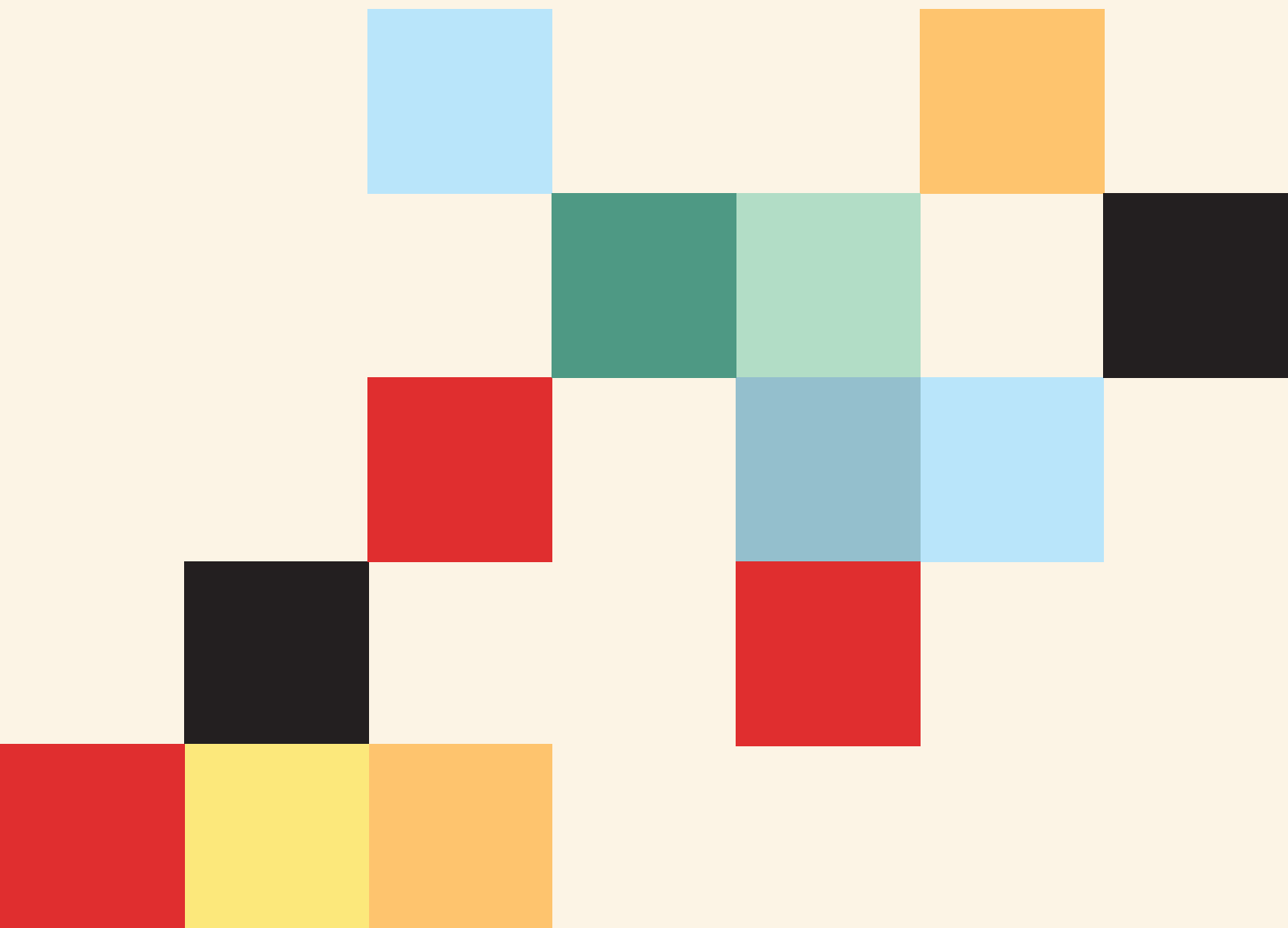
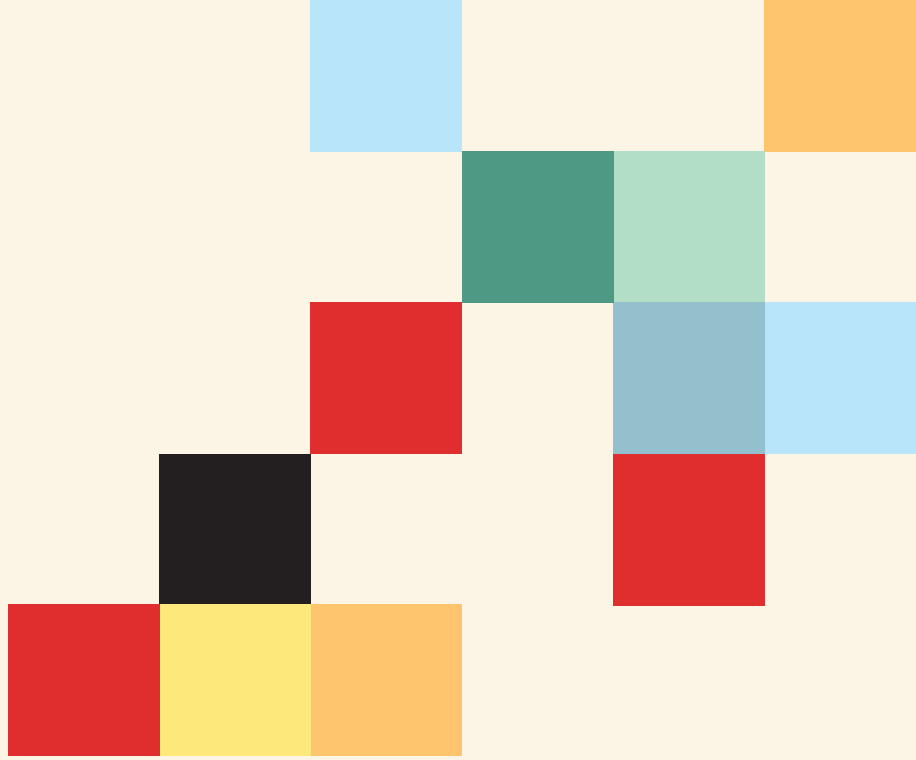


Annual Review

2024





Our Vision

Australia's trusted voice in planning.

Our Mission

To inspire planners and elevate their role in shaping Australia's future. PIA will do this through championing the value of planners, leading the profession, strong advocacy and contemporary education.



What PIA stands for is that...

1.

Planning is fundamental to the creation of communities which embody and exemplify fairness, equity and access.

2.

High-quality design is crucial to creating successful and liveable neighbourhoods, towns, regions and cities.

3.

Planners are indispensable to balancing the current and future needs of our built and natural environments.

4.

PIA is apolitical, but at every opportunity will lobby all spheres of government to “do their part” to support great planning.

5.

Planners expertise should be recognised and respected. PIA stands behind its members ... we've got your back.

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President's Message

Darren Crombie RPIA (Fellow)

When your foundations are right, great leaps can look deceptively easy. It's a concept I've been contemplating this year as I've watched PIA make significant strides in turning its attention outwards.

Our advocacy, driven by our CEO Matt Collins MPIA, is one example of many. Matt has been able to build on the solid foundations laid before him to help us focus more strongly on outward communication, amplifying our influence on the national stage.

Across the year, we've seen a major shift in awareness about the significance of planning, especially in key areas like housing and urban policy. A personal highlight was the launch by The Hon. Catherine King MP (Minister for Infrastructure, Transport, Regional Development and Local Government) of the *National Urban Policy* at our Planning Congress in Melbourne. This really emphasised to me the role PIA is playing in shaping national conversations.

This year we also opened up a conversation about our own industry. The *State of the Profession* report, released in late 2023, shed important light on both the challenges we face and the opportunities ahead.

As the report clearly shows, there's still a shortage of people working in the space nationally. It's just one reason our *Value of Planning* campaign has been so important to us. This effort has also been crucial in helping the public and decision

makers understand just how essential our role is in shaping communities.

Despite the impact we have, there's more to do. Confusion persists about the scope of urban planning, and we often see media or others turning to architects and other professionals for opinions on planning issues. This makes it even more critical that we keep working to better define and communicate who we are and what we do.

Too often, the public, media, and even career advisors in schools overlook planning as a career path. Our *Become A Planner* campaign is good step towards addressing this; it shows young people how planners can make a real, tangible difference in the world around them.

Another area where we've continued to make substantial progress this year is in elevating Indigenous voices and knowledge within our profession.

PIA actively supported the Voice to Parliament, making public statements confirming our position. I'm so proud of this. While the referendum defeat was tough, PIA's work in this area continues. In fact, the referendum defeat has only strengthened our resolve. We remain committed to ensuring we embrace and integrate Indigenous knowledge, culture and tradition as a foundational part of planning and land management.

I was particularly proud of how we included Indigenous participation at Planning Congress, with the opening ceremony in Melbourne featuring a traditional yarn—it was such a meaningful departure from the usual addresses by dignitaries.

Overall, the Planning Congress was a huge success—not only in terms of attendance, but in the rich discussions it generated.

On a personal level, I took a moment during my opening address to reflect on how far we've come. When I joined PIA in 1995 as a 23-year-old, the Institute was in a very different place. We had a small office in Canberra, operations were decentralised, and we were gearing up for the introduction of the GST.

Today, we're a cohesive national organisation, with strong governance, a clear strategic direction, and a growing voice in critical areas like housing, climate change and urban policy. Our partnerships with planning institutions across New Zealand, Canada, the UK and the US have never been stronger.

Over the decade I've been on the Board, I've seen PIA grow in size, influence, and professionalism. As an organisation, our strategy and business fundamentals are strong. We have a rolling, three-year business plan, a high-functioning board and professional staff.

In recent years, we've focused on better managing risk and governance. Now, with this foundation in place, we're upping the ante on advocacy and communications, ensuring planners have a voice at the table in important discussions.

It's good time to hand over the reins.

As I step down from my role as President, I'm incredibly proud of what we've achieved together. I'm also excited for the work PIA will continue to do: strengthening the profession by improving university curricula, building a pipeline of future planners, and advocating for our role in addressing national challenges like housing and climate change.

I want to say a heartfelt thank you to our members for your support and engagement. It has been an honour to serve as your President, and I am confident that under Emma Riley RPIA (Fellow)'s leadership PIA will continue to grow and evolve. I can't wait to see what the future holds for our organisation and for the future of planning in Australia.





CEO's Message

Matt Collins MPlA, Chief Executive Officer

Members are at the heart of PIA, and our role supporting planners through professional development, advocacy, and building the community of planners has never been more critical.

From a highly successful Planning Congress in Naarm / Melbourne to the release of landmark reports spotlighting the challenges and opportunities for our profession, PIA has taken big steps forward in 2023/24 towards our vision to be Australia's trusted voice in planning.

We are making a real difference for planning and planners, and this is only possible through the dedication of our members, volunteers, partners and staff.

For PIA, 2023/24 was a year of growth and change. We grew our membership, grew our advocacy, and grew our events and learning. We also began an ambitious change agenda within PIA, with the aim of strengthening member value by transforming our professional development and learning and driving more advocacy impact.

Thanks to our volunteers

PIA accomplished a great deal in 2023/24, and this was only possible thanks to the role of our volunteers in driving our work.

More than 600 volunteers contributed to mentoring programs, policy and advocacy, event organisation and governance throughout the year, and this was instrumental in the successful delivery of these initiatives. Volunteers are the lifeblood of PIA, and I can't thank them enough.

Strengthening Professional Development

One of the cornerstones of PIA's value to members is our role delivering professional development opportunities.

In 2023/24, we delivered a record 492 events, up from 418 the previous year, amounting to 1,333 hours of professional development. This substantial offering saw more registrations than ever from planners keen to enhance their skills and stay updated on the latest trends.

Our Planning Congress in Naarm / Melbourne was a standout event, drawing more than 600 planners from across the country to share insights, network, and celebrate the profession. Planning Congress is more than a key event in our calendar, it is also a symbol of the thriving

community of planners in Australia. I was particularly proud of our profession's willingness to engage in challenging conversations at Congress, as we explored the need to rethink planning so that we better respect and embrace First Nations perspectives and knowledge systems.

Alongside Planning Congress, PIA's Divisions continued to deliver hundreds of local events catering to diverse professional needs. The diversity and frequency of these events reflect our commitment to supporting the growth and development of planners, no matter their location or career stage.

Importantly, in 2023/24 Board adopted a new Professional Development Strategy, which will reshape our approach to learning and professional development over the next 5 years and beyond. This strategy aims to enhance our delivery of professional development, with new initiatives to lift quality and accessibility, including a new On Demand platform in 2025.

Speaking Up for Planners and Planning

Advocacy is at the heart of PIA's mission and was a major focus throughout 2023/24.

We achieved 436 media mentions throughout the year, reflecting our growing influence and visibility in public discussions. We focused on big issues such as housing, climate resilience, planning reform, and the shortage of planners, making the case for the role of planners in delivering sustainable, long-term solutions and shaping great communities.

Our advocacy efforts included 229 meetings held with elected and senior government officials – a significant increase from 154 the previous year. PIA also submitted 110 submissions to governments, up from 74 in 2022/23, reinforcing our reputation as an expert advisor on planning policy in the public interest.

PIA also released several key reports that shaped the national conversation on planning.

Our *Planning for the Housing We Need* report was a significant contribution to the role of planning in tackling Australia's housing crises, setting out clear opportunities to improve planning systems whilst also calling out the significant role of non-planning factors like construction costs and taxation settings.

We also released *Achieving Net Zero Emissions: An Enabling Role for Planning*, which takes a "theory of change approach" to explore the enabling actions required of planning to achieve the critical 2050 emission reduction targets.

Finally, we also partnered with Urbis to deliver the landmark *PIA Foresight* report to assist planners to better understand the drivers of change and how we might plan for them. PIA Foresight aims to empower the profession with knowledge of future trends to ensure resilient and robust plans for our futures.

Tackling the Shortage of Planners

During 2023/24, Jobs and Skills Australia's Skills Priority List identified a serious shortage of planners in every state and territory of Australia (except the ACT). This provided formal recognition of an issue PIA has been raising for some time and provided extra impetus to our work tackling this major challenge.

The shortage of planners was a key theme in our *State of the Profession Report*, which we released in September 2023. This report revealed that planning is a growth profession, with at least 13,691 planners in Australia – an increase of 82% since 2006. But despite this growth, the report also confirmed that we face a shortage of planners.

This planner shortage has profound implications for the future of planning and our profession's capacity to meet the growing demands for housing, infrastructure, and sustainable development.

Yet despite this shortage, we are also seeing serious and growing pressures on university planning schools, with ongoing viability challenges threatening too many programs. PIA is deeply concerned about these challenges to accredited university courses, and the long-run threat this poses to a sustainable and viable profession.

The Year Ahead

As we look to 2024/25, PIA's priorities are clear: strengthening our advocacy impact, addressing the shortage of planners, and transforming our professional development program to ensure planners are future-ready.

We will also be rolling out a major upgrade to our digital systems, including a new Association Management System, which will improve the delivery of our core services and enhance the overall member experience.

Our advocacy will remain focused on housing and climate action, with planning playing a central role in enabling the housing Australians need and driving the transition to a net-zero future. We will continue to work closely with governments at all levels to ensure that planning systems are fit for purpose and capable of meeting the needs of the community.

At the same time, we are committed to evolving our professional development activities to ensure that planners have access to the latest knowledge and skills. We are committed to providing learning opportunities that are flexible, accessible, and relevant to the needs of planners today and into the future.

In closing, I want to thank our members, volunteers, and staff for their dedication and hard work throughout 2023/24. Together, we are shaping the future of planning in Australia, and I look forward to another year of progress and impact for our profession.

Young Planner National Update



Young Planners National Convenors catch up at Planning Congress in Naarm, Melbourne.

The momentum and successes from 2023, driven by both the National Young Planner Convenors group (NYPC) and the Young Planners (YPs) more broadly, continued through 2024. We saw some new faces join the NYPC, namely, Nivedita Ravindran MPIA (VIC), Emily Robertson PIA (Assoc.) (WA), Michael Jaensch PIA (Assoc.) joining Julien Beauvillier PIA (Assoc.) (as co-convenors for SA), Cameron See MPIA and Lucy O'Malley MPIA (as co-convenors for QLD). A few familiar faces from 2023, Dot Hepburn MPIA (ACT), Apurva Bora PIA (Assoc.) (TAS) and Amy Wilkins PIA (Assoc.) and Chloe Boyd MPIA (NSW), continued their passion and commitment for convening. Chati Tasantab PIA (Assoc.) joined later in the year as a representative from the NT.

The NYPCs started 2024 strong, hosting events across the country for university O-weeks. NSW attended, presented and collaborated on a total of 14 engagement and promotional events between February and July 2024 for young and emerging planners at high schools and universities. They also advocated for careers in planning through the creation of high school engagement collateral with our socials team. They attended two high school careers expos with over 1,000 students, parents and teachers in total in attendance.

Following on from O-week, ACT held a joint event with both architects and landscape architects in February. The event was well attended with 20 emerging professionals from across the built environment swapping stories and contacts. The YPs are starting to look towards collaboration with other



like-minded institutes to share, network and learn from other built environment disciplines. QLD continued to hold their monthly Urban Unwind evenings and their annual Great Debate. TAS held a Jane's Walk in in May with a walk along the Hobart Rivulet Track to Cascade Brewery for post walk beverages!

Further events were held in early 2024 including WA's very successful and exemplar annual YP Summit. SA replicated the WA model with their own YP Forum. This event explored the diversity and dynamism of the urban planning profession thanks to a range of speakers from different backgrounds and branches of the profession. These speakers shared their insights, experiences, and visions for the future of planning. Networking drinks followed the session. Approximately 30 people attended, and the committee received very positive feedback regarding the variety of topics, chosen speakers and even got suggestions for next year. Well done WA and SA. I hear that other states are looking to have their own YP summit/forums soon so keep a look out for those!

VIC again held their annual Wins & F*#k Ups Night, hosted by the VYPs and AITPM Young Professionals, which was highly popular and well attended. Inspired by the global movement from the Failure Institute that shares stories of professional failure, the event aims to help us break free from the stigmas and pressures of professionalism. These personal stories, rooted in authenticity and vulnerability, aim to change workplaces for the better. Their event was a smash success, with the candid panel of speakers inspiring many a young planner/designer to not be afraid of making mistakes and to learn from them.

We can't forget the wonderful work done by all committees across the country in organising and managing the Mentoring Program. Well done to everyone involved – it's a key pillar of why its so good to be a PIA member.

The NYPC caught up in person for their annual YP workshop at the Planning Congress in May in Melbourne. As it is every year, it was wonderful to catch up with our fellow national convenors to discuss approaches to convening; events and event planning; and national improvements to the NYPC group, amongst other issues and topics. We discussed how we can continue implementing the actions from the 2023 YP survey.



Following on from the YP workshop, we undertook work to implement one of the biggest, but most important, changes to YPs in recent years. Hopefully, by the time you read this, the Young Planners will change their name to Emerging Planners. This name change has been on the cards for over a decade and has recently been pushed by a few new PIA members who joined planning mid-career. It is a very exciting change to make the young/emerging planning cohort more representative of its members.

The NYPC had once again an extremely successful year in 2024 and are looking to extend this through to 2025. On a personal note, this role has been thoroughly rewarding over the last two years, I have enjoyed it immensely. It will be an honour to pass this role onto the incoming NYPC convenor Amy Wilkins PIA (Assoc.) from NSW. All the best Amy, I know that you will do a wonderful job.

A big thank you to our convenors, our committee members and volunteers for their hard work, dedication and passion over the past year. We couldn't and wouldn't have done it without you. Despite not fitting the mould anymore, I'll always be a keen supporter of the YPs from the sidelines.

All the best everyone,

Andrew Holmes MPIA

In the spotlight: celebrating the stars of planning excellence



Across the country, planners are reaching new heights of achievements, deploying 'out-of-the-box' thinking, and reimagining how we can make our cities, towns, and rural communities more vibrant, sustainable and equitable.

The National Awards for Planning Excellence are a chance to recognise and celebrate these achievements and acknowledge the dedication and passion evident throughout the profession.

Planners wear many hats, and the Awards reflect this diversity. From urban planners who are creating smarter, more connected cities to environmental planners who are protecting our natural resources to transport planners who are improving the way we move around, each and every one of our nominees has made a significant contribution planning.

This year, the judges had the difficult task of choosing between 58 outstanding nominations across 11 categories. Selecting winners and commendations is hard when the quality of nominations nationwide is so high. PIA is proud to honour those who have demonstrated the highest levels of excellence in their work. They provide a fantastic benchmark for planners Australia-wide to draw on the nominees' knowledge and practices, and their recognition enables others in the profession to integrate award-winning practices and learnings into their work.

Having taken the stage as winners in their respective State and Territory Awards for Excellence, our nominees have already shown us their creativity and resilience. Here's a snapshot of just a few of this year's National winners:

Planning with Country

Karika Nyiyaparli Aboriginal Corporation, Jamukurnu Yapalikurnu Aboriginal Corporation, Puntukurnu Aboriginal Medical Service, Creating Communities, Hames Shaley and BHP



The East Newman Precinct Structure Plan is an exceptional example of First Nations led planning processes. The plan is designed by the people, for the people – people who have walked this country for 60,000 years.

The structure plan identifies critical social infrastructure that will create ongoing, lasting and meaningful health, wellbeing, education and employment benefits for the East Newman area.

The extent of unique and authentic engagement activities undertaken, high levels of community participation and the quality of feedback received is a testament to the team's dedication and passion for their community. The judges noted that the underlying success of the project can be attributed to a bespoke approach centred in a deep understanding of community needs and values. Multiple First Nations groups worked together to navigate complex social and governance issues. The result is a highly innovative structure plan that genuinely responds to the needs of the local community.

The project serves as a shining example of community-led First Nations planning that other states can learn from.



This project adopted a pro-active, tactical approach to engaging with those community members who are often unable or unwilling to engage, thus addressing an age-old planning challenge. The resulting approach incorporating intercept surveys was an effective, targeted and inexpensive way to hear from an often-little heard part of the local community, helping to inform the sensitive topic of growth management.

The judges were impressed by the adaptability of the approach, its expanded focus to address other issues of local concern and its flexibility to meet stakeholder expectations resulting in meaningful engagement.

This project serves as an excellent model for similar projects in other jurisdictions.

Tertiary Student Project

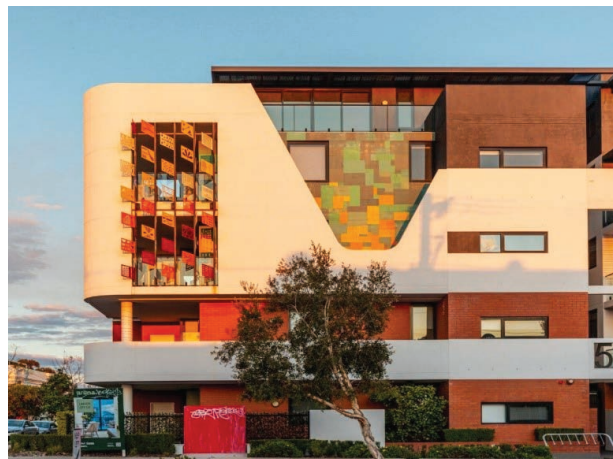
Eloise Reddy PIA (Assoc.)

This university thesis, *Artidote: The Public Art of Healing*, from Eloise Reddy PIA (Assoc.) explores the link between the arts and mental wellbeing in the built environment. Eloise's project shows wisdom and skill well beyond her years, investigating how local government can facilitate a new type of 'trauma-informed public art' to support community healing following a collective tragedy.



Climate Change & Resilience

City of Vincent & Cerclos



The Environmentally Sustainable Design of Single Houses and Grouped Dwellings project demonstrates effective collaboration between government and the private sector to address climate change challenges at the development-scale in an affordable and accessible way.

The Rapid Life Cycle Assessment app, which calculates life cycle carbon and water impacts of low to medium-density residential buildings, is an innovative and cost effective way to support the delivery of the City's built-form policy objectives.

The judges commend Council for the development of this App that is highly transferable, unique and resulted in tangible outcomes that have improved the performance of smaller-scale and lower value developments.

Young Planner of the Year

Kobi Lane MPIA

Kobi is a very active member of the Institute and a champion of and mentor to young planners in Queensland.

A stand out candidate for the national award, the judges were highly impressed with what he has achieved in such a short amount of time. He has been an advocate for great planning outcomes through his work in academia, local government and even as a planning officer for the police force. He is particularly interested in the symbiotic relationship between the urban environment and its effect on mental wellbeing.



Stakeholder Engagement

Niche Studio, Clarence City Council, and Entura.

The Seven Mile Beach Local Area Plan is a great example of best practice stakeholder engagement.

2024 National Awards for Planning Excellence Winners

- **Climate Change & Resilience**
Environmentally Sustainable Design of Single Houses and Grouped Dwellings | City of Vincent & Cerclos
- **Community Wellbeing & Diversity**
Co-designing and co-creating public places with young people | RAC, Town of Port Hedland, Shire of Trayning and Town Team Movement
- **Great Place**
The University of Tasmania – Inveresk | Ireneinc Planning and Urban Design in partnership with the University of Tasmania and their Northern Transformation project team, and the City of Launceston
- **Improving Planning Processes**
Brisbane Green Factor | Brisbane City Council – Design Brisbane, City Planning and Economic Development
- **Planning with Country**
East Newman Precinct Structure Plan | Karlka Nyiyaparli Aboriginal Corporation, Jamukurnu Yapalikurnu Aboriginal Corporation, Puntukurnu Aboriginal Medical Service, Creating Communities, Hames Sharley and BHP
- **Planning Research**
Planning for Housing Diversity | Martin Garred MPIA (Joint Winner)
Our home choices: how more housing options can make better use of Victoria's existing infrastructure | Infrastructure Victoria (Joint Winner)
- **Stakeholder Engagement**
Seven Mile Beach Local Area Plan | Niche Studio, Clarence City Council, and Entura
- **Strategic Planning Project**
Mildura CBD Access and Mobility Strategy | Mildura Rural City Council and the Institute for Sensible Transport
- **Technology & Digital Innovation**
Land iQ – Standardised Land Use Evaluation Tool | Property and Development NSW, in collaboration with WSP Australia, Giraffe Technology and Aerometrex
- **Tertiary Student Project**
Artidote: The Public Art of Healing | Eloise Reddy PIA (Assoc.)
- **Young Planner of the Year**
Kobi Lane MPIA

Australian Urban Design Awards 2024

The Australian Urban Design Awards (AUDA) 2024, Australia's leading awards for excellence in urban design, was held at Parliament House in Canberra in March 2024.

Established in 1996 by the Urban Design Taskforce under Prime Minister Paul Keating, these prestigious awards have been instrumental in recognising exemplary urban design projects across Australia, advocating for best practices that enrich communities and cities nationwide.

Co-convened by Planning Institute of Australia (PIA), Australian Institute of Architects (AIA) and Australian Institute of Landscape Architects (AILA), alongside support from peak organisations in the sector, the 2024 Awards program was once again a roaring success. This year's competition attracted over a hundred entries. The role of government in leading innovation was clearly evident in the award-winning streetscape and riverside transformations led by the City of Sydney and City of Melbourne.

City of Sydney were named the winners of the **Built Projects – City and Regional Scale** award for the transformation of **George Street**. The project overturned more than a century's dominance by vehicles, bringing the street back into a service as a place for people and public transport. "It has not only reinvigorated a street, but also revolutionised the atmosphere, use and movement patterns of the entire city," said the judges.



George Street, Sydney | City of Sydney. Image: Richard Glover



Transforming Southbank Boulevard | City of Melbourne with T.C.L and Mike Hewson. Image: Diana Snape

In a similar vein, **City of Melbourne with T.C.L. and Mike Hewson** took home the **Built Projects – Local and Neighborhood Scale** award for **Transforming Southbank Boulevard**. Designers worked with multiple state authorities and more than 50 stakeholder institutions to imagine how 22,000m² of space liberated from vehicles could offer more to its community. The judges stated, “as Australian cities are asked to accommodate increasing densities, the transformation of Southbank Boulevard demonstrates that streets become the setting for vibrant and sustainable community life when they are appropriately valued and well designed”.

The City of Melbourne took home a double win, also being awarded the **Leadership, Advocacy and Research – City and Regional Scale** category for **The Greenline Project**, alongside **ASPECT x TCL**. Embracing the values of the Traditional Custodians, the project is grounded in recognising the Birrarung/Yarra River as a living entity. The project has catalysed a shared vision that can support the delivery of reconnected space across many landowner and management layers.

FIGURE 5: DESIGN STEPS



Quantifying Quality | SJB and UTS

The final category of the evening was the **Leadership, Advocacy and Research – Local and Neighbourhood Scale** award. This was awarded to **SJB and UTS** for **Quantifying Quality**; a project that challenges the conventional methods of quantifying public space quality by democratising the process and integrating both subjective and objective data to refine design solutions. The judges states that the projects “stands as a benchmark of innovation, guiding urban designers, planners, and policymakers toward a more informed and community-centric approach to shaping the built environment”.

Special thank you to the judges and nominees for contributing to a fantastic Awards season. Congratulations again to all the 2024 AUDA winners!



The Greenline Project | City of Melbourne with ASPECT x TCL. Image: Aspect x TCL

Women in Planning Networks

As our Gender Equity Policy turned to action, our Women in Planning networks were busy over the past 12 months.

Following the launch of the Gender Equity Policy in 2022/2023, this year offered an opportunity to progress this work. PIA's Gender Equity Action Plan was endorsed by the PIA Board, and the networks are eager to see how it translates into practice for our profession in the coming years.

Our Women in Planning networks had an impactful year. While many of these groups made significant contributions to the Action Plan, this was only part of their focus this year. Here's what happened around the country.

Queensland



Focus this year

Connecting with the national WiPN committees across Australia to assist in knowledge sharing, creating consistency and championing WiPN nationally.



Most proud of

Our annual Women in Planning breakfast, which (thanks to livestreaming) had over 480 attendees from Brisbane to the Gold Coast, Toowoomba, Cairns and Mackay. This event was in addition to three professional development sessions, co-hosting an inclusive cities event and running our *In Good Company* coffee and networking series, which was hosted across seven cities and regions.



Honourable mentions

A big increase in LinkedIn followers (over 800 up from 350). This is fantastic, however, our wider network extends much further across the public and private professional and student populations across Queensland.



In the next 12 months we will ... continue to refresh the QLD WiPN brand and our offerings to ensure that the wider network is supported professionally.

New South Wales



Focus this year

Setting up a regular calendar of events, contributing to the preparation of the National Gender Equity Action Plan, and increasing our advocacy efforts on inclusive and supportive workplaces.



Most proud of

Our annual Women in Planning Award cocktail event (celebrated on International Women's Day) had a great turnout, with more than 80 attendees and eight outstanding nominees.



Honourable mentions

Our eight-part *Lunch and Learn* series was very popular this year. We covered topics from effective communication to career tips, as well as time and energy management.



In the next 12 months we will ... broaden our engagement across NSW and implement strategic actions from the National Gender Equity Action Plan.

Victoria



Focus this year

Implementing the first year of our *Plan on a Page* which focuses on: networking and events, recognition of women working in planning, research and knowledge sharing, advocacy and governance of our committee.



Most proud of

We had close to 800 attendees at just seven events (three more events in the pipeline as we write!) and attracted participants from regional and rural Victoria, as well as from around the country.



Honourable mentions

Our new coffee roulette. At each event we have a QR code for people to scan if they wish. They are then randomly matched with another person for a coffee catch up, in person or online. So far, we have matched over 100 people! It's a great way to create connections across the industry.



In the next 12 months we will ... progress early discussions on some new industry partnerships and regroup for the second year of our *Plan on a Page*.

South Australia



Focus this year

We established working groups to improve our social media presence, aligned with national rebranding. We also increased our network base; established a listening post; and reviewed the Outstanding Woman in Planning Award selection criteria.



Most proud of

Driving the delivery of the national Gender Equity Action Plan, which was developed in collaboration with other states and some of our committee members.



Honourable mentions

Collaboration with the SA Young Planners committee. We've discovered there are mutual benefits to holding events together and joined forces for Planners in the Park and our International Women's Day drinks.



In the next 12 months we will ... implement the Action Plan via initiatives from our working groups.

Tasmania



Focus this year

Connection for our 50 members.



Most proud of

Making our second Women in Planning Retreat a memorable and enriching experience. This year we gathered in Freycinet.



Honourable mentions

Child and youth homelessness was a major focus of our retreat and we will soon host an online session to explore how planners can address this issue. Our coffee catchups and International Women's Day breakfast have also been successful this year.



In the next 12 months we will ... grow our membership to 75!

Western Australia



Focus this year

Successfully launching our second award category. It targets early to mid-stage career professionals.



Most proud of

Our first event with Motivate Action Through Empowerment (MATE) was well attended by a diversity of professionals. Speakers shared information about tools and resources help prevent workplace sexual harassment and discrimination. The MATE Bystander Program empowers participants to become proactive bystanders with the tools and understanding to step in and address problematic behaviour.



Honourable mentions

New heights for our International Women's Day breakfast! Held at the Ritz Carlton, the sold out event was very successful, despite a city-wide power outage.



In the next 12 months we will ... evolve our events to better deliver on the various actions identified in the PIA Gender Equity Action Plan. We're also keen to act on sponsorship and funding opportunities so we can increase our regional outreach.

First Stories First: Paving a better way forward

PIA's Planning with Country Knowledge Circle, established in 2021, has continued to guide PIA through a whole of organisation response to recognise Aboriginal and Torres Strait Islander peoples knowledge and history as our First planners, working towards creating better outcomes for Country and community.



Yarn 'Meanings of Planning with Country' at Planning Congress – Sam Alderton-Johnson, Deborah Swan PIA (Assoc.), Elle Davidson MPIA and Carol Vale.

The group now comprises of ten passionate professionals, including both Aboriginal and Torres Strait Islander members and non-Indigenous allies. Together, the Knowledge Circle is working towards rethinking planning practice and working towards decolonising planning systems.

A key focus in 2023/24 was the Knowledge Circle's work shaping our Planning Congress agenda in Naarm / Melbourne, developing a new strategy to shape PIA's work in



Corrina Eccles, Mandy Nicholson, Ingrid Cummins and Kaylee Anderson.

this area, and continuing to provide professional development for planners through regular online Allies Yarns – some of our most popular events.

The Knowledge Circle was also instrumental in shaping PIA's approach to the Voice Referendum, which PIA actively supported.

In announcing PIA's support for the referendum, PIA CEO Matt Collins MPIA acknowledged that Australia's planning systems and practices have lacked both voice and acknowledgement of First Nations peoples' connection to Country, and have often contributed to the invisibility and disenfranchisement of First Nations peoples.

Despite the outcome of the referendum, the Knowledge Circle has demonstrated strength and resilience, and PIA is deeply grateful for their dedication in sharing their knowledge with the wider planning profession over the past year.

In February 2024, the group met in Naarm / Melbourne for a face-to-face yarn focused on refining PIA's strategy

FIRST STORIES FIRST
PLANNING WITH COUNTRY KNOWLEDGE CIRCLE YARN 1
 SELF-DETERMINATION WITHIN THE PLANNING CONTEXT

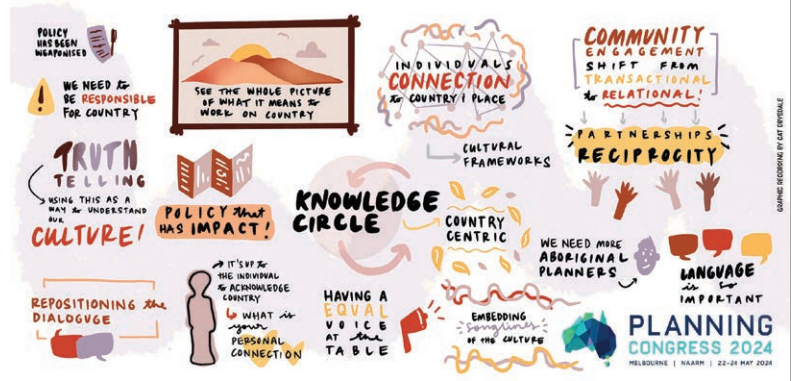
Kaylee Anderson, The Indigenuity Lab - Corina Eccles, Wodjabinung Traditional Owners Aboriginal Corporation - Mandy Nicholson, Djirri Djirri Cultural Services



Live graphic recordings created during the two yarns at Planning Congress.

FIRST STORIES FIRST
PLANNING WITH COUNTRY KNOWLEDGE CIRCLE YARN 2
 MEANINGS OF PLANNING WITH COUNTRY

Sam Alderton-Johnson, Impact Policy - Elle Davidson, Zion Engagement and Planning - Deborah Swan, Planning for Places Transport for NSW - Carole Vale, Murrumbidgee



for Country-centred planning. This included exploring how we can further create culturally safe spaces in our planning practices to harness authentic and fulfilling partnerships with First Nations Peoples. The discussions laid the groundwork for two compelling yarns at the National Planning Congress held several months later.

This event provided a fantastic platform for First Nations voices to highlight the importance of Planning with Country, with the first half of day one at Planning Congress dedicated to a Blak Out, themed 'First Stories First'. These yarns with some of our First Nations professionals, including our Knowledge Circle members, held space for powerful discussion and invited attendees to reflect on their roles in collaboration towards a better future.

Kaylee Anderson, Corrina Eccles and Mandy Nicholson yarned about the importance of cultural safety in professional spaces, respecting intellectual cultural property, and the bearing of cultural load on community and individuals.

The second yarn, led by our Knowledge Circle members, Elle Davidson MPIA, Sam Alderton-Johnson, Carol Vale and Deborah Swan PIA (Assoc.), built upon the stories shared in yarn one. The group discussed the responsibility and importance of planning when it comes to the wellbeing of Country, and the individual obligation of planners to support our First Planners in paving a better way forward. Elle emphasised the importance of self-awareness in these spaces, stating, "We need to check our cultural framework at the door and approach with humility and bravery—to unlearn and relearn."

Audience members were invited to participate, posed with questions for reflection throughout the discussion. The most common responses to the question 'What change in your practice, can you commit to after what you've heard today?' included 'collaborate not consult', 'unlearn and relearn', 'listening', and 'collaborate early'.

Attendees were also asked how PIA could support these changes, with many requesting further education, resources, and professional development.

These responses aligned well with the Knowledge Circle's ongoing efforts with educating planners on Planning with Country. The online series, Planning with Country Allies Community Practice Yarns, first established in 2022, have continued to grow in interest and attendance this year. They have recently begun expanding into State Allies Practices starting with Queensland. These yarns have allowed space for the profession to discuss topics regularly on allyship, championing Indigenous voices and working with First Nations Peoples.

PIA remains committed to fulfilling its 2017 endorsement of the Uluru Statement of the Heart. We are incredibly proud of the work that's occurred in this space over the past year, with the growth of the Allies Community of Practice, the powerful yarns at Planning Congress, and the progression of our Strategy demonstrating the professions' dedication to this work.

We have come a long way, yet we still have a long way to go. PIA and the Knowledge Circle will continue to champion the role of planners in contributing to a society where our traditional custodian's culture, knowledge and narratives are valued. We look forward to another impactful year ahead, together.

PIA Policy and Advocacy Priorities 2023-24

Our priorities are for planning to help improve access to housing, reduce carbon emissions and build resilience in a changing climate.

PIA has continued to tell the story that planning unlocks great value – it multiplies the benefit of infrastructure investments and creates the conditions for communities to thrive and grow. Planning is so much more than an enabler of housing supply.

Planning for 'well-located' housing

PIA has responded to the National Housing Accord and Planning Blueprint with our advocacy for *Planning the housing we need* – with its 10 asks of Government. Our submissions, inquiries and roundtables have shown how planning can help locate the targeted 1.2M new homes – and achieve broader housing goals by:

- Encouraging more housing diversity and good design
- Streamlining the delivery of social housing and promoting contributions for affordable housing
- Improving decision-making systems and strategies for integrated land use and infrastructure planning to identify what places are 'well-located' for housing

Planning has an important role enabling more and different homes to meet Australia's housing needs. PIA has explained that while planning regulates the location and type of new housing, it doesn't control the speed with which housing is developed – nor affect powerful drivers for investment in housing. In short, planning can enable the right housing in the right place – but planning alone can't deliver more houses – or set their price.

PIA has consistently sought planning pathways, incentives and contributions for affordable housing delivery for urban redevelopment precincts. We encourage more inclusive renewal for growth alongside better amenities and improved access to housing.

In over 25 submissions, PIA has promoted the role of strategic planning, well-designed places and risk-weighted assessment to deliver housing that meets the social and environmental expectations of future communities.

PIA has supported housing capacity targets embedded within strategic plans in Victoria, promoted master planning for housing density around transit hubs in NSW, and advocated for an improved housing assessment framework in Queensland. We have followed up with events on the 'Lived experience of higher density housing', meetings with Ministers and State Agencies, built peak group partnerships for 'inclusive urban renewal' and created media opportunities.

Shaping National Urban Policy

The Draft National Urban Policy (NUP) was launched at Planning Congress. It was welcomed as a step towards the

Commonwealth adopting a coherent agenda to ensure their policies, programs and investment are supporting sustainable growth in urban places.

PIA has played a key role in shaping a Draft National Urban Policy, through the involvement of senior members and the Chair of the National Urban Policy Forum (Emeritus Professor Barbara Norman MPIA (Life Fellow)). Our continuing advocacy for a National Settlement Strategy and our detailed submission have been recognised as important influences on the policy.

PIA has called for a spatial settlement strategy to ensure that NUP interventions relate to specific cities and regions. We have asked for the NUP to demonstrate how it will direct Commonwealth government decisions and investment – as well as influence actions by States and Territories. The greatest impact would be how the NUP aligns with over \$256 Bn of Commonwealth infrastructure investment over the next four years.

PIA has advocated for the NUP objectives to influence the full spectrum of public sector agencies that have spatial impacts or responsibilities – not just the Cities portfolio. We will continue to work with the Commonwealth on the scope and practical implementation of the NUP.

Influencing carbon emissions reduction in the built environment

PIA's *Climate Conscious Planning Systems* campaign continues to be expressed in individual practical projects such as: development standards for EV charging in basements, EIA streamlining for renewable energy projects and ongoing advocacy to reduce transport demand precinct planning.

PIA has prepared submissions on setting and achieving Australia's emission reduction targets, the role of the Climate Change Authority and the need for industry sector carbon reduction plans. We were pleased that our joint advocacy with ASBEC resulted in an emissions reduction plan being prepared for the built environment. We will continue to contribute to work that measures and cuts operational and embodied carbon emissions along a pathway to net zero emissions by 2050.

Planning for climate adaptation and natural hazards

Planning how whole settlements take shape, not just how homes are built, is the critical to limiting the impact of extreme weather. PIA wants to see resilience embedded in planning schemes. We have jointly hosted two industry roundtables with the Insurance Council of Australia with a communique which highlights:

- Planning to avoid putting more buildings in harm's way as our climate changes
- Managing known risks to where people already live – by better buildings and defences



Hon Catherine King MP launched the Draft National Urban Policy at Planning Congress.

- Working out if, how and where we actually have to move towns when risks become



PIA has provided input to workshops for the National Climate Risk Assessment and National Adaptation Plan as

well as promoting local initiatives on managing urban heat, canopy cover and water sensitive urban design and green infrastructure.

Capacity building across the planning profession

PIA's *State of the Profession* report and industry feedback reveal a sustained shortage of qualified planners. We have successfully advocated for public investment in the re-introduction of a planning undergraduate degree in SA, a pathway for para-planners and a scholarship program for emerging planners in NSW.

PIA has also made representations to improve the ANZ Standard Classification of Occupations (ANZSCO) and the Jobs and Skills Australia (JSA) skills categorisation – to better describe planning roles and their core skills. This is a vital step towards the Commonwealth expanding visa opportunities for well-trained overseas planners.

PIA has launched *PlanTech Best Practice Guidelines* alongside advice on using *AI in development assessment*. PIA supports developing AI opportunities to free up resources so that planners apply their insight on the most critical issues. The guidelines are accompanied by PIA insights on the risks of using *AI generated content in community engagement*.

PIA policy and advocacy priorities going forward

PIA will tighten our focus towards planning for the *housing* we need, the role of planning in *mitigating carbon emissions* and *adapting to a changing climate*.

PIA will promote reform to ensure that planning is a 'lane marker' never a 'barrier' to development which serves the public interest.

PIA's advocacy moves to next level

At both a national level and in states and territories across the country, our advocacy work has substantially increased this year.

With advocacy high on the agenda for PIA, and an expansion of the PIA staff policy and advocacy team, PIA took on not one but three major national policy and advocacy efforts in FY24.

The first was to increase awareness about how planning makes a difference in delivering well-located housing. We set out a clear story in the position paper *Planning the housing we need*.

Our advocacy for the value of planning has pushed back against the popular notion of housing being just a 'number' to be supplied. PIA will continue to advocate for planning to help ensure a wide variety of homes are not just built, but also well-located, affordable, low carbon and adaptable in a changing climate.

Speaking of climate, we made a huge effort to direct the Australian Government's enthusiasm on carbon emissions reduction into practical planning reforms, via our paper *Achieving Net Zero Emissions*.

PIA and our ASBEC partners were thrilled to have successfully influenced the Australian Government to prepare an additional carbon-reduction plan focussed on the built environment sector.

Finally, we focussed on shaping the *Draft National Settlement Strategy* in ways that addressed PIA's aim for growth to follow a consistent plan integrated with infrastructure. Our submission, made in July 2024, can be read online at planning.org.au.

Over the coming year PIA will be keeping watch on how a National Urban Policy will influence public investment decisions to deliver better planned cities. As the housing policy debate matures we will also work to refocus conversations on the value of planning.

Here's what our networks across the country achieved across the year.

Queensland

Our main advocacy focus

Housing. There were a seemingly never-ending stream of legislative changes to review, parliamentary hearings to attend and complex submissions across a number of Acts to draft.

Most proud of

PIA Qld continues to be consulted, both formally and informally as well as confidentially by industry and government partners on all things planning. We have also strengthened our relationship with the LGAQ and other like-minded professional bodies.

Our biggest challenge

The continued discussion over the Olympics in Queensland has taken the limelight, along with both local and state government elections in the same year.

Over the next 12 months we will be keeping an eye on...

election results and the first 100 days of the new government, renewable energy zones and their link to regional planning, and supporting our DA planners with some new initiatives!

New South Wales

Our main advocacy focus

Building allies around 'housing as a human right' to achieve more inclusive urban renewal.

Most proud of

Helping broaden the story on housing from 'more supply' to how we plan for more sustainable housing in the right place and with the right infrastructure and public spaces. The inclusion of affordable housing contributions in renewal areas was a response to our advocacy.

The Henry Review of Biodiversity Offsets and the proposed Bill is also vindication of years of PIA advocacy.

Our biggest challenge

Integrated strategic planning being sacrificed in favour of ad hoc interventions to boost supply.

Over the next 12 months we will be keeping an eye on...

the preparation of Disaster Adaptation Plans for NSW, exhibition of the Greater Sydney Regional Plan, and how the planning system can be improved to reduce risks.

Victoria

Our main advocacy focus

The huge program of planning reform in Victoria. We've aligned to the national agenda, responded to the reform agenda and continued our focus on climate change (especially planning for flood hazards).

Most proud of

Years of our committees' hard work is paying off through increased media interest in the views of PIA, and more doors opening to us from within government. Our Position Papers mean we have great material to draw from.

Our biggest challenge

Continued misrepresentation of housing affordability as a 'planning' problem rather than the result of multiple policy failures.

Over the next 12 months we will be keeping an eye on... key reforms like Plan for Victoria and the reform of the Planning & Environment Act. We need to ensure these serve the interests of existing and future communities.

Western Australia

Our main advocacy focus

We focused on three areas: a climate conscious planning system, a planning framework that supports and encourages housing diversity (and medium density housing), and respect for planners.

Most proud of

Actively lobbying to get the Medium Density Code off the Government scrap heap and out into the planning sphere as a State Planning Policy. Also, forming a meaningful relationship with Main Roads WA.

Our biggest challenge

A lack of traction from our State Government on climate change and climate change policy in the planning space.

Over the next 12 months we will ... be advocating for planning related issues to form a key part of the State Government elections and then holding the new government to account.

South Australia

Our main advocacy focus

The *Greater Adelaide Regional Plan* Discussion Paper submission and finding solutions for the shortage of housing and planners in the State.

Most proud of

The State Government's introduction of the *Diploma in Local Government (Planning)* by TAFE SA in August 2023 (an education pathway for para planners) and the announcement that an undergraduate Planning Program at Flinders University will be re-established from 2025.

Our biggest challenge

As the State Government has responded to the housing crisis, planners have been required to adapt to several changes across policy, legislation and process aimed at ensuring new housing delivery is brought on as quickly as possible.

Over the next 12 months we will be keeping an eye on... The State Government's new Housing Roadmap (fast-tracking the release of land for residential development) and reviewing the draft *Greater Adelaide Regional Plan*.

ACT

Our main advocacy focus

Guiding the implementation of major ACT planning reforms via the Territory Plan and supporting the preparation of District Strategies.

Most proud of

Our support of planning reforms based on the ACT 'principles of good planning', to align strategy, consolidate development standards, offer design guidance and streamline assessment pathways.

Our biggest challenge

The reforms require planners to have a less prescriptive 'outcome focus' than previously. PIA has supported a change management approach to boost the capacity and training of planners to interpret the plan.

Over the next 12 months we will be keeping an eye on...

planning for land uses in non-urban areas, ensuring that these lands are respected for their agricultural, landscape and other values rather than as urban land 'in waiting'.

Tasmania

Our main advocacy focus

Increased funding in the budget for State government planning functions. We also provided PIA priorities to all state election candidates.

Most proud of

The new Minister for Planning and Housing attended our Board dinner in August and jumped at the chance to attend the State conference in September.

Our biggest challenge

Having a planning voice heard – the Property Council and other advocacy groups tend to dominate the debate with an anti-planning narrative.

Over the next 12 months we will be... continuing to monitor the budget situation for State Government functions and advocating to improve strategic planning in general (including better outcomes for regional planning).

NT

Our main advocacy focus

Working with the (now previous) Labor Government around: delays within the planning process, older policies in need of updating, and other procedural aspects of the NT planning framework.

Most proud of

A very successful inaugural PIA NT Planning Symposium late last year, with 80 attendees. We hope to make it a biennial event.

Our biggest challenge

We have a small (but dedicated!) planning committee of only six members, so there are natural limitations on everyone's capacity and input.

Over the next 12 months we will be ... working to solidify and strengthen PIA's relationship with the new CLP government and new Minister for Planning.

Planners in Australia: State of the Profession



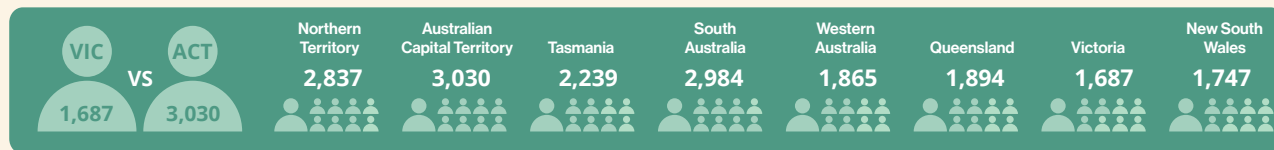
The Planners in Australia: State of the Profession Report launched in September 2023. It provides a closer understanding of the planning profession; who we are, where we work, and how we're changing.

The insights from the report have played a significant role in PIA's advocacy on addressing the nation-wide shortage of planners.

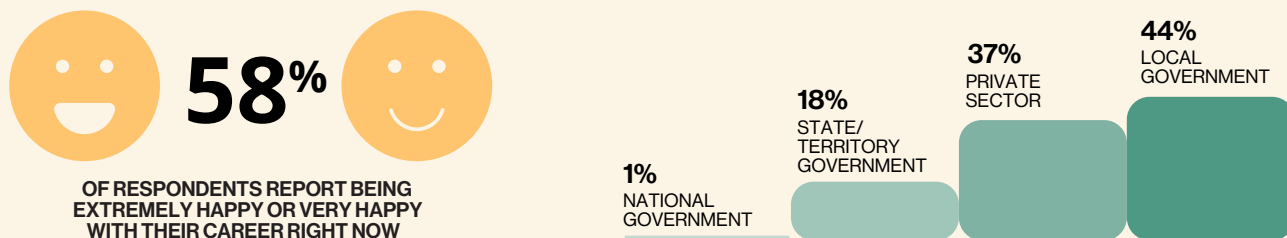
Here's a snapshot of some key data from the report.



RESIDENTS PER PLANNER



PLANNERS WORKING IN PUBLIC AND PRIVATE SECTORS 2021



Special thank you to authors Jan Fallding RPIA (Fellow) and David Williams, PIA (Hon. Fellow).

PIA Foresight

The Planning Institute of Australia, in partnership with Urbis, launched a major new thought leadership report, *PIA Foresight*, in May 2024.

With foresight, planners can help communities navigate change and plan effectively for more sustainable and liveable futures. PIA Foresight identifies the major trends that will shape Australian communities, and it provides a critical tool to support urban and regional planners in their work planning for the great places over the long-term.

PIA Foresight was prepared with inputs from the planning profession over a number of months through surveys, workshops and interviews. We extend our thanks to all those who took the time and effort to contribute.

The report identifies and explains 55 trends, and these are broken down into three timelines that represent the scale of urgency and uncertainty driving how we respond: *The Urgent Trends: Act Now*; *The Preparatory Trends: Build Resilience*; and *The Monitoring Trends: Observe and Learn*.

Here's a snapshot of just a few of the trends identified:



Population Growth and Diversity:

With Australia's population projected to reach 30 million by 2030, our cities will face new challenges. From the increasing prevalence of multigenerational households to a growing elderly population, it's crucial to design cities that are inclusive, flexible, and responsive to a wide range of needs.



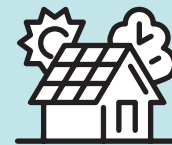
Climate Resilience:

We've witnessed how urban areas are vulnerable to extreme weather and rising sea levels. Planners must adopt a holistic approach, weaving green infrastructure and community-led strategies into urban planning to build resilience.



The Role of Technology in Planning:

Advanced tools such as AI and digital twins in urban planning enable us to foresee urban challenges more accurately and offer solutions that are more responsive, efficient, and sustainable.



Housing Affordability:

Australia's housing crisis is a pressing issue that affects all of us. Planners can be instrumental in unlocking affordable housing options by fostering a mix of housing types and ensuring that infrastructure delivery keeps pace with urban growth.

PIA Foresight would not have been possible without James White MPIA (Research & Strategic Knowledge Manager Urbis), Ashley Lane MPIA (Group Director Planning, Urbis), Nicole Bennetts RPIA (State Manager QLD/NT Planning Institute Australia), Matt Collins MPIA (Chief Executive Officer, Planning Institute Australia), and Karen Goldsmith (National General Manager, Planning Institute Australia). We thank them for their work and dedication to the project.

Planning for the housing we need



Award winning example of density done well

Dimensions of a housing crisis

Australia is in the grip of major housing affordability challenges which are placing large numbers of people into housing stress, insecurity and homelessness.

With National Cabinet continuing to focus on well-located housing supply, State and Territories are responding the National Planning Reform Blueprint by incorporating housing targets in planning strategy, bringing forward developable land and streamlining approval pathways.

PIA has helped define the different dimensions of our housing 'crises' – including trying to access secure shelter in an asset market, meeting diverse housing needs and achieving living conditions that can be sustained in a changing climate.

How can planning respond

Against this backdrop, PIA's advocacy report, *Planning for the housing we need*, outlines the ways planning systems can support housing affordability and housing diversity in a changing country under three themes:

Enabling housing for those in need – across the income spectrum

- Smoother planning pathways for social and affordable housing delivery
- Contributions for affordable housing
- Models for urban renewal that build more inclusive communities and respond to place

Encouraging housing diversity and good design.

- Strategies increasing zoned capacity in accessible and well-serviced precincts
- Fast tracking assessment and reducing unnecessary costs for denser housing
- Fostering good design and sustainability to reduce exposure to whole-of-life costs

Improving decision-making systems and strategies.

- Invest in long-term land use and infrastructure planning to identify costs and bottlenecks
- Depoliticise contentious planning decisions on housing projects
- Transform community engagement addressing current and future needs

- Improving data quality and evidence base on the impact or reforms

The role of planning is fundamentally spatial: to coordinate a pipeline of housing aligned with infrastructure capacity, population trends and housing preferences – to put the right housing in the right place. Long-term housing affordability is essential for inclusive communities – but it does not need to be at the expense of good places.

Planning also creates market certainty, facilitating orderly investment decisions essential for cost-effective delivery of housing and infrastructure to support long-term growth.

Other reforms should support planning

PIA appreciates that making housing available where, when and for whom it is needed requires more than just planning capacity for housing growth. Planning has a key role to play in enabling more homes to meet Australia's diverse housing needs over the long-term. At the same time, it is also important to recognise that planning regulates the location and type of new housing but doesn't control the speed with which housing is developed.

Our report sets out the opportunities to ensure planning systems are effective in enabling the right housing in the right locations. This is particularly important when it comes to medium density homes that can provide more housing choice and meet our changing demographic needs.

Whilst planning can enable the right housing in the right place, planning alone can't deliver more houses. Importantly, this report also points out that the decision to act on planning approvals largely rests with property owners, who make decisions based on a range of factors including the availability and cost of finance, taxation settings, sales rates, profitability, and other market factors.

Planning for the housing we need makes PIA's Housing Position Statement more approachable as well as offering a blueprint for planning reform. The report urges policy-makers to look at the full range of policy reform to ensure Australia's housing challenges are holistically addressed. The planning profession has a role to play – but we need comprehensive and integrated policy responses that address Australia's housing needs.



Education

PIA's role in educating and training the planning profession is one of the key areas of focus. Creating great planners that are supported at every career stage to be future-focused and quality-driven is how planning continues to bring value to our cities and communities.

PIA's professional development offerings in 2023/24 continued to be a mix of face-to-face and virtual. This provides ease of access for all our members to relevant PD regardless of location. As well as State offerings, PIA curated a range of National PLANET and online briefings that were relevant across the profession.

In 2023/24 PIA provided over 1,333 hours of PD and training, that's the equivalent of approximately 190 full business days of professional education. 23,158 participants took part in these training offerings across 492 individual events.

2023/24 has also seen PIA have more PD content available for watching through YouTube and Vimeo. Over 1,139 hours of recorded content was watched, racking up over 7,963 views over the last 12 months.

PLANET

PIA's PLANET program is a half to one day training product. Programs are developed to ensure improved practitioner skills through tailoring practical workshop sessions. The learning model also provides training opportunities to address a range of personal skills gaps for career development.

166 PLANET courses were offered throughout 2023/24. These were delivered across the country in all states and territories. 126 of these courses continued to be offered in an online platform accessible to all members. 40 PLANET courses were presented in person.

Universities

PIA's focus on education for the profession begins at the very start, with the accreditation of university planning courses. PIA assesses urban and regional planning courses against our Policy for Accreditation of Australian Planning Qualifications.

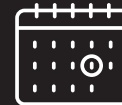
There are 50 PIA-accredited courses offered across Australian universities comprising of 14 Bachelor programs; 35 Masters programs; and one Graduate Diploma program.

In 2023/2024, these institutions continued to manage education through a combination of online and in classroom learning.

Publications

PIA publishes and disseminates academic and industry research, feature stories, perspectives and news in four magazines: *Australian Planner*, *New Planner* (New South Wales), *Planning News* (Victoria and Tasmania) and *The Agenda* (Queensland and the Northern Territory).

Collectively, these magazines published 465 articles in 2023/2024. PIA members also have access to the back catalogue of *Australian Planner* which contains 7,028 articles across 251 issues.



68 events

the number of member only or free for member events held in 23/24



436

the number of times PIA was mentioned in mainstream public media 23/24

Followers of PIA on Social media:



7,828 Facebook



24,385 LinkedIn

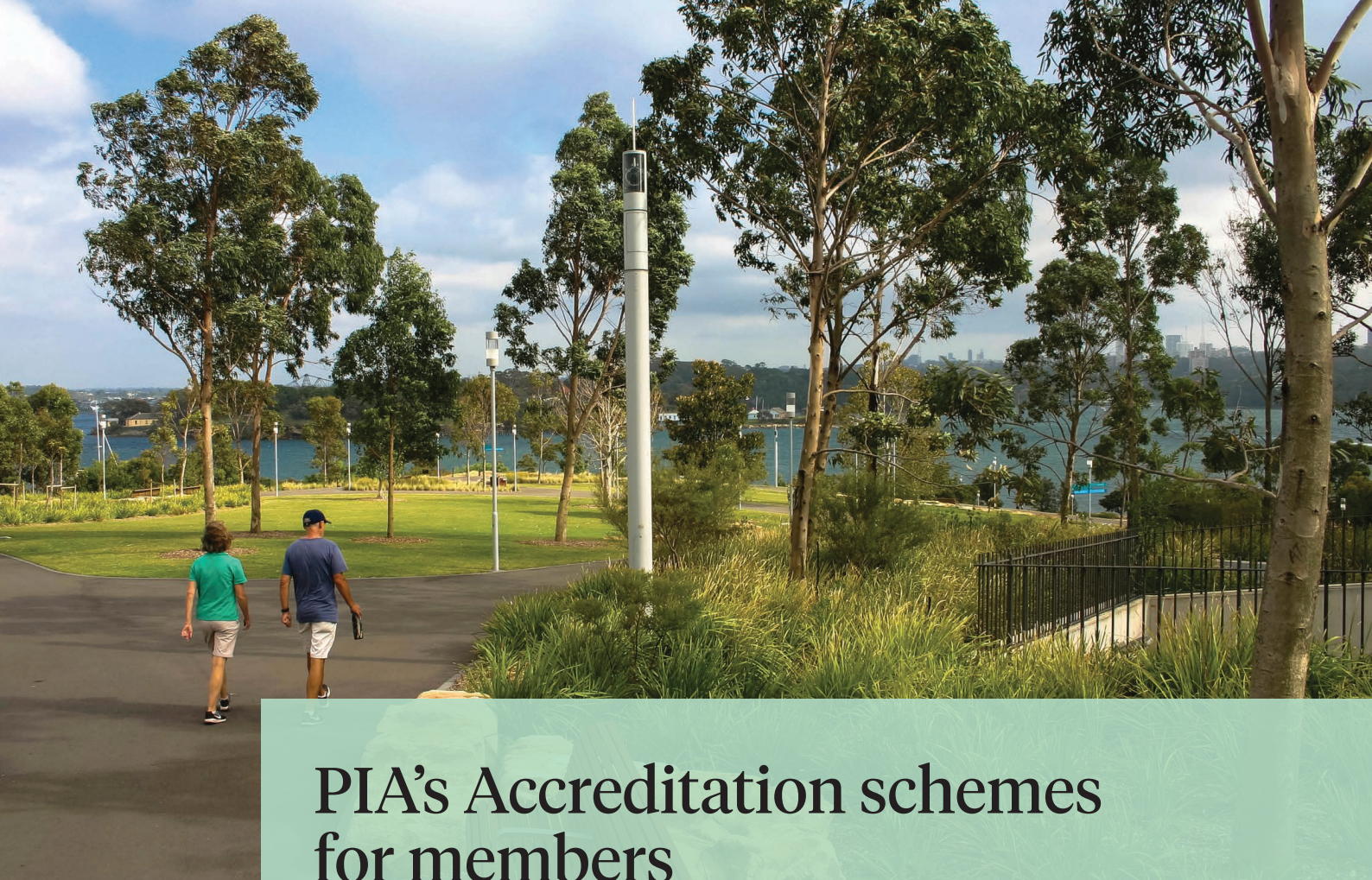


8,362 X/Twitter



4,111 Instagram





PIA's Accreditation schemes for members

Registered Planner Plus (EIA)

Since 2021, PIA has undertaken an accreditation role on behalf of the NSW Government for a scheme where planners were invited to become an accredited Registered Environmental Assessment Practitioner (REAP). This scheme recognises PIA's Registered Planner assignment and allows for Registered Environmental Assessment Practitioner status through completion of an additional module.

PIA's Registered Planner+(EIA) is one of only two schemes currently recognised by the NSW Government under their Registered Environmental Assessment Practitioners (REAP) scheme. Under REAP, PIA is recognised as suitably assessing planners' skills, qualifications and experiences to qualify for signing off Environmental Impact Statements (EIS) for state significant projects.

Since inception, PIA has awarded 139 members (up from 89 in the last FY) the status of RP+(EIA) with another 114 members enrolled to go through the process.

South Australia Accredited Professionals Scheme

The Accredited Professionals Scheme is designed to improve reliability and accountability of decision makers in the profession and give the community more confidence in the way planners assess development applications. The Scheme applies to planning professionals who assess development applications, including assessment managers and panel members within councils, and private sector planning professionals who approve planning applications.

The good news? Your PIA membership is recognised as an equivalent scheme and counts towards your accreditation. If you are a Registered Planner, you can use this to apply for all levels of accreditation.

The demand for planners and the skills planners bring to our communities continues to increase, and with this the need for assurance of qualified planners undertaking these roles. PIA continues to work with state governments in discussion about the role the regulation plays in this.

PlanTech: Planning for the Digital Reality

Technology and digital innovations are reshaping the planning profession before our eyes. Tools such as conversational artificial intelligence (AI) are becoming essential for many planners, and new technologies and platforms designed to assist in daily tasks are released frequently.

PIA's PlanTech National Advisory Committee is committed to ensuring that planners stay at the forefront of these developments—not just by adopting new technologies, but by leading the digital transformation of the profession.

Over the past few years, interest in how PlanTech will shape the future of planning has grown significantly, as has the need to understand its impact on the profession. The PIA PlanTech National Advisory Committee, consisting of 13 volunteer PIA members, has played a pivotal role in addressing these concerns. We extend our thanks to these individuals for their work on the committee over the past year.

The committee continues to build upon the PIA PlanTech Strategy, which was first launched in 2022. Alongside the ten PlanTech Principles introduced in 2021, this strategy guides all PlanTech initiatives and its implementation is now supported by a PIA Projects Officer working three days a week.

Some highlights for the financial year include:

■ **Launch of Guidance Material:**

In early 2024, PIA's National Advisory Group released two key resources aimed at helping planners and the industry navigate technology while addressing digital challenges and opportunities. These resources, the **AI in DA Guidance Note** and the **Best Practice Principle Guidelines**, were both met with immediate positive feedback from across the profession.

■ **PlanTech Online Briefing Series:**

Since its launch in April 2023, the PlanTech Online Briefing Series has continued to grow in popularity. PlanTech experts from Australia and around the world have presented on a range of topics, including responsible AI, digital innovation in university courses, and analytical planning tools. Many of these briefings have attracted hundreds of attendees, reflecting the strong interest among planners to stay up to date on relevant developments in tech.

Rolling out these initiatives has been essential for the successful implementation of the PlanTech Strategy. However, as technology advances rapidly, planners face an ever-evolving landscape of opportunities and challenges. The PlanTech National Advisory Group will continue to guide the profession through these changes in the coming financial year.

The Guidance Material and Briefings are available at planning.org.au.

“PIA believes PlanTech should be designed with planners, for planners, to make planning better.”

Planning Congress 2024 Wrap Up

Having not gathered in Naarm/Melbourne since 2015, PIA's Planning Congress finally made its way back to the beautiful, cultural and recreational city for 2024. The three-day event was held primarily at the Melbourne Convention and Exhibition Centre built on the banks of the Birrarung (Yarra River).



Day 1: Wednesday 22 May

Congress kicked off with a series of 10 study tours: 5 full day and 5 half day offerings across Naarm, Melbourne, and its surroundings. Highlights included regional tours of Geelong, Ballarat, Yarra Ranges and Dandenong, showcasing the areas' histories, heritage, streetscapes and infrastructure and key plans for upcoming developments. Central city tour highlights included exploring the Arden and Macauley, and Nightingale precincts, as well as an exciting tour of the home to some of Australia's greatest sporting locations.

In the evening, the National PIA Awards for Planning Excellence were held at The Capitol, a historic Australian theatre in the central business district of Melbourne. This was followed by the official PIA Congress Welcome Reception at the heritage-listed Melbourne Town Hall.

DAY 2: Thursday 23 May

With Planning Congress themed "Reinvention: Planning in a time of change", delegates were taken on a journey of how the planning profession can seize opportunities in a changing world. Commencing with a Welcome to Country and smoking ceremony by Wurundjeri Elder Perry Wandin, Planning Congress then opened with two unique Yarn style sessions under the theme of 'First Stories First – Planning with

Country'. Our first Yarn involved local representatives who discussed Self-determination within the Planning Context, followed by our second Yarn which was run by four members of PIA's Knowledge Circle, and focused on Meanings of Planning with Country. These Yarns were about elevating First Nations voices and recognising that we plan on Country every day. What does this mean for how we practice planning? How might we better value Aboriginal and Torres Strait Islander knowledge? And how might the various treaties now being negotiated across Australia change how we plan?

In the afternoon, we then moved into examining the moment of change we're in. PIA President Darren Crombie RPIA (Fellow) opened the afternoon's sessions which included keynote presentations from Petra Hurtado, American Planning Association, who focused on Planning with the Future, followed by Professor Dan Hill, Melbourne School of Design, on the topic of Planning Now and Next. This was followed by an engaging panel session which further unpacked the theme 'A moment of Change'. The panel, facilitated by PIA CEO Matt Collins MPIA, featured both Petra and Dan, alongside Emeritus Professor Barbara Norman MPIA (Life Fellow), University of Canberra, and Anika Labadie, City of Melbourne. The theme explored how planning is at a crossroads, and adaptation is the key to our future. The



panellists explored how we might evolve in response to the transformational currents reshaping society so that we can plan for a brighter, more sustainable future.

After the afternoon's concurrent session streams, the day concluded with the exclusive Planners Takeover the Pub networking event for the planning profession, held at the lively Melbourne Public venue.

Day 3: Friday 24 May

The day started off with a welcome address by the Hon Sonya Kilkeny MP, Minister for Planning, Minister for the Suburbs who formally opened the day's sessions. This led us into plenary sessions where we heard from people who are doing it differently within our industry. We showcased some of the trailblazers who are spearheading new approaches and were joined by keynote speakers Ross Harding, Finding Infinity, and Dan McKenna, Nightingale Housing, who guided us on a journey of Reverse Engineering and the Nightingale Housing Evolution, respectively. Ross and Dan then joined panel facilitator, Kate Meyrick, Urbis, along with panellists Gavin Ashley, HIP V. HYPE, and Tess Pickering MPIA, Department of State Development, Infrastructure, Local Government and Planning, to have an open discussion to continue the theme of 'Doing it Differently'.

Following further concurrent sessions, and as the afternoon came to a close, delegates were asked to let their imagination run wild as we asked our speakers to help us envision the future of planning. We heard from another of our international guests, Jeanette Kwek, Centre for Strategic Futures Singapore, on how to stand out from the crowd and what makes a city unique. Following this valuable insight, we closed with our final keynote presentation by Dr Stefan Hajkowicz who led us through how planners can create better future cities, regions, and careers with the rapidly improving AI toolkit.

PIA CEO Matt Collins MPIA then formally closed the event and announced the next Planning Congress location: Garramilla, Darwin, for 2025!

The evening wrapped up with an unforgettable celebration at the stunning Plaza Ballroom, in a setting unmatched in history, grandeur and ambience. Complete with high ceilings, mesmerising Spanish Rococo architecture, Juliet balconies, bespoke lighting and original chandeliers it was the perfect backdrop for a night of fun for delegates at the Gala Dinner.

Thank you to everyone who joined us, and to our sponsors and supporters who made Planning Congress possible. We look forward to Congress 2025 in Garramilla, Darwin.

Membership

The Planning Institute of Australia exists to benefit the planning profession on behalf of our members. The collective efforts of our members ensure that PIA's voice remains relevant and fresh and allows us to continue to advocate on the issues that matter. Our members drive the conversations and directions of their profession through PIA's voice, actions and governance.

PIA's total membership continued to grow by an additional 104 members to 5872 over the last 12 months as at 30 June 2024. The membership is comprised of 3930 full members and 1937 associate members.

The total number of new and reinstated members welcomed to the Institute in 2023/24 was 1020.



5,872
Total membership
as at 30 June 2024

3,930
full members

1,937
associate members

Peer Recognition

Having your achievements acknowledged by your professional peers is, for most of us, the ultimate accolade. Such recognition can serve as a springboard for future professional advancement or set the seal on a long and distinguished career.

Peer recognition also demonstrates PIA's dedication to the pursuit of excellence in all facets of the planning profession.

This year, PIA conferred 18 new fellowships, life fellowships and honorary fellowships. These membership elevations through honorifics give recognition to the many members in the profession going above and beyond to ensure positive impacts for our communities.

Through our Awards for Planning Excellence program, the Institute also recognised 149 people and projects for innovative or best practice achievements in place-building. This culmination of the work of hundreds of people across the nation embodies the best of what our profession can deliver for Australians far and wide.

PIA's Online Presence

To support members, PIA offers a range of benefits and services, many of them feature on the website.

As well as relevant campaigns and policy submissions made on behalf of the profession, PIA's website hosts an employment directory and Members' Register. It also offers access to training for planners and a news and a social media feed.

Over the 2023/24 financial year, PIA's website had 88,053 hits (total pageviews). The total number of new visitors (unique pageviews) to the website was 40,542, underlining the strength and reach of PIA's digital presence.

The Members' Register homepage allows Institute Members to update their details while providing a searchable public listing of PIA Registered Planners, Full Members, Fellows and Life Fellows. It was viewed more than 3437 times in 2023/24.

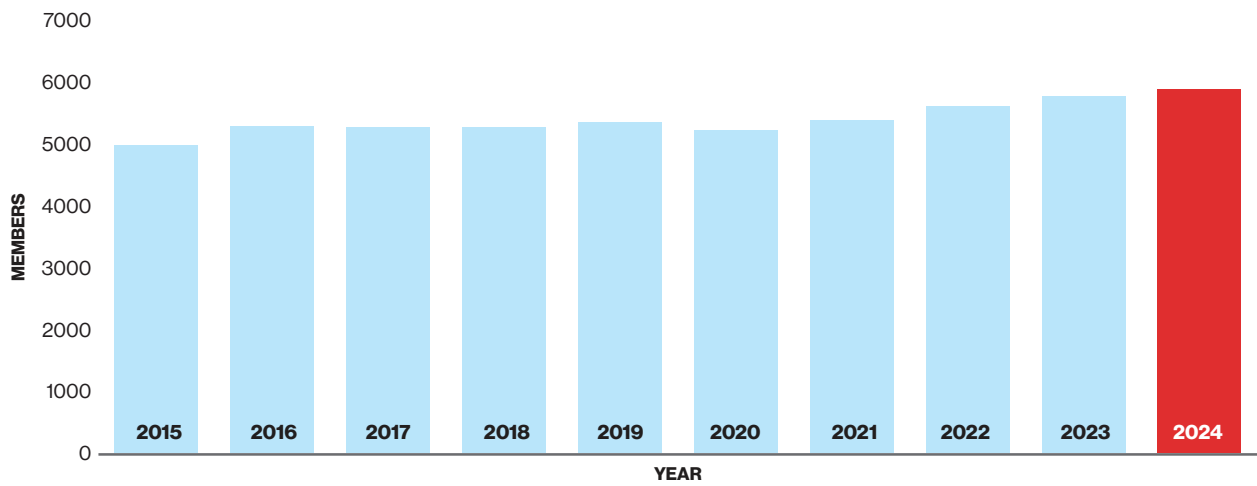
Public and private sector employers advertised 984 job opportunities on PIA's Employment Directory in 2023/24. In that time, the Employment Directory garnered 185,377 unique views across all individual job adverts.

Giving back

The Institute is fortunate to have members who are willing to share their time and expertise to enable PIA to better meet its goals and objectives. 618 members served on PIA committees or undertook other volunteer activities in 2023/24.

Many of the speakers at PIA events this year did so free of charge, and over 180 members became mentors, supporting young and emerging planners and helping cement the profession's future.

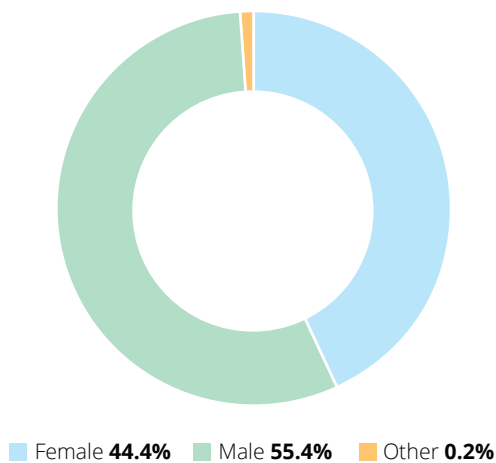
Membership numbers by year



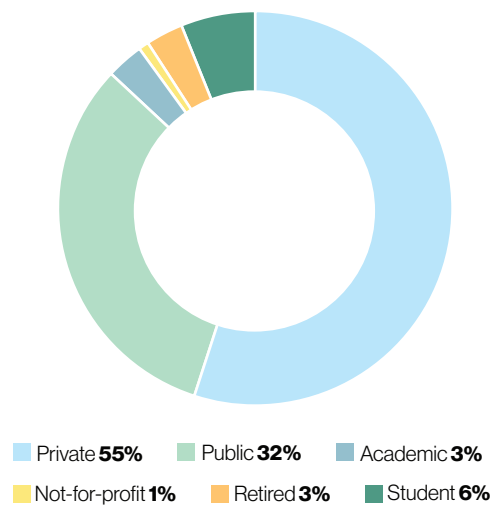
Division Member Numbers



Gender breakdown of members



Where do our members work?



Financial Sustainability

The Institute recorded a net profit of \$386,108 for the financial year ended 30 June 2024. This is a superb result, driven by an excellent performance from the 2024 Melbourne Planning Congress and the state conferences (particularly the QLD, NSW and WA state conferences) and a packed schedule of Professional Development (PD) events, especially the National PLANET Program, the Legal Lunchtime series and the various PD series in the Divisions this year. The Institute has built a firm financial foundation to support members through its professional development events and conferences, advocacy, policy and strategic initiatives.

Overall revenue for the year increased by \$789,511 (or 12%) to end at \$7.30M. This significant uplift is attributable to several factors, namely the Institute's conferences (especially Melbourne Planning Congress) and its PD Program (especially PLANETs) which were very successful with strong attendee numbers driving revenue increases through function registration. Additionally, sponsorship revenue has been consequential this year, with great interest from PIA's engaged network of sponsor supporters. This was coupled with excellent membership retention rates creating strong membership revenue.

The Institute's total expenditure consequently increased by \$561,970 (or 9%) in the financial year, to end at \$6.91M. The largest component of the Institute's total expenditure is employment costs which is 54% of total expenditure. An examination of this cost over the past five years compared to total revenue shows that total employment cost as a percentage of total revenue is relatively consistent at an average of 55%.

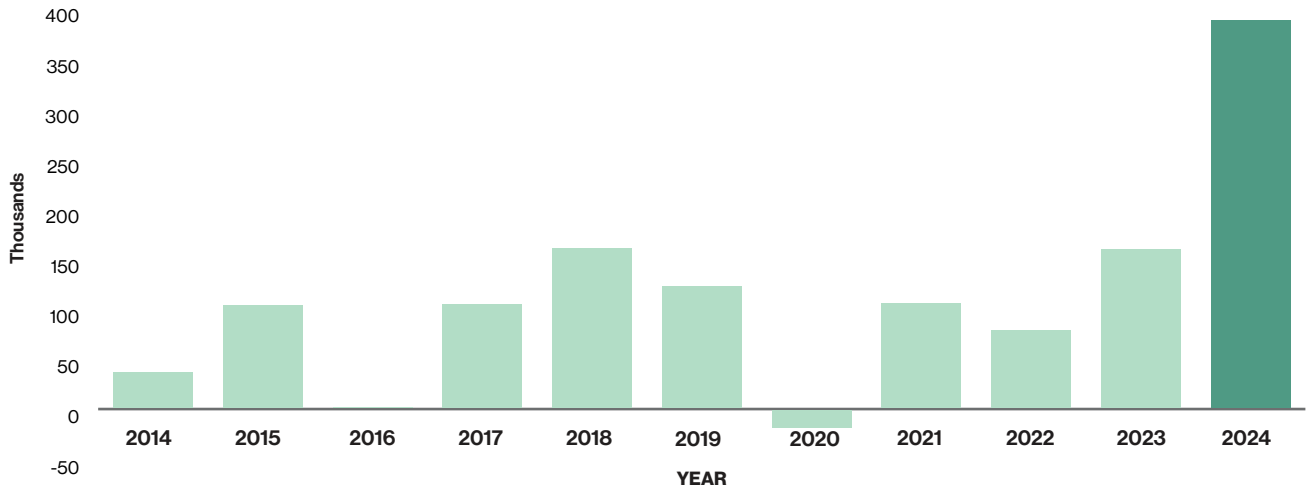
The next largest area of expenditure is the direct costs associated with the Institute's events and functions, being \$2.32M and representing 34% of total expenditure. This increased by 30% compared to prior year, which is commensurate with the overall increase in event revenue.

One of the key financial targets set by the Institute's Board is to maintain a high level of working capital. This is set at a minimum ratio of twice the amount of cash assets than the total liabilities. At 30 June 2024, the Institute held working capital of \$1.82M (2023: \$1.45M) and this equalled a working capital ratio of 2.65 (2023: 2.24).

In addition, the Institute holds an investment portfolio which includes a "balanced" portfolio of property (by way of the PIA office in Canberra), Term Deposits and a Managed Fund investment. The investment portfolio is seen as a long-term holding of increasing value. The valuation of PIA's investment in the *BlackRock Diversified Wholesale Environmental, Social and Governance (ESG) Fund* increased in value, in line with similar funds and the global financial market resurgence, from \$505,478 (2023) to \$532,995 (2024). This caused the overall value of PIA's investment portfolio to increase from \$1.69M (2023) to \$1.72M (2024). The Finance, Audit & Risk Management (FARM) Committee and the Board are satisfied that this investment portfolio remains a satisfactory and appropriate balance of financial risk against the past and future likely earnings.

Overall, the Institute's net assets, which includes working capital, the investment portfolio and other non-current assets such as equipment, is currently at \$3.34M (2023: \$2.95M). The Institute has strengthened its already strong financial position in the year and commenced using its funds for and internal and external strategic initiatives, most notably its replacement Association Management System (which will be implemented in 2024-25) and the "Become A Planner" Campaign (which was successfully launched in late August 2024). The Institute intends to continue to use its built-up funds to support PIA2031 Strategic Plan initiatives.

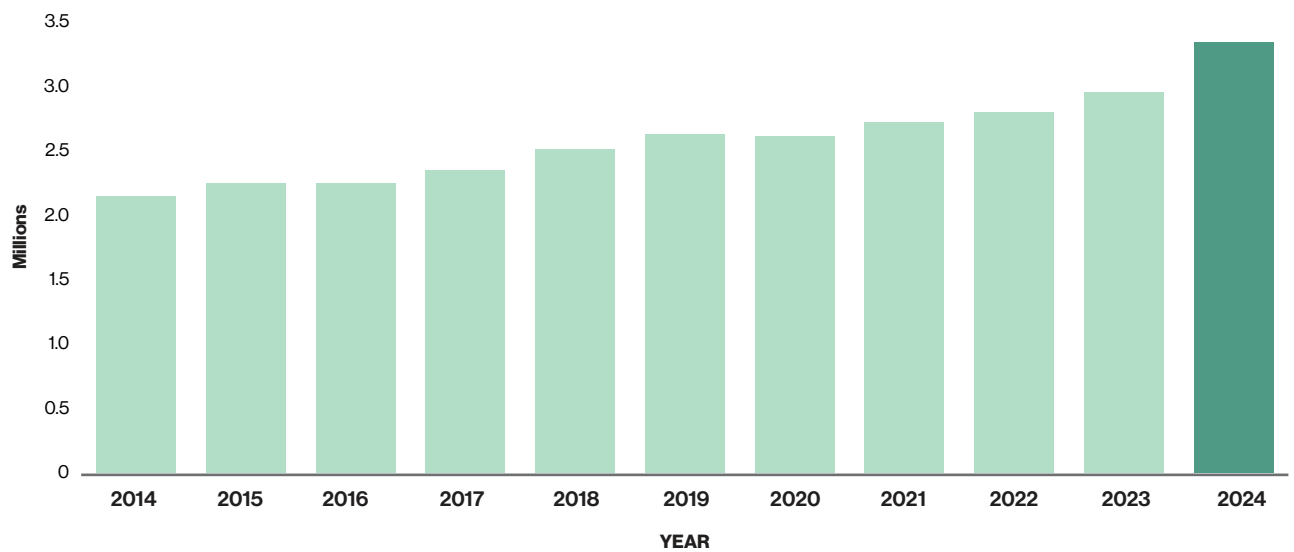
Operating Surplus



Total Assets



Members Equity



Balance Sheet

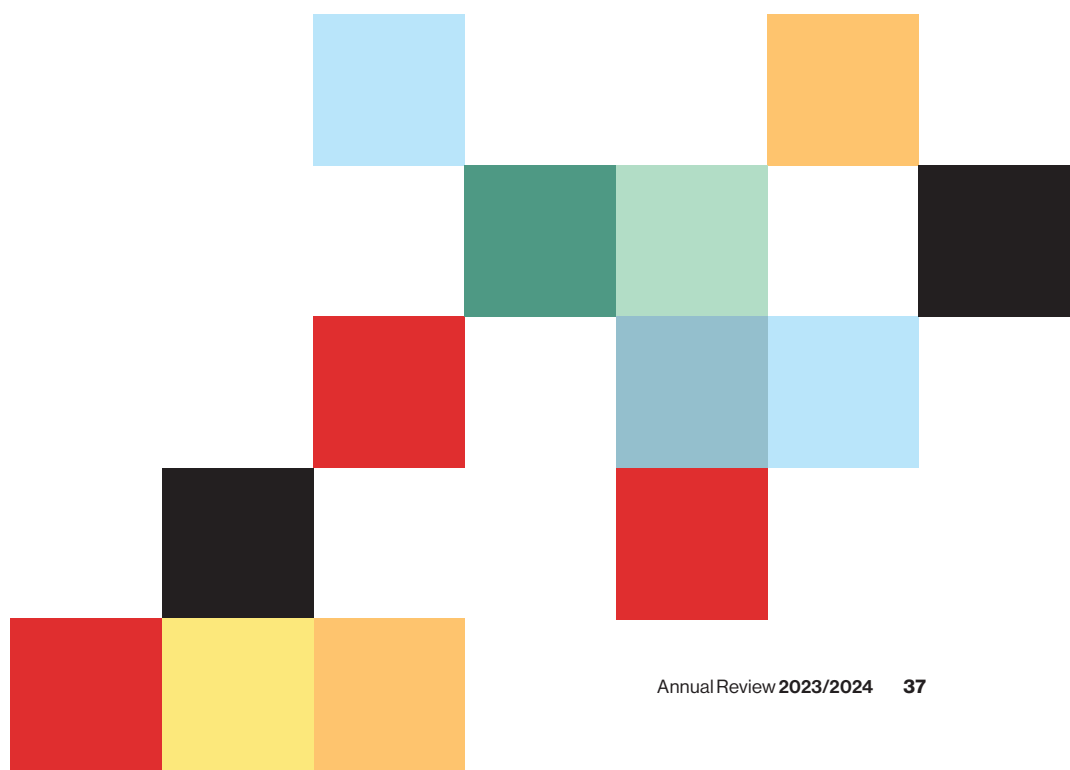
As at 30 June 2024

	2024 \$	2023 \$
ASSETS		
CURRENT ASSETS		
Cash At Bank	2,205,423	2,569,028
Debtors	91,601	71,943
Income Due	97,714	45,952
Other Assets	225,182	193,404
Investment Accounts	3,183,171	2,754,450
TOTAL CURRENT ASSETS	5,803,091	5,634,777
NON-CURRENT ASSETS		
Building	215,245	
Computing Equipment	48,182	226,041
Furniture and Fittings	2,264	47,326
Leasehold Improvements	–	4,352
Office Equipment	2,571	–
Register of Members – Software	–	4,317
BlackRock ESG Diversified Growth Fund	532,995	–
TOTAL NON-CURRENT ASSETS	801,257	787,514
TOTAL ASSETS	6,604,348	6,422,291
LIABILITIES		
CURRENT LIABILITIES		
Creditors	391,799	472,395
Credit Cards	74,830	46,428
GST Liabilities	161,603	201,360
Payroll Liabilities	480,351	450,225
Unearned Revenue	2,155,574	2,297,800
TOTAL CURRENT LIABILITIES	3,264,157	3,468,208
TOTAL LIABILITIES	3,264,157	3,468,208
NET ASSETS	3,340,191	2,954,083
EQUITY		
Current Year Profit/(Loss)	386,108	158,567
Members' Equity	2,954,083	2,795,516
TOTAL EQUITY	3,340,191	2,954,083

Profit & Loss

As at 30 June 2024

	2024 \$	2023 \$
INCOME		
Membership	2,377,266.80	2,230,041.68
Membership Services	4,690,876.63	4,017,754.35
Non-Member Revenue	204,482.11	214,318.07
Unrealised gain/(loss) Vanguard	27,517.11	48,518.09
TOTAL INCOME	7,300,142.65	6,510,632.19
EXPENSES		
Membership Services	2,327,889.14	1,796,626.16
Travel	190,372.66	200,560.16
Other Staff & Volunteer Costs	50,122.73	131,876.41
Finance Accounting and Legal	99,422.30	91,077.12
Depreciation and Amortisation	39,161.31	42,691.16
Insurances	40,057.67	31,072.71
Office Expenses	267,746.57	231,203.47
Networks and Communications	194,892.36	187,907.65
Employment Costs	3,704,370.90	3,639,049.13
TOTAL EXPENSES	6,914,035.64	6,352,063.97
OPERATING PROFIT/(LOSS)	386,107.01	158,568.22



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Principal Sponsors

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Objective

Place Design Group

Planned Cover

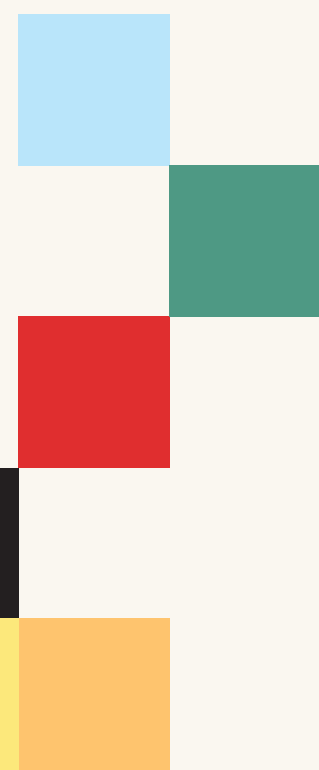
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Cornerstone Town Planning
Corrs Chambers Westgarth
Cradle Coast Authority
Cunnington Rosse Town Planning and Consulting
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Department of Environment and Water (SA)
Department of Infrastructure, Transport, Regional
Development, Communications and the Arts
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Development Answers Pty Ltd
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Development Victoria
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Echelon Planning
Eighth Street Planning
Ekistics Planning and Design Pty Ltd
Emerge Associates
Energy Queensland
Enhance Urban Planning
EPM Projects
ERA Planning
Everett Bennett
Fraser Coast Regional Council
Gadens
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Glossop Town Planning
GML Heritage
GSA Planning
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 Milford Planning Consultants
 Minter Ellison - Gold Coast
 Moharich & More
 Movement & Place Consulting
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 Navy Blue Planning
 Netherfield Royston
 Niche Planning Studio
 Norman Waterhouse Lawyers
 One Planning Consult
 P&E Law - Sunshine Coast
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 PointData
 Powerlink Queensland
 Property Projects Australia
 PSA Consulting Australia
 Purdon Planning Pty Ltd
 Q Shelter
 QUT
 Ratio Consultants
 Reel Planning Pty Ltd
 Remplan
 Rise Urban
 RMIT University
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 Wolter Consulting Group
 Wyndham City Council



Our Board of Directors

- Darren Crombie RPIA (Fellow)
- Wendy Evans MPIA (Fellow)
- Imogen Featherstone RPIA
- Chay Garde MPIA
- Ray Haeren RPIA (Fellow)
- Andrew Holmes MPIA
- Laura Murray RPIA
Commenced 21/11/2023
- Emma Riley RPIA (Fellow)
- Jenny Rudolph RPIA (Fellow)
Retired 21/11/2023
- Rukshan de Silva RPIA
Commenced 21/11/2023
- Nicola Smith RPIA (Fellow)
Retired 21/11/2023

Non-Director Board Committee Members

Finance, Audit and Risk Management Committee

- David Kovic (Independent)
Commenced 17/2/2024
- Norman Pack (Independent)
Concluded 30/6/2023

National Education Committee

- Kaitlin Aldous PIA (Assoc.)
Commenced 4/4/2024
- Prof. Andrew Butt MPIA
Commenced 4/4/2024
- Cassie Barrow PIA (Assoc.)
Concluded 23/11/2023
- Prof. Paul Burton MPIA
Concluded 15/4/2024
- Prof. Robin Goodman RPIA (Fellow)
Concluded 15/4/2024
- Paula Grant RPIA (Fellow)
- Dr. Sharon Harwood RPIA (Fellow)
Concluded 15/4/2024
- Linda Kelly MPIA
Commenced 4/4/2024
- Assoc. Prof. Amelia Thorpe MPIA
Commenced 4/4/2024
- Gregoria Todaro RPIA (Fellow)
Commenced 4/4/2024

National Policy and Advocacy Committee

- David Bills RPIA
Concluded December 2023
- Julie Brook RPIA
- Clare Brown MPIA
Commenced December 2023
- Maxine Cooper MPIA (Fellow)
- Alexander Deutrom MPIA
Concluded December 2023
- Craig Doyle RPIA
Commenced December 2023
- Patrick Fensham MPIA (Fellow)
Concluded December 2023
- Sandra Hogue RPIA (Fellow)
Commenced December 2023
- Jane Keddie MPIA
Commenced December 2023
- Cameron Leckey MPIA
Commenced December 2023
- Ross Underwood MPIA
Concluded December 2023
- Sue Weatherley MPIA (Fellow)
Concluded December 2023

Our Team

PIA has a great team of dedicated, hardworking staff operating across Australia. As at 30 June 2024, the PIA team included the people listed below, with contractors used for specific, time-limited projects.

Chief Executive Officer

Matt Collins MPIA

General Manager

Karen Goldsmith

Board Secretariat & Executive Assistant

Brenda Payne

Executive Officers/State Managers

New South Wales & ACT: Tessa Faucheur

Queensland & Northern Territory: Nicole Bennetts RPIA

Victoria & Tasmania: Carmel McCormack

Western Australia: Vicki Lummer RPIA (Fellow)

South Australia: Jane Strange RPIA

State staff

New South Wales

Jen Edgtton / Hannah Rouse
(Events & Communications Manager)

Jenaya Barnes (Events & Marketing Coordinator)

John Brockhoff RPIA (Fellow)
(NSW & National Policy Director)

Landon Brown PIA (Assoc.)
(NSW & National Policy & Research Officer)

Queensland

Melanie Adam (Stakeholder & Member Relations Executive)

Kaye Duggan (Conference Organiser)

Gemma Truong (Events Assistant)

Elizabeth Chen (Events & Communications Assistant)

Victoria

Lydia Lovelock (VIC & TAS Events Manager)

Soren Risby (VIC & TAS Marketing & Events Officer)

Gabby McMillan MPIA (Policy Officer)

Western Australia

Dean Webster (Events & Marketing Manager)

South Australia

Samuel Roberts (Events & Marketing Coordinator)

Corporate Services staff

National Finance Manager

Julie Lean

Accountant

Kaisi Chen

Finance Officer

Arlene Wilkinson
Terry Zhang

Sponsor Relationship Manager

Karen Lock

Membership & Online Services Manager

Jemima Fowler

Membership Team

Karen Cameron (Membership Administrator)
Andreanna Hopewell (Membership Officer)

Office Administration Assistant

Alisha Griffin

National Events Manager

Grace Mulraney

National Projects Officer

Tayla Miller

National Marketing & Content Coordinator

Kelsey Rowe

During the year PIA farewelled several staff, including Claire Daniel MPIA, Archi Singh, Jordan Fitzgerald, Ella Helene, Benjamin Payne, Gabrielle Spencer.

Celebrating our Fellows

Registered Planner (Fellow)

Peter J Andrews RPIA (Fellow)

Scott Anson RPIA (Fellow)

Cate Hart RPIA (Fellow)

David Bailey RPIA (Fellow)

Margaret Baird RPIA (Fellow)

Jane Bennett RPIA (Fellow)

Christopher Berry RPIA (Fellow)

Roxy Binno RPIA (Fellow)

Jason Black RPIA (Fellow)

Julie Jansen RPIA (Fellow)

Alexander Brownlie RPIA (Fellow)

Paul Buxton RPIA (Fellow)

Carlos Buzzetti RPIA (Fellow)

Alyssa Cameron RPIA (Fellow)

Daniel Cavallo RPIA (Fellow)

Michelle Chapman RPIA (Fellow)

Steve Connelly RPIA (Fellow)

Matthew Cripps RPIA (Fellow)

Darren Crombie RPIA (Fellow)

Andrew Curthoys RPIA (Fellow)

Brett Davis RPIA (Fellow)

Emma Moller RPIA (Fellow)

Sue Francis RPIA (Fellow)

John Gaskell RPIA (Fellow)

Nicola Gibson RPIA (Fellow)

Andrew Gear RPIA (Fellow)

Larry Guise RPIA (Fellow)

Ray Haeren RPIA (Fellow)

Nicole Halsey RPIA (Fellow)

David Hansen RPIA (Fellow)

Tim Hellsten RPIA (Fellow)

Darren Holloway RPIA (Fellow)

Clive Jackson RPIA (Fellow)

Leo Jensen RPIA (Fellow)

Kirsty Kelly RPIA (Fellow)

Sam Kernaghan RPIA (Fellow)

James Reid RPIA (Fellow)

Vicki Lummer RPIA (Fellow)

Lawrence Man RPIA (Fellow)

Alison McCabe RPIA (Fellow)

Rachel McConkey RPIA (Fellow)

Michael McKeown RPIA (Fellow)

Stuart Moseley RPIA (Fellow)

Brendan Nelson RPIA (Fellow)

Michael Neustein RPIA (Fellow)

Gregory New RPIA (Fellow)

Peter O'Dwyer RPIA (Fellow)

Michael Pickering RPIA (Fellow)

Sharon Pope RPIA (Fellow)

Natalie Rayment RPIA (Fellow)

Sally Roberts RPIA (Fellow)

Bonnie Rosen RPIA (Fellow)

David Ryan RPIA (Fellow)

Elizabeth Sapio RPIA (Fellow)

Shanti Ditter RPIA (Fellow)

Darren Starr RPIA (Fellow)

Alison Stevens RPIA (Fellow)

Rebecca Gallacher RPIA (Fellow)

Gregoria Todaro RPIA (Fellow)

Catherine Towers RPIA (Fellow)

Con Tsotsoros RPIA (Fellow)

Catherine Van Laeren RPIA (Fellow)

Gregory Vincent RPIA (Fellow)

David Vorchheimer RPIA (Fellow)

Lawrence Winnacott RPIA (Fellow)

Brett Wood-Gush RPIA (Fellow)

Aoife Wynter RPIA (Fellow)

Mike Day RPIA (Fellow)

Peter Tesdorpf RPIA (Fellow)

Emma Riley RPIA (Fellow)

Juliet Grant RPIA (Fellow)

Sandra Hogue RPIA (Fellow)

Stephen Holmes RPIA (Fellow)

George Karavanas RPIA (Fellow)

Stephen Leathley RPIA (Fellow)

Grazio Maiorano RPIA (Fellow)

Gary Mavrinac RPIA (Fellow)

Lisa Riddle RPIA (Fellow)

Silvija Smits RPIA (Fellow)

David Altmann RPIA (Fellow)

Edward Andre RPIA (Fellow)

David Barone RPIA (Fellow)

Kathy Bonus RPIA (Fellow)

Robert Dwyer RPIA (Fellow)

Anna Kelderman RPIA (Fellow)

Jenny Rudolph RPIA (Fellow)

Monique Roser RPIA (Fellow)

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Denise Morgan RPIA (Fellow)

Paul Kotsoglo RPIA (Fellow)

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Peter Walsh RPIA (Fellow)

Kerry Doss RPIA (Fellow)

Kym Pryde RPIA (Fellow)

Sharon Harwood RPIA (Fellow)

Alejandra Rojas RPIA (Fellow)

Malcolm Griffin RPIA (Fellow)

John Brockhoff RPIA (Fellow)

Nikki Huddy RPIA (Fellow)

Kim Samuel RPIA (Fellow)

Sarah Hill RPIA (Fellow)

Robert Freestone RPIA (Fellow)

Paula Grant RPIA (Fellow)

Helen Dyer RPIA (Fellow)

Steve Dunn RPIA (Fellow)

Marjorie Ferguson RPIA (Fellow)

Stephen Gow RPIA (Fellow)

Jan Falding RPIA (Fellow)

Trina McFarlane RPIA (Fellow)

Stephen O'Connor RPIA (Fellow)

Jeff Thierfelder RPIA (Fellow)

Stephen SMITH RPIA (Fellow)

Tufan Chakir RPIA (Fellow)

Michael Papageorgiou RPIA (Fellow)

Marc Salver RPIA (Fellow)

Lindsay Callaghan RPIA (Fellow)

Rod Duncan RPIA (Fellow)

Rolf Fenner RPIA (Fellow)

Neil Foley RPIA (Fellow)

Robin Goodman RPIA (Fellow)

James Harrison RPIA (Fellow)

Paul Johnson RPIA (Fellow)

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Melanie Bradley RPIA (Fellow)

Registered Planner (Life Fellow)

Wendy Bell RPIA (Life Fellow)
David Caddy RPIA (Life Fellow)
Michael Collie RPIA (Life Fellow)
Dyan Currie AM RPIA (Life Fellow)
Liz de Chastel RPIA (Life Fellow)
June D'Rozario RPIA (Life Fellow)
Donna Ferretti RPIA (Life Fellow)
Roz Hansen AM RPIA (Life Fellow)
Tony McNamara RPIA (Life Fellow)
Gary Shiels AM RPIA (Life Fellow)
Raymond Stokes RPIA (Life Fellow)
Sandy Vigar RPIA (Life Fellow)
Greg Vann RPIA (Life Fellow)
Rob Nolan RPIA (Life Fellow)
Paul Mitchell OAM RPIA (Life Fellow)
David Fetterplace RPIA (Life Fellow)
Stephanie Knox RPIA (Life Fellow)
Max Fragar RPIA (Life Fellow)
Charles Johnson RPIA (Life Fellow)
DAVID BROYD RPIA (Life Fellow)
IRIS IWANICKI RPIA (Life Fellow)
Mike Svikis RPIA (Life Fellow)
Gary Prattley RPIA (Life Fellow)
Robin Limmer RPIA (Life Fellow)

Fellow

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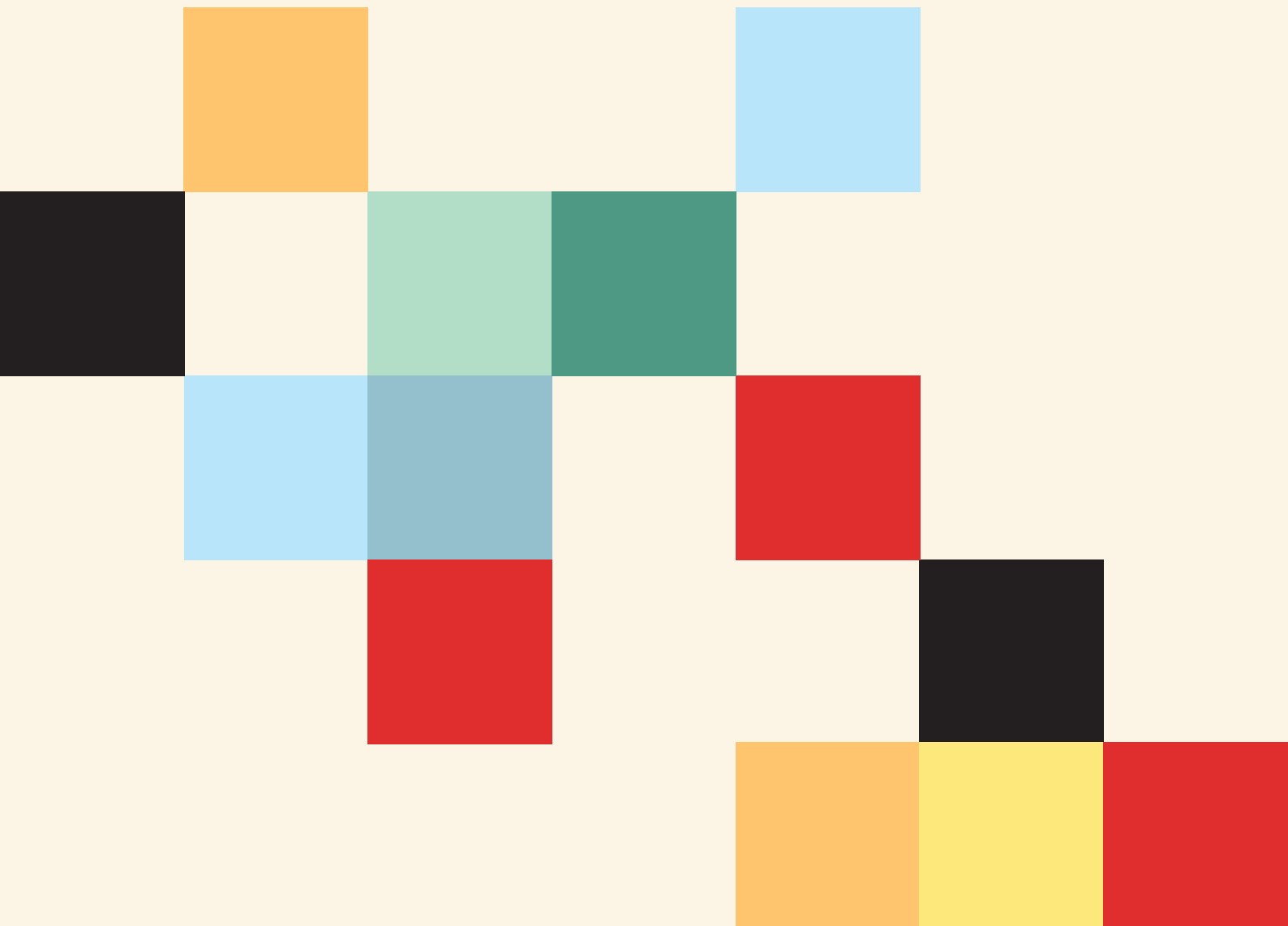
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