

## APPLICATION FOR MODIFICATION ASSESSMENT REPORT

Application Number:	Mod2022/0722	
Responsible Officer:	Thomas Prosser	
Land to be developed (Address):	Lot 1 DP 1282038, 4 - 8 Inman Road CROMER NSW 2099	
Proposed Development:	Modification of Development Consent DA2021/2608 granted for Use of Premises (Warehouse 1) as an Indoor Recreation Facility (swim school), internal fit-out, reconfiguration of car parking and signage	
Zoning:	Warringah LEP2011 - Land zoned IN1 General Industrial	
Development Permissible:	Yes	
Existing Use Rights:	No	
Consent Authority:	Northern Beaches Council	
Land and Environment Court Action:	No	
Owner:	Perpetual Corporate Trust Ltd	
Applicant:	Aquatic Achievers Operations Pty Ltd	

Application Lodged:	09/01/2023	
Integrated Development:	No	
Designated Development:	No	
State Reporting Category:	Refer to Development Application	
Notified:	16/01/2023 to 30/01/2023	
Advertised:	Not Advertised	
Submissions Received:	0	
Clause 4.6 Variation:	Nil	
Recommendation:	Approval	

## PROPOSED DEVELOPMENT IN DETAIL

The proposal is for modification of the consent for "Use of Premises (Warehouse 1) as an Indoor Recreation Facility (swim school), internal fit-out, reconfiguration of car parking and signage," approved under DA2021/2608.

In detail, the proposal involves:

### **Ground Floor**

- Deletion of 2nd swimming pool
- Relocation of mechanical plant room from mezzanine to ground floor
- Reconfiguration of male amenities
- Relocation of manager's room and store



• Re-positioning of children's room

### <u>Mezzanine</u>

- Deletion of managers office and kitchenette area becomes a single staff lounge
- Male and female WCs are swapped, and separate female shower is deleted
- Former mechanical room area becomes void

### Request to modify condition

The following request if made to change Condition 3(n).

This condition compels construction of a pool fence; however, this requirement only applies to residential pools and not indoor commercial operations (see below):

"The wording states fencing is to be provided and be consistent with relevant legislative requirements. The issue is that the Swimming Pools Act and the Building Code of Australia only requires fencing to pools associated with residential class 1/2/3/4 buildings but the DA condition conflicts with these requirements. The certifier will need the condition to be deleted or altered (to something like "Child resistant fencing is to be provided where required by the following relevant legislative requirements") or alternatively an email of letter from Council to advise that fencing is not required. Otherwise they will be forced to enforce it."

### Assessing officer comment

Given the pool is not a residential pool, condition 3n is recommended to be modified as follows:

(n) Requirements for new swimming pools/spas or existing swimming pools/spas affected by building works.

(1) The proposal is to comply with the relevant legislative requirements and relevant Australian Standards for Swimming pools, (including but not limited) as follows:

(i) Swimming Pools Act 1992

- (ii) Swimming Pools Amendment Act 2009
- (iii) Swimming Pools Regulation 2018
- (iv) Australian Standard AS1926 Swimming Pool Safety
- (v) Australian Standard AS1926.1 Part 1: Safety barriers for swimming pools
- (vi) Australian Standard AS1926.2 Part 2: Location of safety barriers for swimming pools.
- (2) A 'KEEP WATCH' pool safety and aquatic based emergency sign, issued by Royal Life Saving is to
- be displayed in a prominent position within the pool/spa area.

(3) Filter backwash waters shall be conveyed to the Sydney Water sewerage system in sewered areas or managed on-site in unsewered areas in a manner that does not cause pollution, erosion or run off, is separate from the irrigation area for any wastewater system and is separate from any onsite stormwater management system.

(4) Swimming pools and spas must be registered with the Division of Local Government.

## ASSESSMENT INTRODUCTION

The application has been assessed in accordance with the requirements of the Environmental Planning and Assessment Act 1979 and the associated Regulations. In this regard:



- An assessment report and recommendation has been prepared (the subject of this report) taking into account all relevant provisions of the Environmental Planning and Assessment Act 1979, and the associated regulations;
- A site inspection was conducted and consideration has been given to the impacts of the development upon the subject site and adjoining, surrounding and nearby properties;
- Notification to adjoining and surrounding properties, advertisement (where required) and referral to relevant internal and external bodies in accordance with the Act, Regulations and relevant Development Control Plan;
- A review and consideration of all submissions made by the public and community interest groups in relation to the application;
- A review and consideration of all documentation provided with the application (up to the time of determination);
- A review and consideration of all referral comments provided by the relevant Council Officers, State Government Authorities/Agencies and Federal Government Authorities/Agencies on the proposal.

### SUMMARY OF ASSESSMENT ISSUES

There are no assessment issues.

#### SITE DESCRIPTION

Property Description:	Lot 1 DP 1282038 , 4 - 8 Inman Road CROMER NSW 2099
Detailed Site Description:	The site is legally described as Lot 1 within DP 1220196 and is known as No.4-10 Inman Road (also being known as 100 South Creek Road), Cromer. It has four street frontages, being South Creek Road to the south, Inman Road to the west, Campbell Avenue to the east and Orlando Road to the north. The north-western corner of the site is bound by Orlando Road, which connects to Parkes Road.
	The site also has frontage to Campbell Avenue, however the proposed development does not extend to the eastern part of the site. The remainder of the subject site shares a common boundary with existing residential dwellings and a childcare centre to the north.
	The site is zoned IN1 General Industrial under the Warringah Local Environmental Plan 2011 (WLEP2011) and includes mostly office buildings and large warehouse/manufacturing buildings.
	The site included a variety of buildings and structures, ranging in age from the 1920's through to 2005.
	Vehicle access to the site is available off both South Creek Road and Inman Road.

Map:





### SITE HISTORY

### Previous Approvals

Building Application No.B1206/63 - A "factory" building for 'Roche Products' was approved by Council in 1963.

Between 1963 and the current time there have been numerous building and development approvals for the site including, additional factory buildings, laboratory premises, offices, caretakers dwelling/s, warehouses, alterations to factory buildings and the like. This includes miscellaneous approvals for flag poles, squash courts, tennis courts, car parking, cool rooms, tree removal and the like.

The most recent relevant approvals include:

- Development Application No.DA2005/0467 for construction of a new office building, renovations of existing buildings, new car parking areas and demolition was approved on 14 September 2005.
- Development Application No.DA2010/1923 for alterations and additions to an office building was approved on 17 March 2011.
- Development Application No.DA2012/1102 for subdivision of land was approved on 23 March 2013. This proposal included excising 6,696 sqm of land from Lot 100 that is located in the NW corner of the site fronting Orlando Road and Inman Road, and a concept building footprint with car parking and detention basin with landscaped setbacks to all boundaries. The associated Subdivision Certificate No.SC2014/0002 was withdrawn by the applicant on 2 April 2014.
- DA2019/1346 Demolition works and alterations and additions to an existing industrial facility, including new warehouse, and self-storage, office premises and ancillary café approved by SNPP on 17 August 2020.

### **ENVIRONMENTAL PLANNING AND ASSESSMENT ACT, 1979 (EPAA)**



The relevant matters for consideration under the Environmental Planning and Assessment Act, 1979, are:

The application has been assessed in accordance with the requirements of the Environmental Planning and Assessment Act 1979 and the associated Regulations. In this regard:

- An assessment report and recommendation has been prepared and is attached taking into all relevant provisions of the Environmental Planning and Assessment Act 1979 and associated regulations;
- A site inspection was conducted and consideration has been given to the impacts of the development upon all lands whether nearby, adjoining or at a distance;
- Consideration was given to all documentation provided (up to the time of determination) by the applicant, persons who have made submissions regarding the application and any advice given by relevant Council / Government / Authority Officers on the proposal;

In this regard, the consideration of the application adopts the previous assessment detailed in the Assessment Report for DA2021/2608, in full, with amendments detailed and assessed as follows:

Section 4.55(1A) - Other	Comments
Modifications	
A consent authority may, on application being made act on a consent granted by the consent authority a regulations, modify the consent if:	
(a) it is satisfied that the proposed modification is of minimal environmental impact, and	Yes The modification, as proposed in this application, is considered to be of minimal environmental impact for the following reasons: The proposal involves internal changes and there will be no significant increase to the
	overall intensity of the use.
(b) it is satisfied that the development to which the consent as modified relates is substantially the same development as the development for which consent was originally granted and before that consent as originally granted was modified (if at all), and	The consent authority can be satisfied that the development to which the consent as modified relates is substantially the same as the development for which the consent was originally granted under DA2021/2608 for the following reasons:
	The proposal involves internal changes and maintains the approved use. As such, the consent as modified is substantially the same as the development for which the consent was originally granted.
(c) it has notified the application in accordance with:	The application has been publicly exhibited in accordance with the Environmental Planning and Assessment Act 1979, Environmental
(i) the regulations, if the regulations so require,	Planning and Assessment Regulation 2021, and the Northern Beaches Community Participation
or	Plan.

The relevant matters for consideration under Section 4.55(1A) of the Environmental Planning and Assessment Act, 1979, are:



Section 4.55(1A) - Other Modifications	Comments
(ii) a development control plan, if the consent authority is a council that has made a development control plan under section 72 that requires the notification or advertising of applications for modification of a development consent, and	
(d) it has considered any submissions made concerning the proposed modification within any period prescribed by the regulations or provided by the development control plan, as the case may be.	No submissions were received in relation to this application.

### Section 4.15 Assessment

In accordance with Section 4.55 (3) of the Environmental Planning and Assessment Act 1979, in determining an modification application made under Section 4.55 the consent authority must take into consideration such of the matters referred to in section 4.15 (1) as are of relevance to the development the subject of the application.

The relevant matters for consideration under Section 4.15 of the Environmental Planning and Assessment Act, 1979, are:

Section 4.15 'Matters for Consideration'	Comments
Section 4.15 (1) (a)(i) – Provisions of any environmental planning instrument	See discussion on "Environmental Planning Instruments" in this report.
Section 4.15 (1) (a)(ii) – Provisions of any draft environmental planning instrument	There are no current draft environmental planning instruments.
Section 4.15 (1) (a)(iii) – Provisions of any development control plan	Warringah Development Control Plan applies to this proposal.
Section 4.15 (1) (a)(iiia) – Provisions of any planning agreement	None applicable.
Section 4.15 (1) (a)(iv) – Provisions of the Environmental Planning and Assessment Regulation 2021 (EP&A Regulation 2021)	Part 4, Division 2 of the EP&A Regulation 2021 requires the consent authority to consider "Prescribed conditions" of development consent. These matters have been addressed via a condition of consent.
	<u>Clause 61</u> of the EP&A Regulation 2021 requires the consent authority to consider AS 2601 - 1991: The Demolition of Structures. This clause is not relevant to this application.
	<u>Clause 69</u> of the EP&A Regulation 2021 requires the consent authority to consider the provisions of the Building Code of Australia (BCA). This matter has been addressed via a condition of consent.
Section 4.15 (1) (b) – the likely impacts of the development, including environmental impacts on the natural and built environment and social and economic impacts in the	(i) <b>Environmental Impact</b> The environmental impacts of the proposed development on the natural and built environment are addressed under the Warringah Development Control



Section 4.15 'Matters for Consideration'	Comments
locality	Plan section in this report.
	(ii) <b>Social Impact</b> The proposed development will not have a detrimental social impact in the locality considering the character of the proposal.
	(iii) <b>Economic Impact</b> The proposed development will not have a detrimental economic impact on the locality considering the nature of the existing and proposed land use.
Section 4.15 (1) (c) – the suitability of the site for the development	The site is considered suitable for the proposed development.
Section 4.15 (1) (d) – any submissions made in accordance with the EPA Act or EPA Regs	See discussion on "Notification & Submissions Received" in this report.
Section 4.15 (1) (e) – the public interest	No matters have arisen in this assessment that would justify the refusal of the application in the public interest.

### **EXISTING USE RIGHTS**

Existing Use Rights are not applicable to this application.

### **BUSHFIRE PRONE LAND**

The site is not classified as bush fire prone land.

### **NOTIFICATION & SUBMISSIONS RECEIVED**

The subject development application has been publicly exhibited from 16/01/2023 to 30/01/2023 in accordance with the Environmental Planning and Assessment Act 1979, Environmental Planning and Assessment Regulation 2021 and the Community Participation Plan.

As a result of the public exhibition of the application Council received no submissions.

### REFERRALS

Internal Referral Body	Comments	
Environmental Health (Contaminated Lands)	Supported - no additional conditions proposed	
	Environmental Health has considered the proposal and found that existing conditions relating to contamination are suitable for the proposed use and the proposed modification do not alter previous conclusions made or require further conditions.	
Environmental Health (Industrial)	Supported - subject to conditions	
(	Environmental Health has reviewed the proposed modification in relation to the amended acoustic report, consideration of the fit out and plant design against the NSW Health Public Pool and Spa	



Internal Referral Body	Comments
	Advisory guidelines and the requirements to be registered with the appropriate regulatory authority.
	Consideration of the pool and plant design under the original development application appears to not have been considered in previous responses by Environmental Health. Given the modification proposes changes to the number of water bodies and proposed plant, additional conditions are recommended to be imposed to ensure the pool, pool deck and plant room complies with the guidelines set out by NSW Health for public pools design to prevent waterborne disease prevention and adequate disinfection practices are in place.
	A review of the provided amended acoustic report finds its contents satisfactory and conditions are proposed to be amended with the below wording to incorporate the amended acoustic report into the consent.
Strategic and Place Planning	HERITAGE COMMENTS
(Heritage Officer)	Discussion of reason for referral
	This application has been referred as the site contains a heritage item, being <i>Item I52 - Roche Building</i> , listed in Schedule 5 of Warringah Local Environmental Plan 2011. The site is also within the vicinity of 2 other heritage items, being <i>Item I53 - Givaudan-Roure Office</i> and Item <i>I38 - Trees-Campbell Avenue.</i>
	Details of heritage items affected
	Details of these heritage items, as contained within the Warringah Heritage Inventory, are: <i>Item 152 - Roche building</i> <u>Statement of Significance</u> A substantial & excellent example of an industrial complex in the late 20th Century international style. Displays high degree of integrity. One of first industrial complexes set in substantial landscaped
	grounds. Socially significant due to landmark nature <i>Item I53 - Givaudan-Roure office</i>
	Statement of SignificanceA representative example of an inter-war dwelling. Displays goodintegrity with much original fabric.Historically it is a rare survivor of development of this area prior torelease & development forindustrial purposes.Item I38 - Trees, Campbell Ave
	Statement of Significance The collection of trees in the south-east sector of the Roche Products site, facing South Creek Rd and Campbell Ave at Dee Why have a moderate degree of heritage significance at the Local level. They have existed on this site since the turn of the 19th -20th century and may have been associated with the nurseryman Charles Hirsch who owned the land



Internal Referral Body	Comments		
	immediately to the nort	h durin	g that period
	-		esidents and confer on the area a
	distinctive sense of place		
			the presence in Dee Why of such a
	mixed collection of tree		
		-	
		ung pia	anning takes of their period is rare.
	Other relevant heritage	listing	S
	SEPP (Biodiversity	No	Comment if applicable
	and Conservation)		
	2021		
	Australian Heritage	No	
	Register	110	
	NSW State Heritage	No	
	5	INO	
	Register		
	National Trust of Aust	No	
	(NSW) Register		
	RAIA Register of 20th	No	However, Roche building previously
	Century Buildings of		on the RAIA Register - also included
	Significance		within RAIA publication - "444
			Sydney Buildings"
	Other	No	
	Consideration of Applic	ation	
	This application is a mo	odificat	ion of Consent DA2021/2608 which
			a swim school. The previous
	approval included the installation of 2 swimming pools and		
	associated amenities.	associated amenities. This modification proposes to remove the	
	smaller proposed swimming pool and relocate the mechanical room		
	from the mezzanine to the ground floor, in the space available by		
	the deletion of the small swimming pool. There are no external		
	changes as result of thi		
	The warehouse unit in	questic	on was approved by DA2019/1346 as
	part of an overall redev	elopm	ent of the former Roche site.
	Important original Roch	ne build	lings on the site were incorporated
	into the redevelopment	, to ret	ain important elements of the site's
	-		g the office buildings and cottage
	fronting Inman Road.	-	
			nsisting of internal changes to a new
	-		ffect the fabric of the heritage
			e site. Therefore, it is considered that
	-		nis proposal upon the heritage
	-		dings being retained as part of the
	-		changes are all internal, there is also
	no impact on the 2 heri Roure office and trees	•	ems in the vicinity (being Givaudan-
	no conditions require		e raised on heritage grounds and



Internal Referral Body	Comments
	Further Comments
	Consider against the provisions of CL5.10 of WLEP 2011:
	Is a Conservation Management Plan (CMP) Required? No Has a
	CMP been provided? N/A
	Is a Heritage Impact Statement required? No Has a Heritage
	Impact Statement been provided? N/A

### **ENVIRONMENTAL PLANNING INSTRUMENTS (EPIs)\***

All, Environmental Planning Instruments (SEPPs and LEPs), Development Controls Plans and Council Policies have been considered in the merit assessment of this application.

In this regard, whilst all provisions of each Environmental Planning Instruments (SEPPs and LEPs), Development Controls Plans and Council Policies have been considered in the assessment, many provisions contained within the document are not relevant or are enacting, definitions and operational provisions which the proposal is considered to be acceptable against.

As such, an assessment is provided against the controls relevant to the merit consideration of the application hereunder.

# State Environmental Planning Policies (SEPPs) and State Regional Environmental Plans (SREPs)

### SEPP (Resilience and Hazards) 2021

### Assessment under original Development Application

Clause 7(1)(a) of SEPP 55 requires the consent authority to consider whether land is contaminated.

In response to the above requirements of the SEPP, the applicant has submitted a Preliminary Environmental Site Investigation dated 10 May 2022 and prepared by Trace Environmental. In its conclusion, the investigation states:

"Based on the responses outlined above, it is considered that sufficient measures are in place to identify potential risks to the proposed development, including at the proposed Warehouse Unit 1 portion of the development. To date there are no known soil, groundwater or soil vapour impacts at the proposed Warehouse Unit 1 portion of the development that are considered to pose a risk to future site users. In addition, there are sufficient measures in place (as outlined in the TRACE Environmental [2021] RAP and the Costin Roe [2022] CDMP) to manage and/or remediate any impacts that may be encountered during the development works."

As such, Councils Environmental Health officer, in consultation with the NSW EPA has recommended appropriate conditions (imposed on the original consent) which provide control measures for the new use on the site.

### Warringah Local Environmental Plan 2011

Is the development permissible?	Yes



After consideration of the merits of the proposal, is the development consistent with:		
aims of the LEP?	Yes	
zone objectives of the LEP?	Yes	

## Compliance Assessment

Clause	Compliance with Requirements
5.3 Development near zone boundaries	Yes
5.8 Conversion of fire alarms	Yes
5.10 Heritage conservation	Yes
6.2 Earthworks	Yes
6.4 Development on sloping land	Yes

## Warringah Development Control Plan

## Compliance Assessment

Clause	Compliance with Requirements	Consistency Aims/Objectives
A.5 Objectives	Yes	Yes
B6 Merit Assessment of Side Boundary Setbacks	Yes	Yes
B7 Front Boundary Setbacks	Yes	Yes
B10 Merit assessment of rear boundary setbacks	Yes	Yes
C2 Traffic, Access and Safety	Yes	Yes
C3 Parking Facilities	Yes	Yes
C4 Stormwater	Yes	Yes
C6 Building over or adjacent to Constructed Council Drainage Easements	Yes	Yes
C7 Excavation and Landfill	Yes	Yes
C8 Demolition and Construction	Yes	Yes
C9 Waste Management	Yes	Yes
D3 Noise	Yes	Yes
D6 Access to Sunlight	Yes	Yes
D7 Views	Yes	Yes
D8 Privacy	Yes	Yes
D9 Building Bulk	Yes	Yes
D10 Building Colours and Materials	Yes	Yes
D11 Roofs	Yes	Yes
D12 Glare and Reflection	Yes	Yes
D14 Site Facilities	Yes	Yes
D18 Accessibility and Adaptability	Yes	Yes
D20 Safety and Security	Yes	Yes
D21 Provision and Location of Utility Services	Yes	Yes



Clause	Compliance with Requirements	Consistency Aims/Objectives
D22 Conservation of Energy and Water	Yes	Yes
E1 Preservation of Trees or Bushland Vegetation	Yes	Yes
E2 Prescribed Vegetation	Yes	Yes
E6 Retaining unique environmental features	Yes	Yes
E7 Development on land adjoining public open space	Yes	Yes
E10 Landslip Risk	Yes	Yes

## THREATENED SPECIES, POPULATIONS OR ECOLOGICAL COMMUNITIES

The proposal will not significantly affect threatened species, populations or ecological communities, or their habitats.

### CRIME PREVENTION THROUGH ENVIRONMENTAL DESIGN

The proposal is consistent with the principles of Crime Prevention Through Environmental Design.

### **POLICY CONTROLS**

### Northern Beaches Section 7.12 Contributions Plan 2022

Section 7.12 contributions were levied on the Development Application.

### CONCLUSION

The site has been inspected and the application assessed having regard to all documentation submitted by the applicant and the provisions of:

- Environmental Planning and Assessment Act 1979;
- Environmental Planning and Assessment Regulation 2021;
- All relevant and draft Environmental Planning Instruments;
- Warringah Local Environment Plan;
- Warringah Development Control Plan; and
- Codes and Policies of Council.

This assessment has taken into consideration the submitted plans, Statement of Environmental Effects, all other documentation supporting the application and public submissions, and does not result in any unreasonable impacts on surrounding, adjoining, adjacent and nearby properties subject to the conditions contained within the recommendation.

In consideration of the proposal and the merit consideration of the development, the proposal is considered to be:

- Consistent with the objectives of the DCP
- Consistent with the zone objectives of the LEP
- Consistent with the aims of the LEP
- Consistent with the objectives of the relevant EPIs
- Consistent with the objects of the Environmental Planning and Assessment Act 1979



It is considered that the proposed development satisfies the appropriate controls and that all processes and assessments have been satisfactorily addressed.

### RECOMMENDATION

THAT Council as the consent authority grant approval to Modification Application No. Mod2022/0722 for Modification of Development Consent DA2021/2608 granted for Use of Premises (Warehouse 1) as an Indoor Recreation Facility (swim school), internal fit-out, reconfiguration of car parking and signage on land at Lot 1 DP 1282038,4 - 8 Inman Road, CROMER, subject to the conditions printed below:

# A. Add Condition No.1A - Modification of Consent - Approved Plans and supporting Documentation to read as follows:

The development must be carried out in compliance (except as amended by any other condition of consent) with the following:

a) Modification Approved Plans

Architectural Plans - Endorsed with Council's stamp			
Drawing No.	Dated	Prepared By	
Mezzanine Floor - Rev J	20/07/22	Visionata Architects	
Ground Floor - Rev N	20/07/22	Visionata Architects	
Buildings Sections 2 - Rev E	20/07/22	Visionata Architects	
Buildings Sections - Rev E	20/07/22	Visionata Architects	

Reports / Documentation – All recommendations and requirements contained within:			
Report No. / Page No. / Section No.	Dated	Prepared By	
Plan of Management	15.12.2022	Aquatic Achivers Operations	

b) Any plans and / or documentation submitted to satisfy the Deferred Commencement Conditions of this consent as approved in writing by Council.

Reason: To ensure the work is carried out in accordance with the determination of Council and approved plans.

### B. Modify Condition 3n - General Requirements to read as follows:

(n) Requirements for new swimming pools/spas or existing swimming pools/spas affected by building works.

(1) The proposal is to comply with the relevant legislative requirements and relevant Australian Standards for Swimming pools, (including but not limited) as follows:

(i) Swimming Pools Act 1992

(ii) Swimming Pools Amendment Act 2009

(iii) Swimming Pools Regulation 2018

(iv) Australian Standard AS1926 Swimming Pool Safety



(v) Australian Standard AS1926.1 Part 1: Safety barriers for swimming pools

(vi) Australian Standard AS1926.2 Part 2: Location of safety barriers for swimming pools.

(2) A 'KEEP WATCH' pool safety and aquatic based emergency sign, issued by Royal Life Saving is to be displayed in a prominent position within the pool/spa area.

(3) Filter backwash waters shall be conveyed to the Sydney Water sewerage system in sewered areas or managed on-site in unsewered areas in a manner that does not cause pollution, erosion or run off, is separate from the irrigation area for any wastewater system and is separate from any onsite stormwater management system.

(4) Swimming pools and spas must be registered with the Division of Local Government.

Reason: To ensure that works do not interfere with reasonable amenity expectations of residents and the community.

In signing this report, I declare that I do not have a Conflict of Interest.

Signed

TRPORTAN

Thomas Prosser, Planner

The application is determined on //, under the delegated authority of:

Steven Findlay, Manager Development Assessments