse Project.

Table 9: Professional development needs by region – 2015

Question 18 - By Region (% of Category)	Higher need	Medium need	Lower need									
Answer Options	Gascoyne	Goldfields-Esperance	Great Southern	Kimberley	Metro Perth	Mid West	Peel	Pilbara	South West	Special Districts	Wheat-belt	Not Clear
Number of Respondents	2	4	8	3	20	11	1	2	10	1	34	2
Developing strategies and an action plan for Outcome 7 in the Disability Access and Inclusion Plan (DAIP)	50%	25%	38%	100%	30%	27%	0%	50%	30%	0%	44%	0%
Confidence to relate to people with disability in the workplace	50%	25%	25%	33%	20%	27%	0%	50%	40%	0%	26%	0%
Link between DAIPs and Workforce Plans	0%	25%	63%	67%	35%	45%	0%	100%	30%	100%	50%	50%
Workplace auditing for disability friendliness	50%	25%	13%	67%	40%	45%	0%	100%	60%	100%	26%	0%
Knowing what financial and other support is available	100%	50%	50%	67%	65%	45%	0%	100%	70%	100%	53%	100%

Table 10: Professional development needs by region – 2016

Question 18 - By Region (% Of Category)	Higher need	Medium need	Lower need									
Answer Options	Gascoyne	Goldfields-Esperance	Great Southern	Kimberley	Metro Perth	Mid West	Peel	Pilbara	South West	Special Districts	Wheat-belt	Not Clear
Number of Respondents	1	5	7	1	15	7	3	2	7	0	16	0
Developing strategies and an action plan for Outcome 7 in the Disability Access and Inclusion Plan (DAIP)	0%	80%	43%	0%	27%	57%	33%	50%	29%	0%	44%	0%
Confidence to relate to people with disability in the workplace	0%	40%	29%	0%	20%	29%	67%	50%	29%	0%	31%	0%
Link between DAIPs and Workforce Plans	0%	80%	14%	0%	33%	43%	67%	50%	43%	0%	69%	0%
Workplace auditing for disability friendliness	100%	60%	14%	0%	20%	14%	33%	0%	29%	0%	25%	0%
Knowing what financial and other support is available	100%	80%	29%	0%	27%	43%	100%	100%	29%	0%	63%	0%

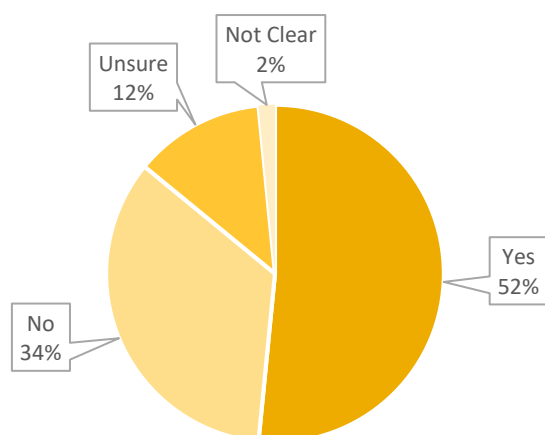
Outcome 7 Strategies

69% of 2016 survey respondents indicated they now have an up to date Outcome 7 Strategy in their Disability Access and Inclusion Plan (DAIP). This is still well shy of the required 100% but shows significant improvement since the Lighthouse Project began.

Engagement with the Lighthouse Project

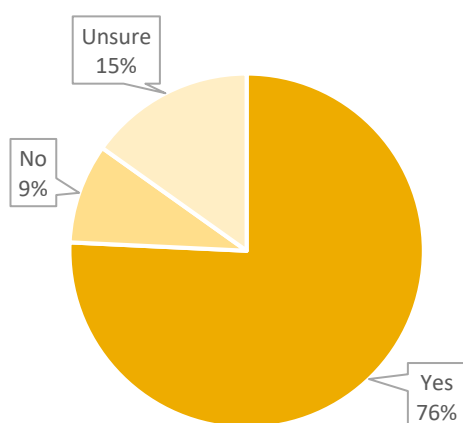
In addition to the information presented in the prior sections, the 2016 follow up survey was designed to determine the amount of impact the Lighthouse Project has had on local government organisations in the year since its inception. 52% of respondents indicated that they had engaged with the Lighthouse Project while 15% were either unsure or unclear, as seen in Figure 4 below.

Figure 4: Engagement with Lighthouse Project



Respondents were then asked to determine whether this involvement has had an impact on their respective organisation and if so, to specifically outline what this impact has been. Of the 45% of respondents who indicated that they had engaged with the Lighthouse Project, an overwhelming 76% noted there had been an impact.

Figure 5: Impact of Lighthouse Project on organisation



Stated impacts on the local organisations included the following:

- increased awareness of Outcome 7, local networks and available contacts
- increased engagement of people with disability for employment
- highlighted advantages of hiring people with disability
- initiation of further professional development/training
- started positive conversations
- improved physical access to buildings.

These positive impacts have ultimately led to some local governments' pursuit and leveraging of other funding opportunities for employing people with disabilities and a general awareness of the employment opportunities available. There were no noted negative impacts of engagement with the Lighthouse Project.

Respondents were also asked if there were any other specific comments they would like to add to aid the understanding of the current state of employment of people with disability in local government. There were several common themes, noting the lack of support services due to the remoteness some of the local government authorities as well as the need for increased funding assistance. Other comments included:

- limited opportunities for employing people with disability in rural areas
- improved physical access to buildings required to facilitate employment of people with disability
- limited recruitment pool in regional areas resulting in a lower probability of a person with disability applying for a role
- increased number of applicants in current labour market
- facilities require modification to enable employment
- lack of suitable positions
- desire for more proactive measures to be implemented
- perceived negative impacts of employing people with disabilities
- the lack of people with disability applying for roles.

6. Conclusion

The 2016 follow up research has indicated that Western Australian local governments are increasingly recognising the value of employing people with disability. It is intended that the positive impact that local governments have experienced since engaging with the Lighthouse Project will contribute to more diverse and inclusive work environments that reflect the communities they serve.

A comparison of the 2016 research findings against the 2015 findings indicate that while there is still room for improving the environment and employment outcomes for people with disability in local government, the Lighthouse Project is having a beneficial effect.

Annex 1: Survey Questions 2015

- Q1 Name of local government
- Q2 Position
- Q3 To the best of your knowledge, have you been directly involved in a recruitment process that has resulting the employment of a person with a disability? Note that disability may be physical, sensory, psychiatric, neurological, cognitive, intellectual or a combination of these.
Yes No
- Q4 To the best of your knowledge, how many people with disability are currently in employment at your organisation?
Full time
Part time
Casual
- Q5 What percentage of your workforce does this represent?
- Q6 Do you hold employee data on disability in your records?
- Q7 In your opinion, which of the following benefits do/could apply to the employment of people with disability in your organisation? (Please tick all that apply)
Access to a wider talent pool
Reduced sick leave and early medical retirements
Retention of existing employees who acquire disability
Strengthened workplace morale
Reflection of diversity in the community
More user-friendly workplace for everyone
Other (please specify)
- Q8 In your opinion, which of the following barriers do/could apply to the employment of people with disability in your organisation? (Please tick all that apply)
Costs of modifications
Lack of confidence in relating to people with disability in the workplace
Lack of knowledge of support available
People with disability do not seem to be interested in applying for advertised vacancies
Workplace culture is not supportive
Other (please specify)
- Q9 Do you have a relationship with a Disability Employment Service (DES) provider?
Yes No

- Q10 Do you or other relevant staff in your organisation have professional development needs in the following areas? (Please tick all that apply)
- Developing strategies and an action plan for Outcome 7 (people with disability have the same opportunities as other people to obtain and maintain employment with a public authority) in the Disability Access and Inclusion Plan (DAIP)
 - Confidence to relate to people with disability in the workplace
 - Link between DAIPs and Workforce Plans
 - Workplace auditing for disability friendliness
 - Knowing what financial and other support is available
 - Other (please state)
- Q11 What specific areas of training and development would Elected Members benefit from?
- Arts and cultural planning
 - Understanding arts and culture in the community
 - Creative community engagement
 - Other (please state)
- Q12 Is there anything else you would like to add that would help us to understand the current state of employment of people with disability in Western Australian local government?

Annex 2: Survey Questions 2016

- Q1 Name of local government
- Q2 Position
- Q3 Are you in a position of significant influence to increase employment of people with disability within your organisation?
- Q4 Has your local government engaged with the Lighthouse Project?
- Q5 Has this involvement with the Lighthouse Project had an impact on the organisation?
- Q6 Please outline the impact the Lighthouse Project has had on your organisation.
- Q7 Does your local government have an up to date Outcome 7 Strategy in the Disability Access and Inclusion Plan (DAIP)?
- Q8 What actions has your local government taken to implement the Outcome 7 Strategy?
- Q9 Have you been directly involved in a recruitment process that has resulting the employment of a person with a disability? Note that disability may be physical, sensory, psychiatric, neurological, cognitive, intellectual or a combination of these.
- Q10 Are you aware of other recruitment processes within your local government that resulted in the employment of a person with disability?
- Q11 Do you hold employee data on disability in your records?
- Q12 To the best of your knowledge, how many people with disability are currently employed at your organisation?
- Q13 What percentage of your workforce does this represent?
- Q14 In your opinion, which of the following benefits do/could apply to the employment of people with disability in your organisation? (Please tick all that apply)
- Access to a wider talent pool
 - Reduced sick leave and early medical retirements
 - Retention of existing employees who acquire disability
 - Strengthened workplace morale
 - Reflection of diversity in the community
 - Helps us meet our responsibility as a community leader
 - More user-friendly workplace for everyone
 - Other (please specify)

- Q15 In your opinion, which of the following barriers do/could apply to the employment of people with disability in your organisation? (Please tick all that apply)
- Costs of modifications
 - Lack of confidence in relating to people with disability in the workplace
 - Lack of knowledge of support available
 - People with disability do not seem to be interested in applying for advertised vacancies
 - Workplace culture is not supportive
 - Other (please specify)
- Q16 Do you have a relationship with a Disability Employment Service (DES) provider?
Yes No
- Q17 How active is the relationship with the DES provider(s)?
- We know our local DES
 - We are frequently in touch with our local DES
 - Other
 - Not clear
- Q18 Do you or other relevant staff in your organisation have professional development needs in the following areas? (Please tick all that apply)
- Developing strategies and an action plan for Outcome 7 (people with disability have the same opportunities as other people to obtain and maintain employment with a public authority) in the Disability Access and Inclusion Plan (DAIP)
 - Confidence to relate to people with disability in the workplace
 - Link between DAIPs and Workforce Plans
 - Workplace auditing for disability friendliness
 - Knowing what financial and other support is available
 - Other (please state)
- Q19 Is there anything else you would like to add that would help us to understand the current state of employment of people with disability in Western Australian local government?

Annex 3: Full Listing of Local Authorities and Survey Respondents

All population data was gathered from the Australian Bureau of Statistics and reflective of figures accessed in January 2017.

Key	
2015 survey only	
2016 survey only	
2015 & 2016 survey	

Local Government by Region	Type	Population	Area (m ²)
Gascoyne			
Carnarvon, Shire of	Rural Agri.	6,139	4,656,220
Exmouth, Shire of	Rural Remote	2,611	648,807
Shark Bay, Shire of	Rural Remote	943	2,414,020
Upper Gascoyne, Shire of	Rural Remote	266	5,788,340
Goldfields-Esperance			
Coolgardie, Shire of	Urban Regional	4,239	3,035,390
Dundas, Shire of	Rural Remote	1,158	9,258,720
Esperance, Shire of	Rural Agri.	14,487	4,503,880
Kalgoorlie-Boulder, City of	Urban Regional	33,310	9,515,150
Laverton, Shire of	Rural Remote	1,291	17,989,200
Leonora, Shire of	Rural Remote	2,630	3,189,320
Menzies, Shire of	Rural Remote	401	12,457,700
Ngaanyatjarraku, Shire of	Rural Remote	1,507	16,037,800
Ravensthorpe, Shire of	Rural Agri.	2,310	982,900
Great Southern			
Albany, City of	Urban Regional	36,940	430,994
Broomehill-Tambellup, Shire of	Rural Agri.	1,156	260,913
Cranbrook, Shire of	Rural Agri.	1,092	327,747
Denmark, Shire of	Rural Agri.	5,811	185,990
Gnowangerup, Shire of	Rural Agri.	1,292	426,557
Jerramungup, Shire of	Rural Agri.	1,077	650,748
Katanning, Shire of	Rural Agri.	4,428	151,829
Kent, Shire of	Rural Agri.	524	563,011

Kojonup, Shire of	Rural Agri.	2,002	293,114
Plantagenet, Shire of	Rural Agri.	5,183	487,647
Woodanilling, Shire of	Rural Agri.	430	112,835
Kimberley			
Broome, Shire of	Urban Regional	17,311	5,463,180
Derby-West Kimberley, Shire of	Rural Remote	9,129	11,984,200
Halls Creek, Shire of	Rural Remote	3,946	13,306,100
Wyndham-East Kimberley, Shire of	Rural Remote	8,713	11,202,300
Metropolitan Perth			
Armadale, City of	Urban Fringe	77,586	55,992
Bassendean, Town of	Urban Dev.	16,288	1,034
Bayswater, City of	Urban Dev.	70,656	3,277
Belmont, City of	Urban Dev.	40,968	3,969
Cambridge, Town of	Urban Dev.	28,365	2,199
Canning, City of	Urban Dev.	98,056	6,490
Claremont, Town of	Urban Dev.	10,611	496
Cockburn, City of	Urban Dev.	106,540	16,794
Cottesloe, Town of	Urban Dev.	8,703	386
East Fremantle, Town of	Urban Dev.	7,831	314
Fremantle, Town of	Urban Dev.	30,883	1,901
Gosnells, City of	Urban Dev.	123,993	12,720
Joondalup, City of	Urban Dev.	168,638	9,893
Kalamunda, Shire of	Urban Fringe	60,743	32,420
Kwinana, City of	Urban Dev.	36,145	12,001
Melville, City of	Urban Dev.	107,239	5,282
Mosman Park, Town of	Urban Dev.	9,613	435
Mundaring, Shire of	Urban Fringe	40,046	64,325
Nedlands, City of	Urban Dev.	23,258	1,995
Peppermint Grove, Shire of	Urban Dev.	1,685	107
Perth, City of	Urban Dev.	20,762	1,202
Rockingham, City of	Urban Dev.	125,889	25,689
South Perth, City of	Urban Dev.	46,477	1,981
Stirling, City of	Urban Dev.	227,367	10,473
Subiaco, City of	Urban Dev.	20,167	698
Swan, City of	Urban Fringe	130,013	104,322
Victoria Park, Town of	Urban Dev.	38,135	1,793

Vincent, City of	Urban Dev.	37,279	1,138
Wanneroo, City of	Urban Fringe	185,817	68,506
Mid-West			
Carnamah, Shire of	Rural Agri.	540	287,295
Chapman Valley, Shire of	Rural Agri.	1,247	398,258
Coorow, Shire of	Rural Agri.	1,064	418,883
Cue, Shire of	Rural Remote	285	1,358,490
Greater Geraldton, City of	Urban Regional	41,087	988,911
Irwin, Shire of	Rural Agri.	3,764	237,196
Meekatharra, Shire of	Rural Remote	1,453	10,012,100
Mingenew, Shire of	Rural Agri.	477	193,486
Morawa, Shire of	Rural Agri.	889	351,255
Mount Magnet, Shire of	Rural Remote	678	1,387,290
Murchison, Shire of	Rural Remote	121	4,503,020
Northampton, Shire of	Rural Agri.	3,296	1,261,770
Perenjori, Shire of	Rural Agri.	906	830,045
Sandstone, Shire of	Rural Remote	111	3,266,650
Three Springs, Shire of	Rural Agri.	620	265,291
Wiluna, Shire of	Rural Remote	1,221	18,129,400
Yalgoo, Shire of	Rural Remote	424	2,793,640
Peel			
Boddington, Shire of	Rural Agri.	2,523	189,937
Mandurah, City of	Urban Fringe	82,701	17,423
Murray, Shire of	Rural Signif.	16,875	171,005
Serpentine-Jarrahdale, Shire of	Rural Signif.	22,698	90,407
Waroona, Shire of	Rural Agri.	4,001	83,185
Pilbara			
Ashburton, Shire of	Rural Remote	11,017	10,095,900
East Pilbara, Shire of	Rural Remote	13,027	37,124,400
Karratha, City of	Urban Regional	26,649	1,523,580
Port Hedland, Town of	Urban Regional	16,810	1,843,110
South West			
Augusta-Margaret River, Shire of	Rural Agri.	13,608	212,242
Boyup Brook, Shire of	Rural Agri.	1,648	282,650
Bridgetown-Greenbushes, Shire of	Rural Agri.	4,643	133,938

Bunbury, City of	Urban Regional	34,225	6,524
Busselton, City of	Urban Regional	35,562	145,401
Capel, Shire of	Rural Signif.	17,061	55,781
Collie, Shire of	Rural Agri.	9,778	171,002
Dardanup, Shire of	Rural Signif.	14,075	52,592
Donnybrook-Balingup, Shire of	Rural Agri.	5,901	155,997
Harvey, Shire of	Urban Regional	26,787	172,788
Manjimup, Shire of	Rural Agri.	9,445	702,575
Nannup, Shire of	Rural Agri.	1,319	305,371
Special Districts			
Christmas Island, Shire of	Special District	2,224	136,700
Cocos Keeling Islands, Shire of	Special District	578	14,200
Wheatbelt			
Beverley, Shire of	Rural Agri.	1,589	237,052
Brookton, Shire of	Rural Agri.	1,020	160,115
Bruce Rock, Shire of	Rural Agri.	949	272,471
Chittering, Shire of	Rural Agri.	5,218	121,990
Corrigin, Shire of	Rural Agri.	1,100	268,060
Cuballing, Shire of	Rural Agri.	889	119,495
Cunderdin, Shire of	Rural Agri.	1,326	186,245
Dalwallinu, Shire of	Rural Agri.	1,284	722,722
Dandaragan, Shire of	Rural Agri.	3,288	671,149
Dowerin, Shire of	Rural Agri.	683	186,308
Dumbleyung, Shire of	Rural Agri.	589	254,128
Gingin, Shire of	Rural Agri.	5,447	320,844
Goomalling, Shire of	Rural Agri.	991	183,543
Kellerberrin, Shire of	Rural Agri.	1,223	191,558
Kondinin, Shire of	Rural Agri.	1,010	742,209
Koorda, Shire of	Rural Agri.	438	283,235
Kulin, Shire of	Rural Agri.	808	471,686
Lake Grace, Shire of	Rural Agri.	1,329	1,188,580
Merredin, Shire of	Rural Agri.	3,292	329,439
Moora, Shire of	Rural Agri.	2,516	376,298
Mt Marshall, Shire of	Rural Agri.	469	1,018,590
Mukinbudin, Shire of	Rural Agri.	490	343,499
Narembeen, Shire of	Rural Agri.	795	383,325
Narrogin, Shire of	Rural Agri.	888	161,835

Narrogin, Town of	Urban Regional	4,451	1,313
Northam, Shire of	Rural Agri.	11,629	143,122
Nungarin, Shire of	Rural Agri.	227	116,301
Pingelly, Shire of	Rural Agri.	1,183	129,405
Quairading, Shire of	Rural Agri.	1,051	201,693
Tammin, Shire of	Rural Agri.	409	110,169
Toodyay, Shire of	Rural Agri.	4,641	169,165
Trayning, Shire of	Rural Agri.	341	165,094
Victoria Plains, Shire of	Rural Agri.	915	255,094
Wagin, Shire of	Rural Agri.	1,905	194,573
Wandering, Shire of	Rural Agri.	438	189,962
West Arthur, Shire of	Rural Agri.	898	283,265
Westonia, Shire of	Rural Agri.	271	331,401
Wickepin, Shire of	Rural Agri.	727	203,984
Williams, Shire of	Rural Agri.	932	230,448
Wongan-Ballidu, Shire of	Rural Agri.	1,495	336,507
Wyalkatchem, Shire of	Rural Agri.	529	159,435
Yilgarn, Shire of	Rural Agri.	1,612	3,037,630
York, Shire of	Rural Agri.	3,489	213,159