



**SUBURBAN
RAIL LOOP**
EAST

SRL East Draft Structure Plan | Glen Waverley

Economic Profile Technical Report



Suburban Rail Loop

SUBURBAN RAIL LOOP AUTHORITY

**SRL EAST DRAFT STRUCTURE PLAN - ECONOMIC PROFILE TECHNICAL
REPORT - GLEN WAVERLEY**

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This document is based on the information available, and the assumptions made, as at the date of the document. For further information, please refer to the assumptions, limitations and uncertainties set out in the methodology section of this document.

This document should be read in full and no excerpts are to be taken as representative of the findings.

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Executive Summary

As part of the Suburban Rail Loop (SRL) East project, Draft Structure Plans (Structure Plans) are being prepared for the neighbourhoods surrounding the new underground stations at Cheltenham, Clayton, Monash, Glen Waverley, Burwood and Box Hill.

The Structure Plans will provide a framework to guide growth and change in each neighbourhood, while protecting and preserving the features that people love about them now.

This report will inform the development of the Structure Plan for Glen Waverley.

PURPOSE OF GLEN WAVERLEY'S ECONOMIC PROFILE

Understanding how Glen Waverley's economic role and function will evolve with the introduction of SRL East is crucial for structure planning, especially for understanding the need to accommodate future employment-related land uses.

This report evaluates the economic and job growth potential of the Structure Plan Area and examines to what extent the market can deliver the forecast additional employment floorspace.

Recommendations to consider when developing the Structure Plan are made to ensure the right amount and type of employment floorspace is delivered in the right locations.

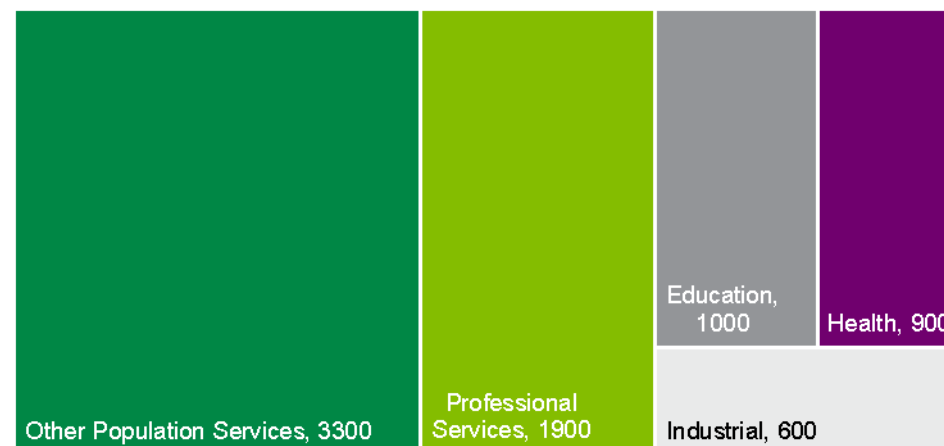
GLEN WAVERLEY'S ECONOMY TODAY

Glen Waverley Structure Plan Area had 7800 workers at the time of the 2021 Census. This was slightly more than the number of local residents. Glen Waverley's workforce contributes an estimated \$48.1 billion to the Victorian economy annually. Over the past decade, job growth has been moderate at 2.5% per year annum, equivalent to an additional 170 workers per year. There are no large businesses employing more than 200 workers, but there is a wide array of small to medium sized businesses. Business numbers are growing relatively strongly at 2.3% growth per annum.



ECONOMIC SNAPSHOT GLEN WAVERLEY, 2021

Source: Cordell Connect data for employment pipeline. Job and resident data from ABS Census 2011 and 2021. Business data excludes non-employing businesses, for years 2013 and 2023. ABS Business Counts. Economic value add data for 2021 from REMPLAN.



JOBS BY BROAD INDUSTRY IN GLEN WAVERLEY, 2021

Source: ABS Census of Population Aged 15+ [2011 & 2021]

FINDINGS

Glen Waverley is home to a vibrant Major Activity Centre, renowned for its retail, food and beverage (F&B) and entertainment offer. This along with its large educational offer, attracts visitors from a large regional catchment to Glen Waverley. In 2021, the Structure Plan Area had approximately 7800 workers, with over 40% employed in the 'other population services' sector, highlighting this sector's significance to the local economy.

Glen Waverley's economy has grown moderately over the past decade, primarily driven by significant worker growth in the other population services sector, namely accommodation and food services. The population services sector is a clear specialisation for Glen Waverley and is likely to continue define its future growth. Other industries have seen a small amount of growth such as professional services, whereas industrial employment has stagnated.

Looking ahead, Glen Waverley's economy is likely to diversify. Other population services sector will remain central, but future population growth, combined with accessibility provided by SRL East, will support growth across various sectors, including health and education and potentially, professional services. With interventions beyond structure planning as outlined in the opportunities below, professional services could become a key sector within Glen Waverley, capitalising on the high amenity and accessibility of the Activity Centre. The industrial areas within the Structure Plan are already transitioning towards higher-density employment uses and will continue to play an important local service role.

GLEN WAVERLEY STRUCTURE PLAN AREA, EMPLOYMENT FLOORSPACE REQUIREMENTS (GROSS BUILDING AREA, SQ.M)

LAND USE	FLOORSPACE 2021, (GROSS BUILDING AREA)	FLOORSPACE 2041, (GROSS BUILDING AREA)	ADDITIONAL FLOORSPACE 2021-2041 (GROSS BUILDING AREA)
Retail	153,300	181,700	28,400
Accommodation	150,100	168,900	18,800
Industrial	124,900	131,600	6,700
Education	75,900	123,900	48,000
Office	28,800	81,500	52,700
Entertainment / Recreation	19,700	40,000	20,300
Health	18,100	29,600	11,500
Public Use	17,100	31,200	14,100
Total	587,900	788,400	200,500

Note: Retail floorspace figure in this table is the mid-point of the GBA range outlined in the Retail Needs Report.

Source: AJM JV

RECOMMENDATIONS

The recommendations below summarised with their locations shown in the Figure at the end of this Executive Summary. The numbers on the Figure refer to the number of the recommendations below.

Office floorspace

1. **Plan for and support the addition of over 50,000 sq.m GBA of office floorspace across the Structure Plan Area, concentrated in the core of the Glen Waverley Activity Centre.** This could feature a mix of office towers and office floorspace within mixed-use buildings, such as second-level spaces above shops or in a podium of a mixed-use building.
2. **Manage the balance between office and residential delivery in the core.** Office floorspace is likely to face competition from residential uses, particularly in the short to medium term. The degree of intervention to ensure office uses are not crowded out by residential uses will need to be considered.
3. **Support offices to locate in surrounding industrial areas.** A small share of office space should be included in industrial areas as part of a range of office/industrial uses. This should not directly compete with office space in the Activity Centre but can increase the intensity of employment.

Health floorspace

4. **Plan for a modest increase of health floorspace, focused in the Glen Waverley Activity Centre and nearby on Springvale Road.** Health floorspace will continue to play a local role in Glen Waverley.

Education floorspace

5. **Focus future education floorspace on existing school and tertiary sites in the Structure Plan Area.** Achieving a sizeable education employment and floorspace increase will be dependent on the specific needs and capacity of the various educational institutions in the Structure Plan Area. Some education uses can be accommodated in the Activity Centre.

Retail and entertainment floorspace

6. **Consolidate the retail and food and beverage (F&B) offer to the Glen Waverley Activity Centre.** Additional retail floorspace should consolidate the strong reputation of Glen Waverley as a retail and dining destination with a strong Asian influence. The retail offer should remain consolidated in the Activity Centre.
7. **Support entertainment uses in and around the Glen Waverley Activity Centre.** In line with the retail and F&B offer, complementary recreation and entertainment uses should be supported within the Glen Waverley Activity Centre.

Industrial floorspace

8. **Intensify the employment mix around Aristoc Road.** This area should be maintained as an employment precinct, with a focus on intensifying employment activity and potentially increasing the office mix. The increase in industrial floorspace is limited, so a transition to a greater mix of employment uses is supported.

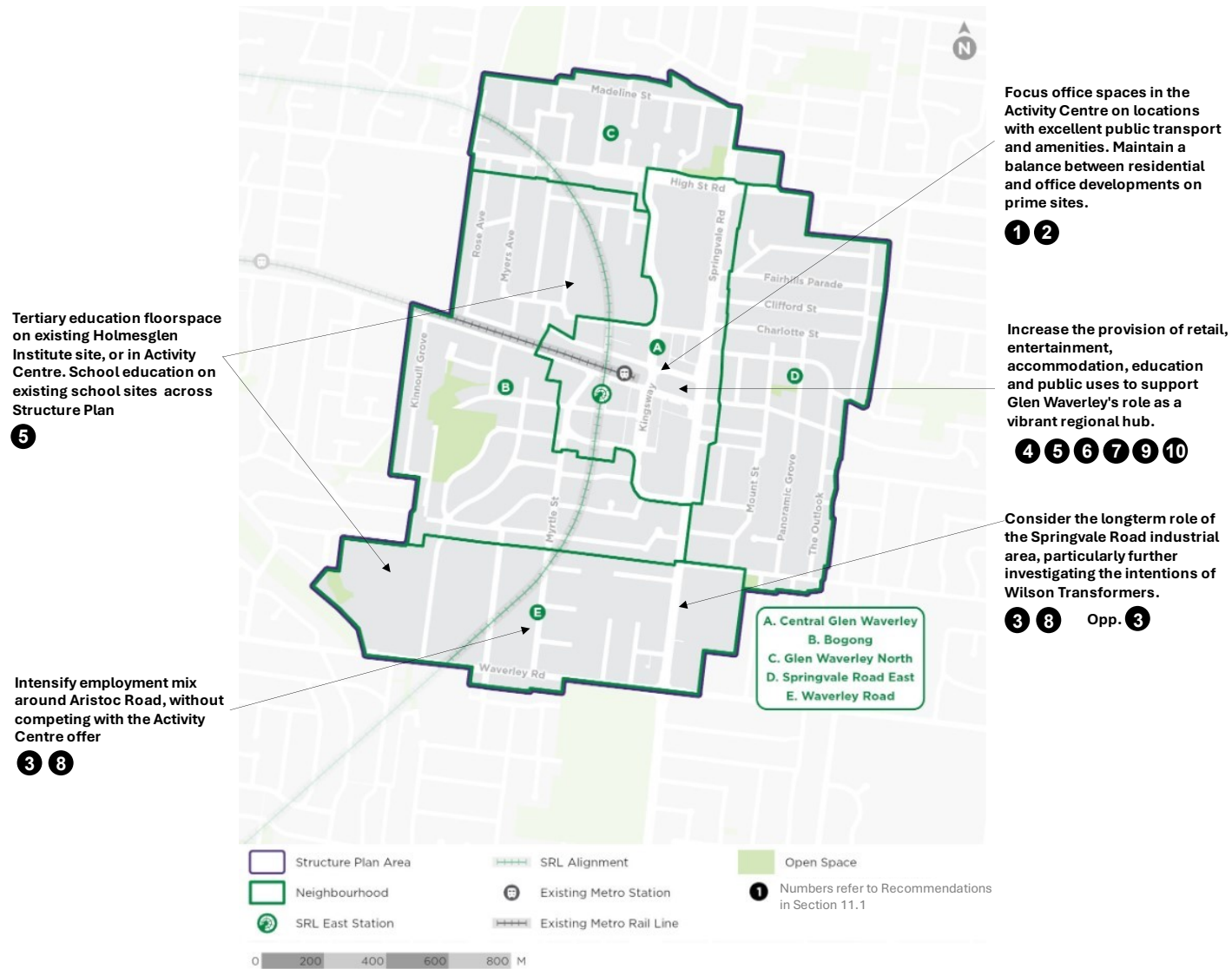
Other employment floorspace

9. **Plan for additional accommodation floorspace, building on the existing significant offer.** This future accommodation space should be in the Activity Centre, close to amenities, public transport, offices, and retail.
10. **Support public use floorspace in and around Glen Waverley's established civic precinct.** Public use floorspace should be concentrated around existing community facilities at the southern end of the Activity Centre, noting an existing proposal already exists for redevelopment of the Glen Waverley Civic Precinct.

OTHER OPPORTUNITIES

Although potentially beyond the scope of the Structure Plan and supporting planning scheme amendments, other opportunities to support employment development in Glen Waverley include:

- **Opportunity 1 - Define clear position and strategy to support office growth-** Explore various incentives and mechanisms to encourage the growth of professional services industries within the Glen Waverley Activity Centre. This could involve expanding Glen Waverley's role in local government services or attracting additional government offices to the area.
- **Opportunity 2 - Business or tenant attraction strategies-** Consider the use of business attraction strategies and other mechanisms beyond the planning framework such as government tenants, financial incentives, government led development, partnerships and strong policy support to create a critical mass of office tenants in Glen Waverley in the short to medium term.
- **Opportunity 3 - Long term use of Wilson Transformer Company Site –** Continue to monitor and engage with the landowners in the Springvale Road industrial area to better understand long term intentions. While the current operations are expected to continue for the time being, there may be an opportunity to support the long-term transition of the Springvale Road industrial area to a mix of uses should Wilson Transformer relocate operations.



LOCATION RECOMMENDATIONS FOR FUTURE EMPLOYMENT FLOORSPACE IN THE GLEN WAVERLEY STRUCTURE PLAN AREA

Source: AJM JV

1. Introduction

SRL is a transformational project that will help shape Melbourne’s growth in the decades ahead. It will better connect Victorians to jobs, retail, education, health services and each other – and help Melbourne evolve into a ‘city of centres’.

SRL will deliver a 90-kilometre rail line linking every major train service from the Frankston Line to the Werribee Line via Melbourne Airport.

SRL East from Cheltenham to Box Hill will connect major employment, health, education and retail destinations in Melbourne’s east and south east. Twin 26-kilometre tunnels will link priority growth suburbs in the municipalities of Bayside, Kingston, Monash and Whitehorse.

SRL East Draft Structure Plan (Structure Plan) Areas will surround the six new underground stations at Cheltenham, Clayton, Monash, Glen Waverley, Burwood and Box Hill.

1.1 Purpose of this report

This report will inform the development of the Structure Plan to guide land use planning and development in the Glen Waverley Structure Plan Area.

The report assesses the economic and jobs growth potential of the Structure Plan Area, and to what extent the market is capable of providing the forecast employment floorspace. Issues and opportunities relating to employment floorspace in the Structure Plan Area are identified. It does this by:

- Examining the present condition of the local economy and consider its potential for growth going forward, taking into account its competitive strengths, weaknesses, opportunities, and challenges.
- Understanding recent and proposed employment-related development activity to assess if the market is capable of providing the projected demand for floorspace independently. Additionally, consider broader economic trends and their impact on activity centres.
- Identifying the amount of employment floorspace that will be required to realise projected employment, including the form/type of space.

- Providing a summary of the factors that Structure Plan controls should take into account to ensure the right amount and form of employment floorspace is delivered in appropriate locations.

1.2 Project context

Construction of the SRL East underground stations is underway at Cheltenham, Clayton, Monash, Glen Waverley, Burwood and Box Hill. This provides an opportunity to enhance the surrounding neighbourhoods. SRL East will support thriving and sustainable neighbourhoods and communities that offer diverse and affordable housing options, with easy access to jobs, transport networks, open space, and community facilities and services. Figure 1.1 shows SRL East in the context of the entire SRL project and Melbourne's rail network.

A Glen Waverley Vision has been developed in consultation with the community and stakeholders for the Structure Plan Area and surrounds. The visions set out the long-term aspirations for these areas, ensuring they are ready to meet the needs of our growing population.

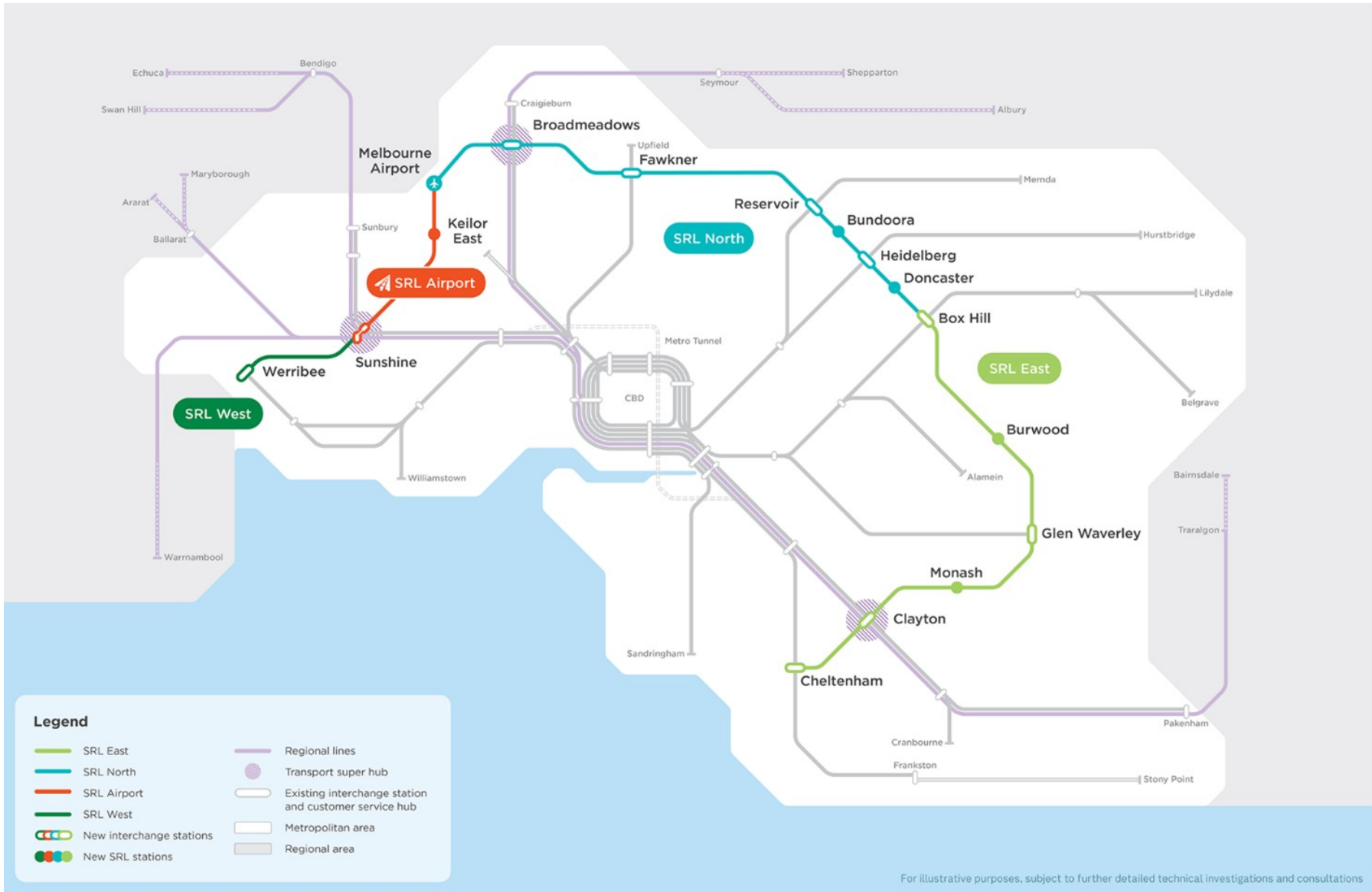


FIGURE 1.1 SUBURBAN RAIL LOOP

1.3 Structure planning for SRL East

Structure Plans have been prepared for defined areas surrounding the new SRL East stations to help deliver the Glen Waverley Vision developed for each SRL East neighbourhood.

The Structure Plans cover defined SRL East Structure Plan Areas that can support the most growth and change. These areas cover a walkable catchment that extends from the SRL station entrances. Additional places are included within each defined area as required to make planning guidance more robust and effective, and to align with each community's aspirations and current and future needs.

A Structure Plan is a blueprint to guide how an area develops and changes over a period of time. Structure Plans describe how future growth within the area will be managed in an appropriate and sustainable way to achieve social, economic and environmental objectives. The plans cover a wide range of matters, such as transport connections and car parking, housing and commercial development, community infrastructure, urban design, open space, water and energy management, climate resilience and sustainability.

By tailoring planning decisions to reflect the needs of a defined area, Structure Plans give effect to the policies and objectives set for these areas and cater for changing community needs. They also provide certainty for residents, businesses and developers by identifying the preferred locations and timing of future land uses, development and infrastructure provision.

Structure Plans take a flexible and responsive approach that enables places to evolve over time.

Planning scheme amendments will be required to implement the Structure Plans into the planning schemes of the cities of Bayside, Kingston, Monash and Whitehorse.

1.4 Structure of this report

Part A: Background

- Part A reviews Victorian and local government policies and strategies relating to employment growth and considers how development in the Structure Plan Area can contribute to achieving their objectives. An overview of existing

economic features and jobs in the Structure Plan Area is provided, including recent and proposed employment-related development.

Part B: Economic outlook and potential

- Part B reviews the role of suburban employment hubs and the potential for growth in professional services jobs in the Structure Plan Area. The changing nature of work and jobs and the impacts on workplace types and locations is considered, along with the implications for planning future employment floorspace in the Structure Plan Area. The economic strengths and challenges of the Structure Plan Area are considered, and its long-term economic potential and growth is assessed.

Part C: Future employment floorspace demand

- Part C identifies which sectors are expected to generate the most jobs growth in the Structure Plan Area, and assesses the amount and form of floorspace needed to support this jobs growth, as well as the most appropriate locations for its development.

Part D: Summary and recommendations

- Part D summarises the findings of the assessment and provides recommendations to consider when developing the Structure Plan.

1.5 Data sources and definitions

The key data sources and definitions used in this analysis are outlined here:

- **Future employment demand** was assessed using employment projections for the Structure Plan Area which were derived from the CityPlan population and employment projections outlined in the Business and Investment Case (BIC) prepared for the SRL (August 2021). The CityPlan projections used in the BIC projections account for the expected overall growth of Melbourne and the transport interventions and precinct initiatives of SRL influence the distribution of population. That is, population growth isn't solely driven by SRL, rather SRL influences the distribution of growth.
- **Travel zones (TZNs)** are the unit of geography used by the Victorian Integrated Transport model (VITM) and is the base geography for the CityPlan model above. There are a total of around 7000 zones across Victoria.
- A **floorspace audit** was carried out to identify and categorise employment land in the Structure Plan Area. This process included review of several data sources (such as The Department of Energy, Environment and Climate Action (DEECA), Public Sector Mapping Agency (PSMA) and Space Syntax) to understand, for each building, the existing employment land use and estimate the amount of floorspace. This data set provided a baseline for future floorspace estimates and figures are in Gross Building Area (GBA).
- A further comprehensive **industrial land audit** was carried out to identify and categorise relevant industrial land uses within the boundaries of each Structure Plan. This process included a thorough examination of current occupants by analysing *Arealytics* data and other online datasets. Businesses were classified based on their industry, the nature of the business, and the typology of the space they occupied was determined.
- A job is defined as employment of all contract types including full-time, part-time and casual employment. The terms 'job' and 'workers' are used interchangeably in this report. To distinguish by industry, the following

Australian and New Zealand Standard Industrial Classification (ANZSIC) Divisions have been summed under the following industry grouping used in this analysis:

- » Professional Services: Information Media and Telecommunications; Financial and Insurance Services; Rental, Hiring and Real Estate Services; Professional, Scientific and Technical Services; Administrative and Support Services; Public Administration and Safety
 - » Health: Health Care and Social Assistance
 - » Education: Education and Training
 - » Other Population Services: Retail Trade; Accommodation and Food Services, Arts and Recreation Services; Construction, Other Services
 - » Industrial: Agriculture, Forestry and Fishing; Mining; Manufacturing; Electricity, Gas, Water and Waste; Wholesale Trade; Transport, Postal and Warehousing.
- Employment is distributed among various land uses:
 - » Office: Includes multi-storey office towers, campus style buildings and commercial tenants in shopping centres, mixed-use developments or along the street
 - » Health: Includes hospitals, medical centres and health tenancies in shopping centres, mixed-use developments or along the street
 - » Education: Includes schools and universities and education tenancies in shopping centres, mixed-use developments or along the street
 - » Retail: Includes shopping centres, retail on high streets and standalone sites
 - » Public Use: Includes courts, town halls, police stations, fire stations and the like
 - » Industrial: Industrial uses in warehouse and factory typologies
 - » Entertainment / Recreation: Includes structures in sporting contexts (such as club rooms), bars or clubs, cinemas and other commercial entertainment (such as mini golf)

- » Accommodation: Includes hotels, serviced apartments and short-stay accommodation.
- The following floorspace measurements are used:
 - » Workspace ratio is the average floorspace (sq.m) per employee
 - » Gross Building Area (GBA) refers to the total floorspace of a building such as stairs, hallways and plant.
 - » GBA is used for the floorspace audit as the audit was undertaken using external building information, so no common spaces or otherwise unleaseable spaces were removed for the audit
 - » Gross Floor Area (GFA) is the total area of all floors in a building, measured from the exterior walls, and generally excludes stairs and plant area
 - » Gross Leasable Area (GLA) focuses on the portion of space available for lease to tenants, typically excluding common areas and utility spaces.

A comprehensive compilation of abbreviations, data sources and definitions, including conversion assumptions between GLA and GBA by floorspace type is provided in Appendix A.

1.6 Assumptions and limitations

The following assumptions and limitations apply to this assessment:

- The analysis focuses on a single potential employment outcome and evaluates the employment floorspace requirements necessary to achieve that specific outcome. The projected year for employment floorspace need is 2041 as the emphasis for structure planning is 2041.
- The CityPlan employment projections are based on modelling which approximates of what can be expected in the real environment. The employment projections are best at representing strategic level demands, rather than for small areas. Notwithstanding this, there will usually be differences between forecasts and actual results because events and circumstances frequently do not occur as expected or predicted, and those differences may be material. As a strategic representation, CityPlan data may be less reliable as geographic areas become smaller or when the data is further divided, such as by industry.
- While it is generally appropriate to rely on CityPlan projections for the SRL East Structure Plan Areas at an aggregate level (e.g., total population, total jobs), caution should be exercised when further breaking down this data (e.g., population by age, jobs by industry). The implications of this for the Economic Profile is discussed further in Section 7.
- Retail is addressed in this report as a land use but is further examined in the *SRL East Structure Plan - Retail Assessment – Glen Waverley* report. Conclusions about retail floorspace demand and employment are based on the findings of that report.

More information about assumptions and limitations of this report is provided in Appendix A.

1.7 Interactions with other technical reports

This *SRL East Structure Plan – Economics Profile – Glen Waverley* report informs, or is informed by other reports prepared to guide the development of SRL East Structure Plans:

- *SRL East Housing Needs Assessment – Glen Waverley*: This report forecasts long-term housing needs in the Structure Plan Area, including the number, type and size of dwellings. Employment uses and housing need to be delivered in an integrated way, resulting in a need to understand anticipated economic outcomes and the consequences for housing delivery.
- *SRL East Structure Plan - Retail Assessment – Glen Waverley*: This report forecasts long-term retail demand in the Structure Plan Area, and the amount and type of retail floorspace needed to meet the demand. Retail space needs to be directed to appropriate areas to support the future population and workforce.
- *SRL East Structure Plan - Land Use Scenario and Capacity Assessment (LUSCA)*: This analysis tests the capacity of the SRL East Structure Plan Areas to accommodate projected population and employment floorspace at 2041. The housing floorspace demand derived from this report is an input to LUSCA.
- *SRL East Structure Plan - Community Infrastructure Needs Assessment - Glen Waverley*: This will provide an understanding of the community infrastructure needs associated with the growth and renewal of the SRL East Structure Plan Areas to 2041, recommendations for future community infrastructure provision priorities and potential sites to accommodate them.
- *SRL East Structure Plan – Transport Technical Report - Glen Waverley*: Outlines how the transport network, across all modes, will support the Structure Planning process. The scale, location and nature of future employment uses, informed by this report, influences the transport requirements. The appended Precinct Parking Plan recommends parking management tools to support the development of the SRL East Structure Plan Areas and support implementing a schedule for the Parking Overlay. The

scale, location and nature of employment uses, informed by this report, influences the parking requirements.

1.8 Structure Plan Area

1.8.1 GLEN WAVERLEY STRUCTURE PLAN AREA

The Study Area for this assessment is based on the Glen Waverley Structure Plan Area.

The Glen Waverley Structure Plan Area is located in the Monash LGA. It is generally bordered by Madeline Street to the north, Danien Street and The Outlook to the east, Waverley Road to the south and Kinnoull Grove and Rose Avenue to the west.

Coleman Parade and the existing Glen Waverley Line intersect the centre of the precinct in an east-west alignment.

Key arterial roads include Springvale Road which intersects the Structure Plan Area in a north-south alignment, and High Street Road and Waverley Road.

The Structure Plan Area is shown in Figure 1.2. Current and projected resident and worker populations are shown below in Table 1.1.

The Structure Plan Area is divided into a series of neighbourhoods. These neighbourhoods represent areas with similar land use mix and are referenced through the structure planning process.

TABLE 1.1 RESIDENT AND WORKER POPULATION IN 2021 AND PROJECTED TO 2041, GLEN WAVERLEY STRUCTURE PLAN AREA

POPULATION TYPE	2021	2041
Workers	7,800	13,800
Residents	7,100	11,700

Source: ABS Census for Population (residents) and Census for Population Aged 15+ (workers). Business and Investment Case for projections out to 2041.

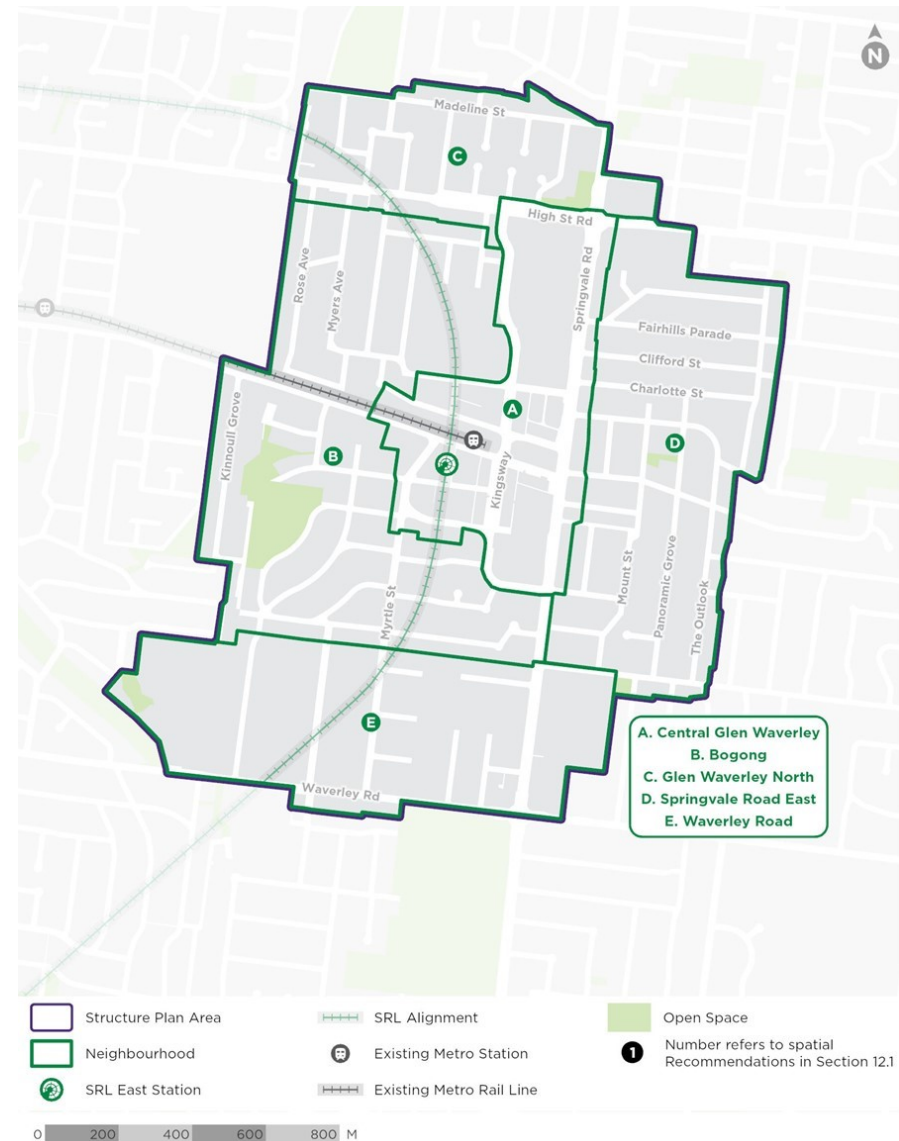


FIGURE 1.2 GLEN WAVERLEY STRUCTURE PLAN AREA

Source: AJM JV

1.8.2 BENCHMARK AREAS

For the purposes of benchmarking, data was also collected for the following areas:

- **Greater Melbourne** – as defined by the Australian Bureau of Statistics (ABS) Greater Capital City Statistical Areas boundary.
- **South East Region** – which comprises the following local government areas: Bayside, Glen Eira, Boroondara, Greater Dandenong, Kingston, Knox, Manningham, Maroondah, Monash, Whitehorse, and Stonnington.

The South East Region is shown in Figure 1.3

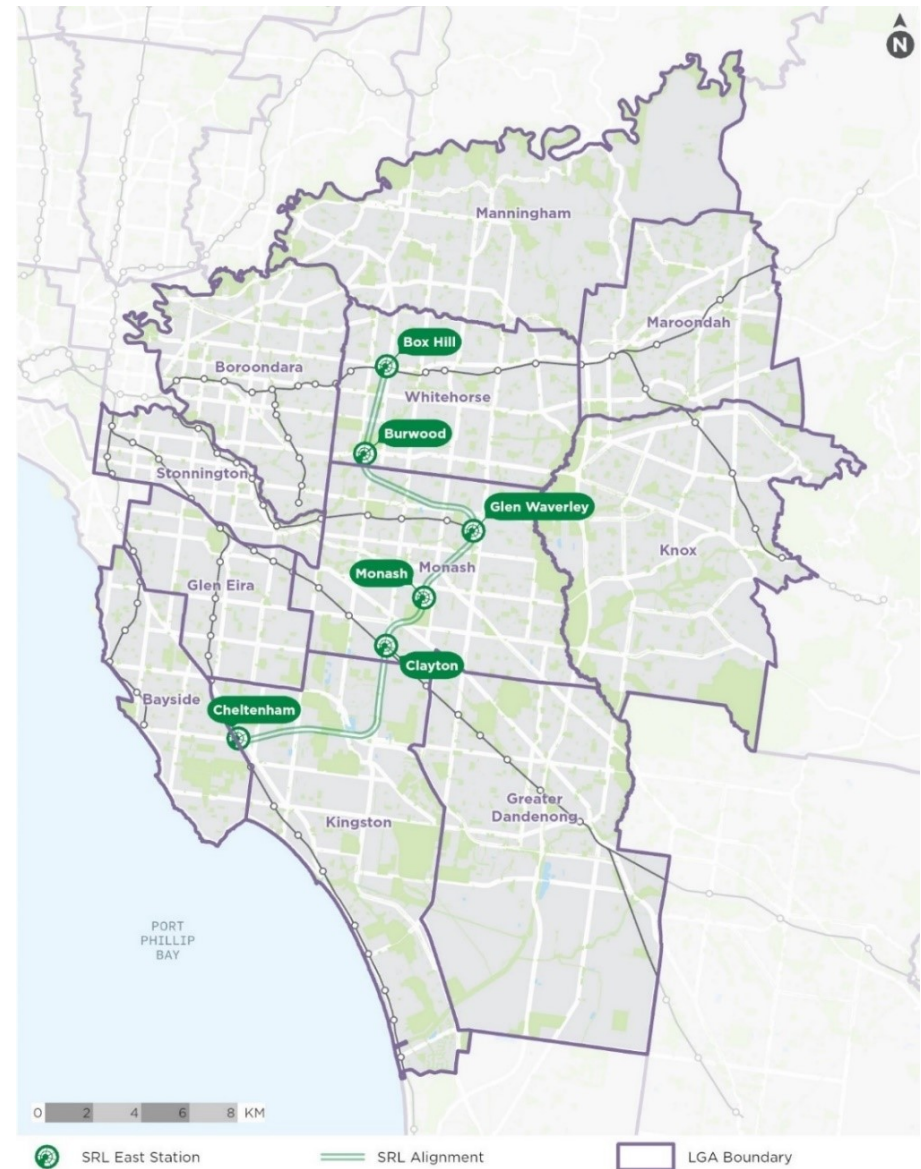


FIGURE 1.3 SOUTH EAST REGION

Source: AJM JV

Part A: Background

Part A includes:

- **Section 2** summarises the strategic context. It reviews Victorian and local government policies and strategies relating to employment growth and considers how development in the Structure Plan Area can contribute to achieving their objectives.
- **Section 3** provides an overview of existing economic features and jobs in the Structure Plan Area, including recent and proposed employment-related development.

2. Strategic Context

This section summarises Victorian and local government policies and strategies relating to employment growth and considers how development in the Structure Plan Area can contribute to achieving their objectives.

2.1 Victorian government policy

2.1.1 PLAN MELBOURNE 2017-2050

Plan Melbourne 2017–2050 is the Victorian Government's long-term planning strategy, guiding the way the city will grow and change to 2050.

It provides an integrated land use, infrastructure and transport planning strategy to support population and jobs growth, while building on Melbourne's legacy of distinctiveness, liveability, and sustainability.

A primary objective of Plan Melbourne is to **promote employment growth in areas beyond the central city**, fostering a city structure that enhances Melbourne's competitiveness in attracting jobs and investments.

The development of National Employment and Innovation Clusters (NEICs), Metropolitan Activity Centres (MACs), and Major Activity Centres is intended to facilitate employment growth outside the central city:

To grow jobs and create accessible, affordable and attractive neighbourhoods, Melbourne needs to take advantage of the land it has available for renewal in the city and suburbs. Increasing the number and diversity of jobs closer to where people live—in places such as suburban employment clusters, health and education precincts and industrial precincts—will help make Melbourne more productive and competitive.¹

The *Plan Melbourne addendum 2019 (Addendum)* updated Melbourne's projected population, housing and employment growth. The Addendum incorporates Stage 1 of SRL (SRL East). The Addendum recognises the role of the SRL in connecting

Melbourne's major employment, health and innovation precincts, and supporting the development of 20-minute neighbourhoods.

2.1.1.1 Activity centres

Plan Melbourne emphasises the crucial role of activity centres in enhancing Melbourne's economic performance.

Activity centres are classified into three main types: metropolitan activity centres, Major Activity Centres and neighbourhood activity centres.

Plan Melbourne provides the following general description of activity centres:

Areas that provide a focus for services, employment, housing, transport and social interaction. They range in size and intensity of use from smaller neighbourhood centres to major suburban centres and larger metropolitan centres.²

Glen Waverley is a designated Major Activity Centre within Plan Melbourne. Plan Melbourne defines Major Activity Centres as important “*suburban centres that provide access to a wide range of goods and services*”. They are acknowledged as playing different roles and functions based on their attributes.

Plan Melbourne also identifies that activity centres should accommodate an increasingly wide mix of land uses:

All activity centres have the capacity to continue to grow and diversify the range of activities they offer. Diversification will give communities access to a wide range of goods and services, provide local employment and support local economies and the development of 20-minute neighbourhoods.³

Figure 2.1 shows the locations of jobs and investment across Melbourne, as provided in Plan Melbourne.

¹ Department of Transport and Planning, (2017) Plan Melbourne 2017-2050 <https://www.planning.vic.gov.au/guides-and-resources/strategies-and-initiatives/plan-melbourne>, p. 8

² Department of Transport and Planning, (2017), p. 138

³ Department of Transport and Planning, (2017), p. 37

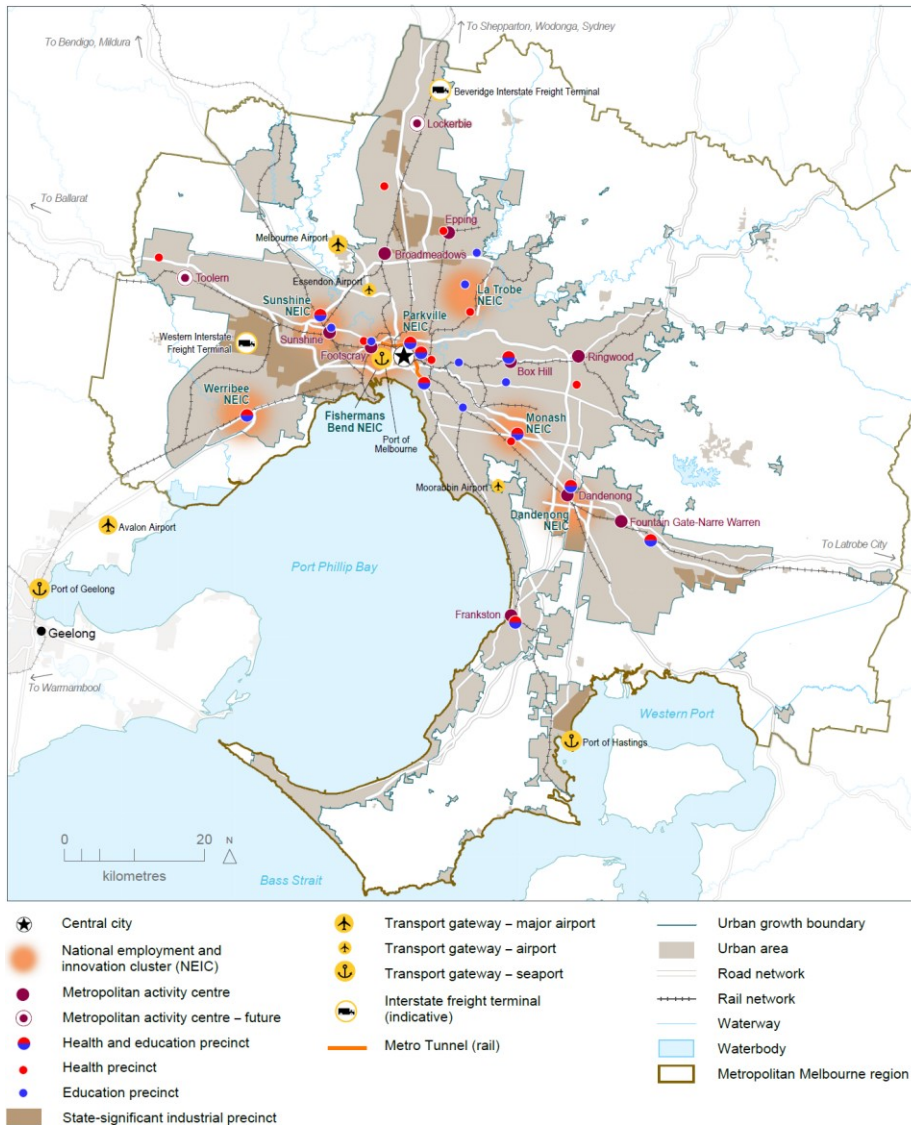


FIGURE 2.1 JOBS AND INVESTMENT ACROSS MELBOURNE

Source: Department of Transport and Planning

⁴ Department of Transport and Planning, (2017), p. 99

2.1.1.2 The 20-Minute Neighbourhood

To create a healthier and more inclusive city, Plan Melbourne adopts the principle of 20-minute neighbourhoods. The 20-minute neighbourhood is all about ‘living locally’, giving people the ability to meet most of their everyday needs within a walkable distance, generally around 800 metres.

Features of a 20-minute neighbourhood include places to study and work, as shown in Figure 2.2.

Plan Melbourne also states that ‘due to the specialised and diverse nature of many people’s work, access to employment will often be outside the 20-minute neighbourhood’.⁴ Nonetheless, there is still a preference to maximise employment opportunities closer to where people live.



FIGURE 2.2 FEATURES OF A 20-MINUTE NEIGHBOURHOOD

Source: Department of Transport and Planning

2.1.2 MELBOURNE INDUSTRIAL AND COMMERCIAL LAND USE PLAN

The *Melbourne Industrial and Commercial Land Use Plan (MICLUP) (2020)* provides guidance for managing employment land across metropolitan Melbourne. It builds on Plan Melbourne and establishes a planning framework to support the Victorian and local governments to plan more effectively for future employment and industry needs.

The MICLUP aims to support industrial and commercial use of land by:

1. Identifying and setting aside adequate long-term industrial and commercial land supply to support future industry and business growth
2. Recognising and retaining industrial and commercial areas that provide an ongoing economic and employment contribution to local communities, regions and the state as a critical economic resource
3. Providing clear direction on locations where growth should occur and protecting state-significant industrial precincts from incompatible land uses to allow for long term investment and future growth
4. Supporting industry and business to innovate and grow in identified areas.

MICLUP identifies and categorises employment land into 'industrial' or 'commercial' land across a designated hierarchy where employment land uses are further classified into precincts of state, regional or local significance. These classifications reflect the policy objectives for the area or precinct and assist with identifying land that should be retained for current industrial or employment uses, or considered for alternative uses.

With respect to commercial land across the region, **the Glen Waverley Activity Centre is identified as one of only five activity centres with more than 100,000 sq.m of floorspace (133,800 sq.m)**, owing to the presence of The Glen Shopping Centre which plays an important role in driving and attracting economic activity, along with supporting retail, food and entertainment uses in the surrounding streets.

The industrial zoned land around Aristoc Road and the existing Wilson Transformer site near the intersection of Springvale Road and Waverley Road are identified as locally significant industrial land.

2.1.3 MELBOURNE'S FUTURE PLANNING FRAMEWORK

In 2021, six region-specific Draft Land Use Framework Plans were released to guide the application of Plan Melbourne at a regional level. The metropolitan region relevant to Glen Waverley is the Eastern Metro region.

2.1.3.1 Draft Eastern Metro Land Use Framework Plan

The Eastern Metro region comprises the municipalities of Knox, Manningham, Maroondah, Monash, Whitehorse and Yarra Ranges.

The Eastern Metro Region has an established network of activity centres, linear corridors based along key transport routes for residential and employment growth, and urban renewal areas that will provide opportunities to increase the supply of housing.

This framework identifies that SRL East will accelerate jobs and investment in the Eastern Metro Region:

SRL East (Cheltenham to Box Hill) will facilitate growth and diversity within station precincts and open up employment opportunities by connecting established precincts such as the Monash National Employment and Innovation Cluster (NEIC), Deakin University, Box Hill Metropolitan Activity Centre, and Glen Waverley and Clayton Major Activity Centres. The north-south alignment will increase access to jobs and services and increase the reach of businesses to attract workers from across the region and beyond.⁵

The Framework Plan flags that a significant amount of additional commercial floorspace will be needed across the Eastern Metro Region. With no future commercial areas identified, the Eastern Metro Region must rezone, consolidate or intensify land uses to accommodate future requirements. A significant proportion of the Region's recent office development has been in freestanding business or office parks. There is a need to identify and supply additional commercial floorspace in

⁵ Draft Eastern Metro Land Use Framework Plan, p. 18.

designated activity centres close to public transport, including under-used land and surplus Crown (State-owned) and Council-owned land.

The Framework Plan acknowledges that housing development must be balanced with protection of employment uses particularly around regionally-significant industrial precincts, and the Monash NEIC.

The Framework Plan identifies the following economic opportunities with relevance to Glen Waverley:

- Support significant growth and investment in retail, public transport, health, justice, education, entertainment, and medium- and higher-density residential development.
- Support the development of a strong network of activity centres to provide jobs closer to where people live.
- Develop activity corridors to support increased employment and housing opportunities.

The following strategies relate to employment outcomes in Glen Waverley:

- **Strategy 3:** Support significant land use change and higher-density development in SRL precincts.
- **Strategy 5:** Support convenience retail, service and business uses in health and/or education precincts and SRL precincts to provide ancillary business opportunities and amenities.
- **Strategy 9:** Retain existing commercial zoned land and identify areas that can support future demand for commercial floorspace and new investment with a focus on metropolitan and Major Activity Centres.
- **Strategy 10:** Maximise land use and economic intensification around SRL precincts, particularly those co-located with activity centres, leveraging public transport improvements.
- **Strategy 11:** Encourage the agglomeration of commercial investment by locating employment uses and office development in activity centres.

2.2 Local government policy

The Monash City Council has produced three key policy documents to guide employment development in the municipality, these being:

- Monash Economic Development Strategy & Action Plan 2018
- Monash Council Plan 2021-2025
- Monash Industrial Land Strategy 2014.

Also applicable to the Glen Waverley Precinct, is the Glen Waverley Activity Centre (GWAC) Structure Plan 2014, which provides a vision and master plan for the GWAC to inform future commercial land use.

2.2.1 CITY OF MONASH COUNCIL PLAN 2021-2025

The *Monash Council Plan* articulates the strategic priorities for the council area over the medium term and encompasses four key pillars designed to ensure that Monash is a place that is sustainable, inclusive, an enhanced experience and has good governance.

With respect to how the Council anticipates to improve the employment and economic diversity of the area, the Plan states that it will support businesses and investment to drive jobs growth to create a sustainable economy for the future. Other priorities include improvements to public spaces and local employment through revitalising employment hubs, activity centres and neighbourhood shops.

2.2.2 MONASH ECONOMIC DEVELOPMENT STRATEGY & ACTION PLAN 2018

Aligned with the Council Plan the *Monash Economic Development Strategy & Action Plan* constructs a framework that consolidates the City's economic role as an integral location for research, health, education, and innovation within Victoria. Key strategic areas include:

1. Support for new businesses, allowing industries to grow and prosper.
2. The creation of diverse employment precincts that are connected and integrated to other activity centres in Melbourne, offering a range of opportunities.

3. Facilitating economic growth and prosperity through diversity of collaboration and innovation.
4. Building initiatives that will attract investment, industry leaders, innovators, and emerging talent.

Each of these key areas are underpinned by various objectives to maximise the City of Monash's contribution to Victoria, particularly in knowledge intensive industries.

2.2.3 MONASH INDUSTRIAL LAND STRATEGY

The *Monash Industrial Land Use Strategy* provides strategic direction to support the future planning and development of industrial land within the municipality and includes the assessment of 28 industrial precincts.

Within the Glen Waverley Structure Plan Area are Precinct 05 (Waverley Road/Aristoc Road) and Precinct 06 (Springvale Road). For the Waverley Road/Aristoc Road precinct, the Strategy seeks to maintain the range of businesses occupying the existing smaller industrial premises and redevelop the larger industrial sites for more intensive industrial premises, whilst discouraging residential development.

Within the Springvale Road Industrial Area (Precinct 06), the strategy seeks to maintain the existing use as a manufacturing facility with longer-term potential for mixed-use development.

The Strategy recommends that the existing Industrial 1 Zone be retained for Glen Waverley's two industrial precincts.

2.2.4 GLEN WAVERLEY ACTIVITY CENTRE STRUCTURE PLAN 2014

The *GWAC Structure Plan* discusses various components in their vision that consolidate Glen Waverley's role as a place with a regionally significant lifestyle, retail, and entertainment offering.

Specific strategies to increase economic activity and stimulate employment opportunities include investing in Kingsway and expanding the offering of The Glen to encompass more uses as the activity centre develops in complexity (noting this plan was developed well before the recent redevelopment of The Glen).

The expansion of the GWAC as a location for office space is also discussed. Specifically, it is identified that there is a need to provide additional single floorplate office space if larger office users are to be attracted to the precinct.

Specific strategies include:

- *Support the expansion of The Glen Shopping Centre with additional uses that complement the balance of the GWAC commercial area.*
- *Support The Glen Shopping Centre as a key redevelopment opportunity and major employment node in the GWAC.*
- *Prepare and implement planning scheme changes to provide for office development at ground and podium levels in the Montclair Precinct.*
- *Develop and implement strategies for actively seeking government agencies, head offices and large businesses to locate within the GWAC commercial area.*

2.4 Implications for Glen Waverley Structure Plan

SRL East will contribute to achieving the objectives of Victorian and local government policies and strategies relating to employment growth. Key strategic policy considerations are outlined as follows:

- Increasing employment opportunities outside the Melbourne CBD is a policy priority at state and local levels. Glen Waverley is a designated Major Activity Centre. As outlined in Plan Melbourne, activity centres are crucial for creating more job opportunities near residential areas. The Glen Waverley Structure Plan can facilitate this growth in employment.
- Local and regional policy documents consistently support increasing local employment opportunities, particularly in the existing commercial areas around the core of the Glen Waverley Activity Centre. Future growth in the Activity Centre should elevate Glen Waverley's role as a place with a regionally significant lifestyle, retail and entertainment offering. A key local policy objective for Activity Centre is to support a greater diversity of office space.
- Glen Waverley's two small industrial precincts are identified by MICLUP as locally significant industrial land. Local policy supports retaining the Aristoc Road industrial area for employment uses and designates the Springvale Road industrial area for long-term mixed-use development.

3. Existing economic features

This section provides a snapshot of the current employment landscape and significant economic assets in the area, along with an overview of recent employment-related developments.

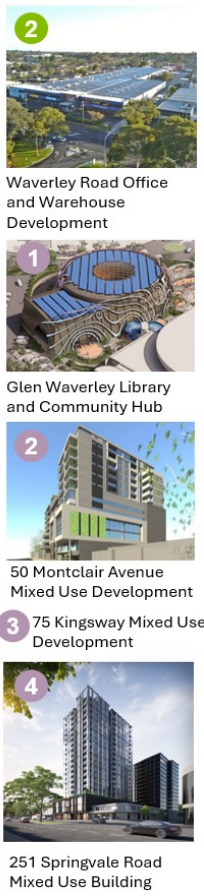
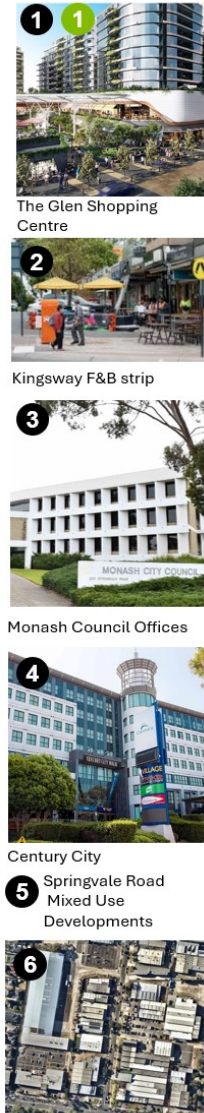
3.1 Employment generators

The Glen Waverley Structure Plan Area includes the Glen Waverley Major Activity Centre (MAC) which is a regional destination for retail, food and beverage (F&B) and other population serving activities. The key employment generators within the Structure Plan Area are shown on the map following and include:

- The Glen Shopping Centre is a large, mostly enclosed shopping centre with a diverse retail and F&B offer.
- Kingsway is a lively F&B strip, south of the existing railway line and draws in visitors to the region for its unique Asian offer.

- Monash City Council's offices are in the activity centre and Council are planning a large civic/library hub on their site. Council also owns several at-grade car parks close to the future station site.
- Other employment uses within the activity centre include office space in Montclair Avenue, the Century City cinema and entertainment complex, and two major hotels, namely the Novotel (part of Century City) and an ibis hotel.
- There are allied health uses as part of mixed-use developments fronting the eastern side of Springvale Road. This area also includes service stations, takeaway food outlets and north of High Street Road, the Mountain View Hotel.
- Industrial areas are located around Aristoc Road and part of Springvale Road towards the south of the Structure Plan Area.
- Glen Waverley is known for its educational offer, particularly for secondary education, with Glen Waverley Secondary College in the north of the Structure Plan Area and Wesley College, a large independent school located just outside the Structure Plan Area. There is also a Holmesglen Institute campus in the south of the Structure Plan Area and Glen Waverley Primary School near the corner of Springvale Road and High Street Road.

These employment locations are shown in Figure 3.1. Information on recent and pipeline developments with related employment growth is provided in Section 3.6.



Aristoc Road Industrial Area & Wilson Transformers industrial site

Holmesglen Institute, Glen Waverley Secondary College and Wesley College Glen Waverley Campus

- 1 Key existing employment generators
- 1 Recent development
- 1 Pipeline development

- SRL East Station
- Existing Metro Station
- Structure Plan Area
- Glen Waverley Activity Centre

FIGURE 3.1 EXISTING EMPLOYMENT LOCATIONS AND FUTURE SUPPLY, GLEN WAVERLEY STRUCTURE PLAN AREA ⁶

Source: AJM JV

⁶ Note: Numbering for existing employment refers to numbers used on previous page (e.g. The Glen buildings are marked '1' and is the first dot point on the previous page). Numbers for proposed and pipeline are ordered sequentially within the map and do not refer to existing numbers.

3.2 Economic snapshot

Below is an economic snapshot of the Structure Plan Area. In 2021, Glen Waverley had 7800 workers which was slightly more than the number of local residents. Glen Waverley's workforce contributes approximately around \$48.1 billion to the Victorian economy annually. Over the past decade, job growth has been moderate at 2.5% per year annum, equivalent to an additional 170 workers per year. There are no large businesses employing more than 200 workers, but there is a wide array of small to medium sized businesses. Business numbers are growing relatively strongly at 2.3% growth per annum. Further details are provided in Appendix B.



FIGURE 3.2 ECONOMIC SNAPSHOT GLEN WAVERLEY STRUCTURE PLAN AREA

Source: Cordell Connect data for employment pipeline. Job and resident data from ABS Census 2011 and 2021. Business data excludes non-employing businesses, for years 2013 and 2023. ABS Business Counts. Economic value add data for 2021 from REMPLAN.

*Refer to section 3.7 for further information on the employment floorspace pipeline.

3.3 Detailed industry breakdown

The Glen Waverley industry profile is summarised in Figure 3.3 and Figure 3.4. The Glen Waverley Structure Plan Area comprised of 7800 workers in 2021, compared to 6011 in 2011. Key industry subsectors are Education and Training, Retail Trade, Accommodation and Food Services, and Health Care and Social Assistance. These are closely tied to The Glen and the Glen Waverley MAC. More details are provided in Appendix B.



FIGURE 3.3 GLEN WAVERLEY INDUSTRY SUMMARY, 2011 – 2021

FIGURE 3.4 GLEN WAVERLEY INDUSTRY PROFILE, 2011 - 2021

*LQ refers to Location Quotient, that is the proportion of the target geography jobs, Glen Waverley, over the proportion of jobs in a benchmark geography, in this instance Greater Melbourne. For example, an LQ of 1 indicates that the target geography has the same proportion of an industry as the benchmark. LQ's below 0.8 indicates a relatively low reliance on that industry, whilst an LQ above 1.2 indicates a specialisation. Source: ABS Census of Population Aged 15+ [2011 & 2021]

3.4 Worker snapshot

Figure 3.5 provides a snapshot of workers in the Structure Plan Area, compared to Greater Melbourne. Glen Waverley has a moderately skilled workforce, roughly in line with the Greater Melbourne average for education statistics. Average incomes are lower than in Greater Melbourne, with a high proportion of part-time workers in the other population services sector. These workforce characteristics underscore Glen Waverley's strong focus on retail and F&B. More detail is in Appendix B.





















STATISTIC TYPE		STATISTIC	GLEN WAVERLEY STRUCTURE PLAN AREA (NO.)	GLEN WAVERLEY STRUCTURE PLAN AREA (%)	GREATER MELBOURNE	VARIANCE TO GREATER MELBOURNE	
Workers		Total workers	7800	-	2,376,700	-	
		Full-time workers	3400	44%	61%	-16.8%pt	
		Part-time workers	3700	48%	33%	14.8%pt	
Age		Aged 15-24 years	1700	22%	13%	8.5%pt	
		Aged 25-39 years	2400	31%	38%	-6.8%pt	
		Aged 40-54 years	2100	27%	31%	-3.9%pt	
		Aged 55+ years	1500	19%	18%	1.5%pt	
Education & Income		Bachelor degree or higher	3200	41%	44%	-3.2%pt	
		Diploma and above	1000	13%	12%	1.0%pt	
		Certificate or Year 10 and above	3100	40%	39%	1.0 %pt	
		Average income	\$57,300		\$76,200	-24.8%	
Broad Occupation		White collar	6200	80%	75%	4.8%pt	
		Blue collar	1600	20%	25%	-4.2%pt	
Top Occupations		1. Professionals	1700	22%	28%	-6.2%pt	
		2. Clerical & administrative	1300	17%	9%	8.4%pt	
		3. Managers	1200	16%	11%	5.4%pt	
Broad Industry		Education	1000	13%	11%	2.7%pt	
		Health	900	12%	16%	-4.5%pt	
		Professional services	1900	25%	21%	3.4%pt	
		Other population services	3300	43%	32%	9.8%pt	
		Industrial	600	8%	20%	-11.4%pt	

FIGURE 3.5 GLEN WAVERLEY WORKER CHARACTERISTICS, 2021

Source: ABC Census of Population Aged 15+ [2021]

3.5 Industrial areas snapshot

Glen Waverley supports a range of industrial users, primarily local businesses in the Aristoc Road area (particularly auto related) and around the larger Wilson Transformer Company (Wilson Transformer) manufacturing facility on Springvale Road.

3.5.1 POLICY INTENT TO DATE

Glen Waverley's Industrial Area's are nominated as locally significant industrial areas under MICALUP.

Local policy proposes maintaining the IN1Z to maintain the range of businesses occupying the existing smaller industrial premises and redevelop the larger industrial sites for more intensive industrial premises. Residential development is discouraged. Within the Springvale Road Industrial Area, Monash Council's strategy seeks to maintain the existing use as a manufacturing facility (Wilson Transformer) with longer-term potential for mixed-use development.

The occupier mix in Aristoc Road is not entirely consistent with the intent of the IN1Z though. There is a high weighting to gyms and recreational training facilities occupying old industrial warehouses, which could otherwise be located within an activity centre/commercial environment. There are some large format retail/showrooms on Springvale Road adjacent to Wilson Transformer, which are not necessarily consistent with the intent of the zone either.

The Glen Waverley Vision identifies the opportunity for the Aristoc Road industrial area to 'support the diversified jobs needs of Glen Waverley'. It also notes that 'strategic planning can explore ways to increase offices and other commercial uses, to maximise employment opportunities within a short walk of central Glen Waverley'. The Springvale Road industrial area is not specifically referenced.

3.5.2 CURRENT LAND USE

As shown in Figure 3.1, the Structure Plan Area has two industrial areas, Aristoc Road and around the Wilson Transformer manufacturing facility on Springvale Road. Combined, these areas employ just over 1900 workers, which is around a quarter of workers in the Structure Plan Area.

These areas are transitioning away from industrial uses, highlighted by strong growth across the other sectors whilst industrial jobs stagnated. These areas play a local service role, with automotive businesses dominant in these areas. Two of the top three business types were automotive related. The area has also developed as a location for community recreational uses such as gyms, dance or martial arts studios. The top three broad occupations were professionals, technical and trades workers and clerical and administration workers. Most structures are warehouses, particularly warehouses with small, ancillary offices attached to them.

3.5.3 EMERGING LAND USE

The only development of note has been the repositioning of 635-645 Waverley Road. Known as the Glen Waverley Business Park, previously the site accommodated a mix of tenants, including an antique bazaar and a badminton centre. The property was purchased in 2018, with a recent redevelopment being completed this year. The Waverley Road frontage now features two-storey refurbished office space, with a new large industrial warehouse (single storey to the rear).

3.5.4 NATURAL EVOLUTION IN THE ABSENCE OF SRL EAST

In the absence of intervention, and under the IN1Z, it is likely the two industrial precincts will remain largely in their current form. There may be some redevelopment of individual sites, however, the industrial/warehouse focus will likely remain.

The outcome for the Springvale Road precinct is heavily dependent on the future of the Wilson Transformer operation, which occupies the majority of the land. With significant built-up infrastructure and having occupied the land as its head office site for 90 years, it would appear unlikely that Wilson would relocate in the short to medium term.

Sites with frontage to Waverley Road in the Aristoc Road industrial area may include a higher office/showroom component. The auto repair and gym/recreation focus of the Aristoc Road industrial area is likely to remain for the foreseeable future.



~25%

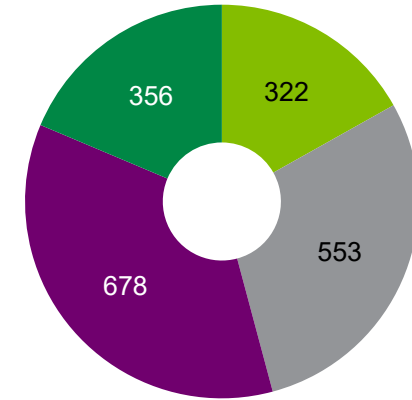
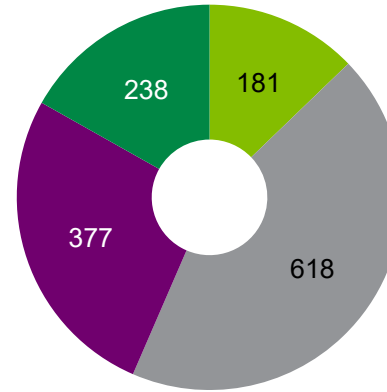
Share of workers in Structure Plan in industrial areas



+50

Additional workers between 2011 and 2021

- Knowledge-intensive
- Industrial
- Health and Education
- Population Serving



Top 3 business types in 2024:

- 1 Other automotive repair and maintenance
- 2 Automotive body, paint and interior repair
- 3 Multiple types (cafes and restaurants, management advice)



Top 3 occupations in 2021:

- 1 Professionals
- 2 Technicians and trade workers
- 3 Clerical and administrative workers

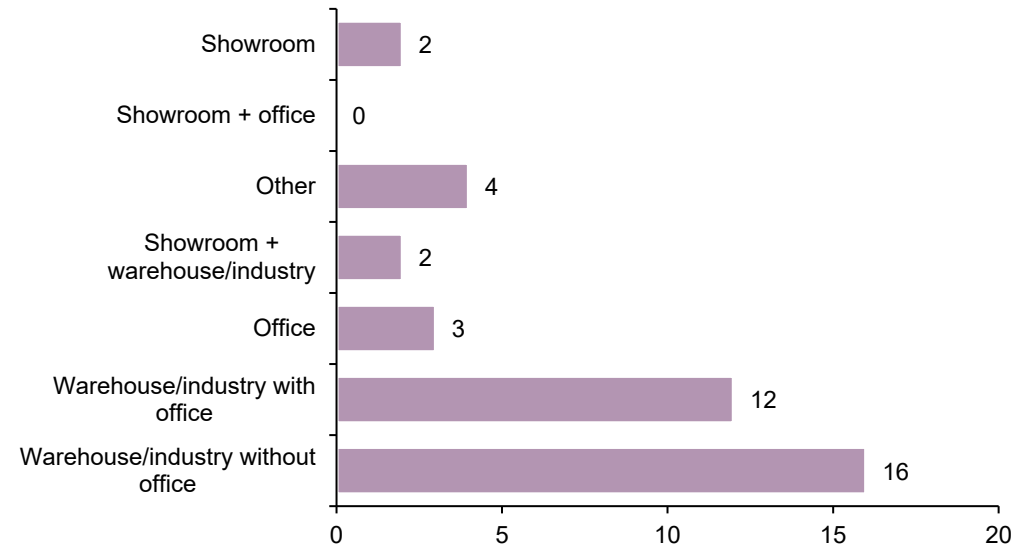


FIGURE 3.6 GLEN WAVERLEY INDUSTRIAL AREAS BUSINESS SUMMARY, 2024 AUDIT AND 2021 CENSUS (LEFT SIDE OF PAGE)

FIGURE 3.7 GLEN WAVERLEY INDUSTRIAL AREAS NUMBER OF WORKERS BY INDUSTRY, 2011 AND 2021 (TOP RIGHT OF PAGE)

FIGURE 3.8 GLEN WAVERLEY INDUSTRIAL SITES BY TYPE OF STRUCTURE (NO.), 2011 – 2021 (BOTTOM RIGHT OF PAGE)

Source: AJM JV audit of industrial land using manual check of sites by cadastral parcel and Arealytics data on business details such as ANZSIC Industry Level 4

3.6 Existing employment floorspace

The floorspace in the Glen Waverley Structure Plan Area was audited for this assessment. This considered LiDAR scans of the built environment, zone and ground floor use data, as well as a series of manual checks on floorspace use and investigating any irregular sizes.

Note the figures provided are gross building area (GBA) as the floorspace audit was undertaken using external building information, and no common spaces or otherwise unleaseable spaces were removed from the building extents.

There is an estimated 588,000 sq.m of employment floorspace in the Glen Waverley Structure Plan Area. This is broadly equivalent to the gross building area of residential floorspace in the Structure Plan Area.

Figure 3.9 shows the distribution of employment floorspace by type in the Structure Plan Area. It showcases the relatively even split of employment floorspace amongst the top three of retail, accommodation and industrial, which is unique to Glen Waverley amongst the SRL East Structure Plan Areas.

The existing locations of these employment types in the Structure Plan Area is identified in Appendix B. It shows the concentration of floorspace in the Activity Centre and distribution of industrial and education uses in its surrounds.

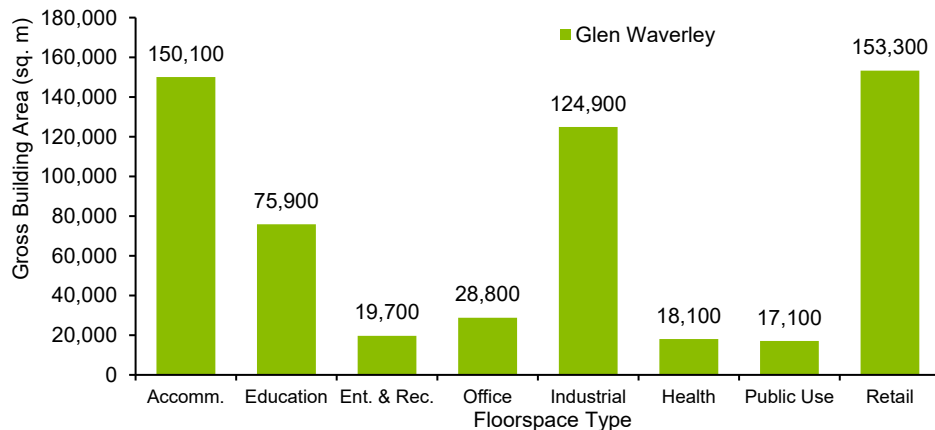


FIGURE 3.9 GLEN WAVERLEY STRUCTURE PLAN AREA, EXISTING FLOORSPACE BY TYPE (SQ.M GBA) 2023

Source: DEECA, PSMA, Space Syntax; AJM JV

3.7 Recent and proposed employment-related development

Understanding recent and proposed employment-related development activity helps to understand if the market is ready to meet projected demand for floorspace.

Table 3.1 summarises the amount of floorspace by land use in the short-term development pipeline. This data is presented as Gross Floor Area (GFA). Table 3.2 and 3.3 outlines recent and proposed large-scale employment-related developments in Glen Waverley (also shown on Figure 3.1 earlier).

Over the past few years, Glen Waverley has enjoyed strong development activity, but mainly in the residential sector. The following pages provide an example of the employment-focused developments, both recently completed and proposed. These developments confirm that the focus of much activity is the Glen Waverley Activity Centre and its potential to continue to evolve as a significant centre serving a broad region. They also indicate that the office market within Glen Waverley is in infancy, with office space typically included as a smaller part of a mixed-use development. The numbers next to each development correspond with their location in Figure 3.1

The following proposals are examples of larger-scale employment-related developments currently planned or under construction within the Glen Waverley Structure Plan Area. These provide an indication of the diversity of employment related uses proposed in the precinct - which include a large civic hub and mixed-use developments which incorporate F&B, office and apartments.

TABLE 3.1 ESTIMATED FUTURE SUPPLY OF EMPLOYMENT FLOORSPACE, GLEN WAVERLEY STRUCTURE PLAN AREA

LAND USE	ESTIMATED SHORT-TERM DEVELOPMENT PIPELINE (GFA)	KEY DEVELOPMENTS
Office	2940 sq.m	<ul style="list-style-type: none"> 50 Montclair Avenue Mixed Use Development 75 Kingsway Mixed Use Development
Retail	2940 sq.m	<ul style="list-style-type: none"> 50 Montclair Avenue Mixed Use Development 251 Springvale Road Mixed Use Development
Public Uses	6900 sq.m	<ul style="list-style-type: none"> Glen Waverley Library and Community Hub

Source: Cordell, AJM JV Note: Based on publicly available information.

TABLE 3.2 RECENT EMPLOYMENT-RELATED DEVELOPMENT, GLEN WAVERLEY STRUCTURE PLAN AREA

1. THE GLEN SHOPPING CENTRE REDEVELOPMENT



- In 2017, construction started on an expansion of The Glen Shopping Centre with a new retail area and fresh food. This expansion was designed to connect The Glen with the rest of the activity centre by creating a dining area that extends into Kingsway. Additionally, they residential towers were added above at the edge of the site. Now, The Glen has a total of 250 stores and covers 78,000 sq.m of space.
- GFA: +17,000 sq.m
- Completed 2020

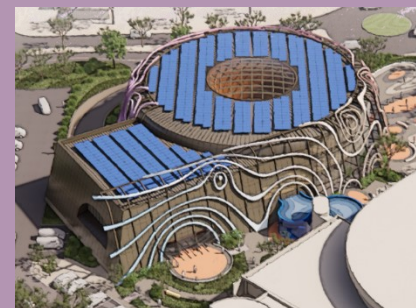
2. 635-645 WAVERLEY ROAD



- Existing building was repurposed and repositioned. Formerly used by a mix of tenants including a badminton centre and antique bazaar. The property was purchased in 2018, with a recent redevelopment being completed this year.
- The Waverley Road frontage now features two-storey refurbished office space, with a new large industrial warehouse (single storey to the rear).
- Completed 2024

TABLE 3.3 PIPELINE EMPLOYMENT-RELATED DEVELOPMENT, GLEN WAVERLEY STRUCTURE PLAN AREA

1. GLEN WAVERLEY LIBRARY AND COMMUNITY HUB



- Proposed two-storey library and community meeting spaces with a third level of office for local government employees. Public open space will surround the library with a direct link to the Council's civic centre. The site is located a short walk to the southeast of the SRL East Station.
- GFA: 6900 sq.m
- Development stage: Early Planning
- Expected completion 2026+

2. 50 MONTCLAIR AVENUE MIXED USE DEVELOPMENT



- 13-storey mixed use development including 5 levels of offices (2468 sqm), ground floor restaurants and 36 apartments on the upper floors. The site is adjacent to the SRL East Station.
- GFA: 9700 sq.m (~2500 sq.m office and 1500 sq.m retail and 5700 sq.m residential)
- Development stage: Development Approval
- Expected completion 2025

3. 75 KINGSWAY MIXED USE DEVELOPMENT



- Six-storey development including four office tenancies (just under 500 sqm) with integrated food and drink premises. Located close to the SRL East Station.
- GFA: 1200 sq.m
- Development stage: Under Construction
- Expected completion 2024

4. 251 SPRINGVALE ROAD MIXED USE BUILDING



- A 21-storey mixed-use building to comprise 138 apartments, five F&B premises and other supporting retail uses.
- GFA: 14,600 sq.m (1400 sq.m retail, 220 sq.m common space, 2800 sq.m car park and 11,600 sq.m residential)
- Development stage: Development Approval
- Expected completion: 2027

Source: Cordell, City of Monash AJM JV

Note the numbers correlate to locations shown on the map in Figure 3.1

3.8 Implications for Glen Waverley Structure Plan

The key findings and implications derived from this section influencing the development of the Glen Waverley Structure Plan Area include:

- Glen Waverley's local economy has grown moderately over the past decade. Most growth came from the 'other population services' sector and in 2021, 40% of workers were employed in this sector, predominately retail trade and accommodation and food services. The workforce is younger, less educated and more flexible relative to Greater Melbourne as a result. The typical worker in Glen Waverley is employed in other population services sector part-time, aged 15-24 and lower income.
- Glen Waverley's employment pipeline is relatively small, but reflective of the current market for mixed-use development in the core, which combines office and retail spaces alongside a larger residential component. The proposed Glen Waverley Library and Community Hub will rejuvenate the existing civic centre at the southern end of the activity centre, offering a variety of public uses.
- Elevated employment development will be required to support projected jobs growth in the Structure Plan Area over coming decades.

Part B: Economic Outlook and Potential

Part B includes:

- **Section 4** reviews the role of suburban employment hubs and assesses the potential for growth in professional services jobs in the Glen Waverley Structure Plan Area.
- **Section 5** considers the changing nature of work and jobs, the impacts on workplace types and locations, and the implications for planning future employment floorspace in the Structure Plan Area.
- **Section 6** considers the economic strengths and challenges of the Structure Plan Area and assesses its long-term economic potential and growth.

4. Supporting the evolution of employment hubs outside CBDs

This section provides an analysis of the present functions of employment hubs outside the Melbourne CBD and the distribution of professional services jobs across Greater Melbourne. The growth of employment hubs outside the Melbourne's CBD is contrasted with Sydney, emphasising crucial insights and strategies for promoting the development of suburban employment hubs.

SRL East will enhance connectivity to Glen Waverley and drive employment growth. This analysis provides a framework to evaluate whether Glen Waverley can support a major employment hub with a high concentration of office-based uses or if a smaller, mixed employment function would be more suitable.

4.1 Historical and current role of suburban employment hubs

Suburban centres have traditionally focused on meeting the needs of their local communities, serving as hubs for employment that cater to the population. This includes employment in sectors such as health, education and other population services.

On the other hand, central business districts (CBDs) have traditionally played a crucial role as the primary commercial and economic centres in Australian cities. They have been characterised by dense concentrations of professional services jobs including corporate headquarters and financial institutions.

With the evolution of technology, changing work patterns, and shifting preferences, the roles of suburban employment hubs and CBDs are evolving, with some suburban areas transforming into vibrant centres accommodating more

professional services and CBDs adapting to accommodate a more diverse range of activities and functions. There are several push factors at play. As CBDs reach their capacity, accommodation costs (such as rents) increase and there is limited space for new employment floorspace. As outlined in Section Strategic Context2 there is also a strong policy push to decentralise jobs across metropolitan areas to increase economic competitiveness and employment opportunities.

4.2 Distribution of professional services - Melbourne vs Sydney

Figure 4.1 and Figure 4.2 show the distribution of professional services jobs across Melbourne and Sydney respectively.

In Melbourne, the CBD offers the principal concentration of professional services jobs, while there are few of these jobs in suburban areas. The more limited role of professional services in Melbourne's suburban centres is linked to its highly centralised and successful CBD and inner city. Its excellent accessibility and amenities, along with a critical mass of knowledge intensive firms, has made inner Melbourne a highly attractive location for business, leading to a concentration of economic activity.

These businesses depend on the most skilled workers, and by locating in the heart of Melbourne, employers have access to the largest possible supply of labour via the hub and spoke network of train lines and freeways. Similarly, the CBD enables businesses to locate close to their clients, a key factor which has been shown in to influence business location.

As at the ABS Census in 2021, 21% of Melbourne's total job market is now concentrated in the CBD (the Melbourne City SA3 was adopted as the Melbourne CBD for this assessment). Consequently, 43% of all professional services jobs are in the Melbourne CBD, with a substantial share of the city's office space concentrated in the CBD. In Sydney, while the CBD remains significant, professional services jobs are also located outside the CBD, particularly in the corridor extending from the CBD towards Macquarie Park. Only around 35% of professional services jobs across Greater Sydney are in the CBD (defined as the Sydney [North] – Millers Point and Sydney [South] – Haymarket) SA2s).

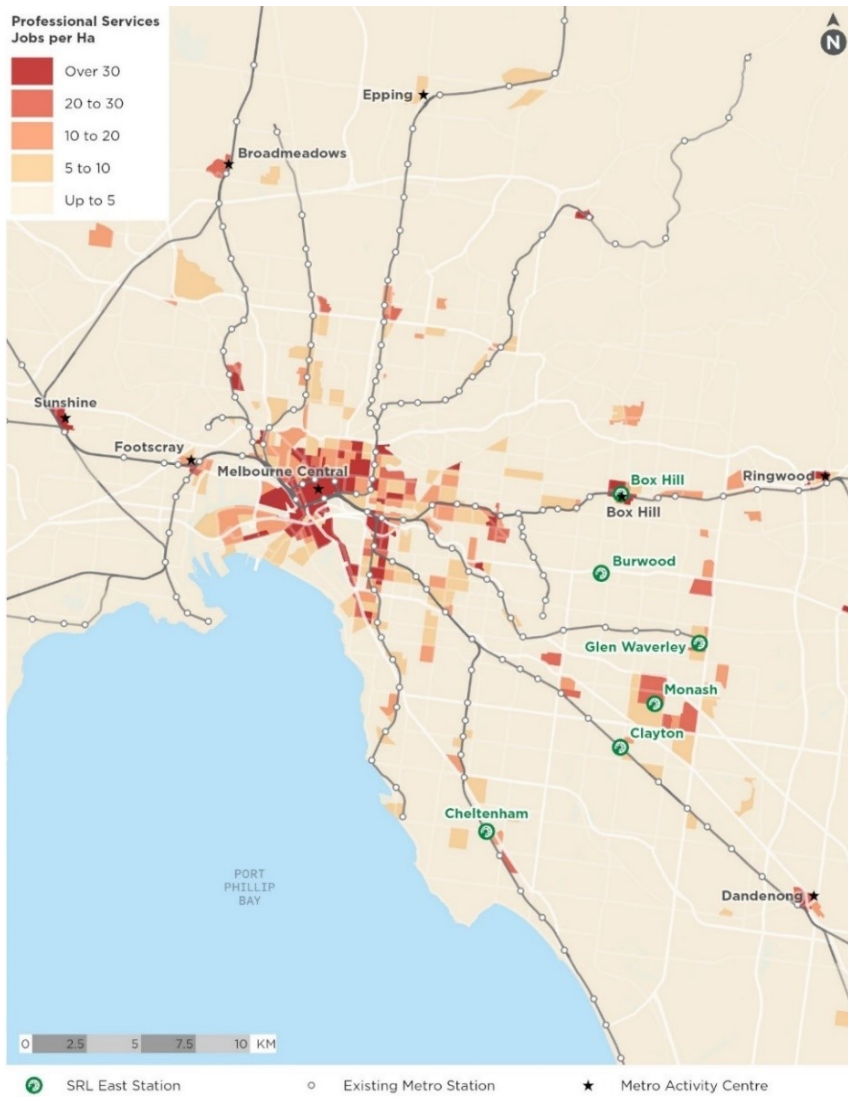


FIGURE 4.1 DISTRIBUTION OF PROFESSIONAL SERVICES EMPLOYMENT DENSITY ACROSS MELBOURNE, 2021

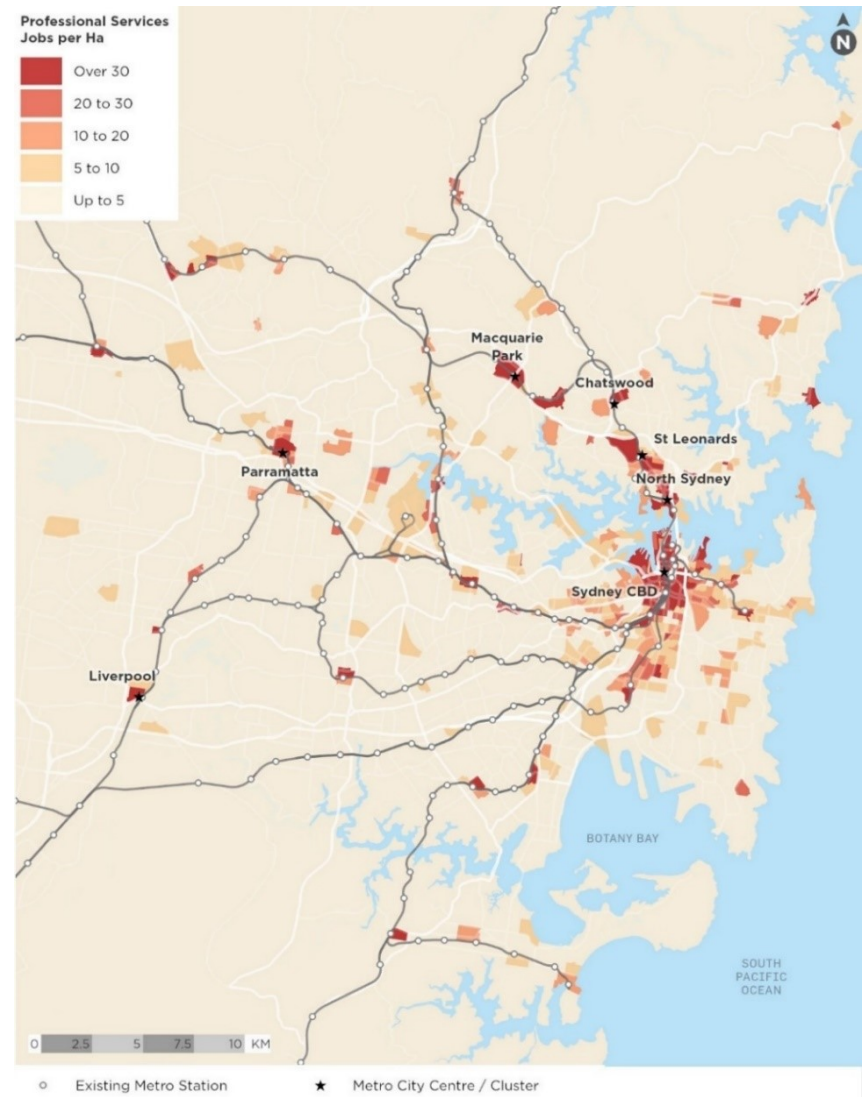


FIGURE 4.2 DISTRIBUTION OF PROFESSIONAL SERVICES EMPLOYMENT DENSITY ACROSS SYDNEY, 2021

Source: AJM JV, ABS Census 2021

In Sydney, while the CBD remains significant, professional services jobs are also located outside the CBD, particularly in the corridor extending from the CBD towards Macquarie Park. Only around 35 % of professional services jobs across Greater Sydney are in the CBD (defined as the Sydney [North] – Millers Point and Sydney [South] – Haymarket) SA2s). As

Figure 4.3 shows, key clusters of professional services outside the CBD include:

- Macquarie Park
- North Sydney
- Parramatta
- St Leonards / Crows Nest
- Chatswood.

Compared to the current SRL East Structure Plan Areas, a higher share of the jobs in these areas are professional services jobs. An average of just under 50% of all jobs in these Sydney hubs are in professional services, compared with around 20% in the SRL East Structure Plan Areas, erring higher in the denser regions of Box Hill and Monash, as shown in

Figure 4.3. More detail profiling the Sydney suburban employment hubs is provided in Appendix C

Over the past decade in Sydney, more office floorspace was delivered outside the non-CBD office markets.⁷ Looking forward, pressures such as escalating rents in Sydney's CBD, and space limitations are likely to continue to propel the growth of office floorspace, and, therefore, by extension, professional services jobs outside the Sydney CBD.

While to date, Melbourne's CBD has been able to accommodate the high share of Greater Melbourne's professional services jobs, it cannot continue to do so. There is ultimately limited capacity in the CBD and adjoining areas. This includes a lack of land area to expand, but also transport network constraints capping the ability to keep moving the population in growing outer areas to jobs in the city. As the need for jobs grows in line with Melbourne's population, a greater share of jobs of all

types, including traditional CBD employment, will need to be located closer to where people live in suburban environments.

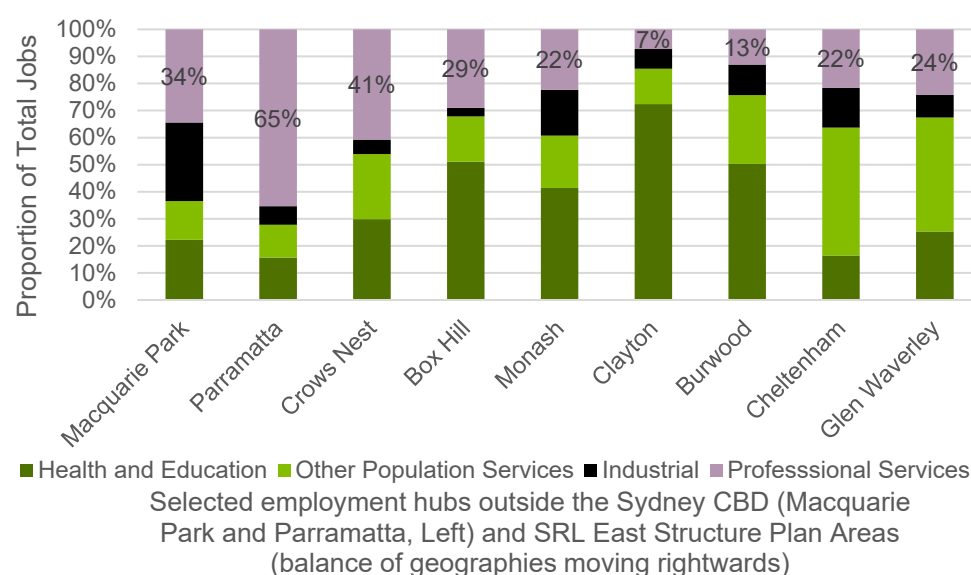


FIGURE 4.3 JOBS BY INDUSTRY, SELECTED SYDNEY SUBURBAN EMPLOYMENT HUBS AND SRL EAST LOCATIONS, 2021

Source: ABS Census 2021, AJM JV

While there are factors influencing suburban employment growth in Sydney that are not as applicable to Melbourne, such as accessibility challenges owing to the geographical arrangement of Sydney, the Sydney experience can be instructive for the evolution of Melbourne's suburban employment hubs. Exploring the key drivers of non-CBD employment and office growth in Sydney can offer valuable insights into promoting the growth of professional services employment beyond Melbourne's CBD. These elements are explored more below.

⁷ Savills, "Location requirements for office occupiers" Prepared for the Western Sydney Parkland City, June 2021

4.3 Essential factors fostering the evolution of suburban employment hubs

While each employment hub has specific factors influencing growth and each plays its own role, the Sydney experience highlights some common success factors that are applicable to understanding how the suburban employment locations in Melbourne may grow and support a greater share of professional services jobs.

This review highlights that in the Sydney context, suburban office hubs are not located at every train station, but generally at locations with the specific features such as a major anchor, high amenity and excellent public transport accessibility. For SRL East, this highlights that suburban office space is likely to play a varied role in each Structure Plan Area, defined by its unique attributes.

The Macquarie Park Innovation District is one example of the successful growth of a suburban employment hub, driven by a combination of public transport enhancements (particularly rail connections); the collaboration of key institutions, government, and private sector; amenity for workers driven by a growing residential population; and space to grow office space. Macquarie Park is profiled in more detail in Appendix C.

Figure 4.4 provides a snapshot of the key elements fostering the expansion of suburban employment hubs, which is applicable to the future role of some of the employment hubs to be serviced by SRL East. More detail on these key elements and examples in the Sydney context are provided in Appendix C

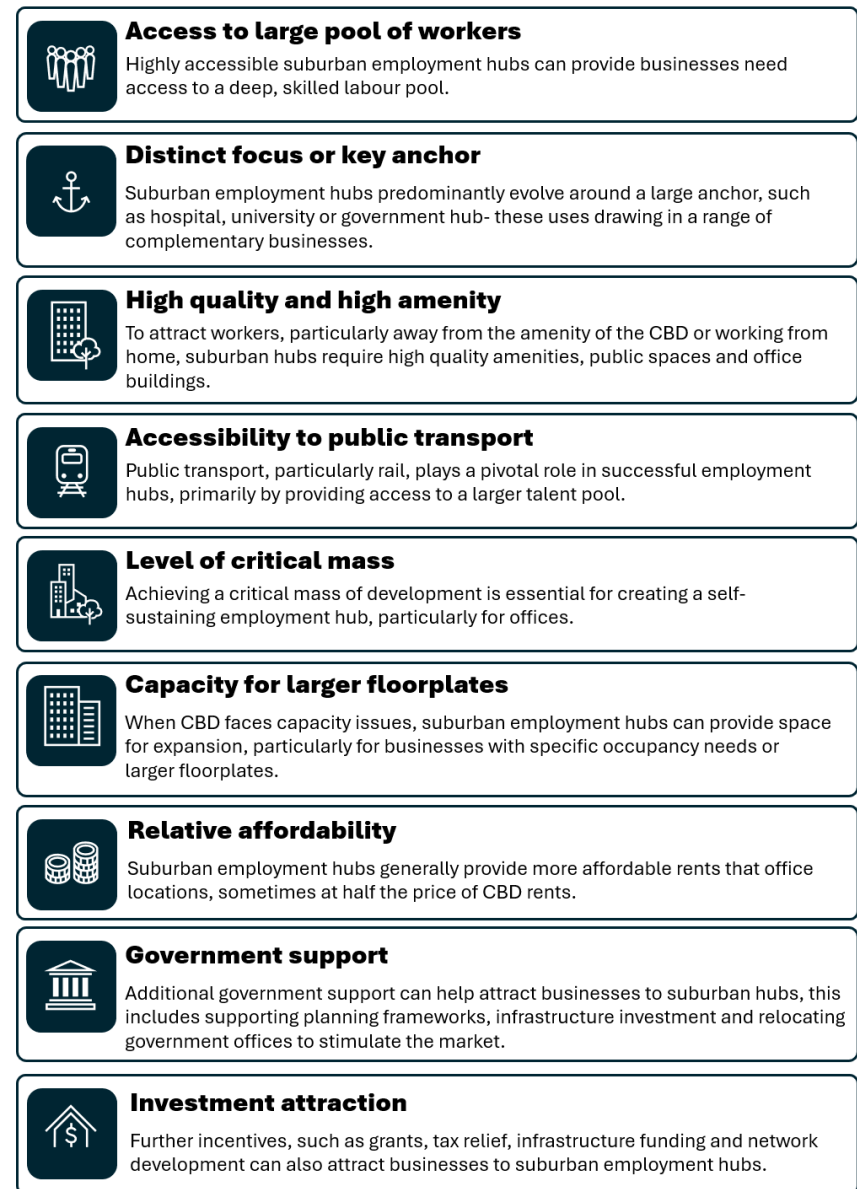


FIGURE 4.4 KEY ELEMENTS OF SUBURBAN OFFICE HUBS

Figure 4.5 assesses Glen Waverley against these factors, highlighting the propensity for Glen Waverley to develop as a larger suburban office hub.

This indicates that Glen Waverley has only moderate potential to develop as a major office hub. While the Activity Centre boasts many attributes of a high-amenity, high-density centre, it lacks a distinct focus or key anchor (aside from retail), with existing office spaces typically integrated into larger mixed-use developments and serving a local market.

There are opportunities to expand the current office offerings and increase local employment opportunities. Future office spaces are likely to continue accommodating smaller businesses and remain part of mixed-use developments. Additionally, there is potential to enhance its role as the home of Monash City Council's offices and emerging civic precinct at the southern end of the MAC. Consideration could be given to the potential role of Glen Waverley as a government services office location.



Element		Opportunity in Glen Waverley
	Access to a large pool of workers	High Large white-collar workforce in surrounding suburbs
	Distinct focus or key anchor	Low Limited to large retail anchor at The Glen Shopping Centre.
	High quality, high amenity	High Glen Waverley Activity Centre has a vibrant, high-density core with wide range of amenities.
	Access to public transport	High SRL East plus existing train line and bus services
	Critical mass	Medium Small offices typically part of mixed-use buildings within the Activity Centre.
	Capacity for large floorplates	Medium Some sites available within core of Activity Centre.
	Relative affordability	High Rents compare favourably with CBD and inner Melbourne
	Government support	Medium Limited policy support for Glen Waverley as a significant office hub.
	Investment attraction	Low Moderate given some policy support for increased offices at this location.
GLEN WAVERLEY OVERALL		Moderate potential for growth as a major office hub, but opportunity to grow current office offer

FIGURE 4.5 ASSESSMENT OF GLEN WAVERLEY AGAINST KEY FACTORS OF SUBURBAN OFFICE HUBS

Source: AJM JV

4.4 Implications for Glen Waverley Structure Plan

The key findings and implications derived from this section influencing the development of the Glen Waverley Structure Plan Area include:

- Melbourne faces a distinct challenge in nurturing the growth of suburban employment hubs outside the CBD. It requires a major shift from historical trends and current norms. This is particularly so for professional services jobs, which have historically concentrated in and around the Melbourne CBD.
- Learning from Sydney's experience, there are several factors which can support growth of suburban employment hubs. These include high worker amenity, worker catchment, role of key anchors, supportive planning framework and other strategies to attract and incentivise business investment.
- Based on an assessment of suburban office hub attributes, Glen Waverley could potentially support an increase in professional services employment. However, the current absence of key anchors or specialisations may hinder organic growth of office space. By defining a clear sector focus for office activity (e.g., government services) and providing broader support, Glen Waverley's office hub could potentially expand significantly, as detailed in Section 8. This would likely result in continued growth of office space within mixed-use developments across the Activity Centre. There might also be opportunities to leverage Glen Waverley's existing local council office hub.

5. Industry requirements

This section summarises key industry trends influencing the floorspace needs of different businesses, as well as the specific location requirements of various sectors. This helps in understanding the specific types of floorspace needed to accommodate the projected jobs growth in the Structure Plan Area, and the ideal locations for the floorspace.

5.1 Changing nature of work and jobs

The changing nature of work, driven by globalisation, technologies and demographic shifts is reshaping the employment landscape and workspace requirements.

Over the last 40 years there has been a shift across all industries towards occupations with a higher level of skills, alongside the decline of industrial activity in the economy. As outlined by the RBA⁸, this trend has been predominantly driven from a labour demand perspective, with industries requiring an increasingly higher level of skill over time, rather than a shift in employment from industries with low-skilled employment to those with high-skilled employment.

A key driver of this has been the noticeable decrease in the proportion of people employed in routine jobs. Technology has had a significant impact on routine manual as well as cognitive jobs. Automation and robotics have significantly replaced human labour in agriculture and manufacturing sectors. Technology has also facilitated the outsourcing of routine cognitive tasks to regions with lower labour costs, such as offshore call centres and back-office operations. This has culminated in the relative decline of lower and middle-skilled jobs over the past 30 years.

Improved technological efficiency, while decreasing the number of low-skilled jobs, does not decrease employment overall. In contrast, non-routine roles have gained increasing significance. These positions are inherently more challenging to automate due to various factors. For instance, occupations like architecture often

require creativity and problem-solving abilities, while others like childcare require a physical presence.

The significance of non-routine positions has led to considerable expansion in the broader service sector. Over the past 15 years or so, the health care and social assistance industry has made the largest contribution to employment growth, with most new positions falling into the non-routine category. Following health care, the professional, scientific and technical services, and education and training sectors are the next largest contributors to the growth of non-routine jobs during this period as these industries experience increased demand for labour upskilling⁹. This trend is reflected in the changing composition of employment by industry across Australia, shown in Figure 5.1.

Looking forward, continued technological change, such as AI and other technologies, is likely to bring a variety of changes to employment. Increased automation will continue to reduce demand for routine jobs and increase demand for higher skilled workers across all industries, particularly in health and education and the professional services sectors.

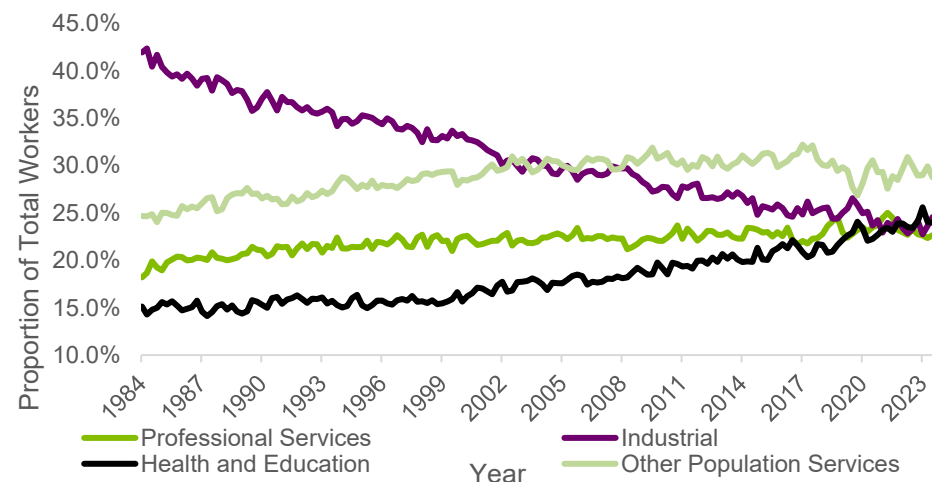


FIGURE 5.1 SHARE OF WORKERS BY BROAD INDUSTRY, VICTORIA

Source: AJM JV, ABS Labour force time series, detailed by industry

⁸ Heath, A. (2020). Skills Technology and the Future of Work (Speech). Reserve Bank of Australia. <https://www.rba.gov.au/speeches/2020/sp-so-2020-03-16.html>

⁹ Heath, A (2016) The Changing Nature of the Australian Workforce (Speech). Reserve Bank of Australia <https://www.rba.gov.au/speeches/2016/sp-so-2016-09-21.htm>

5.2 Emerging workplace trends

The changing nature of work and jobs also impacts the types of spaces we work in. Our workplaces are constantly changing, and the rate of change was expedited by the COVID-19 pandemic, which accelerated the cultural norms and technologies to support flexible and remote work. It also emphasises the importance of high amenity workplaces to engage workers and the value collaborative spaces to enable the transfer of ideas and knowledge.

Key trends influencing where and how we work are summarised below, with further explanation provided in Appendix C.

- **Mixed use buildings and precincts** – There has been a shift towards uses and activities mixing in buildings and precincts to create opportunities for collaboration and engagement, while enhancing amenity and vibrancy for workers.
- **Remote work** – The increase in and acceptance of remote working post COVID-19 has led to greater flexibility of how and where we work.
- **‘Flight to quality’** – To attract employees and encourage them to come together in a formal workplace, businesses and institutions are increasingly seeking high-quality workspaces supported by high levels of amenity.
- **Co-working** – As a response to supporting the need and desire for remote working, but maintaining employee interaction and collaboration, demand for co-working facilities and suburban office hubs is increasing.
- **Technology** – Technological advancements and increasing infrastructure needs to support digital capacity are influencing the nature of workplaces and support services.
- **Sustainability** – Sustainable workspaces as increasingly a must-have, providing for energy efficiency, meeting environmental, social and governance (ESG) commitments and attracting talent.

5.3 Impact on workplace typologies and locational preferences

Workplace needs are evolving in response to these trends. In planning for future employment floorspace, the impact of the trends on the type, nature and location of the buildings accommodating the future workforce must be considered. The main changes to future building typologies and locational preferences are summarised in Figure 5.2, noting the impacts will differ by industry. These trends have been considered specifically to the Glen Waverley context in Section 9.6. More details on the influence of trends on workplace typologies and locational requirements by sector is included in Appendix C, Figure C1 to Figure C.6.



Professional services

Require high amenity and high-quality office spaces, increasingly mixed with other activities to allow collaboration and a vibrant amenity. Locations with excellent access to public transport and amenities are critical and increasingly businesses are seeking large sites to accommodate generous floorplates, collaboration spaces and a high level of technology, data and IT infrastructure.



Health

Health services are now commonly integrated into mixed-use buildings, featuring medical facilities alongside offices, consultation rooms, research spaces, and medi-hotels. These buildings typically accommodate multiple tenants, offer extensive outpatient facilities, and provide various worker amenities, often catering to a 24-hour workforce. Clustering remains crucial in the health sector, enabling the formation of provider networks and facilitating integrated patient care.



Education

Education buildings are becoming more flexible and adaptable learning spaces. Contemporary tertiary buildings are often mixed use, providing space for industry collaboration and research commercialisation, along with a range of supporting amenities including accommodation and event space. Location factors include ability to cluster proximity to other research institutes, urban amenities and public transport.

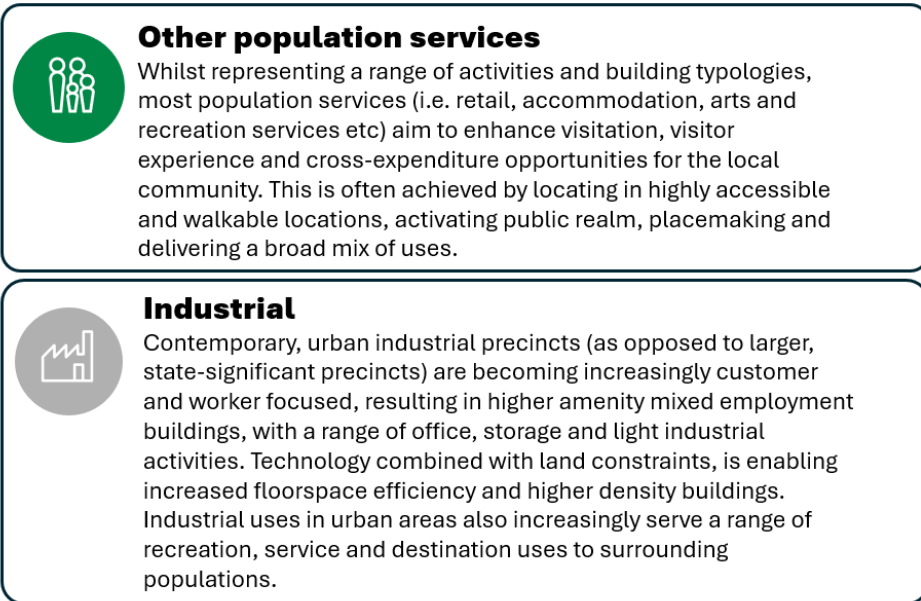


FIGURE 5.2 WORKPLACE TYPES BY INDUSTRY GROUP

Source: AJM JV

5.4 Implications for Glen Waverley Structure Plan

The changing nature of work, jobs and workplaces has the following implications for the development of the Glen Waverley Structure Plan:

- Glen Waverley currently benefits from the dominance of population-services in the broader economy, but given long term trends and recent development of the key site at The Glen, this sector may not provide significant employment growth over the forecast period. The Structure Plan should promote further diversification of activities in Glen Waverley.
- For Glen Waverley, this entails fostering a diverse array of employment uses within its Activity Centre, including professional services, health, and education. To achieve this, the Structure Plan should promote mixed-use buildings, co-working spaces, and ensure a high-quality urban environment with excellent amenities. Integrating health and education activities into mixed-use buildings is also advisable.
- Based on national trends Glen Waverley's industrial areas are likely to continue evolve away from traditional industrial uses, although not in the way some more high-tech industrial areas might. Improving amenities around Aristoc Road will enhance the area's appeal to workers and visitors, facilitating a diverse range of businesses as the industrial landscape shifts towards mixed commercial outcome. It is still anticipated that this precinct will serve a local industrial or peripheral commercial and community role for the foreseeable future.
- The industrial land around the Wilson Transformer site is likely to remain in its current form, at least while Wilson chooses to operate from the site. It is a somewhat inconsistent and isolated use in this location, which is a function of the history of the operation. Should Wilson vacate in time, the opportunity for mixed-use redevelopment outcomes may open. Engagement with Wilson should be undertaken to understand long term intentions.

6. Economic potential

This section considers the economic potential of the Structure Plan Area, highlighting the main attributes and challenges that will impact its long-term economic growth.

6.1 General drivers of economic growth

Figure 6.1 summarises the main drivers of growth which will influence long-term growth and development in the Glen Waverley Structure Plan Area. These drivers arise from broader trends in the Greater Melbourne economy and will shape economic growth across the urban area, especially in areas undergoing significant change such as the SRL East corridor. These factors have been taken into account when defining the competitive strengths of the Glen Waverley Structure Plan Area.

6.2 Strengths, weaknesses, opportunities and challenges of local industries

Table 6.1 to Table 6.6 assess the economic competitiveness for employment and economic growth in the Glen Waverley Structure Plan Area. It does this by using a SWOC framework which considers strengths, weaknesses, opportunities and challenges. The purpose is to understand the relative strengths and weaknesses of the area generally, and each industry specifically, to identify the competitive potential of the Structure Plan Area over the next 15 to 20 years.

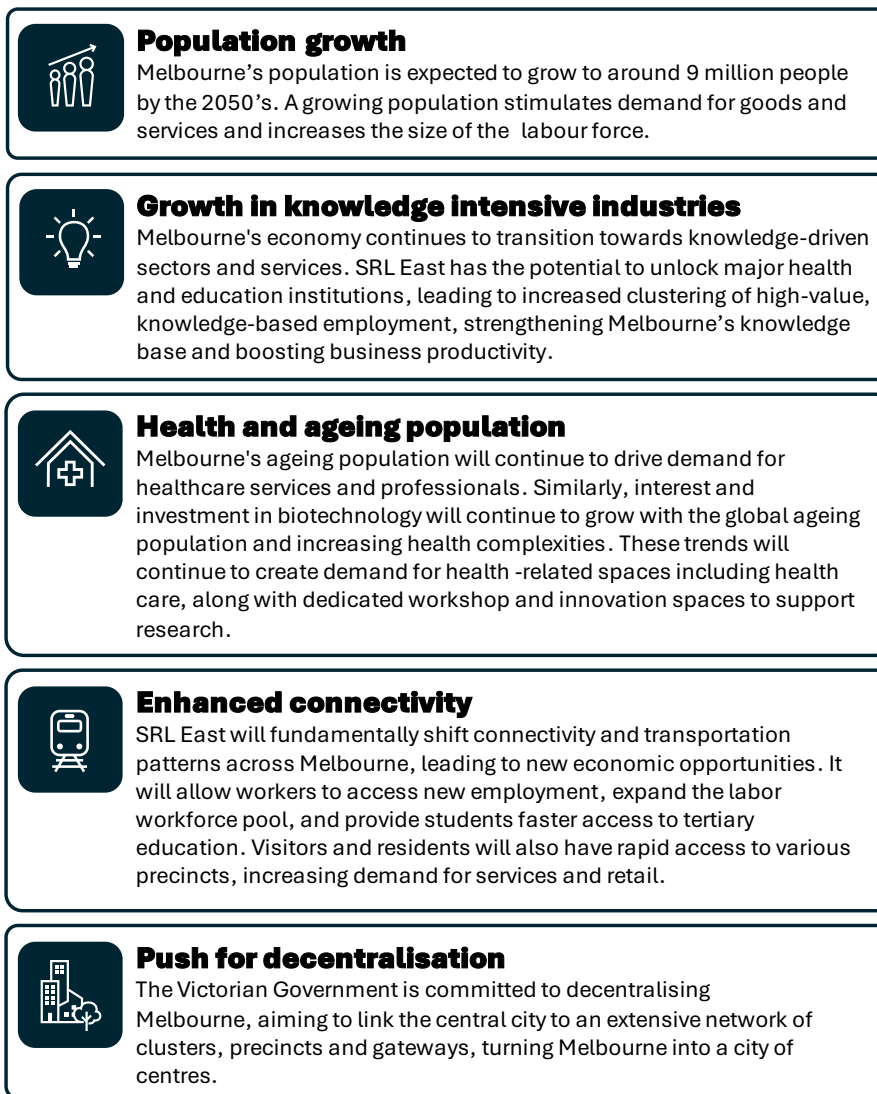


FIGURE 6.1 GENERAL MARKET DRIVERS OF ECONOMIC GROWTH

Source: AJM JV

TABLE 6.1 GLEN WAVERLEY GENERAL ECONOMIC SWOC ASSESSMENT

STRENGTHS	WEAKNESSES
<ul style="list-style-type: none"> ● Consistent growth: Glen Waverley grew moderately over the last decade, increasing by 1700 jobs, or at 2.5% per annum, which is comparable to both the South East Region and Greater Melbourne. ● Regional appeal: Glen Waverley's extensive retail, food and beverage offerings, along with its schools, contribute to its status as a regional destination, attracting a large number of visitors. ● Mixed use centre: The Activity Centre contains a wide range of uses which contribute to its sense of liveliness and provides a high level of amenity. ● Vibrant core: The Glen Waverley Structure Plan Area has excellent worker amenities, thanks to the lively atmosphere of Kingsway, characterised by bustling storefronts and diverse retail options, including fine-grain retail allotments. This is supported by a comprehensive retail range at The Glen. The area also has a vibrant nighttime economy, unique for the wider South-East region. ● High density character: Glen Waverley has an established higher density form (predominantly residential), within the activity centre, which can help support further density. 	<ul style="list-style-type: none"> ● Lack of employment diversity: Glen Waverley's employment base is heavily influenced by local population services. It does not benefit from the presence of a major health or education facility, while its professional services base, and subsequently office provision, is modest. ● Limited employment nodes: The employment opportunities are limited to a relatively contained Activity Centre core with adjoining education facilities, and then two small industrial areas some distance from the centre and station(s). Holmesglen's small TAFE campus is at the edge of the Structure Plan Area, close to the Aristoc Road industrial area.
OPPORTUNITIES	CHALLENGES
<ul style="list-style-type: none"> ● Growing catchment: Continued growth in the surrounding resident catchment will support further demand for a wide range of services and activities in the activity centre. ● Prime opportunity sites: The Activity Centre has some at-grade car parks or underdeveloped sites which could contribute towards future employment growth with higher-density buildings. 	<ul style="list-style-type: none"> ● Competition with residential uses: Underdeveloped sites in the Activity Centre core may face competition from residential floorspace in the short to medium term given the immaturity of the local office market. Some of these sites are under state or local government control though, so employment outcomes could be preferred. ● Maintaining vibrancy: Continued growth and densification of the Activity Centre should not diminish the vibrancy and fine grain nature of Kingsway, which is a major draw. This also requires retail development to remain focussed within a relatively tight core rather than being dispersed at the ground floor of every new development.

TABLE 6.2 GLEN WAVERLEY PROFESSIONAL SERVICES SWOC ASSESSMENT

STRENGTHS	WEAKNESSES
<ul style="list-style-type: none"> ● High density character: The establishing higher-density nature and the presence of available sites at the heart of the Precinct offer ideal locational and site attributes for the development of high-density office buildings. ● High worker amenity: Glen Waverley has a high level of worker amenity afforded by its retail and food and beverage (F&B) offer and range of supporting services. 	<ul style="list-style-type: none"> ● Stagnant sector: Professional services share of local jobs has declined over the last decade, from around 28% down to 24%. The sector also stagnated with only an additional 200 jobs over the last 10 years, with a slow growth rate of 1.1%. This growth was only in two subsectors, financial and insurance services and administrative and support services. ● Small office market: The office-based market is relatively small and immature. Offices primarily a small part of mixed-use buildings within the Activity Centre, particularly compared to other SRL East stations. It mainly provides space for local service businesses. There is a lack of major office-based tenants and proposed office space is typically part of a larger mixed-use development.
OPPORTUNITIES	CHALLENGES
<ul style="list-style-type: none"> ● Prime sites: The undeveloped sites around the Activity Centre are ideally situated for professional services. Opportunistically some of these sites are under state or local government control so office developments could be prioritised. ● Public administration: There is potential to grow Glen Waverley's offer in public administration and safety, leveraging Glen Waverley's current role as a local government office hub. Given the presence of Monash City Council, there is long-term capacity to attract other public administration institutions. This should be reviewed against the focus for other SRL East areas which may also target government tenants (e.g. Box Hill) and supplemented by a more detailed analysis of the depth of this market long term. 	<ul style="list-style-type: none"> ● Reversing sector trends: The number of professional services jobs in Glen Waverley has remained stagnant over the past decade. Achieving growth forecasts for professional services would require a reversal of current trends and could prove challenging due to several factors, including the absence of significant office-based employment anchors and the lack of established clusters (except for retail) that could help attract these professional services businesses. Given the absence of these features, professional services jobs opting for Glen Waverley are likely to be relatively mobile, having the flexibility to choose locations anywhere across Melbourne. This dynamic introduces additional competition from larger precincts along the SRL East corridor.

Overall, professional services in Glen Waverley are likely to remain a supporting sector, primarily focused on small businesses serving the local area. This sector is expected to grow modestly, in line with the region's population increase. Additionally, there may be an opportunity

TABLE 6.3 GLEN WAVERLEY SWOC HEALTH ASSESSMENT

STRENGTHS	WEAKNESSES
<ul style="list-style-type: none"> ● Strong growth: Health sector grew strongly in proportionate terms over past decade, but from a small base. The number of health workers almost doubled in the last decade. ● Supporting role: Health offer in Glen Waverley is typically a mix of smaller health consulting rooms and local health services. This offer complements the existing retail offer within and near the activity centre. 	<ul style="list-style-type: none"> ● No major precinct or health institutions: Glen Waverley lacks a health precinct or major health institution which can play an important role in driving local health employment opportunities.
OPPORTUNITIES	CHALLENGES
<ul style="list-style-type: none"> ● Population demand: Health services in Glen Waverley are likely to continue serving a primarily local role, meeting the needs of residents, and potentially workers. An increase in residents and workers is likely to continue to drive growth in this sector. ● Health and wellness: The continued growth of the retail and services offer in the Activity Centre is highly complementary to local health, allied health and health and wellness. These uses typically use smaller offices, suites and consulting rooms in activity centres and integrate well with a retail offer. ● Springvale Road cluster: There is an emerging cluster of health/cosmetic uses along Springvale Road, adjacent to the MAC. This cluster could be expanded, building on Glen Waverley's retail and other activity centre offer. There may be potential to develop a specialised health and wellness role for Glen Waverley, distinct from the primary health focus of other precincts along the SRL East corridor. 	<ul style="list-style-type: none"> ● Limited health offer: The lack of existing health precinct, cluster or institutions in the Structure Plan Area limits the ability to substantially grow Glen Waverley's health offer. Further, there a larger health offer in Glen Waverley would face competition from Glen Waverley Private Hospital is an emerging health cluster on Blackburn Road.

Overall, the health sector is set to maintain a supporting role in Glen Waverley, complementing the retail and services role of the Activity Centre. There may be opportunity to further grow the emerging health and wellness cluster along Springvale Road.

TABLE 6.4 GLEN WAVERLEY EDUCATION SWOC ASSESSMENT

STRENGTHS	WEAKNESSES
<ul style="list-style-type: none"> ● Secondary schools: The renowned Glen Waverley Secondary College (along with the Wesley College campus just outside the Structure Plan Area) contributes to the widespread regional appeal of the area, playing a pivotal role in the recent growth of the residential population. ● Regional education offer: Glen Waverley is also home to the Holmesglen Institute, with a small vocational campus situated on the edge of the Structure Plan Area and adjacent to the Aristoc Road industrial area, and two local primary schools. Additionally, there is a variety of tutoring and education services located around the Activity Centre and near Aristoc Road. ● Specialisation: Education sector in Glen Waverley grew relatively strongly, adding 300 workers and growing at faster rate than the South East Region and Greater Melbourne. Glen Waverley also has a moderate level of specialisation of education jobs. 	<ul style="list-style-type: none"> ● None identified.
OPPORTUNITIES	CHALLENGES
<ul style="list-style-type: none"> ● Leverage education offer: There is opportunity to build on Glen Waverley's notable education offer of regionally significant secondary schools and the Holmesglen Institute. This could extend the education offer into broader markets. Strong population growth may also provide an opportunity to grow Glen Waverley's education services, such as language schools and tutoring services, particularly within the Activity Centre. ● Future demand: Population growth may create a requirement for school facilities within the Structure Plan Area. 	<ul style="list-style-type: none"> ● Growing tertiary offer: The Holmesglen Institute, is located on the outskirts of the Structure Plan Area, which may limit opportunities for expanding its offerings. ● Established schools: Challenges to substantially increase education employment, given the dominance of established schools located in and around the Structure Plan Area.

Glen Waverley's education sector will remain an important supporting pillar of the local economy. Continued population growth, both locally and regionally, is expected to sustain demand for this sector. There is an opportunity to enhance the education offerings, particularly within the Activity Centre

TABLE 6.5 GLEN WAVERLEY OTHER POPULATION SERVICES SWOC ASSESSMENT

STRENGTHS	WEAKNESSES
<ul style="list-style-type: none"> ● Regional offer: Kingsway and The Glen’s F&B and retail offer, along with several accommodation hotels, provide Glen Waverley with a large regional draw and underpin its strengths in population serving sectors. ● Sector Growth: Among all sectors, the other population services sector experienced the greatest worker growth over the past decade, adding 660 jobs primarily in accommodation and food services. This growth may have been influenced by COVID-19. 	<ul style="list-style-type: none"> ● None identified.
OPPORTUNITIES	CHALLENGES
<ul style="list-style-type: none"> ● Retail and F&B: Opportunity to continue to build on the existing retail and F&B offer without diminishing the existing, valued character, particularly of the fine grain nature of Kingsway. ● Connect vibrant retail nodes: Future development in the Activity Centre should aim to link The Glen Shopping Centre with Kingsway, by providing ground floor retailing, F&B and entertainment between these two nodes. ● Civic focus: Monash Council’s future civic and library development will further enhance the amenity of the MAC and may create opportunities for further growth in supporting arts and recreation activities. ● Century City: The Century City cinema and complex is outdated and underutilised. This site could be redeveloped for further entertainment, or other complementary uses. ● Hotels: Glen Waverley has several major hotels, which could be leveraged to further grow the accommodation sector, attracting more visitors to the Activity Centre. 	<ul style="list-style-type: none"> ● Further growth of The Glen: The capacity of The Glen, as a major component of the activity centre, to expand to add a greater mix of uses, noting the retail development is relatively new and will need to be protected for any future growth.

Overall, Glen Waverley’s other population services sector is expected to grow to accommodate a larger population of workers, residents, and students. The Activity Centre will continue to be a regional destination for retail, F&B, accommodation, and a wide range of other

TABLE 6.6 GLEN WAVERLEY INDUSTRIAL SWOC ASSESSMENT

STRENGTHS	WEAKNESSES
<ul style="list-style-type: none"> ● Natural transition around Aristoc Road: This area has naturally evolved towards a broader mix of uses including education, gyms and recreational training facilities occupying old industrial warehouses. These uses could locate elsewhere, such as an activity centre/commercial environment, although the low rent environment of an industrial area has a role. ● Growth in industrial areas: Despite stagnant growth in the industrial sector, Glen Waverley's two industrial areas have grown, adding 500 jobs between 2016 and 2021. Growth was highest across all sectors, except industrial, highlighting the ongoing transition of these areas. Health and education is now the largest industry in these areas. 	<ul style="list-style-type: none"> ● Stagnant industrial growth: Over the past decade, Glen Waverley's industrial sector had limited growth over the past decade, whilst other employment sectors in the industrial areas have grown. This highlights the transition of in industrial areas towards mixed employment uses.
OPPORTUNITIES	CHALLENGES
<ul style="list-style-type: none"> ● Intensify employment uses: In Aristoc Road, and potentially the Springvale Road industrial area in the longer term, could see intensification of employment activity moving towards an office mix, potentially in an office/warehouse format or secondary office space, as not to compete with potential offer of the activity centre core. ● Business operations focus: Opportunity to increase the employment density of each precinct to better contribute to the long-term objectives of Glen Waverley. This may involve encouraging relocation of existing uses (i.e. gyms, recreation facilities) to more suitable locations, such as the core of the activity centre. This will require supporting the provision of suitable opportunities in the activity centre, while making Aristoc Road more attractive to business operations. ● Locally significant industrial land: Glen Waverley's industrial areas are classified by MICLUP as having local significance and supporting the needs of the surrounding community. This classification offers a degree of flexibility when considering the long-term optimal use of these areas. 	<ul style="list-style-type: none"> ● Manage competition: Objectives to increase the employment density of Aristoc Road and towards office spaces should not compete with the Glen Waverley Precinct Core (i.e., it should be positioned to support tenants who have a mixed office/warehouse requirement that cannot be accommodated centrally in the activity centre). Links to the nearby Holmesglen Institute campus should also be explored. ● Long term redevelopment of Wilson Transformer site: The Springvale Road industrial area is identified by local policy for potential long- term conversion to mixed uses. While this is an opportunity in the sense it could be redeveloped, conversion would make further growth in the industrial sector employment challenging. The future of site is tied to the Wilson Transformer operation which has significant built-up infrastructure and having occupied the land as its head office site for 90 years, it would appear unlikely that Wilson would relocate in the short to medium term. Further discussions with the landowner are recommended.

Overall, Glen Waverley's industrial sector is likely to continue to stagnate, or potentially decline. Its' industrial areas, particularly Aristoc Road, will continue evolving towards higher employment density and mixed-use employment. Long term, the Springvale Road industrial area may be redeveloped for a mix of uses.

6.3 Implications for Glen Waverley Structure Plan

Table 6.7 summarises Glen Waverley’s competitive strengths, future employment generators, and potential economic and employment role by 2041. The Structure Plan for Glen Waverley should seek to support the growth of key sectors in appropriate locations.

TABLE 6.7 GLEN WAVERLEY STRUCTURE PLAN AREA ROLE IN 2041

	ROLE IN 2041
Regional employment role	<i>Glen Waverley will continue to be a bustling and vibrant hub of day-night activity serving Melbourne’s east. Defined by its fine grain F&B offer along Kingsway and retail services at The Glen Shopping Centre, Glen Waverley will continue to evolve as an important F&B, retail and services hub for a growing regional catchment. There may also be the opportunity to grow a small office precinct in the Activity Centre. Health and education are expected to maintain their supportive role within the Structure Plan Area. Industrial uses will remain part of the Glen Waverley’s fabric but with a shift towards higher density industrial and offices spaces.</i>
Competitive strengths of Glen Waverley	<ul style="list-style-type: none"> • Large, skilled local workforce: The potential workforce size of the Glen Waverley precinct is anticipated to grow substantially due to SRL East. Improved accessibility will mean better connections between businesses and their workforces, enabling better matching of skills to job and agglomeration benefits. Agglomeration benefits could include attracting employees, opportunities for knowledge-sharing and attracting more customers. • Established high amenity Major Activity Centre: The Glen Waverley Activity Centre stands out as a dynamic and lively area, offering an increasingly dense and high amenity environment. Despite the office market not being fully developed, the amenity for workers, a second train line connection and the availability of some large, central sites, create a solid foundation for attracting mid-sized businesses and commercial tenants to the precinct. Additionally, Glen Waverley can capitalise on its role as a local government hub, with a specialisation in civic and public administration. • Vibrant retail and F&B offer: The Glen and Kingsway have a vibrant retail and F&B offer which is a major drawcard for Glen Waverley and attracts visitors from across the region. This generates demand for population serving industries, contributes to a lively nighttime economy and provides a high level of worker amenity. Future planning should seek to connect these two hubs with additional ground floor retail and F&B uses. • Future evolution of industrial areas: The Aristoc Road and Springvale Industrial areas have the potential to play an important role in providing greater local employment opportunities. Aristoc Road is likely to remain an employment precinct and will need to define its role as not to compete with the Activity Centre and to leverage its proximity to the Holmesglen Institute. The Springvale Road precinct could evolve to support a mix of uses should the existing operations relocate elsewhere. • Connectivity to CBD and SRL East : Glen Waverley currently benefits from relatively good connectivity to the CBD through the existing MTM train services, which is around 35 minutes by train. Perhaps more important is the access this provides to a large white-collar workforce. With SRL East in place, Glen Waverley workers will also have rapid access to other SRL East precincts. • SRL East policy support: A robust planning framework which encourages and incentivises new employment developments, will further Glen Waverley’s competitiveness against other activity centres across Melbourne’s east and can help attract new business and investment to this precinct.

ROLE IN 2041

Sector roles
(industries listed in
order of future
economic
opportunity)



- 1. Other Population Services:** Glen Waverley will continue to be an important regional hub, providing a wide range of retail, F&B and other population services to a growing population.
- 2. Education:** Glen Waverley's education sector will remain an important supporting pillar of the local economy. Continued population growth, both locally and regionally, is expected to sustain demand for this sector. There is an opportunity to enhance the education offerings, particularly within the Activity Centre.
- 3. Professional Services:** Professional services will predominantly serve a local function, supporting various small businesses. An exemption to this is the public administration sector attached to the current and proposed civic developments where there is certainly an opportunity to expand.
- 4. Health:** The health sector is set to maintain a supporting role in Glen Waverley, complementing the retail and services role of the Activity Centre. There may be opportunity to further grow the emerging health and wellness cluster along Springvale Road.
- 5. Industrial:** Glen Waverley's industrial sector is likely to continue to stagnate, or potentially decline. The Aristoc Road industrial area will continue evolving towards higher employment density and mixed-use employment. The Springvale Road industrial area may be redeveloped for mixed use in the long term.

Part C: Future employment floorspace demand

Part C includes:

- **Section 7** summarises the methodology for estimating employment floorspace demand in the Structure Plan Area.
- **Section 8** identifies which sectors are expected to generate the most jobs growth in the Structure Plan Area.
- **Section 9** assesses the amount and form of floorspace needed in the Structure Plan Area to support this jobs growth, as well as the most appropriate locations.

7. Methodology for estimating employment floorspace demand

This section summarises the methodology used to assess the amount of employment floorspace required to support projected employment growth in the Structure Plan Area.

7.1 Use of employment projections and floorspace modelling

The employment projections are derived from CityPlan projections generated for the SRL Business and Investment Case. As described in Section 1, CityPlan is most effective representing strategic-level demands and patterns, and its reliability may diminish when the data is broken down by industry at a small-area level. The total job estimates for the Structure Plan Area are considered reliable for the purpose of structure planning. Nonetheless, to estimate floorspace demand by land use type, it is essential to analyse CityPlan job projections by industry at a small-area level.

It is important to recognise that while this report uses these projections as the best available information to estimate floorspace demand by land use type, the job and floorspace mix by industry may ultimately differ. This should be kept in mind when reviewing the calculated floorspace demand by land use type. The floorspace projections by use should not be considered definitive.

A common example is when industrial sector employment is projected to grow, but recent trends show a decline in industrial jobs at the local area, particularly as older industrial areas within a Structure Plan Area transition to other uses. In such cases, while the projections are used, the report highlights areas where actual

growth in a specific industry may deviate from the forecast. This provides insight into how critical it is to accommodate the projected floorspace by specific land use type. Ultimately, the key priority is to ensure that the total jobs and overall employment floorspace are adequately provided in appropriate locations.

7.2 Overview of methodology for assessing floorspace demand

At a high level, the process of estimating floorspace demand involves the following steps:

1. **Review of employment projections by industry group** for the Structure Plan Area to understand the alignment with the industry outlook and future vision for the area. The detailed process for this review, and importantly, the limitations of the employment projections, are outlined in Section 7.3.
2. **Determine the distribution of employment across different land uses;** that is, the share of employment in each industry allocated to various land use types.
3. **Establish workspace ratios (WSRs)** for each land use type, indicating the amount of floorspace per employee / worker.
4. **Calculate future floorspace demand.** The estimate of future floorspace demand is calculated by:
 - a. Multiplying the 2041 employment projection for each industry by the share of that industry's employment allocated to each land use
 - b. Multiplying the employment allocated to each land use by the workspace ratio for that land use.

This method enables the adjustment of workspace ratios and employment land use shares at a Structure Plan Area level to reflect the unique nature of employment in each area. An example of this calculation is described here, noting the below are generic numbers for illustration:

1. Total Health jobs for the Structure Plan Area are an estimated 10,000 in 2041.
2. Health jobs in the Structure Plan Area in future are estimated to in future comprise 60% on dedicated health floorspace (such as a hospital) and 40% on office land uses.
3. The workspace ratio for the health land use is estimated at 40 per worker, with 20 sq.m per worker for office land use.
4. The health land use floorspace estimate is therefore 240,000 sq.m (10,000 workers x 60% x 40 sq.m) and for office space 80,000 sq.m (10,000 workers x 40% x 20 sq.m).

This process is repeated for each industry group to forecast total floorspace demand for each land use type.

Where appropriate, tests have been undertaken to ensure known future supply would fit within the projected outcomes. For illustration, if a development was under construction in the Structure Plan Area that was to deliver office floorspace for 1,000 health care and social assistance jobs, the future movement of health care and social assistance jobs into office floorspace would be adjusted to ensure this known supply is accounted for.

The high-level methodology is shown in Figure 7.1 adjacent. More detail about the methodology for assessing floorspace demand is provided in Appendix E. The following sub-sections describe in detail the estimation of the distribution of industry employment into different land uses, and appropriate workspace ratios.

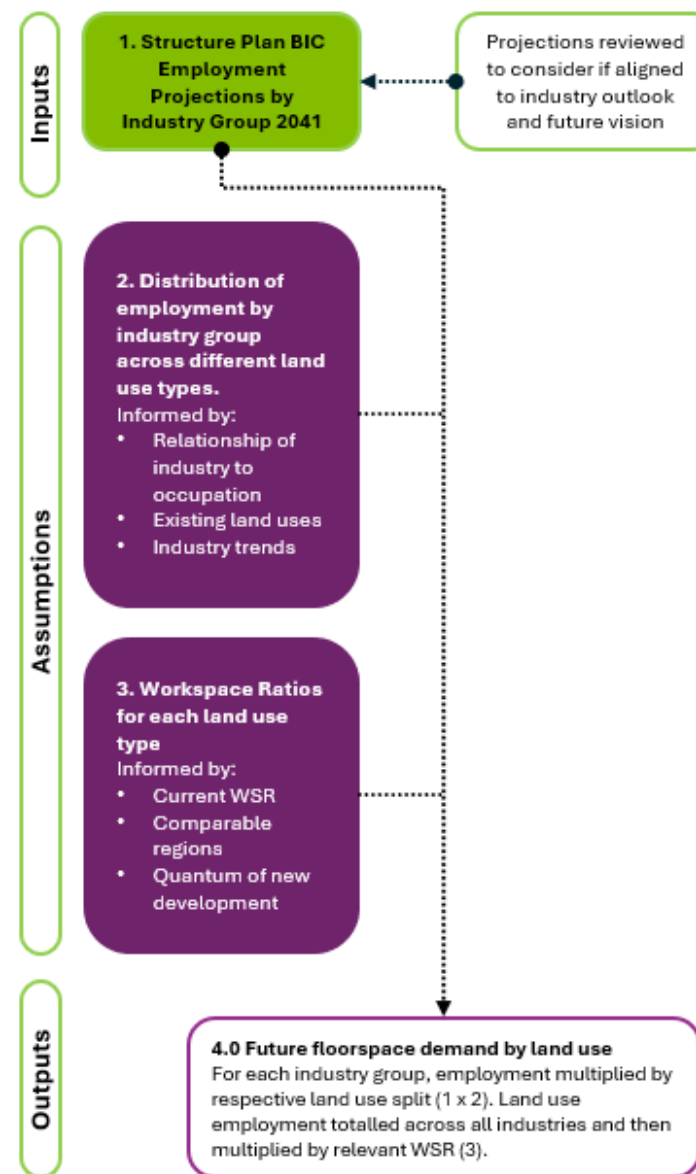


FIGURE 7.1 OVERVIEW OF FLOORSPACE DEMAND METHODOLOGY

Source: AJM JV

7.3 Review of employment projections

The employment projections are derived from CityPlan projections generated for the SRL Business and Investment Case. Given the limitations of using this dataset at the small-area level (refer discussion in Section 7.1) the employment projections were evaluated by taking into account the following factors:

To this end, the employment projections for the Structure Plan were evaluated by taking into account the following factors:

- The current economic role and competitive strengths of the Structure Plan Area
- Historical industry and employment patterns
- Broader industry trends and forecasts
- Consideration of the anticipated employment role and focus of the Structure Plan Area.

This review is summarised in Appendix D.

The aim of this activity is **not to create revised employment projections** for the Structure Plan area, but to highlight where the industry mix may vary from that projected or where additional support may be required to achieve the total employment projection for the Structure Plan Area.

7.4 Deriving employment land use shares

Employment land use share refers to the distribution of workers by land use type.

These proportions capture the distinct employment characteristics of certain areas alongside overarching trends in each industry. For instance, in the industrial sector, the prevailing trend towards job automation suggests that employment will shift towards supportive or administrative roles in office space rather than manual or traditional industrial positions in industrial space.

To estimate the proportion of employees in each industry allocated to various land use categories by 2041, the following steps were undertaken:

- **The relationship between occupations and industries was reviewed.** Using ABS Occupation level 4 data, cross-referenced against the industry of

work (that is, a worker in occupation x is employed in industry y, z, etc.) provides an indication of the type of floorspace or land use required for an occupation mix (such as an accountant employed in the industrial sector more likely creates a need for office space rather than industrial land use typologies).

- Analysed data from the floorspace audit in the Structure Plan Area to understand the **potential land uses** workers recorded in each destination zone could work in.
- Manual checks where appropriate to assess any significant deviations from normal range of workspace ratio outcomes.
- Assessed the **shift in workers by industry toward different floorspace types** over time outlined earlier in this report (such as health workers using office space at a higher intensity), considering available time series data indicating change over time in workspace ratios (such as the City of Melbourne Census of Land Use and Employment).

This process is described more in Appendix E, with details of the assumptions adopted for the Structure Plan Area shown in Section 9.

7.5 Deriving workspace ratios

Workspace ratios represent the amount of floorspace allocated to each worker in a work environment. Although there are typical ranges that are often noted, these can fluctuate depending on factors such as location, industry sector, and the specific needs of individual businesses.

This analysis undertaken establishes a workspace ratio (WSR) for each land use type (such as office, health, education, retail) as opposed to a workspace ratio for each industry. This is due to there being variation between workspace ratios in an industry, depending more on the nature of the occupations and workspaces used in that industry in a particular location.

To estimate the workspace ratio for each land use type at 2041:

- Based on the density of employment over land area in the ABS's Statistical Areas Level 2 (SA2s) around Australia, **the nature of development and building typologies were reviewed** in other precincts to identify areas that are likely comparable to the future outcome in the Structure Plan Area. These

comparable help inform the appropriate future workspace ratios and likely levels of growth.

- The **current workspace ratio of each land use type in the Structure Plan Area was estimated** by combining the floorspace audit with jobs by industry and destination zone geography derived from the 2021 ABS Census of Population and Housing. This is brought to a Gross Leasable Area (GLA) level to be comparable with benchmarks. This was done referencing building-level City of Melbourne CLUE data to remove common areas and similar spaces.
- Estimates of current average workspace ratios across different regions in Australia were reviewed to understand **how the Structure Plan Area compares to other regions** and to understand where workspace ratios might move over time. This comparison indicates the efficiency of the space used relative to current standards elsewhere, noting workspace ratios can be influenced by factors such as the age and nature of floorspace, the presence of vacant space, and the specific types of jobs supported in an industry.
- Available data on annual growth in locations around Australia were reviewed **and tested where the Structure Plan Area would sit along the range of historical values at different workspace ratio scenarios**. In conjunction with the first check, this allows for a sense check on the level of growth that would need to occur to reach an overall workspace ratio outcome. For example, if a Structure Plan Area without a hospital would require health jobs to grow at a level that is comparable to Parkville in Melbourne to reach a workspace ratio outcome, this would be deemed not appropriate.
- **How much of the future floorspace will be new versus old was estimated**. Newer, modern buildings are typically more efficient, accommodating more workers for a given floor area (that is, a lower WSR). The greater the share of future floorspace that will be new, the greater the shift down to more efficient workspace ratios for the area. The proportion of space that is new vs. old is estimated using benchmarks from the City of Melbourne Census Land Use and Employment (CLUE) data and the City of Melbourne Development Activity Monitor. For example, there was an additional 800,000 sq.m of office floorspace added to the City of Melbourne in the past decade, but the difference in the count of total stock was only

400,000, it can be assumed that 0.5 sq.m is removed for each sq.m of new stock.

- **Downward trend in workspace ratios as a result of flexible working arrangements**. The increasing prevalence of flexible working arrangements has led to a reduction in the amount of floorspace needed to host workers per day. If a worker moves from needing 20 square metres of employment across five days down to four days per week, on average they will require 16 square metres per week (4 days/5 days times 20 sq.m of floorspace). This will put generalised downward pressure on most floorspace typologies.

Bringing all of these checks together, a narrower range of possible WSRs can be tested to determine a workspace ratio that reflects appropriate benchmark locations, aligns with broader workspace trends for that industry, and suits the context of the Structure Plan Area.

7.6 Peer review

This technical report has been independently peer reviewed by Julian Szfraniec of SGS Economics & Planning. The peer review report is attached as Appendix F of this report, which sets out the peer reviewer's opinion on the SRL East Draft Structure Plan - Economic Profile Technical Report.

8. Employment projections

This section presents the employment projections for the Structure Plan Area and at a high-level, assesses how appropriate these projections are in terms of their alignment with the anticipated future role of the Structure Plan Area.

8.1 Glen Waverley Structure Plan Area employment projections

Figure 8.1 shows the employment projects to 2041 for the Glen Waverley Structure Plan Area. Comparable numbers sourced from the 2011 and 2021 Censuses provide context to the projected growth.

Compared to recent trends, it appears the baseline employment projections represent a slight shift upwards in trajectory for employment in the Glen Waverley Structure Plan Area. Whether the change anticipated from the introduction of SRL East and supportive policy environment is sufficient to support this growth is discussed more in the next sub-section.

Table 8.1 shows the employment projections by broad industry groups as well as the comparison at a total level between the 2041 projections at the 1600m level with the structure plan. All sectors are forecast to grow strongly in the Glen Waverley Structure Plan Area to 2041:

- Other Population Services are expected to grow at a slightly lower rate compared to the past decade, adding approximately 65 additional workers per year, compared to 80 workers in previous years.
- Professional services are projected to undergo significant growth, more than doubling the current workforce and adding an additional 120 workers per year. This marks a substantial turnaround from the marginal growth observed over the past decade.

- Education and training is forecast to double in terms of workers by 2041, however the annual growth rate in percentage terms will be not much higher than was experienced over last 10 years.
- The growth rate of health workers is anticipated to slow in contrast to recent strong growth. Overall, this sector will maintain a smaller supporting role in Glen Waverley.
- Industrial employment is forecast to grow moderately at 40 workers per year despite no growth over the 10 years to 2021.
- The proportion of employment within a 1600m radius of the Glen Waverley SRL station that will be within the Structure Plan Area is expected to increase from around 74% in 2021 up to 78% in 2041.

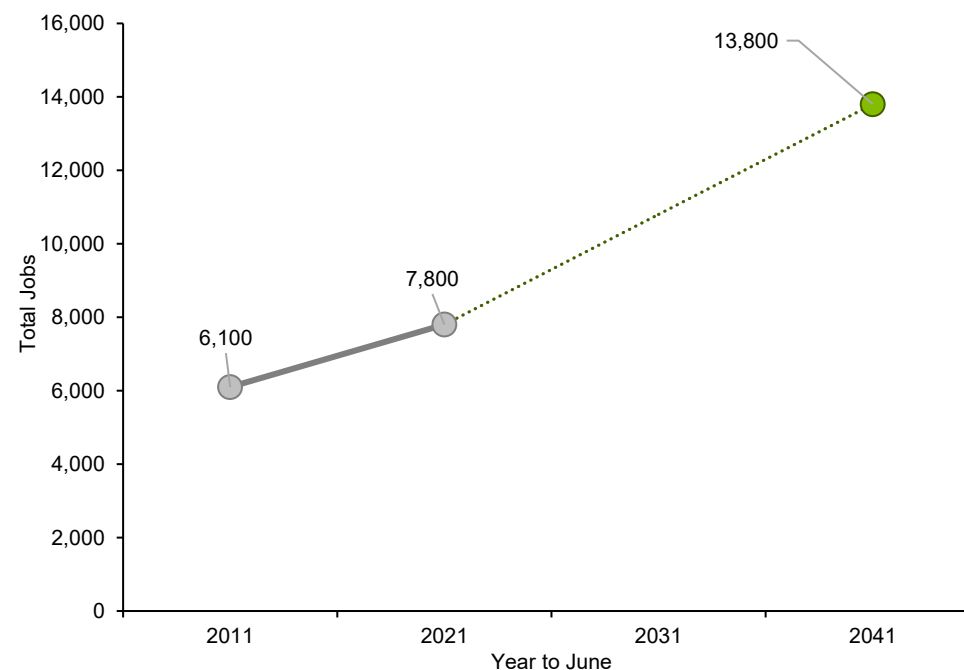


FIGURE 8.1 HISTORICAL AND FORECAST EMPLOYMENT IN THE GLEN WAVERLEY STRUCTURE PLAN AREA, 2011–2041

Source: ABS Census 2011 and 2021, Derived from CityPlan (published in SRL BIC); AJM JV

TABLE 8.1 GLEN WAVERLEY STRUCTURE PLAN AREA TOTAL WORKERS AND ANNUAL GROWTH BY INDUSTRY, 2011 – 2041

BROAD INDUSTRY SECTOR	WORKERS			ANNUAL CHANGE (NO.)		ANNUAL CHANGE (%)	
	2011	2021	2041	2011-21	2021-41	2011-21	2021-41
Education and Training	700	1000	2100	30	55	3.6%	3.8%
Health Care and Social Assistance	500	900	1300	40	20	6.1%	1.9%
Professional Services	1700	1900	4300	20	120	1.1%	4.2%
Other Population Services	2500	3300	4600	80	65	2.8%	1.7%
Industrial	700	600	1400	-10	40	-1.5%	4.3%
Structure Plan Total	6100	7800	13,800	170	300	2.5%	2.9%
1600m Total	8200	10,500	17,500	230	350	2.5%	2.6%

Source: ABS Census 2011 and 2021, CityPlan for 1600m and derived from CityPlan for Structure Plan Area (published in SRL BIC); AJM JV

8.2 Review of employment projections

This sub-section reviews the projections for the Structure Plan Area at a broad industry level to assess their alignment with the industry outlook and future vision for the area.

As noted in Section 7.1 the employment projections are derived from a metropolitan-wide strategic model. While it provides accurate total employment figures at the Structure Plan Area level, the industry breakdown may be less precise.






Therefore, it is necessary to conduct a sense-check to ensure that projections for the Structure Plan Area align with expectations for future growth. This evaluation is crucial because if the forecasts are overly optimistic, there might not be as great a requirement to accommodate modelled floorspace demand. Conversely, if the projections are thought to be accurate or potentially on the low side, accommodating the necessary floorspace becomes imperative, particularly for smaller industries.

When evaluating the general suitability of the Structure Plan Area industry projections, these questions were considered:

- Do the projections align with the present economic conditions and past growth patterns?
- Do the projections correspond with wider industry trends?
- Do the projections align with the vision for the Structure Plan Area and its competitive strengths?
- The overall alignment of the industry projections is subsequently assessed.

Table 8.2 summarises the extent to which the industry projections align with expectations of the future order of growth for the Structure Plan Area. More detail about the assessment of the employment projections is provided in Appendix D.

TABLE 8.2 GLEN WAVERLEY STRUCTURE PLAN AREA REVIEW OF INDUSTRY-LEVEL EMPLOYMENT PROJECTIONS

		% SHARE OF TOTAL EMPLOYMENT	REVIEW OF EMPLOYMENT PROJECTIONS	IS THE INDUSTRY-LEVEL FLOORSPACE ESTIMATE LIKELY TO NEED TO BE ACCOMODATED?
	TOTAL EMPLOYMENT	-	Employment in Glen Waverley is forecast to increase from 7,800 to 13,800 in 2041, with a moderate growth rate of around 2.9%. This level of growth is likely to be sustained given Glen Waverley's existing role as an important hub of activity for the region and the enhanced connectivity provided by SRL East.	Structure planning should seek to support the total additional projected floorspace through to 2041. The total employment projections for the Structure Plan Area are considered an accurate estimate that is an appropriate base to plan for through to 2041.
	PROFESSIONAL SERVICES	25%	Achieving the substantial shift from stagnant to high growth in professional services will likely require a range of supports beyond structure planning. This could include relocating government offices to the Activity Centre or other measures to create a new office hub.	Forecasts for professional services are high and will require a substantial shift from stagnant to rapid growth, likely necessitating business attraction strategies such as relocating government offices to the Activity Centre. However, the projected floorspace should be planned for to ensure the market can respond to the opportunity if demand does emerge.
	HEALTH	12%	The employment projections for the health sector closely align with the expected role of the health sector in Glen Waverley going forward. There is even potential for slightly higher growth, reflective of recent rapid expansion and the Activity Centre's emerging health and wellness offer.	Overall, additional health floorspace is likely to be relatively small and structure planning should seek to accommodate projected floorspace demand.
	EDUCATION	13%	The forecast growth in the education sector is consistent with Glen Waverley's role and opportunities to further develop its diverse range of educational activities. The potential to increase the growth rate for education employment may be constrained by the physical ability for expansion and intentions of the education providers in the Structure Plan Area. For example, significant expansion of facilities on the Holmesglen campus is not anticipated.	Forecast floorspace growth should be planned for. However, any planning for tertiary education should align with long-term plans of existing education providers. Planning for future schools should be considered with the Department of Education and Training.
	OTHER POPULATION SERVICES	43%	The employment projections are a reasonable representation of likely growth in other population services and support Glen Waverley's role as a regional hub for retail, F&B and a range of other population services.	Planning for retail floorspace should be guided by SRL East Retail Needs Assessment – Glen Waverley which identifies growth in floorspace around the core of the Structure Plan Area. Non-retail other population uses (i.e. accommodation, community infrastructure) should use the estimated floorspace as a guide, but again the specific floorspace demand should align with relevant specialist reports.
	INDUSTRIAL	8%	Consistent with existing market trends observed in the Aristoc Road area, industrial jobs are likely to decline or experience stagnant growth as the industrial areas transition away from traditional industrial activities.	Likely there will not be as great a need to accommodate the projected industrial floorspace demand which is based on a growing industrial employment projection which is contrary to past trends. It should be noted that industrial sector employment will still be supported in the Glen Waverley Industrial Areas to some extent in non-industrial typologies, as considered in Section 9.

Source: AJM JV

8.3 Implications for the Glen Waverley Structure Plan

The implications of the employment projections for the development of the Glen Waverley Structure Plan include:

- Overall, the total employment projections for the Structure Plan Area are considered an accurate estimate that is an appropriate base to plan for through to 2041. Therefore, structure planning should seek to support the total additional projected floorspace through to 2041.
- At an industry level, forecasts indicate reasonable growth expectations for the health and other population services sectors, reflecting their anticipated roles in Glen Waverley through to 2041.
- Forecasts for professional services are high and will require a substantial shift from stagnant to rapid growth, likely necessitating business attraction strategies such as relocating government offices to the Activity Centre.
- Education employment growth would build on an existing strength of the Structure Plan Area but may be constrained by the intentions and capacity of existing schools and the Holmesglen Institute.
- Forecasts for the industrial sector are higher than might be expected given recent stagnant growth and the ongoing transition of the industrial areas away from traditional industrial activities.

9. Future employment floorspace needs

This section presents the anticipated employment floorspace necessary to support the projected employment figures in the Glen Waverley Structure Plan Area, along with the specific land use assumptions and workspace ratios utilised to calculate these needs. Consideration is also given to whether the market will deliver the projected growth, and the locational preferences and built-form typologies likely required.

Note:

*The role of this report is to translate the employment projections for the Structure Plan Area into floorspace outcomes. Whilst the previous section considered the consistency of the employment projections by industry with past growth and anticipated change in the Structure Plan Area, **these projections are adopted as the basis of analysis in this section without variation.** The key outcome of this section is to identify the floorspace by use required to accommodate the projected employment levels. Given the potential variation in employment outcomes, there may be instances where floorspace requirements are lower or higher than estimates provided in this section. Consequently, at the end of this section, the floorspace estimates are also tested to identify the likelihood of that space being required and how critical it is that structure planning accommodates the estimated floorspace.*

9.1 Structure plan employment land use share assumptions

To project the floorspace requirements for the Glen Waverley Structure Plan Area, it is important to first estimate the number of workers by the type of floorspace that they are, or will be, accommodated within.

As described in the methodology (Section 7 and Appendix E); to estimate the share of workers by industry in each floorspace use we have used a combination of estimating the current land use to employment relationship, and reference to

observed trends in industry-level shifts towards different land uses in comparable precincts.

Where appropriate, tests have been undertaken to ensure known future supply would fit within the projected outcomes.

Table 9.1 highlights the estimated current and future (2041) split of workers by floorspace type. Significant upward and downward shifts are highlighted.

Office floorspace is likely to need to play an increasingly important role in Glen Waverley for the uptick in professional services employment to be delivered, and as other industries increasingly use office floorspace.

The education sector is expected to utilise slightly more office-style typologies as educational buildings become more flexible and mixed-use, while Glen Waverley can build on the presence of educational businesses using office environments, for example, language schools or tutoring services.

Glen Waverley currently has a large industrial area with a range of occupants but the share of employment that is going to industrial floorspace is expected to fall out to 2041. This will be due to two competing impacts:

- Urban industrial floorspace will continue to change, seeing a greater mix of employment activities in these industrial areas. This trend is already occurring in Glen Waverley's industrial precincts as noted in Section 3.5.
- Where not protected or where the occupant is not requiring to be in the locale of Glen Waverley specifically, costs of land and relative highest and best use of land will see industrial users relocate and be replaced by higher value activities in time.

Retail floorspace is the primary use for other population services sector. Whilst there is expected to be growth in retail floorspace, the proportion of other population services sector going to retail will decline slightly to 2041 with growth in other population services sector into office space.

Trends into the future have been assessed with reference to Section 5 and iteratively adjusted through reviewing future developments outlined in Section 3.7.

TABLE 9.1 GLEN WAVERLEY STRUCTURE PLAN AREA LAND USE SHARE ASSUMPTIONS

LAND USE	INDUSTRY SECTORS (EMPLOYMENT)									
	PROF. SERVICES		HEALTH		EDUCATION		OTHER POPULATION SERVICES		INDUSTRIAL	
	2021	2041	2021	2041	2021	2041	2021	2041	2021	2041
Office	48%	59%	15%	25%	15%	27%	1%	3%	3%	5%
Health	4%	5%	42%	46%	2%	2%	0%	1%	1%	1%
Education	3%	3%	8%	5%	79%	65%	1%	2%	4%	5%
Retail	3%	3%	24%	16%	1%	1%	82%	79%	19%	26%
Industrial	2%	0%	0%	0%	0%	0%	8%	4%	68%	56%
Public Use	33%	24%	0%	0%	3%	4%	1%	1%	0%	0%
Accommodation	3%	3%	4%	2%	0%	0%	5%	6%	1%	2%
Entertainment / Recreation	3%	2%	1%	1%	0%	0%	1%	3%	3%	4%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Source: ABS, CLUE, AJM JV. Yellow highlights significant upward shifts and grey shows significant downward shifts, between 2021 and 2041.

The figure across translates Table 9.1 into an employment projection by floorspace type. Note the total number of jobs is still fixed at the 2041 employment projections for the Structure Plan Area. Retail will remain be the largest employing floorspace type, followed by office, education, and public use. This aligns with the key businesses and institutions in the area.

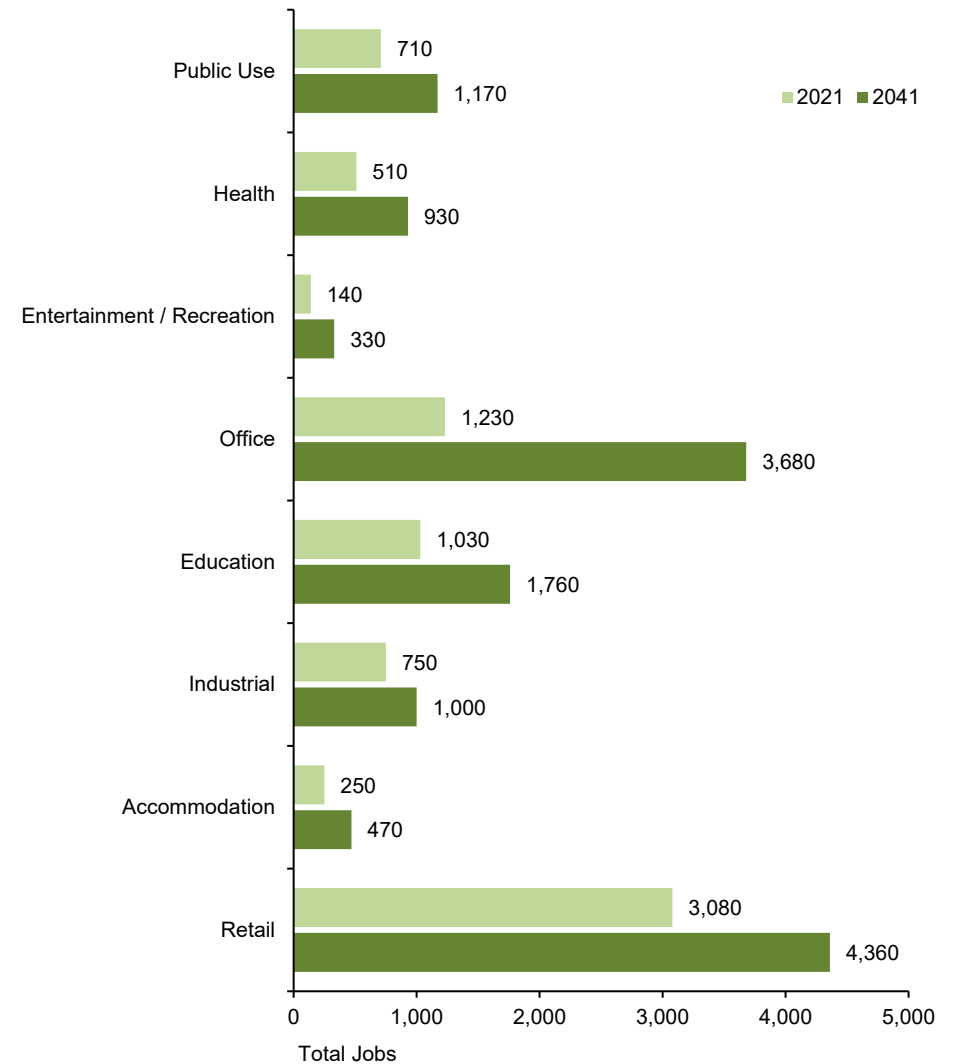


FIGURE 9.1 GLEN WAVERLEY STRUCTURE PLAN, NUMBER OF WORKERS BY FLOORSPACE USE, 2021 - 2041

Source: Derived from CityPlan (published in SRL BIC), ABS Census of Population Aged 15+ [2021]; AJM JV

9.2 Structure plan area workspace ratio assumptions

This sub-section considers the second broad key assumption in the employment floorspace modelling being the workspace ratio (WSR): the relationship between the number of workers in a use type and the floorspace required to accommodate them.

See Appendix E for a summary of the key findings of the workspace ratio analysis for the Glen Waverley Structure Plan Area. This includes, for each land use, the estimated 2021 workspace ratio, the range identified from assessment of other locations, the benchmark locations identified for the Structure Plan Area with an associated image, results of testing the workspace ratio against projected employment growth, and finally, the estimated 2021 workspace ratio.

By combining the audit of floorspace in Glen Waverley with the analysis of current worker numbers within the Structure Plan (Section 3), the workspace ratio of employment as of 2021 has been estimated.

This is important to provide a baseline for future shifts to be incorporated from, and more accurately estimate the need for floorspace going forward.

We note that a different approach is being taken for calculating future retail workspace ratios. Retail floorspace need is calculated in the Retail report independent of the retail jobs projections. Retail jobs are calculated in this report with reference to Section 9.1 using a combination of ABS, AJM JV research and the employment projections for the Structure Plan Area.

A workspace ratio is then derived by comparing the two different sources (floorspace divided by jobs). Since these may not be aligned, the workspace ratio change may be unrealistic. For example, if the projected growth in jobs based on BIC is substantially higher than the estimated retail floorspace need growth, the workspace ratio would decline to unrealistic levels. Any change in retail worker density should be read in conjunction with the discussion on the appropriateness of the BIC employment projections. This can be found in section 8.2.

Given our floorspace audit was undertaken using external building information, no common spaces or otherwise unleaseable spaces have been removed from the building extents. To mitigate this, we have provided estimates for Gross Building Area (GBA) which is result of the floorspace audit, and Gross Leasable Area (GLA)

which is the typical measure for workspace ratios. GBA to GLA conversion is different by land use with different proportions of total space going to non-employment space such as common areas and storage. This is shown in Appendix E using building level CLUE City of Melbourne data.

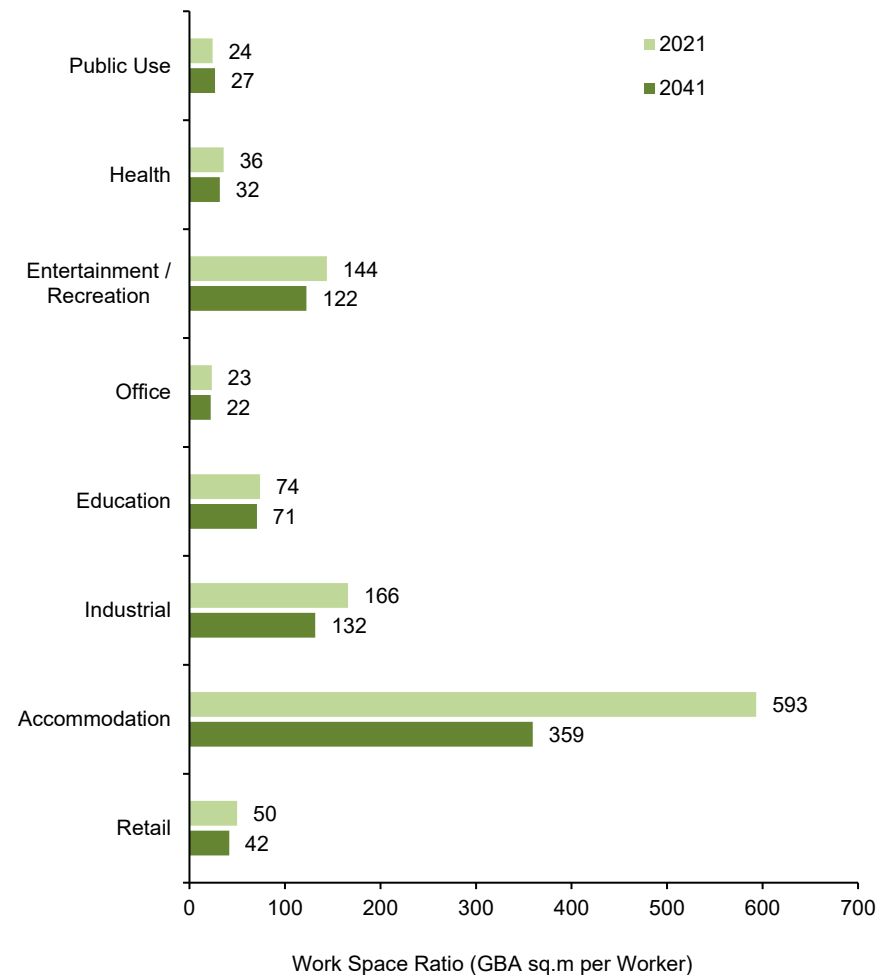


FIGURE 9.2 ESTIMATED WORKSPACE RATIO BY TYPE, GBA, GLEN WAVERLEY STRUCTURE PLAN AREA 2021-2041

Source: AJM JV

9.3 Future employment floorspace demand

Based on projected employment growth and typology/workspace ratio assumptions, the future employment floorspace demand in the Structure Plan Area to meet the employment projections is derived. This is shown in Figure 9.3

This analysis indicates that realisation of the Structure Plan Area employment projections for 2041 for the Glen Waverley Structure Plan Area would require around 788,000 sq.m of employment floorspace.

In total, this is around an additional 200,500 sq.m of floorspace above what is currently provided in the Structure Plan Area. We do note that this will be less than the total amount of new development that will occur as this figure is net of space removal. For example, we have estimated that around 52,500 sq.m of additional office floorspace will be required by 2041. Around 7500 sq.m of office space will be removed to facilitate growth, meaning that total new development is in fact around 60,000 sq.m, rather than 52,500 sq.m.

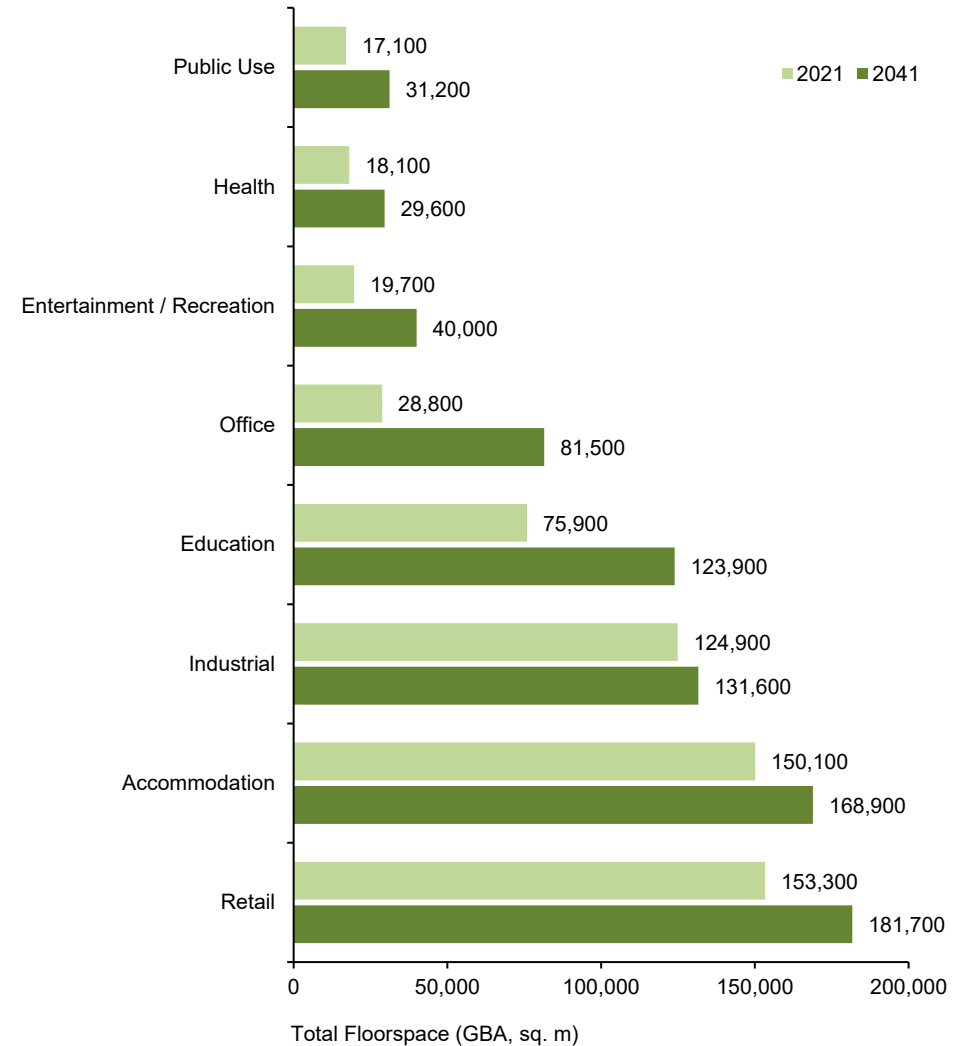


FIGURE 9.3 ESTIMATED EMPLOYMENT FLOORSPACE BY TYPE, GBA GLEN WAVERLEY STRUCTURE PLAN AREA 2021-2041

Note: Retail floorspace figure in this table is the mid-point of the GBA range outlined in the Retail Needs Report.

Source: AJM JV

TABLE 9.2 GLEN WAVERLEY STRUCTURE PLAN TOTAL JOBS, WSR AND EMPLOYMENT FLOORSPACE, 2021-2041

LAND USE	TOTAL JOBS	AVERAGE WSR (GBA SQ.M PER WORKER)	FLOORSPACE 2021, (GBA)	FLOORSPACE 2041, (GBA)	ADDITIONAL FLOORSPACE 2021-2041 (GBA)
Retail	4400	42	153,300	181,700	28,400
Accommodation	500	359	150,100	168,900	18,800
Industrial	1000	132	124,900	131,600	6,700
Education	1800	71	75,900	123,900	48,000
Office	3700	22	28,800	81,500	52,700
Entertainment / Recreation	300	122	19,700	40,000	20,300
Health	900	32	18,100	29,600	11,500
Public Use	1200	27	17,100	31,200	14,100
Total	13,800*	-	587,900	788,400	200,500

*A small number of jobs are allocated to land uses such as student accommodation, aged care, carparking and utilities that are not explored in this report.





Note: Retail floorspace figure in this table is the mid-point of the GBA range outlined in the Retail Needs Report.



Source: Derived from CityPlan (published in SRL BIC); AJM JV

9.4 Testing employment floorspace demand

This sub-section evaluates whether the market is likely to deliver the employment floorspace demand estimated. This is informed by assessing historical growth and development, as well as the current development pipeline, as detailed in Section 3. This indicates if there is evidence of existing market appetite for development of the scale required to meet employment and floorspace projections. It also informs consideration of whether further actions to support the delivery of employment floorspace in the Structure Plan Area will be necessary.

TABLE 9.3 GLEN WAVERLEY STRUCTURE PLAN EMPLOYMENT FLOORSPACE DELIVERY CONSIDERATIONS

	EXAMPLES OF RECENT DEVELOPMENT IN THE STRUCTURE PLAN AREA	HOW WILL PIPELINE DEVELOPMENT CONTRIBUTE? ¹ (GFA)	WILL FUTURE GROWTH BE DELIVERED BY THE MARKET WITH LIMITED INTERVENTION?
Office	Limited change.	Less than 5% of future demand. Existing pipeline of less than 3000 sq.m of office space will play a small role delivering the forecast amount of office space.	 Potentially. Glen Waverley's existing office market is limited, with a very small pipeline for office developments, typically consisting of small office spaces within mixed-use buildings. Offices also face strong competition from residential uses in the Activity Centre and may require further intervention to support office growth, particularly in the Activity Centre. This could involve designating some Council-owned sites for office use or relocating some government services to Glen Waverley, building on the presence of the existing Council offices. A small share of office space is likely to emerge in the industrial areas as part of mixed employment developments.
Health	Limited change.	Nil. No major health development proposals identified.	 Highly likely. Recent growth in this sector combined with strong forecast population growth will generate sufficient demand for the moderate growth in health jobs and floorspace.
Education	Limited change.	Nil. No major education development proposals identified.	 Likely. Growth in education likely due to population driven demand for the wide range of educational activities across the Structure Plan Area. The challenges will be the capacity of existing schools to expand, and the intentions of Holmesglen Institute.
Retail	The 2018 redevelopment of The Glen added retail floorspace to the already significant centre. New dining and entertainment options were also added to The Glen in the redevelopment in 2018.	Around 10% of future demand. Retail attached to currently proposed mixed-use buildings will contribute somewhat to future demand.	 Highly likely. Limited need for intervention to deliver retail floorspace, which is a moderate increase on top of the existing sizeable offer. As discussed in more detail in the Glen Waverley Retail report, the focus will be connecting The Glen and Kingsway, creating a continuous, activated spine through the Activity Centre.
Entertainment & recreation	The redevelopment also changed how the centre integrated with the streetscape.	Minor. A small amount of entertainment is planned for the 75 Kingsway mixed-use development.	 Highly likely. Entertainment and recreation concepts (i.e. cinemas, mini golf, bars etc) are increasingly popular within retail precincts. Glen Waverley MAC already supports a strong entertainment offer with cinemas, several recreation/bar/hotel facilities and otherwise supported by a busy restaurant and dining strip along Kingsway. There is evidence of market interest in this space which will only grow with increased population growth.
Accommodation	Limited change.	Nil. No major accommodation development proposals identified in Structure Plan Area.	 Likely. Based on the modelling, allowance could be made for around an additional 19,000 sq.m GBA of accommodation floorspace, equivalent to approximately two hotels with around 130 rooms each. There are several hotels and serviced apartment facilities in Structure Plan Area already though, so an additional hotel may not be viable in the short term. Longer term the market is likely to deliver new accommodation floorspace, either through new facilities or expansion of those existing.





	EXAMPLES OF RECENT DEVELOPMENT IN THE STRUCTURE PLAN AREA	HOW WILL PIPELINE DEVELOPMENT CONTRIBUTE? 1 (GFA)	WILL FUTURE GROWTH BE DELIVERED BY THE MARKET WITH LIMITED INTERVENTION?
Public use	Limited change.	Almost 50% of demand is in the pipeline. Glen Waverley Library and Community Hub will fill a significant portion of public use demand.	 Highly likely. The proposed Library and Community Hub, (~7000sq.m) is likely to deliver a large share of the projected required public use floorspace. Demand for further public uses will come from further residential growth and should follow the recommendations of the Community Infrastructure Report.
Industrial	635-645 Waverley Road is a redevelopment of a mixed retail and entertainment centre into an industrial warehouse-with-office development.	Nil. No major industrial development proposals identified in Structure Plan Area.	 Likely. The increase in floorspace is minor relative to the scale of the industrial offer at Aristoc Road currently. Therefore, there appears limited need for intervention to deliver industrial floorspace. It is even foreseeable that industrial floorspace needs may fall as some of the existing space is replaced by other land uses such as office space. This is not necessarily a concern though, should employment levels in other land uses increase as a result.

Source: AJM JV. Notes: 1. Refer to Section 3.7 for further details on pipeline development.

9.5 Location and form of future employment floorspace

Based on the general land use and industry locational preferences, and respective built-form typologies identified previously in Section 5 and detailed further in Appendix C (Figures C.1 to C.5), the table below summarises the location and built-form preferences for the land uses assessed within the Structure Plan Area.

TABLE 9.4 GLEN WAVERLEY STRUCTURE PLAN EMPLOYMENT FLOORSPACE LOCATION AND FORM

	LOCATIONAL PREFERENCES	BUILT FORM TYPOLOGIES	EXAMPLE TYPOLOGIES <i>Refer to Appendix C- Figures C1 to C5</i>
Office	<ul style="list-style-type: none"> Glen Waverley Activity Centre with excellent access to the new SRL East station Government or similar offices located around the emerging civic precinct at south of the Activity Centre. Integrated within Aristoc Road or Springvale Road industrial area. 	<ul style="list-style-type: none"> Mid to high rise office or office part of mixed use typologies near activity centres. Business park style or integrated into modern warehouse/office developments in the industrial areas. 	 <p><i>Mid to high rise offices at New Times tower, Box Hill, mixed use office/residential around Chesterville Road and modern warehouse/industrial at Cheltenham Quarter.</i></p>
Health	<ul style="list-style-type: none"> Glen Waverley Activity Centre Within emerging cluster on eastern side Springvale Road adjacent to the Activity Centre. 	<ul style="list-style-type: none"> Small scale medical centres. Medical suites within office space. Specialists suites in retail strips. 	 <p><i>Mixed tenure consulting rooms at Clayton Medical Centre, or as currently proposed Highbury Road Community Development (see Section 3.6), smaller consulting rooms in retail-based environments</i></p>
Education	<ul style="list-style-type: none"> Range of small education activities across the Activity Centre (i.e. tutoring, adult education etc) Primary and secondary schools accommodated on existing sites. Tertiary uses at Holmesglen Institute. 	<ul style="list-style-type: none"> Higher density schools Smaller education activities in office or retail style spaces within the Activity Centre 	 <p><i>Kids House Early Learning centre in Cheltenham and Haileybury College in the CBD.</i></p>
Accomm'n	<ul style="list-style-type: none"> Glen Waverley Activity Centre within walking distance of transport and a range of amenities 	<ul style="list-style-type: none"> Standalone hotels or serviced apartment buildings. Hotel accommodation within a mixed use building such as office or residential. Redevelopment and expansion of existing hotels. 	 <p><i>Accommodation mixed with other uses in town centre setting as shown in the Veriu Collingwood. Smaller scale hotels such as City Edge Box Hill (but could appeal to multiple price points). Novotel Glen Waverley is existing (right).</i></p>

	LOCATIONAL PREFERENCES	BUILT FORM TYPOLOGIES	EXAMPLE TYPOLOGIES REFER TO APPENDIX C- FIGURES C1 TO C5
Retail	<ul style="list-style-type: none"> The Glen Shopping Centre. Kingsway. Ground floor uses in the core of the Activity Centre. 	<ul style="list-style-type: none"> Shopping mall around The Glen with an increased mix of outward facing dining/retail concepts like the new redevelopment. Fine grain retail streetscape along Kingsway. Large format retail and other showrooms on the at the intersection of Springvale and Waverley Roads. 	 <p><i>Fine grain retail streetscape at Central Market, Adelaide and street/centre based retail in Highett Activity Centre. Expanded shopping mall offer.</i></p>
Entertainment & rec.	<ul style="list-style-type: none"> Larger box, commercial entertainment such as cinemas and mini-golf within the Glen Shopping Centre and Century City / Kingsway. Hotels, bars, other entertainment in the remainder of the Activity Centre core. Existing sites outside the core such as the Mountain View Hotel. 	<ul style="list-style-type: none"> Co-located with retail environments, both shopping centre and street-based. Integrated with accommodation facilities. 	 <p><i>Social Quarter Chadstone, for Glen Waverley this concept would be within a town centre rather than shopping centre & retail/dining concepts at The Glen Shopping Centre, Glen Waverley</i></p>
Public use	<ul style="list-style-type: none"> Broadly across the Activity Centre. Civic and recreational activities clustered towards the existing Monash Council facilities at southern end of the Activity Centre. 	<ul style="list-style-type: none"> Range of buildings depending on the specific uses. Either integrated into mixed use buildings or a community focused precinct combining a range of public-focused uses. 	 <p><i>Narrm Ngarru Library, Melbourne and design for future Glen Waverley civic precinct</i></p>
Industrial	<ul style="list-style-type: none"> Primarily Aristoc Road Industrial precinct and potentially, Springvale Road industrial area, however this area has potential to be redeveloped for mixed uses. 	<ul style="list-style-type: none"> Mixed office/industrial and mixed employment uses around Aristoc Road. Potentially modern business park style, in longer term, around Aristoc Road, and pending site amalgamation. 	 <p><i>Modern industrial/office at Work Belrose or Cheltenham Quarter. Modern business park at Caribbean Business Park.</i></p>

Source: AJM JV

9.6 Implications for Glen Waverley Structure Plan

The employment floorspace estimates presented in this section need to be considered in preparing the Structure Plan:

- According to floorspace modelling through to 2041, Glen Waverley is projected to need just over an additional 200,000 sq.m of floorspace beyond what is currently developed. This increase will primarily come from expanding office, retail and education spaces in the Structure Plan Area, which collectively account for 65% of the forecast employment floorspace growth. This new development should be concentrated within the Activity Centre to bolster its continued growth as a key regional hub.
- Delivering the planned office floorspace will nearly triple the existing amount in the Structure Planning Area. Given the current limited size of the office market, achieving this growth will require a variety of business attraction strategies and other mechanisms beyond structure planning.
- The projected additional floorspace for all other employment uses is moderate and expected to be met by market demand. Future employment activities should concentrate on the Activity Centre and support the ongoing transition of the Aristoc Road industrial area to mixed employment uses.

Part D: Summary and recommendations

Part D includes:

- **Section 10** summarises the findings of the assessment provided in the previous sections.
- **Section 11** makes recommendations for employment floorspace planning and development to consider when developing the Structure Plan.

10. Summary of findings

This section summarises the demand for employment floorspace in the Glen Waverley Structure Plan Area and the driving factors behind it. These provide the basis for the recommendations to inform the development of the Glen Waverley Structure Plan.

10.1 Employment policy expectations and goals

Victorian and local government priorities that should guide Glen Waverley's long-term employment role, and the distribution of employment growth and floorspace across the Structure Plan Area are:

- Increasing **employment opportunities** outside the Melbourne CBD is an objective of the Victorian Government, Monash Council and Whitehorse City Council. Glen Waverley is a designated Major Activity Centre in the state's planning strategy, Plan Melbourne. SRL East will enhance accessibility to this Activity Centre and the diverse mix of employment uses in its surroundings. Structure planning should support an increase of employment in appropriate locations within the Structure Plan Area.
- As a vibrant and renowned hub serving a regional catchment, the Glen Waverley Activity Centre should remain the focal point for future growth in the Structure Plan Area. Planning for employment should ensure that growth enhances its position as a **regionally significant destination** for lifestyle, retail, and entertainment offerings. A key local policy objective for Activity Centre is to support a greater diversity of office space.
- Glen Waverley's two small industrial precincts are recognised by MICLUP as locally significant industrial areas. They play an important role in providing a diverse range of employment spaces for various business activities. Local policy supports retaining the Aristoc Road area for employment uses and

designates the Springvale Road industrial area for long-term mixed-use development.

10.2 Opportunity for suburban employment growth

Growing suburban employment hubs outside the CBD is a significant departure from historical trends and current norms. This is particularly so for the professional services jobs, which have historically concentrated in and around the Melbourne CBD. Learning from Sydney's experience, a range of factors need to be in place to grow professional services in suburban employment hubs. The Sydney experience also shows the mix of suburban employment varies depending on the attributes of the local area.

Based on an assessment of suburban office hub attributes, Glen Waverley has potential to support a small increase in professional services employment. This would likely see continued growth of office space within mixed use developments across the Activity Centre or through the small industrial areas. Additionally, there is potential to enhance its role as the home of Monash City Council's offices and emerging civic precinct at the southern end of the MAC.

10.3 Future economic role of Glen Waverley Structure Plan Area

Glen Waverley's economy has grown moderately over the past decade, primarily driven by significant worker growth in the other population services sector, namely accommodation and food services. Other population services sector is a clear specialisation for Glen Waverley and is likely to continue define its future growth. Other industries have seen a small amount of employment growth such as professional services, whereas retail and industrial have stagnated.

Glen Waverley's recent development and pipeline indicate modest current market activity. The employment pipeline is relatively small, but highlights current market for mixed-use development in the core, which combines office and retail spaces alongside a larger residential component. The proposed Glen Waverley Library

and Community Hub will rejuvenate the existing civic centre at the southern end of the activity centre, offering a variety of public uses.

An assessment of Glen Waverley's local economy, competitive positioning, and sector outlook highlights that Glen Waverley will continue to evolve as a bustling and vibrant hub of day-night activities serving Melbourne's east. Greater diversification of its local economy will stimulate job growth and create a wide range of employment opportunities close to home for its growing population.

This is underpinned by the future role and opportunity for each of the industry sectors in the Glen Waverley Structure Plan Area:

- **Other Population Services:** Glen Waverley will continue to be an important regional hub, providing a wide range of retail, food and beverage (F&B) and other population services sector to a growing population.
- **Education:** Glen Waverley's education sector will remain an important supporting pillar of the local economy. Continued population growth, both locally and regionally, is expected to sustain demand for this sector. There is an opportunity to enhance the range of education services, such as tutoring and the like, in the Activity Centre.
- **Professional Services:** Professional services will predominantly serve a local function, supporting various small businesses. An exemption to this is the public administration sector where there is an opportunity to expand, building on Glen Waverley's current civic functions.
- **Health:** The health sector is set to maintain a supporting role in Glen Waverley, complementing the retail and services role of the Activity Centre. There may be opportunity to further grow the emerging health and wellness cluster along Springvale Road.
- **Industrial:** Glen Waverley's industrial sector is likely to continue to see flat or potentially falling employment levels. The Aristoc Road industrial area should continue evolving towards higher employment density and mixed-use employment. The Springvale Road industrial area may be redeveloped for mixed uses in the long term.

10.4 Employment forecasts to 2041

Figure 10.1 shows the forecast growth for employment in the Glen Waverley Structure Plan Area to 2041, derived from the derived from the forecasts in the CityPlan (published in the SRL BIC). It shows substantial forecast growth, with an additional 6000 workers in the Structure Plan Area forecast by 2041 relative to 2021.

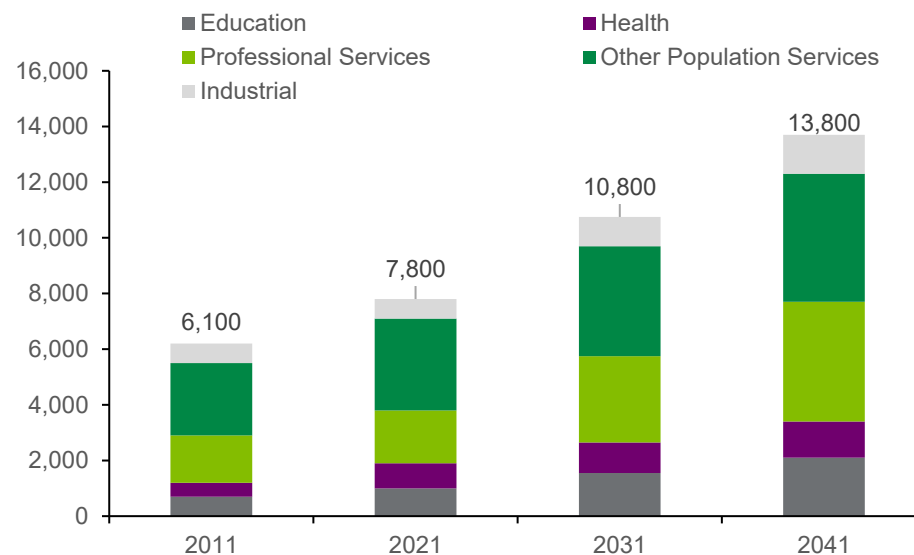


FIGURE 10.1 HISTORICAL AND FORECAST EMPLOYMENT IN THE GLEN WAVERLEY STRUCTURE PLAN AREA, 2011–2041

Source: Derived from CityPlan (published in SRL BIC); ABS

Overall, the total employment projections for the Structure Plan Area are considered an accurate estimate that is an appropriate base to plan for through to 2041. Therefore, Structure Planning should plan for the total additional projected floorspace through to 2041.

The employment forecasts for each sector identified in this assessment indicate the growth projections are broadly appropriate in the health and other population

services sector, as they grow in the Activity Centre to meet a larger number of workers, residents and students in the Structure Plan Area and beyond.

The BIC forecasts project relatively high growth in professional services and education. While some growth is expected, the magnitude of change in professional services is well beyond what has been experienced to date, meaning additional activities beyond structure planning may be required to realise the forecasts.

In education, there may be constraints based on the capacity or intentions of the key existing education providers to expand.

The industrial sector in Glen Waverley is likely to continue to transition to higher value employment activities. While projected industrial employment growth is modest, it is substantially stronger than the negligible growth experienced recently. The potential decline in industrial employment is not a significant concern if industrial uses are replaced with more or higher value jobs.

10.5 Total employment floorspace demand

The floorspace modelling takes the 2041 employment forecast by sector and converts these into a floorspace estimate across a range of employment uses. The modelling uses workspace ratios (WSR) developed specifically for the Glen Waverley Structure Plan Area, taking account the existing density of workers and future workplace trends.

The modelling indicates the Glen Waverley Structure Plan Area will need to accommodate an additional 200,500 sq.m of floorspace above what is currently provided. This will be less than the total amount of new development that will occur as this floorspace is net of space removal.

Table 10.1 shows current floorspace according to use in the Structure Plan Area, and the additional forecast floorspace required by 2041.

TABLE 10.1 GLEN WAVERLEY STRUCTURE PLAN AREA, EMPLOYMENT FLOORSPACE REQUIREMENTS (SQ.M)

LAND USE	FLOORSPACE 2021, (GBA)	FLOORSPACE 2041, (GBA)	ADDITIONAL FLOORSPACE 2021-2041 (GBA)
Retail	153,300	181,700	28,400
Accommodation	150,100	168,900	18,800
Industrial	124,900	131,600	6,700
Education	75,900	123,900	48,000
Office	28,800	81,500	52,700
Entertainment / Recreation	19,700	40,000	20,300
Health	18,100	29,600	11,500
Public Use	17,100	31,200	14,100
Total	587,900	788,400	200,500



Note: Retail floorspace figure in this table is the mid-point of the GBA range outlined in the Retail Needs Report.


Source: Derived from CityPlan (published in SRL BIC); AJM JV

10.6 Potential for employment floorspace to be delivered

This economic assessment reviewed the potential for the market to deliver the employment floorspace demand estimated for the Glen Waverley Structure Plan Area. This is informed by assessing historical growth and development, as well as the current development pipeline. This indicates if there is evidence of existing market appetite for development of the scale required to meet employment and floorspace projections. It also informs consideration of whether further actions to support the delivery of employment floorspace in the Structure Plan Area will be necessary. Table 10.2 summarises the results of the review.

TABLE 10.2 EMPLOYMENT FLOORSPACE DELIVERY POTENTIAL

 <p>High potential to be delivered by market</p>	<ul style="list-style-type: none"> • Retail: Market likely to deliver retail floorspace, which is a moderate increase on top of the existing sizeable offer. As discussed in more detail in the Glen Waverley Retail report, the focus will be connecting The Glen and Kingsway, creating a continuous, activated spine through the Activity Centre. • Entertainment and recreation: Entertainment and recreation concepts (i.e. cinemas, mini golf, bars etc) are increasingly popular within retail precincts. Glen Waverley MAC already supports a strong entertainment offer. There is evidence of market interest in this space which will only grow. • Public use: The proposed Library and Community Hub, is likely to deliver a large share of the projected required public use floorspace. Demand for further public uses will come from further residential growth and should follow the recommendations of the Community Infrastructure Report. • Health: Recent growth in this sector combined with strong forecast population growth will generate sufficient demand for the moderate growth forecast in health jobs and floorspace.
 <p>Moderate potential to be delivered by market</p>	<ul style="list-style-type: none"> • Education: Growth in education likely due to population driven demand for the wide range of educational activities across the Structure Plan Area. The challenges will be the capacity of existing schools to expand, and the intentions of Holmesglen Institute.

<p>delivered by market</p>	<ul style="list-style-type: none"> • Accommodation: The modelled floorspace increase is equivalent to approximately two hotels with 100 rooms each. There are several hotels and serviced apartment facilities in Structure Plan Area already though, so an additional hotel may not be viable in the short term. Longer term the market is likely to deliver new accommodation floorspace, either through new facilities or expansion of those existing. • Industrial: The increase in floorspace is minor relative to the scale of the industrial offer at Aristoc Road currently. Therefore, it is likely that the market will deliver the forecast industrial floorspace. It is even foreseeable that industrial floorspace needs may fall as some of the existing space is replaced by other land uses such as office space. This is not necessarily a concern though, should employment levels in other land uses increase as a result. • Office: Glen Waverley's existing office market is limited, with a very small pipeline for office developments, typically consisting of small office spaces within mixed-use buildings. Offices also face strong competition from residential uses in the Activity Centre and may require further actions to grow the office market, particularly in the Activity Centre. This could involve designating some Council-owned sites for office use or relocating some government services to Glen Waverley, building on the presence of the existing Council offices. A small share of office space is likely to emerge in the industrial areas as part of mixed employment developments.
 <p>Low potential to be delivered by market without intervention</p>	<p>Nil</p>

11. Recommendations and opportunities

This section makes recommendations to ensure the right amount and type of employment floorspace is delivered in the right locations in the Structure Plan Area.

For each category of employment floorspace, the amount of floorspace required is recommended, along with its optimal spatial distribution and appropriate building typologies. Additional actions considered necessary to achieve the economic vision for the Glen Waverley Structure Plan Area are recommended.

These recommendations are summarised with the locations shown in Figure 11.1 at the end of this section. The numbers on the Figure refer to the numbers of the recommendations below.

11.1 Recommendations for structure planning

11.1.1 OFFICE FLOORSPACE

Recommendation 1: Plan for and support the addition of over 50,000 sq.m GBA of office floorspace across the Structure Plan Area, concentrated in the core of the Glen Waverley Activity Centre

The opportunity for an additional 52,700 sq.m GBA of office floorspace within the Structure Plan Area should be facilitated where possible. This should be primarily concentrated in the Glen Waverley Activity Centre, featuring a mix of office towers and office floorspace within mixed-use buildings, such as second-level spaces above shops or in a podium of a mixed-use building.

Areas identified for office floorspace will require a high level of worker amenity including the quality of the urban realm and in locations with excellent access to

public transport, ideally within 400m of the SRL East station. This will be achievable if office space is located in the core of the existing Activity Centre which will be consolidated and enhanced over time. There may be a need for small retail offers at the ground floor of office space that is slightly removed from the retail core or industrial precincts.

Given the small office market currently, additional support beyond structure planning may be necessary to encourage development of a critical mass, potentially including consideration of relocation of government services or departments (see other opportunities below).

Recommendation 2: Manage the balance between office and residential delivery in the core

In the core of the activity centre, office floorspace is likely to face competition from residential uses, particularly in the short to medium term. Structure planning may need to consider mechanisms to ensure office uses are not crowded out by residential uses. This is not to say residential development should be excluded in any location, but office development will need to be encouraged to meet professional services employment projections and deliver a more significant suburban office market.

Recommendation 3: Support offices to locate in surrounding industrial areas

A smaller share of office space should be included in industrial areas as part of a range of office/industrial uses. Office use in the industrial areas, particularly Aristoc Road, should not directly compete with office space in the Activity Centre, but can increase the intensity of employment over time.

11.1.2 HEALTH & EDUCATION FLOORSPACE

Recommendation 4: Plan for a modest increase of health floorspace, focused in the Glen Waverley Activity Centre and nearby on Springvale Road

There is projected to be a modest increase of 11,500sq.m GBA of health floorspace to meet the needs of a larger local population. Health floorspace will continue to play a local role in Glen Waverley and be achieved through an increase of consulting rooms and small medical services. These can continue to

locate in the Activity Centre core and in the emerging cluster of health-related uses on the eastern side of Springvale Road, across from the Activity Centre.

Recommendation 5: Focus future education floorspace on existing school and tertiary sites in the Structure Plan Area

Modelling indicates that approximately 48,000 sq.m of education floorspace will be needed by 2041 for both school and tertiary uses. The Department of Education and Training will primarily determine future school floorspace based on population growth, accommodating it on existing sites like Glen Waverley Secondary College and local primary schools.

Tertiary education floorspace provisions should focus on existing sites like the Holmesglen Institute. The realisation of this tertiary education growth will depend on Holmesglen Institute's long-term plans for their site.

Additionally, some education floorspace could be allocated in the Activity Centre for language, tutoring, and other specialist education services.

11.1.3 RETAIL AND ENTERTAINMENT FLOORSPACE

Recommendation 6: Consolidate the retail and food and beverage (F&B) offer to the Glen Waverley Activity Centre

As per the recommendations of the Glen Waverley Retail Report, structure planning should plan for around an additional 26,000-32,000 sq.m of retail floorspace and consolidate the strong reputation of Glen Waverley as a retail and dining destination with a strong Asian influence. Future development should continue to build on the regional role of The Glen, supported by a strong dining and entertainment offer with potential for extension of Kingsway to enhance its connection to The Glen.

Redevelopment and regeneration of street-based retail as mixed-used development will be possible, whilst generally preserving the ground level within the core activity centre for retail use. Potential development sites through the core of the existing activity around the station present opportunities for mixed use development and hence some retail expansion.

Recommendation 7: Support entertainment uses in and around the Glen Waverley Activity Centre

Glen Waverley's lively food, drink, and shopping options have made it a popular regional destination. The modelling indicates that there may be need for around an additional 20,000 sq.m of entertainment and recreation floorspace by 2041.

The expanded leisure and entertainment offer should leverage the dining experience, including facilitating redevelopment of the underutilised and dated Century City property which includes cinemas.

11.1.4 INDUSTRIAL FLOORSPACE

Recommendation 8: Intensify the employment mix around Aristoc Road

The Aristoc Road area should be maintained as an employment precinct, with a focus on intensifying employment activity and potentially increasing the office mix. Modelling suggests that around 6700 sq.m of additional industrial floorspace will be needed, likely achieved through more intensive use of industrial sites for a broader range of employment-based uses.

Future development around Aristoc Road should not compete with the Glen Waverley Activity Centre but should support tenants with mixed office/warehouse requirements that cannot be accommodated centrally. Links to the nearby Holmesglen Institute campus should also be explored.

11.1.5 OTHER EMPLOYMENT FLOORSPACE

Recommendation 9: Plan for an additional 18,800 sq.m of accommodation floorspace (an additional 220 to 320 rooms) building on the existing significant offer

Future hotels and accommodation space will complement Glen Waverley's regional retail, lifestyle, and entertainment role, by providing accommodation for visitors and local residents. Based on the modelling, plan for an additional 18,800 sq.m GBA of accommodation floorspace, equivalent to approximately one large or two smaller hotels. This future accommodation space should be in the Activity Centre, close to amenities, public transport, offices, and retail.

Recommendation 10: Support public use floorspace in and around Glen Waverley's established civic precinct

Public use floorspace supports non-office-based public services like council offices, libraries, courts, community centres, churches, and emergency facilities. Modelling indicates an additional 14,100 sq.m may be needed in the Structure Plan Area, but future planning should be guided by the Community Infrastructure Report. Future public space should be focused on Glen Waverley's community precinct at the southern end of the Activity Centre, noting an existing proposal already exists for redevelopment of the Glen Waverley Civic Precinct.

11.2 Other opportunities

Although potentially beyond the scope of the Structure Plan development and supporting Planning Scheme Amendments, other opportunities to support the necessary employment development in Glen Waverley include the following:

Opportunity 1: Define clear position and strategy to support office growth

Explore various incentives and mechanisms to encourage the growth of professional services industries within the Glen Waverley Activity Centre. This could involve expanding Glen Waverley's role in local government services or attracting additional government offices to the area. To successfully draw businesses or public sector tenants, it is essential to ensure that future office developments are well-supported by a diverse array of amenities and have excellent access to the SRL East Station.

Opportunity 2: Business or tenant attraction strategies

Consider the use of business attraction strategies and other mechanisms beyond the planning framework such as government tenants, financial incentives, government led development, partnerships and strong policy support to create a critical mass of office tenants in Glen Waverley in the short to medium term.

Opportunity 3: Long term use of Wilson Transformer Site

Continue to monitor and engage with the landowners in the Springvale Road industrial area to better understand long term intentions. While the current operations are expected to continue for the time being, there may be an opportunity to support the long-term transition of the Springvale Road industrial area to a mix of uses should Wilson Transformer relocate operations.

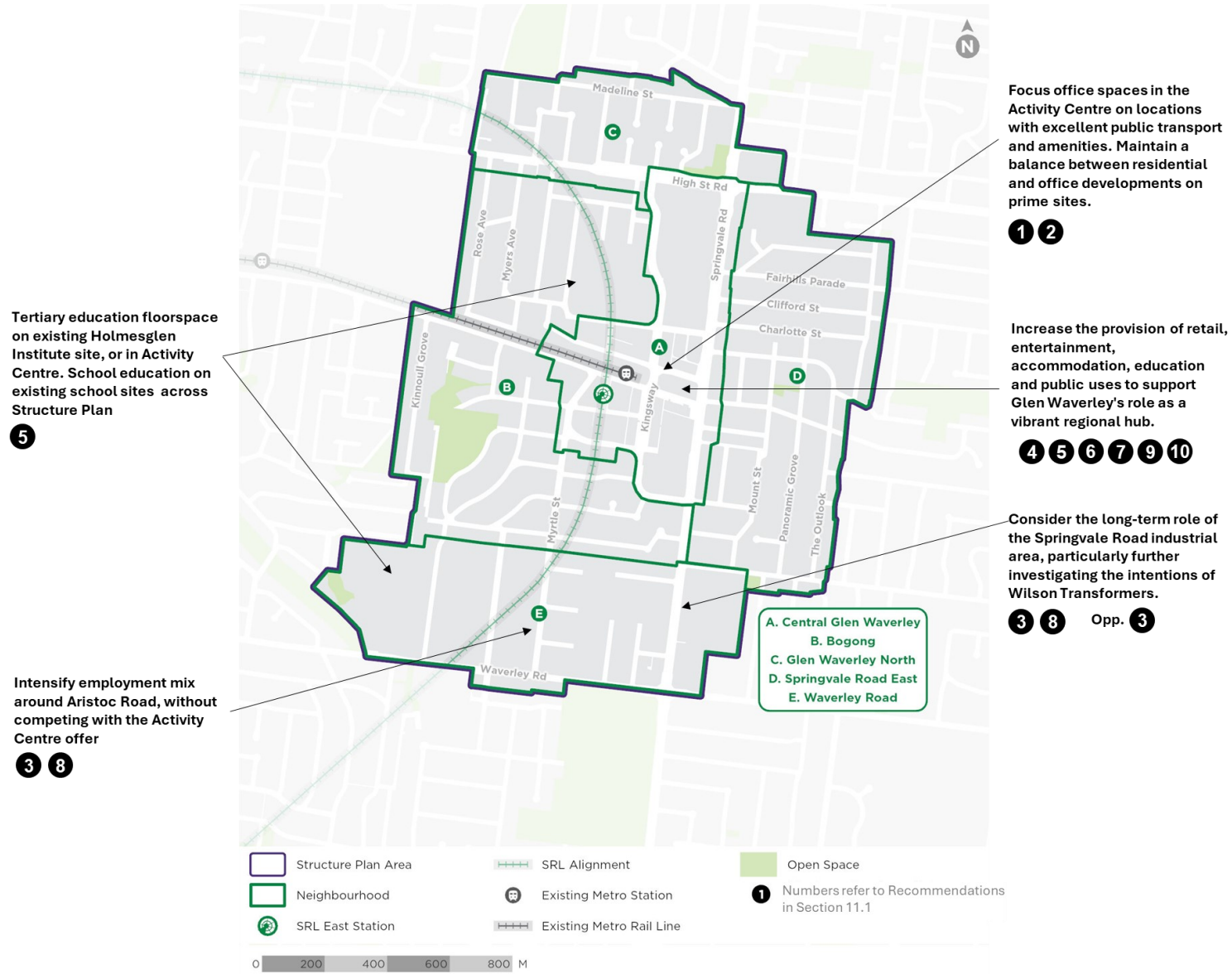



FIGURE 11.1 SPATIAL RECOMMENDATIONS FOR FUTURE EMPLOYMENT FLOORSPACE WITHIN GLEN WAVERLEY STRUCTURE PLAN AREA



Appendix A
**Data Sources, use and
descriptions**

Abbreviations, Data Sources and Definitions

ACRONYMS AND ABBREVIATIONS

ABS	Australian Bureau of Statistics
AJM JV	AJM Joint Venture
ANZSIC	Australian and New Zealand Standard Industrial Classification
ANZSCO	Australian and New Zealand Standard Classification of Occupations
ATO	Australian Tax Office
BIC	KPMG's Business and Investment Case (BIC) for SRL East
CBD	Central Business District
CLUE	Census Land Use and Employment
DEECA	Department of Energy, Environment and Climate Action
DELWP	Department of Environment, Land, Water and Planning – Note that DELWP's functions were split into DEECA and DTP in January 2023
DJSIR	Department of Jobs, Skills, Industry and Regions
DTP	Department of Transport and Planning
DZ	Destination Zone
FES	Floorspace Employment Survey
GBA	Gross building area
GFA	Gross floor area
GLA	Gross leasable area
LGA	Local Government Area
LQ	Location Quotient
MAC	Metropolitan Activity Centre
MICLUP	Melbourne Industrial and Commercial Land Use Plan
NEIC	National Employment Innovation Cluster
OCCP	Occupation [ABS Census]
PSMA	PSMA Australia [Land Tenure Data]
SP	Structure Plan
SRL	Suburban Rail Loop
SRLA	Suburban Rail Loop Authority
SWOC	Strengths, Weaknesses, Opportunities, Challenges

TAFE	Technical and Further Education
VET	Vocational Education and Training
VIF	Victoria in Future
VITM	Victorian Integrated Transport Mode
WSR	Workspace ratio

KEY DATA SOURCES AND GEOGRAPHIES

The following key data sources and key geographies were used in the analysis:

- **Census of Population and Housing 2006, 2011, 2016 and 2021**, Australian Bureau of Statistics (ABS)
 - » Census data is available for standard ABS geographies such as Destination Zones (DZs) and Local Government Areas (LGAs).
- Land use projections generated as part of the **Business and Investment Case (BIC) for SRL East, 2021**, KPMG (on behalf of the Victorian Government)
 - » Land use projections (including demographic, employment and enrolment estimates) included in the SRL BIC are derived from the CityPlan model.
 - » CityPlan is a strategic scale Land Use Transport Interaction (LUTI) model that is used to estimate the broad land use impacts of major transport and precinct initiatives. It was developed by KPMG on behalf of the Victorian Government Department of Transport and Planning (DTP).
 - » CityPlan's geographic scope is confined to Victoria, with a focus on metropolitan Melbourne and surrounding settlements. In this instance, CityPlan has been used to redistribute the base population and employment distribution based on the SRL transport and other related initiatives. These redistribution effects have been contained in the total Victorian population projects, with the majority of movements contained in metropolitan Melbourne.
 - » The CityPlan model uses a range of data. Some of the data is publicly available and some is internal to the Victorian Government.
 - » The version of CityPlan used for the SRL BIC was Version 1.1.1. Key inputs into CityPlan Version 1.1.1 include:

- SALUP19 based on Department of Environment, Land, Water and Planning (DELWP) Projections 2018 (Unpublished)
- ABS Census 2016
- Victorian Planning Authority (VPA) potential development capacities
- » Data is reported at the Travel Zone, SA2, SA3 and LGA level.
- » For an introduction to CityPlan, in the context of the SRL, see the SRL Business and Investment Case available from: <https://bigbuild.vic.gov.au/library/suburban-rail-loop/business-and-investment-case>
- A **floorspace audit** was carried out to identify and categorise employment land in the Structure Plan Area. This process included review of a number of data sources (such as DEECA, PSMA and Space Syntax) to understand, for each building, the existing employment land use and estimate the amount of floorspace. This data set provided a baseline for future floorspace estimates and figures are in Gross Building Area (GBA).
- A further comprehensive **industrial land audit** was carried out to identify and categorise relevant industrial land uses within the boundaries of each Structure Plan. This process included a thorough examination of current occupants by analysing *Arealytics* data and other online datasets. Businesses were classified based on their industry, the nature of the business, and the typology of the space they occupied was determined.

DEFINITIONS

Industry classifications

The following Australian and New Zealand Standard Industrial Classification (ANZSIC) Divisions make up the combined industry classifications used in this analysis:

- **Professional Services:** Information Media and Telecommunications; Financial and Insurance Services; Rental, Hiring and Real Estate Services; Professional, Scientific and Technical Services; Administrative and Support Services; Public Administration and Safety
- **Health:** Health care and social assistance
- **Education:** Education and Training

- **Population-serving:** Construction; Retail Trade; Accommodation and Food Services, Arts and Recreation Services; Other services
- **Industrial:** Agriculture, Forestry and Fishing; Mining; Manufacturing; Electricity, Gas, Water and Waste; Wholesale Trade; Transport, Postal and Warehousing

When referring to industries in the report, it is almost always relating to these ANZSIC level 1 industries.

Occupation

The occupation classification used in Australian Bureau of Statistics (ABS) surveys is the Australian and New Zealand Standard Classification of Occupations (ANZSCO). ANZSCO is a skill-based classification of occupations which covers all jobs in the Australian and New Zealand workforce. Occupation information collected in surveys and the Census provides a description of a person's job, and refers to the kind of work undertaken by an employed person irrespective of the industry in which that job is held.

Occupational analysis has used ANZSCO level 4 occupations, which is the most granular occupation level that is also comparable with previous census periods. This level has been used as it is typically in conjunction with determining floorspace type, which requires a detailed understanding of the job description.

Methods of floor area measurement

- **Gross Building Area (GBA)** refers to the total floorspace of a building including stairs, hallways, plant etc.

Note that the figures are Gross Building Area (GBA) as the floorspace audit was undertaken using external building information, no common spaces or otherwise unleaseable spaces have been removed from the building extents.

- **Gross Floor Area (GFA)** is the total area of all floors in a building, measured from the exterior walls. It generally excludes stairs and plant area.
- **Gross Leaseable Area (GLA)** focuses on the portion of space available for lease to tenants, typically excluding common areas and utility spaces.

Workspace ratio

Workspace ratio is the average floorspace (sq.m) per employee. In this report there are discussions using both workspace ratios for GFA and GLA. GLA is used when comparing with collected workspace ratio benchmarks from other cities in Australia. These benchmarks are provided at a GLA level. GFA workspace ratios are used to calculate the total amount of floorspace demanded in the selected area. GFA is more useful for this analysis as the structure planning process will need to be aware of the total employment floorspace, not just the leasable area.

Assumptions and limitations

MODELLED PERIOD

- The analysis presented in this report focuses on a single potential population outcome and evaluates the employment floorspace requirements necessary to achieve that specific outcome. The projected year for employment demand is 2041 as the emphasis for structure planning is 2041.

ASSUMPTIONS

There are several key assumptions associated with this analysis. They are:

- **Workspace ratios.** In order to determine an appropriate workspace ratio to apply to the future of the Structure Plan Area, a translation needed to occur between workspace ratio on a GBA basis, as determined by the floorspace audit undertaken, to a GLA based workspace ratio in order to compare with known benchmarks. This is variable based on the land use, as shown in appendix E. This assumption was made in conjunction with interrogation of the City of Melbourne CLUE dataset.
- **New and removed floorspace:** In projecting the future floorspace demand in the Structure Plan Area an assumption was required on the amount of floorspace that was new, the amount that was old and the amount that was removed. All of these spaces will have differing impacts to the workspace ratio across the Structure Plan Area. The average rate of removal per annum was derived from City of Melbourne CLUE data to assist with this.

LIMITATIONS

There are several key limitations associated with this analysis. They are:

- **Census data.** The 2021 Census was conducted at an unusual time with much of Australia's eastern seaboard subject to COVID-19 restrictions, prompting caution when interpreting certain results, especially regarding data on place of employment. Census data is also subject to random perturbation to protect the confidentiality of individuals. These adjustments result in small introduced random errors when analysing more finely classified data. Changes to data management and collection methods across Census periods can also impact the use of a few datasets especially when used at a small geographic level or over time.
- **Spatial misalignment:** Numerous situations arise where the geographic units of one type intersect with the boundaries of another type in inconsistent ways. For example, Travel Zones (used in BIC data) do not perfectly align with SA1s (the principal geography Census data is extracted from). AJM JV and SRLA have agreed on specific methods for apportioning geographic data. We note that apportioning can result in some inaccuracy in the allocation of data for the area sought to approximate.
- **BIC projections:** The projections are strategic and should be considered indicative. Since the projections were prepared, some material events have occurred impacting population and employment growth and to some extent, typical behaviours of households and businesses. These include: COVID-19; lower population growth; shift in user preference to working from home and updated to staging of competing and complementary projects. For full details on the assumptions and limitations of CityPlan and the provided land use outputs see Appendix C1: Demand Modelling Report from the SRL Business and Investment Case available from: <https://bigbuild.vic.gov.au/library/suburban-rail-loop/business-and-investment-case>



Appendix B

Structure Plan employment profile

TABLE B.1 WORKER CHARACTERISTICS, GLEN WAVERLEY, 2021 CENSUS

	GLEN WAVERLEY		GREATER MELBOURNE
	2011	2021	2021
Industry:			
Education and Training	700	1000	224,400
Health Care and Social Assistance	500	900	337,200
Professional Services	1700	1900	666,500
Other Population Services	2500	3300	725,500
Industrial	700	600	423,200
Total	6100	7800	2,376,700
Full-Time / Part-Time			
Full-Time	3100	3400	1,441,600
Part-Time	2700	3700	781,600
Away from work	300	600	153,500
Total	6100	7800	2,376,700
Gender:			
Male	2600	3200	1,219,800
Female	3500	4600	1,156,900
Total	6100	7800	2,376,700
Age:			
15-24 years	1300	1700	319,400
25-39 years	1600	2400	897,900
40-54 years	1800	2100	736,200
55-64 years	1000	1200	326,000
65 years and over	200	300	97,400
Working Age (15-64 years)	5900	7500	2,279,300
Total	6100	7800	2,376,700
Education:			
Bachelor or Above		3200	1,057,200
Diploma or Above		1100	281,500
Certificate or Year 10 and above	<i>Irregularities in Comparison</i>	3100	921,100
Year 9 and below		400	107,800
No educational attainment		0	9000
Total		7800	2,376,700

	GLEN WAVERLEY		GREATER MELBOURNE
	2011	2021	2021
Income:			
Negative income	0	0	2300
Nil income	0	100	11,000
\$1-\$149 (\$1-\$7799)	700	400	59,800
\$150-\$299 (\$7800-\$15,599)	400	500	68,300
\$300-\$399 (\$15,600-\$20,799)	500	500	71,500
\$400-\$499 (\$20,800-\$25,999)	900	500	86,400
\$500-\$649 (\$26,000-\$33,799)	800	700	140,100
\$650-\$799 (\$33,800-\$41,599)	700	700	182,400
\$800-\$999 (\$41,600-\$51,999)	700	900	259,800
\$1000-\$1249 (\$52,000-\$64,999)	500	900	314,100
\$1250-\$1499 (\$65,000-\$77,999)	500	700	255,000
\$1500-\$1749 (\$78,000-\$90,999)	400	600	230,800
\$1750-\$1999 (\$91,000-\$103,999)		400	171,200
\$2000-\$2999 (\$104,000-\$155,999)	<i>Ranges Altered Between Census Periods</i>	500	310,700
\$3000-\$3499 (\$156,000-\$181,999)		100	76,000
\$3500 or more (\$182,000 or more)		200	137,300
Average Income	\$46,921	\$56,102	\$76,198
Total		7800	2,376,700
Method to Work:			
Worked at home		1800	799,500
Private Vehicle		5200	1,346,700
Active Transport	<i>No Data</i>	300	73,400
Other Public Transport		500	147,100
Other Mode		0	10,100
Total		7800	2,376,700
Occupation:			
Managers & Professionals	2000	2600	1,007,200
White Collar	4900	6300	1,785,400
Blue Collar	1200	1500	591,300
Total	6100	7800	2,376,700

Source: ABS Census of Population and Housing, 2011, 2021

TABLE B.2 INDUSTRY PROFILE, GLEN WAVERLEY, 2011 & 2021

	2011	2021	PROPORTION 2021	G.MELB PROPORTION	LOCATION QUOTIENT		2011-21 GROWTH (NO.)	GROWTH RANK
Education and Training	700	1000	13%	11%	1.2		38	3
Health Care and Social Assistance	500	900	12%	16%	0.7		43	2
Administrative and Support Services	110	170	2%	3%	0.8		6	6.5
Financial and Insurance Services	280	390	5%	3%	1.9		11	4
Information Media and Telecommunications	90	70	1%	1%	0.7		-2	17
Public Administration and Safety	570	630	8%	4%	2.2		6	6.5
Professional, Scientific and Technical Services	270	300	4%	8%	0.5		3	11
Rental, Hiring and Real Estate Services	340	310	4%	2%	2.1		-3	18
Professional Services	1700	1900	25%	21%	1.2		21	
Accommodation and Food Services	840	1330	17%	6%	2.7		49	1
Arts and Recreation Services	10	50	1%	1%	0.5		4	10
Construction	140	190	2%	9%	0.3		5	8.5
Retail Trade	1330	1340	17%	12%	1.5		1	12
Other Services	280	350	4%	4%	1.1		7	5
Other Population Services	2500	3300	43%	32%	1.3		66	
Agriculture, Forestry and Fishing	0	0	0%	0%	0.0		0	14
Electricity, Gas, Water and Waste Services	0	0	0%	1%	0.0		0	14
Manufacturing	490	480	6%	10%	0.6		-1	16
Mining	0	0	0%	0%	0.0		0	14
Transport, Postal and Warehousing	50	100	1%	4%	0.4		5	8.5
Wholesale Trade	120	80	1%	5%	0.2		-4	19
Industrial	700	600	8%	20%	0.4		0	
Total	6100	7800	100%	100%	1.0		170	

Source: ABS Census of Population and Housing, 2011, 2021

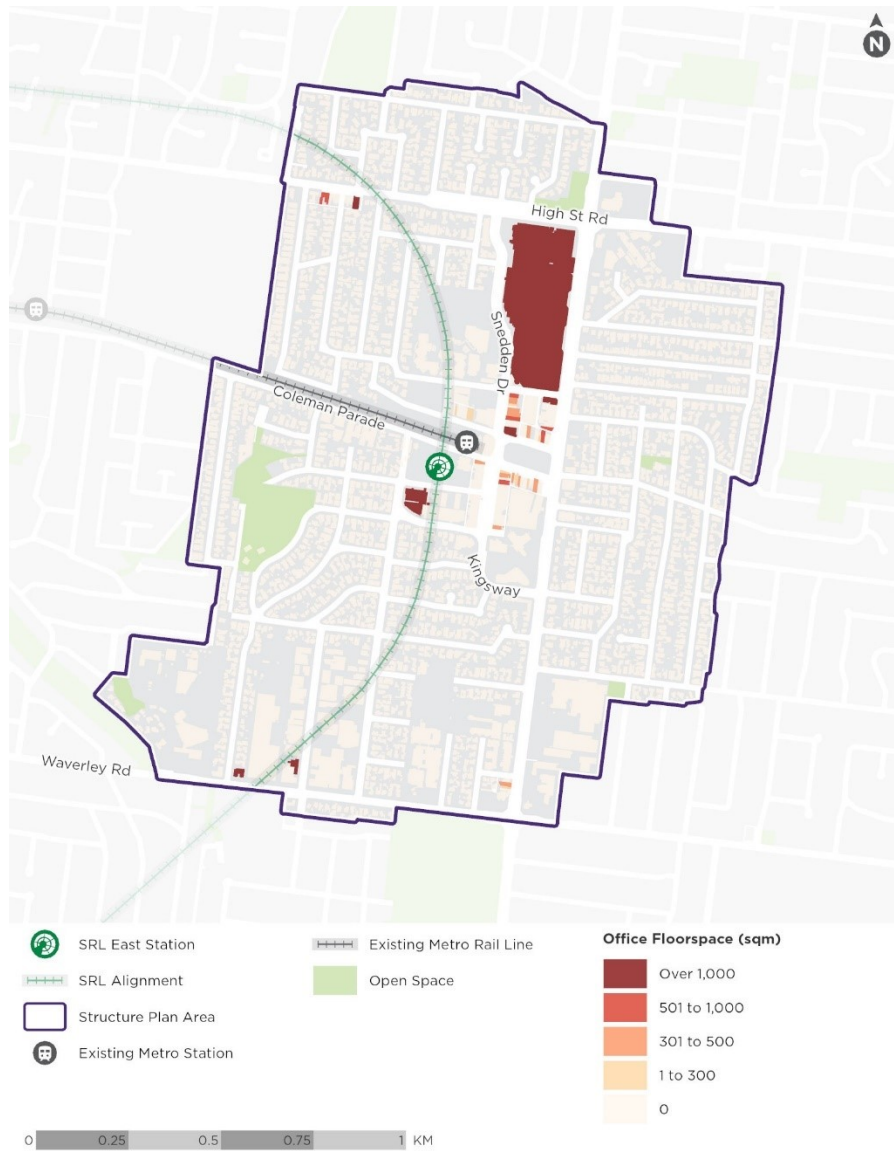


FIGURE B.1 GLEN WAVERLEY OFFICE FLOORSPACE, 2024

Source: DEECA, PSMA, Space Syntax, Urbis

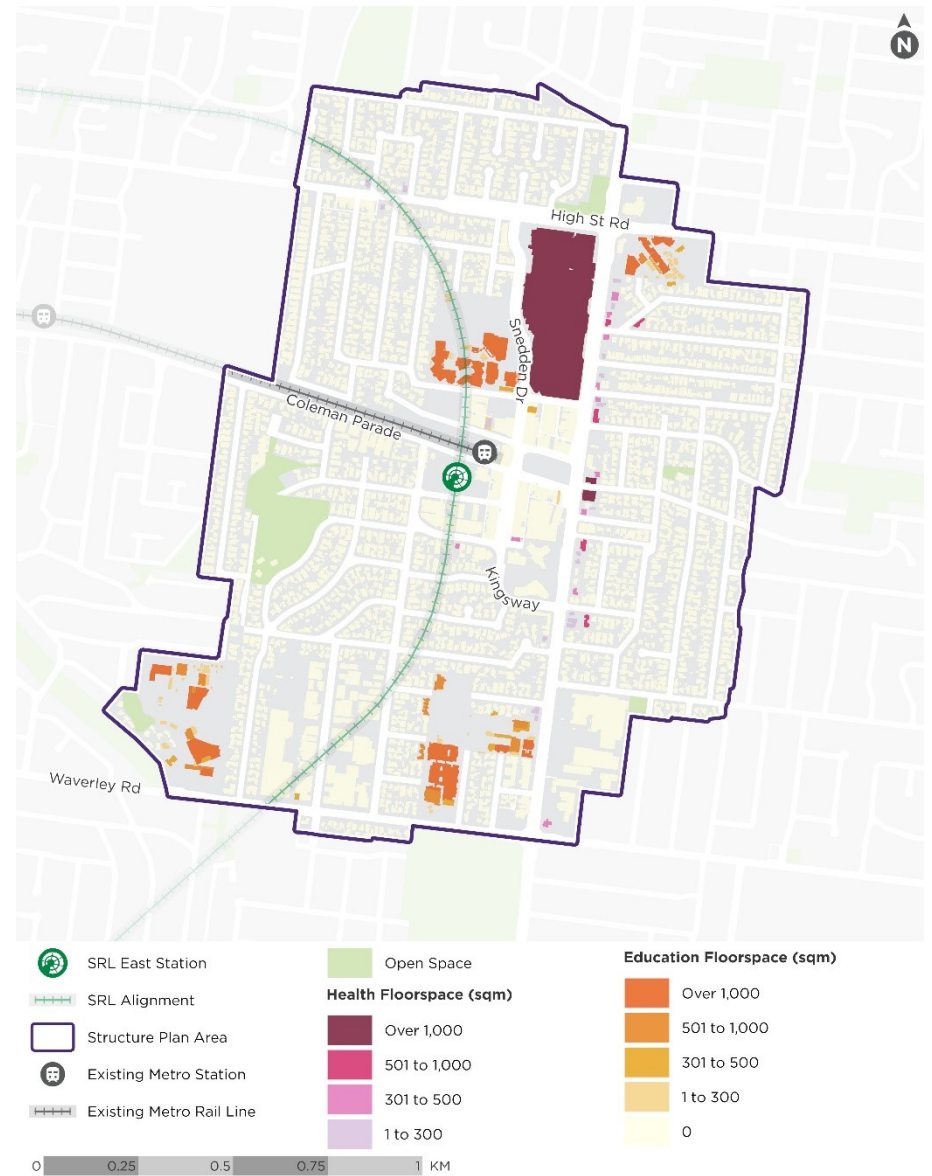


FIGURE B.2 GLEN WAVERLEY HEALTH AND EDUCATION FLOORSPACE, 2024

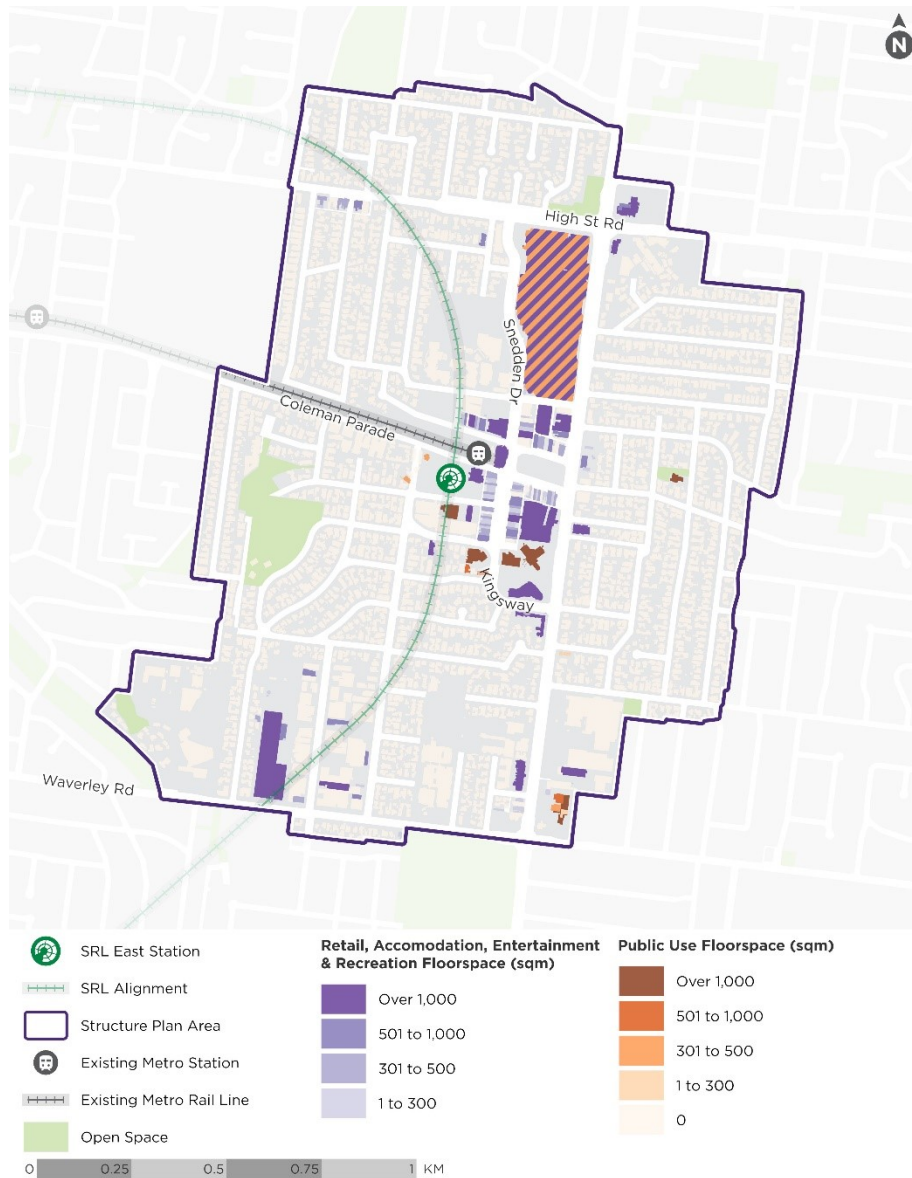


FIGURE B.3 GLEN WAVERLEY RETAIL, ACCOMODATON, ENTERTAINMENT, RECREATION AND PUBLIC USE FLOORSFACE, 2024

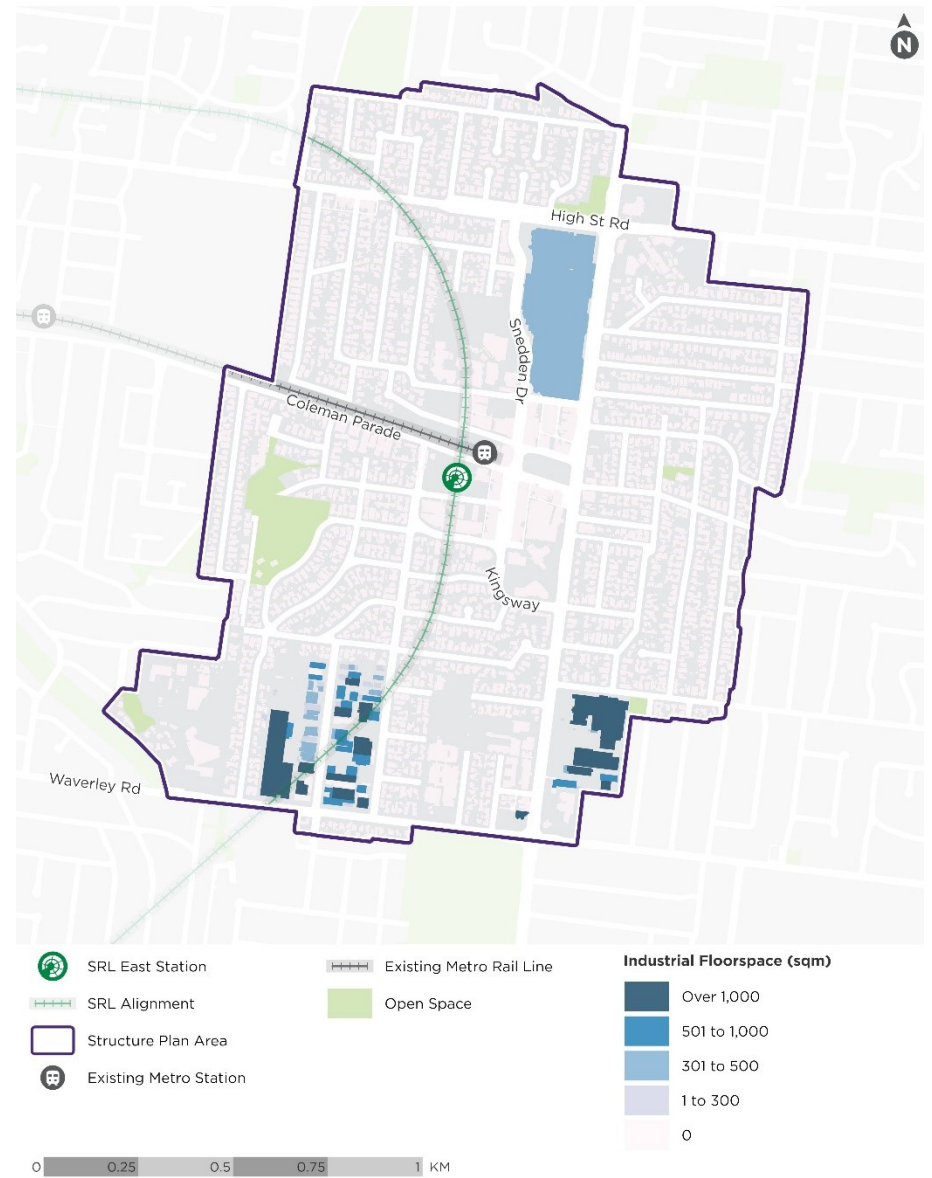


FIGURE B.4 GLEN WAVERLEY INDUSTRIAL FLOORSFACE, 2024

Appendix C

Suburban employment hubs & workplace trends



Sydney suburban employment hubs

TABLE C.1 PROFILE OF SYDNEY'S KEY SUBURBAN EMPLOYMENT HUBS

	PARRAMATTA	MACQUARIE PARK	NORTH SYDNEY	ST LEONARDS/ CROWS NEST	CHATSWOOD	SYDNEY CBD BENCHMARK
Professional services jobs 2021	13,952	15,788	36,577	14,008	9278	237,709
ABS SEIFA Index – Education and Occupation (percentile)	NSW Percentile: 95 Score: 1116	NSW Percentile: 98 Score: 1161	NSW Percentile: 100 Score: 1192	NSW Percentile: 100 Score: 1205	NSW Percentile: 97 Score: 1146	NSW Percentile: 97 Score: 1142
Proximity to work force (weighted mean distance from centre)	<5km	<3km	<10km	<10km	<5km	<15km
Office space 2022 (sq.m)	887,000	909,000	923,000	341,000	273,000	5,163,000
Office space growth 2002-2022	2.3%	2.8%	0.7%	0.04%	-0.3%	0.7%
Office rents 2023 (annual per sq.m)	\$350	\$360	\$620	\$575	\$500	\$900
Rail access	Existing rail on Inner West line and plans for new heavy and light rail networks. Plans for new Parramatta light Rail Stage 1, connecting the Parramatta CBD to Westmead. New Parramatta metro station to the north of existing Paramatta station and located within Paramatta CBD. To link in with Civic Link	Existing rail network expanded through Northwest Metro in 2015 with access to Chatswood and Sydney Northern Line.	Existing integration with Northern Line (T9) and North Shore Line (T1). New Station, Victoria Cross Station, to be located in the North Sydney CBD as part of the City and Southwest line extension.	Existing integration with Northern Line (T9) and North Shore Line (T1). Future investment to be made to extend the Metro North West line to include the new City and Southwest line with a new station at Crows Nest.	Existing integration with Northern Line (T9) and North Shore Line (T1) and the Metro North West Line. The City and Southwest Line will be extended from Chatswood to Sydenham.	Significant integration with 6 existing metro lines of heavy rail. And 3 lines of light rail. Future extensions of the Southwest Line will also add to the network in the CBD.
Key amenities	Retail: Westfield Parramatta Civic uses: Paramatta Library; Old Government House; Paramatta Town Hall Entertainment Commbank Stadium; Secondary Education Tertiary Education & Western Sydney University	Retail: Macquarie Shopping Centre Entertainment and Recreation (Macquarie Ice Rink, Macquarie University Sport and Aquatic Centre) Open Space (Lane Cove River, Mars Creek Fontenoy Park) Education & childcare	Stanton Library Primary Education Secondary Education Early Education Public Space (St Leonards Park)	Public Space Health Retail Technical Education Community Centre	Retail: Westfield Chatswood, Chatswood Chase, major retail strip. Open Space Golf Club Aged Care Early Education Secondary Education	Public Space Town Hall Retail Waterfront Education Museums & Galleries Sydney Opera House

	PARRAMATTA	MACQUARIE PARK	NORTH SYDNEY	ST LEONARDS/ CROWS NEST	CHATSWOOD	SYDNEY CBD BENCHMARK
		Early Education Secondary Education			Library	Community Centres
Institutions	Western Sydney University ; NSW Police Force ; Department of Home Affairs; Department of Communities & Justice; NSW Department of Education	Macquarie University; Macquarie University Hospital; Macquarie Park Data Centre Campus; Transport for NSW; Macquarie University Incubator	Chambers of Commerce; US Foreign Consulate; Sydney Design School; Australian Catholic University (ACU); Royal Art Society NSW	North Shore Private Hospital; Royal North Shore Hospital; TAFE NSW – St Leonards; Health Infrastructure Headquarters; North Shore Health hub	Chatswood Police Station	UTS, USYD, Hospital on periphery of CBD; NSW Parliament; NSW Treasury; Supreme Court of NSW ; Sydney Hospital and Sydney Eye Hospital; Sydney Conservatorium of Music
Key Private Businesses	Westfield Parramatta Myer Parramatta	Macquarie Centre; Optus; Cochlear; DXC Technology ; Ericsson Australia; Toshiba; Fujitsu; AMP Capital	Microsoft; SAP; Coca-Cola; Zurich; Sony; Sydney Morning Herald	Stryker	Westfield Chatswood	Westpac; CBA; EY Optiver; Other major Banks, Financial Services and consulting
Government Support	Designated as a priority growth area by NSW Government Significant Transport investment – Sydney Metro West and Parramatta Light Rail. State-led rezoning of Church Street North Precinct located north of Parramatta CBD.	Designated as a priority growth area by NSW Government 3 New master planned neighbourhoods within Macquarie Park Macquarie Park Innovation Precinct Rezoning Macquarie Park Place Strategy New affordable housing investment.	New Victoria Cross Station Investment	New train station in 2024 (Crows Nest Metro Station) Crows Nest has been identified as an accelerated precinct under the Transport Oriented Development Program including rezonings around the new Crows Nest Metro site. Relocation of Government offices.	Key connecting node for Sydney's metro extension. Investment in developing the Central Precinct Central Sydney Strategic Plan – additional height and density, removal of incentives for residential towers.	Prioritise Employment Growth and Capacity Expansion: max 50% residential land use mix requirement. Increased height allowances from 80m to 110m Streamlined planning proposal processes.

1. *Professional Service Jobs 2021: Census of Population and Housing 2021 – Industry of Employment, Australian Bureau of Statistics (ABS)*
2. *ABS SEIFA Index: Socio-Economic Indexes for Australia (SEIFA) – Index of Education and Occupation, 2021, Australian Bureau of Statistics (ABS). The SEIFA Index ranks areas in Australia according to their relative socio-economic advantage and disadvantage using census data. All areas are ordered from the lowest to highest score with the lowest 1% of areas given a percentile number of 1 up to 100. The higher scores designate higher advantage.*
3. *Proximity to Workforce: Nikolic, N. (2023). Office Market Segmentation at the Intra-urban Level: The Relationship between Office Users and Market Structure (MPhil dissertation, UNSW Sydney). Data represents the weighted mean location of the workforce for each centre. For example, Parramatta's workforce, defined by the weighted mean, lives less than 5km from Parramatta.*
4. *Workforce location of office each office market.*
5. *Office Rents 2023: Australian Metro Office Snapshot, Q2 2023, Colliers*

Drivers of professional services in suburban locations

TABLE C.2 KEY ELEMENTS IN FOSTERING PROFESSIONAL SERVICES JOBS IN SUBURBAN LOCATIONS

ELEMENT	DESCRIPTION	EXAMPLE OF BEST PRACTICE
<p>Access to large pool of skilled workers</p>	<ul style="list-style-type: none"> • Businesses need access to deep, skilled labour pool. • Alongside the availability of affordable housing, the commute duration is becoming an increasingly significant factor for workers. • Decreasing housing affordability has pushed many workers to live further away from the CBD, reducing the CBD's pool of potential workers but opened up the pool of skilled workers for suburban hubs. 	<ul style="list-style-type: none"> • Parramatta, located close to the geographical centre of Sydney • Crows Nest/St Leonards, Macquarie Park and Chatswood all benefit from proximity to the workers in the northern suburbs, who have above-average levels of education and a high proportion of residents categorised as 'professionals' and managers
<p>Distinct focus / key anchor</p>	<ul style="list-style-type: none"> • Universities or large hospitals are pivotal in the formation of suburban employment hubs and in drawing a diverse array of supporting and complementary businesses. • There are opportunities for commercial office spaces to complement universities, hospitals, and research institutions. 	<ul style="list-style-type: none"> • Macquarie Park, precinct anchored by Macquarie University • St Leonards with Royal North Shore Hospital • North Sydney cluster of technology firms
<p>High quality, high amenity</p>	<ul style="list-style-type: none"> • Businesses and employees alike increasingly demand high quality accommodation and convenient access to amenities such as retail, childcare, services, recreation, and fitness facilities. • With the rise of remote work, the importance of quality office environments has escalated, as employers need to 'earn the commute' of workers. • Offices are increasingly emphasising vibrant and unique environments, featuring ample natural light, comfortable workspaces, picturesque views, state-of-the-art end-of-trip facilities, wellness centres, and outdoor areas. Large floorplates are required to accommodate modern office fit outs (e.g. open plan) and foster stronger worker connections in an efficient manner. • The quality of buildings, amenities, streetscape, and public spaces is vital in shaping a corporate or professional identity for businesses. Ensuring alignment with this identity is a primary concern for tenants when selecting office locations. • Increasing role of residential development to support amenity, deepen retail demand and create day/night activity 	<ul style="list-style-type: none"> • Parramatta, North Sydney, Chatswood and St Leonards/Crows Nest all have an established residential population supporting amenity accessible by workers • Future plans for Macquarie Park includes residential development in order to 'create a lively community in the suburb', also enables the development of further amenities and facilities which can also be utilised by workers. • Outside of Sydney, new and emerging innovation precincts are increasing including residential uses to drive the amenity and vibrancy of the precinct (Tonsley Innovation Precinct, Adelaide; Cummings Research Park, Alabama US; and EcoResponsive Environments in Runcorn UK).
<p>Accessibility to public transport</p>	<ul style="list-style-type: none"> • Access to public transport, especially rail networks, plays a pivotal role in successful office markets. Research indicates that top-performing office locations in Melbourne and Sydney have over 50% of their stock within proximity to a train station, enabling businesses to tap into a larger talent pool¹. 	<ul style="list-style-type: none"> • Parramatta, North Sydney, Chatswood, Macquarie Park, St Leonards/Crows Nest all located on rail line. • Many of these centres have recently, or are in the process of, expanding rail or light rail services, which will further increase the public transport catchment for workers.
<p>Level of critical mass</p>	<ul style="list-style-type: none"> • Achieving a critical mass of development within a suburb is essential for creating a self-sustaining office precinct. 	<ul style="list-style-type: none"> • Parramatta, North Sydney, Chatswood, Macquarie Park, St Leonards / Crows Nest all have 273,000 to 923,000 sq.m of office space, creating a critical mass of office activity in these centres.
<p>Capacity for larger floorplates</p>	<ul style="list-style-type: none"> • Aside from suburban employment hubs supporting jobs close to where large numbers of skilled workers reside, they provide space for expansion that no longer exists as readily in CBDs. This particularly for businesses who require floorplates which cannot be readily accommodated in a constrained CBD. • There has been a trend in recent years of professional firms looking to improve integration of business units and staff. This is best achieved by larger office floorplates with several consecutive floors that are connected by stairs. This includes floorplates of at least 1300 sq.m often significantly larger. 	<ul style="list-style-type: none"> • Newer buildings in Parramatta developed over the last 15 years have had floorplates around 1300 sq.m or above. Older buildings with smaller floorplates have faced leasing difficulties³.

ELEMENT	DESCRIPTION	EXAMPLE OF BEST PRACTICE
Relative affordability	<ul style="list-style-type: none"> Shortage of employment land supply in the CBD, combined with high levels of demand result in high office rents and often prices many businesses out of CBD areas. The more affordable office space options in suburban areas makes those areas more attractive to some relative to a CBD location, or influences decisions around having satellite offices. While Melbourne's CBD has maintained a competitive advantage with rents not growing to the same levels as Sydney, going forward, this could be an increasing factor in supporting businesses seeking suburban alternatives. There is limited capacity for more employment space in the core of Melbourne's CBD, while Docklands, which has offered an outlet for expansion that has maintained affordability, will also fill up in appropriate locations in coming years. This is expected to place upward pressure on rents in central areas, creating an opportunity for suburban areas. 	<ul style="list-style-type: none"> Typically rents in Sydney's suburban office precincts are 40%-60% below that of the Sydney CBD, providing an affordable price point for many businesses. Office rents in Parramatta and Macquarie Park are around \$350/ sq.m whereas office rents in North Sydney, St Leonards/Crows Nest and Chatswood are around \$500-\$600/sq.m
Government support	<ul style="list-style-type: none"> Governments can support suburban office markets through various means, such as: Establishing a conducive planning and policy environment, ensuring suitable zoning regulations and rules that facilitate office development in terms of size, design, and parking requirements, tailored to the unique characteristics of each area. Relocating government agencies, which can help in creating critical mass. Supporting and collaborating with industries and invest in essential infrastructure like roads, energy distribution, rail, and airports. Offering additional crucial components like investing in transport infrastructure to improve accessibility and enhancing the public realm. 	<ul style="list-style-type: none"> Planning frameworks have long supported a high intensity of development around key activity centres such as Parramatta and North Sydney. The NSW government's relocation of several agencies to Parramatta, including Sydney Water, the Attorney General's Department, and the Department of Education, has bolstered the area's office market.
Investment attraction	<ul style="list-style-type: none"> Investment attraction strategies are highly varied across Australia and typically operate at the regional or sectoral level. Investment attraction programs are designed to stimulate economic growth, create jobs and foster innovation across various industries. Types of programs include: Grants to assist with capital costs along with ongoing operational expenditures. Tax incentives for new and emerging businesses in certain priority sectors. Infrastructure funding to support new business to set up or expand in a specific location. Non- financial support through creating networks, partnership and collaboration opportunities. 	<ul style="list-style-type: none"> The geographical layout combined with high rents and capacity constraints of the Sydney CBD has naturally created a push towards suburban employment hubs, so these strategies have been less common in the Sydney context. City of Gold Coast's 'Investment and business attraction program' is an example to attract and expand business in an urban region. It includes financial incentives such as cash rebates for capital investments, including land or building purchases, reimbursement on operational expenditure, relocation assistance along with non-financial assistance packages such as ongoing business support, networking and government facilitation⁴.

Source: Urbis. Footnotes: 1. Jones Lang LaSalle (2020) Office Precincts for 2030 and Beyond, Report 4: Future Cities Research, May 2020; ² City of Sydney, Central Sydney Planning Strategy 2016-2013, updated March 2022; 3. Urbis 2015, Economic Review of Achieving A Grade Office Development In Parramatta CBD; 4. Gold Coast City Council, New Investment and Attraction Program, GCCC Website April 2024.

Case study: Macquarie Park

What is Macquarie Park?

Macquarie Park is NSW's second largest non-CBD office market, comprising an important cluster of leading universities, hospitals and companies in Sydney's north west, approximately 13km from the CBD. The establishment of Macquarie University in 1964 and rapid growth in housing post-war were instigators for the expansion of Macquarie Park's industrial and scientific sectors. Over the decades, policy has shifted towards encouraging increased research and development activities throughout the precinct. For example, in 1979 the Ryde Planning Scheme required industrial employment uses to have a "research and development" component to take advantage of Macquarie University. In the proceeding years, amenity within the precinct grew to service the larger workforce and student population with the opening of the Macquarie Centre in 1979.

The precinct has since attracted a diverse range of R&D and professional service businesses including Optus, Cochlear, NAB, AMP Capital, Fujitsu and Johnson & Johnson. It has also formalised the business community through the establishment of the Macquarie Park Innovation District (MPID), which represents 380 businesses across the life sciences, digital and technology industries.

The wider precinct, Macquarie Park, was designated as a *Priority Precinct* by the NSW Premier in 2020, while the Sydney Metro extension due for completion in 2024 will ensure it is directly accessible to the Sydney CBD and a broad workforce across Sydney's northern suburbs. Housing development within the precinct has also accelerated, epitomised by the Ivanhoe Estate redevelopment, the largest social housing project in Australia. Bringing housing to the precinct is seen to as a way to increase vibrancy and activity.

Within the next 15 years, the precinct is forecast to increase its overall contribution to the NSW economy to \$14bn, representing the second biggest contribution to state GDP behind the joint contribution of the CBD and North Sydney. Growth is expected to occur in the Education, Medtech, Biomedical Sciences and Advanced Manufacturing sectors.

Key success factors:

- Macquarie University as an anchor tenant
- Policy framework to prioritise R&D businesses
- Continued transport and infrastructure investment
- Relative affordability of office spaces compared to CBD
- Government support through range of soft and hard infrastructure initiatives
- Capacity for expansion and ability to accommodate large campus-style office buildings
- Focus on enhancing amenity now residential uses to bring greater vibrancy to the Precinct

Key Stats

- 47,000 jobs

- 894,000 sq.m commercial floor space
- 617,000 sq.m premium grade office space
- Commercial core businesses: 19 % pharmaceutical; 25 % high tech, computing and technology, 20 % electronics; 7 % telecommunications
- Macquarie University 45,000 students; 3000 staff.
- Macquarie University Hospital 500 staff
- Macquarie Centre 134,000sqm retail floor area

Timeline

1964 Macquarie University

1979 Planning scheme supports research and development

1981 Macquarie Centre

2009 Macquarie Park train station

2015 Connect MPID

2019 Rail connection to Sydney Metro Northwest

2022 Macquarie Park Place Strategy aims to further diversity and grow Macquarie Park with a further 20,000 jobs and 7650 homes



FIGURE C.1 MACQUARIE PARK IMAGERY

Source:

<https://greatercities.au/innovation-districts/>; SRL Business and Investment Case; MPID Annual Report 2022; Draft Macquarie Park Place Strategy 2021; Macquarie Park Innovation Precinct Place Strategy, August 2022

Emerging workspace trends

SHIFT TOWARDS MIXED USES AND ACTIVITIES

Moving towards mixed uses means combining different types of users and activities in one workspace. For instance, this could involve bringing private sector research and development into educational settings, or having office buildings with additional conference or event areas. This mix creates chances for different sectors to collaborate, leading to more innovation and productivity.

INCREASE OF REMOTE WORK

In the aftermath of the COVID-19 pandemic, remote work seems poised to remain, albeit in a scaled-down capacity. According to the ABS Household Impacts of COVID-19 Survey conducted in 2022, 30% of individuals worked from home either every day or most days, while 24 % worked from home at least once a week. This trend is likely to result in a decreased demand for worker floorspace and alterations in urban travel patterns. Consequently, this has the potential to increase demand for contemporary co-working spaces and suburban business hubs, although businesses offering a network of suburban offices has not materialised to any significant extent to date.

A 'FLIGHT TO QUALITY'

Competition with home offices and neighbourhood workspaces has driven demand for ultra-luxurious workspaces, particularly offices, with larger proportions of floorspace dedicated to high-quality amenities such as wellbeing rooms, end-of-trip facilities, strong environmental credentials, and outdoor areas. Demand for Premium or A-grade office space is therefore high, with secondary stock likely to see reduced interest.

CO-WORKING SPACES

Accelerated by the increase in remote work and a preference for collaborative environments, co-working spaces are a cost-effective workspace solution that allows businesses to adopt flexible workspace strategies and reduce long-term lease commitments. These spaces can also provide flexible spaces for smaller, emerging firms or allow firms to quickly establish a presence in new locations.

TECHNOLOGICAL ADVANCEMENTS

Increased automation and robotics are altering job roles and skill requirements and has led to a reduction in the amount of floorspace required to complete tasks. Predictions indicate that by 2030, one in 16 workers may need to change jobs due to AI disruptions¹. This impact on employment underscores the importance of businesses locating near emerging tech or other specialist clusters and co-locating with all sectors of industry to increase knowledge sharing and technology spillovers. Technology advancements also require additional infrastructure to support digital capacity.

SUSTAINABLE PRACTICES

Green workspaces with energy-efficient systems and biophilic design elements are gaining popularity, enhancing worker productivity, and attracting talent. Locationally, proximity to urban areas can help to reduce pollution associated with transportation and meet worker and consumer expectations regarding climate and ESG concerns.

Notes: 1. McKinsey & Company (2023) 'What is the future of work?' Available at <https://www.mckinsey.com/featured-insights/mckinsey-explainers/what-is-the-future-of-work>

Trends influencing typologies and location requirements



Professional services

Require high amenity and high-quality office spaces, increasingly mixed with other activities to allow collaboration and a vibrant amenity. Locations with excellent access to public transport and amenities are critical and increasingly businesses are seeking large sites to accommodate generous floorplates, collaboration spaces and a high level of technology, data and IT infrastructure.

Professional services industry trends:

- Office from “place to work” to “place to meet”
- Rise in WFH – offices are for collaboration
- High level of amenity within and near workplaces
- Flexible workspaces which can adapt to changing needs, range of tenants and uses
- Generative AI and its associated challenges
- Hub and spoke model of large corporates client facing office in CBD and non-client facing offices in suburban location

Implications for building typologies:

- Mixed use office buildings with retail, residential, hotels, conference facilities, amenities etc
- High-quality internal building amenity with spaces for collaboration, socialisation and meeting
- Large, open-plan and column free floorplates
- Building capacity for high level technology, data and IT integration
- Reducing floorspace per worker, but greater emphasis on collaboration and meeting spaces
- Non-client facing offices, particularly outside the CBD

Location requirements:

- Accessibility to public transport
- Amenity including access to F&B, childcare, gyms
- Proximity and accessibility to workers
- Larger lots for larger floorplates
- Proximity to clients, partners and institutions to enable collaboration.

Example professional services typologies:



High rise office: New Times tower, Box Hill is A to B grade office over 16 storeys. Including lower-level retail spaces (3,750sq.m). Total GFA 10,000sq.m.



Mid rise office: Encore, Cremorne 7-stories above heritage building. flexible floor plates are provided to meet the needs of different tenants.



Modern campus: Array Macquarie Park, NSW. A-grade building with over seven levels and large floorplates. A contemporary commercial centre designed to enable flexible and agile working environments. 10,000sq.m GFA.



Mixed use offices: Walk Up Village Collingwood. 13-storey mixed-use development Provides space for dense workspaces, retail, social spaces, and a hotel. 12,000sq.m GFA.



Office studio: Cremorne Studios, Cremorne. 6 - story development, comprising of flexible studio/office spaces. High environmental standards and full site coverage 10,000sq.m GFA



Institution office: Health Administration headquarters in high quality office space. See following page.

Source: AJM JV, Hassell Studio (2020): Future Academic Workplaces: A Literature Review; COX Architects Vertical learning a new Typology; PWC Changing Places: Designing hybrid offices that work; Allwork (2020) Rethinking workplace density; Savills UK Covid 19 Tenant Impacts Survey; Hassell Studio 2022 Workspace Futures Survey; Alliance CGC 'The future of healthcare real estate: Building location and design trends to watch'; CMBA Architects (2022) Modern School Design Trends; Hassell Studio (2021) How to restructure the workplace after COVID

FIGURE C.2 PROFESSIONAL SERVICES SPECIFIC TRENDS, BUILDING TYPOLOGIES AND LOCATION REQUIREMENTS



Health

Health services are now commonly integrated into **mixed-use** buildings, featuring medical facilities alongside offices, consultation rooms, research spaces, and medi-hotels. These buildings typically accommodate multiple tenants, offer extensive outpatient facilities, and provide various worker amenities, often catering to a 24-hour workforce. **Clustering** remains crucial in the health sector, enabling the formation of provider networks and facilitating integrated patient care.

Health industry trends:

- Health clusters anchored by tertiary provider and supported by a range of smaller providers, enabling continuum of care and the sharing of facilities.
- Health buildings with mixed uses facilities including office space, research facilities, administration, consulting rooms etc.
- Digital Health Platforms such as Tele-Health, AI powered administrative services, remote diagnostics and virtual wards.
- Transition from single service providers to integrated health providers.
- Medi-hotels
- Increased use of outpatient facilities

Implications for building typologies:

- Mixed use buildings which incorporate health floorspace along with office, consulting suites and research space, hotels
- Buildings to contain a mix of individual or related providers.
- Consolidated floorplans with a focus on open floorplan, modular design and technology integration.
- Emphasis on public facing outpatient facilities.
- Building capacity for high level technology, data and IT integration.
- 24 hour activity in health buildings across a range of functions

Location requirements:

- Cluster health and broad range of health-related uses (i.e. office, hotels, F&B, research space etc)
- Accessibility to public transport
- Ensure safety and accessibility for healthcare shift workers
- Amenity including access to F&B, childcare, gyms

Example health building typologies:



Hospitals: Victorian Heart Hospital, Clayton 8-storey out and inpatient hospital, specialising in cardiac treatments and research. Also used for education and training 206 beds.



Mixed use health: Wellington Stage 1, Box Hill integrated healthcare, research and knowledge precinct. Incl. medical offices, consultation suites, labs, and various other health uses. GFA 50,000sq.m.



Mixed use health: Wickham Private Medical & Hotel (QLD). State-of-the-art medical facility with 7 levels of medical uses, 81-room apartment hotel, dual lobby, ground floor restaurant and pharmacy, conference facilities, gym, and pharmacy. 5,307sq.m medical space, 186sq.m retail, 97sq.m function facilities



Health Administration: Co-located on the Royal North Shore Hospital site. Provides office space for ten NSW Health Agencies, a café and childcare centre. GFA 30,000sq.m.



Mixed tenure consult centre: Clayton Road Medical centre. Five storey with medical centre, pharmacy & café. Multi-tenanted. GFA 10,000sq.m.



Smaller consulting suites in retail-based environments

FIGURE C.3 HEALTH SPECIFIC TRENDS, BUILDING TYPOLOGIES AND LOCATION REQUIREMENTS



Education

Education buildings are becoming more flexible and adaptable learning spaces. Contemporary tertiary buildings are often mixed use, providing space for industry collaboration and research commercialisation, along with a range of supporting amenities including accommodation and event space. Location factors include ability to cluster proximity to other research institutes, urban amenities and public transport.

Education industry trends:

- Mixed use and precincts approach to new campus buildings to creative activation, knowledge sharing and partnerships with private industry.
- Shift to open plan and consolidated academic offices
- Continued importance of academic and administrative space
- Remote learning and online assessments
- Amenity driven, purpose blended campuses
- Flexible spaces for study and socialising
- Tech enabled workspaces including video conference capability and collaborative software.
- Green space and wellness-oriented design considerations.
- Shift from campus towards integration with surrounding urban area

Implications for building typologies:

- Mixed use educational buildings with range of education, research, office, collaboration, gathering spaces and areas for private companies.
- Decreased worker density for academic spaces
- Emphasis on building flexibility
- Building capacity for high level technology, data and IT integration
- High quality building and public domain amenity

Location requirements:

- Accessibility to public transport
- Amenity including to access to F&B, retail, entertainment, childcare, gyms
- Co-location with another major institutional provider (i.e. health precinct, R&D precinct)
- Integration with surrounding urban area to share amenities and facilities

Example education building typologies



High density schools: Richmond High school in a vertical arrangement, utilising existing site. GFA of 15,000sq.m. Performing Arts Centre open to public.



Integrated campus: Melbourne Connect at University of Melbourne has private office, hotel, teaching & events. Designed to encourage collaboration between interdisciplinary organizations and institutions of all levels. GFA 15,000sq.m.



Integrated campuses : 1PSQ an integrated campus of Western Sydney in the Paramatta CBD. Includes Graduate Schools, Engineering Innovation Hub and library in 19 storey building and to collaborate with surrounding businesses.



Innovation spaces: University of Wollongong Innovation campus acts as a 'business park' . Includes a business incubator and accelerator, commercial office building, and research centres. 50,000sq.m GFA.



Research focus: CSL Global HQ and centre for R&D 18-storey facility including seven stories of labs, four levels of office space, and a collaborative bio-incubator for start-ups in Melbourne's biomedical precinct designed to accelerate Australian biotech. GFA of 54,000sq.m, 3,370sq.m site area

FIGURE C.4 EDUCATION INDUSTRY SPECIFIC TRENDS, BUILDING TYPOLOGIES AND LOCATION REQUIREMENTS



Other population services

Whilst representing a range of activities and building typologies, most population services aim to enhance visitation, visitor experience and cross-expenditure opportunities for the local community. This is often achieved by locating in highly accessible and walkable locations, activating public realm, placemaking and delivering a broad mix of uses.

Other population services industry trends:

- Advanced Chat Bots and AI based customer service
- QR code and digital enabled hospitality
- Experiential retail
- Online retail
- Mixed uses and clustering to drive cross usage, activation and vibrancy
- Seamless digital/physical retail including wayfinding
- Increased localisation of shopping centres into community hubs
- Emphasis on creating spaces to engage with community and sense of place.

Implications for building typologies:

- Integration and activation with surrounding public realm
- Visitor focused facilities and amenity
- Multi-purpose trips supported by mixed buildings and precincts with retail, office, residential entertainment, creative, lifestyle and educational uses
- Placemaking and high quality, activated public realm
- Retail floorspace should be walkable and accessible for visitors of all abilities.
- Reducing the environmental impact of the future retail floorspace (including closed loop malls, more efficient water and energy use and recycled materials)

Location requirements:

- Accessibility to public transport for visitors and workers
- Access to large visitor, worker or resident catchments
- Retail and services located proximate to other daily activity to enhance convenience
- Consolidated activity centre core rather than dispersed or less walkable environments

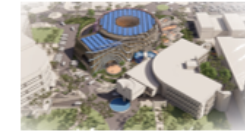
Example other population services typologies:



Entertainment & retail: The Social Quarter at Chadstone Shopping Centre. Mix of entertainment and dining, late night usage. 10,350sq.m. total area



Entertainment: Bridge Road Brewery, East Brunswick. Fine grain dining/brewery development to activate shopfronts



Community: Proposed community hub at Glen Waverley Activity Centre. Includes public plaza, library, multi-purpose spaces, and office space with around 6,000sq.m GFA.



Hotels: Hotel Chadstone integrated hotel into a shopping complex. 12-storey, 250 rooms plus event spaces,



Community Spaces: Narm Ngarru Library, Melbourne integrated into a mixed-use building.



Fine grain retail: Fine grain streetscape at Central Market, Adelaide. Retail within a fine grain street frontage.

FIGURE C.5 OTHER POPULATION SERVICES INDUSTRY SPECIFIC TRENDS, BUILDING TYPOLOGIES AND LOCATION REQUIREMENTS



Industrial

Contemporary, urban industrial precincts (as opposed to larger, state-significant precincts) are becoming increasingly customer and worker focused, resulting in higher amenity mixed employment buildings, with a range of office, storage and light industrial activities. Technology combined with land constraints, is enabling increased floorspace efficiency and higher density buildings. Industrial uses in urban areas also increasingly serve a range of recreation, service and destination uses to surrounding populations.

Other population services industry trends:

- Automation of production processes
- E-Commerce and online stores
- Supply chain efficiency through proximity to suppliers, customers and distribution hubs
- Gentrification of industrial areas towards higher value and mixed uses, serving a surrounding catchment
- Affordable and flexible spaces for startup businesses
- Predictive maintenance and remote monitoring
- Technology enabled processes, maintenance and monitoring
- Enhanced sustainability outcomes

Implications for building typologies:

- Increased floorspace efficiency
- Multi-level warehouses
- Distribution and warehousing spaces
- Data centres
- Higher building and public realm amenity
- Mixed use with office space, commercial showrooms and retail tenancies
- Diversity of uses including visitor focused retail, gyms, education, leisure, breweries, showrooms etc
- Building capacity for high level technology, data and IT integration
- Improved urban realm on site and in the surrounding context

Location requirements:

- Highway and arterial road network access
- Proximity to service consumers in urban locations
- Worker amenity including F&B, childcare, gyms
- Higher visitor amenity, including accessibility and car parking
- Appropriate separation from residential areas

Example industrial building typologies



Modern industrial/ office: Cheltenham Quarter, Cheltenham

Proposed 3-storey commercial and industrial hub located within the Bayside Business District containing 11 purpose-built warehouses, 2,463sqm of offices, three commercial showrooms, and additional retail tenancies.



Modern industrial/office: Work Belrose, Cheltenham

Provides office/ warehouses. Adaptive re-use development/ 2 storey with office suits, showroom style warehouses and 'high-tech' units.



Modern business park: Caribbean Gardens, Scoresby

Stage 3 buildings includes campus style modern offices at around 8,000sq.m each across 5 levels with large floorplates of around 1,750sq.m.



High density logistics: Ascent Logistics Centre, Alexandria NSW

Proposed multi-level warehouse including 5,000sqm of A-grade office and wellbeing amenity with access to the M8, and Sydney CBD and Sydney Airport within a 10-minute drive. GFA 27,000sq.m.



Advanced Manufacturing: Moderna mRNA Vaccine Manufacturing Facility, Clayton. Pharmaceutical grade space, employee amenities, 103 car spaces, and laboratories. GFA 16,500sq.m.

FIGURE C.6 INDUSTRIAL SECTOR SPECIFIC TRENDS, BUILDING TYPOLOGIES AND LOCATION REQUIREMENTS



Appendix D
**Analysis of employment
projections**

TABLE D.1 GLEN WAVERLEY STRUCTURE PLAN AREA EMPLOYMENT FORECASTS

	GWY	GWY			GWY ANNUAL CHANGE (NO.)		GWY ANNUAL CHANGE (%)	
		2011	2021	2041	2011-21	2021-41	2011-21	2021-41
Industry:								
Education and Training	700	1000	2100	30	55	3.6%	3.8%	
Health Care and Social Assistance	500	900	1300	40	20	6.1%	1.9%	
Professional Services	1700	1900	4300	20	120	1.1%	4.2%	
Other Population Services	2500	3300	4600	80	65	2.8%	1.7%	
Industrial	700	600	1400	-10	40	-1.5%	4.3%	
Total	6100	7800	13,800	170	300	2.5%	2.9%	

		SOUTH EAST REGION					GREATER MELBOURNE				
		2021	2041		ANN. CHANGE (NO.)	ANN. CHANGE (%)	2021	2041		ANN. CHANGE (NO.)	ANN. CHANGE (%)
Industry:											
Education and Training		80,800	132,100		2565	2.5%	224,400	410,300		9295	3.1%
Health Care and Social Assistance		123,400	216,400		4650	2.8%	337,200	658,700		16,075	3.4%
Professional Services		156,300	283,700		6370	3.0%	666,500	1,166,400		24,995	2.8%
Other Population Services		243,100	368,300		6260	2.1%	725,500	1,210,000		24,225	2.6%
Industrial		149,900	211,400		3075	1.7%	423,200	604,100		9045	1.8%
Total		753,500	1,211,900		22,920	2.4%	2,376,700	4,049,500		83,635	2.7%

Source: ABS Census of Population Aged 15+ in 2011 and 2021, cross tabulated by ANZSIC Level 1 industry. BIC 2021 for the forecasted values, summarised by broad industry.

TABLE D.2 REVIEW OF PROFESSIONAL SERVICES AND HEALTH FORECASTS FOR GLEN WAVERLEY STRUCTURE PLAN AREA

	PROFESSIONAL SERVICES	HEALTH
Is the industry employment projection Consistent with historical growth?	No , future growth at 4% annually is significantly higher than historical growth which was negligible over the past decade. Low rate of growth in Professional Services persisted from 2011 to 2016, and therefore seems so be less affected by COVID-19.	Broadly , Health is a small sector in Glen Waverley, but has grown strongly over the last decade, albeit from a small base. Growth is forecast to slow in this sector through to 2041 under the projections.
Does the industry employment projection align with either broader industry or regional trends?	No , forecast rate of growth professional services in Glen Waverley surpasses that projected for Greater Melbourne. In terms of trends, professional services have a low propensity to locate in suburban locations (refer Section 4). Reversing these trends are likely to require a wide range of support as outlined in Section 4.3	Broadly , employment projections growth rate for Glen Waverley is lower than the comparative regions but reflects the smaller role for this sector in the Structure Plan Area.
Does the industry employment projection align with the competitive strengths of the Structure Plan Area?	Broadly , a small role for professional sector aligns with the competitive strengths of Glen Waverley, given its high amenity activity centre, higher density character and excellent accessibility. The challenge for Glen Waverley is that it lacks a significant anchor to attract large offices to the Activity Centre.	Broadly , modest growth in the sector indicates that health is not a competitive strength of Glen Waverley. However, there is an emerging health and wellness offering that could be expanded upon to drive further growth in this sector, aligning more closely with historical trends.
Does the industry employment projection align with the future economic role of the Structure Plan Area, considering the transformative effect of SRL East?	Broadly , the forecasts anticipate substantial growth in the public administration and safety sector, leveraging the existing civic functions of the Activity Centre in Glen Waverley. This growth will depend on attracting a variety of government services to Glen Waverley, rather than relying solely on market expansion. There may be competition from Box Hill, which is developing its government services sector with the ATO and other smaller government offices.	Broadly , the projections align broadly with the anticipated role of the health sector in Glen Waverley going forward, but there may be an opportunity for slightly increased growth, in line with recent trends in the health and wellness offer.
Overall, is the industry employment projection appropriate for the Structure Plan Area?	Potentially , achieving the substantial shift from stagnant to high growth in professional services will likely require additional support, such as bringing government offices to the Activity Centre. From a structure planning perspective, office development will need to be encouraged and not crowded out by residential development.	Broadly , the projections closely align with the expected role of the health sector in Glen Waverley going forward, but there is potential for slightly enhanced growth, reflecting recent trends in health and wellness offerings.

TABLE D.3 REVIEW OF EDUCATION, OTHER POPULATION AND INDUSTRIAL FORECASTS FOR GLEN WAVERLEY STRUCTURE PLAN AREA

	EDUCATION	OTHER POPULATION SERVICES	INDUSTRIAL
Is the industry employment projection Consistent with historical growth?	Yes , forecast indicates that education will persist in its important role and continue to grow at a comparable proportionate rate as seen previously, extending through to 2041.	No , other population services are forecast to experience a slower rate of growth, adding approximately 65 workers per year, compared to an average addition of 85 workers previously.	No , industrial sector has stagnated over last decade with limited growth. The BIC forecasts anticipate this shifting to positive growth of around 3.5 % annually, creating an additional 35 industrial jobs in the Structure Plan Area annually.
Does the industry employment projection align with either broader industry or regional trends?	Yes , forecast education growth in Glen Waverley slightly exceeds that anticipated in the South East Region and Greater Melbourne, underscoring the sector's vital role in Glen Waverley.	Broadly . Forecast growth for other population services in Glen Waverley is slightly lower than that anticipated for the comparable regions. Continued slow retail employment growth may constrain population services overall.	No , the forecasts do reflect that industrial jobs in Glen Waverley industrial precincts have stagnated in recent years as these areas slowly transition towards higher value jobs. Preserving industrial land for employment uses is a clear policy intent, but the policies recognise transition towards higher density employment uses, typically away from the industrial sector.
Does the industry employment projection align with the competitive strengths of the Structure Plan Area?	Yes , strong growth is appropriate for this sector which is considered a competitive strength of Glen Waverley. There is also opportunity to further Glen Waverley's unique offer in tutoring services and the like.	Broadly , Glen Waverley's retail, F&B, accommodation and population-focused services are its clear competitive strengths. As indicated by the Glen Waverley Retail report, future growth will centre on consolidating rather than significantly expanding the existing offerings. There may be some growth in smaller sub-sectors.	No , industrial activity is not deemed a competitive strength of Glen Waverley. The Aristoc Road area has been evolving into a mixed employment zone, accommodating various educational and other businesses that align better with the area's competitive strengths.
Does the industry employment projection align with the future economic role of the Structure Plan Area, considering the transformative effect of SRL East?	Yes , as noted above, the forecast growth reflects the significant role this sector plays in Glen Waverley. Future demand will also be supported by robust local and regional population growth.	Broadly , the other population services forecasts align with the future economic role and support consolidation within the existing Activity Centre.	No , industrial activity is not expected to play a significant role in Glen Waverley, with its industrial areas already transitioning to other employment uses.
Overall, is the industry employment projection appropriate for the Structure Plan Area?	Broadly , the forecast growth in the education sector underscores Glen Waverley's role and opportunities to further develop its diverse range of educational activities. The only challenge is whether existing institutions have the capacity and inclination for growth.	Yes , the employment projections are a reasonable representation of likely growth in other population services and support Glen Waverley's role as a regional hub for retail, F&B and a range of population services.	No , existing market trends are likely to see decline or stagnant growth industrial jobs as the industrial areas transition away from industrial activities.

Appendix E

Floorspace methodology and testing



Overview

This section provides further detail on the methodology and supporting data behind the key assumptions in the floorspace modelling. As shown in the purple boxes in the figure adjacent, these are:

- Deriving employment land use shares in order to understand the distribution of employment by industry group across different land use types, and,
- Workspace ratios for each land use type, outlining the key assumptions used for this Structure Plan Area.

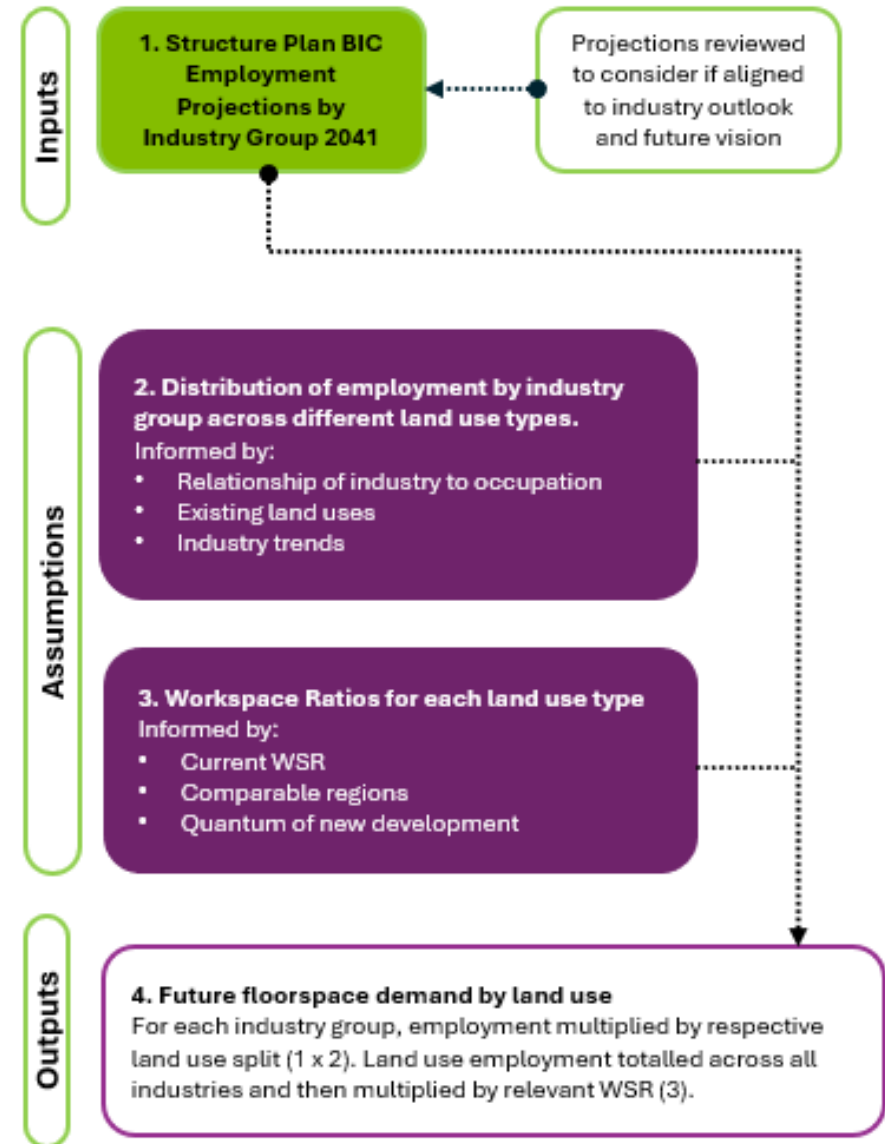


FIGURE E.1 OVERVIEW OF FLOORSPACE DEMAND ESTIMATION APPROACH

Employment land use shares in Glen Waverley

Below are the data inputs used to understand the distribution of workers by employment land use type in the Glen Waverley Structure Plan Area. As detailed in Section 7.3, this is based on a series of checks:

- **Check 1:** Understanding the relationship between occupations and industries in the Structure Plan Area to provide an indication of the type of floorspace or land use required for the occupation mix.
- **Check 2:** Understanding the existing relationship between occupations and floorspace by looking at the employment floorspace audit of the Structure Plan Area.
- **Check 3:** Projecting the future relationship between occupations and floorspace in 2041 by bringing together long-term industry trends, zoning information and employment floorspace data sets such as City of Melbourne CLUE data, to estimate the future shift in workers by industry toward different floorspace types.

CHECK 1: RELATIONSHIP BETWEEN OCCUPATIONS AND INDUSTRIES

Figure shows a Sankey chart with the top 15 OCCP level 4 occupations found in Glen Waverley Structure Plan Area as at the 2021 Census to the left, with links highlighting the proportion that are within each of the 19 ANZSIC industries moving to the right. Occupations have the greatest link to floorspace typology, given they describe what an employee does at work.

For Glen Waverley Structure Plan Area, it is noted:

- A large share of workers work in retail and accommodation related industries. Key occupations that service these are sales assistants, waiters and chefs/kitchenhands.
- Occupations like accountants and receptionists are spread across several industries and highlight the importance of cross-tabulating occupation and industry to understand floorspace type. For example, a receptionist in accommodation and food services likely works in accommodation floorspace, whilst in professional services it will likely be in office space.

Source: ABS Census 2021

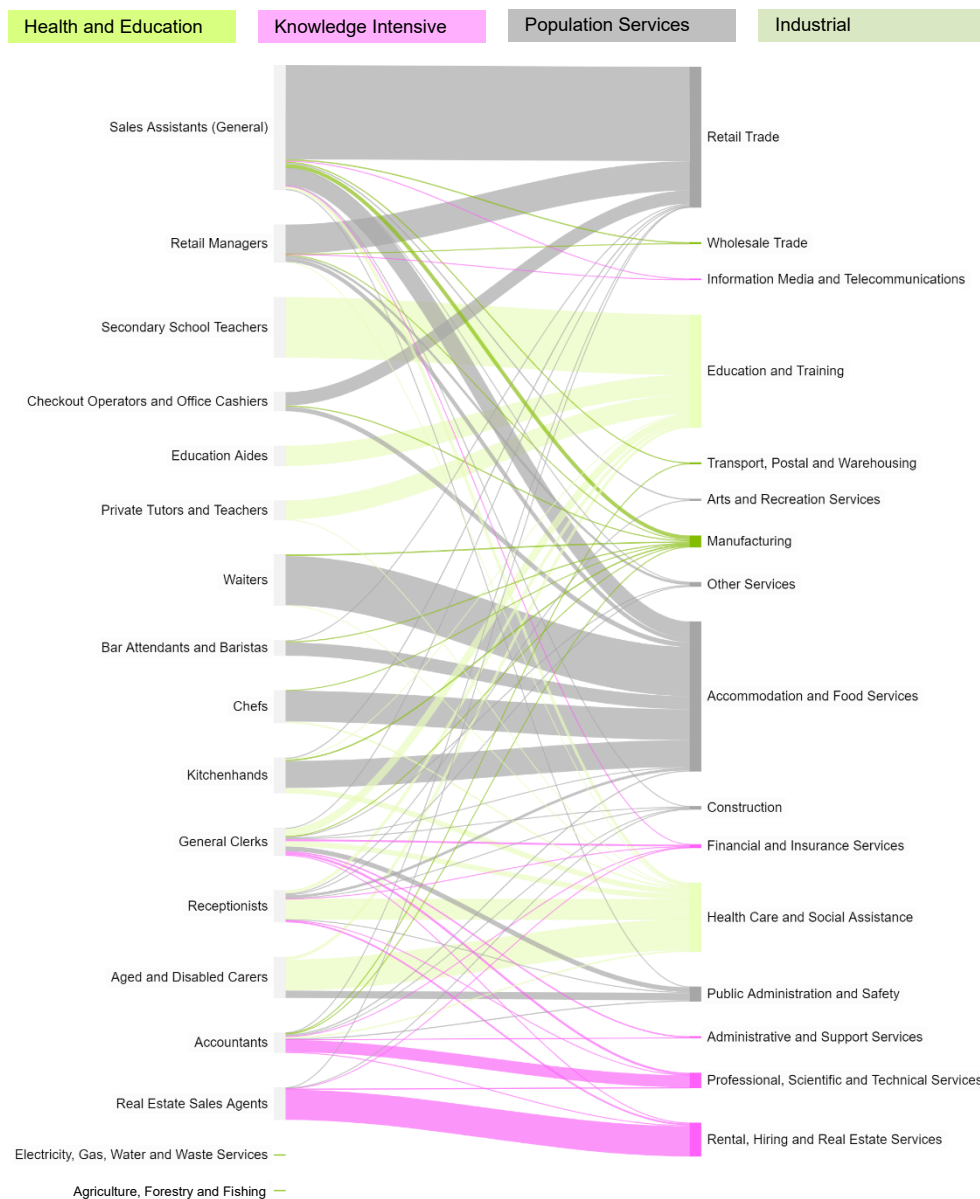


FIGURE E.2 EMPLOYMENT BY OCCUPATION BY INDUSTRY, GLEN WAVERLEY STRUCTURE PLAN AREA 2021

CHECK 2 AND 3: RELATIONSHIP BETWEEN WORKERS BY INDUSTRY AND LAND USES IN 2021 (2) AND MOVEMENT TO 2041 (3)

The table adjacent shows the estimated current split of workers by floorspace type in 2021, informed from the land use audit completed for the Structure Plan Area. A description of this audit is in Appendix A. Table E.1 also shows the change projected to 2041 in the proportion of industry jobs in each land use. These shifts are based on observed trends in the typologies of floorspace (such as health workers using office space at a higher intensity) outlined in Section 5 City of Melbourne CLUE data was also considered to estimate the shift in workers by industry toward different floorspace types as well as applying iterative adjustments with future developments outlined in Section 5.

Where appropriate, tests have been undertaken to ensure known future supply would fit within the projected outcomes.

Evidently, office floorspace is projected to play an increasingly important role in Glen Waverley through an uptick in professional services employment and as other industries increasingly use office floorspace.

The education sector is expected to utilise slightly more office-style typologies as educational buildings become more flexible and mixed-use, integrating a greater share of office space within their facilities and optimising some teaching areas.

Glen Waverley currently has some small industrial areas with a range of occupants but the share of employment that is going to industrial floorspace is expected to fall out to 2041. This will be due to two competing impacts:

- Urban industrial floorspace will continue to change, seeing a greater mix of employment activities in these industrial areas. This trend is already occurring in Glen Waverley's industrial precincts as noted in Section 3.5.
- Where not protected or where the occupant is not requiring to be in the locale of Glen Waverley specifically, costs of land and relative highest and best use of land will push out industrial floorspace in favour of higher value activities.

Retail floorspace is the primary use for other population services. Whilst there is expected to be growth in retail floorspace, the proportion of other population services going to retail will decline slightly to 2041 with growth in other population services into office space and other land uses.

TABLE E.1 GLEN WAVERLEY STRUCTURE PLAN AREA LAND USE SHARE ASSUMPTIONS, 2021 AND 2041

LAND USE	INDUSTRY SECTORS (EMPLOYMENT)									
	PROF. SERVICES		HEALTH		EDUCATION		OTHER POPULATION SERVICES		INDUSTRIAL	
	2021	2041	2021	2041	2021	2041	2021	2041	2021	2041
Office	48%	59%	15%	25%	15%	27%	1%	3%	3%	5%
Health	4%	5%	42%	46%	2%	2%	0%	1%	1%	1%
Education	3%	3%	8%	5%	79%	65%	1%	2%	4%	5%
Retail	3%	3%	24%	16%	1%	1%	82%	79%	19%	26%
Industrial	2%	0%	0%	0%	0%	0%	8%	4%	68%	56%
Public Use	33%	24%	0%	0%	3%	4%	1%	1%	0%	0%
Accommodation	3%	3%	4%	2%	0%	0%	5%	6%	1%	2%
Entertainment / Recreation	3%	2%	1%	1%	0%	0%	1%	3%	3%	4%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Source: ABS, CLUE, VPA, AJM JV

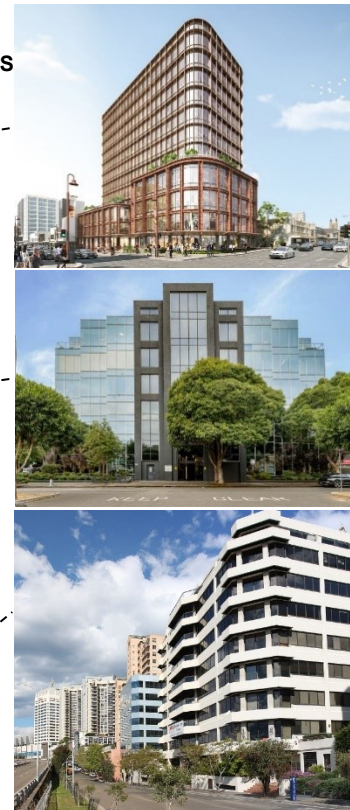
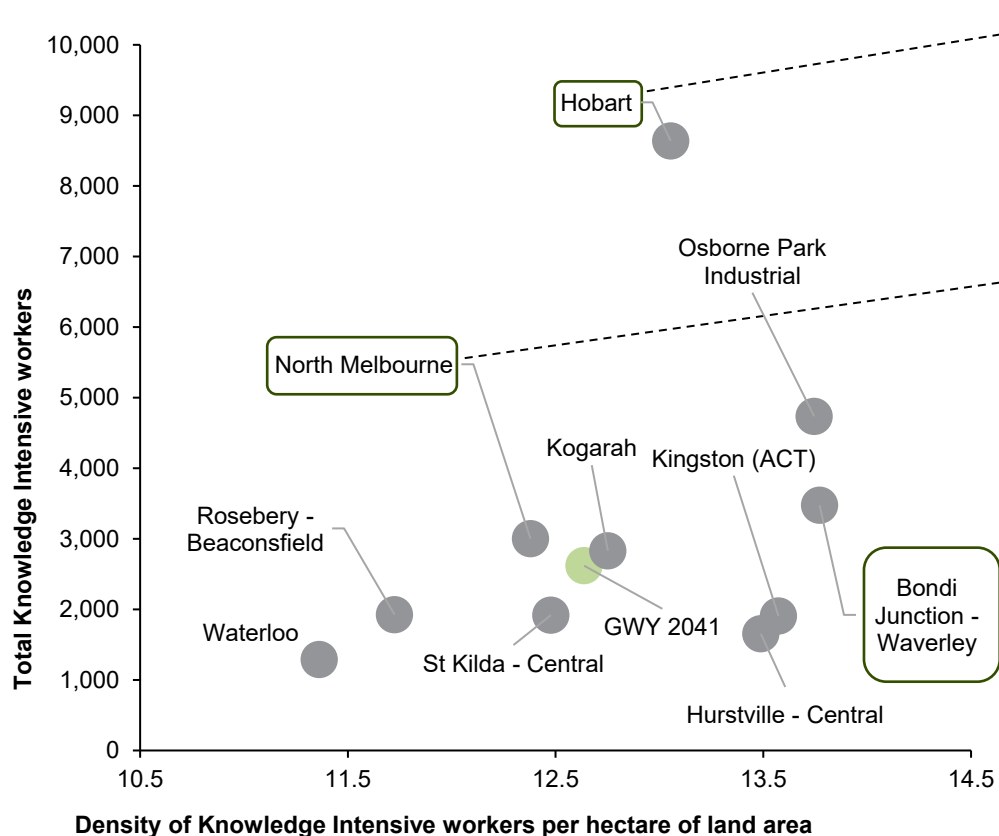
Workspace ratio approach for Glen Waverley

Workspace ratios represent the amount of floorspace allocated to each worker in a work environment. Although there are typical ranges that are often noted, these can fluctuate depending on factors such as location, industry sector, and the specific needs of individual businesses.

As detailed in Section 7.4, the final workspace ratio is selected following a series of checks:

Check 1: On a land area basis, what will be the density of employment in the Structure Plan and where is this comparable? This will help identify areas around Australia that are currently holding the density of workers that the Structure Plan will hold in the future. This prompts further investigation on the typologies that allow for this. The jobs that are compared are the most comparable industry or set of industries to that floorspace. In the example for office shown below, this is knowledge intensive industries defined for this purpose to include finance, insurance, professional, scientific and technical services, and real estate advisory services.

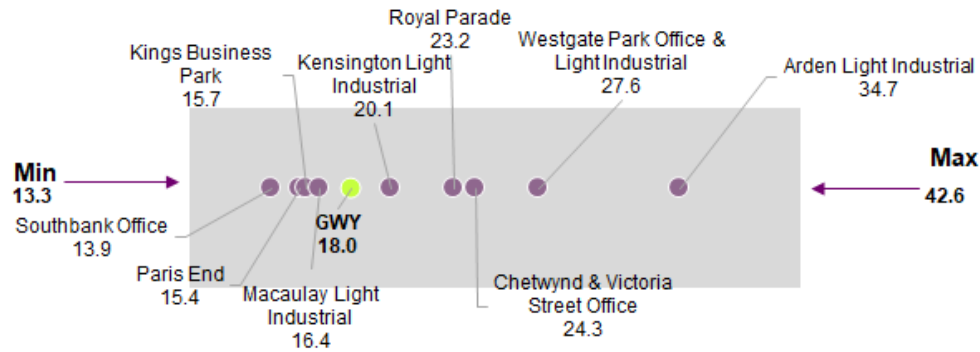
FIGURE E.3 GLEN WAVERLEY 2041 WORKER DENSITY BY LAND AREA COMPARED TO AUS



New office stock in comparable areas are either converted old spaces or medium to high rise, large floor plate developments

Source: 2021 ABS census for population aged 15+ workers by ANZSIC industry, imagery from real commercial advertising

Check 2: Understanding existing WSR in the Structure Plan Area, by combining by combining the audit of floorspace in the Structure Plan Area and the analysis of workers recorded by the ABS Census 2021. This provides a baseline for future shifts to be incorporated from, and more accurately estimate the need for floorspace. This is then shown in comparison to benchmarks from the City of Melbourne, City of Sydney and Perth to gain an understanding on where the Structure Plan sits currently and why. To bring the floorspace audit in line with the benchmark comparisons a translation of floorspace from GBA to GLA has to occur. This is estimated using building level data from CLUE 2016 as shown in Figure .

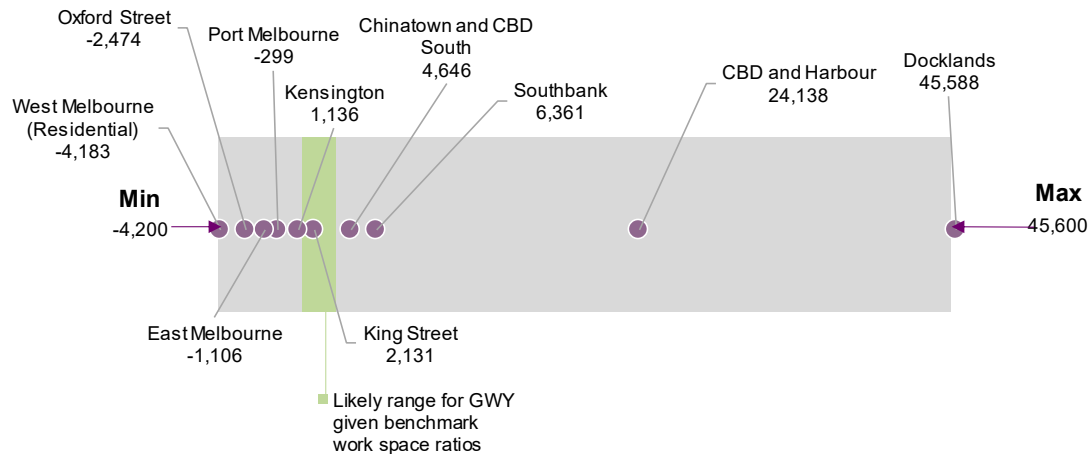


Glen Waverley currently sits in the lower end of the range for workspace ratios due to the small amount of space and the high proportion of dedicated office space within the mix.

Given the typologies observed above, future floorspace will likely push workspace ratios marginally lower, but not as low as if there were CBD scale, high rise office buildings.

FIGURE E.4 GLEN WAVERLEY OFFICE WSR IN COMPARISON TO BENCHMARKS

Check 3: Again, bringing together benchmark data from the City of Melbourne and City of Sydney, the annual volume of floorspace growth in different areas is considered. This is checked against the range of growth scenarios that emerge by applying the 10th and the 90th percentile of workspace ratios in Check 2 against forecast the forecast jobs by type in the structure plan. For example, below shows that Glen Waverley would grow at between 1500 and 4000 sq.m per annum from 2021 to 2041 if either the 10th percentile (14.5 sq.m per worker) or the 90th percentile (27 sq.m per worker) from Check 2 are applied to Glen Waverley’s 2041 office jobs estimate.



Future growth in Glen Waverley is likely to be between what was observed in King Street (Sydney) up to Chinatown / CBD South (Sydney).

FIGURE E.5 COMPARISON OFFICE 10 YEAR ANNUAL GROWTH BY VOLUME (SQ.M)

Source for both figures: City of Melbourne 2016 Census of Land Use and Employment, detailed information with breakdown of floorspace types by building. CLUE (City of Melbourne floorspace census), FES (City of Sydney floorspace census) and PLUC (Perth land use census) data to get a range of workspace ratios to compare with Glen Waverley

Check 4: Given a certain level of space as “new” and a certain level as “renovated” at different scenarios of growth, there will be a quantity of space left over as old floorspace in the Structure Plan Area. Within CLUE data, older floorspace has either remained constant or increased in its workspace ratio over time. By applying this assumption, the range of workspace ratios that can be applied to the Structure Plan Area can be further limited.

TABLE E.2 GLEN WAVERLEY STRUCTURE PLAN AREA WORKSPACE RATIO ASSUMPTIONS

LAND USE	EXISTING WORKSPACE RATIO 2021	WORKSPACE RATIOS IN KNOWN BENCHMARK AREAS ¹	FUTURE PRECINCT COMPARABLE LOCATIONS ²	TESTING WSR AGAINST PROJECTED EMPLOYMENT FLOORSPACE GROWTH	RECOMMENDED WORKSPACE RATIO FOR STRUCTURE PLAN 2041
Retail	42.0 [GLA], 49.8 [GBA]	20.8 - 48.6 [GLA]	South Yarra - South, Glebe - Forest Lodge, Abbotsford, Hornsby - East, Rosebery - Beaconsfield	Retail floorspace is discussed in detail in the Retail report. Retail based jobs are expected to increase by almost 1300 jobs between 2021 – 2041. With the mix of jobs expected to be similar to current, with concentrations of development within The Glen and along Kingsway, the workspace ratio is only expected to change slightly reflecting an increase in occupancy.	36.3 [GLA], 41.6 [GBA]
Accommodation	429.2 [GLA], 593.4 [GBA]	153.7 - 604.6 [GLA]	Melbourne CBD - North, Brisbane City	Glen Waverley has a significant amount of accommodation floorspace currently with just over 150,000 sq.m. Into the future, the density of accommodation-based employment in Glen Waverley would put it in line with areas of significant commercial accommodation such as Melbourne CBD – North and Brisbane City. Given the scale of current supply future growth in accommodation jobs is not expected to translate into accommodation floorspace at the same rate as seen historically. The workspace ratio is also high in comparison to known benchmark areas which may reflect COVID-19 induced vacancy in the commercial accommodation sector. As such, the future workspace ratio has been brought downwards and future growth in accommodation floorspace should allow for one large or two smaller commercial accommodation developments to occur.	260.0 [GLA], 359.5 [GBA]
Industrial	151.4 [GLA], 166.1 [GBA]	54.7 - 481.1 [GLA]	Murarrie, Braeside, Geebung, Bibra Industrial, Richmond (South) - Cremorne	Aristoc Road is likely to continue to lose industrial space as it changes towards higher density employment uses, whilst Springvale Road relies on the intentions of a major landowner. This should overall move the workspace ratio down the range of possible values. Bringing the WSR from 166 to 131 sq.m per worker means just under 7000 sq.m of industrial floorspace will be added to Glen Waverley out to 2041. With the outlook for Aristoc and Springvale Road being transitional, this level of growth is appropriate, if not higher than expected.	120.0 [GLA], 131.6 [GBA]
Education	62.7 [GLA], 73.8 [GBA]	30.4 - 110.6 [GLA]	Darlinghurst, Southbank - East, South Yarra - West, Surry Hills, North Sydney - Lavender Bay	The share of education floorspace in Glen Waverley continue to grow within existing education sites including Glen Waverley College, primary schools and Holmesglen TAFE. As such the mix of space is not expected to deviate. A slight shift down to 70.6 sq.m per worker allows for densification of space with new education typologies tending to verticalise.	60.0 [GLA], 70.6 [GBA]
Office	18.0 [GLA], 23.4 [GBA]	14.5 - 27.0 [GLA]	Newstead - Bowen Hills, Barton, Richmond (South) - Cremorne	Current office space in Glen Waverley is at a low workspace ratio with a high proportion of the mix being high street ground floor office and newer office buildings. Future expectations are for Glen Waverley's office floorspace to almost triple but new space is not expected to be at a worker density that is much below the current rate which is already quite efficient for a suburban location.	17.0 [GLA], 22.1 [GBA]
Entertainment / Recreation	117.4 [GLA], 143.8 [GBA]	25.4 - 265.6 [GLA]	Parramatta - North, Albert Park, Randwick - South, Bondi Junction - Waverley, Paddington - Milton	Entertainment and recreation floorspace in the future Structure Plan Area will be oriented towards indoor entertainment for the future workers, residents, and students. This includes gyms, bars and arts workshops. These spaces are more comparable with retail floorspace on a workspace ratio basis. As a result, future workspace ratios should reduce.	100.0 [GLA], 122.5 [GBA]

LAND USE	EXISTING WORKSPACE RATIO 2021	WORKSPACE RATIOS IN KNOWN BENCHMARK AREAS ¹	FUTURE PRECINCT COMPARABLE LOCATIONS ²	TESTING WSR AGAINST PROJECTED EMPLOYMENT FLOORSPACE GROWTH	RECOMMENDED WORKSPACE RATIO FOR STRUCTURE PLAN 2041
Health	30.3 [GLA], 35.7 [GBA]	17.9 - 101.8 [GLA]	Fitzroy, South Yarra - West, Melbourne CBD - East	There are no major health institutions in Glen Waverley instead there are many fragmented offerings such as medical centres, standalone dentists and specialists along Springvale Road and through the Activity Centre. This mix is expected to stay the same out to 2041 and the workspace ratio should only tighten in line with overall necessary densification of space. This will push the floorspace from 18,100 to 29,600 sq.m. over the 20-year period.	27.0 [GLA], 31.8 [GBA]
Public Use	18.1 [GLA], 24.2 [GBA]	24.9 - 428.8 [GLA]	Hobart, Canberra Airport, Greenway	Public use floorspace is centred around the Monash City Council building and will continue to develop near to there with the forthcoming 7000 sq.m of floorspace within the civic precinct that will be developed by 2026+. This floorspace will be of lower worker density to current space with a predominantly a library and community meeting space. Workspace ratios are expected to rise slightly as a result with very low current ratios due to council offices making up the majority of the mix.	20.0 [GLA], 26.7 [GBA]

Note: Retail floorspace figure in this table is the mid-point of the GBA range outlined in the Retail Needs Report.

Source: AJM JV. Notes (1) The 10th to 90th percentile of workspace ratios were selected from the selected benchmark locations to remove outliers (2) Comparable locations were selected based on a review of employment density and development and building typologies across major Australian cities, similar to the anticipated outcomes in the Structure Plan Area

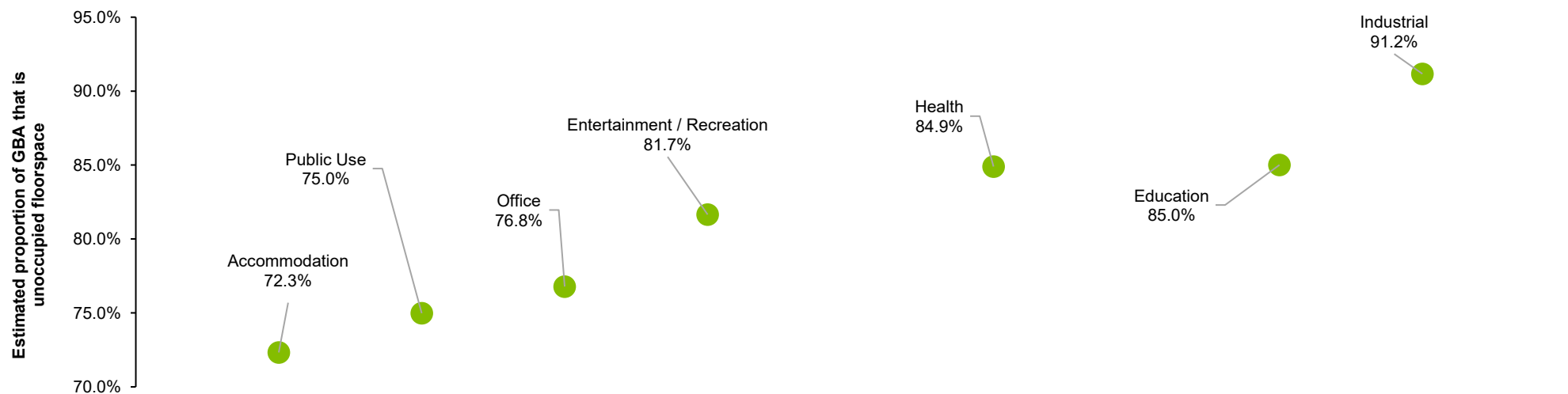


FIGURE E.6 GLEN WAVERLEY STRUCTURE PLAN AREA GLA AS A SHARE OF GBA

Source: City of Melbourne building level CLUE data, obtained in 2017 for the calendar year 2016



Appendix F
Peer review report

Suburban Rail Loop East Precinct Planning Peer Review of Economic Technical Report Glen Waverley Station Precinct

14/02/2025

1.1 Scope of Peer Review

SGS Economics and Planning (SGS), led by Julian Szafraniec, have been engaged by White & Case together with Clayton Utz acting on behalf of the Suburban Rail Loop Authority (SRLA) to provide a peer review of the Glen Waverley Economic Profile Report (Technical Report) for the purpose of informing the Structure Plan (SP) and draft planning scheme amendment (PSA) for the Glen Waverley structure plan area (SPA).

SGS was first engaged in relation to this matter in early 2024, and through an iterative approach, has reviewed the housing and economic technical reports for all six SRL East precincts, along with the land use scenario and capacity assessment (LUSCA) report. This peer review report documents SGS' findings as they relate to the Technical Report (dated February 2025).

The peer review advice addresses:

- The appropriateness of the methodology used to translate employment projections (developed as part of the Business and Investment Case (BIC)) into various employment floorspace needs for the Glen Waverley SPA, specifically for the purposes of informing the SP and draft PSA.
- Understanding if the results of the analysis have then been appropriately presented and suitable precinct recommendations have been developed to inform the SP and draft PSA.

The peer review does not consider:

- Broader macro and regional trends, alternative employment growth forecasts for the SRL corridor or station precincts, or the appropriateness of earlier studies, such as the BIC.
- Other technical reports or matters, such as urban design, traffic and community infrastructure.
- The extent to which the recommendations from the Technical Report were ultimately used and implemented in the Glen Waverley SP and draft PSA.

1.2 Summary of peer review

The remainder of this peer review document is structured as follows:

- **Section 1.3** provides a summary and peer review of the appropriateness of the method used in the Technical Report for the purposes of informing the SP and draft PSA. This is consistent across all six precinct peer review reports as a consistent method was applied.
- **Section 1.4** provides a peer review of the results and recommendations for Glen Waverley SPA specifically.

- **Section 1.5** provides final concluding remarks from the peer review of the Technical Report.

1.3 Appropriateness of methodology, assumptions and limitations

The Technical Report is split into four Parts, along with an Executive Summary and a set of Appendices. The same overall structure, and method, for determining employment needs within the SPA has been used consistently across all six SRL East precinct reports. In summary the structure is as follows:

- Executive Summary provides an overview of the analysis and recommendations in the report.
- Introduction (Section 1) details the scope, key definitions, key assumptions, limitations and how the report relates to other technical reports and the SP process.
- Parts A and B provide a summary of key regional and local policy and employment trends.
- Part C contains the core analysis work and details how employment projections were reviewed and translated into various employment floorspace needs for the Glen Waverley SPA specifically.
- Part D provides recommendations specific to Glen Waverley to inform the SP and draft PSA.

The advice contained within this section of the peer review report focuses on the appropriateness of the methodology used (primarily documented in Part C) along with key definitions, assumptions and limitations (largely summarised in Section 1 and the Appendices of the Technical Report). It also provides some commentary related to the appropriateness of the contextual research contained in Parts A and B.

Key inputs and interactions with other background technical reports

Given the scale of SRL, the evidence base to inform the SP process includes many technical and background reports which investigate specific issues and combine into an overall package.

A key input into the Technical Report is the 1600m catchment precinct employment projections which were derived using CityPlan as part of the BIC (August 2021). This is documented in Section 1.6 and in Appendix A of the Technical Report. How they have been used, limitations and uncertainty associated with those inputs are also clearly noted. This includes noting that these projections are strategic and should be considered indicative and that material events (i.e. COVID, 2021 Census) have occurred since their development. A key feature of the analysis method, discussed later, is also a review of these projections against the latest market trends and drivers to identify where risk and interventions might be considered as part of the SP process.

Another key input for the Technical Report is the 2021 ABS Census. The Technical Report appropriately notes that this data was collected during COVID-19 restrictions and that caution should be applied when using place of work employment data from that Census period. To mitigate this, the report also utilises 2011 and 2016 ABS Census and other datasets as part of the analysis to provide additional context, which is an appropriate response.

The Technical Report also interacts with other technical reports, including directly inputting to LUSCA (which SGS has separately completed a peer review of) and the SP. The scope and interactions with these other technical reports and the SP has informed the approach taken in the Technical Report. These interactions and broader body of work are clearly documented at Section 1.7 of the Technical Report and have been considered as part of the peer review - rather than considering the Technical Report purely in isolation.

Appropriate specification and application of definitions

For the Technical Report to appropriately inform a SP process, it is critical that any analysis directly relates to the SPA and planning horizon in question. Further, any definitions should be clearly defined and consistently applied to ensure results can be interrogated and correctly used in subsequent work.

These definitional aspects are primarily documented in Section 1 and Appendix A.

- **Geography:** the Technical Report results and recommendations specifically relate to the whole SPA (as summarised in Section 1.8 of the Technical Report). Various inputs consider alternative geographies, including a '1600m catchment' definition, travel zones and Local Government Areas. The Technical Report does not fully clarify the fact that the 1600m catchments were originally used for BIC employment projections, with assumptions made in the Technical Report analysis to apportion this down to the SPA. In Appendix A there is some commentary on spatial misalignment limitations generally, which are common in this type of analysis, but the specific method is not clarified. However, review of the results for each SRL precinct (further discussed in Section 1.4) indicate the apportionment is within plausible ranges and further analysis of the resulting SPA employment results as part of the method process has determined their suitability for informing the SP process. While the link to the BIC and clarification of approach appears to be lacking, I believe it has not actually materially impacted the results and recommendations used to inform the SP.

In addition, the Technical Report includes no sub-precinct results, beyond high-level locational recommendations and opportunities in Section 11. While more spatially detailed analysis could often be contained within a Technical Report such as this, that analysis has been completed in the LUSCA and with input from other technical reports, such as Urban Design. When considered as a package of technical reports which inform the SP process, I believe this is an appropriate approach, but increases the importance of having clear definitions that are consistently applied across all technical reports.

- **Time horizon:** the Technical Report analysis considers employment needs out to 2041 (20 years from 2021 or 17 years from 2024). I believe this an appropriate planning horizon for SP purposes and is consistent with the planning horizon for housing.

Employment and floorspace: how a job, or worker, is defined, and counted, can heavily influence how the results should be interpreted and used in other work. The definition of a job has been defined in Section 1.5, with the definition also consistent with the standard ABS definition. Job classifications by industry, based on standard ANZSIC definitions and a custom land use classification has also been documented. Various floorspace ratios have also been defined in Section 1.5 and used consistently throughout this report and in other technical reports. I believe these definitions are all clear and appropriately applied throughout the Technical Report.

Suitability of background policy and economic potential

Given the SRL precincts exist within an established urban context, it is critical that there is some analysis of the broader context and current state of the precinct and the economy. This contextual analysis helps establish the baseline trends and informs the economic and employment potential and plausibility of projections, key assumptions and the recommendations.

Part A and B of the Technical Report includes this contextual analysis:

- **Part A** details the relevant strategic context at state and local government level as well as providing a baseline understanding of the current economic outcomes for the precinct which provides the relevant

economic and employment data. Most data has been sourced from the ABS Census, but more recent data sources provide up to date context and additional information to inform the future outlook.

- **Part B** details the role of suburban employment hubs and the potential growth trajectory for professional jobs in the SPA. The report details key factors to support development in the precinct as well as case studies for other similar locations. This section also considers trends in specific industries, the changing nature of work and how this will influence future needs for the SRL precincts, as well as an analysis of strengths, weaknesses, opportunities and constraints for the SRL precinct.

Analysis of economic context is comprehensive, and the assessment of the SRL precinct policy status and potential seems reasonable. Part B further details the relevant trends and drivers influencing the SRL precinct and provides comprehensive and appropriate employment implications that should be considered when assessing the suitability of the employment projections and their alignment with established market conditions. The structure and use of consistent industry categories also enables this contextual analysis to be easily tracked and translated into the subsequent work around review of the forecasts and recommendations.

Identifying future employment floorspace needs

The core purpose of the Technical Report is to estimate the economic and employment floorspace potential of the SPA, to inform subsequent technical reports and the SP and draft PSA process.

Part C and Appendix D and E of the Technical Report details the method used to review and estimate the employment floorspace requirements. The broad steps are provided in Section 7.2, as follows:

- Review of employment projections (from the BIC) by industry group.
- Determine the distribution of employment across different land use types.
- Establish workspace ratios for each land use type.
- Calculate future floorspace demand.

These steps are discussed in further detail below:

- The first step involves a **review of employment projections** for the SPA from the BIC. As noted earlier, it is unclear from the Technical Report how employment projections for the SPA have been derived from the 1600m catchment data contained in the BIC. Despite this, they do seem broadly reasonable and consistent with BIC projections.

It is clearly stated that projections have not been refined and only one future scenario (from the BIC) is considered. Instead, the focus of the review is to clearly highlight where growth is supported by the market/ trends or where risk exists or intervention is required. There are a range of suitable ways this aspect of the analysis could have been completed. Alternative or adjusted employment projections could have been developed as a result of the review. However, this would have required much broader (metropolitan wide) analysis (given the scale of SRL) to determine the plausibility of redistributions from/to other locations across Melbourne, which would have significantly expanded the scope of the Technical Report and potentially duplicated previous work. While updated projections and additional scenarios would be helpful, and might have addressed some limitations in the current projections, for the purpose of informing the development of the SP, reviewing the existing projection set, with clear commentary on risks, areas of flexibility, key opportunities and interventions required, is still an appropriate and efficient approach. This approach accepts that projections are inherently uncertain and places more focus on the general guidance and implications around the employment

projections for the SP to consider, rather than additional analysis that seeks to refine a single employment projection outlook which the SP should plan to.

- The **translation of employment by industry to land uses** is an effective approach that recognises the differences between employment industries and the spaces that different businesses within an industry occupy. This is important when seeking to convert the employment into floorspace requirements for the SP. The translation matrix has been derived based on local employment industry and occupation data, a comprehensive synthesised local land use audit and consideration of planning policy and economic trends. This method is clearly documented, and I believe results in a robust translation matrix which is specific to the SRL precinct and potential economic change in its future.
- **Workspace ratios** for each land use type and specific to the SRL precinct are derived from the City of Melbourne – Census of Land Use and Employment (CLUE) data and the local floorspace audit. It is also noted that the workspace ratios have been adjusted to reflect changes in built form attributes of new versus old floorspace as well as changes due to flexible working arrangements. This is all clearly documented and further evidenced with benchmarks in Appendix E. These ratios are all within typical industry standard ranges and the detailed approach ensures a more robust estimate of floorspace is calculated, as it reflects differences unique to each SRL precinct.
- Workspace ratios are then applied to employment by land use to determine floorspace requirements. This estimated demand is then thoroughly **tested against a range of market criteria and case studies** by land use type to determine how likely it is to be delivered by the market and what interventions and other consideration should be considered by the SP. I believe this is a robust assessment of the employment floorspace requirements within the SPA which clearly demonstrates some key opportunities and challenges or risks for certain employment sectors across the SRL precinct and which the SP will need to consider.

1.4 Station precinct analysis findings and recommendations

The following section considers how the method was applied to Glen Waverley SPA specifically and provides a review of the results and recommendations that have been developed.

Employment projection and spatial allocation

Table 1 below shows how employment growth is allocated to the SPA, relative to the wider 1600m catchment definition using data in Table 8.1 of the Technical Report. The second row, presenting the *SPA as share of 1600m Catchment* has been separately calculated to help with the peer review process. As of 2021 the SPA represents 74 per cent of the 1600m catchment employment and captures 86 per cent of net employment growth, which sees the overall share of employment increase to 79 per cent by 2041.

For comparison, as of 2021 the SPA for all six SRL East precincts combined represents 73 per cent of their respective 1600m catchments employment and combined they are estimated to capture 84 per cent of the 1600m catchment employment growth by 2041.

This will see a slight increase in the proportion of employment that is being directed into the SPA, given the residential nature of surrounding areas, recent trends and the planning policy focus around the station I believe this is an appropriate split, noting the challenges and risks identified in the Technical Report.

Table 1: Employment change by geography, 2021-2041

	Projected employment (no.)		Change (no.)
	2021	2041	2021-2041
Structure Plan Area	7,800	13,800	6,000
<i>SPA as share of 1600m Catchment</i>	<i>74%</i>	<i>79%</i>	<i>86%</i>
1600m Radius Area	10,500	17,500	7,000
South East Region	753,500	1,211,900	458,400
Greater Melbourne	2,376,700	4,049,500	1,672,800

Source: Derived from Table 8.1 of the Economic Profile Assessment, AJM, Feb 2025

Employment and floorspace requirements by land use type.

Overall, the analysis indicates Glen Waverley will need to plan for 13,800 jobs (6,000 additional) that will require an additional 200,500 square metres of floorspace to be provided. This results in an average workspace ratio across all land use types of 57 square metres per worker. This is (marginally) the highest of any SRL precinct and reflective of a greater prevalence of retail, accommodation, industrial uses.

The following table summarises the results from Table 9.2 of the Technical Report as a share of the SPA total. This highlights that the majority of additional employment floorspace will be Office, Retail and Education related (72 per cent combined), which is broadly consistent with the dominance of these land use types in the precinct currently. I believe the key challenge for the precinct and its growth will be around diversifying and expanding its office and education offerings. These have been identified in the Technical Report accordingly.

Table 2: Share of SPA employment and floorspace by land use, 2021-2041

	Total jobs % of SPA	Average WSR (GBA per worker)	Floorspace 2021, (GBA) % of SPA	Floorspace 2041, (GBA) % of SPA	Add' Floorspace 2021-2041 (GBA) % of SPA
Education	13%	71	13%	16%	24%
Health	7%	32	3%	4%	6%
Office	27%	22	5%	10%	26%
Public use	9%	27	3%	4%	7%
Retail	32%	42	26%	23%	14%
Accommodation	4%	359	26%	21%	9%
Ent / Rec	2%	122	3%	5%	10%
Industrial	7%	132	21%	17%	3%
Total	100%	57	100%	100%	100%

Source: Derived from Table 9.2 of the Economic Profile Assessment, AJM, Feb 2025

I believe the analysis appropriately translates the employment projections into relevant floorspace requirements for the SPA, to inform the SP process. The detailed assessment in the Technical Report then

highlights a number of risks, challenges and opportunities in realising this outcome for the SP to consider and address. The assessment also clearly highlights that the employment projections are not fundamentally unrealistic, while they will still require some considerable shifts in existing market trends, other supportive interventions or flexibility in how some outcomes are achieved. I believe this combined analysis and market assessment should provide sufficient guidance for the SP process.

Recommendations

Section 11 of the Technical Report includes 10 Recommendations and 3 Opportunities to inform the development of the SP and draft PSA. These recommendations cover various aspects of different employment sectors including Office, Health, Education, Retail and Entertainment, Industrial and other employment. They highlight the scale and form of growth that should be planned and identify potential conflicts or barriers that should be addressed via the SP process.

In addition, the recommendations consider the preferred location for various employment uses within the SPA. There is a strong focus on the role of Glen Waverley Activity Centre, growing Office uses in the core and opportunities around industrial and other and strategic land holdings. In general, these locational recommendations are appropriate and will need to be balanced alongside other technical reports as part of the SP process.

1.5 Concluding comments of peer review

Overall, I believe, the final Technical Report's approach, findings and recommendations are an appropriate evidence base to inform the Glen Waverley SP and draft PSA.

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