

# Council Meeting

to be held at the Civic Centre, Civic Drive, Greensborough  
on Tuesday 27 July 2021 commencing at 7:00pm.

## Attachments

**Carl Cowie**  
**Chief Executive Officer**

Thursday 22 July 2021

Distribution: Public

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## Nillumbik Shire Council

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## Council Meeting

held at the Civic Centre, Civic Drive, Greensborough  
on Tuesday 29 June 2021 commenced at 7:01pm.

### Minutes

**Carl Cowie**  
**Chief Executive Officer**

Friday 2 July 2021

Distribution: Public

Civic Drive, Greensborough  
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**29 June 2021**

**Nillumbik Shire Council**

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29 June 2021

**Nillumbik Shire Council**

**Minutes of the Meeting of Nillumbik Shire Council held Tuesday 29 June 2021.  
The meeting commenced at 7:01pm.**

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**Councillors present:**

Cr Richard Stockman	Blue Lake Ward
Cr Karen Egan	Bunjil Ward
Cr Peter Perkins	Ellis Ward ( <b>Mayor</b> )
Cr Ben Ramcharan	Sugarloaf Ward
Cr Frances Eyre	Swipers Gully Ward ( <b>Deputy Mayor</b> )
Cr Geoff Paine	Wingrove Ward

**Officers in attendance:**

Carl Cowie	Chief Executive Officer
Vince Lombardi	Chief Financial Officer
Joseph Emmanuel	Acting Director Operations and Infrastructure
Blaga Naumoski	Executive Manager Governance, Communications and Engagement
Corrienne Nichols	Executive Manager Communities
Rosa Zouzoulas	Executive Manager Planning and Community Safety
Nichole Johnson	Manager Community Partnerships
Emma Christensen	Senior Governance Officer

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**1. Welcome by the Mayor**

**2. Acknowledgement of Country**

Acknowledgement of Country was read by the Mayor, Cr Peter Perkins.

**3. Good Governance Pledge**

The Good Governance Pledge was ready by Cr Ben Ramcharan.

**4. Prayer**

A prayer was read by Pastor Tim Stringer from the Calvary Lutheran Church Greensborough.

**5. Apologies**

Cr Natalie Duffy has submitted a request for Leave of Absence from Tuesday 29 June 2021 to return Tuesday 20 July 2021.

**Council Resolution**

**MOVED: Cr Frances Eyre**  
**SECONDED: Cr Ben Ramcharan**

**That** Council approves a Leave of Absence for Cr Natalie Duffy from Tuesday 29 June 2021 to return Tuesday 20 July 2021.

**CARRIED UNANIMOUSLY**

**Council Meeting Minutes**

**29 June 2021**

**6. Presentations**

**Queen's Birthday 2021 Honours List**

The Mayor Cr Peter Perkins noted it was great, yet again, to see members of our community being recognised for their achievements in the recent Queen's Birthday Honours List and gave acknowledgement to them and their achievements.

The following Nillumbik residents were appointed Members of the Order of Australia (AM) in the General Division:

- Dr Ian Baldwin, for significant service to critical care nursing, and to medical research.
- Associate Professor Edwina Wright, for significant service to medicine and research, notably for people living with HIV/AIDS

The following people were awarded a Medal of the Order of Australia (OAM) in the General Division:

- Deborah Halpern, for service to the arts.
- Pamela Vardy, for service to horticulture and to radio media.

I would like to commend each of them for their dedication, service and achievement of excellence in their respective fields.

They embody the Nillumbik ethos of service, diligence, commitment and above all, serving the broader community.

Thank you.

**Sporting Presentations**

**Ally Brooks** (Ellis Ward) received \$150 as a contribution for being selected to represent Victoria at the Australian Track and Field Championships in Sydney.

Nillumbik Shire Council wishes Ally every success with her future sporting pursuits.

**7. Confirmation of minutes**

Confirmation of minutes of the Council Meeting held on Tuesday 25 May 2021.

**Council Resolution**

**MOVED: Cr Geoff Paine**

**SECONDED: Cr Frances Eyre**

**That** the minutes of the Council Meeting held on Tuesday 25 May 2021 be confirmed (**Attachment 1**).

**CARRIED UNANIMOUSLY**

**8. Disclosure of conflicts of interest**

Cr Ramcharan disclosed an interest in the Petitions item as he had been involved in the Nillumbik Climate Emergency Action Team in the past. Cr Ramcharan advised that he does not have a conflict of interest however for the purposes of transparency disclosed the interest for the public record.

**Council Meeting Minutes**

**29 June 2021**

**9. Petitions**

**PT.002/21 Petition - Requesting Council vote on a Motion to declare a state of Climate Emergency**

A petition containing 1,846 signatures requesting that Nillumbik Council vote on a Motion for the Council to declare a state of Climate Emergency.

The following statement was received:

"We at Nillumbik Climate Emergency Action Team NCEAT – (formerly Climate Emergency Nillumbik) respectfully ask Nillumbik Council to vote on a motion for the Council to **declare a state of Climate Emergency**, supported by a climate emergency response (mitigation, resilience, education and advocacy) as the **number one priority** of council at all levels of its operation. We ask that this Climate Emergency Declaration be written into the Council's Strategic Plan and the Council's Climate Action Plan, and be used to inform all performance and outcomes for the Council's CEO, Board and staff."

<b>Council Resolution</b>
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**MOVED: Cr Geoff Paine**

**SECONDED: Cr Frances Eyre**

**That Council:**

1. Receives and notes the petition requesting Council to vote on a motion to declare a state of Climate Emergency in accordance with the Governance Rule - Meeting Procedure.
2. Refers this petition to the Director Operations and Infrastructure for investigation and response.
3. Notes officers will advise the petition organiser and Councillors of the outcome.

**CARRIED UNANIMOUSLY**

**Council Meeting Minutes**

**29 June 2021**

**10. Questions from the gallery**

**Alexander Collum** asked the following questions:

**Question 1**

Will Council be taking some of its meetings 'on the road' across the Shire in the coming year, as most recently occurred during Cr Egan's term as Mayor?

**Response 1**

Taking Council meetings back 'on the road' is an option we will consider over the course of this Council term.

Importantly, Council moved to livestreaming all its Council and Committee meetings ensuring our community can tune in at any time and even re-watch any point of the meeting wherever they have access.

**Question 2**

Banyule Council recently held its fourth 'Youth Summit', bringing together 100 young people from across its municipality for a day of workshops. Banyule's Youth Summit model has proven to be highly successful in identifying and addressing the needs of local youth.

Will Nillumbik Council investigate its own 'Youth Summit' to bring together young people from across the Shire, to complement the existing work of the Youth Council?

**Response 2**

Council's youth engagement approach has been co designed by the Youth Council over the past few months with support of Officers and Councillors, particularly Cr Ramcharan. Through this process, the Youth Council have made the decision to develop a survey that will allow the young people of Nillumbik to have their say.

The survey is designed to capture a wide range of views, ideas and perspectives that are valuable to learn more about the needs and wants of local young people. The results will inform Nillumbik's four-year Youth Strategy and Action Plan that will be launched at the end of the year. The survey is open now and closes Sunday 18 July.

**Moir Deeming** asked the following questions:

**Question 1**

Under Victorian law, is it legal for Local Government Councils to provide sex based/targeted services and facilities separately to gender identity based/targeted services and facilities?

For example, can we legally put signs on a set of public toilets declaring that one is for biological males (including males with an intersex condition), one is for biological females (including biological females with an intersex condition) and one is for people with transgender identities (of any biological sex)?

**Question 2**

If not, why not?

**Response 1**

Public toilets are Class 10a buildings under the National Construction Code (formerly the Building Code of Australia) that is the law that governs their construction and design in Victoria.

These amenities are categorised as unisex, female or male. Any individual self-selects whichever, if any, of these amenities they choose to use.

**Council Meeting Minutes**

**29 June 2021**

We have received a number of questions in relation to the Eltham Area Community Hospital. The following questions were read and a single response provided.

**Carol Doherty** asked the following questions:

**Question 1**

What form of community consultation will occur to fully inform the community of the decision made by the VHBA on their preferred location of the Eltham area Community Hospital?

**Question 2**

When will Council inform residents that the amphitheatre, recently rezoned to PPRZ at Civic Drive, Greensborough, is the intended location of the Eltham area community hospital?

**Dr Svetlana Ryzhikh** - President of Friends of Apollo Parkways asked the following questions:

**Question 1**

When will Nillumbik Shire Council share the site selection criteria and evaluation methodology from the Victorian Health Building Authority with Nillumbik residents so they can be fully informed on the proposed location of the Eltham Area Community Hospital?

**Response to above three questions**

Council is currently in discussions with the VHBA about their preferred site for the Eltham Area Community Hospital and they have requested that Council not comment further at this stage. Council understands the community interest in this matter and will provide further information in due course.

**Question 2**

What is the Nillumbik Shire Council's preferred location for the Eltham Area Community Hospital?

**Response 2**

Council is yet to adopt a position on the preferred location for the Eltham Area Community Hospital.



**Council Meeting Minutes**

**29 June 2021**

**11. Reports of Advisory Committees**

**AC.007/21 Advisory Committee Report - 29 June 2021**

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**Distribution:** Public

**Manager:** Blaga Naumoski, Executive Manager Governance, Communications and Engagement

**Author:** Janet Taylor, Governance Officer

**Summary**

Council has a range of Advisory Committees which provide a formal mechanism for Council to consult with key stakeholders, seek specialist advice and enable community participation. Although they do not make any formal decisions, they provide valuable advice to Council.

In accordance with Advisory Committee Terms of Reference, the following minutes of Advisory Committee meetings are attached (**Attachment 1**) and presented to Council for noting:

1. Positive Ageing Advisory Committee Meeting held 7 May 2021;
2. Living and Learning Nillumbik Advisory Committee Meeting held 26 May 2021; and
3. Positive Ageing Advisory Committee Meeting held 4 June 2021.

<b>Council Resolution</b>
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**MOVED:** Cr Frances Eyre

**SECONDED:** Cr Geoff Paine

**That** the minutes of the Advisory Committee meetings reported be noted (**Attachment 1**).

**CARRIED UNANIMOUSLY**

**Council Meeting Minutes**

**29 June 2021**

**12. Officers' reports**

**CM.081/21 Mayoral and Councillor Allowances Review**

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**Distribution: Public**

**Manager: Vince Lombardi, Chief Financial Officer**

**Author: Melika Sukunda, Finance Manager**

**Summary**

Under section 74(1) of the Local Government Act 1989 (1989 Act), Council must review and determine the level of mayoral and councillor allowances within six months of a general election or by 30 June, whichever is later.

This report recommends that Council set Mayoral and Councillor Allowances at the existing levels.

Council adopted the proposed level of Mayoral and Councillor allowances at the Council Meeting on 27 April 2021 for the purpose of community consultation. The proposed level of Mayoral and Councillor allowances was exhibited for 32 days with three submissions received.

<b>Council Resolution</b>
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**MOVED: Cr Geoff Paine**

**SECONDED: Cr Ben Ramcharan**

**That Council:**

1. Having reviewed the Mayoral and Councillor allowances, sets the allowances at the existing levels as follows:
  - a) Mayoral allowance \$81,204
  - b) Councillor allowance \$26,245.

**CARRIED UNANIMOUSLY**

**Council Meeting Minutes**

**29 June 2021**

**12. Officers' reports**

**CM.082/21 Amended Road Management Plan**

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**Distribution:** Public

**Manager:** Hjalmar Philipp, Director Operations and Infrastructure

**Author:** Joseph Emmanuel, Manager Infrastructure

**Summary**

The *Road Management Act 2004* (RMA) grants power to a road authority (Council) to make a Road Management Plan (RMP) to establish the management system and standards for the exercise of the authority's road management functions.

In accordance with the RMA Council is required to have prepared and approved a review of its RMP within the period of six months after each general election or by the next 30 June, whichever is the later.

Council commenced the RMP review by advertising its intent to review in *The Age* and *Government Gazette* on 28 January 2021.

As part of the notice, Council invited and received 73 submissions and at the 9 March 2021 Future Nillumbik Committee Meeting considered these submissions, as well as 3 submissions relating to the review report.

Having received and considered the submissions, together with the review performed, there is no proposal as part of developing Council's amended RMP to reduce any of the current service levels.

There are however some improvements to service levels and minor updates to the document as a result of the review performed by the project team.

This report recommends that Council endorses the amended Road Management Plan **Attachment 1** following the review process performed in accordance with the *Road Management Act 2004*.

<b>Council Resolution</b>
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**MOVED:** Cr Ben Ramcharan

**SECONDED:** Cr Frances Eyre

**That Council:**

1. Adopts the Road Management Plan 2021 as shown in **Attachment 1**.
2. Advises all submitters of the adopted Road Management Plan 2021.
3. Publishes the adopted Road Management Plan 2021 on the Council website.

**CARRIED UNANIMOUSLY**



**Council Meeting Minutes**

**29 June 2021**

**12. Officers' reports**

**CM.083/21 Revenue and Rating Plan 2021-2025**

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**Distribution: Public**

**Manager: Vince Lombardi, Chief Financial Officer**

**Author: Melika Sukunda, Finance Manager**

**Summary**

Council adopted the draft Revenue and Rating Plan 2021 - 2025 at the Council Meeting on 27 April 2021 for the purpose of community consultation. The draft Revenue and Rating Plan was exhibited for 32 days with two submissions received. A separate report from the Committee to Council regarding the submissions was included in that agenda.

This report recommends that Council formally adopts the Revenue and Rating Plan 2021 – 2025 (**Attachment 1**).

<b>Council Resolution</b>
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**MOVED: Cr Ben Ramcharan**

**SECONDED: Cr Geoff Paine**

**That Council:**

1. Having considered the submissions received, adopts the Revenue and Rating Plan 2021 – 2025 (**Attachment 1**).
2. The Chief Executive Officer be authorised to give public notice of the decision to adopt the Revenue and Rating Plan 2021 – 2025.

**CARRIED UNANIMOUSLY**



**Council Meeting Minutes**

**29 June 2021**

**12. Officers' reports**

**CM.084/21 Financial Hardship Policy**

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**Distribution: Public**

**Manager: Vince Lombardi, Chief Financial Officer**

**Author: Melika Sukunda, Finance Manager**

**Summary**

Council has a Financial Hardship Policy which has been endorsed by the Audit and Risk Committee in May 2016 and was updated in 2020. In April 2020, Council endorsed the Financial Hardship Policy – COVID-19 Pandemic Event which expired on 31 May 2021.

The Financial Hardship Policy provides guidelines to assist in the assessment of applications received for the deferment of rates and charges due to financial hardship. Through reinstatement of the substantive Financial Hardship Policy, ratepayers who have accessed the temporary provisions would continue with their current arrangements.

This report recommends Council endorse the reinstatement of Council's substantive Financial Hardship Policy.

The temporary policy has remained in place until a decision is made.

<b>Council Resolution</b>
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**MOVED: Cr Richard Stockman**

**SECONDED: Cr Frances Eyre**

**That Council endorses the Financial Hardship Policy (Attachment 1).**

**CARRIED UNANIMOUSLY**



**Council Meeting Minutes**

**29 June 2021**

**12. Officers' reports**

**CM.085/21 Procurement Policy Update**

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**Distribution:** Public

**Manager:** Vince Lombardi, Chief Financial Officer

**Author:** Lance Clark, Senior Procurement Specialist

**Summary**

Under Section 108 of the *Local Government Act 2020* (LGA 2020) Councils are required to adopt a new Procurement Policy prior to 31 December 2021. The new Procurement Policy cannot be adopted before 1 July 2021.

Over the past twelve (12) months, a new Procurement Policy under LGA 2020 has been prepared in collaboration with the Northern Councils Alliance (NCA), with the intention to standardise the compliance aspects of the Procurement Policy across all seven Councils.

The Northern Councils Alliance consists of the Cities of Banyule, Darebin, Hume, Moreland and Whittlesea and Mitchell and Nillumbik Shire Councils.

The approach and intent of NCA Region Procurement Policy has been reviewed and endorsed by Local Government Victoria (LGV) and has undergone multiple legal reviews by Maddocks.

The policy and structure has been reviewed and was endorsed by the Council's Audit Committee on the 12 May 2021.

**Council Resolution**

**MOVED:** Cr Ben Ramcharan

**SECONDED:** Cr Geoff Paine

**That Council:**

1. Adopts the Procurement Policy (**Attachment 1**).
2. Makes the Procurement Policy available for public inspection on Council's website.
3. Senior officers across the organisation, undertake development of key sustainability objectives and key performance indicators to support the key principles of economic, social and environmental sustainability in accordance with section 9 of the *Local Government Act 2020*.
4. Officers report to Council within twelve (12) months of the date of this report, with an outline of the key draft sustainability objectives and key performance indicators.

**CARRIED UNANIMOUSLY**



**Council Meeting Minutes**

**29 June 2021**

**12. Officers' reports**

**CM.086/21 Wattle Glen Public Realm Framework Project - Proposed First Round of Public Consultation**

**Distribution: Public**

**Manager: Rosa Zouzoulas, Executive Manager Planning and Community Safety**

**Author: Paul Fyffe, Senior Strategic Planner  
Leigh Northwood, Strategic Planning Lead**

**Summary**

This report introduces a new Council project, namely the Wattle Glen Public Realm Framework (PRF) Project and proposes a first round of public consultation to inform the project.

The project:

- Responds to an action in the current 2017-2021 Council Plan to review the Wattle Glen Township Strategy (2005);
- Will produce concept plans which propose improvements to the public realm (e.g. to footpaths and trails, road reserves and roads, parkland and public signage) in the heart of Wattle Glen;
- Aims to improve the locality's accessibility, sense of place and amenity;
- Will not consider or propose any changes to existing planning policy settings; and
- Will be conducted in close consultation with the local community and other stakeholders, including by three rounds of community consultation.

A first round of community consultation for the project is proposed for four weeks from approximately mid-July into August. The purpose of the consultation is to test and explore issues with the local community relevant to the project. In doing so, the project will build on broader feedback recently obtained by Council's Our People, Our Place, Our Future consultation.

Following the Wattle Glen project's first proposed round of public consultation, the next scheduled milestones for the project are:

- The 12 October 2021 meeting of Council's Planning and Consultation Committee will consider the outcomes of the first round of public consultation.
- The February 2022 Council Meeting will consider a first draft of the Public Realm Framework and a recommendation that it be endorsed for community consultation.

**Recommendation**

**That Council:**

1. Endorses a first round of public consultation, as outlined in this report, for the Wattle Glen Public Realm Framework Project.
2. Notes that, following the first round of public consultation, the next scheduled milestones for the project are:
  - a) The 12 October 2021 meeting of Council's Planning and Consultation Committee will consider the outcomes of the first round of public consultation.

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29 June 2021

12. Officers' reports

CM.086/21 Wattle Glen Public Realm Framework Project - Proposed First Round of Public Consultation

- 
- b) The February 2022 Council Meeting will consider a first draft of the Public Realm Framework and a recommendation that it be endorsed for community consultation.

Motion

**MOVED:** Cr Karen Egan  
**SECONDED:** Cr Frances Eyre

That Council

1. Endorses a first round of public consultation, as outlined in this report, for the Wattle Glen Public Realm Framework Project and **notes the provision to provide for a safe-road shared trail connection between the Diamond Creek Trail at Wilson Road and the start of the Green Wedge Trail at Pepper's Paddock, Wattle Glen.**
2. Notes that, following the first round of public consultation, the next scheduled milestones for the project are:
  - a) The 12 October 2021 meeting of Council's Planning and Consultation Committee will consider the outcomes of the first round of public consultation.
  - b) The February 2022 Council Meeting will consider a first draft of the Public Realm Framework and a recommendation that it be endorsed for community consultation.

*Cr Ben Ramcharan proposed to the mover and seconder to amend point 1 to read as follows:*

1. Endorses a first round of public consultation, as outlined in this report, for the Wattle Glen Public Realm Framework Project and **notes that Council will consider** the provision to provide for a safe-road shared trail connection between the Diamond Creek Trail at Wilson Road and the start of the Green Wedge Trail at Pepper's Paddock, Wattle Glen.

*The mover and seconder accepted the change.*

THE MOTION WAS PUT TO THE VOTE AND CARRIED AND BECAME THE COUNCIL RESOLUTION AS FOLLOWS:

Council Resolution

**MOVED:** Cr Karen Egan  
**SECONDED:** Cr Frances Eyre

That Council

1. Endorses a first round of public consultation, as outlined in this report, for the Wattle Glen Public Realm Framework Project and **notes that Council will consider** the provision to provide for a safe-road shared trail connection between the Diamond Creek Trail at Wilson Road and the start of the Green Wedge Trail at Pepper's Paddock, Wattle Glen.
2. Notes that, following the first round of public consultation, the next scheduled milestones for the project are:

**Council Meeting Minutes**

**29 June 2021**

**12. Officers' reports**

**CM.086/21 Wattle Glen Public Realm Framework Project - Proposed First Round of Public Consultation**

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- a) The 12 October 2021 meeting of Council's Planning and Consultation Committee will consider the outcomes of the first round of public consultation.
- b) The February 2022 Council Meeting will consider a first draft of the Public Realm Framework and a recommendation that it be endorsed for community consultation.

**CARRIED UNANIMOUSLY**



**Council Meeting Minutes**

**29 June 2021**

**12. Officers' reports**

**CM.087/21 Nillumbik Heritage Review**

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**Distribution: Public**

**Manager: Rosa Zouzoulas, Executive Manager Planning and Community Safety**

**Author: Bea Guevara, Senior Strategic Planner**  
**Leigh Northwood, Strategic Planning Lead**

**Summary**

The purpose of this report is to present Council with the final draft citations of Stage A of the Nillumbik Heritage Review and the proposed Stage B Priority Lists.

Subject to Councillor feedback at its May briefing, officers have updated the priority lists for Stage B. Feedback included that community centres that are most exposed should be included high on the priority lists.

Subject to allocation of budget in 2021/2022, and subsequent formal tender process to engage a suitably qualified heritage consultant, heritage reviews for properties identified in Priority Lists for Stage B would be prepared in the second half of 2021, being brought to Council in late 2021 for consideration of adoption.

A future amendment to the Nillumbik Planning Scheme to apply the Heritage Overlay (HO) to implement Stage A and Stage B Heritage Reviews would be prepared subject to adoption of Stage B.

<b>Council Resolution</b>
---------------------------

**MOVED: Cr Geoff Paine**

**SECONDED: Cr Ben Ramcharan**

**That Council:**

1. Adopts the Final Draft Citations (**Attachment 1**) for Stage A of the Nillumbik Heritage Review.
2. Adopts the Priority Lists for Stage B of the Nillumbik Heritage Review (**Attachment 2**).
3. Publishes the Final Draft Citations (**Attachment 1**) for Stage A of the Nillumbik Heritage Review on Council's website.

**CARRIED UNANIMOUSLY**



**Council Meeting Minutes**

**29 June 2021**

**12. Officers' reports**

**CM.088/21 Phasing out single-use plastics**

---

**Distribution: Public**

**Manager: Hjalmar Philipp, Director Operations and Infrastructure**

**Author: Lisa Pittle, Manager Environment**

**Summary**

Council received a petition at the December 2019 Council meeting requesting that Council pursues a policy to phase out single-use plastics in the Shire by 2021. This report provides background on the issue, including information on international, Australian government and state and territory government initiatives; benchmarking with other councils; an overview of Nillumbik Council action to date and recommendations for further action.

**Recommendation**

**That Council:**

1. Supports the Victorian government's ban on certain single use plastic items to be implemented in February 2023.
2. Phases out single-use plastics included in the Victorian Government's ban at Council facilities and events ahead of the implementation of the ban and continues to seek opportunities for other types single use plastics to be phased out.
3. Supports the Nillumbik community to phase out single-use plastics through targeted education programs and promotion of local alternatives
4. Thanks the petitioners and advises them of this resolution.

**Motion**

**MOVED: Cr Frances Eyre**

**SECONDED: Cr Ben Ramcharan**

**That Council:**

1. Supports the Victorian government's ban on certain single use plastic items to be implemented in February 2023.
2. Phases out single-use plastics included in the Victorian Government's ban at Council facilities and events ahead of the implementation of the ban and continues to seek opportunities for other types of single use plastics to be phased out.
3. Supports the Nillumbik community to phase out single-use plastics through targeted education programs and promotion of local alternatives
4. Thanks the petitioners and advises **the petition organiser** of this resolution.

**Council Meeting Minutes**

**29 June 2021**

**12. Officers' reports**

**CM.088/21 Phasing out single-use plastics**

---

THE MOTION WAS PUT TO THE VOTE AND CARRIED AND BECAME THE COUNCIL RESOLUTION AS FOLLOWS:

<b>Council Resolution</b>
---------------------------

**MOVED: Cr Frances Eyre**

**SECONDED: Cr Ben Ramcharan**

**That Council:**

1. Supports the Victorian government's ban on certain single use plastic items to be implemented in February 2023.
2. Phases out single-use plastics included in the Victorian Government's ban at Council facilities and events ahead of the implementation of the ban and continues to seek opportunities for other types of single use plastics to be phased out.
3. Supports the Nillumbik community to phase out single-use plastics through targeted education programs and promotion of local alternatives
4. Thanks the petitioners and advises the petition organiser of this resolution.

**CARRIED UNANIMOUSLY**

**Council Meeting Minutes**

**29 June 2021**

**12. Officers' reports**

**CM.089/21 Consideration of the Planning Panel Report for Nillumbik Amendment C129 (Removal of the EAO from various parcels in Plenty)**

---

**Distribution: Public**

**Manager: Rosa Zouzoulas, Executive Manager Planning and Community Safety**

**Author: Paul Fyffe, Senior Strategic Planner  
Leigh Northwood, Strategic Planning Lead**

**Summary**

Amendment C129 to the Nillumbik Planning Scheme (the Amendment) proposes to remove the Environmental Audit Overlay (EAO) from land that was formerly known as 323-325 Yan Yean Road, Plenty.

Application of the EAO was applied in 2000 for the purpose of requiring an audit to investigate potential contamination of the site and to assess the suitability of the land for residential uses, potentially subject to conditions. The EAO is now redundant noting:

- An audit has been completed which finds that, although one small part of the land is contaminated, the land is suitable for low-density residential use, subject to conditions.
- The conditions of the audit are applied in a legally binding and transparent matter by a Section 173 Agreement to the Planning and Environment Act 1987.

Further, continued application of the EAO is an unfair imposition on the landowners as it wrongly applies the extent of contamination is not known, that the whole site may be contaminated and that the suitability of the site for residential use is not known.

The Council Meeting of July 2020 resolved to commence the Amendment to remove the EAO. In November 2020, Council received only one submission in response to exhibition of the Amendment. The submission was from the Environment Protection Authority (EPA) and it raises issue with the proposed removal of the EAO. In response, in February 2021, Council requested the Minister for Planning appoint a Planning Panel to consider the submission.

Council has now received the Panel's report. In its report, the Panel clearly supports the Amendment and recommends it be adopted as exhibited. Consequently, the officer recommendation is that Council take the next steps to progress the Amendment to completion, which is to adopt the Amendment and to request the Minister approve and gazette the adopted Amendment.

In addition, it is recommended that Council write to the owners of the land subject to the Amendment to advise of Council's decision and further, to clarify that, if the EAO is removed, conditions pertaining to contamination will continue to be applied through the Section 173 Agreement.

**Council Meeting Minutes**

**29 June 2021**

**12. Officers' reports**

**CM.089/21 Consideration of the Planning Panel Report for Nillumbik Amendment C129 (Removal of the EAO from various parcels in Plenty)**

---

**Council Resolution**

**MOVED: Cr Richard Stockman**

**SECONDED: Cr Ben Ramcharan**

**That Council:**

1. Notes the recommendation of the Planning Panel that Amendment C129 to the Nillumbik Planning Scheme be adopted as exhibited.
2. Adopts Amendment C129 to the Nillumbik Planning Scheme as exhibited and then submits it to the Minister for Planning for approval and gazettal.
3. Writes to the owners of land affected by the Amendment and advise them:
  - a) of Council's resolution on 29 June 2021 regarding Amendment C129
  - b) that the conditions of the Statement of Environmental Audit will continue to be applied by the Section 173 Agreement to the *Planning and Environment Act* 1987 which is applied to the land.

**CARRIED UNANIMOUSLY**

**Council Meeting Minutes**

**29 June 2021**

**12. Officers' reports**

**CM.090/21 Domestic Wastewater Management Plan and Sewer Reprioritisation**

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**Distribution: Public**

**Manager: Rosa Zouzoulas, Executive Manager Planning and Community Safety**

**Author: Jonathan McNally, Manager Community Safety and Amenity  
Leah Farrell, Coordinator Environmental Health**

**Summary**

Under State Environment Protection Policy (SEPP) Waters, Council is required to develop and regularly review a Domestic Wastewater Management Plan (DWMP). The DWMP outlines Council's program for managing Onsite Wastewater Management Systems (OWMS) (septic tank systems) across the Shire. The DWMP was developed in consultation with Yarra Valley Water (YVW), the community and other relevant stakeholders.

Adopted in June 2019, Council's DWMP is fully operational, and forms an integral part of the daily activities of Council's Environmental Health Services, in the management and delivery of related public health programs.

<b>Council Resolution</b>
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**MOVED: Cr Geoff Paine**

**SECONDED: Cr Karen Egan**

**That** Council notes this report detailing performance against the year 2 Domestic Wastewater Management Plan actions (**Attachment 1**).

**CARRIED UNANIMOUSLY**



**Council Meeting Minutes**

**29 June 2021**

**12. Officers' reports**

**CM.091/21 Rental Review - 35 Kangaroo Ground - St Andrews Road, Kangaroo Ground**

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**Distribution: Public**

**Manager: Hjalmar Philipp, Director Operations and Infrastructure**

**Author: Jonathon Miller, Manager Property and Facilities Maintenance  
Natalie Campion, Coordinator Property**

**Summary**

The Country Fire Authority (CFA) currently lease part of the Council premises located at 35 Kangaroo Ground – St Andrews Road, Kangaroo Ground, as depicted in **Attachment 1**.

The premises include a multi-purpose hall; two vehicle garage; public meeting room; offices; kitchen; storeroom and toilets – as depicted in **Attachment 2**.

The CFA has a current lease (exclusive use) which essentially covers the offices, the front public meeting room and the two car garage. The remaining areas are shared, with Council hiring the multi-purpose hall and kitchen for community purposes during cooler months of the year.

The building is known as the Kangaroo Ground Emergency Operations Centre, with the primary function being the accommodation of the Incident Control Centre (ICC). It is one of a number of ICC's in a state wide network that has the State Control Centre as its hub, the purpose being to act as control centres for emergencies.

Following an internal drainage issue in January 2020 which necessitated a temporary need for the ICC to relocate to a facility in Craigieburn, the CFA initiated discussions with Property staff in relation to the suitability of the facility to accommodate the ICC.

In December 2020, the CFA advised Council that after a review, the ICC would be permanently accommodated at the larger and more functional Craigieburn facility. They also requested a rental review which included a reduced leased area, and consideration (rental fee) to be reduced from the current \$30k/pa to a "peppercorn" rate.

The CFA intends to use the reduced area as the Nillumbik Group Headquarters.

Whilst there is a current lease in place between Council and the CFA, Council can support the Nillumbik Brigades and consider the CFA's request.

This report recommends that Council complete a Variation of Lease for the CFA at 35 Kangaroo Ground-St Andrews Road, Kangaroo Ground to amend the current leased area and reduce the rental fee to a peppercorn rate of \$1.00 p.a.

Council Meeting Minutes

29 June 2021

12. Officers' reports

CM.091/21 Rental Review - 35 Kangaroo Ground - St Andrews Road, Kangaroo Ground

---

**Recommendation**

That Council:

1. Complete a Deed of Variation of Lease for the Country Fire Authority (CFA) at 35 Kangaroo Ground- St Andrews Road, Kangaroo Ground to amend the:
  - a) Rental amount from \$30,000 per annum to \$1.00 per annum peppercorn fee;
  - b) Leased Area to only include the motor bays/garage and front conference (office) room (exclusive use by the CFA);
  - c) Shared Use continues of the kitchen and toilet facilities within the premises; and
  - d) Use of the Hall is no longer included under the Leased Agreement as a Shared Use area. Council is able to manage and hire the Hall at any time of the year.
2. Authorises Council's delegated officer to execute the Deed of Variation of Lease for the Country Fire Authority (CFA) at 35 Kangaroo Ground - St Andrews Road, Kangaroo Ground, once signed by the CFA.

**Motion**

**MOVED: Cr Ben Ramcharan**

**SECONDED: Cr Karen Egan**

That Council:

1. Complete a Deed of Variation of Lease for the Country Fire Authority (CFA) at 35 Kangaroo Ground- St Andrews Road, Kangaroo Ground to amend the:
  - a) Rental amount from \$30,000 per annum to \$1.00 per annum peppercorn fee;
  - b) Leased Area to only include the motor bays/garage and front conference (office) room (exclusive use by the CFA);
  - c) Shared Use continues of the kitchen and toilet facilities within the premises; and
  - d) Use of the Hall is no longer included under the Leased Agreement as a Shared Use area. Council is able to manage and hire the Hall at any time of the year.
2. Authorises Council's delegated officer to execute the Deed of Variation of Lease for the Country Fire Authority (CFA) at 35 Kangaroo Ground - St Andrews Road, Kangaroo Ground, once signed by the CFA.
3. **Notes March 2021 history of the Nillumbik Group of Fire Brigades – Emergency Operations Centre and upload to Council's website under the Minutes and Agenda's page.**

**Council Meeting Minutes**

**29 June 2021**

**12. Officers' reports**

**CM.091/21 Rental Review - 35 Kangaroo Ground - St Andrews Road, Kangaroo Ground**

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THE MOTION WAS PUT TO THE VOTE AND CARRIED AND BECAME THE COUNCIL RESOLUTION AS FOLLOWS:

<b>Council Resolution</b>
---------------------------

**MOVED: Cr Ben Ramcharan**

**SECONDED: Cr Karen Egan**

**THAT** Council:

1. Complete a Deed of Variation of Lease for the Country Fire Authority (CFA) at 35 Kangaroo Ground- St Andrews Road, Kangaroo Ground to amend the:
  - a) Rental amount from \$30,000 per annum to \$1.00 per annum peppercorn fee;
  - b) Leased Area to only include the motor bays/garage and front conference (office) room (exclusive use by the CFA);
  - c) Shared Use continues of the kitchen and toilet facilities within the premises; and
  - d) Use of the Hall is no longer included under the Leased Agreement as a Shared Use area. Council is able to manage and hire the Hall at any time of the year.
2. Authorises Council's delegated officer to execute the Deed of Variation of Lease for the Country Fire Authority (CFA) at 35 Kangaroo Ground - St Andrews Road, Kangaroo Ground, once signed by the CFA.
3. Notes March 2021 history of the Nillumbik Group of Fire Brigades – Emergency Operations Centre and upload to Council's website under the Minutes and Agenda's page.

**CARRIED UNANIMOUSLY**



**Council Meeting Minutes**

**29 June 2021**

**12. Officers' reports**

**CM.092/21 Recreation Trails Advisory Committee Term Extension**

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**Distribution:** Public

**Manager:** Hjalmar Philipp, Director Operations and Infrastructure

**Author:** Tara Jolfaei, Recreation and Open Space Planner  
Heath Gillett, Manager Recreation and Leisure

**Summary**

The Recreation Trails Advisory Committee provides advice to Council on the planning, development and use of trails across the Shire. The Committee consists of Councillors and 11 community representatives. The current Committee term is due to end July 2021. As a result of not meeting throughout 2020 due to COVID, the important audit project current being undertaken, this report proposes extending the term of the existing Committee members until 30 July 2023.

<b>Council Resolution</b>
---------------------------

**MOVED:** Cr Karen Egan

**SECONDED:** Cr Richard Stockman

**That** Council extends the current Recreation Trails Advisory Committee term until 30 July 2023.

**CARRIED UNANIMOUSLY**



**Council Meeting Minutes**

**29 June 2021**

**12. Officers' reports**

**CM.093/21 Tender Report - Contract 2021-035 Provision of Annual Supply for Fencing Services**

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**Distribution: Public**

**Manager: Hjalmar Philipp, Director Operations and Infrastructure**

**Author: Steven Blight, Construction Coordinator**  
**Enrique Gutierrez, Manager Capital Works**  
**Lance Clark, Senior Procurement Specialist**

**Summary**

This report recommends the awarding of contract 2021-035 for Provision of Annual Supply for Fencing Services. The tender was issued to identify and appoint a panel of up to a maximum of 4 suitably qualified fencing contractor companies to assist Council in delivery of reactive fencing repair requirements and for proactive planned fencing requirements.

There are 5 categories of fencing services being sought via the tender process.

- Safety Fencing
- Residential Boundary Fencing
- Sportsfield Fencing
- Rural / Farm Style Fencing
- Bollards / Bollards with Rails.

**Reactive** fencing repairs will be undertaken based on awarded tendered rates.

**Proactive** planned fencing projects will require a competitive RFQ process to be undertaken with the appointed contractors.

This report recommends the appointment of three contractors to deliver the fencing services.

This panel contract is for standard service delivery requirements and replaces a previous contract for fencing services.

The contract term is for an initial period of three years, with two x one year options to extend the contract. The total duration of the contract, including the exercise of any options, shall not exceed five years.

The Tender Evaluation Panel (TEP) has assessed all submissions and this report provides a summary of their evaluation in recommending the awarding of the contract for 2021-035 for Provision of Annual Supply for Fencing Services.

Pursuant to the Instrument of Delegation to the Chief Executive Officer, the value of this contract exceeds the specified financial limits and a Council resolution is therefore required to award the contract.

<b>Recommendation</b>
-----------------------

**That Council:**

1. Accept the tendered schedule of rates disclosed in (**Attachment 1**) as submitted by the **three preferred tenderers** and enter into the following panel contract:

Number: 2021-035

Title: Provision of Annual Supply for Fencing Services

Council Meeting Minutes

29 June 2021

12. Officers' reports

CM.093/21 Tender Report - Contract 2021-035 Provision of Annual Supply for Fencing Services

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Term: 1 June 2021 to 31 May 2024

Options: Term extensions up to 31 May 2026

2. Authorises the Director Operations and Infrastructure to finalise and execute the contract documentation.
3. Authorises the Director Operations and Infrastructure to approve contract term extensions.
4. Authorises the Director Operations and Infrastructure to appoint another contractor or contractors to the existing contract arrangement, should an appointed contractor fail to deliver against their contracted requirements.
5. Advises all tenderers accordingly.
6. Makes public the decision regarding this contract but the Tender Evaluation Report (**Attachment 1**) remain confidential on the grounds specified in the definition of confidential information in section 3(1)(g) of the *Local Government Act 2020*.
7. Names the preferred tenderers.

**Council Resolution**

**MOVED: Cr Ben Ramcharan**

**SECONDED: Cr Richard Stockman**

That Council:

1. Accept the tendered schedule of rates disclosed in (**Attachment 1**) as submitted by the three preferred tenderers **Webster Contracting Pty Ltd, KA Fencing Pty Ltd and Melbourne Chain Wire Fencing** and enter into the following panel contract:

Number: 2021-035  
Title: Provision of Annual Supply for Fencing Services  
Term: 1 June 2021 to 31 May 2024  
Options: Term extensions up to 31 May 2026
2. Authorises the Director Operations and Infrastructure to finalise and execute the contract documentation.
3. Authorises the Director Operations and Infrastructure to approve contract term extensions.
4. Authorises the Director Operations and Infrastructure to appoint another contractor or contractors to the existing contract arrangement, should an appointed contractor fail to deliver against their contracted requirements.
5. Advises all tenderers accordingly.
6. Makes public the decision regarding this contract but the Tender Evaluation Report (**Attachment 1**) remain confidential on the grounds specified in the definition of confidential information in section 3(1)(g) of the *Local Government Act 2020*.
7. Names the preferred tenderers.

**CARRIED UNANIMOUSLY**

**Council Meeting Minutes**

**29 June 2021**

**12. Officers' reports**

**CM.094/21 Tender Report - Contract 2021-076 Arboricultural Consulting Service - Planning**

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**Distribution: Public**

**Manager: Rosa Zouzoulas, Executive Manager Planning and Community Safety**

**Author: Renae Ahern, Manager Planning Services  
Lance Clark, Senior Procurement Specialist**

**Summary**

This report recommends the awarding of contract 2021-076 for Arboricultural Consulting Service – Planning.

The contract term is for an initial period of three years, with two x one year options to extend the contract. The total duration of the contract, including the exercise of any options, shall not exceed five years.

This contracted service is a core business requirement and assists Council in meeting Council's statutory obligations under the *Planning and Environment Act 1987*.

The primary purpose of this contracted service is to provide expert arboricultural advice and support to Council in order for it to effectively administer and enforce the Nillumbik Planning Scheme.

The Tender Evaluation Panel (TEP) has assessed all submissions and this report provides a summary of their evaluation in recommending the awarding of the contract for 2021-076 for Arboricultural Consulting Service - Planning.

Pursuant to the Instrument of Delegation to the Chief Executive Officer, the value of this contract exceeds the specified financial limits and a Council resolution is therefore required to award the contract.

<b>Recommendation</b>
-----------------------

**That Council:**

1. Accept the tender submitted by the **preferred tenderer** for the schedule of rates disclosed in (**Attachment 1**) for the initial first year of contract, plus annual CPI increases applied for the remaining years of the contracted period and enter into the following contract:  
Number: 2021-076  
Title: Arboricultural Consulting Service - Planning  
Term: 1 July 2021 to 30 June 2024  
Options: Term extensions up to 30 June 2026
2. Authorises the Executive Manager Planning & Community Safety to finalise and execute the contract documentation.
3. Authorises the Executive Manager Planning & Community Safety to approve contract term extensions.
4. Advises all tenderers accordingly.

**Council Meeting Minutes**

**29 June 2021**

**12. Officers' reports**

**CM.094/21 Tender Report - Contract 2021-076 Arboricultural Consulting Service - Planning**

- 
5. Makes public the decision regarding this contract but the Tender Evaluation Report (**Attachment 1**) remain confidential on the grounds specified in the definition of confidential information in section 3(1)(g) of the *Local Government Act 2020*.
  6. Resolves that the preferred tenderer be named.

**Council Resolution**

**MOVED: Cr Geoff Paine**

**SECONDED: Cr Karen Egan**

**That Council:**

1. Accept the tender submitted by the **preferred tenderer Homewood Consulting Pty Ltd** for the schedule of rates disclosed in (**Attachment 1**) for the initial first year of contract, plus annual CPI increases applied for the remaining years of the contracted period and enter into the following contract:  
Number: 2021-076  
Title: Arboricultural Consulting Service - Planning  
Term: 1 July 2021 to 30 June 2024  
Options: Term extensions up to 30 June 2026
2. Authorises the Executive Manager Planning & Community Safety to finalise and execute the contract documentation.
3. Authorises the Executive Manager Planning & Community Safety to approve contract term extensions.
4. Advises all tenderers accordingly.
5. Makes public the decision regarding this contract but the Tender Evaluation Report (**Attachment 1**) remain confidential on the grounds specified in the definition of confidential information in section 3(1)(g) of the *Local Government Act 2020*.
6. Resolves that the preferred tenderer be named.

**CARRIED UNANIMOUSLY**

**Council Meeting Minutes**

**29 June 2021**

**12. Officers' reports**

**CM.095/21 Tender Report - Contract 2021-057 Sportsground Maintenance Services**

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**Distribution: Public**

**Manager: Hjalmar Philipp, Director Operations and Infrastructure**

**Author: Joseph Emmanuel, Manager Infrastructure**

**Blake Hunton, Parks and Open Space Coordinator**

**Jeff Saker, Roads and Drains Maintenance Coordinator**

**Lance Clark, Senior Procurement Specialist**

**Summary**

This report recommends the awarding of contract 2021-057 for Sportsground Maintenance Services.

The contract term is for an initial period of five (5) years, with two (2) x one (1) year options to extend the contract. The total duration of the contract, including the exercise of any options, shall not exceed seven (7) years.

The Tender Evaluation Panel (TEP) has assessed all submissions and this report provides a summary of their evaluation in recommending the awarding of the contract for 2021-057 for Sportsground Maintenance Services.

Pursuant to the Instrument of Delegation to the Chief Executive Officer, the value of this contract exceeds the specified financial limits and a Council resolution is therefore required to award the contract.

<b>Recommendation</b>
-----------------------

**That Council:**

1. Accept the tender submitted by the preferred tenderer for the schedule of rates disclosed in (Attachment 1) for the initial first year of contract, plus annual CPI for All Groups Melbourne increases applied for the remaining years of the contracted period and enter into the following contract:  
Number: 2021-057  
Title: Sportsground Maintenance Services  
Term: 1 September 2021 to 31 August 2026  
Options: Term extensions up to two (2) years in total
2. Authorises the Director Operations and Infrastructure to finalise and execute the contract documentation.
3. Authorises the Director Operations and Infrastructure to approve contract term extensions.
4. Authorises the Director Operations and Infrastructure to approve additional service variations that are a result of changes to operational requirements throughout the term of the contract.
5. Advises all tenderers accordingly.

**Council Meeting Minutes**

**29 June 2021**

**12. Officers' reports**

**CM.095/21 Tender Report - Contract 2021-057 Sportsground Maintenance Services**

- 
6. Makes public the decision regarding this contract but the Tender Evaluation Report (**Attachment 1**) remain confidential on the grounds specified in the definition of confidential information in section 3(1)(g) of the *Local Government Act 2020*.
  7. Resolves that the preferred tenderer be named.

<b>Council Resolution</b>
---------------------------

**MOVED: Cr Frances Eyre**

**SECONDED: Cr Richard Stockman**

**That Council:**

1. Accept the tender submitted by the preferred tenderer **Elite Turf Service** for the schedule of rates disclosed in (Attachment 1) for the initial first year of contract, plus annual CPI for All Groups Melbourne increases applied for the remaining years of the contracted period and enter into the following contract:  
Number: 2021-057  
Title: Sportsground Maintenance Services  
Term: 1 September 2021 to 31 August 2026  
Options: Term extensions up to two (2) years in total
2. Authorises the Director Operations and Infrastructure to finalise and execute the contract documentation.
3. Authorises the Director Operations and Infrastructure to approve contract term extensions.
4. Authorises the Director Operations and Infrastructure to approve additional service variations that are a result of changes to operational requirements throughout the term of the contract.
5. Advises all tenderers accordingly.
6. Makes public the decision regarding this contract but the Tender Evaluation Report (**Attachment 1**) remain confidential on the grounds specified in the definition of confidential information in section 3(1)(g) of the *Local Government Act 2020*.
7. Resolves that the preferred tenderer be named.

**CARRIED UNANIMOUSLY**

Council Meeting Minutes

29 June 2021

12. Officers' reports

CM.096/21 Tender Report - Contract 2021-056 Roadside Verge Mowing Services

Distribution: Public

Manager: Hjalmar Philipp, Director Operations and Infrastructure

Author: Joseph Emmanuel, Manager Infrastructure  
Jeff Saker, Roads and Drains Maintenance Coordinator  
Lance Clark, Senior Procurement Specialist

Summary

This report recommends the awarding of contract 2021-056 for Roadside Verge Mowing Services.

The contract term is for an initial period of five (5) years, with two (2) x one (1) year options to extend the contract. The total duration of the contract, including the exercise of any options, shall not exceed seven (7) years.

The Tender Evaluation Panel (TEP) has assessed all submissions and this report provides a summary of their evaluation in recommending the awarding of the contract for 2021-56 for Roadside Verge Mowing Services.

Pursuant to the Instrument of Delegation to the Chief Executive Officer, the value of this contract exceeds the specified financial limits and a Council resolution is therefore required to award the contract.

**Recommendation**

**That Council:**

1. Accept the tender submitted by the **preferred tenderer** for the schedule of rates disclosed in (**Attachment 1**) for the initial first year of contract, plus annual CPI increases applied for the remaining years of the contracted period and enter into the following contract:  
Number: 2021-056  
Title: Roadside Verge Mowing Services  
Term: 1 September 2021 to 31 August 2026  
Options: Term extensions up to two (2) years in total
2. Authorises the Director Operations and Infrastructure to finalise and execute the contract documentation.
3. Authorises the Director Operations and Infrastructure to approve contract term extensions.
4. Authorises the Director Operations and Infrastructure to approve additional service variations that are a result of changes to operational requirements throughout the term of the contract.
5. Advises all tenderers accordingly.
6. Makes public the decision regarding this contract but the Tender Evaluation Report (**Attachment 1**) remain confidential on the grounds specified in the definition of confidential information in section 3(1)(g) of the *Local Government Act 2020*.
7. Resolves that the preferred tenderer be named.

Council Meeting Minutes

29 June 2021

12. Officers' reports

CM.096/21 Tender Report - Contract 2021-056 Roadside Verge Mowing Services

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Council Resolution

**MOVED:** Cr Ben Ramcharan

**SECONDED:** Cr Frances Eyre

**That Council:**

1. Accept the tender submitted by the **preferred tenderer Webster Contracting Pty Ltd** for the schedule of rates disclosed in (**Attachment 1**) for the initial first year of contract, plus annual CPI increases applied for the remaining years of the contracted period and enter into the following contract:  
Number: 2021-056  
Title: Roadside Verge Mowing Services  
Term: 1 September 2021 to 31 August 2026  
Options: Term extensions up to two (2) years in total
2. Authorises the Director Operations and Infrastructure to finalise and execute the contract documentation.
3. Authorises the Director Operations and Infrastructure to approve contract term extensions.
4. Authorises the Director Operations and Infrastructure to approve additional service variations that are a result of changes to operational requirements throughout the term of the contract.
5. Advises all tenderers accordingly.
6. Makes public the decision regarding this contract but the Tender Evaluation Report (**Attachment 1**) remain confidential on the grounds specified in the definition of confidential information in section 3(1)(g) of the *Local Government Act 2020*.
7. Resolves that the preferred tenderer be named.

**CARRIED UNANIMOUSLY**

**Council Meeting Minutes**

**29 June 2021**

**12. Officers' reports**

**CM.097/21 Informal Meetings of Councillors Records - 25 May 2021**

---

**Distribution: Public**

**Manager: Blaga Naumoski, Executive Manager Governance, Communications and Engagement**

**Author: Janet Taylor, Governance Officer**

**Summary**

In accordance with *Item 19 of Council's Governance Rule – Meeting Procedure*, adopted on 25 August 2020, Council is required to report as soon as practicable to a Council Meeting a record of each Informal Meetings of Councillors held.

This report lists Informal Meetings of Councillors records submitted since the matter was last reported to Council on 25 May 2021.

An Informal Meetings of Councillors Record was kept for the following meetings (**Attachment 1**):

1. Pre-meeting to Planning and Consultation Committee Meeting held 11 May 2021.
2. Arts and Cultural Advisory Committee Meeting held 17 May 2021.
3. Climate Action Plan Development Meeting held 18 May 2021.
4. Councillor Briefing held 18 May 2021.
5. Nillumbik Community Emergency Action Team Meeting held 24 May 2021.
6. Pre-Meeting to Council Meeting held 25 May 2021.
7. Living Learning Nillumbik Advisory Committee Meeting held 26 May 2021.
8. Councillor Briefing held 1 June 2021.
9. Positive Ageing Advisory Committee Meeting held 4 June 2021.
10. Youth Council Advisory Committee Meeting held 7 June 2021.
11. Pre-meeting to Planning and Consultation Committee Meeting held 8 June 2021.

<b>Council Resolution</b>
---------------------------

**MOVED: Cr Frances Eyre**

**SECONDED: Cr Karen Egan**

**That** Council, in accordance with *Item 19 of Council's Governance Rule – Meeting Procedure*, receives the Informal Meetings of Councillors Records (**Attachment 1**) for the meetings held.

**CARRIED UNANIMOUSLY**

**Council Meeting Minutes**

**29 June 2021**

**13. Notices of Motion**

**NOM.003/21 Request to apply Heritage Overlay to 14 Browns Lane Plenty**

Cr Richard Stockman advised of his intention to move the following:

**Council Resolution**

**MOVED: Cr Richard Stockman**

**SECONDED: Cr Frances Eyre**

**That Council:**

1. Notes that Officers under delegation have requested the Minister for Planning, to exercise the power under section 20(4) of the *Planning and Environment Act 1987* to prepare, adopt and approve an amendment to the Nillumbik Planning Scheme to apply the Heritage Overlay to 14 Browns Lane Plenty on an interim basis;
2. Requests the Minister for Planning, under Section 8A of the Planning and Environment Act 1987, to authorise the preparation of an amendment to the Nillumbik Planning Scheme to apply the Heritage Overlay to 14 Browns Lane Plenty on a permanent basis; and
3. In relation to point 2 above, undertake public exhibition of the proposed planning scheme amendment should authorisation to apply the permanent control be granted.

**CARRIED UNANIMOUSLY**

**14. Delegates' Reports**

Mayor Cr Peter Perkins reported that he and Cr Richard Stockman attended the Australian Local Government Australia General Assembly in Canberra last week. He conveyed that it was a very beneficial conference and Assembly with lots of motions submitted by various Councils being unanimously supported.. A few contentious items, one was the motion of having the same COVID lockdown provisions across the country and removal of the border type restrictions. Majority of Councils supported the motion, however it was not supported by Western Australia. Overall a great conference with really good speakers and worthwhile Councillors considering attending the next conference.

**15. Supplementary and urgent business**

Nil

**Council Meeting Minutes**

**29 June 2021**

**16. Confidential reports**

Pursuant to section 66(2) of the *Local Government Act 2020* (the Act), the meeting of the Council be closed to members of the public for the consideration of the following confidential items:

**CM.098/21 Montsalvat Agreement 2021 - 2024 - Confidential**

This item is confidential because it is private commercial information, being information provided by a business, commercial or financial undertaking that if released, would unreasonably expose the business, commercial or financial undertaking to disadvantage pursuant to paragraph (g(ii)) of the definition of confidential information under section 3(1) of the *Local Government Act 2020*. This ground is applied because it is information that, if publicly released at the time, is likely to be inappropriately detrimental to the Council or any person (natural or corporate).

<b>Council Resolution</b>
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**MOVED: Cr Geoff Paine**

**SECONDED: Cr Karen Egan**

**That** in accordance with section 66(2) of the *Local Government Act 2020*, Council resolves to close the meeting to members of the public to consider confidential items.

**CARRIED UNANIMOUSLY**

The meeting was closed to the public at 8:18pm.

The meeting was re-opened at 8:19pm.

**17. Close of Meeting**

The meeting closed at 8:20pm.

Confirmed:

\_\_\_\_\_  
Cr Peter Perkins, Mayor

## Environment & Sustainability Advisory Committee (ESAC) Minutes



**Date:** Wednesday 28 April 2021  
**Time:** 7.00pm – 9.00pm  
**Venue:** via Zoom  
**Chair:** Lisa Pittle  
**Minute taker:** Laura Nix  
**Zoom moderator:** Stephanie Orive

1	<p><b>Welcome and Acknowledgement of Country</b></p> <p>Please have your video on. Please have your computer on mute until the Chair/moderator invites you to speak. Please type comments or questions into the 'chat' space.</p> <p>Present: Lisa Pittle, Laura Nix, Kirsten Reedy, Stephanie Orive, Narelle Campbell, Liz Parsons, John Brennan, John Huf, Carol Jadraque, David Turner, Alan Thatcher, Elley Thomas</p> <p>Apologies: Cr Karen Egan, Cr Ben Ramcharan, Andrew Robinson</p> <p>Absent: Aiden Somers, Sali Jayne, Zac Lombardo</p> <p>All agreed to have the meeting recorded.</p> <p>Formally acknowledged that Lauren Poulton has resigned from committee</p> <p>Welcomed Laura Nix, Council's new Environment Project Officer</p>	Chair
2	<p><b>Conflict of interest</b></p> <p>Conflict of interest provisions are contained in section 80C of the <i>Local Government Act 1989</i>, the Councillor's Governance Code, the Employee Code of Conduct and the Volunteer Handbook.</p> <p>Narelle Campbell declared a general conflict of interest as an employee of the Victorian Government's Department of Health and Human Services.</p> <p>Carol Jadraque declared that she is working with the State Government Department of Environment in the Threatened Species Team.</p>	Chair
3	<p><b>Confirmation of minutes</b></p> <p>Confirmation of the minutes of the 17 February 2021 meeting of the committee.</p> <p>Moved: Narelle Campbell</p> <p>Seconded: John Huf</p> <p>Discussion on how questions asked via the chat are answered. Lisa Pittle advised that questions are generally responded to verbally, and moving forward this should be noted within the chat.</p> <p><b>Action 1:</b> February Zoom chat to be reviewed for any follow up questions.</p>	Chair
4	<p><b>Open Actions</b>      Accepted</p>	Chair

5	<p><b>Review of Land Management Incentive Program Guidelines</b></p> <p>Suggestions sought from ESAC on how the existing LMIP guidelines could be enhanced to best meet the current needs of the community and Nillumbik rural landscape.</p> <p>This consultation with ESAC was to inform the review, building upon the conversation held with ESAC at the 17 February 2021 meeting. Possible inclusions being considered are:</p> <ul style="list-style-type: none"> <li>• Collaborative deer control</li> <li>• Cultural burning</li> <li>• Sustainable agriculture</li> <li>• Pasture management improvement</li> <li>• Works for threatened species conservation</li> <li>• Greater flexibility for very low income residents</li> </ul> <p><b>General Discussion:</b></p> <p>General consensus was that the committee is happy with the current guidelines; and that the above top five dot points are generally covered by them, even if not explicitly mentioned.</p> <p>Discussion around social equity and low income earners and whether greater LMIP financial assistance should be provided in such instances. No consensus was reached.</p> <p>The reviewed guidelines will go to Council for consideration, and will reference ESAC feedback.</p> <p><b>Action 2:</b> ESAC members to email any further feedback to inform the LMIP guidelines review by Friday 14<sup>th</sup> May</p>	Stephanie & Kirsten
6	<p><b>Single Use Plastics</b></p> <p>Feedback was sought on options for Council action in terms of reducing use of single use plastics. (<b>See Attachment 1 – Briefing note - Phasing out single use plastics in Nillumbik</b>)</p> <p>The briefing paper provided background and single use plastics options for council, including noting that Council received a petition requesting that a policy prohibiting single use plastic use be developed.</p> <p>A state-wide ban on single use plastic straws, cutlery, plates, drink-stirrers, expanded polystyrene food and drink containers, and cotton bud sticks will be banned from sale or supply in Victoria by February 2023; and the Victorian government is encouraging Victorians to choose to reuse now.</p> <p><b>General Discussion:</b></p> <p>The process to consider introducing a local ban on single use plastics would require that thorough regulatory review and local laws processes be undertaken. Alternatively developing a policy around what's under Council's direct control is possible. However, given that state legislation will shortly ban single use plastics across the whole of community neither option is necessary.</p> <p>ESAC do not support the development of a specific Nillumbik single use plastics policy, but do support Council being active as a leader and educator, leveraging off State collateral.</p> <p><b>Action 3:</b> ESAC single use policy feedback to be reported back to councillors</p>	Lisa Pittle

	<p><b>Zoom Chat:</b></p> <p>From Elley Thomas to Everyone: 07:48 PM</p> <p>Possibly just continue to promote and encourage to local business and community households to adopt a discouraging view against single use plastics in line with state government policy and leave to state govern to do the heavy lifting in terms of policy and implementation.</p> <p>From Stephanie Orive to Everyone: 07:50 PM</p> <p>There could be more support and comms internally to guide staff when organising events to avoid single use plastics. eg. a kit to take out to external meeting that has real plates, cups, spoons etc. It's not that hard, it just takes a little planning.</p> <p>From Elley Thomas to Everyone: 07:53 PM</p> <p>Targeting local business, community and especially schools in the promotion and include education in that event on how to reduce personal and business contributions to single plastic waste.</p>	
7	<p><b>Urban Canopy - Feedback on subcommittee meeting; and draft TOR</b></p> <p><b>See Attachment 2: Briefing note - Urban Tree Canopy Project – Project Scoping</b></p> <p><b>General discussion:</b></p> <p>Mainly discussion around what could be within the scope of an Urban Forestry / Urban Canopy study e.g. would it include roof gardens.</p> <p>General agreement that the scope should focus on urban tree canopy rather than shrubs or grasslands at this stage.</p> <p>It could be tied in with the work of the Resilient Melbourne Urban Tree Canopy Strategy.</p> <p>State government is reviewing ESD in planning scheme and urban cooling provisions are being looked at through this. This work would help to inform a Council urban forestry strategy and contribute to other planning initiatives.</p> <p><b>Action 4:</b> The draft urban canopy project scope to be further refined to include reference to alignment with Victorian Government policies that already exist, and to ensure that the scope is clearly defined.</p> <p><b>Action 5:</b> Once proposed scope and recommendation to Council are finalised by ESAC, present to councillors for their consideration.</p> <p><b>Zoom Chat:</b></p> <p>Carol Jadraque: Resilient Melbourne no longer exists to my knowledge Rockefeller Foundation money has run out.</p>	Alan Thatcher
8	<p><b>Municipal Public Health and Wellbeing Plan</b></p> <p><b>Consultation to help inform its development</b></p> <p>This item was cancelled as the officer was unable to attend the meeting.</p> <p><b>Action 6:</b> Social planning officers to advise on alternative opportunity for ESAC to be consulted regarding the development of the new MPHWP.</p>	Melissa Ensink

11	<p><b>Other business:</b> (10 min)</p> <p><b>Ageing in Place Smart Farms Grant</b></p> <p>Council was successful in obtaining a federal Smart Farms grant to help identify opportunities for rural landowners to be supported to continue to manage their land as they age. It's likely to commence this Spring.</p> <p>Will be an opportunity to have conversations with the community to identify the barriers and co-design ideas and potential community led solutions. Invitation extended for ESAC members to get involved in the conversations and to contribute ideas, including best practice examples they may be aware of.</p> <p>Narelle and Liz expressed interest in being involved, including joining a small community working group or similar.</p> <p><b>Action 7:</b> Officers to provide a report back to ESAC on the progress of the Smart Farms project at a future meeting</p> <p>Zoom Chat:</p> <p>From Narelle to Everyone: 08:20 PM</p> <p>Stephanie - I have had a rather detailed look at the Royal Commission into Aged Care findings - perhaps we might chat about it because some of the recommendations, if they are accepted by government, may assist - and certainly the challenges of ageing in place in rural lands and rural areas was well acknowledged in the reports</p> <p>From Carol Jadraque to Everyone: 08:30 PM</p> <p>There are case studies here in VIC also: St John's now has a Resilience Officer with emphasis on climate change adaptation for vulnerable communities</p> <p><b>Summary of Council environment and sustainability activity - Copy sent out with agenda for viewing ahead of meeting – See Attachment 3</b></p> <p><b>Climate Action Plan update</b> – Operational climate change risk assessment currently underway (overseen by Council's insurer), determining risks, associated existing controls, potential residual impacts and further adaptation requirements. Will help to inform the development of the new Climate Action Plan.</p> <p><b>Green Wedge Management Plan update</b> – update to be provided at June meeting</p> <p><b>Fire mitigation</b></p> <p>Question asked about what Council's fire mitigation program is. The Municipal Fire Management Planning Committee is responsible for the planning – Council is a member of this committee, along with neighbouring councils, emergency services and other agencies. There is a Nillumbik bushfire mitigation works program which Council updates and publishes on its website in, or around, September annually. Information is available at:  <a href="https://www.nillumbik.vic.gov.au/Living-in/Fire-and-other-emergencies">https://www.nillumbik.vic.gov.au/Living-in/Fire-and-other-emergencies</a></p> <p><b>Action 8:</b> Email the Nillumbik Bushfire Mitigation Works Plan to ESAC members.</p> <p><b>Action 9:</b> Investigate whether an update to ESAC on the Communities First program would be worthwhile i.e. is there anything current to share.</p>	
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	<b>Future ESAC Meetings:</b> Question on whether ESAC should use Zoom or move back to in-person format for future meetings. <b>Action 10:</b> Survey ESAC to see what the preference is for meetings <b>Potential future agenda items:</b> <b>Action 11:</b> Schedule foxes and cats as a future agenda item	
12	<b>Next meeting date:</b> Wednesday 16 June 2021	

8.59pm Close

**Open Actions (and all actions from this meeting):**

Meeting date	Action	Owner/s	Status	Comment
6 May 2020	Circulate the Yarra Catchment Integrated Water Management Plan when available.	Lisa P	On hold	Scheduled to be released in June
17 June 2020; 19 August; 16 December; 17 February	Committee members to review the draft list of identified external GWMP stakeholders and provide suggestions ahead of next ESAC meeting	ESAC	Laura to follow up	tbc
17 February 2021	Method by which Advisory Committees are provided with GWMP implementation updates and the oversight role of the committee to be clarified.	Leigh Northwood	In progress	June agenda item
28 April 2021	ESAC members to email in any further feedback on the LMIP guidelines to inform the review by Friday 14 <sup>th</sup> May	ESAC	Complete	July Councillor briefing scheduled
28 April 2021	February Zoom chat to be reviewed for any follow up questions.	Laura Nix	Complete	Questions were covered in out of session meeting and April meeting.
28 April 2021	ESAC single use policy feedback to be reported back to councillors	Lisa Pittle	Complete	Councillor briefing scheduled

Meeting date	Action	Owner/s	Status	Comment
28 April 2021	The draft urban canopy project scope to be further refined to include reference to alignment with Victorian Government policies that already exist, and to ensure that the scope is clearly defined.	Alan Thatcher supported by Lisa Pittle	In progress	
28 April 2021	Once proposed urban canopy project scope and recommendation to Council are finalised by ESAC, present to councillors for their consideration.	Lisa Pittle	Awaiting finalisation	tbc
28 April 2021	Social planning officers to advise on alternative opportunity for ESAC to be consulted regarding the development of the new MPHWP.	Mel Ensink	Complete	Opportunity to provide feedback emailed to ESAC on 13 May, comments requested by 21 May.
28 April 2021	Officers to provide a report back to ESAC on the progress of the Smart Farms project at a future meeting	Steph Orive	On hold	Will be scheduled at an appropriate time
28 April 2021	Email the Nillumbik Bushfire Mitigation Works Plan to ESAC members.	Lisa Pittle	Complete	Information emailed on 29 April
28 April 2021	Investigate whether an update to ESAC on the Communities First program would be worthwhile i.e. is there anything current to share.	Kirsten	tbc	tbc
28 April 2021	Survey ESAC to see what the preference is for future meetings – i.e. in person or via Zoom	Laura Nix	Complete	General feedback is for a mix of both online and in person at a variety of locations
28 April 2021	Schedule foxes and cats as a future agenda item.	Julia	Complete	June agenda item

Attachment 1:

## Briefing note

To:            Environment and Sustainability Advisory Committee  
Date:         20 April 2021  
Subject       ***Phasing out single-use plastics in Nillumbik***

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### Table of contents

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- Council resolution
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- Community behaviour change initiatives
- Options for Nillumbik Council

### Briefing note purpose

1. Council received a petition at the December 2019 Council meeting requesting that Council pursues a policy to phase out single-use plastics in the Shire by 2021. The Council resolution in response to the petition requested feedback from the Environment and Sustainability Advisory Committee (ESAC).
2. The purpose of this briefing is to provide ESAC with background on the issue, including information on international, Australian government and state and territory government initiatives; benchmarking with other councils; and an overview of Nillumbik Council action to date. Recommendations for further action are provided for the purpose of ESAC discussion and feedback. ESAC feedback will be provided as part of a report to Council.
3. The delay in responding to this petition is that single-use plastics items were encouraged during the COVID pandemic to manage potential risks.

### Council resolution

4. That Council
  - a. Receives the petition requesting Council to pursue a policy to phase out single-use plastics from Nillumbik Shire by 2021.
  - b. Refers it to the Director Operations and Infrastructure for investigation and incorporates feedback from the Environment and Sustainability Advisory Committee in a report back to Council.
  - c. Advises the petition organiser accordingly.

### Single-use plastics – the issue

5. Plastic has remained the most common category of rubbish picked up on Clean Up Australia day over the last 20 years.

6. Single-use plastic has many negative environmental, social and economic impacts. Globally, at least 8 million tonnes of mishandled plastic waste washes into our oceans and rivers each year.
7. Plastic does not biodegrade; instead breaks down into smaller pieces. Recent evidence shows that micro plastics – tiny plastic fibres and fragments – are being found in marine and human food chains and their impacts are a growing concern.

### International response

8. In response to data and evidence being produced at a global level regarding plastic pollution, many organisations in both the corporate and government sectors are implementing measures to reduce the use of single-use plastics.
9. African countries have been in the lead on banning single-use plastic bags with Eritrea the first to adopt an outright ban on the bags in 2005.
10. In 2020 and 2021, the European Union and, to some extent, the United Kingdom are implementing bans on a range of single-use plastic (SUP) items including: straws, stirrers, cutlery, cotton bud sticks, plates, plastic balloon sticks, oxo-degradable plastics, expanded polystyrene food containers and cups.

### National response

11. The Australian Government has developed a *National Plastics Plan 2021* which aims to:
  - a. Work with industry to fast-track the phase-out of particularly problematic plastic materials.
  - b. Stop the export of unprocessed plastic waste and promote product stewardship through the *Recycling and Waste Reduction Act 2020*.
  - c. Invest in Australia's plastic recycling capacity.
  - d. Undertake research to make Australia a global leader in plastic recycling and reprocessing. Educate the community to help consumers make informed decisions and recycle correctly.
12. The South Australian government has passed legislation *Single-use and Other Plastic Products (Waste Avoidance) Act 2020* which phases in bans on a range of single-use plastics.
  - a. From 1 March 1, 2021 single-use plastic straws will be restricted, and single-use plastic cutlery and stirrers will be banned.
  - b. There will be exemptions for single-use plastic straws to ensure these can still be accessed by people with disabilities or medical needs.
  - c. From 1 March 2022 expanded polystyrene cups, bowls, plates and clamshell containers will be banned.
  - d. Oxo-degradable plastic products will be banned from manufacture and production in the state. Oxo-degradable plastic products have additives that cause the plastic to break down into tiny fragments called 'microplastics' which don't completely decompose.
13. Other state and territory governments have current policies or consultations underway on proposals to phase out certain single-use plastics. For example:
  - a. A ban on a range of single-use plastics in Queensland plans commences 1 September 2021.
  - b. In response to community consultation which showed 98 per cent of respondents support further action to reduce single-use plastics, the West

Australian government has released a *Plan for Plastics* which aims to phase out a range of single-use plastic items from 2020-2026.

14. The private sector has also shown leadership on reducing single-use plastics. Australia's major supermarket chains banned single-use plastic bags in June 2018 ahead of Commonwealth and state government action. It has also been recently reported that a major supermarket chain will no longer sell single-use plastic tableware from 1 July 2021 with corresponding action expected to be taken by competitors.

### **Victorian government initiatives**

15. The Victorian government's *Recycling Victoria* policy is designed to position Victoria as a leader in reusing, reducing and recycling waste.
16. The Victorian government implemented a single-use plastic bag ban in 2019 which applies to all suppliers of bags and retailers including supermarkets, green grocers, bakeries, pharmacies, clothing stores, restaurants, cafes, markets, takeaway food outlets, and many more.
17. The ban applies to all lightweight plastic shopping bags which have a thickness of 35 microns or less at any part of the bag, including degradable, biodegradable and compostable bags. The ban was implemented following community consultation which showed 96 per cent support (based on more than 8000 responses) for banning single-use light weight plastic bags.
18. There are exemptions including dog waste bags.
19. For more information on the Victorian light weight plastic bag ban go to the Vic Bag Ban [website](#).
20. The Victorian government now plans to ban single-use plastic items, including straws, cutlery, plates, drink-stirrers, expanded polystyrene food and drink containers and cotton bud sticks commencing February 2023.
21. The Government is encouraging Victorians to choose to reuse now as they get ready for the ban. They will work with businesses to identify sustainable alternatives, ahead of the ban coming into effect
22. The ban will not affect medical or scientific equipment, emergency management services, or people who require specific single-use plastic products due to disability or for health and safety. The government will work with the aged care and disability sectors to understand and develop exemptions for people who require straws or other single-use plastics.
23. The ban will be implemented after a regulatory impact process is conducted.

### **Nillumbik Shire Council initiatives**

24. Nillumbik does not have an adopted policy but has facilitated a range of initiatives to reduce single-use plastic waste at Council facilities and at Council funded events. In addition Council has undertaken a number of community education and engagement activities designed to provide positive alternatives to single-use plastics and to reduce waste generally.
25. Internal initiatives include:
  - a. Working with staff with responsibility for hospitality at Council facilities to reduce waste.
26. Council event initiatives include:
  - a. Advice and support for event organisers (e.g. Eltham Festival becoming balloon free).

- b. The inclusion of waste reduction activities in the application process for events on council land.
  - c. Council trialled a refillable water station for events.
  - d. Reusable cup trial at Eltham Jazz Festival (2019), resulting in the elimination of thousands of disposable cups.
  - e. Council supported a trial of on-site washable reusable crockery and cutlery at the Come Together Festival at Edendale in March, 2020. With six hundred attendees, only eight kilograms of waste was generated (40 per cent landfill, 60 per cent recyclables).
27. Community education and engagement initiatives include:
- a. Development of Reduce Your Waste webpage to showcase local ways and businesses that support zero waste initiatives.
  - b. Council regularly provides waste minimisation activities at community festivals, through community workshops and for schools. For example Nillumbik's 'War on Waste' event in 2018 featured Tim Silverwood from the ABC series 'War on Waste'.

### **Nillumbik soft plastics recycling 2016-2019**

28. In 2016, Nillumbik including three other councils introduced flexible plastics kerbside recycling. This included soft/flexible packaging and plastic bags bundled in a plastic and placed in the recycling bin. The agreement was established through collaborative funding and a commitment from Council's then materials recovery facility operator SKM Recycling to manually sort the bundled soft plastics with a future investment in optical sorting technology. The four councils involved in this were Cardinia, Hobson Bay and Boroondara Councils.
29. Collection of bundled soft plastics in the recycling bin ceased with the takeover of SKM facilities by Cleanaway Pty LTD in 2019.
30. Nillumbik encourages residents to separate their soft plastics and recycle them at major supermarkets through REDcycle.

### **Metropolitan Melbourne councils benchmarking**

31. At a local level, councils such as the Darebin, Moreland, Surf Coast, Greater Geelong, Port Phillip and Maribyrnong have either established a policy or adopted a ban to eliminate single-use items at council run events and facilities. Some councils have Zero Waste Education Officers that support these policies and guidelines.
32. Council officers have also worked in various business precincts to help reduce single-use plastics and provide support with the transition. See City of Yarra's [Proudly Plastic Free](#) program.

### **Community behaviour change initiatives**

33. Plastic Free July is a behaviour change initiative with measured impact tackling the plastic waste crisis by reducing the problem at the source. The Plastic Free July Challenge provides councils with a strategy and existing platform to enact individual behaviour change and enable communities, councils, their staff and businesses to adopt behaviours and systems that avoid single-use plastics and reduce plastic waste.
34. Annual memberships are available to councils and some run a regular Plastic Free July campaign. A membership costs \$4,000 annually depending on number of tenements. More information available here. <https://www.plasticfreejuly.org/>

### **Options for Nillumbik Council**

35. There is evidence of strong community support for phasing out single-use plastics as demonstrated by Victorian and West Australian governments' community consultation.
36. The Victorian government has a commitment to phase out a range of single-use plastics by February 2023.
37. Nillumbik can support the introduction of the single-use plastic ban in Victoria, where it has direct control, in the following ways:
  - a. Develop a policy discouraging or prohibiting single-use plastics in Council facilities and at events on Council land. A policy should be clear about the specific single-use plastic items that are discouraged or prohibited. These should include the items to be banned in Victoria commencing February 2023: straws, cutlery, plates, drink-stirrers, expanded polystyrene food and drink containers and cotton bud sticks. Council may also include other items such as balloons.
  - b. Dog waste bags provided at dog parks should be biodegradable.
  - c. Conditions of hire of Council facilities may be updated to discourage or prohibit certain single-use plastics.
  - d. Guidelines for events on Council land may be updated to discourage or prohibit certain single-use plastics.
  - e. Continue to provide support to Council facilities and for event organiser to reduce waste with a focus on reducing single-use items.
  - f. Continue to communicate positive alternatives for single-use plastic items through the website, social media, at community events and community facilities.
38. Council's ability to phase out single-use plastics in the Shire more broadly is limited.
39. An option would be to include a ban on single-use plastics as part of the review of the Local Law. The specific single-use plastic items would need to be defined as well as where the ban applies. A consideration is that a Local Law requires a regulatory impact process and a Local Law shouldn't duplicate federal or state laws. Another consideration is Council's capacity to enforce.

**Lisa Pittle**  
**Manager Environment**

**Attachment 2:**

## Briefing note

To:                Environment and Sustainability Advisory Committee  
Date:             20 April 2021  
Subject          ***Urban tree canopy – project scoping***

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### Introduction

There is existing research for the urban areas of Melbourne that shows that tree canopy is declining on average. Hurley J et al 2018 *Urban Vegetation Cover Change in Melbourne 2014 - 2018*, Centre for Urban Research, RMIT University, Melbourne, Australia  
<https://apo.org.au/sites/default/files/resource-files/2019-07/apo-nid250311.pdf>.

One of the contributing factors is State government policy encouraging increased housing density in urban areas.

Loss of tree canopy in urban areas:

- Contributes to the urban heat island effect which contributes to climate change. (Incl references) and negatively impacts the health and well being of the community due to the loss of the cooling effect of tree shade; rising ambient dwelling temperatures, increased energy consumption and social stress.
- Impacts negatively on neighbourhood character and amenity that has underpinned the reputation and ranking of Nillumbik as the most liveable Shire.
- Reduces habitat for native wildlife for which the Shire is renowned.
- Is cumulative over time reflected in reduced regrowth and regeneration as well as dieback.

Loss of tree canopy in urban areas may be caused by the following:

- Changes in urban dwelling design and residential density quotients.
- Council policies and regulations affecting the Planning Scheme.
- Interpretation of State Government regulations relating to bushfire mitigation: e.g. 10/30/50 rule.

There are a range of controls in the Nillumbik planning scheme designed to retain trees and Council has proactive programs designed to enhance tree canopy.

### Project objectives

This project is designed to explore the following in Nillumbik's urban areas:

- Can we identify loss of tree canopy in the Shire within the Urban Growth Boundary over the last 30 (?) years?
- What are the existing controls and how well do they contribute to retaining tree canopy?
- What are the existing proactive programs and how well do they replace and enhance tree canopy?

### Project outputs

- Define the boundaries of the project area.
- Establish baseline tree canopy information for Nillumbik within the project area.
- Assess existing controls on tree removal and opportunities for proactive tree canopy enhancement for the project area.
- Develop policy options for Council consideration that may further protect existing tree canopy and/or to implement further proactive action.

### Project delivery

The approach will be to form a working group with ESAC members, a Councillor representative/s and Council staff.

- Selected community members from the Environment and Sustainability Advisory Committee who have registered commitment to participate in the Working Group
- Nominated Shire officers under the direction of the CEO to provide support to the Working Group

**Reporting**

- Preliminary report to the Environment and Sustainability Advisory Committee by date/ 2021
- Final report endorsed by the Environment and Sustainability Advisory Committee to Council with recommendations by date/ 2021(2022?)




**Linkages with other Council Plans**




- Neighbourhood Character Study
- Climate Action Plan

**Lisa Pittle**


**Manager Environment**

**Attachment 3: Summary of Council environment and sustainability activity, updated 15 April 2021**

<b>Invasive Species</b>	
	<p><b>Queensland Fruit Fly</b></p> <p>Qfly numbers are very high across the state due to La Nina weather patterns. An area wide management trial in the Eltham area continues, in partnership with the Catchment Management Authority. Preliminary results indicate the bait regime used is reducing fly numbers in traps. A survey about fruit fly burden in the garden will be sent to households within the trial zone to better interpret the trap results.</p> <p>Meeting being held with the Manager Strategic Projects, Chief Plant Health Officer Unit, Biosecurity and Agriculture Services Dept of Agriculture Victoria on 23 April 2021 as a follow up to Council's QFF advocacy to the Minister.</p>
	<p><b>Sugarloaf Link update</b></p> <p>Deer control will be re-starting the week of 19<sup>th</sup> April in Bend of Islands, Christmas Hills, Kangaroo Ground and Watsons Creek.</p> <p>Fox control and weed control have also restarted this week.</p>
	<p><b>Collaborative Deer Control Project update</b></p> <p>Several property visits to assess deer damage and to advise residents of potential action they could take have been undertaken, with one large neighbourhood group meeting up to discuss options in Research, and another community led group site visit planned for North Warrandyte in the next couple of weeks. The hope is that these groups will then collaborate, share funds and employ professional deer controllers (shooters) to reduce deer numbers in the area.</p> <p>Recent community information events held, recordings available.</p> <ul style="list-style-type: none"> <li>• Wed 17 March, 7-9pm - <a href="#">Recognising and Monitoring Deer Presence and Damage</a> 92 tickets 'sold' for this event, and the webinar was well-received.</li> <li>• Wed 31 March 7-9pm (online) - <a href="#">Deer shooting in Peri-Urban Areas</a> 68 tickets were 'sold', with 46 attending and almost all attendees committing to the entire session duration. It was an incredibly positive session. Some great questions were asked, and post-event survey responses indicated that knowledge of the topic was greatly improved.</li> </ul> <p>Further deer control info/education sessions are scheduled – listed in events below.</p>
<b>Strategies and Policy</b>	
<b>Climate Action Plan development</b>	<p><b>Climate Action Plan 2021</b></p> <p>Development of the draft underway. An operational climate risk assessment being undertaken in April/May by Council's insurer.</p>
<b>Green Wedge Management Plan</b>	<p>Report to be provided at June meeting.</p>
<b>Native Flora and Fauna</b>	
	<p><b>Nillumbik Platypus Protection Celebration May 2021</b></p> <p>A 10-day platypus protection celebration / awareness raising series of events is currently being finalised as a partnership activity between Council and Melbourne Water.</p> <p>It will culminate in a main event at Edendale on 30 May and may include:</p> <ul style="list-style-type: none"> <li>• Planting around the creek and creating more habitat</li> <li>• Water sampling</li> <li>• Litter clean ups</li> <li>• Weeknight webinars</li> </ul>




	<ul style="list-style-type: none"> <li>• Guest speakers</li> <li>• Platypus Jenga</li> <li>• Waste activities and stencil activities</li> <li>• Artist workshop/s</li> <li>• Welcome to country and smoking ceremony</li> <li>• Self-guided bike ride</li> <li>• Youth led event at Edendale on 30 May.</li> </ul>
	<p><b>Southern Toadlet</b></p> <p>This group formed following Southern Toadlet project Biodiversity On-ground Action grant that Council and the Nillumbik Landcare Network received (\$27,152) in 2017. Southern Toadlets are in significant decline across Victoria and are listed as Vulnerable in Victoria. In Nillumbik, there has been a large scale survey for this species, but only two populations were identified as remaining in Nillumbik (Panton Hill and North Warrandyte).</p> <p>The working group, led by Melbourne Water, are collaborating to monitor the remaining populations, enhance the habitat and encourage breeding. Melbourne Water commissioned surveys in 2019, 2020 and 2021 and a follow on Management Plan for the species. These works followed on from the surveys and public engagement and education undertaken through Council's and Nillumbik Landcare Network's project which finished in 2019.</p>
	<p><b>Tree Dieback</b></p> <p>Council officers will be collaborating with biodiversity officers across the North East region over the coming months to discuss and better understand the reasons why Eucalypt trees are dying across the NE Melbourne region.</p>
	<p><b>Clover Glycine</b></p> <p>Clover Glycine is listed as Vulnerable in Victoria. Council's Biodiversity Officer continues to administer this working group which involves members from Council, Melbourne Water, Parks Victoria and contractors. This is to get consistency in the management of Clover Glycine across Nillumbik Shire, to promote the conservation and share management knowledge to increase the population size in the Shire.</p>
	<p><b>Threatened Orchid Recovery Group</b></p> <p>Council's Biodiversity Officer continues to administer the Threatened Orchid Recovery team which involves members from Council, DELWP, Australasian Native Orchid Society, private landowners, Parks Victoria, Trust for Nature, Royal Botanic Gardens and volunteers.</p> <p>The aim is to achieve the conservation of threatened orchids and to allow populations in Nillumbik to become self-sustaining populations in the future without the need for further human intervention. Currently the focus is on two key nationally Endangered orchid species that occur nowhere else in the world, Rosella Spider Orchid (current population approximately 150 plants in the wild) and Charming Spider Orchid (current population approximately 50 plants in the wild).</p> <p>The group is in the process of growing up to 200 Charming Spider Orchid plants at the Royal Botanic Gardens with an additional 200 to be propagated in the lab this year. In addition, we previously reintroduced 40 Rosella Spider Orchid plants and created a new population at Bunjil Reserve. To boost this population an additional 200 plants will be translocated from the nursery into this reserve in June/July 2021 and a further 300 plants will be translocated in 2022 into two new sites; Hildebrand Rd (private land) and Willis Nature Park (Trust for Nature) and into two existing sites (One Tree Hill and Morrisons) to boost their population.</p> <p>In March 2021 the Royal Botanic Gardens submitted a new grant application to DELWP called 'Saving the Rosella Spider Orchid from extinction' (applied for \$49,421, awaiting assessment) in partnership with Nillumbik Shire Council.</p>

	<p><b>Nillumbik Gardens for Wildlife</b></p> <p>The Nillumbik Gardens for Wildlife program has moved back to offering personal visits as well as zoom visits. Registrations continue to be steady and we are preparing to expand the program to local schools. Additional garden guides have recently been recruited and on Sat 10<sup>th</sup> April Nillumbik G4W teamed up with Banyule G4W to provide training to 14 experienced and new garden guides at Edendale. This was a positive and successful training session.</p> <p>The committee has planned four events for the year to engage the G4W network and they look forward to continuing to grow and strengthen the program.</p>
	<p><b>Orchid events</b></p> <p>Two events were held in April 2021 to finalise the Threatened Species Initiative grant for Charming Spider Orchid <i>Caladenia amoena</i>.</p> <p>The first event was an enhancement planting day where 6 members of the Hurstbridge Landcare group and the private landowner planted companion species to support the endangered Charming Spider Orchid on private land.</p> <p>The second event was an orchid reintroduction demonstration day where 10 people attended to hear about Nillumbik's orchids and to see the process that is undertaken to reintroduce orchids back into a site. This occurred in Temple Ridge Reserve using a more common species of orchid, Blunt Greenhood <i>Pterostylis curta</i>.</p>
	<p><b>Over The Counter Offset Native Vegetation Offset program</b></p> <p>Offset sales income goes towards achieving the management of the Chase Reserve. We are currently in year 6 of the intensive 10 year management regime for the Chase Reserve. There is an in-perpetuity agreement for management of the land beyond this. The current status of the offset trades is as follows:</p> <p><b>Sold (2018-2021):</b> 1.381 General Habitat Units, 7 Large Trees, \$195,943.92 (ex GST)</p> <p><b>Sold (2015-2018):</b> 0.257 General BEU, \$65,192.09 (ex GST)</p>
	<p><b>Eltham Copper Butterfly</b></p> <p>In March the Friends of ECB, in partnership with Council and Parks Victoria, submitted an application to DELWP through the grant program: Stream 2 Biodiversity On-ground Action and Stewardship for \$41,100. If successful the grant will fund priority conservation management works for ECB populations on private property, Parks Vic and Council owned land in Eltham.</p>
<p><b>Climate Actions</b></p>	
	<p><b>Free energy efficiency/consumption advice for Nillumbik residents</b></p> <p>Nillumbik residents have been accessing free, tailored, expert advice from the Australian Energy Foundation for the past 10 months on how to reduce energy consumption and their bills through modified behaviour and technical solutions. An additional opportunity has been included to offer further support for households experiencing difficulty in meeting high energy costs.</p> <p>The initial campaign focused on efficient hot water in alignment with the Practically Green/ Clean Energy Nillumbik bulk-purchase project. The current awareness raising focus is on insulation to lead up to winter</p> <p><b>Since July 2020:</b></p> <ul style="list-style-type: none"> <li>110 Residential quote requests</li> <li>56 phone conversations</li> <li>19 email enquiries</li> </ul>

	<p><b>Nillumbik Solar Savers Bulk Buy Program- extended for 2021/22</b></p> <p>The successful Solar Savers partnership has been extended and council's support will continue until the end of June 2022.</p> <p>The current program is for residents either owning their own home or renting while the 2021/22 program is scheduled to expand to include bulk-buy opportunities for small businesses as well as continuing to support and inspire residents to install competitively priced, high quality rooftop solar.</p> <p><b>Total Enquiries - ALL councils participating in bulk buy 2020/21</b></p> <p>This includes registrations received by Solar Savers from 1 July 2020 to present. Some households have progressed through the stages, others have pulled out and are closed.</p>  <p>An online webinar for residents on solar batteries was held on 24 March 2021 for Nillumbik residents, and a recording is available on Council's website:</p> <p><b>Solar Batteries for Home Owners</b></p> <p><i>Take the first step to cut your power bills and reduce emissions. Learn about residential solar power in this free, interactive webinar hosted by Solar Savers. Have you got questions about installing solar power? Nillumbik residents are invited to ask the experts through this interactive webinar hosted by local government initiative, Solar Savers.</i></p> <p><i>Whether you're already comparing quotes or just starting out, this free interactive webinar is a trustworthy introduction to solar power. Targeted at homeowners, you'll have the opportunity to ask the experts and hear honest advice about the products, costs, and benefits of a solar PV system and batteries.</i></p>
	<p><b>Large rooftop Solar and EV charging infrastructure projects</b></p> <p>Large renewable energy projects at Eltham Leisure Centre (267kW solar PV, four EV charge outlets, two small battery back-up systems and public monitoring display) and Diamond Valley Sports and Fitness Centre (146kW solar PV and 2 EV charge outlets) are nearing completion and due for commissioning around end April 2021.</p>
	<p><b>Fleet Electric Vehicle charging infrastructure</b></p> <p>Council's first dedicated fleet EV charging station has been installed and is ready for use at the Council Civic Centre Office in the fleet parking area under the 32kW solar carport.</p> <p>Electric vehicles are planned for inclusion in Council's fleet during FY 21/22.</p>
	<p><b>Street Light Audit</b></p> <p>Lighting assets across Nillumbik have recently been audited with a view to replacing old lighting with LEDs.</p>

	<p><b>Solar System Maintenance</b></p> <p>Nillumbik Shire Council has engaged EnviroGroup to maintain its solar systems on 43 Council properties.</p>
	<p><b>Civic Centre and Edendale Lighting</b></p> <p>An RFQ process is underway at Edendale &amp; an audit is being undertaken at the Civic Centre, to replace old lighting with LED lighting.</p>
	<p><b>Structural Assessments for Solar at Preschools</b></p> <p>Structural assessments are currently being undertaken at three Nillumbik preschools to assess suitability for solar systems.</p>
	<p><b>Future Fuels Submission</b></p> <p>In March, Council submitted 3 Nillumbik sites for consideration by electric vehicle charging network providers, to close gaps in the charging network</p>
	<p><b>Neighbourhood Battery Initiative</b></p> <p>Council is supporting a submission in support of the Neighbourhood Battery Initiative by local community energy group, Clean Energy Nillumbik and submitting comment for the consultation paper.</p>
<b>Sustainable Land Management</b>	
	<p><b>Land Management Advice and Grants</b></p> <p>The Land Management Incentive Program continues to be available for landowners and groups undertaking environmental projects. Currently, blackberry, rabbit and revegetation projects form the bulk of enquiries. As the weather cools and with recent rainfall, we expect more calls about annual weeds such as Paterson's Curse.</p>
	<p><b>Land Management Incentive Program – guidelines update</b></p> <p>Officers are currently reviewing the LMIP guidelines to ensure they best meet the needs of the community and address environmental concerns. Possible inclusions being considered are:</p> <ul style="list-style-type: none"> <li>• Deer control</li> <li>• Cultural burning</li> <li>• Sustainable agriculture</li> <li>• Pasture management improvement</li> <li>• Works for threatened species conservation</li> <li>• Greater flexibility for very low income residents</li> </ul>
	<p><b>Nillumbik Landcare</b></p> <p>In March Council submitted a grant application to DELWP to host a Landcare facilitator for a three-year period, 1 July 2021 to 30 June 2024.</p> <p>The current funding, whereby Council hosts the position on behalf of the Nillumbik Landcare Network, ceases on 30 June 2021. The Landcare Facilitator is currently rebuilding the NLN website to act as a member gateway for each of the eleven local Landcare groups.</p>
<b>Education and Engagement</b>	
	<p><b>Preparing your home and garden for winter</b></p> <p>A preparing your home and garden for winter event was run on Saturday 27 March. Attendees meet with and chatted to Council's community partners; Australian Energy Foundation (AEF) and Clean Energy Nillumbik (CEN) as well as the team from Edendale to learn some energy and money saving tips. There were 29 people in attendance on the day with some great conversations and engagement with our community groups.</p>

	<p>Community feedback:</p> <p><i>"Just wanted to say many thanks for the 'Preparing for winter' sessions held at Edendale today. My husband and I gained valuable info that we hope to make some changes in our home. Thanks again for running this."</i></p>
	<p><b>Nillumbik Place Shapers</b></p> <p>Place Shapers is a community place-making program which will give locals the tools and resources to implement their own interesting, inclusive and engaging projects in public spaces.</p> <p>There will be a facilitator in to run the 8 week program which starts 29 April. Sessions will be run out of the Hurstbridge Hub on Thursday evenings between 6-8pm.</p>
	<p><b>Practically Green events: Re-imagine, Re-think, Re-energise</b></p> <p>Clean Energy Nillumbik (CEN) have one youth climate event current scheduled:</p> <ul style="list-style-type: none"> <li>• Saturday 24 April 2021, 2pm (moved due to low registrations)</li> </ul> <p>Plans for 2021:</p> <ul style="list-style-type: none"> <li>• Sustainable House Day (October)</li> <li>• Speed Date a Sustainability Expert (November)</li> <li>• Sustainability Hub at Eltham Festival (November)</li> <li>• Bulk Purchase Project (Ongoing)</li> </ul>
 <p>(Eltham)</p>  <p>(Edendale)</p>	<p><b>Home Harvest Seed Libraries 2021</b> Home Harvest Seed Libraries have been launched across Nillumbik.</p> <p>Designed and constructed by local artist Ravi Sommerhalder, the libraries operate as a free community resource to encourage the growing and sharing of home-grown food, flowers and indigenous plants.</p> <p>Officially launched at Hurstbridge Community Hub on Saturday 13 March, the ongoing initiative is a collaboration between Nillumbik Shire Council and Banyule City Council. Yarra Plenty Regional Library and Local Food Connect also play important roles on the Home Harvest Seed Library Committee.</p> <p>You'll find seed libraries at the following locations in Nillumbik Shire: Eltham Library, Edendale Farm, Hurstbridge Hub and Nillumbik Shire Council.</p> <p>Feedback from Hurstbridge Hub launch:</p> <p><i>"It went really well. We combined it with our regular food swap and the launch of a Food is Free table, so had a good number of people there. Overwhelmingly, Hurstbridge people have been wonderfully receptive of the idea, and all the comments are that it's a fantastic community resource. Mostly, people have been blown away by Ravi's design, and how absolutely beautiful they are."</i></p> <p>The four seed libraries in Banyule are stationed at Rosanna Library, Ivanhoe Library and Community Hub, Watsonia Library and Shop48–The Harmony Centre.</p> <p>The seed libraries are supported by local volunteers and community groups.</p> <p><a href="#">Home Harvest Seed Libraries &amp; Seed Saving - Edendale Community Environment Farm</a></p>

	<p><b>Recycling bin contamination management</b></p> <p>Council will be beginning a campaign to help residents better understand what can be placed in the recycling bin and target the main contamination types.</p> <p>The cameras in the waste collection vehicles are able to monitor what goes in the bin and we may contact some residents directly if their bin is found to be contaminated. This targeted education will capture bagged rubbish and bagged recycling contamination.</p>
	<p><b>Backyard Bird Count - Results and report received</b></p> <p>The following statistics summarise the results of the 2020 Aussie Backyard Bird Count for the Shire of Nillumbik. The count ran from the 19th to 25th October 2020.</p> <ul style="list-style-type: none"> <li>• 622 observers participated in the bird count.</li> <li>• Observers recorded a total of 31,617 individual birds during Bird Week.</li> <li>• 122 bird species were recorded</li> </ul>
<p><b>Deer Webinars</b></p>	<p>Recordings of many of the recent webinars can be seen on the website <a href="https://www.nillumbik.vic.gov.au/Environment/Environment-events-and-activities/When-you-want-webinars">https://www.nillumbik.vic.gov.au/Environment/Environment-events-and-activities/When-you-want-webinars</a></p> <p><b>Upcoming Deer Webinars:</b></p> <p>Wed 14 April 7-9pm (online) - <a href="#">Managing deer with your neighbours</a></p> <p>Friday 7 May 6-9pm - <a href="#">Deer Control technology - infrared scopes, thermal monoculars and others</a></p> <p>Sun 30 May 2-4pm (Hurstbridge Hub) - <a href="#">Deer 'Market' - meet local deer controllers &amp; businesses</a></p> <p>Wed 19 May, 7-9pm (online) - <a href="#">Property management options to reduce deer damage in Nillumbik</a></p>
	<p><b>Edendale</b></p> <p>Edendale is beginning to scale up its sustainability workshop program again. Worm farming and composting workshops were held in January and February, and then preparations went into the launch of the seed library project and the "Preparing your home and garden for Winter" event held at Edendale on Saturday 27 March in conjunction with the Australian Energy Foundation and Clean Energy Nillumbik.</p> <p>A few face to face workshops are coming up, including:</p> <ul style="list-style-type: none"> <li>• Saturday 10 April, Pollinator Observatories workshop with ecologist Dr Luis Mata from the University of Melbourne (in the lead up to the autumn Wild Pollinator Count week from April 11-18)</li> <li>• Saturday 24 April, Introduction to Nutrient Gardening with Donna Livermore (online workshop)</li> <li>• Saturday 10 June, Winter fruit-tree pruning with Justin Calverley</li> </ul> <p>Edendale Education's sustainability education program for schools, preschools and early learning centres has also started to re-build after a very quiet year in 2020 due to COVID. Term 1 was busier than usual, particularly in March, and Term 2 is looking extremely busy with bookings for excursions and a few incursions on just about every day of the term.</p> <p>The Teachers' Environment Network (run in conjunction with Banyule) has held 2 meetings in Term 1 – a grant writing workshop for sustainability grants and a session around the new seed libraries and seed harvesting and saving as an activity in veggie gardens at schools and centres. A program of speakers and activities is being planned for the rest of the year.</p>

## Youth Council Formal Advisory Meeting

### Agenda

Date	Monday 7 June 2021
Time	4-6pm
Venue	Zoom <a href="https://zoom.us/j/96669539122?pwd=eEhPSjl5eTVVSHlyblJrNDNlcWptQT09">https://zoom.us/j/96669539122?pwd=eEhPSjl5eTVVSHlyblJrNDNlcWptQT09</a>
Attendees	<p><b>Youth Council</b> Bailey Cumming, Brianne Keogh, Cavan Cartwright, Youth Mayor Fieke van der Kamp, Imogen Jaques, Indiana Sandwell, Youth Deputy Mayor Jack Linehan, Katie O'Brien, Kirra Imbriano, Lachlan Wadsworth , Maali Kerta-Rice, Maverick Knight, Orianna Edmonds, Taj Andreetta</p> <p><b>Councillor Representative</b> Cr Ben Ramcharan</p> <p><b>Staff</b> Corrienne Nichols, Nichole Johnson, Katie Camilleri, Nicola Clutton, Molly Jessop, David Crowe</p>
Guests	Mayor Cr Peter Perkins, Deputy Mayor Cr Frances Eyre, Cr Richard Stockman, Cr Natalie Duffy, Cr Geoff Paine, EMT
Apologies	Cr Karen Egan, Joseph Bowman

Agenda Item	Minutes	Actions
Welcome and Acknowledgement of Country	Youth Mayor Fieke Van der Kamp welcomed everyone to the session and provided an Acknowledgement of Country.	
4.00-4.05	<p>Youth Mayor asked Youth Councillors to disclose any conflicts of interest. There are no disclosures of interest for the agenda items listed. Youth Mayor advised that any conflicts of interest should be disclosed prior to discussion of each agenda item.</p> <p>Youth Mayor hands over to Councillor Ramcharan for next agenda item.</p>	

YOUTH



<p>Introductions of Councillors and EMT</p> <p>4.05-4.20</p>	<p>Cr Ramcharan encouraged all Council Members, Executive Management and Youth Development staff members present to introduce themselves to Youth Council members.</p> <p>Youth Mayor encouraged all Youth Council members present to introduce themselves and state what they are passionate about. The responses are listed below:</p> <p>Fieke (she/her) is passionate about the environment and empowering other young people to find their passion.</p> <p>Bailey (he/him) is passionate about youth involvement within the Nillumbik Community.</p> <p>Brianne (she/her) is passionate about financial wellbeing for young people and women in sport participation.</p> <p>Cavan (he/him) is passionate about youth employment and improving mental health through exercise.</p> <p>Imogen (she/her) is passionate about the environment and helping people.</p> <p>Jack (he/him) has a background in film and television and is passionate about teaching leadership skills to school students.</p> <p>Katie (she/her) is an urban planning student and is passionate about supporting young people to advocate for political issues.</p> <p>Kirra (she/her) is passionate about the environment, reconciliation and equality for all.</p>	
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	<p>Lachlan (he/him) is passionate about offering more all-abilities AFL programs within Nillumbik.</p> <p>Maali (he/they) is passionate about making a difference in Nillumbik and offering more activities for young people in the Nillumbik area.</p> <p>Maverick (he/him) has previous experience in youth advocacy and has just completed a Bachelor of Entertainment Business. Maverick is passionate about establishing a creative hub for young people and hosting more youth friendly events throughout the Shire.</p> <p>Orianna (she/her) is passionate about creating further opportunities for the youth community around animals, sports and nature.</p> <p>Taj (he/him) is passionate about improving BMX facilities across Nillumbik.</p> <p>Indi (she/her) is passionate about the environment and safety for young people.</p>	
<p>Meet and Greet Breakout Rooms 4.20-4.45</p>	<p>All Youth Councillors, EMT and Councillors were placed into breakout rooms to individually introduce themselves and find three things in common with the group they were in.</p> <p>Some of the commonalities included:</p> <ul style="list-style-type: none"> <li>- All representing their high school's debating team.</li> <li>- All enjoying AFL</li> <li>- All having a connection to boxing.</li> </ul> <p>Councillors and EMT both expressed gratitude to be able to meet the Youth Council members, and look forward to meeting in person in the future.</p>	
<p>Youth Engagement Presentation 4.45-5.05</p>	<p>Youth Mayor Fieke van der Kamp introduced the presentation of Youth Engagement Plan as co-designed by Youth Council members and</p>	<p><b>ACTION:</b> Youth Development Team to share video link</p>

	<p>Nillumbik Shire Council's Youth Development team.</p> <p>Key points from the presentation are listed below:</p> <p>The Youth Council have met fortnightly since March, working collaboratively with the Youth Advisory Committee of Victoria and Nillumbik Shire Council's Youth Development Team on an engagement plan to collect data which will inform the Youth Strategy for the next four years.</p> <p>The Youth Council have filmed a video which provides a summary of the Youth Council's activities which was shown at the meeting.</p> <p><b>ACTION:</b> Youth Development Team to share video link</p> <p>The goal of the engagement plan is to establish a youth strategy and action plan. Currently, Nillumbik Shire Council does not have a Youth Strategy despite young people accounting for twenty percent of the Shire's population. Additionally, the data from the Youth survey will inform other Council Strategies and Priorities.</p> <p>To ensure the success of the Youth Engagement Plan, Youth Councillors have used a similar consultation conducted by Macedon Ranges Council as a benchmark. Macedon Ranges used a wide range of engagement tools throughout the consultation including focus groups, pop up consultations, a survey and one on one youth stakeholder interviews to ensure the consultation captures a diverse range of youth voices.</p> <p>The Youth Council have decided to use a survey as their primary method of consultation. This is</p>	
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	<p>the first Nillumbik Shire Consultation led by passionate young members of the community.</p> <p>The survey has 48 questions. The Youth Council acknowledge that this makes the survey lengthy but assert that each question provides valuable information which has never been asked of young people in Nillumbik. Additionally, Youth Council have designed two variations of the survey with a shorter survey developed for ages 12-14. This survey omits questions found in the longer version surrounding housing, finance and sexual health which the Youth Council decided was not applicable for 12-14 year olds.</p> <p>The Survey will be available in both hard copy and online via Participate Nillumbik</p> <p>The survey will be distributed to a diverse range of youth stakeholders within the community including young people, local high schools, parents and guardians, friends and families, sporting clubs, local businesses, churches, community facilities including libraries and public transport hubs, local youth employers such as McDonalds and Coles and community groups including the CFA, Nillumbik Youth Productions and local youth groups.</p> <p>The Youth Council acknowledges that there are certain groups which are harder to reach within the Nillumbik area. These include Aboriginal and Torres Strait Islanders, the LGBTQIA+ community, culturally and linguistically diverse young people, rural young people and young people living with a disability. The Youth Council believes it is important to target these specific groups as they are often underrepresented.</p> <p>The survey's design and branding will be fun and colourful, depicting inclusive and diverse youth</p>	
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	<p>community members whilst including Nillumbik's key attractions such as nature and people. The Nillumbik Youth brand colour orange will also be incorporated across all branding. The Youth Council have engaged a young graphic designer to create the survey and it's branding which will be finalised by the end of this week.</p> <p>The survey will be promoted through the following networks:</p> <ul style="list-style-type: none"> <li>• Nillumbik Shire Council's Youth Facebook and Instagram pages.</li> <li>• Members of the Youth Council will go directly into schools such as St. Helena, Catholic Ladies College and Eltham High.</li> <li>• Youth Councillors will attend various places across Nillumbik which the youth community visit to promote and distribute the survey. These include the Diamond Creek Community Centre, Skate Parks and community parks.</li> <li>• Various incentives will be offered to respondents of the survey. These could include free buckets of chips, community vouchers and raffles.</li> <li>• Additionally, the Youth Council recognises that young people are highly social and often attend community events. The Youth Council plans to attend various events to engage young people in the consultation process.</li> </ul> <p>The Youth Council want to hear as many voices as possible and have established three milestones of respondent numbers in which they would like to achieve. These are: 500, 750 and 1000 responses respectfully. Each milestone is associated with a</p>	
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	<p>reward for the Youth Council such as a Laser Tag Pizza Party for 1000 responses.</p> <p>Following the consultation period, the Youth Council have identified the following timeline and next steps for the data:</p> <p><b>Report on findings of Youth Engagement</b></p> <ul style="list-style-type: none"> <li>• Youth Council: Monday 2 Aug</li> <li>• EMT: Wednesday 25 Aug</li> <li>• Council Briefing: 7 September</li> </ul> <p><b>Developing Youth Strategy – Monday 16 Aug – 27 September (4 workshops)</b></p> <ul style="list-style-type: none"> <li>• Analysing Youth engagement results</li> <li>• Identifying key priorities</li> <li>• Writing the plan</li> </ul> <p><b>Final endorsement of Youth Strategy</b></p> <ul style="list-style-type: none"> <li>• Youth Council: Monday 11 October</li> <li>• EMT: Wed 20 October</li> <li>• Council briefing: Tuesday 9 November</li> <li>• OCM: Tuesday 30 November</li> </ul> <p><b>LAUNCH STRATEGY: December 2021</b></p>	
<p>Councillors and EMT provide feedback to Youth Council on proposed Youth Engagement Plan</p> <p>5.05-5.25</p>	<p>Youth Mayor Fieke Van der Kamp asked Councillors and EMT to provide feedback to the Youth Council on the proposed Youth Engagement Plan. A summary of this discussion is below.</p> <ul style="list-style-type: none"> <li>• In the recent Our People, Our Place, Our Future community consultation the lowest respondent age group was 15-25 year olds so it is fantastic to be reaching out to that group specifically.</li> <li>• Councillors would like to attend laser tag pizza party when the Youth Council reaches 1000 responses.</li> </ul>	<p>Nicola Clutton and Katie Camilleri will extend invitation to attend talk from the Pat Cronin foundation at EMT meeting on 17 August to Youth Council members.</p> <p>Youth Council will identify local cafes and areas to run engagement activities.</p>

	<ul style="list-style-type: none"> <li>• As the recent Our People, Our Place, Our Future community consultation received 2000 responses the Youth Council should plan to match these response numbers.</li> <li>• The incentives proposed are focused on individuals rather than community or school groups. To encourage adults to pass the survey onto young people it would the discussion was had to encourage schools to create incentives, Council can work with schools to arrange this.</li> <li>• Council have been approached by the Pat Cronin Foundation to run session at the Councillor Briefing on 17 August. Councillors have extended this invitation to Youth Councillors to attend virtually.</li> <li>• Councillors would like use data collected to inform the Council Plan. Youth Councillors are invited to attend an online meeting to provide feedback on the Council Plan. This will be held Thursday 10 June 4-5pm.</li> <li>• The venues which the Youth Council plan to run engagements often have a lot of visitors and young people from areas outside of Nillumbik. It would be beneficial for the Youth Council to consider how this may impact data trends and overall findings. As an alternative it may be more beneficial to hold outreach engagements outside local cafes such as Sammy's in Eltham or McDonalds in order to reach the local youth community.</li> </ul>	<p>Nicola Clutton will include a trigger warning at the start of the survey.</p> <p>Nicola Clutton to send invite and link out to all Youth Councillors.</p>
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	<ul style="list-style-type: none"> <li>• Youth Councillors asked Councillors and EMT for the best methods for engaging Nillumbik parents. Responses included emailing through the schools networks introducing what the survey is and why it's being conducted, school newsletters, attending school council board meetings and school libraries.</li> <li>• It's important to ensure young people whose interests lie outside of sport are included in the survey. It would be beneficial to consider some alternative methods to engaging young people who are interested in other hobbies such as gaming or the arts.</li> <li>• As the survey is anonymous there is a risk of respondents answering the survey more than once. It's important to protect the integrity of the survey and ensure respondents aren't receiving more than one incentive for completing it. Youth Councillors have advised that the main priority of the survey is for young people to be honest with their responses which is impacted by asking respondents to include personal details. Additionally Youth Councillors believe the length of the survey will deter participants from responding more than once.</li> <li>• Some of the more personal topics covered in the survey may bring distress to vulnerable young people. It would be beneficial to include a trigger warning at the beginning of the survey and a statement at the end of the survey disclosing where young people can seek</li> </ul>	
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	help such as Beyond Blue or Lifeline if they have found the content distressing.	
<b>BREAK</b> 5.20-5.30	Councillors and EMT exit meeting (Youth Council, Council representative Cr Ben Ramcharan and Officers remain)	
Actions from previous minutes  5.30-5.45	<p>Youth Mayor Fieke Van der Kamp welcomed all Youth Councillors back to the room and hands to Katie to confirm actions from previous minutes.</p> <p><b>Coordination of Youth Council Photographs.</b> Completed by Nicola Clutton. Hard copies of this quarter's Nillumbik News containing an article on the Youth Council will be available in hard copy at the next meeting.</p> <p><b>Health and wellbeing plan shared with Youth Councillors.</b> Completed by Nicola Clutton.</p> <p><b>Offer unsuccessful Youth Council applicants the opportunity to engage with Council on other projects</b> Completed by Nicola Clutton</p> <p><b>Assess viability of live streaming formal Youth Council meetings.</b> Completed by Nicola Clutton, Katie Camilleri, Nichole Johnson and Cr Ramcharan. Nillumbik Shire Council's Youth Development Team have met with the Council's Governance team to determine the suitability of live streamed meetings. The team determined that a variety of factors including child safety and resourcing made the suggestion unviable. As an alternative, Youth Development Team will ensure all meetings and activities within the Youth Council remain transparent to the community with regular reports in Nillumbik News and Nillumbik Shire Council social media pages. Youth Councillors</p>	<p>Nicola will arrange for hard copies of Nillumbik News to be distributed to Youth Councillors.</p> <p>Nicola and Katie will continue to explore alternative options to live streaming Youth Council formal meetings.</p> <p>Nicola and Katie will ensure Youth Council meetings are transparent for the community by making meeting minutes publicly available and looking into engaging a videographer to create a video with Youth Councillors for recruitment of</p>

	<p>moved to discuss this outcome. A summary of the discussion is below:</p> <p>Some youth council members asked for further clarity on the issue. The Youth Development team members advised that livestreaming meetings would put youth Councillors at risk as they may say something they regret but it will be up online permanently. Additionally, members of the community may post offensive or damaging comments on the live stream which may cause distress for youth council members. As some members of the Youth Council are under 18 every community member viewing the meetings would have to hold a Working With Children's Check. As Youth Council is a learning opportunity, the Youth Development team wish to provide a safe and open experience allowing Youth Councillors to speak their mind without long term consequences.</p> <p>Youth Deputy Mayor Jack Linehan proposes the meetings are filmed but not distributed as a learning experience, to ensure the process of filming is in place for future Youth Council members. This is to ensure Youth Council members are offered professional development to prepare them for similar political roles where they will be required to speak on camera. Additionally, live streamed meetings will allow for the community to think of the Youth Council in positive light as it reassures the community the Youth Council are actively making change within the community. This suggestion is backed by Youth Council member Cavan Cartwright.</p> <p>Cr Ramcharan expressed his concerns at live streaming the meetings, stating it would be irresponsible for Nillumbik Shire Council to broadcast the meetings in case any of the Youth</p>	<p>next year's Youth Council.</p>
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	<p>Councillors said anything slightly wrong. Live streamed meetings would also hold Nillumbik Shire Council liable for public indemnity and could result in lawsuits for the Council.</p> <p>Youth Development team offered alternative solutions to live streamed meetings to ensure the Youth Council appears as transparent as possible. Suggestions include:</p> <ul style="list-style-type: none"> <li>- Making each meeting's minutes available to the community.</li> <li>- Re-engaging Nillumbik Shire Council's videographer to allow Youth Councillors further opportunities to practice speaking in front of a camera.</li> <li>- Creating another video with Youth Councillors for recruitment of next year's Youth Council. Which involved recording sections of the meetings and editing them prior to publishing online.</li> </ul> <p>Youth Councillor Brianne Keogh agrees that it is very important to protect all Youth Councillors reputation online and that a time capsule would be a safer alternative.</p> <p><b>Confirmation of actions completed moved by Youth Deputy Mayor Jack Lineham</b></p> <p><b>Seconded by Lachlan Wadsworth</b></p>	
<p>Youth Council endorsement of final Youth Engagement Approach</p> <p>5.45-5.50</p>	<p>Youth Councillors move to discuss the endorsement of the final Youth Engagement Approach. Final feedback on the plan is summarized below:</p> <ul style="list-style-type: none"> <li>• Ensure community groups which young people belong to outside of sporting groups are also engaged with.</li> </ul>	<p>Nicola and Katie to organise consent forms for vox pop and film reel participants.</p> <p>Nicola and Katie to investigate incentives for schools and community groups to raffle off.</p>

	<ul style="list-style-type: none"> <li>• Ensure all young people who participate in video engagements such as vox pops and film reels sign consent forms.</li> <li>• Offer larger grant incentives to schools and community groups for larger amounts of survey responses if the budget is available. Youth Development team advises that a \$500 grant may be viable but all surveys would need to be completed in hard copy to accurately calculate the winner. Alternatively, a better solution would be to offer each school and community group a \$50 voucher each to raffle off for members of their groups who completed the survey.</li> <li>• Individual incentives like buckets of chips may impact local businesses financially. A better alternative could be a bucket of popcorn provided by the Youth Development team.</li> </ul> <p><b>Youth Councillor Cavan Cartwright moves to endorse final Youth Engagement Plan.</b></p> <p><b>Seconded by Youth Councillor Lachlan Wadsworth</b></p> <p><b>Youth Council votes unanimously to endorse Youth Engagement Plan.</b></p>	<p>Nicola and Katie to organise popcorn machine for incentives.</p>
<p>Discussion of next steps</p> <p>5.50-6.00</p>	<p>Youth Development Team discussed the next steps for Youth Engagement Plan and Actions to be completed prior to Youth Council's next meeting.</p> <ul style="list-style-type: none"> <li>• The Youth Engagement period will commence next Tuesday 15 June.</li> </ul>	<p>Nicola to determine final survey branding with graphic designer.</p> <p>Nicola and Katie to print out A3, A4 posters, postcards and hard copy survey</p>

	<ul style="list-style-type: none"> <li>• Nicola will work with graphic designers this week to finalise the design and branding of the survey.</li> <li>• Youth development team will print out A3 and A4 posters, postcards and printed surveys for Youth Council members to distribute by the end of next week. These will be delivered to Youth Councillors next meeting depending on COVID-19 restrictions.</li> <li>• Youth Councillors who are connected to specific schools should commence conversations around the survey.</li> <li>• Youth Councillors will be required to complete work on the engagement task list next week outside of meeting hours. The Youth Development team will advise on the delegation of tasks.</li> <li>• Youth Council members working in the school focus group or events group should bring their laptop to the next meeting to complete actions.</li> <li>• Youth Council members working on the social media and branding group should bring along their smartphones next meeting to complete actions.</li> <li>• A poll on incentives offered in the engagement period will be published on the Youth Council Facebook group this week for Youth Councillors to vote on.</li> <li>• Youth Councillors are invited to attend an online meeting to provide feedback on the Council Plan. This will be held Thursday 10 June 4-5pm. Further information will be posted on the Youth Council Facebook Group. This meeting is optional but is an opportunity to provide feedback prior to the community. A second opportunity for feedback will be provided at the next formal Youth Council meeting.</li> </ul>	<p>for Youth Council to distribute.</p> <p>Youth Councilors connected to specific schools should begin conversations with school leadership team around offering the survey to students.</p> <p>Youth Councilors to bring laptops and smart phone to next meeting.</p> <p>Youth development team members to advise Youth Councilors of individual tasks to be complete prior to next meeting.</p> <p>Nicola to put poll for incentives on Nillumbik Youth Facebook Group.</p> <p>Nicola to send further information to Youth Councilors on Council Plan Workshop.</p>
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**Next Meeting:**

Youth Council General Meeting  
Monday 21 June – 4.00-6.00pm  
Council Chambers

## Panton Hill Bushland Reserve System User Group - Advisory Committee Minutes



**Date:** Thursday 17 June 2021  
**Time** 7:00 – 9:00pm  
**Venue:** Panton Hill Living and Learning Centre  
**Chair:** Lisa Pittle  
**Minute taker:** Lydia Heap

### Order of business

#### 1. Welcome and Acknowledgement of Country

**Attendance:** Lydia Heap, Cathy Giles, Lisa Pittle, Bob West, Mark Hood, Brad Tadday, Lee Hartman

**Apologies:** Cr Ben Ramcharan, Janice Crosswhite, Rex Niven, Susy Penrose

#### 2. Conflict of interest and Informal Meeting of Councillors Record

*Conflict of interest provisions are contained in section 127 & 128 of the Local Government Act 2020, the Councillor's Governance Code, the Employee Code of Conduct and the Volunteer Handbook.*

*An Informal Meeting of Councillors Record must be completed at the meeting in accordance with Item 19 of Council's Governance Rule – Meeting Procedure.*

No conflicts of interest noted.

<b>3. Minutes of previous meeting and business arising</b>	Moved Cathy, Seconded by Mark. No actions from previous meeting.
<b>4. Terms of Reference – review June 2021</b>	<ul style="list-style-type: none"><li>• Council is reviewing all Terms of Reference for Council advisory committees. This process is not completed and is in draft form. Final decision date not yet given.</li><li>• Recommend that the term of this committee be extended for one more year. Suggest that future committees have three year terms. Will need to be put to council to be approved.</li><li>• Current committee already has two vacancies so not preventing other members joining.</li></ul>

<p>5. <b>Works Update and planned works (Brad)</b></p>	<p>a. <b>Annual reserve management program.</b> Completed for the financial year.</p> <p>b. <b>Threatened orchid management and reintroduction.</b> Southern spur Bunjil enclosure doing really well and the Threatened Orchid Recovery Team will be introducing more Rosella Spider Orchids in July.</p> <p>c. <b>Threatened fauna monitoring and management</b></p> <ul style="list-style-type: none"> <li>• <b>Phascogales:</b> Several volunteers inspected all of the Phascogale nest boxes and chainsaw hollows throughout all the Panton Hill reserves. One phascogale found in a chainsaw hollow in Yanggai. LaTrobe Uni chainsaw hollow researcher is extending his project following up on the comparison of boxes and hollows.</li> <li>• <b>Southern Toadlet</b> monitoring was organised by Melbourne Water included Bunjil reserve Chinaman's Gully. Confirmed the Toadlets are still there. Recommendations to improve the habitat due to deer damage of browsing and creating wallows in the Toadlets habitat area.  <b>Action</b> Brad to photo wallow and forward information to the deer management staff. Planting in the gully by the Environmental Works Volunteers group and the "Working for Victoria" crew.</li> <li>• <b>Powerful Owl</b> - not any further monitoring, but the tree it was roosting in at Yanggai was blown down in one of the storms. Owl and chicks not seen since.</li> </ul> <p>d. <b>Cultural burn.</b> Postponed (again). Wurundjeri group has too many burns to do and it is too wet now. Still need more cultural understanding between Wurundjeri and Council - Emergency Management team.</p> <p>e. <b>Bushfire management plan.</b> Should be finished by end of the month.</p> <p>f. <b>Deer control pilot project.</b></p> <ul style="list-style-type: none"> <li>• Sugarloaf Link Project has been extended</li> <li>• Possible to have shooting in Yirrip. Will need Council CEO sign-off. Will be the first Council reserve with shooting. Hopefully will set up procedure for future works. May need to block roads etc. to control people entering the reserves. May need to advise surrounding people to move livestock from surrounding area, and send SMS messages to neighbours. Will know soon if get CEO sign-off. Possible night cyclists and horse-riders needs to be considered in safety plan. Suggest sending a message on Facebook.</li> </ul> <p>g. <b>Community events and programs.</b></p> <ul style="list-style-type: none"> <li>• Friends of Bunjil events postponed due to COVID-19. Did some weeding at the entrance to Bunjil reserve a few months ago. Prep for planning this Sunday, flyers added to signage boxes</li> </ul>
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	<ul style="list-style-type: none"> <li>• Paradoxa collective had an exhibition of their work at Ivanhoe. Also considering doing something at the On the Hill Festival. Putting a new application for a grant for another project with the primary school.</li> <li>• Nan Oats approached Brad about writing an article for Round-About (Local Newsletter). Front page for June/July edition. Suggest Brad pass on the emails of the committee to Nan for future articles.</li> <li>• Planting for Southern Toadlet volunteers in Chinaman's Gully</li> </ul> <p><b>h. Trail Works</b></p> <ul style="list-style-type: none"> <li>• Contractors have been working on the trails in Bulwidj. Suggest looking at the new works.</li> <li>• Some committee members took part in a walk with contractors discussing issues in the main trail in Bulwidj</li> <li>• Tree damage from the storms has caused some trail damage. Most have been able to be move by hand. Mark has gone over most of the tracks and not anything requiring council work.</li> <li>• Contractors have scope of work set to do the priority works including rock water bars and filling of erosion ruts. Further work could be done by volunteers to compliment these works. Smith's Gully Mountain Bike group will be working on the berms in the paddock of Bulwidj, Mark aiming to do something once a month. Mark is adding trail maps developed by Council online.</li> <li>• Undermining of the track has been looked at by the contractors and discussion with Council about the extent of works required.</li> <li>• Vegetation encroachment of trails is fairly minimal. Blind corner in Bulwidj will need to be pruned back further for improved visibility. Working for Victoria group have been doing some pruning and maintenance of trails.</li> <li>• Trail audit with RTAC looking at levels of service for trail maintenance across the Shire. PHBRS trails will be included. Will work with PHBRS User Group and Smiths Gully Mountain Bike Group to develop a standard trail issue reporting process.</li> </ul>
<b>6. Interpretation Design Implementation</b>	<ul style="list-style-type: none"> <li>• Update on Interpretation Design (Public Artworks), Indigenous Lead Artist.</li> <li>• Mandy Nicholson has had family illness so hasn't progressed as far as would have liked. Funding rolled over to the next financial year. Mandy will create a proposal which will be bought to the committee.</li> </ul>
<b>7. Action planning for 2021</b>	<ul style="list-style-type: none"> <li>• Planting this Sunday at the entrance of Bunjil. Also 'Roaming' Volunteers working during the week to correspond with Brad's working hours (e.g. Southern Toadlet planting at Bunjil).</li> </ul>

	<ul style="list-style-type: none"> <li>• Lot of herbaceous weeds in the food fibre medicine gully and scattered patches.</li> <li>• Possible meeting with cycling and horse riders. Cathy has circulated a document regarding how to share with them.</li> <li>• Orchid walk. Lydia not keen to organize it, but would be happy to participate if organised by Council. Perhaps talk about the pollinator plants that have been planted. Might be able to entice Sam back again. Possibly around 26 September 2021</li> <li>• On the Hill – don't know if it is happening this year.</li> </ul>
<b>8. Other Business</b>	<ul style="list-style-type: none"> <li>• Feedback from SG shop customers is that they really like the trail maps erected at Bulwidj and at Gawa. Appear to be more visitors to the area.</li> </ul>
<b>9. Next meeting</b>	21 October 2021

**Actions from this meeting**

Action	Who	Status
Photograph deer wallow in Chinaman's Gully Bunjil for evidence of deer impact on environment	Brad	
Pass on e-mail contacts of PHBRS AC to Nan Oats for input of stories for Roundabout	Brad	
Share proposed Levels of Service for trail maintenance with the group	Brad	
Ask Sam if he will assist with leading an orchid walk on around 26 September 2021	Brad	

# Community Vision – Nillumbik 2040

DRAFT

## Acknowledgement of Traditional Owners

Nillumbik Shire Council respectfully acknowledges the Wurundjeri Woi Wurrung people as the Traditional Owners of the land on which Nillumbik is located, and we value the significance of the Wurundjeri people's history as essential to the unique character of the Shire. We pay tribute to all First Nations People living in Nillumbik, give respect to Elders both past and present and future, and extend that respect to all First Nations People.

We recognise that Wurundjeri Woi Wurrung people hold a deep and ongoing connection to this place. We value the distinctive place of our First Nations people in both Nillumbik's and Australia's identity; from their cultural heritage and care of the land, to their ongoing contributions in many fields including academia, agriculture, art, economics, law, sport and politics.

We recognise and value the distinctive and special spiritual and material relationship that First Nations people have with the land and the water, including trees, rocks, hills and valleys, creeks, rivers and flood plains in our Shire.



*Image: Bushland near Cottles Bridge*

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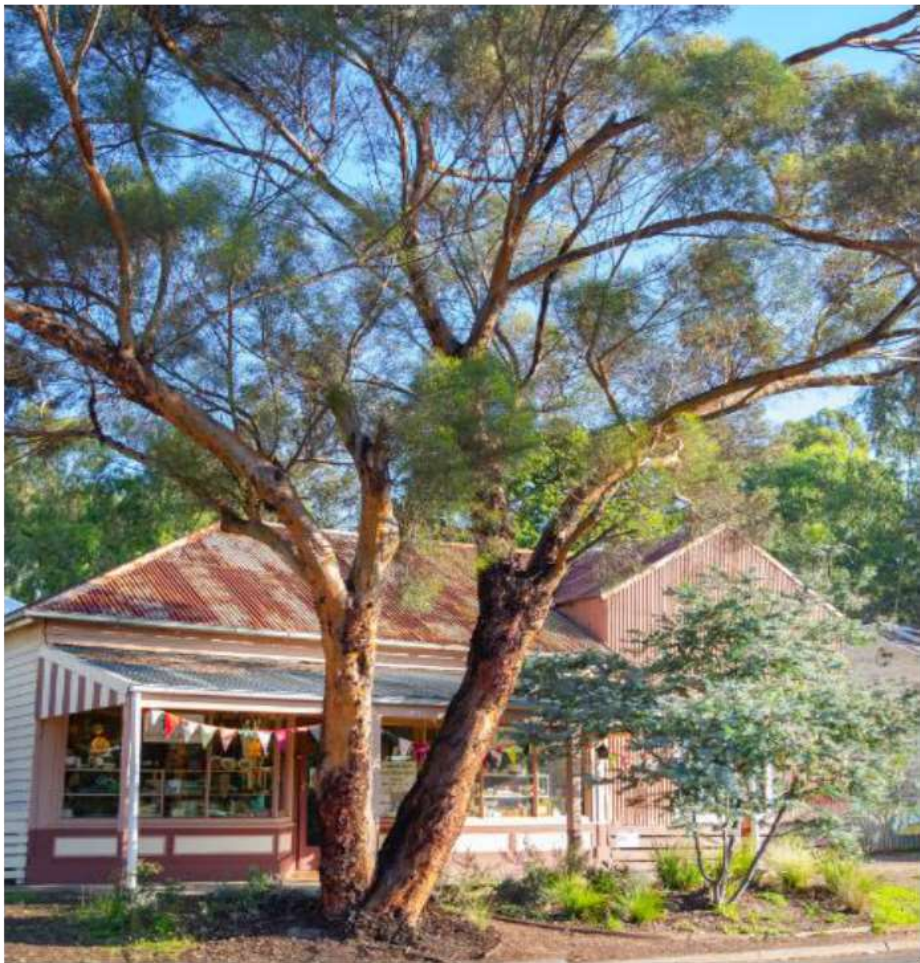


Image: Preserving the past for the benefit of the future

## Message from the Council

The **draft** Community Vision – Nillumbik 2040 is a document that captures the essence of what is most valued about our community and our Shire. It reflects the collective aspirations of our community, and helps ensure we are planning and contributing to a positive future for all.

In endorsing this **draft** document, our community has told us that the following elements are particularly important in Nillumbik as we move towards 2040:

- Our Green Wedge is valued, admired and protected
- Inclusion, participation and reconciliation, including equitable access to services and opportunities, is championed in all areas of community life
- The mental and physical wellbeing of our residents is supported through targeted, evidence based initiatives
- We facilitate education and action on climate change
- Housing diversity promotes quality lifestyles and protects the local character and environment
- Connected transport systems, including public and active transport, as well as appropriate infrastructure, are accessible to all residents
- There is a greater emphasis on a reduce, refuse, reuse, repurpose, recycle approach to waste management
- An increased focus on minimising energy use, as well as local, renewable energy production
- Environmental and health emergencies are managed effectively.

This **draft** document features our community's aspirations. These aspirations are not intended to just sustain Nillumbik through the next 20 years, but seek to enhance it. We will only be successful in achieving these aspirations through working together as a community.

Unlike many visions, there is not just one community vision statement; the entire document is the vision for our community. The **draft** Community Vision – Nillumbik 2040 provides a strong basis for long-term planning for Council and the community, and has already helped shaped our **draft** Council Plan 2021-2025.

The document will also be used to inform future Council strategic planning, budgeting, service delivery and advocacy to ensure Council is acting in the best interests of our community, and is advocating to all levels of government and agencies.



*Image: Message from our 2020-2024 elected Councillors, from left to right – Cr Richard Stockman, Cr Natalie Duffy, Cr Ben Ramcharan, Cr Karen Egan, Cr Peter Perkins, Cr Frances Eyre, Cr Geoff Paine*

## Developing a Community Vision for Nillumbik

Developing a community vision is a practical way of involving the community in long-term strategic planning, ensuring that the community's priorities are always considered in Council's planning and decision making.

This community vision document was developed following extensive community engagement through the Our People, Our Place, Our Future community engagement program that occurred in early 2021. Over 2,000 participants from our community engaged with Council through survey responses, community pop-ups, online and in-person workshops and written submissions. In developing this vision, we asked our community what they valued.



Image: Word cloud generated with responses from the Our People, Our Place, Our Future engagement program

The aspirations presented in this document are reflective of our community's feedback and sentiment from this community engagement program.



Images: One of 11 community 'pop ups' during the Our People, Our Place, Our Future engagement program



*Image: Enjoying one of our many play spaces*

## Our Themes

The framework for the community vision has been designed using the following four themes:

- Our People
- Our Place
- Our Future
- Our Council.

Each theme is a key focus area for Council and our community both now and into the future. The four themes contain a number of aspirations which were informed by the participant feedback received during the Our People, Our Place, Our Future engagement program. The direct quotes from participants included in this document illustrate context and sentiment to what was broadly received from this community engagement program.



*Image: A rural landscape in our Green Wedge*

## Our People



*Image: Being creative in a local art class at Living and Learning Nillumbik*

## Our People

Community is at the heart of the Shire of Nillumbik. We will work to keep our community engaged, connected, active and supported in a healthy, safe and sustainable environment.

### Aspirations

In 2040, we want Nillumbik to be a place where:

- Equity, diversity and inclusion underpins all aspects of community life
- The culture and heritage of the Wurundjeri Woi Wurrung people is understood and recognised as a proud part of our shared identity
- Our connection to the Green Wedge is celebrated by all who live, work or enjoy their time in it
- Equal access to programs and initiatives encourage physical and mental wellbeing
- People of all ages and stages are supported through accessible services that are responsive to their individual needs
- Education and lifelong learning are valued as key contributors to social connection, personal development and wellbeing
- Participation and engagement in community life is encouraged, volunteering is recognised, and opportunities to build social connections and resilience are many and varied.

### Participant responses from the Our People, Our Place, Our Future engagement program:

*"Let's focus on access, equity and inclusion across all areas of service delivery."*

*"Connection to Country by bringing in Aboriginal education and working with Elders to achieve this."*

*"Promoting social connections to prevent social isolation and improved mental health for our community."*

*"Programs that provide youth with meaningful interactions that promote healthy and productive activities and life choices."*

*"Lifelong learning opportunities; increased Neighbourhood House activity to enhance social connection."*

*"Community engagement must be inclusive".*

## Our Place



*Image: Enjoying a ride along one of our many shared trails*

## Our Place

Nillumbik's places and spaces make an important contribution to health, wellbeing, culture, the environment, biodiversity and economic success. We want to strengthen the Shire's identity through reinforcing existing natural and built form, improving accessibility and connectivity, protecting the environment, and enhancing both the Green Wedge and tree canopy in urban areas.

### Aspirations

In 2040, we want Nillumbik to be a place where:

- The promotion of our shared heritage, history, arts and artistic culture strengthens our community
- Our Green Wedge and its environmental integrity are protected to ensure a safe haven for native wildlife, thriving biodiversity and native vegetation
- A considered approach to planning and development ensures that Nillumbik's unique environment and neighbourhood character is retained and enhanced
- The planning, maintenance and enhancement of public open spaces enables and encourages safe, healthy and active lifestyles
- The accessibility and vibrancy of local townships, neighbourhoods and activity centres is enhanced through connectivity with a focus on improving active and public transport options
- The application of design principles creates a built environment that strengthens the inclusiveness and accessibility of our neighbourhoods, activity centres, facilities and services, while respecting our natural environment
- Planning and preparedness for bushfire and other emergencies protects life, critical infrastructure, property and the environment.

### Participant responses from the Our People, Our Place, Our Future engagement program:

*"Access to local open green natural spaces. People should be encouraged to value and protect their natural environment."*

*"Council is encouraged to implement effective neighbourhood character controls and community engagement activities to help support improved community wellbeing and sense of place."*

*"I would love to live in a carbon neutral Shire where natural environments are protected and biodiversity is nurtured."*

*"Conservation and reinvigoration of natural spaces and systems, maintenance and protection of biodiversity and stewardship of the natural environment for the long term."*

*"Residents enjoy a wide variety of recreational and cultural pursuits and have a strong sense of feeling part of their local community and townships."*

*"Embrace the many enriching experiences and lifestyles that comes from living within the Nillumbik Green Wedge and the opportunity to enjoy our natural environment."*

*"Creative public transport or active transport options - bringing life into Nillumbik townships."*

*"I would love to see safer roads, pedestrian paths and public transport."*

Our Future



Image: Connecting at Edendale Community and Environment Farm

## Our Future

We acknowledge the pressures on liveability that in the future will likely challenge the way we live. We want to strengthen Nillumbik's ability to manage and adapt to changing circumstances, to ensure the Shire and our community remain sustainable and resilient.

### Aspirations

In 2040, Nillumbik will be a place where:

- A commitment to sustainable living, enhanced environmental practices and action on climate change is evident in all that we do
- Our community is resilient and able to cope with the inevitable impacts of changes to the climate, takes time to repair the damage, and works hard to mitigate future risks
- Council assets and facilities play a significant role in a future where renewable energy is standard
- The impact of waste is considered, and waste reduction is a priority
- Emergency management information and capabilities are shared in the pursuit of preparedness, prevention, response and recovery
- Anticipating and adapting to changing situations allows Council and our community to respond to threats and vulnerabilities in a timely and organised manner
- The strong character and offerings of the Shire are actively promoted, supporting a vibrant and sustainable economy and an actively involved community.

### Participant responses from the Our People, Our Place, Our Future engagement program:

*"Plan now for the bigger issues like recycling, climate change and loss of biodiversity."*

*"Look nationally and internationally for the best ideas."*

*"Protect the Green Wedge and the bushy ambience and local style as much as possible as it will pay off in spades in future, financially in particular. Develop initiatives to strengthen community resilience, in its broadest sense."*

*"Ensuring the strategy includes plans for the upgrade of infrastructure and services to keep pace with the projected population growth."*

*"Maintaining services in an evolving environment."*

*"Base initiatives on best science and expertise Council can find, put community resilience, sustainability and preparedness at centre of decision making processes, involve and inform community in solutions and future vision."*

*"Get involved, create events where we can all get together and collectively create the future that we want for all future generations; planting trees, growing food, maintaining community gardens, cleaning up rubbish."*

## Our Council



*Image: Djirri Djirri Dance Group performing at a Council event*

## Our Council

By strengthening trust and support within our community, Council can go further to deliver fundamental services and innovative programs to facilitate the best possible community outcomes.

### Aspirations

In 2040, we want Nillumbik to be a place where:

- Transparent consultation and engagement processes provide a greater insight into our communities
- Our community is empowered to make decisions through greater access to information provided by Council
- Council supports and encourages social connections and interaction by facilitating community spirit and participation in our community
- Council delivers programs and services in line with its commitment to a great customer experience
- Council advocates for the needs of our Shire, promotes local and regional issues, driving change at local, state and federal level
- Council has the courage to embrace future challenges, to take informed risks and adopts new ways of working to bring about necessary change.

### Participant responses from the Our People, Our Place, Our Future engagement program:

*"Have a strong team dedicated to community consultation and feedback. Discuss and consult on difficult issues."*

*"Council responsive to community concerns."*

*"Better breakdown of what rates are spent on, rates are extremely high and that's fine if we know exactly what it is spent on, not enough transparency."*

*"Be smarter in attracting and using funds."*

*"Community engagement to establish affordability and service priorities, maximise funding capability from federal and state sources, clear prioritisation of programs to meet community need."*

*"Plan, engage, fund."*

*"Community and Council are in tune with each other's needs."*

*"A Council for the people, one that listens and respects - not just people, but the environment too. A Council that values public contributions and always strives to improve."*

*"Engagement, education, inspiration, implementation, celebration."*

## Nillumbik community profile



Image: View from Kangaroo Ground War Memorial Park

The area now comprising the Shire of Nillumbik was inhabited for over 60,000 years by the Wurundjeri-willam clan of the Woi Wurrung speaking people.

Nillumbik is located in Melbourne's north-east. The Shire has a population of approximately 65,000 people who enjoy a healthy, safe and family-friendly lifestyle.

Nillumbik is a collection of townships and villages, each with its own unique identity and heritage. Renowned as “the Green Wedge Shire”, or “the lungs of Melbourne”, the area offers residents and visitors a unique rural environment of bushland, small farms and waterways.

The Nillumbik Green Wedge covers 91 per cent of the total area of the Shire and is host to a number of state and national parks. Nillumbik's Green Wedge is highly valued locally and regionally due to its biodiversity, natural beauty, visitor experiences, agriculture, grazing land, rural living and open space.

Participation in artistic and cultural activities, volunteering, and life-long education help create a vibrant community. Additionally, the role of leisure and recreation facilities, community festivals, events and activities, schools and community groups promote strong and lasting connections between residents as well as visitors to the Shire.



## Nillumbik now and into the future

### Population demographics

NILLUMBIK – NOW	NILLUMBIK – FUTURE
<b>Population</b> Nillumbik's estimated residential population is 65,369, with the majority of our residents (52%) aged between 25 and 64 years.  Aboriginal and Torres Strait Islander people make up 0.4% of our population.  16% of Nillumbik's residents were born overseas.  English is a second language for 5,636 people living in Nillumbik.  3.3% of people living in Nillumbik have the need for assistance due to a server or profound disability.	<b>Population</b> Nillumbik is a low growth community. The population is forecasted to grow by approximately 7.5% to 70,314 by 2036.  By 2036, 24% of Nillumbik residents will be aged 65 years and older.  The life expectancy at birth for males and females born in Nillumbik, in the year 2007, is 82.3 years and 85.2 years respectively.
<b>Population age demographics (2021)</b> 0 to 4 years – 3,268 (5%) 5 to 11 years – 5,951 (9%) 12 to 24 years – 11,885 (18%) 25 to 64 years – 33,680 (52%) 65+ years – 10,585 (16%)	<b>Forecasted age demographics (2036)</b> 0 to 4 years – 3,379 (5%) 5 to 11 years – 5,675 (8%) 12 to 24 years – 11,364 (16%) 25 to 64 years – 33,156 (47%) 65+ years – 16,741 (24%)
<b>Total households</b> 23,024	<b>Forecasted total households (2036)</b> 26,056 (representing an increase of 13%)
<b>Average household size (2021)</b> 2.82	<b>Forecasted household size (2036)</b> 2.66 (representing a decrease of 6%)
<b>Household types (2021)</b> Couple family with children – 10,349 (45%) Couple family without children – 6,527 (28%) One-parent family – 2,015 (9%) Other family – 134 (0.6%) Group household – 293 (1.4%) One person – 3,706 (16%)	<b>Household types (2036)</b> Couple family with children – 10,649 (41%) Couple family without children – 7,898 (30%) One-parent family – 2,170 (8.4%) Other family – 138 (0.6%) Group household – 292 (1%) One person – 4,909 (19%)
<b>Total dwellings (2021)</b> 23,475	<b>Total dwellings (2036)</b> 26,564 (representing an increase of 13%)

Reference: .id Consulting (2021) Nillumbik Shire Community Profile; Nillumbik Shire Council (2016) Nillumbik Health and Wellbeing Profile; Victoria in Future (2019) Population Household Projections; Victoria in Future (2019) Estimated Residential Population by Service Age Groups

### Land area

NILLUMBIK – NOW	NILLUMBIK – FUTURE
<b>Land area by square kilometres - 432 km<sup>2</sup></b>	
Urban land area – 39 km <sup>2</sup> Non-urban land area – 393 km <sup>2</sup>	Urban versus non-urban land area will remain the same – our Green Wedge Management Plan does not propose to change the Urban Growth Boundary (UGB), and similarly, State Government policy does not suggest any changes to the UGB in Nillumbik.

Reference: Nillumbik Shire Council (2019) Green Wedge Management Plan

## Domains of liveability

NILLUMBIK – NOW	NILLUMBIK – FUTURE
<b>Food security</b> 2.1% of people in Nillumbik have reported that they do not have regular access to enough food.	<b>Food security</b> Food production is likely to be impacted by urban sprawl and climate pressures. Supporting a thriving food system will be fundamental to supporting a healthy and thriving community.
<b>Employment</b> 77% of Nillumbik's 38,730 residents travel outside the Shire for work.  Nillumbik Shire Council is the largest employer in the shire.	<b>Employment</b> While work is likely to become more flexible, the future distribution of jobs will most likely result in residents still needing to travel outside the Shire for work, requiring improved transport options.
<b>Transport</b> 9.7% of employed residents use public transport to travel to work.  2% of employed people use active transport (cycle or walk) to travel to work.	<b>Transport</b> Changing population demographics, living and working conditions will mean that there are more people moving around the Shire accessing services, jobs, and facilities.
<b>Public Open Space</b> 74% of residential properties are within 400m of public open space.	<b>Public Open Space</b> The value and demand for public open space is likely to increase for both residents of and visitors to Nillumbik as growth in other parts of Melbourne continues to put increased pressure on urban environments.
<b>Housing</b> 94% of existing dwellings in Nillumbik are detached homes.	<b>Housing</b> An increase in the diversity of housing in Nillumbik will be required to meet future needs. Almost all of the additional housing required will be for couples without children or one-person households.
<b>Walkability</b> A 2012 assessment of Nillumbik's walkability for transport was ranked among the lowest in metropolitan Melbourne with only 24% of residents walking for transport, compared with 37% for greater Melbourne.	<b>Walkability</b> Safe, accessible and interesting walking routes for people of all abilities will enable increased active transport and is an indicator of a liveable community.
<b>Social Infrastructure</b> Changing demographic profiles, consumer preferences, technologies and service delivery models will need to be taken into consideration in the planning and provision of social infrastructure.	<b>Social Infrastructure</b> Partnerships, co-location and innovative delivery solutions for the provision of social infrastructure will be more important in the future.

References: Centre for Urban Research (2017) Developing a Pilot Victorian Urban Liveability Index; Giles-Corti et al (2014) How walkable is Melbourne? The development of a walkability index for Melbourne; .id Consulting (2019) Snapshot of the Shire; Sheridan, J. et al (2015) Melbourne's Foodbowl; Nillumbik Shire Council (2021) Nillumbik Shire Community Profile.



*Image: Having fun in our vast open spaces*



# Council Plan 2021-2025

DRAFT

## Acknowledgement of Traditional Owners

Nillumbik Shire Council respectfully acknowledges the Wurundjeri Woi Wurrung people as the Traditional Owners of the land on which Nillumbik is located, and we value the significance of the Wurundjeri people's history as essential to the unique character of the Shire. We pay tribute to all First Nations People living in Nillumbik, give respect to Elders both past and present and future, and extend that respect to all First Nations People.

We recognise that Wurundjeri Woi Wurrung people hold a deep and ongoing connection to this place. We value the distinctive place of our First Nations people in both Nillumbik's and Australia's identity; from their cultural heritage and care of the land, to their ongoing contributions in many fields including academia, agriculture, art, economics, law, sport and politics.

We recognise and value the distinctive and special spiritual and material relationship that First Nations people have with the land and the water, including trees, rocks, hills and valleys, creeks, rivers and flood plains in our Shire.



*Image: Moor-rul Viewing Platform in Kangaroo Ground*

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Image: An event at the Eltham Town Square

## Our Council Plan

A Council Plan plays a key role in setting the strategic direction of Council for the four year Council term.

The **draft** Council Plan 2021-2025 is Council's commitment to delivering on the community's aspirations outlined in our draft Community Vision – Nillumbik 2040 over the next four years. It will guide the organisation's work to deliver on the priorities of the Council and the community, and to manage and deliver services for the Nillumbik community during this Council's term.

This **draft** Council Plan will be supported by ongoing community engagement, the review, development and implementation of other key Council strategic plans and policies, and the Financial Plan 2021-2031 which describes the financial resources that will be required to deliver the Council Plan and other strategic plans.

### Structure of the Council Plan 2021-2025

This **draft** Council Plan includes:

- Four themes, all of which are aligned to the **draft** Community Vision – Nillumbik 2040;
- Four objectives which define the outcomes that Council wants to achieve through this plan;
- Strategies which outline how Council will achieve the objectives; and
- Strategic indicators which will measure how progress towards the objectives will be evaluated.

Our **draft** Council Plan 2021-2025 is divided into the following four thematic areas:

- Community and connection
- Place and space
- Sustainable and resilient
- Responsible and accountable.

Each theme has its own objective and set of strategies that support the community vision, and achieve our priorities. The strategies are sufficiently agile to adapt to the evolving needs of our community over the next four years.

Strategies determine how Council will address our community's priorities, wellbeing and services, both now and into the future. The strategic indicators are aligned to the strategies, which will measure our performance.

Some of the strategic indicators in the Council Plan 2021-2025 are also made available on the Know Your Council website ([www.knowyourcouncil.vic.gov.au](http://www.knowyourcouncil.vic.gov.au)) through the Local Government Performance Reporting Framework (LGPRF).

### Annual Action Plan

Council operationalises the Council Plan annually through an Annual Action Plan, which will detail the specific actions we commit to delivering each year to achieve the objectives and strategies across the four years. A progress report will be presented to Council and the community quarterly and in the Annual Report at the end of the financial year.

### Budget

Council prepares an annual budget each financial year which seeks to balance the demand for services and infrastructure with the community's capacity to pay. The budget includes information about the rates and charges to be levied, new initiative funding, borrowing, operating results, cash and investments, capital works, financial position and financial sustainability. It is generally prepared alongside the Annual Action Plan with specific project and service delivery requirements balanced against available resources.

The **draft** Council Plan can be viewed on Council's website [www.nillumbik.vic.gov.au](http://www.nillumbik.vic.gov.au).

## Our Councillors

Council's role is to provide good governance and leadership for the Nillumbik community through advocacy, decision-making and action. The Council has an obligation to achieve maximum benefit from its available resources for its community.

Councillors are elected by residents and ratepayers to govern the municipality. Nillumbik is divided into seven wards and one Councillor is elected to represent each ward. The seven Councillors for the 2020-2024 term of Council are:



**Cr Richard Stockman**

**Blue Lake Ward**

Telephone: 0438 143 678

Email: [richard.stockman@nillumbik.vic.gov.au](mailto:richard.stockman@nillumbik.vic.gov.au)



**Cr Karen Egan**

**Bunjil Ward**

Telephone: 0438 341 595

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**Cr Natalie Duffy**

**Edendale Ward**

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**Cr Peter Perkins**

**Ellis Ward**

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**Cr Ben Ramcharan**

**Sugarloaf Ward**

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**Cr Frances Eyre**

**Swipers Gully Ward**

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**Cr Geoff Paine**

**Wingrove Ward**

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Email: [geoff.paine@nillumbik.vic.gov.au](mailto:geoff.paine@nillumbik.vic.gov.au)

Ward Structure



Image: View from Kangaroo Ground War Memorial Park

## Message from the Council



*Image: Message from our 2020-2024 elected Councillors, from left to right – Cr Richard Stockman, Cr Natalie Duffy, Cr Ben Ramcharan, Cr Karen Egan, Cr Peter Perkins, Cr Frances Eyre, Cr Geoff Paine*

We are pleased to present the draft Council Plan 2021-2025 for your review and feedback.

The draft Council Plan 2021-2025 has been developed following the election of a new Council in November 2020. This plan outlines how Council will work with our community over the next four years to achieve the community's and Council's aspirations, priorities and service delivery for now and in the future.

### What we have heard...

- Our annual community surveys continually tell us that delivery of Council's core services is of most importance to the community. As such, we want to improve service delivery and get better at 'delivering the basics'.
- The Our People Our Place Our Future community engagement, where we heard from more than 2,000 community members, has helped shape this plan. The community has identified a number of key short term priorities, including action on climate change, responsible urban housing development, protection of the green wedge, reducing waste, greater recycling and community consultation and leadership.
- Our community wants Council to operate both effectively, maintaining current service levels, and be fiscally responsible.

### **What we've done...**

We have developed the [draft Council Plan 2021-2025](#) capturing what we have heard.

We have developed four themes underpinned by objectives and strategies that capture the essence of the things you have told us are important to you. These themes align to the four key themes of our draft Community Vision – Nillumbik 2040.

### **What we will do...**

As the Council Plan is a summary of our priorities, it will be used by Councillors and Council staff to guide our work, decisions and efforts.

In order for this Council to play an effective role both now and into the future, we will:

- Focus on delivering Council services in line with transparent service level standards
- Deepen our understanding of Nillumbik's communities, listening and engaging in different ways to reflect community diversity
- Have the courage to embrace future challenges to take informed risks and embrace better ways of working
- Empower Council and our communities to make decisions through greater access to information
- Promote local networks, businesses, goods and services to enhance economic sustainability
- Promote local and regional partnerships that address local issues at a local, state and federal level.

We are committed to being adaptive to new ways, and working closely with our community to maximise the value we create for our community. Given the current COVID-19 pandemic, and the social, environmental and financial uncertainty it presents, we aim to be agile, re-prioritising our commitments and actions if and when we need to.

As your elective representatives, we will continue to engage with you and ensure transparency and accountability in implementing this plan.

We look forward to [receiving your feedback on our draft Council Plan for 2021-2025](#), and working with you to make our Shire an even better place to live, work and visit.



*Image: Rainbow lorikeets at Diamond Creek*

## Structure of the plan and alignment to the Community Vision

Under the *Local Government Act 2020*, the Council Plan must align with a community vision, which is an aspirational description of what a community values and wants for the future.

Our *draft* Community Vision – Nillumbik 2040 is representative of feedback received from over 2,000 community participants in the Our People, Our Place, Our Future community engagement program undertaken in early 2021. Our Community Vision – Nillumbik 2040 contains aspirations that are categorised under the following four themes:

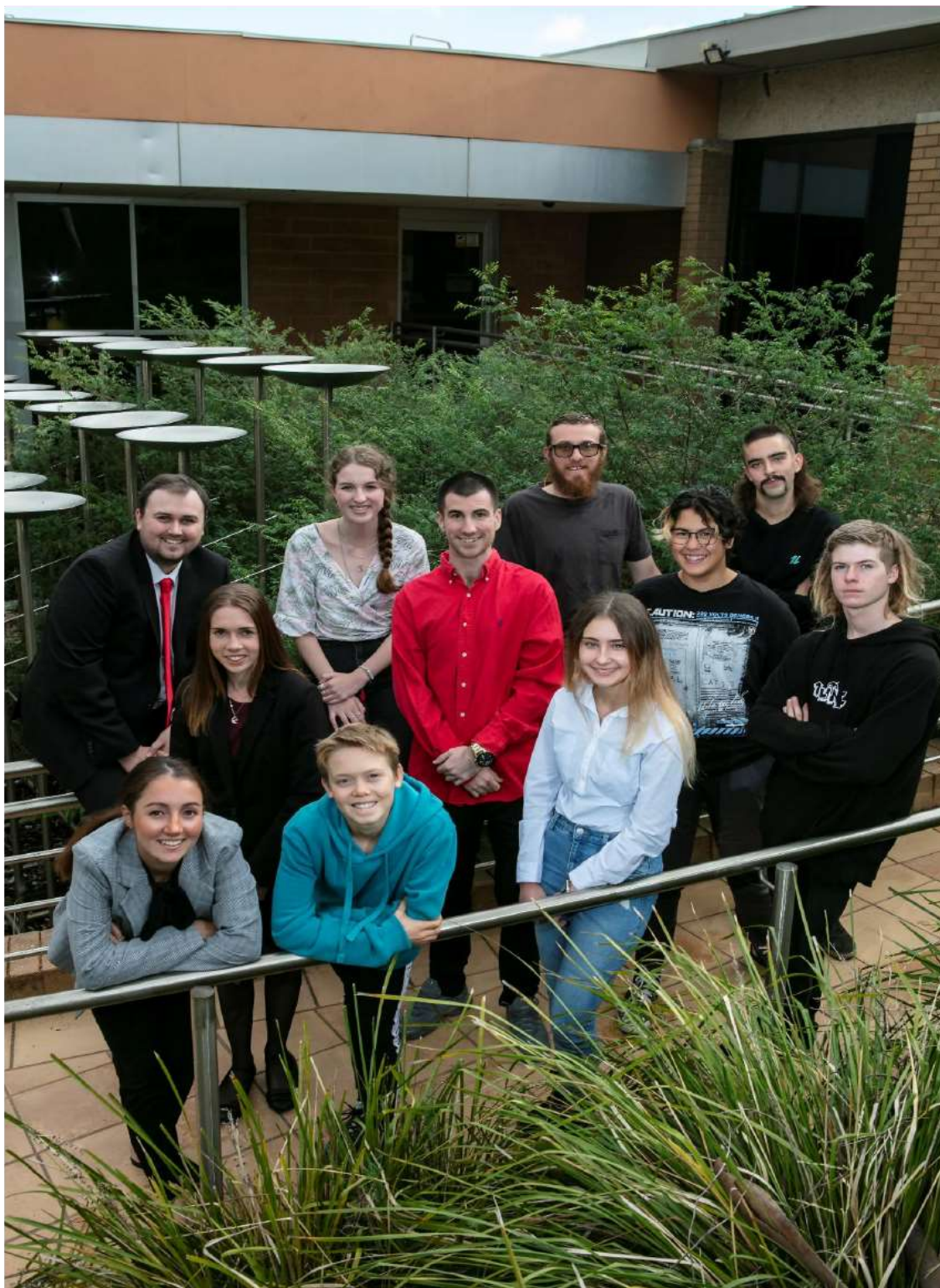


Reflecting our community's priorities and needs in the shorter term, the above themes from the Community Vision have been translated into our four year *draft* Council Plan through using the following four themes:



Each Council Plan theme contains an objective and a series of strategies which will support the achievement of the objective in the short term and contribute to the realisation of our community vision in the longer term. The success of objectives and strategies will be measured regularly against a range of strategic indicators.

## Community and connection



*Image: Members of our new Nillumbik Youth Council*

## Community and connection

### Objective

To encourage inclusion and participation to support health and wellbeing and ensure that all our residents have equitable access to services, programs, events and initiatives.

### Strategies

#### Equity and inclusion

- We champion equity, diversity, access and inclusion for people of all abilities, ages, cultural identities, gender identities, geographic locations, religions, sexualities, and socio-economic backgrounds
- We actively work towards reconciliation and the process of healing with the Wurundjeri Woi Wurrung people and recognise them as the Traditional Owners of the land and waterways of Nillumbik
- We protect Aboriginal cultural heritage, and through building trust, education and celebration, we respect all First Nations people
- We aim to make Council's programs, services, processes and information accessible and inclusive
- We encourage and support volunteering to enable community participation opportunities and actively celebrate these contributions.

#### Health and wellbeing

- We address the social, environmental and economic factors of health to improve health and wellbeing outcomes for our communities
- We work with our local partners, government and non-government agencies to respond to health and wellbeing priorities in Nillumbik.

#### Ages and stages

- We work towards creating an age-friendly community where all people regardless of their age or ability can live a good quality of life
- We actively engage people of all ages and stages in decisions that affect them, ensuring that initiatives meet current and emerging needs
- We ensure people of all ages and stages have access to inclusive services that respond to their individual needs
- We focus on lifelong learning as a way to support our residents through key life stages.

### Strategic indicators

- Percentage of people who think multiculturalism makes life in their area better (acceptance of diverse cultures)  
(Source: Victorian Population Health Survey – Nillumbik Local Government Area; Target = ↑)

- **Percentage of people who say it is important for Council to address the needs of LGBTIQA+ residents**  
(Source: Annual Community Survey; Target = ↑)
- **Percentage of people that say they feel valued by society**  
(Source: Victorian Population Health Survey – Nillumbik Local Government Area; Target = ↑)
- **Number of Council volunteers**  
(Source: Council records; Target = ↑)
- **Percentage of people engaged in assisting/helping a local group (volunteering)**  
(Source: Victorian Population Health Survey – Nillumbik Local Government Area; Target = ↑)
- **Proportion of the municipal population that are active library members**  
(Source: LGPRF; Target = ↑)
- **Community satisfaction with community services**  
(Source: Annual Community Survey; Target = ↑)
- **Annual immunisation coverage rate for children aged 0 to 5**  
(Source: LGPRF; Target = ↑)
- **Participation in the maternal and child health service**  
(Source: LGPRF; Target = ↑)
- **Total enrolments in programs at Living and Learning Nillumbik**  
(Source: Council records; Target = ↑)
- **Number of meals on wheels program meals delivered**  
(Source: Council records; Target = ↑)

### Supporting strategies, policies and plans

- Access, Equity and Inclusion Policy
- Disability Action Plan
- Early Years Community Infrastructure Plan
- Gender Equality Action Plan
- Nillumbik Health and Wellbeing Plan
- Reconciliation Charter and Reconciliation Action Plan
- Youth Strategy

### Aligned services we provide

<b>Community support services</b> Promotes and support Nillumbik's ageing community with a focus on the overall health, wellbeing and independence of individuals, families and community groups.
<b>Community development</b> Provides services for the whole community, such as festivals and events, grants for community groups, services and programs for youth, and community development.
<b>Disability inclusion and volunteering</b> Drives systemic change, advocates, educates, and raises awareness about inclusion so that the needs of people with a disability, volunteers and their families/carers are considered across all Council activities. Also supports Council's volunteer program managers and their volunteers.
<b>Early years</b> Provides support and training to families with young children and services delivering early years' education and care programs.

<b>Libraries and community education</b> Provides facilities and programs for the whole community, including libraries, Living & Learning Nillumbik and Edendale Community Environment Farm.
<b>Maternal and child health services</b> Provides services and programs for new babies and parents in the Shire, including maternal and child health and immunisation services.
<b>School crossings</b> Provision of school crossing supervisors for school children across the Shire.



Image: Art for Health group course at Living and Learning Nillumbik

Place and space



Image: One of our many recreation spaces

## Place and space

### Objective

To plan, design and maintain places and spaces that strengthen identity, reinforce character, improve accessibility, encourage social connection and respect the environment.

### Strategies

#### Identity

- We celebrate and prioritise the protection of our heritage, arts and culture, places and spaces by focusing on the diversity of experiences that have shaped our shared history
- We value and admire our Green Wedge Shire, including our rural areas and leafy urban areas, which we work hard to protect and enhance
- We recognise and celebrate our community's significant contributions to art and culture.

#### Neighbourhood character

- We respect and enhance the unique neighbourhood character in our communities to ensure a considered approach to planning and development
- We promote place making and shaping and advocate for the continuation and enhancement of local character
- We value everyday arts and cultural experiences through the development of public art
- We champion good design in our public buildings and developments that is consistent with local character.

#### Open spaces

- We are committed to protecting and enhancing the environmental integrity of our community's unique surroundings, natural environment and diverse wildlife
- We carefully protect, plan, maintain and improve open spaces, streetscapes and places to ensure that they are safe, accessible and enjoyable
- We continue to enhance the Shire's shared trail network, working proactively to improve connectivity
- We facilitate participation in sports, leisure and recreational activities.

#### Movement and place

- We work to understand what residents, businesses and visitors need from modes of transport, to ensure that getting around is easy, accessible, safe and sustainable
- We champion the notion of living locally; making it easier for people to meet most of their daily needs within the Shire
- We continue to deliver on our road management responsibilities; working to enhance infrastructure that aligns with the character of the neighbourhood
- We prioritise and actively advocate for new and better public transport options and a reduction of private car use and dependence

- We work with our community, neighbouring councils and transport and planning agencies to advocate for improved transport solutions.

### Strategic indicators

- **Total number of participants in arts and cultural programs and activities**  
(Source: Council records; Target = ↑)
- **Community satisfaction with arts and cultural programs, activities and events**  
(Source: Annual Community Survey; Target = ↑)
- **Community satisfaction with the appearance and quality of newly constructed developments**  
(Source: Annual Community Survey; Target = ↑)
- **Percentage of VCAT decisions upholding Council's determined position**  
(Source: LGPRF; Target = ↑)
- **Percentage of planning applications determined within required timeframes**  
(Source: LGPRF; Target = ↑)
- **Percentage of capital works program delivered**  
(Source: Council records; Target = ↑)
- **Community satisfaction with the design of public spaces**  
(Source: Annual Community Survey; Target = ↑)
- **Community satisfaction with provision and maintenance of parks and gardens**  
(Source: Annual Community Survey; Target = ↑)
- **Number of trees planted in streets and parks to maintain tree canopy**  
(Source: Council records; Target = ↑)
- **Number of infringements issued following investigation of littering or rubbish dumping**  
(Source: Council records; Target = ↑)
- **Number of Land Management Incentive Program grants provided to the community for control of noxious and environmental weeds**  
(Source: Council records; Target = ↑)
- **Community perception of public safety during day and night**  
(Source: Annual Community Survey; Target = ↑)
- **Community satisfaction with aquatic and leisure facilities**  
(Source: Annual Community Survey; Target = ↑)
- **Attendance at leisure and aquatic facilities**  
(Source: LGPRF; Target = ↑)
- **Number of dead animals collected by Council**  
(Source: Council records; Target = ↓)
- **Community satisfaction with local traffic management**  
(Source: Annual Community Survey; Target = ↑)
- **Sealed local roads maintained to condition standards**  
(Source: LGPRF; Target = ↑)
- **Community satisfaction with grading of unsealed roads**  
(Source: Annual Community Survey; Target = ↑)

### Supporting strategies, policies and plans

- Arts and Culture Strategy
- Biodiversity Strategy
- Diamond Creek Major Activity Centre Structure Plan
- Eltham Major Activity Centre Structure Plan

- Equine in Nillumbik Plan
- Green Wedge Management Plan
- Housing Strategy
- Integrated Transport Statement and Strategy
- Municipal Planning Strategy
- Neighbourhood Character Strategy
- Open Space Strategy
- Recreation and Leisure Strategy
- Roadside Management Plan

### Aligned services we provide

<p><b>Arts and culture</b></p> <p>Responsible for the cultural vitality and community engagement in the arts across the Shire and to enable participation in the cultural life of the community and enjoyment of the arts by providing diverse and innovative opportunities for active lifestyles and artistic expression.</p>
<p><b>Building safety and regulation</b></p> <p>Responsible for administration and enforcement of certain parts of the <i>Building Act 1993</i> and Regulations.</p>
<p><b>Infrastructure design, construction and transport</b></p> <p>Provides services for the whole community including: design for capital works projects; roads; bridges; drainage; landscape; traffic management; coordination of capital works; procurement and construction; engineering assessment of planning applications and approval of subdivision works; traffic control; road safety; advocacy on public transport and main roads and street lighting.</p>
<p><b>Leisure facilities and services</b></p> <p>Responsible for the provision of leisure facilities and services for the whole community, including leisure centres, sportsgrounds, recreation trails and playgrounds.</p>
<p><b>Local laws and parking</b></p> <p>Administers local laws, car parking regulation and amenity protection for the whole community.</p>
<p><b>Parks and reserves maintenance</b></p> <p>Maintains parks, sportsgrounds, conservation reserves, street trees and roadsides across the Shire.</p>
<p><b>Property and asset management</b></p> <p>Provides infrastructure asset management and planning, building maintenance and fencing, and property, fleet, community centres and halls network management.</p>
<p><b>Road and drainage maintenance</b></p> <p>Provides maintenance of local roads and bridges, pedestrian bridges, bus shelters, footpaths, trails and drains for the whole community. This service also incorporates Council's response to deceased animal collection, street cleaning and roadside litter collection.</p>
<p><b>Statutory planning</b></p> <p>Responsible for processing of planning applications and subdivision applications, conducts planning investigations and promotes compliance with the Nillumbik Planning Scheme and permit conditions.</p>
<p><b>Strategic planning</b></p> <p>Provides land use planning and policy, planning scheme management, activity centre planning and heritage protection across the Shire.</p>



Image: A family enjoying one of our many shared recreation trails



Image: A business in Panton Hill

Sustainable and resilient



Image: A school group learning at Edendale Community and Environment Farm

## Sustainable and resilient

### Objective

To ensure that we are able to meet the present needs of our community without compromising its future needs.

### Strategies

#### Climate action

- We take decisive action on climate change
- We work with our community, Traditional Owners, partners and all levels of government to develop clear and effective initiatives to address both climate change adaptation and mitigation.

#### Sustainability

- We develop clear and effective initiatives designed to reduce the impact of waste and materials from procurement to disposal
- We explore innovative techniques to enhance food systems within Nillumbik and improve their resilience in response to climate change
- We favour sustainable and innovative investment; focussing on renewable energy initiatives
- We seek to embed sustainability initiatives in the planning scheme
- We work with our community, Traditional Owners, partners and government agencies to promote sustainability.

#### Business and tourism

- We promote Nillumbik's unique offerings; supporting a vibrant local economy and encouraging tourism
- We support businesses, industries and events, and encourage investment within Nillumbik
- We support sustainable agricultural pursuits and their contribution to Nillumbik and the broader community
- We provide spaces, places and opportunities that develop, and actively support our creative industries.

#### Resilience and recovery

- We support individuals, families and the community to be mentally and physically healthy, safe and enabled to participate in relief and recovery processes arising from crisis or emergency
- We strengthen emergency preparedness, prevention, response and recovery through the sharing of emergency management information and capabilities
- We work with our community, Traditional Owners, partners and government agencies to develop processes that are flexible, tailored, relevant and adaptive to the changing needs of the community.

## Strategic indicators

- **Community satisfaction with Council meeting its responsibilities towards the environment**  
(Source: Annual Community Survey; Target = ↑)
- **Community satisfaction with environmental programs and facilities**  
(Source: Annual Community Survey; Target = ↑)
- **Number of participants in environmental programs and events**  
(Source: Council records; Target = ↑)
- **Number of program participants and visitors at Edendale Community and Environment Farm**  
(Source: Council records; Target = ↑)
- **Community satisfaction with regular waste collections**  
(Source: Annual Community Survey; Target = ↑)
- **Percentage of kerbside waste collections diverted from landfill**  
(Source: LGPRF; Target = ↑)
- **Percentage of contamination in kerbside waste bins**  
(Source: Council records; Target = ↓)
- **Community satisfaction with Council's support for local business**  
(Source: Annual Community Survey; Target = ↑)
- **Number of jobs available in the Shire**  
(Source: REMPLAN; Target = ↑)
- **Number of local residents who work within the Shire**  
(Source: REMPLAN; Target = ↑)
- **Gross Regional Product (\$)**  
(Source: REMPLAN; Target = ↑)

## Supporting strategies, plans and policies

- Climate Action Plan
- Economic Development Strategy
- Integrated Water Management Plan
- Pandemic Recovery Plan

## Aligned services we provide

<b>Environment and conservation</b> Provides environment and conservation services and programs for the whole Nillumbik community, such as environmental planning and policy; education and events; water quality and conservation; biodiversity protection; land management advice and energy efficiency programs.
<b>Recycling and waste services</b> Provides collection of household waste, recycling, green waste, hard waste, waste education and landfill rehabilitation for the whole Nillumbik community.
<b>Tourism and business support</b> Focuses on growing the local economy through providing support to local business networks, traders associations and individual businesses; delivering business events and training and supporting tourism development and promotion for the Nillumbik region.

Responsible and accountable



Image: Road grading in one of our rural areas

## Responsible and accountable

### Objective

To facilitate the best possible outcomes for our community, by demonstrating strong leadership and working actively to achieve the community's objectives.

### Strategies

#### Good governance

- We act in the best interests of our community
- We continue to exercise sustainable and responsible financial management
- We maintain good governance and transparency; clearly defining and communicating the role of Councillors and Council
- We are forward-thinking, data-driven and evidence-led in our decision making, always looking to identify new opportunities
- We will continue to be an employer of choice
- We foster a positive organisational culture, from the top down.

#### Risk management

- We continue to meet Council's responsibilities for emergency management by working with the community and partner agencies, especially in relation to bushfire
- We seek to enhance community safety, public health, amenity and the environment through improved planning and community engagement, prioritising fair and transparent approaches to managing compliance and enforcement
- We acknowledge our role in managing the significance of global risks.

#### Services and programs

- We aim to ensure that Council's service delivery is equitable, accessible and inclusive
- We enhance the effectiveness and efficiency of our services, prioritising a great customer experience
- We communicate clearly and regularly, taking the time to listen and engage with our community
- We source alternative and innovative funding sources to support and complement Council services and infrastructure
- We partner with state and federal governments to advocate in our community's best interests
- We work with Wurundjeri Woi Wurrung to develop strategies and projects that deliver meaningful acknowledgement as Traditional Owners.

### Strategic indicators

- Community satisfaction with Council making decisions in the best interests of the community  
(Source: Annual Community Survey; Target = ↑)

- Community satisfaction with Council's consultation and engagement  
(Source: Annual Community Survey; Target = ↑)
- Percentage of people feeling they have the opportunity to have their say  
(Source: Victorian Population Health Survey – Nillumbik Local Government Area; Target = ↑)
- Community satisfaction with Council's responsiveness to local community needs  
(Source: Annual Community Survey; Target = ↑)
- Community satisfaction with fire prevention works  
(Source: Annual Community Survey; Target = ↑)
- Percentage of fire prevention notices that resulted in compliance  
(Source: Council records; Target = ↑)
- Time taken to action food complaints  
(Source: LGPRF; Target = ↑)
- Percentage of animals reclaimed from the regional pound  
(Source: LGPRF; Target = ↑)
- Percentage of issued infringement notices expiated  
(Source: Council reporting to Fines Victoria; Target = ↑)
- Community satisfaction with customer service  
(Source: Annual Community Survey; Target = ↑)
- Customer satisfaction score from direct customers  
(Source: Biannual Customer Experience Survey; Target = ↑)
- Satisfaction score of customer visits to Council's website  
(Source: Biannual Customer Experience Survey; Target = ↑)
- Number of visitors to Council's website  
(Source: Council records; Target = ↑)
- Total number of participants on Council's social media channels  
(Source: Council records; Target = ↑)
- Percentage of successful grant applications applied for by Council  
(Source: Council records; Target = ↑)

### Supporting strategies, policies and plans

- Advocacy Plan
- Bushfire Mitigation Strategy
- Communications Strategy
- Community Engagement Policy
- Domestic Animal Management Plan
- Domestic Wastewater Management Plan
- Nillumbik Customer First Strategy

### Aligned services we provide

#### Animal management

Works under the required legislative framework to protect the welfare of animals and the community. Manages animal regulation and municipal pound.

#### Business transformation and performance

Provides internal service delivery in performance reporting, strategy and planning expertise, occupational health and safety, risk management and insurance, and business transformation projects and initiatives.

<p><b>Communications</b></p> <p>Assists Council and staff to communicate its decisions, services, activities and events to Nillumbik residents and the wider community through print and electronic communication channels, and to promote local government sector, local and regional advocacy.</p>
<p><b>Customer service</b></p> <p>Provides frontline customer service and reception services for the benefit of all residents, ratepayers and visitors, and is responsible for driving key changes in behaviour and delivering programs of value to the community in achieving customer experience improvements.</p>
<p><b>Emergency management</b></p> <p>Working in partnership with stakeholders and the community, contribute to the development of a disaster resilient community that is better able to prepare for, respond to and recover from emergency events.</p>
<p><b>Food safety and public health</b></p> <p>Provides services to the community in food safety and health premises regulation, septic tank regulation, public health protection and amenity and noise regulation.</p>
<p><b>Finance</b></p> <p>Provides internal service delivery in finance, budgeting and procurement services, rates and property valuations.</p>
<p><b>Governance</b></p> <p>Manages Council's overall governance matters, including coordination of council meetings, elections, civic functions and legislative requirements; legal services; records management; and Mayor and Councillor resources and support services.</p>
<p><b>Human resources</b></p> <p>Provides internal service delivery in the areas of recruitment and selection, staff learning and development and employee and industrial relations.</p>
<p><b>Information technology</b></p> <p>Provides internal service delivery in information technology services and solutions, on-line services and telecommunications.</p>



Image: Diamond Creek Regional Playspace

## Implementation and reporting

Council is committed to regularly monitoring and reporting progress on the Council Plan 2021-2025 to the Nillumbik community.

A progress report against key deliverables in the Annual Action Plan aligned to the Council Plan will be prepared and reported to a Council Meeting each quarter, and progress against the Council Plan will be reported annually through the Annual Report.

Outcomes from the Council Plan 2021-2025 will also align with and be actioned through other Council strategy documents and plans, and reported to a Council Meeting periodically, in accordance with Council's Strategic Planning Framework. This framework is consistent with the requirements of the *Local Government Act 2020*, and aligns to the four themes of the Council Plan.

AUTHORISATION	LEGISLATION AND REGULATION			
ASPIRATION	COMMUNITY VISION			
POLICY POSITION	ACCESS, EQUITY AND INCLUSION POLICY			
STRATEGIC PLANNING	MUNICIPAL HEALTH & WELLBEING PLAN	COUNCIL PLAN 2021-2025	BUDGET (inc. STRATEGIC RESOURCE PLAN)	MUNICIPAL PLANNING STRATEGY
	ASSET PLAN	REVENUE & RATING PLAN	FINANCIAL PLAN	WORKFORCE PLAN
STRATEGY & PLANS	COMMUNITY AND CONNECTION	PLACE AND SPACE	SUSTAINABLE AND RESILIENT	RESPONSIBLE AND ACCOUNTABLE
	<i>*Refer to page # for strategies and plans supporting these objectives</i>	<i>*Refer to page # for strategies and plans supporting these objectives</i>	<i>*Refer to page # for strategies and plans supporting these objectives</i>	<i>*Refer to page # for strategies and plans supporting these objectives</i>
ACTION & IMPLEMENTATION	ACTION PLANS			
	DEPARTMENT BUSINESS PLANS			
	NILLUMBİK PLANNING SCHEME			

Image: Council's Strategic Planning Framework

The *Local Government Act 2020* promotes an integrated approach to strategic planning and reporting. This ensures a strong alignment between the Community Vision, Council Plan 2021-2025 and other Council documents that direct and influence initiatives, activities and projects undertaken by Council.

The benefits of this approach include:

- Clarity of direction and streamlining of effort, planning, cost and administration
- Reporting on the results helps ensure Council transparency and accountability to the community
- Strategies, policies and plans have a clear purpose and are easy to understand and implement, and the development of action and annual plans provide accountability for the delivery of strategy and projects across Council
- The results achieved through the implementation of strategies and plans are easy to see as all strategies and plans have appropriate objectives and clear performance measures linked to reporting mechanisms.

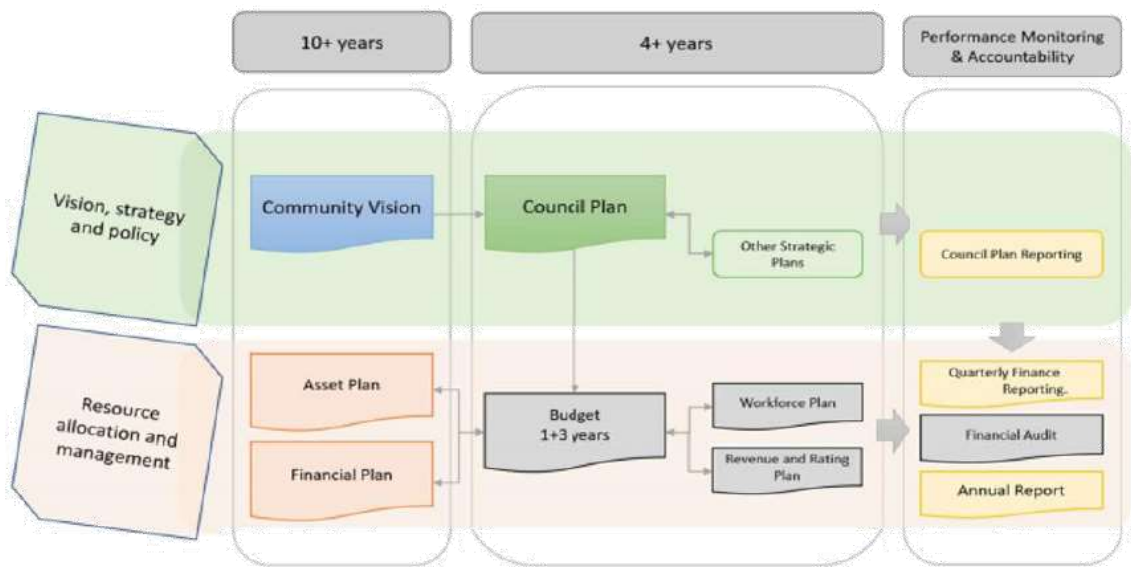


Image: Council's Integrated Strategic Planning and Reporting Framework

## About Nillumbik

### History

The area now comprising the Shire of Nillumbik was inhabited for tens of thousands of years by the Wurundjeri-willam clan of the Woi Wurrung speaking people. Wurundjeri is the clan name, willam refers to a subsection of the clan associated with a specific land area recorded as the Yarra and Plenty. The Wurundjeri people called the region 'nillumbik', meaning shallow earth, a name later used by the Europeans who settled here.

European settlement of the Nillumbik area dates from the late 1830s, with land used mainly for grazing, timber cutting and viticulture. Despite this timber and agricultural activity, the area was slow to develop until the discovery of gold in the 1850s. Gold saw the establishment of townships such as Panton Hill, Research, Queenstown (now St Andrews) and Diamond Creek in the late 1850s and 1860s. From 1870 to 1900, orchards spread along the Diamond Valley, with the prosperity of the fruit-growing industry resulting in the townships of Arthurs Creek, Doreen, Plenty and Strathewen. A railway was built to Eltham and later Hurstbridge in the early 1900s supporting industry and residents.

### Location

Renowned as "the Green Wedge Shire", Nillumbik is located in Melbourne's north-east and provides our residents with easy access to Melbourne, its services, job opportunities and facilities; along with access to an abundance of open space, vibrant communities and unique environmental landscapes.

Nillumbik Shire's boundaries are the Kinglake National Park in the north, the Yarra escarpment in the east, the Yarra River in the south, and the Plenty River and Yan Yean Road in the west. Nillumbik's location on the urban fringe along with its unique environmental characteristics make the area prone to bushfire. Our community's strong sense of belonging and high-levels of engagement has strengthened its ability to prepare for, respond to and recover from bushfires.

### Community

Nillumbik has a population of approximately 65,000 people who enjoy a healthy, safe and family-friendly lifestyle. Nillumbik is a collection of townships and villages, each with its own unique identity and heritage.

Nillumbik offers residents and visitors distinctive village-style shopping, access to professional services, public transport and places to meet and socialise. Rural properties, rich agricultural land, shared trail networks, orchards and award-winning wineries complement the shire's unique and diverse landscape. These social, economic and environmental features enhance quality of life and make it a desirable place to live, work and play.

### Green Wedge

Melbourne has 12 Green Wedges, widely known as the "lungs of Melbourne". The Nillumbik Green Wedge covers 91 per cent of the total area of the Shire and is host to a number of state and national parks. Home to approximately 12,630 residents, Nillumbik's Green Wedge is highly valued locally and regionally because of its biodiversity, natural beauty, recreation opportunities, visitor experiences, mixed-use trails, grazing land and agriculture, and offers residents and visitors a unique rural environment of bushland, small farms, rivers and forest.

The productivity of Nillumbik's Green Wedge is important to the Shire's economy. There is a growing number of artisan food and beverage producers across the Green Wedge, and opportunities continue to grow for farm gate initiatives, paddock to plate experiences and food and beverage trails.

## **Environment**

The Shire of Nillumbik contains an array of peri-urban areas, bushlands, landscapes, open spaces, townships and communities. The Yarra River corridor is a special and defining element of the southern edge of the shire, and flows around the special environmental living zone of the Bend of Islands, on to North Warrandyte, Research and Eltham. A distinguishing feature of the municipality is its vast Green Wedge with the key purposes of conservation, agriculture, lifestyles and tourism.

Much of Nillumbik is characterised by open grassy woodland, with relatively shallow soils dominated by long-leafed and red box eucalypts, and with the fertile soils of an old volcano at Kangaroo Ground offering localised rich farming land. The Arthurs Creek and Strathewen areas have seen a long history of orchards and cattle farming, yet still retain many stands of ancient eucalypts. The tree canopy cover in Nillumbik is more extensive than the average for metropolitan areas with 30% tree canopy cover in Nillumbik compared with 16.2% for metropolitan areas.<sup>1</sup>

The Shire is home to a vast array of indigenous flora and fauna species, including many that are listed significant and threatened species. Local fauna ranges from kangaroos, wombats, echidnas to a wonderful array of birds, and to rare Brush-tailed Phascogales, Eltham Copper Butterflies, Platypus, Powerful Owls and Southern Toadlets.

## **Active lifestyles**

Nillumbik has a higher level of participation in sport and recreation activities than the state and national averages. Walking for recreation is the most popular activity, followed by cycling, swimming and running. Horse riding and bike riding are also common activities as residents and visitors utilise the expansive shared trail network on offer.

Residents' participation in structured sports such as tennis, golf, football and netball are all higher than the state and national averages, and the Shire is currently experiencing unprecedented growth in women's participation in sport.

## **Artistic and cultural identity**

Nillumbik is an arts-rich environment. Residents and visitors value the rich local artistic heritage, as well as the Shire's history and culture, both Indigenous and non-Indigenous. The creative life of the community is highly-valued and artistic practices are seen as varied, flourishing and reflecting the connection to the natural environment.

The strength of Nillumbik's artistic traditions, commencing with the early Australian Impressionist painters, the mudbrick movement and through to current practice in contemporary arts, is evident in Nillumbik's artist communities including Baldessin Press, Butterfly Studios, Dunmoochin and Montsalvat as well as the very popular Artists Open Studio weekends. Nillumbik also has strong links to the performing arts and is proud to be home to acclaimed and emerging authors, photographers, filmmakers and musicians. Nillumbik's contribution to arts and culture is regularly showcased at local, regional and international forums.

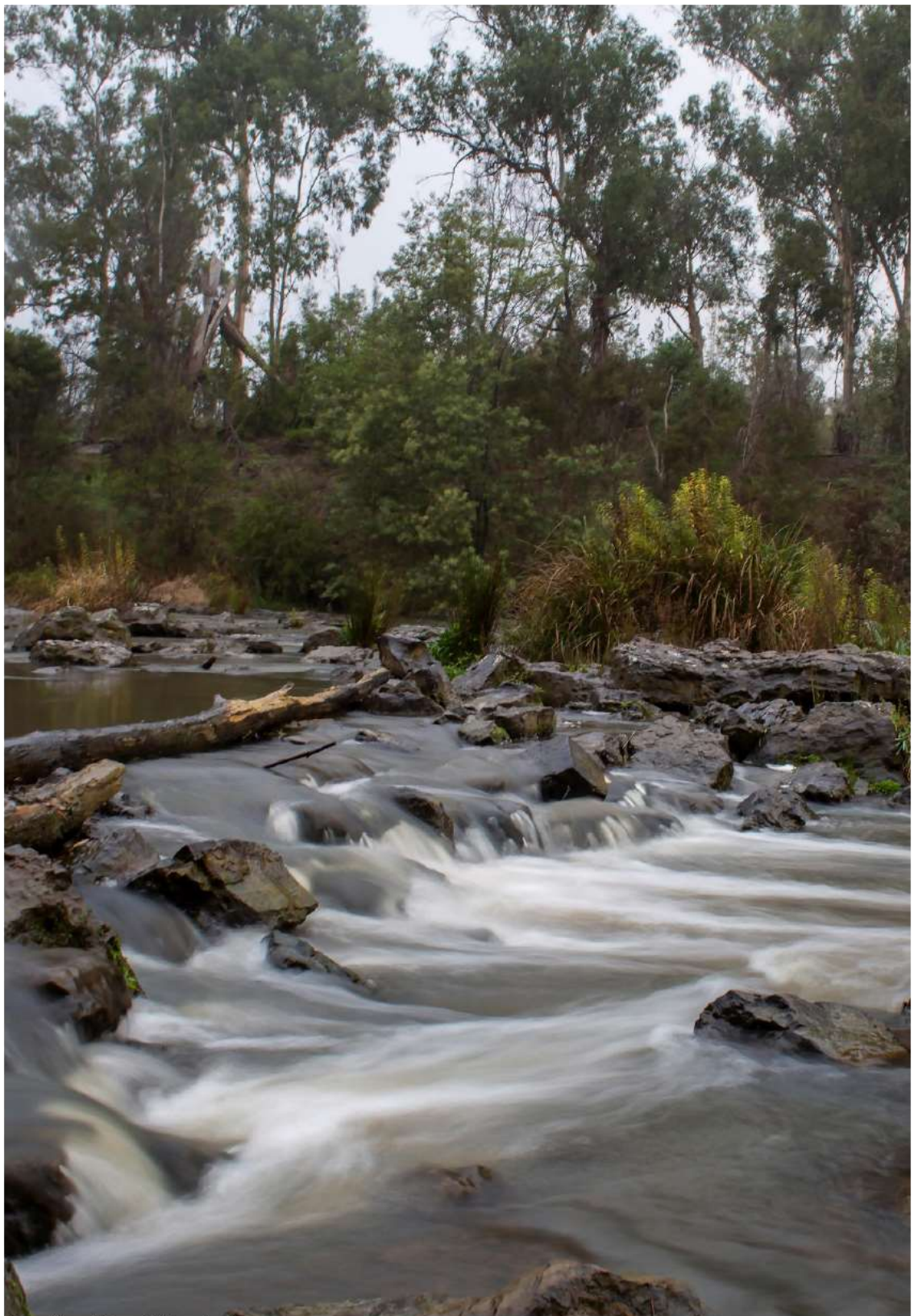
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<sup>1</sup> Nillumbik Shire Council (2021) Community Profile – Open Space and Sustainability, p.105.

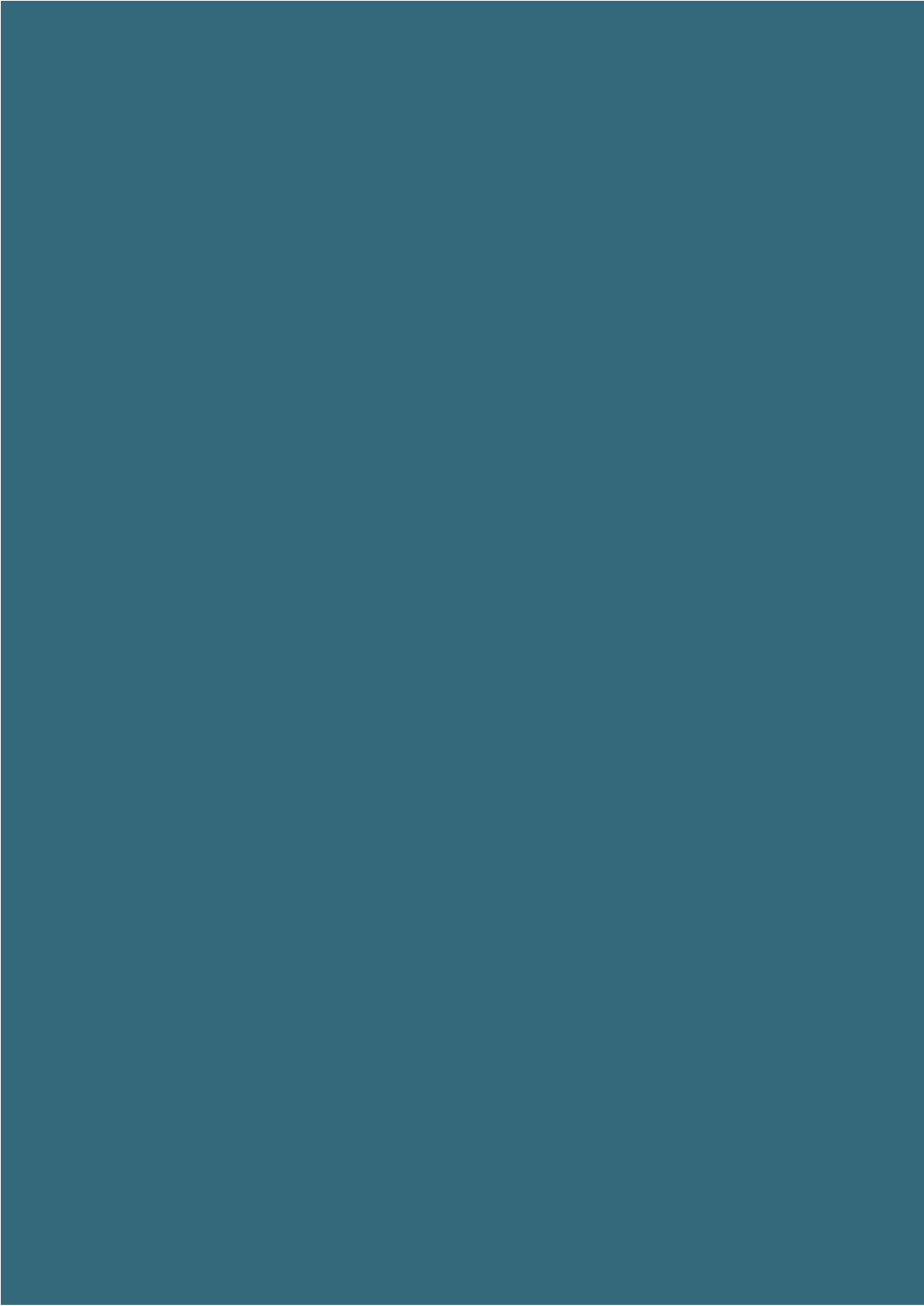
### Snapshot of the Shire

Land Area		
Land area by square kilometres	432km <sup>2</sup>	
Estimated Residential Population		
Estimated residential population	65,369	
Forecasted population to 2036	70,315	
Community Profile		
	Nillumbik	Greater Melbourne
Aboriginal and Torres Strait Islander Population	0.4%	0.5%
Overseas born	16%	34%
Language spoken at home other than English	9%	32%
Median age	41 years	36 years
Residents aged 0-17 years	24.2%	21.6%
Residents aged 18 – 49 years	40.1%	47.4%
Residents aged 50-69 years	27.9%	21.2%
Residents aged 70-84	6.7%	7.7%
Residents aged 85+	1.1%	2.1%
Medium and high density housing	7%	33%
Median weekly household income	\$2,093	\$1,539
Households with a mortgage	48%	34%
Households renting	9%	29%
University qualification	28%	27%
Trade qualification (certificate)	19%	15%
Unemployment rate	4.3%	6.8%
Public transport to work	10%	15%
Travel to work by car (as driver or passenger)	70%	64.1%
SEIFA index of disadvantage	1099	1021
Volunteering	24%	17.6%

Source: .id Demographics Profile <https://profile.id.com.au/nillumbik> 2016 Census data



*Image: Yarra River at Eltham South*



# Financial Plan 2021-2031

DRAFT

## **Acknowledgement of traditional owners**

Nillumbik Shire Council respectfully acknowledges the Wurundjeri Woi Wurrung people as the Traditional Owners of the land on which Nillumbik is located, and we value the significance of the Wurundjeri people's history as essential to the unique character of the shire. We pay tribute to all First Nations People living in Nillumbik, give respect to Elders both past and present and future, and extend that respect to all First Nations People.

We recognise that Wurundjeri Woi Wurrung people hold a deep and ongoing connection to this place. We value the distinctive place of our First Nations people in both Nillumbik's and Australia's identity; from their cultural heritage and care of the land, to their ongoing contributions in many fields including academia, agriculture, art, economics, law, sport and politics.

We recognise and value the distinctive and special spiritual and material relationship that First Nations people have with the land and the water, including trees, rocks, hills and valleys, creeks, rivers and flood plains in our Shire.

Model Financial Plan Reports

1. Legislative requirements	1
2. Financial Plan context	5
3. Financial Plan statements	10
4. Financial performance indicators	26
5. Strategies and plans	30
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The draft Financial Plan, including financial statements, has been prepared in accordance with the requirements of the *Local Government Act 2020* and the *Local Government (Planning and Reporting) Regulations 2020* and with the Australian Accounting Standards Board standards.

## 1. Legislative Requirements

This section describes how the Financial Plan links to the achievement of the achievement of the Community Vision - Nillumbik 2040 and the four year Council Plan within the Integrated Strategic Planning & Reporting framework. This framework guides the Council in identifying community needs and aspirations over the long term (Community Vision), medium term (Council Plan) and short term (Annual Budget) and then holding itself accountable (Annual Report).

The following diagram provides an overview of the core legislated elements of an integrated strategic planning and reporting framework and outcomes.

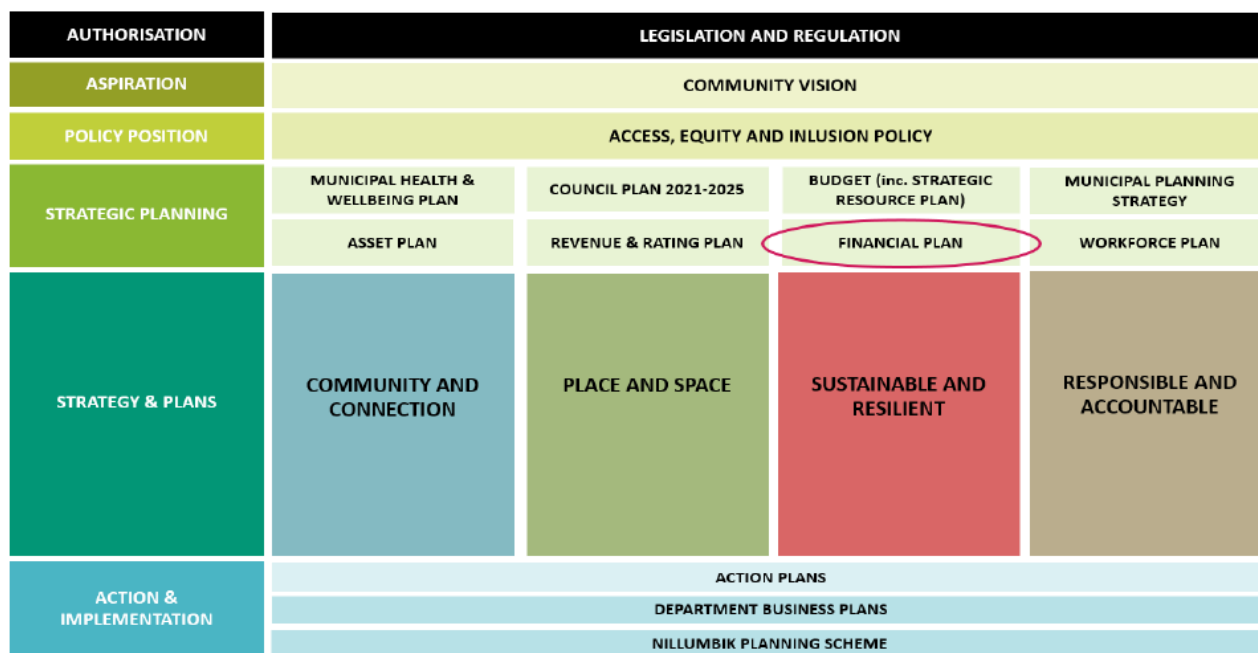


Image: Council's Strategic Planning Framework

The following figure demonstrates how each element might inform or be informed by other parts of the integrated framework.

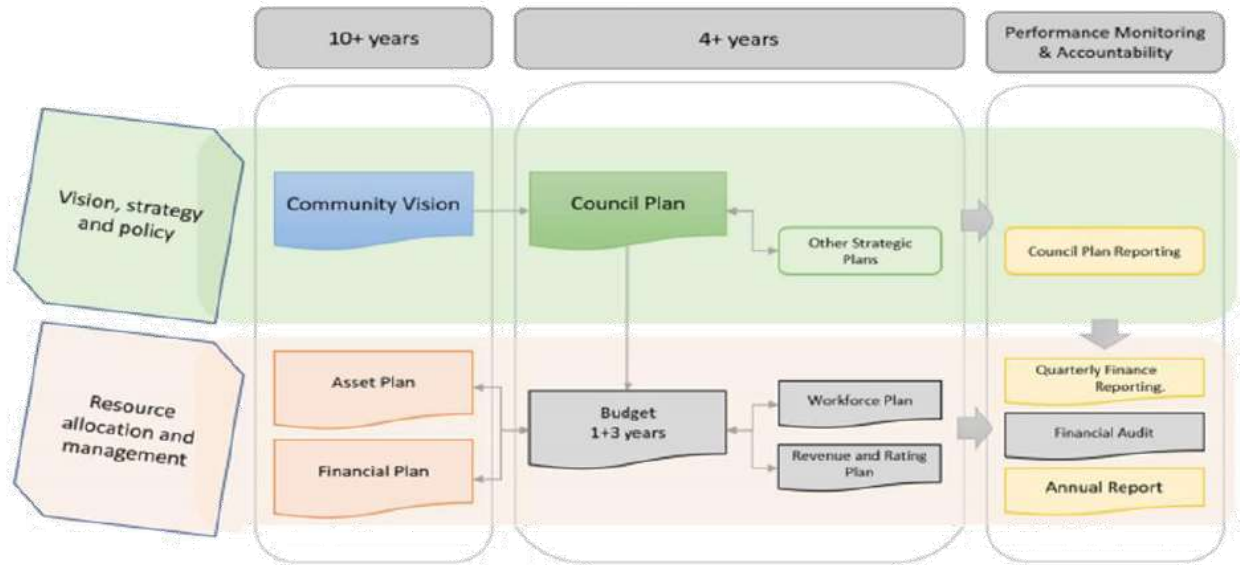


Image: Council's Integrated Strategic Planning and Reporting Framework

## 1.1 Strategic Planning Principles

The Financial Plan is developed in the context of the following strategic planning principles:

- Council has an integrated approach to planning, monitoring and performance reporting.
- The Financial Plan addresses the Community Vision by allocating funds towards the actions in the four year Council Plan.
- The Financial Plan statements articulate the 10-year financial resources necessary to implement the objectives and strategies of the Council Plan to achieve the Community Vision.
- Council's strategic planning principles identify and address the risks to effective implementation of the Financial Plan. The financial risks are included at section 1.2.2 below.
- The Financial Plan provides for the strategic planning principles of progress monitoring and reviews to identify and adapt to changing circumstances.

## **1.2 Financial Management Principles**

The Financial Plan demonstrates the following financial management principles:

- 1.2.1 Revenue, expenses, assets, liabilities, investments and financial transactions are managed in accordance with Council's financial policies and strategic plans and the Australian Accounting Standards Board standards.
- 1.2.2 Management of the following financial risks:
  - a) the financial viability of the Council (refer to section 2.1 Financial Policy Statements).
  - b) the management of current and future liabilities of the Council. The estimated 10 year-liabilities are disclosed in section 3.2 Balance Sheet projections.
- 1.2.3 Financial policies and strategic plans are designed to provide financial stability to the community.
- 1.2.4 Council maintains accounts and records that explain its financial operations and financial position (refer section 3 Financial Statements).

## **1.3 Engagement Principles**

The Council Plan 2021-2025 has been informed by community engagement through the 'Our People, Our Place, Our Future' community engagement initiative undertaken in February and March 2021, results from the 2021 Annual Community Survey and expands on the themes and aspirations of our Community Vision – Nillumbik 2040. The plan is also the result of Councillor and staff planning workshops to identify directions and outcomes.

The Financial Plan 2021-2031 provides the context through which the objectives and strategies of the Council Plan can be funded and ultimately achieve the aspirations of Community Vision.

Council has developed a comprehensive community engagement framework. Council has implemented the following consultation process to ensure due consideration and feedback is received from relevant stakeholders.

- a) Draft Financial Plan preparation is informed by Council Plan and Community Vision;
- b) Draft Financial Plan adopted for public exhibition at the July 2021 Council meeting for a period of 28 day and calling for public submissions;
- c) Community engagement is conducted using local news outlets and social media;
- d) Hearing of public submissions to the Financial Plan in September 2021;
- e) Financial Plan, including any revisions, presented to in October 2021 to Council for adoption.

#### **1.4 Service Performance Principles**

Council services are designed to be purposeful, targeted to community needs and value for money. The service performance principles are listed below:

- a) Services are provided in an equitable manner to the community. The four year Council Plan will guide the organisation's work to deliver on the priorities of the Council and the community, and to manage and deliver services for the Nillumbik community during Council's term.
- b) Services are accessible to users within the community.
- c) The Local Government Performance Reporting Framework (LGPRF) is designed to communicate Council's performance regarding the provision of services.
- d) Council considers and responds to community feedback and complaints regarding service provision.

#### **1.5 Asset Plan Integration**

Integration to the Asset Plan is a key principle of the Council's strategic financial planning principles. The purpose of this integration is designed to ensure that future funding is allocated in a manner that supports service delivery in terms of the plans and the effective management of Council's assets into the future, across each asset category and condition.

The Asset Plan will identify the operational and strategic practices and will ensure that Council manages assets across their lifecycle in a financially sustainable manner. The Asset Plan, and associated asset management policies, provide Council with a sound base to understand the risk associated with managing its assets for the community's benefit.

## 2. Financial Plan Context

This section describes the context and external / internal environment and consideration in determining the 10 year financial projections and assumptions.

### 2.1 Financial Policy Statements

This section defines the measures that demonstrates Council's financial sustainability in order to fund the aspirations of the Community Vision - Nillumbik 2040 and the four year Council Plan.

Policy Statement	Measure	Target	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31
Consistent underlying surplus results	Adjusted underlying result	>5%	-1.01%	0.16%	1.53%	2.45%	3.14%	3.67%	4.31%	4.85%	5.37%	6.05%
Ensure Council maintains sufficient working capital to meet its debt obligations as they fall due.	Current Assets / Current Liabilities	>1.5	1.80	1.33	1.17	1.17	1.15	1.30	1.47	1.69	1.93	2.26
Allocate adequate funds towards renewal capital in order to replace assets and infrastructure as they reach the end of their service life.	Asset renewal and upgrade expenses / Depreciation	100%	149.9%	113.4%	88.3%	77.4%	80.1%	91.0%	94.8%	90.1%	90.6%	76.9%
That Council applies loan funding to new capital and maintains total borrowings in line with rate income and growth of the municipality.	Total borrowings / Rate revenue	<60%	24.3%	19.2%	16.5%	13.9%	11.3%	8.7%	6.5%	4.6%	2.8%	1.1%
Council maintains sufficient unrestricted cash to ensure ongoing liquidity as well as to address unforeseen cash imposts if required.	Unrestricted cash / current liabilities	>80%	116.8%	60.2%	41.6%	38.5%	37.6%	43.6%	59.3%	80.9%	105.1%	135.7%
Council generates sufficient revenue from rates plus fees and charges to ensure a consistent funding for new and renewal capital.	Capital Outlays as a % of Own Source Revenue	>30%	35.2%	24.6%	20.5%	20.2%	19.1%	19.0%	19.0%	18.2%	18.1%	18.0%

## 2.1 Financial Policy Statements continued

As can be seen from the above table, the results across the indicators for the current financial year demonstrate that overall financial sustainability is being maintained through active management of Council's underlying financial practices. The forecast results in the outer years are indicating fluctuating trends highlight the reliance on grant funding.

The forecast **underlying surplus** results show a stabilising trend, reflecting limited growth in own-source revenue and maintenance of operational expenditure in line with service levels. The trend reinforces the reliance on external funding sources, such as grants from other levels of government.

Council's **liquidity** forecasts are stable and reflects liabilities, including borrowing maturities and a greater proportion of the provision for landfill rehabilitation, becoming current and cash balances lowering as capital projects are completed.

Council continues to invest in public infrastructure and community **asset renewal** with an underlying criteria being the renewal gap, to ensure Council's responsibility remains at a manageable level. The forecast results mirror the capital works program currently scheduled and in future years; and again highlights the reliance on external funding.

Council continues to repay its existing **loans and borrowings** and has budgeted to take out further loans in 2021/2022. This is offset by borrowing maturities schedule to occur each year, resulting in the declining overall debt balance and trend.

Council does not budget for non-recurrent grant funding where there is a high degree of uncertainty or lack of assurance of receipt. As such **unrestricted cash** balances fluctuate but remain at sustainable levels.

Council is highly reliant on external funding sources in order to achieve the desired level of **capital outlay**, as demonstrated in the forecast results.

## 2.2 Strategic Actions

The strategic actions are included in the 10-year financial plan.

1. That Council adopt the following statements as being an integral part of the budget setting process for current and future budgets.
2. That the working capital ratio be targeted to remain above a ratio of 1.5.
3. That capital expenditure on asset renewal projects (and upgrades that have a significant renewal component) be given priority over capital expenditure on new assets to achieve consistent and sustainable asset renewal.
4. That any new projects that require loan funding be given priority if the projects that are driven by legislative requirements, represent a significant benefit to Council's longer term sustainability, or will have proven cash flows in future periods to 'repay' the cash outlays required in the initial periods.
5. That Council consider the most appropriate fees and charges strategy so that adequate funds are recovered to offset operational expenses in annual and future budgets.

## 2.3 Assumptions to the financial plan statements

This section presents information in regard to the assumptions to the Comprehensive Income Statement for the 10 years from 2021/22 to 2030/31.

Description and table of annual escalations, for the 10 year period, for each income and expenditure line item contained in the Comprehensive Income Statement.

Escalation Factors	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31
CPI (source: 2021-2022 Victorian [State Government] Budget)	1.50%	1.75%	2.00%	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%
Growth (assessments)	130	130	130	130	130	130	130	130	130	130
Rates and charges	1.50%	1.75%	2.00%	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%
Statutory fees and fines	1.50%	1.75%	2.00%	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%
User fees	1.50%	1.75%	2.00%	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%
Grants - operating	1.50%	1.75%	2.00%	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%
Grants - capital	Capital grants are forecast in line with anticipated capital works.									
Interest revenue	0.50%	0.40%	0.70%	0.80%	0.80%	1.00%	1.00%	1.25%	1.25%	1.25%
Contributions - monetary	1.50%	1.75%	2.00%	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%
Other income	1.50%	1.75%	2.00%	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%
Employee costs	1.50%	1.75%	2.00%	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%
Materials and services	1.50%	1.75%	2.00%	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%
Depreciation & amortisation	Budgeted depreciation and amortisation is based on current depreciation, plus an increase based on budgeted capital works, less a retirement/ renewal factor.									
Other expenses	1.50%	1.75%	2.00%	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%

### 2.3.1 Rates and charges

Rate revenue will increase by 1.50% for the 2021-22 year, based on the state government rate cap, with estimated future annual increases based of 1.75%, 2.00% and 2.25% per annum for the ensuing years of the long term financial plan.

Waste charges are estimated to increase in line with the CPI growth increases to ensure Council continues to recover the full costs of providing waste services and to rehabilitate former landfill sites at Plenty and Kangaroo Ground.

### 2.3.2 Statutory fees and fines □

The Financial Plan indexes statutory fees, set by legislation, according on the estimated annual rate of CPI.

### 2.3.3 User fees

User charges relate mainly to the recovery of service delivery costs through the charging of fees. The key principle for determining the level of user charges has been to ensure that increases are generally consistent with cost increases.

Revenue increases for the ensuing years are in line with growth assumptions in the state government rate cap.

### 2.3.4 Grants □

Operating grants include all monies received from State and Federal sources for the purposes of funding the delivery of Council's services. Overall, the level of operating grants is expected to decrease by 19.29 percent or \$1.226 million. This is mainly due to a large number one-off non-recurrent grants received in 2020-21.

### 2.3.5 Contributions □

Council receives contributions from developers. These contributions represent funds to enable council to provide the necessary infrastructure and infrastructure improvements to accommodate development growth. The contributions are for specific purposes and require Council to outlay funds for infrastructure works before receipt of this income source. These contributions are statutory contributions and are transferred to a restricted reserve until utilised for a specific purpose through the capital works program or delivered as works in kind by developers.

### 2.3.6 Other income

Revenue from other income mainly comprises investment income plus the recovery income from a variety of sources and rental income received from the hire of Council buildings.

### 2.3.7 Employee costs

Employee costs include all labour related expenditure including; wages and salaries and on-costs for both casual employees and permanent employees. Salaries and wages have been increased based on Council's Enterprise Agreement which provides a 1.8 percent increase. The superannuation rate has been increased to 10 percent to reflect changes in the superannuation guarantee legislation.

The ensuing years, reflect annual increases of 1.9 percent for 2022-23 and 2.0 percent up to 2030-31 to provide for annual EBA increases.

### 2.3.8 Materials and services □

Material costs include items required for the maintenance and repairs of Council buildings, roads, drains and footpaths. Other associated costs included under this category are utilities and purchase of consumable items for a range of services. Council also utilises external expertise on a range of matters. These costs are kept to within CPI levels year on year.

#### **2.3.9 Depreciation & amortisation**

Depreciation is an accounting measure which allocates the value of Council's property, plant and equipment including infrastructure such as roads and drains assets over their useful life. Depreciation and amortisation is based on prior year depreciation, plus an increase based on budgeted capital works, less a retirement/ renewal factor.

#### **2.3.10 Borrowing costs**

Borrowing costs comprise the interest expense to service Council's loan portfolio that is described in Section 5.1 Borrowing Plan.

#### **2.3.11 Other expenses**

Other expenses include administration costs such as Councillor allowances, election costs, sponsorships, partnerships, community grants, lease expenditure, fire services property levy, audit costs and other costs associated with the day to day running of Council.

### **3. Financial Plan Statements**

This section presents information in regard to the Financial Plan Statements for the 10 years from 2021/22 to 2030/31.

The appendix includes the following budgeted information:

- Comprehensive Income Statement
- Balance Sheet
- Statement of Changes in Equity
- Statement of Cash Flows
- Statement of Capital Works
- Statement of Human Resources

**Comprehensive Income Statement**  
**For the five years ending 30 June 2026**

	Financial Plan Projections				
	2021-22	2022-23	2023-24	2024-25	2025-26
	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Income</b>					
Rates and charges	69,953	72,409	74,425	76,517	78,678
Statutory fees and fines	1,916	1,950	1,989	2,034	2,079
User fees	16,504	16,817	17,127	17,599	18,065
Grants - operating	5,131	5,116	5,219	5,336	5,456
Grants - capital	2,809	5,105	5,205	5,905	5,705
Contributions - monetary	119	121	123	1,480	129
Contributions - non-monetary	-	-	-	-	-
Net gain/(loss) on disposal of property, infrastructure, plant and equipment	-	-	-	-	-
Share of net profits/(losses) of associates	-	-	-	-	-
Other income	1,137	1,153	1,172	1,195	1,218
<b>Total income</b>	<b>97,569</b>	<b>102,671</b>	<b>105,260</b>	<b>110,066</b>	<b>111,330</b>
<b>Expenses</b>					
Employee costs	37,035	37,708	38,460	39,228	40,179
Materials and services	39,294	40,409	40,654	41,553	42,472
Depreciation and amortisation	12,352	12,430	12,506	12,595	12,672
Bad and doubtful debts	-	-	-	-	-
Amortisation - right of use assets	420	110	110	55	55
Borrowing costs	583	621	550	477	400
Finance costs - leases	12	9	6	4	3
Other expenses	5,897	6,000	6,120	6,258	6,399
<b>Total expenses</b>	<b>95,593</b>	<b>97,287</b>	<b>98,406</b>	<b>100,170</b>	<b>102,180</b>
<b>Surplus / (deficit) for the year</b>	<b>1,976</b>	<b>5,384</b>	<b>6,854</b>	<b>9,896</b>	<b>9,150</b>
<b>Other comprehensive income</b>					
<b>Items that will not be reclassified to surplus or deficit in future periods</b>					
Net asset revaluation increment	-	-	-	-	-
Share of other comprehensive income of associates	-	-	-	-	-
<b>Items that may be reclassified to surplus or deficit in future periods</b>					
<b>Total comprehensive result</b>	<b>1,976</b>	<b>5,384</b>	<b>6,854</b>	<b>9,896</b>	<b>9,150</b>

**Comprehensive Income Statement**  
**For the five years ending 30 June 2031**

	Financial Plan Projections				
	2026-27	2027-28	2028-29	2029-30	2030-31
	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Income</b>					
Rates and charges	80,891	83,176	85,516	87,932	90,407
Statutory fees and fines	2,126	2,174	2,223	2,273	2,324
User fees	18,380	18,783	19,195	19,627	20,069
Grants - operating	5,579	5,704	5,833	5,964	6,098
Grants - capital	5,955	6,055	5,855	6,155	6,255
Contributions - monetary	131	134	137	141	144
Contributions - non-monetary	-	-	-	-	-
Net gain/(loss) on disposal of property, infrastructure, plant and equipment	-	-	-	-	-
Share of net profits/(losses) of associates	-	-	-	-	-
Other income	1,242	1,266	1,292	1,318	1,345
<b>Total income</b>	<b>114,304</b>	<b>117,292</b>	<b>120,051</b>	<b>123,410</b>	<b>126,642</b>
<b>Expenses</b>					
Employee costs	41,154	42,151	43,171	44,216	45,098
Materials and services	43,412	44,373	45,356	46,361	47,388
Bad and doubtful debts	-	-	-	-	-
Depreciation and amortisation	12,777	12,865	12,992	13,136	13,264
Amortisation - right of use assets	37	-	-	-	-
Borrowing costs	318	237	170	119	66
Finance costs - leases	1	-	-	-	-
Other expenses	6,543	6,690	6,840	6,994	7,152
<b>Total expenses</b>	<b>104,242</b>	<b>106,316</b>	<b>108,529</b>	<b>110,826</b>	<b>112,968</b>
<b>Surplus (deficit) for the year</b>	<b>10,062</b>	<b>10,976</b>	<b>11,522</b>	<b>12,584</b>	<b>13,674</b>
<b>Other comprehensive income</b>					
<b>Items that will not be reclassified to surplus or deficit in future periods</b>					
Net asset revaluation increment	-	-	-	-	-
Share of other comprehensive income of associates	-	-	-	-	-
<b>Items that may be reclassified to surplus or deficit in future periods</b>					
<b>Total comprehensive result</b>	<b>10,062</b>	<b>10,976</b>	<b>11,522</b>	<b>12,584</b>	<b>13,674</b>

## Balance Sheet

For the five years ending 30 June 2026

	Financial Plan Projections				
	2021-22	2022-23	2023-24	2024-25	2025-26
	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Current assets</b>					
Cash and cash equivalents	33,409	20,673	16,921	16,501	16,591
Trade and other receivables	5,854	6,160	6,315	6,604	6,680
Other financial assets	250	250	250	250	250
Non-current assets classified as held for sale	-	-	-	-	-
Other assets	18	19	19	19	19
<b>Total current assets</b>	<b>39,531</b>	<b>27,102</b>	<b>23,505</b>	<b>23,374</b>	<b>23,540</b>
<b>Non-current assets</b>					
Trade and other receivables	454	363	291	233	186
Other financial assets	5	5	5	5	5
Investments in associates and joint arrangement and subsidiaries	1,471	1,471	1,471	1,471	1,471
Property, infrastructure, plant & equipment	978,950	988,908	995,557	1,002,347	1,008,505
Right-of-use assets	367	257	147	92	37
Investment property	-	-	-	-	-
Intangible assets	-	-	-	-	-
<b>Total non-current assets</b>	<b>981,247</b>	<b>991,004</b>	<b>997,471</b>	<b>1,004,148</b>	<b>1,010,204</b>
<b>Total assets</b>	<b>1,020,778</b>	<b>1,018,106</b>	<b>1,020,976</b>	<b>1,027,522</b>	<b>1,033,744</b>
<b>Current liabilities</b>					
Trade and other payables	5,135	5,261	5,320	5,435	5,559
Trust funds and deposits	1,925	1,925	1,925	1,925	1,925
Provisions	11,054	10,196	9,896	9,326	9,756
Unearned grants and contract liabilities	702	1,276	1,301	1,476	1,426
Interest-bearing liabilities	3,063	1,601	1,673	1,751	1,808
Lease liabilities	112	112	55	55	36
<b>Total current liabilities</b>	<b>21,991</b>	<b>20,371</b>	<b>20,170</b>	<b>19,968</b>	<b>20,511</b>
<b>Non-current liabilities</b>					
Provisions	15,022	12,245	9,907	8,283	6,374
Interest-bearing liabilities	13,903	12,302	10,629	8,878	7,070
Lease liabilities	258	145	91	36	-
<b>Total non-current liabilities</b>	<b>29,183</b>	<b>24,692</b>	<b>20,627</b>	<b>17,197</b>	<b>13,444</b>
<b>Total liabilities</b>	<b>51,175</b>	<b>45,063</b>	<b>40,797</b>	<b>37,165</b>	<b>33,955</b>
<b>Net assets</b>	<b>969,603</b>	<b>973,043</b>	<b>980,179</b>	<b>990,357</b>	<b>999,789</b>
<b>Equity</b>					
Accumulated surplus	411,374	422,610	431,651	441,399	450,912
Reserves	558,229	550,433	548,528	548,958	548,877
<b>Total equity</b>	<b>969,603</b>	<b>973,043</b>	<b>980,179</b>	<b>990,357</b>	<b>999,789</b>

## Balance Sheet

For the five years ending 30 June 2031

	Financial Plan Projections				
	2026-27	2027-28	2028-29	2029-30	2030-31
	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Current assets</b>					
Cash and cash equivalents	17,234	20,337	24,697	29,938	35,764
Trade and other receivables	6,858	7,038	7,202	7,404	7,598
Other financial assets	250	250	250	250	250
Non-current assets classified as held for sale	-	-	-	-	-
Other assets	19	19	20	20	20
<b>Total current assets</b>	<b>24,361</b>	<b>27,644</b>	<b>32,169</b>	<b>37,612</b>	<b>43,632</b>
<b>Non-current assets</b>					
Trade and other receivables	149	119	95	76	61
Other financial assets	5	5	5	5	5
Investments in associates and joint arrangement and subsidiaries	1,471	1,471	1,471	1,471	1,471
Property, infrastructure, plant & equipment	1,014,689	1,021,310	1,027,452	1,033,809	1,040,578
Right-of-use assets	-	-	-	-	-
Investment property	-	-	-	-	-
Intangible assets	-	-	-	-	-
<b>Total non-current assets</b>	<b>1,016,314</b>	<b>1,022,905</b>	<b>1,029,023</b>	<b>1,035,361</b>	<b>1,042,115</b>
<b>Total assets</b>	<b>1,040,675</b>	<b>1,050,549</b>	<b>1,061,192</b>	<b>1,072,973</b>	<b>1,085,747</b>
<b>Current liabilities</b>					
Trade and other payables	5,685	5,815	5,945	6,081	6,213
Trust funds and deposits	1,925	1,925	1,925	1,925	1,925
Provisions	7,985	8,136	8,291	8,448	8,609
Unearned grants and contract liabilities	1,489	1,514	1,464	1,539	1,564
Interest-bearing liabilities	1,701	1,412	1,464	1,517	977
Lease liabilities	-	-	-	-	-
<b>Total current liabilities</b>	<b>18,785</b>	<b>18,802</b>	<b>19,089</b>	<b>19,510</b>	<b>19,288</b>
<b>Non-current liabilities</b>					
Provisions	6,386	6,398	6,411	6,424	6,437
Interest-bearing loans and borrowings	5,369	3,957	2,494	977	-
Lease liabilities	-	-	-	-	-
<b>Total non-current liabilities</b>	<b>11,755</b>	<b>10,355</b>	<b>8,905</b>	<b>7,401</b>	<b>6,437</b>
<b>Total liabilities</b>	<b>30,540</b>	<b>29,157</b>	<b>27,994</b>	<b>26,911</b>	<b>25,725</b>
<b>Net assets</b>	<b>1,010,135</b>	<b>1,021,392</b>	<b>1,033,198</b>	<b>1,046,062</b>	<b>1,060,022</b>
<b>Equity</b>					
Accumulated surplus	460,725	471,352	483,060	495,396	508,754
Reserves	549,410	550,040	550,138	550,666	551,268
<b>Total equity</b>	<b>1,010,135</b>	<b>1,021,392</b>	<b>1,033,198</b>	<b>1,046,062</b>	<b>1,060,022</b>

### Statement of Changes in Equity

For the five years ending 30 June 2026

\* Balances at the end of the financial year may be subject to rounding differences.

	Total \$'000	Accum Surplus \$'000	Revaluation Reserve \$'000	Other Reserves \$'000
<b>2022</b>				
Balance at beginning of the financial year	971,121	400,003	523,226	47,892
Adjustment on change in accounting policy	-	-	-	-
Surplus / (deficit) for the year	1,976	1,976	-	-
Net asset revaluation increment / (decrement)	-	-	-	-
Transfer to other reserves	2,261	(20,998)	-	23,259
Transfer from other reserves	(5,755)	30,393	-	(36,148)
<b>Balance at end of the financial year</b>	<b>969,603</b>	<b>411,374</b>	<b>523,226</b>	<b>35,003</b>
<b>2023</b>				
Balance at beginning of the financial year	969,603	411,374	523,226	35,003
Adjustment on change in accounting policy	-	-	-	-
Surplus / (deficit) for the year	5,384	5,384	-	-
Net asset revaluation increment / (decrement)	-	-	-	-
Transfer to other reserves	2,267	(15,146)	-	17,413
Transfer from other reserves	(4,211)	20,998	-	(25,209)
<b>Balance at end of the financial year</b>	<b>973,043</b>	<b>422,610</b>	<b>523,226</b>	<b>27,207</b>
<b>2024</b>				
Balance at beginning of the financial year	973,043	422,610	523,226	27,207
Adjustment on change in accounting policy	-	-	-	-
Surplus / (deficit) for the year	6,854	6,854	-	-
Net asset revaluation increment / (decrement)	-	-	-	-
Transfer to other reserves	2,250	(12,959)	-	15,209
Transfer from other reserves	(1,968)	15,146	-	(17,114)
<b>Balance at end of the financial year</b>	<b>980,179</b>	<b>431,651</b>	<b>523,226</b>	<b>25,302</b>
<b>2025</b>				
Balance at beginning of the financial year	980,179	431,651	523,226	25,302
Adjustment on change in accounting policy	-	-	-	-
Surplus / (deficit) for the year	9,896	9,896	-	-
Net asset revaluation increment / (decrement)	-	-	-	-
Transfer to other reserves	2,249	(13,107)	-	15,356
Transfer from other reserves	(1,967)	12,959	-	(14,926)
<b>Balance at end of the financial year</b>	<b>990,357</b>	<b>441,399</b>	<b>523,226</b>	<b>25,732</b>
<b>2026</b>				
Balance at beginning of the financial year	990,357	441,399	523,226	25,732
Adjustment on change in accounting policy	-	-	-	-
Surplus / (deficit) for the year	9,150	9,150	-	-
Net asset revaluation increment / (decrement)	-	-	-	-
Transfer to other reserves	2,249	(12,744)	-	14,993
Transfer from other reserves	(1,967)	13,107	-	(15,074)
<b>Balance at end of the financial year</b>	<b>999,789</b>	<b>450,912</b>	<b>523,226</b>	<b>25,651</b>

### Statement of Changes in Equity Projections

For the five years ending 30 June 2031

\* Balances at the end of the financial year may be subject to rounding differences.

	Total \$'000	Accum Surplus \$'000	Revaluation Reserve \$'000	Other Reserves \$'000
<b>2027</b>				
Balance at beginning of the financial year	999,789	450,912	523,226	25,651
Adjustment on change in accounting policy	-	-	-	-
Surplus / (deficit) for the year	10,062	10,062	-	-
Net asset revaluation increment / (decrement)	-	-	-	-
Transfer to other reserves	2,249	(12,993)	-	15,242
Transfer from other reserves	(1,965)	12,744	-	(14,709)
<b>Balance at end of the financial year</b>	<b>1,010,135</b>	<b>460,725</b>	<b>523,226</b>	<b>26,184</b>
<b>2028</b>				
Balance at beginning of the financial year	1,010,135	460,725	523,226	26,184
Adjustment on change in accounting policy	-	-	-	-
Surplus / (deficit) for the year	10,976	10,976	-	-
Net asset revaluation increment / (decrement)	-	-	-	-
Transfer to other reserves	2,289	(13,342)	-	15,631
Transfer from other reserves	(2,008)	12,993	-	(15,001)
<b>Balance at end of the financial year</b>	<b>1,021,392</b>	<b>471,352</b>	<b>523,226</b>	<b>26,814</b>
<b>2029</b>				
Balance at beginning of the financial year	1,021,392	471,352	523,226	26,814
Adjustment on change in accounting policy	-	-	-	-
Surplus / (deficit) for the year	11,522	11,522	-	-
Net asset revaluation increment / (decrement)	-	-	-	-
Transfer to other reserves	1,089	(13,156)	-	14,245
Transfer from other reserves	(805)	13,342	-	(14,147)
<b>Balance at end of the financial year</b>	<b>1,033,198</b>	<b>483,060</b>	<b>523,226</b>	<b>26,912</b>
<b>2030</b>				
Balance at beginning of the financial year	1,033,198	483,060	523,226	26,912
Adjustment on change in accounting policy	-	-	-	-
Surplus / (deficit) for the year	12,584	12,584	-	-
Net asset revaluation increment / (decrement)	-	-	-	-
Transfer to other reserves	1,089	(13,404)	-	14,493
Transfer from other reserves	(809)	13,156	-	(13,965)
<b>Balance at end of the financial year</b>	<b>1,046,062</b>	<b>495,396</b>	<b>523,226</b>	<b>27,440</b>
<b>2031</b>				
Balance at beginning of the financial year	1,046,062	495,396	523,226	27,440
Adjustment on change in accounting policy	-	-	-	-
Surplus / (deficit) for the year	13,674	13,674	-	-
Net asset revaluation increment / (decrement)	-	-	-	-
Transfer to other reserves	1,089	(13,720)	-	14,809
Transfer from other reserves	(803)	13,404	-	(14,207)
<b>Balance at end of the financial year</b>	<b>1,060,022</b>	<b>508,754</b>	<b>523,226</b>	<b>28,042</b>

## Statement Cash Flows

For the five years ending 30 June 2026

\* Balances at the end of the financial year may be subject to rounding differences.

	Financial Plan Projections				
	2021-22	2022-23	2023-24	2024-25	2025-26
	\$'000	\$'000	\$'000	\$'000	\$'000
	Inflows / (Outflows)	Inflows / (Outflows)	Inflows / (Outflows)	Inflows / (Outflows)	Inflows / (Outflows)
<b>Cash flows from operating activities</b>					
Rates and charges	71,351	72,255	74,373	76,344	78,664
Statutory fees and fines	1,996	1,935	1,981	2,020	2,075
User fees	16,584	16,802	17,119	17,585	18,061
Grants - operating	5,211	5,101	5,211	5,322	5,452
Grants - capital	(4,276)	5,664	5,222	6,066	5,651
Contributions - monetary	119	121	123	1,480	129
Interest received	271	272	274	276	278
Trust funds and deposits taken	-	-	-	-	-
Other receipts	866	881	898	920	939
Employee costs	(36,888)	(37,559)	(38,308)	(39,073)	(40,021)
Materials and services	(45,244)	(45,741)	(43,379)	(43,782)	(43,979)
Trust funds and deposits repaid	-	-	-	-	-
Other payments	(5,895)	(6,001)	(6,118)	(6,260)	(6,397)
<b>Net cash provided by / (used in) operating activities</b>	<b>4,096</b>	<b>13,730</b>	<b>17,396</b>	<b>20,898</b>	<b>20,852</b>
<b>Cash flows from investing activities</b>					
Payments for property, infrastructure, plant and equipment	(32,310)	(22,661)	(18,879)	(19,109)	(18,553)
Proceeds from sale of property, infrastructure, plant and equipment	750	-	-	-	-
Payments for investments	-	-	-	-	-
Proceeds from sale of investments	-	-	-	-	-
<b>Net cash provided by / (used in) investing activities</b>	<b>(31,560)</b>	<b>(22,661)</b>	<b>(18,879)</b>	<b>(19,109)</b>	<b>(18,553)</b>
<b>Cash flows from financing activities</b>					
Finance costs	(583)	(621)	(550)	(477)	(400)
Proceeds from borrowings	7,000	-	-	-	-
Repayment of borrowings	(3,426)	(3,063)	(1,601)	(1,673)	(1,750)
Interest paid - lease liability	(12)	(9)	(6)	(4)	(3)
Repayment of lease liabilities	(428)	(112)	(112)	(55)	(55)
<b>Net cash provided by / (used in) financing activities</b>	<b>2,551</b>	<b>(3,805)</b>	<b>(2,269)</b>	<b>(2,209)</b>	<b>(2,208)</b>
<b>Net increase / (decrease) in cash &amp; cash equivalents</b>	<b>(24,913)</b>	<b>(12,736)</b>	<b>(3,752)</b>	<b>(420)</b>	<b>91</b>
Cash and cash equivalents at the beginning of the financial year	58,322	33,409	20,673	16,921	16,501
<b>Cash and cash equivalents at the end of the financial year</b>	<b>33,409</b>	<b>20,673</b>	<b>16,921</b>	<b>16,501</b>	<b>16,591</b>

## Statement of Cash Flows

For the five years ending 30 June 2031

\* Balances at the end of the financial year may be subject to rounding differences.

	Financial Plan Projections				
	2026-27	2027-28	2028-29	2029-30	2030-31
	\$'000	\$'000	\$'000	\$'000	\$'000
	Inflows / (Outflows)	Inflows / (Outflows)	Inflows / (Outflows)	Inflows / (Outflows)	Inflows / (Outflows)
<b>Cash flows from operating activities</b>					
Rates and charges	80,785	83,062	85,407	87,790	90,267
Statutory fees and fines	2,117	2,165	2,215	2,263	2,314
User fees	18,371	18,774	19,187	19,617	20,059
Grants - operating	5,570	5,695	5,825	5,954	6,088
Grants - capital	6,009	6,071	5,797	6,220	6,270
Contributions - monetary	131	134	137	141	144
Interest received	281	284	288	291	295
Trust funds and deposits taken	-	-	-	-	-
Other receipts	961	982	1,004	1,027	1,050
Employee costs	(40,993)	(41,987)	(43,004)	(44,046)	(44,924)
Materials and services	(45,198)	(44,238)	(45,216)	(46,221)	(47,246)
Trust funds and deposits repaid	-	-	-	-	-
Other payments	(6,543)	(6,690)	(6,840)	(6,994)	(7,151)
<b>Net cash provided by / (used in) operating activities</b>	<b>21,491</b>	<b>24,252</b>	<b>24,800</b>	<b>26,042</b>	<b>27,166</b>
<b>Cash flows from investing activities</b>					
Payments for property, infrastructure, plant and equipment	(18,922)	(19,440)	(19,163)	(19,529)	(20,010)
Proceeds from sale of property, infrastructure, plant and equipment	237	229	306	311	253
Payments for investments	-	-	-	-	-
Proceeds from sale of investments	-	-	-	-	-
<b>Net cash provided by / (used in) investing activities</b>	<b>(18,685)</b>	<b>(19,211)</b>	<b>(18,857)</b>	<b>(19,218)</b>	<b>(19,757)</b>
<b>Cash flows from financing activities</b>					
Finance costs	(318)	(237)	(170)	(119)	(66)
Proceeds from borrowings	-	-	-	-	-
Repayment of borrowings	(1,808)	(1,701)	(1,412)	(1,463)	(1,517)
Interest paid - lease liability	(1)	-	-	-	-
Repayment of lease liabilities	(36)	-	-	-	-
<b>Net cash provided by / (used in) financing activities</b>	<b>(2,163)</b>	<b>(1,938)</b>	<b>(1,582)</b>	<b>(1,582)</b>	<b>(1,583)</b>
<b>Net increase / (decrease) in cash &amp; cash equivalents</b>	<b>643</b>	<b>3,103</b>	<b>4,360</b>	<b>5,242</b>	<b>5,826</b>
Cash and cash equivalents at the beginning of the financial year	16,591	17,234	20,337	24,697	29,938
<b>Cash and cash equivalents at the end of the financial year</b>	<b>17,234</b>	<b>20,337</b>	<b>24,697</b>	<b>29,938</b>	<b>35,764</b>

# Statement of Capital Works

For the five years ending 30 June 2026

	Financial Plan Projections				
	2021-22 \$'000	2022-23 \$'000	2023-24 \$'000	2024-25 \$'000	2025-26 \$'000
<b>Property</b>					
Land	-	-	-	-	-
Land improvements	-	-	-	-	-
<b>Total land</b>	-	-	-	-	-
Buildings	1,991	1,489	1,574	1,307	912
Heritage buildings	-	-	-	-	-
Building improvements	-	-	-	-	-
Leasehold improvements	-	-	-	-	-
<b>Total buildings</b>	<b>1,991</b>	<b>1,489</b>	<b>1,574</b>	<b>1,307</b>	<b>912</b>
<b>Total property</b>	<b>1,991</b>	<b>1,489</b>	<b>1,574</b>	<b>1,307</b>	<b>912</b>
<b>Plant and equipment</b>					
Heritage plant and equipment	-	-	-	-	-
Plant, machinery and equipment	957	683	585	558	559
Fixtures, fittings and furniture	60	175	223	269	295
Computers and telecommunications	-	-	-	-	-
Library books	-	-	-	-	-
<b>Total plant and equipment</b>	<b>1,017</b>	<b>858</b>	<b>808</b>	<b>827</b>	<b>854</b>
<b>Infrastructure</b>					
Roads	5,113	3,378	3,344	3,949	3,677
Bridges	835	424	260	209	190
Footpaths and cycleways	1,514	1,124	987	947	953
Drainage	453	571	618	667	704
Recreational, leisure and community facilities	14,617	8,178	5,210	4,604	4,123
Waste management	3,786	2,790	2,350	1,636	1,920
Parks, open space and streetscapes	967	561	413	546	486
Aerodromes	-	-	-	-	-
Off street car parks	-	-	-	-	-
Other infrastructure	1,204	3,346	3,875	4,967	5,294
<b>Total infrastructure</b>	<b>28,488</b>	<b>20,372</b>	<b>17,057</b>	<b>17,525</b>	<b>17,348</b>
<b>Total capital works expenditure</b>	<b>31,496</b>	<b>22,719</b>	<b>19,439</b>	<b>19,660</b>	<b>19,114</b>
<b>Represented by:</b>					
New asset expenditure	271	647	541	1,321	82
Asset renewal expenditure	18,520	14,100	11,041	9,753	10,156
Asset expansion expenditure	1,225	1,070	3,128	3,132	3,016
Asset upgrade expenditure	11,480	6,902	4,729	5,454	5,861
<b>Total capital works expenditure</b>	<b>31,496</b>	<b>22,719</b>	<b>19,439</b>	<b>19,660</b>	<b>19,115</b>
<b>Funding sources represented by:</b>					
Grants	4,003	6,877	5,865	6,291	5,817
Contributions	-	-	-	-	-
Council cash	20,493	15,842	13,574	13,369	13,298
Proceeds on sale of assets	-	-	-	-	-
Borrowings	7,000	-	-	-	-
<b>Total capital works expenditure</b>	<b>31,496</b>	<b>22,719</b>	<b>19,439</b>	<b>19,660</b>	<b>19,115</b>

### Statement of Capital Works

For the five years ending 30 June 2031

	Financial Plan Projections				
	2026-27 \$'000	2027-28 \$'000	2028-29 \$'000	2029-30 \$'000	2030-31 \$'000
<b>Property</b>					
Land	-	-	-	-	-
Land improvements	-	-	-	-	-
<b>Total land</b>	-	-	-	-	-
Buildings	977	715	622	600	604
Heritage buildings	-	-	-	-	-
Building improvements	-	-	-	-	-
Leasehold improvements	-	-	-	-	-
<b>Total buildings</b>	<b>977</b>	<b>715</b>	<b>622</b>	<b>600</b>	<b>604</b>
<b>Total property</b>	<b>977</b>	<b>715</b>	<b>622</b>	<b>600</b>	<b>604</b>
<b>Plant and equipment</b>					
Heritage plant and equipment	-	-	-	-	-
Plant, machinery and equipment	761	596	894	1,014	760
Fixtures, fittings and furniture	313	327	347	367	383
Computers and telecommunications	-	-	-	-	-
Library books	-	-	-	-	-
<b>Total plant and equipment</b>	<b>1,074</b>	<b>923</b>	<b>1,241</b>	<b>1,380</b>	<b>1,143</b>
<b>Infrastructure</b>					
Roads	3,010	2,797	3,057	3,215	3,626
Bridges	197	298	233	210	203
Footpaths and cycleways	972	1,001	1,153	1,238	1,416
Drainage	736	769	796	829	860
Recreational, leisure and community facilities	3,911	3,920	4,010	4,154	5,802
Waste management	1,464	1,306	522	209	84
Parks, open space and streetscapes	471	383	477	524	550
Aerodromes	-	-	-	-	-
Off street car parks	-	-	-	-	-
Other infrastructure	6,677	7,902	7,622	7,747	6,292
<b>Total infrastructure</b>	<b>17,438</b>	<b>18,374</b>	<b>17,871</b>	<b>18,125</b>	<b>18,833</b>
<b>Total capital works expenditure</b>	<b>19,489</b>	<b>20,012</b>	<b>19,734</b>	<b>20,105</b>	<b>20,580</b>
<b>Represented by:</b>					
New asset expenditure	100	256	81	78	1,064
Asset renewal expenditure	11,623	12,195	11,704	11,904	10,195
Asset expansion expenditure	1,358	889	945	965	996
Asset upgrade expenditure	6,408	6,672	7,004	7,158	8,324
<b>Total capital works expenditure</b>	<b>19,489</b>	<b>20,012</b>	<b>19,734</b>	<b>20,105</b>	<b>20,579</b>
<b>Funding sources represented by:</b>					
Grants	5,882	5,952	5,910	6,080	6,161
Contributions	-	-	-	-	-
Council cash	13,607	14,060	13,824	14,025	14,418
Proceeds on sale of assets	-	-	-	-	-
Reimbursements	-	-	-	-	-
Borrowings	-	-	-	-	-
<b>Total capital works expenditure</b>	<b>19,489</b>	<b>20,012</b>	<b>19,734</b>	<b>20,105</b>	<b>20,579</b>

### Statement of Human Resources

For the five years ending 30 June 2026

	Financial Plan Projections				
	2021-22 \$'000	2022-23 \$'000	2023-24 \$'000	2024-25 \$'000	2025-26 \$'000
<b>Staff expenditure</b>					
Employee costs - operating	35,940	36,659	37,392	38,140	38,903
Employee costs - capital	-	-	-	-	-
<b>Total staff expenditure</b>	<b>35,940</b>	<b>36,659</b>	<b>37,392</b>	<b>38,140</b>	<b>38,903</b>
	EFT	EFT	EFT	EFT	EFT
<b>Staff numbers</b>					
Permanent EFT numbers	314.43	314.43	314.43	314.43	314.43
Limited tenures	7.16	8.00	6.00	4.00	4.00
<b>Total staff numbers</b>	<b>321.59</b>	<b>322.43</b>	<b>320.43</b>	<b>318.43</b>	<b>318.43</b>

### Statement of Human Resources

For the five years ending 30 June 2031

	Financial Plan Projections				
	2026-27 \$'000	2027-28 \$'000	2028-29 \$'000	2029-30 \$'000	2030-31 \$'000
<b>Staff expenditure</b>					
Employee costs - operating	39,681	40,474	41,284	42,109	42,952
Employee costs - capital	-	-	-	-	-
<b>Total staff expenditure</b>	<b>39,681</b>	<b>40,474</b>	<b>41,284</b>	<b>42,109</b>	<b>42,952</b>
	EFT	EFT	EFT	EFT	EFT
<b>Staff numbers</b>					
Permanent EFT numbers	314.43	314.43	314.43	314.43	314.43
Limited tenures	4.00	4.00	4.00	4.00	4.00
<b>Total staff numbers</b>	<b>318.43</b>	<b>318.43</b>	<b>318.43</b>	<b>318.43</b>	<b>318.43</b>

A summary of human resources expenditure categorised according to the organisational structure is included below:

Directorate	Composition				
	Budget	Permanent		Casual	Temp
	2021-22 \$'000	Full time \$'000	Part time \$'000	\$'000	\$'000
Operations and Infrastructure	13,542	11,650	1,452	-	440
Planning and Community Safety	7,787	6,252	1,535	-	-
Community Services	6,043	2,925	2,827	-	291
Corporate Services	6,022	5,552	470	-	-
Governance, Communications and Engagement	2,546	2,383	163	-	-
<b>Total expenditure</b>	<b>35,940</b>	<b>28,762</b>	<b>6,447</b>	<b>-</b>	<b>731</b>

A summary of the number of full time equivalent (FTE) Council staff in relation to the above expenditure is included below:

Directorate	Composition			
	Budget	Permanent	Temp	
	2021-22	Full time	Part time	
Operations and Infrastructure	129.32	109.85	15.07	4.40
Planning and Community Safety	71.19	53.00	18.19	-
Community Services	53.60	24.00	26.84	2.76
Corporate Services	46.48	41.60	4.88	-
Governance, Communications and Engagement	21.00	19.00	2.00	-
<b>Total staff</b>	<b>321.59</b>	<b>247.45</b>	<b>66.98</b>	<b>7.16</b>

**Summary of Planned Human Resources Expenditure**  
For the five years ending 30 June 2026

	Financial Plan Projections				
	2021-22 \$'000	2022-23 \$'000	2023-24 \$'000	2024-25 \$'000	2025-26 \$'000
<b>Operations and Infrastructure</b>					
Permanent - Full time	11,650	11,871	12,108	12,350	12,597
Female	2,992	3,048	3,109	3,171	3,234
Male	8,658	8,823	8,999	9,179	9,363
Self-described gender	-	-	-	-	-
Permanent - Part time	1,452	1,480	1,509	1,539	1,570
Female	611	623	635	648	661
Male	841	857	874	891	909
Self-described gender	-	-	-	-	-
<b>Total Operations and Infrastructure</b>	<b>13,102</b>	<b>13,351</b>	<b>13,617</b>	<b>13,889</b>	<b>14,167</b>
<b>Planning and Community Safety</b>					
Permanent - Full time	6,252	6,371	6,498	6,628	6,761
Female	3,287	3,350	3,417	3,485	3,555
Male	2,965	3,021	3,081	3,143	3,206
Self-described gender	-	-	-	-	-
Permanent - Part time	1,535	1,564	1,595	1,627	1,659
Female	999	1,018	1,038	1,059	1,080
Male	536	546	557	568	579
Self-described gender	-	-	-	-	-
<b>Total Planning and Community Safety</b>	<b>7,787</b>	<b>7,935</b>	<b>8,093</b>	<b>8,255</b>	<b>8,420</b>
<b>Community Services</b>					
Permanent - Full time	2,925	2,981	3,041	3,102	3,164
Female	2,688	2,739	2,794	2,850	2,907
Male	237	242	247	252	257
Self-described gender	-	-	-	-	-
Permanent - Part time	2,827	2,881	2,938	2,996	3,056
Female	2,762	2,815	2,871	2,928	2,987
Male	65	66	67	68	69
Self-described gender	-	-	-	-	-
<b>Total Community Services</b>	<b>5,752</b>	<b>5,862</b>	<b>5,979</b>	<b>6,098</b>	<b>6,220</b>
<b>Corporate Services</b>					
Permanent - Full time	5,551	5,657	5,771	5,886	6,003
Female	2,234	2,277	2,323	2,369	2,416
Male	3,317	3,380	3,448	3,517	3,587
Self-described gender	-	-	-	-	-
Permanent - Part time	470	479	489	499	509
Female	470	479	489	499	509
Male	-	-	-	-	-
Self-described gender	-	-	-	-	-
<b>Total Corporate Services</b>	<b>6,021</b>	<b>6,136</b>	<b>6,260</b>	<b>6,385</b>	<b>6,512</b>
<b>Governance, Communications and Engagement</b>					
Permanent - Full time	2,383	2,429	2,478	2,528	2,579
Female	2,008	2,047	2,088	2,130	2,173
Male	375	382	390	398	406
Self-described gender	-	-	-	-	-
Permanent - Part time	163	166	169	172	175
Female	163	166	169	172	175
Male	-	-	-	-	-
Self-described gender	-	-	-	-	-
<b>Total Governance, Communications and Engagement</b>	<b>2,546</b>	<b>2,595</b>	<b>2,647</b>	<b>2,700</b>	<b>2,754</b>

**Summary of Planned Human Resources Expenditure**  
**For the five years ending 30 June 2031**

	Financial Plan Projections				
	2026-27 \$'000	2027-28 \$'000	2028-29 \$'000	2029-30 \$'000	2030-31 \$'000
<b>Operations and Infrastructure</b>					
Permanent - Full time	12,849	13,106	13,368	13,636	13,909
Female	3,299	3,365	3,432	3,501	3,571
Male	9,550	9,741	9,936	10,135	10,338
Self-described gender	-	-	-	-	-
Permanent - Part time	1,601	1,633	1,666	1,699	1,733
Female	674	687	701	715	729
Male	927	946	965	984	1,004
Self-described gender	-	-	-	-	-
<b>Total Operations and Infrastructure</b>	<b>14,450</b>	<b>14,739</b>	<b>15,034</b>	<b>15,335</b>	<b>15,642</b>
<b>Planning and Community Safety</b>					
Permanent - Full time	6,896	7,034	7,175	7,318	7,464
Female	3,626	3,699	3,773	3,848	3,925
Male	3,270	3,335	3,402	3,470	3,539
Self-described gender	-	-	-	-	-
Permanent - Part time	1,693	1,727	1,761	1,796	1,832
Female	1,102	1,124	1,146	1,169	1,192
Male	591	603	615	627	640
Self-described gender	-	-	-	-	-
<b>Total Planning and Community Safety</b>	<b>8,589</b>	<b>8,761</b>	<b>8,936</b>	<b>9,114</b>	<b>9,296</b>
<b>Community Services</b>					
Permanent - Full time	3,227	3,291	3,356	3,423	3,492
Female	2,965	3,024	3,084	3,146	3,209
Male	262	267	272	277	283
Self-described gender	-	-	-	-	-
Permanent - Part time	3,117	3,179	3,242	3,306	3,372
Female	3,047	3,108	3,170	3,233	3,298
Male	70	71	72	73	74
Self-described gender	-	-	-	-	-
<b>Total Community Services</b>	<b>6,344</b>	<b>6,470</b>	<b>6,598</b>	<b>6,729</b>	<b>6,864</b>
<b>Corporate Services</b>					
Permanent - Full time	6,123	6,245	6,370	6,497	6,627
Female	2,464	2,513	2,563	2,614	2,666
Male	3,659	3,732	3,807	3,883	3,961
Self-described gender	-	-	-	-	-
Permanent - Part time	519	529	540	551	562
Female	519	529	540	551	562
Male	-	-	-	-	-
Self-described gender	-	-	-	-	-
<b>Total Corporate Services</b>	<b>6,642</b>	<b>6,774</b>	<b>6,910</b>	<b>7,048</b>	<b>7,189</b>
<b>Governance, Communications and Engagement</b>					
Permanent - Full time	2,630	2,682	2,735	2,790	2,846
Female	2,216	2,260	2,305	2,351	2,398
Male	414	422	430	439	448
Self-described gender	-	-	-	-	-
Permanent - Part time	179	183	187	191	195
Female	179	183	187	191	195
Male	-	-	-	-	-
Self-described gender	-	-	-	-	-
<b>Total Governance, Communications and Engagement</b>	<b>2,809</b>	<b>2,865</b>	<b>2,922</b>	<b>2,981</b>	<b>3,041</b>

**Summary of Planned Human Resources Expenditure**  
**For the five years ending 30 June 2026**

	Financial Plan Projections				
	2021-22	2022-23	2023-24	2024-25	2025-26
	FTE	FTE	FTE	FTE	FTE
<b>Operations and Infrastructure</b>					
Permanent - Full time	109.85	109.85	109.85	109.85	109.85
Female	27.85	27.85	27.85	27.85	27.85
Male	82.00	82.00	82.00	82.00	82.00
Self-described gender	-	-	-	-	-
Permanent - Part time	15.07	15.07	15.07	15.07	15.07
Female	6.42	6.42	6.42	6.42	6.42
Male	8.65	8.65	8.65	8.65	8.65
Self-described gender	-	-	-	-	-
<b>Total Operations and Infrastructure</b>	<b>124.92</b>	<b>124.92</b>	<b>124.92</b>	<b>124.92</b>	<b>124.92</b>
<b>Planning and Community Safety</b>					
Permanent - Full time	53.00	53.00	53.00	53.00	53.00
Female	28.00	28.00	28.00	28.00	28.00
Male	25.00	25.00	25.00	25.00	25.00
Self-described gender	-	-	-	-	-
Permanent - Part time	18.19	18.19	18.19	18.19	18.19
Female	11.66	11.66	11.66	11.66	11.66
Male	6.53	6.53	6.53	6.53	6.53
Self-described gender	-	-	-	-	-
<b>Total Planning and Community Safety</b>	<b>71.19</b>	<b>71.19</b>	<b>71.19</b>	<b>71.19</b>	<b>71.19</b>
<b>Community Services</b>					
Permanent - Full time	24.00	24.00	24.00	24.00	24.00
Female	22.00	22.00	22.00	22.00	22.00
Male	2.00	2.00	2.00	2.00	2.00
Self-described gender	-	-	-	-	-
Permanent - Part time	26.84	26.84	26.84	26.84	26.84
Female	26.24	26.24	26.24	26.24	26.24
Male	0.60	0.60	0.60	0.60	0.60
Self-described gender	-	-	-	-	-
<b>Total Community Services</b>	<b>50.84</b>	<b>50.84</b>	<b>50.84</b>	<b>50.84</b>	<b>50.84</b>
<b>Corporate Services</b>					
Permanent - Full time	41.60	41.60	41.60	41.60	41.60
Female	19.60	19.60	19.60	19.60	19.60
Male	22.00	22.00	22.00	22.00	22.00
Self-described gender	-	-	-	-	-
Permanent - Part time	4.88	4.88	4.88	4.88	4.88
Female	4.88	4.88	4.88	4.88	4.88
Male	-	-	-	-	-
Self-described gender	-	-	-	-	-
<b>Total Corporate Services</b>	<b>46.48</b>	<b>46.48</b>	<b>46.48</b>	<b>46.48</b>	<b>46.48</b>
<b>Governance, Communications and Engagement</b>					
Permanent - Full time	19.00	19.00	19.00	19.00	19.00
Female	16.00	16.00	16.00	16.00	16.00
Male	3.00	3.00	3.00	3.00	3.00
Self-described gender	-	-	-	-	-
Permanent - Part time	2.00	2.00	2.00	2.00	2.00
Female	2.00	2.00	2.00	2.00	2.00
Male	-	-	-	-	-
Self-described gender	-	-	-	-	-
<b>Total Governance, Communications and Engagement</b>	<b>21.00</b>	<b>21.00</b>	<b>21.00</b>	<b>21.00</b>	<b>21.00</b>

**Summary of Planned Human Resources Expenditure**  
**For the five years ending 30 June 2031**

	Financial Plan Projections				
	2026-27 FTE	2027-28 FTE	2028-29 FTE	2029-30 FTE	2030-31 FTE
<b>Operations and Infrastructure</b>					
Permanent - Full time	109.85	109.85	109.85	109.85	109.85
Female	27.85	27.85	27.85	27.85	27.85
Male	82.00	82.00	82.00	82.00	82.00
Self-described gender	-	-	-	-	-
Permanent - Part time	15.07	15.07	15.07	15.07	15.07
Female	6.42	6.42	6.42	6.42	6.42
Male	8.65	8.65	8.65	8.65	8.65
Self-described gender	-	-	-	-	-
<b>Total Operations and Infrastructure</b>	<b>124.92</b>	<b>124.92</b>	<b>124.92</b>	<b>124.92</b>	<b>124.92</b>
<b>Planning and Community Safety</b>					
Permanent - Full time	53.00	53.00	53.00	53.00	53.00
Female	28.00	28.00	28.00	28.00	28.00
Male	25.00	25.00	25.00	25.00	25.00
Self-described gender	-	-	-	-	-
Permanent - Part time	18.19	18.19	18.19	18.19	18.19
Female	11.66	11.66	11.66	11.66	11.66
Male	6.53	6.53	6.53	6.53	6.53
Self-described gender	-	-	-	-	-
<b>Total Planning and Community Safety</b>	<b>71.19</b>	<b>71.19</b>	<b>71.19</b>	<b>71.19</b>	<b>71.19</b>
<b>Community Services</b>					
Permanent - Full time	24.00	24.00	24.00	24.00	24.00
Female	22.00	22.00	22.00	22.00	22.00
Male	2.00	2.00	2.00	2.00	2.00
Self-described gender	-	-	-	-	-
Permanent - Part time	26.84	26.84	26.84	26.84	26.84
Female	26.24	26.24	26.24	26.24	26.24
Male	0.60	0.60	0.60	0.60	0.60
Self-described gender	-	-	-	-	-
<b>Total Community Services</b>	<b>50.84</b>	<b>50.84</b>	<b>50.84</b>	<b>50.84</b>	<b>50.84</b>
<b>Corporate Services</b>					
Permanent - Full time	41.60	41.60	41.60	41.60	41.60
Female	19.60	19.60	19.60	19.60	19.60
Male	22.00	22.00	22.00	22.00	22.00
Self-described gender	-	-	-	-	-
Permanent - Part time	4.88	4.88	4.88	4.88	4.88
Female	4.88	4.88	4.88	4.88	4.88
Male	-	-	-	-	-
Self-described gender	-	-	-	-	-
<b>Total Corporate Services</b>	<b>46.48</b>	<b>46.48</b>	<b>46.48</b>	<b>46.48</b>	<b>46.48</b>
<b>Governance, Communications and Engagement</b>					
Permanent - Full time	19.00	19.00	19.00	19.00	19.00
Female	16.00	16.00	16.00	16.00	16.00
Male	3.00	3.00	3.00	3.00	3.00
Self-described gender	-	-	-	-	-
Permanent - Part time	2.00	2.00	2.00	2.00	2.00
Female	2.00	2.00	2.00	2.00	2.00
Male	-	-	-	-	-
Self-described gender	-	-	-	-	-
<b>Total Governance, Communications and Engagement</b>	<b>21.00</b>	<b>21.00</b>	<b>21.00</b>	<b>21.00</b>	<b>21.00</b>

## 4. Financial performance indicators

The following table highlights Council's projected performance across a range of key financial performance indicators. These indicators provide an analysis of Council's 10 year financial projections and should be interpreted in the context of the organisation's objectives and financial management principles.

Indicator	Measure	Notes											Trend
			2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	+o/-
Operating position													
Adjusted underlying result	Adjusted underlying surplus (deficit) / Adjusted underlying revenue	1	(1.01%)	0.16%	1.53%	2.45%	3.14%	3.67%	4.31%	4.85%	5.37%	6.05%	+
Liquidity													
Working Capital	Current assets / current liabilities	2	1.80	1.33	1.17	1.17	1.15	1.30	1.47	1.69	1.93	2.26	o
Unrestricted cash	Unrestricted cash / current liabilities	3	116.8%	60.2%	41.6%	38.5%	37.6%	43.6%	59.3%	80.9%	105.1%	135.7%	o
Obligations													
Loans and borrowings	Interest bearing loans and borrowings / rate revenue	4	24.3%	19.2%	16.5%	13.9%	11.3%	8.7%	6.5%	4.6%	2.8%	1.1%	+
Loans and borrowings	Interest and principal repayments on interest bearing loans and borrowings / rate revenue		5.7%	5.1%	2.9%	2.8%	2.7%	2.6%	2.3%	1.9%	1.8%	1.8%	+
Indebtedness	Non-current liabilities / own source revenue		32.6%	26.7%	21.8%	17.7%	13.4%	11.5%	9.8%	8.2%	6.7%	5.6%	+
Asset renewal	Asset renewal and upgrade expense / Asset depreciation	5	149.9%	113.4%	88.3%	77.4%	80.1%	91.0%	94.8%	90.1%	90.6%	76.9%	-
Stability													
Rates concentration	Rate revenue / adjusted underlying revenue	6	73.9%	74.3%	74.5%	74.5%	74.6%	74.7%	74.9%	75.0%	75.1%	75.2%	o
Rates effort	Rate revenue / CIV of rateable properties in the municipality		0.33%	0.34%	0.35%	0.36%	0.37%	0.38%	0.39%	0.40%	0.41%	0.42%	o

### Key to Forecast Trend:

- + Forecasts improvement in Council's financial performance/financial position indicator
- o Forecasts that Council's financial performance/financial position indicator will be steady
- Forecasts deterioration in Council's financial performance/financial position indicator

Indicator	Measure	Notes											Trend
			2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	+ / o / -
Efficiency													
Expenditure level	Total expenses/ no. of property assessments		\$3,988	\$4,036	\$4,061	\$4,112	\$4,172	\$4,234	\$4,295	\$4,362	\$4,431	\$4,493	o
Revenue level	Total rate revenue / no. of property assessments		\$2,918	\$3,004	\$3,071	\$3,141	\$3,212	\$3,285	\$3,360	\$3,437	\$3,516	\$3,596	o
Workforce turnover	No. of permanent staff resignations & terminations / average no. of permanent staff for the financial year		12.0%	12.0%	12.0%	12.0%	12.0%	12.0%	12.0%	12.0%	12.0%	12.0%	o
Sustainable Capacity													
Population	Total expenses/ Municipal population		\$1.46	\$1.48	\$1.49	\$1.51	\$1.53	\$1.55	\$1.58	\$1.60	\$1.63	\$1.65	o
Population	Value of infrastructure / Municipal population		\$14.91	\$15.00	\$15.07	\$15.08	\$15.11	\$15.12	\$15.15	\$15.17	\$15.19	\$15.21	o
Population	Municipal population / Kilometres of local roads		\$84.82	\$85.18	\$85.53	\$85.89	\$86.25	\$86.68	\$87.11	\$87.53	\$87.96	\$88.39	o
Own-source revenue	Own source revenue / Municipal population		\$1.36	\$1.40	\$1.43	\$1.46	\$1.50	\$1.53	\$1.56	\$1.60	\$1.63	\$1.67	o
Recurrent grants	Recurrent grants / Municipal population		\$0.08	\$0.08	\$0.08	\$0.08	\$0.08	\$0.08	\$0.08	\$0.09	\$0.09	\$0.09	o

**Key to Forecast Trend:**

- + Forecasts improvement in Council's financial performance/financial position indicator
- o Forecasts that Council's financial performance/financial position indicator will be steady
- Forecasts deterioration in Council's financial performance/financial position indicator

**Notes to indicators**

**1. Adjusted underlying result**

An indicator of the sustainable operating result required to enable Council to continue to provide core services and meet its objectives. Improvement in financial performance expected over the period. Council is projecting to achieve surpluses and projected financial sustainability remains a priority and challenge for Council.

**2. Working Capital**

The proportion of current liabilities represented by current assets. The working capital forecast remains steady, Council will continue to maintain the ability to service short term obligations. The working capital indicator is showing Council will be able to service its projected short-term obligations into the future. The result also considers specific purpose grant funding which contributes to the trend.

**3. Unrestricted Cash**

The trend is reflective of Council's ongoing reliance on grant funding to deliver projects / programs. This further highlights the need for Council to explore other revenue generating streams to maintain financial sustainability in the longer term.

**4. Debt compared to rates**

The results illustrate Council is paying down existing loans. Council is projecting borrowings of \$7 million in 2021-2022.

**5. Asset renewal**

A strong focus is placed on Council's capital works program with asset renewal being a significant focus. The trend indicates Council will maintain an adequate level of renewal spending over the next ten years.

**6. Rates concentration**

Reflects extent of reliance on rate revenues to fund all of Council's on-going services. The trend indicates Council will have a continual heavy reliance on rate revenue compared to all other revenue sources to deliver services to the community. No significant changes are projected to Council operations, with the reliance on rates projected to remain consistent. This is further reinforced through no significant growth in rateable assessments.

**Calculation of Adjusted Underlying surplus / (deficit)**

The following table shows how the adjusted underlying result has been calculated.

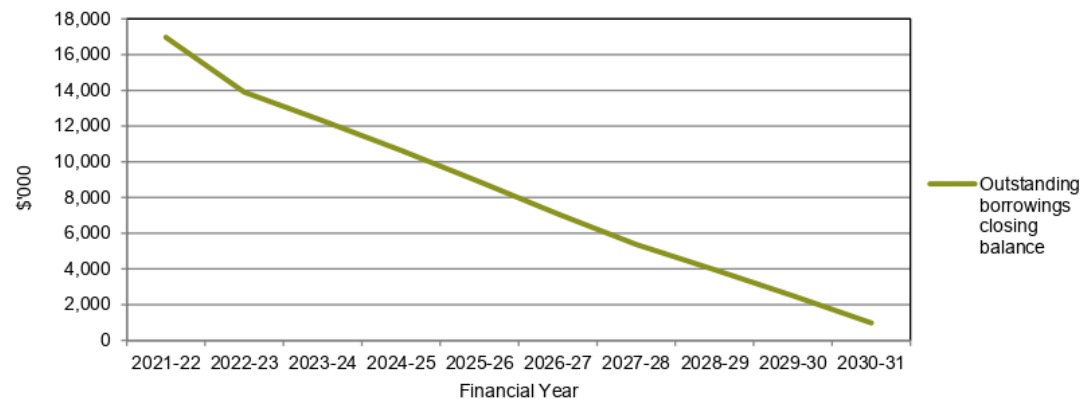
Adjusted Underlying Result	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Total Income	97,569	102,671	105,260	110,066	111,330	114,304	117,292	120,051	123,410	126,642
Total expenses	95,593	97,287	98,406	100,170	102,180	104,242	106,316	108,529	110,826	112,968
<b>Surplus/(deficit) for the year</b>	<b>1,976</b>	<b>5,384</b>	<b>6,854</b>	<b>9,896</b>	<b>9,150</b>	<b>10,062</b>	<b>10,976</b>	<b>11,522</b>	<b>12,584</b>	<b>13,674</b>
<b>Less non-operating income and expenses</b>										
Grants - Capital (non-recurrent)	(2,809)	(5,105)	(5,205)	(5,905)	(5,705)	(5,955)	(6,055)	(5,855)	(6,155)	(6,255)
Contributions - monetary (capital)	(119)	(121)	(123)	(1,480)	(129)	(131)	(134)	(137)	(141)	(144)
Contributions - non-monetary	-	-	-	-	-	-	-	-	-	-
<b>Adjusted underlying surplus/(deficit)</b>	<b>(952)</b>	<b>158</b>	<b>1,526</b>	<b>2,511</b>	<b>3,316</b>	<b>3,976</b>	<b>4,787</b>	<b>5,530</b>	<b>6,288</b>	<b>7,275</b>

## 5. Strategies and Plans

This section describes the strategies and plans that support the 10 year financial projections included to the Financial Plan.

### 5.1 Borrowing Strategy

Council is anticipating to take out seven million dollars in new borrowings in 2021-2022 mainly for the rehabilitation of the closed landfill sites (five million dollars) which is in response to and in compliance with the requirements set out by the Environment Protection Authority. Two million dollars will be set aside to enable Council to respond to potential Government grant funding opportunities. The graph below outlines Council's existing loan borrowings with the declining trend reflective of current repayment schedules. Borrowings remain within the Auditor-General's low risk range.



#### 5.1.1 Current Debt Position

The total amount borrowed as at 30 June 2021 is 13.391

#### 5.1.2 Future Borrowing Requirements

	2021-22 \$'000	2022-23 \$'000	2023-24 \$'000	2024-25 \$'000	2025-26 \$'000	2026-27 \$'000	2027-28 \$'000	2028-29 \$'000	2029-30 \$'000	2030-31 \$'000
<b>Opening balance</b>	13,391	16,965	13,902	12,301	10,628	8,878	7,070	5,369	3,957	2,494
Plus New loans	7,000	-	-	-	-	-	-	-	-	-
Less Principal repayment	(3,426)	(3,063)	(1,601)	(1,673)	(1,750)	(1,808)	(1,701)	(1,412)	(1,463)	(1,517)
<b>Closing balance</b>	<u>16,965</u>	<u>13,902</u>	<u>12,301</u>	<u>10,628</u>	<u>8,878</u>	<u>7,070</u>	<u>5,369</u>	<u>3,957</u>	<u>2,494</u>	<u>977</u>
Interest payment	583	621	550	477	400	318	237	170	119	66

Borrowing Performance Indicators	Target	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31
Total borrowings / Rate revenue	<b>Below 60%</b>	24.25%	19.20%	16.53%	13.89%	11.28%	8.74%	6.45%	4.63%	2.84%	1.08%
Debt servicing / Rate revenue	<b>Below 5%</b>	5.73%	5.09%	2.89%	2.81%	2.73%	2.63%	2.33%	1.85%	1.80%	1.75%
Debt commitment / Rate revenue	<b>Below 10%</b>	5.73%	5.09%	2.89%	2.81%	2.73%	2.63%	2.33%	1.85%	1.80%	1.75%
Indebtedness / Own source revenue	<b>Below 60%</b>	32.60%	26.74%	21.78%	17.67%	13.44%	11.45%	9.82%	8.23%	6.66%	5.64%

## 5.2 Reserves Strategy

Council maintains statutory reserves and specific purpose discretionary reserves.

### 5.2.1 Current Reserves

Statutory reserves funds must be applied for specified statutory purposes in accordance with various legislative and contractual requirements.

- Car parks reserve - external developer contributions to undertake car park works
- Public open space reserve - external developer contributions for the acquisition of public open space
- Yarrambat drainage reserve - external developer contributions paid by developers to undertake drainage works as required
- Street light contribution - external developer contributions for street lighting as per planning permit conditions
- Street trees reserve - external developer contributions for planting trees as per planning permit conditions
- Landfill rehabilitation reserve - funds held for the tip restoration works at Plenty and Kangaroo Ground
- Development planning overlay open space reserve - external developer contributions for open space within DPO 1, 2 and 4
- Development planning overlay infrastructure reserve - external developer contributions for infrastructure works within DPO 1, 2 and 4
- Development contribution construction - funds paid by developers to undertake future works
- Native vegetation - external developer and private builder contributions set aside for native vegetation

Discretionary reserves relate to previous Council decisions regarding the future use of these funds.

- Cricket pitch replacement - club contributions for future cricket pitch replacement works
- Public arts program - funds the purchase of art works
- Carry forward projects - funds carried over for capital projects and grants received in advance
- Leisure facilities - Council resolution in place for the replacement of Eltham North soccer pitch
- Major projects - income from land sales to fund capital projects
- MAV loan bond - funds held for repayment of principle portion of bonds previously taken out by Council
- Bridgeford Estate - Funds bequeathed by the late Robert Bridgeford. These funds support local groups and organisations to implement projects that result in the betterment and advancement of indigenous people within the municipality of Nillumbik
- Transformation at Nillumbik - funds set aside to implement digital transformation projects

## 5.2.2 Reserve Usage Projections

Reserves	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31
	\$000's	\$000's	\$000's	\$000's	\$000's	\$000's	\$000's	\$000's	\$000's	\$000's
<b>Statutory</b>										
Carparks	97	97	97	97	97	97	97	97	97	97
Public open space	3,028	3,108	3,188	3,268	3,348	3,428	3,508	3,588	3,668	3,748
Yarrambat drainage	579	592	606	619	632	645	659	672	685	699
Street light contribution	28	28	28	28	28	28	28	28	28	28
Street trees	79	79	79	79	79	79	79	79	79	79
Landfill rehabilitation	216	-	-	-	-	-	-	-	-	-
Development planning overlay - open space	3,235	3,295	3,354	3,414	3,473	3,533	3,592	3,652	3,711	3,771
Development planning overlay - infrastructure	1,009	1,065	1,120	1,175	1,230	1,286	1,341	1,396	1,451	1,507
Development contribution construction	204	208	212	216	221	225	229	233	237	242
Native vegetation	420	426	433	439	446	452	458	465	471	478
<b>Discretionary</b>										
Cricket Pitch Replacement	15	15	-	-	-	-	-	-	-	-
Public arts program	234	234	184	184	184	84	84	84	-	-
Carry forward projects	20,997	15,146	13,524	13,671	14,108	14,458	15,307	15,121	16,282	16,598
Leisure facilities	177	240	302	365	427	490	552	615	677	740
Major projects	2,629	2,629	2,129	2,129	1,329	1,329	829	829	-	-
MAV loan bond	1,463	-	-	-	-	-	-	-	-	-
Bridgeford Estate	44	45	46	48	49	50	51	53	54	55
Transformation Nillumbik	549	-	-	-	-	-	-	-	-	-

## 6. Glossary

### Consumer Price Index

CPI is a measure of the average change over time in the prices paid by households for a fixed basket of goods and services. In Australia, the CPI measures the changes in the price of a fixed basket of goods and services, acquired by household consumers who are residents in the eight State/Territory capital cities.

### Comprehensive income statement

The comprehensive income statement captures the financial performance of Council for each financial year ended 30 June. The performance is measured through capturing the value of all revenues (moneys earned or awarded through grants) and the value of all expenses (moneys spent in delivery of services or routine maintenance). The expenses captured do not include any costs associated with the purchase, renewal, upgrade or expansion of Council assets.

All revenue and expenses which are pertinent to the operations of the year are captured in the statement, which include revenue yet to be received or expenses yet to be paid. This approach is referred to as accrual based accounting and is in compliance with statutory accounting standards. Under the accrual based accounting, non-cash transactions may influence the overall performance of Council for the year.

The overall intent of the statement is to calculate if Council achieved a surplus or deficit for the year. This performance figure is calculated by deducting the total expenses from total revenues. While Council is a 'not-for-profit' organisation, the budget is established at the start of the year with a view of achieving a surplus to ensure future financial sustainability.

### Balance sheet

The balance sheet provides a snapshot of the financial position of Council at the end of the year. The overall intent is to capture the net worth of Council. The balance sheet comprises of the three sections: assets (what Council owns or is owed), liabilities (what Council owes) and equity (what Council is worth which has built up over years).

The assets and liabilities are separated into current and non-current. Current refers to items falling due in the next 12 months, non-current refers to items held for a longer term than 12 months. The net current assets is an important measure of Council's ability to meet its debts as and when they fall due.

The equity section of the balance sheet captures Council's reserves and surpluses accumulated from prior years. The total equity represents the net financial worth of Council.

### Statement of changes in equity

The statement of changes in equity provides a detailed breakdown of the amounts shown in the equity section of the balance sheet. The drivers for the movement in the amounts shown include:

- A surplus or deficit recorded in the comprehensive income statement
- The use of monies from reserves
- An increase in the value of non-current assets resulting from the revaluation of those assets.

### Cash flow statement

The cash flow statement captures all cash amounts received and payments made during the year. This statement verifies the bank balance stated in the balance sheet through capturing all cash transactions under three types of activities:

- Cash flows from operating activities arising from delivering the various services of Council. The net result shows the ability to generate a cash surplus which can be directed to be used to fund the purchase of assets.
- Cash flows from investing activities arising from the purchase and sale of Council's non-current assets.
- Cash flows from financing activities arising from the raising of new borrowings and the respective repayment.

### Statement of capital works

The statement of capital works details amounts incurred on capital works by class and type of asset. This statement captures the entire asset portfolio which Council owns and oversees for the safe enjoyment of the community.

**Underlying surplus**

Council's net operating surplus, after adding back external funding, including grants and contributions received.

**Liquidity**

A measure of Council's ability to use its current assets to meet its current or short-term liabilities.

**Unrestricted cash**

Council's cash and cash equivalents that are not subject to external restrictions and are available for operational use.

**Asset renewal**

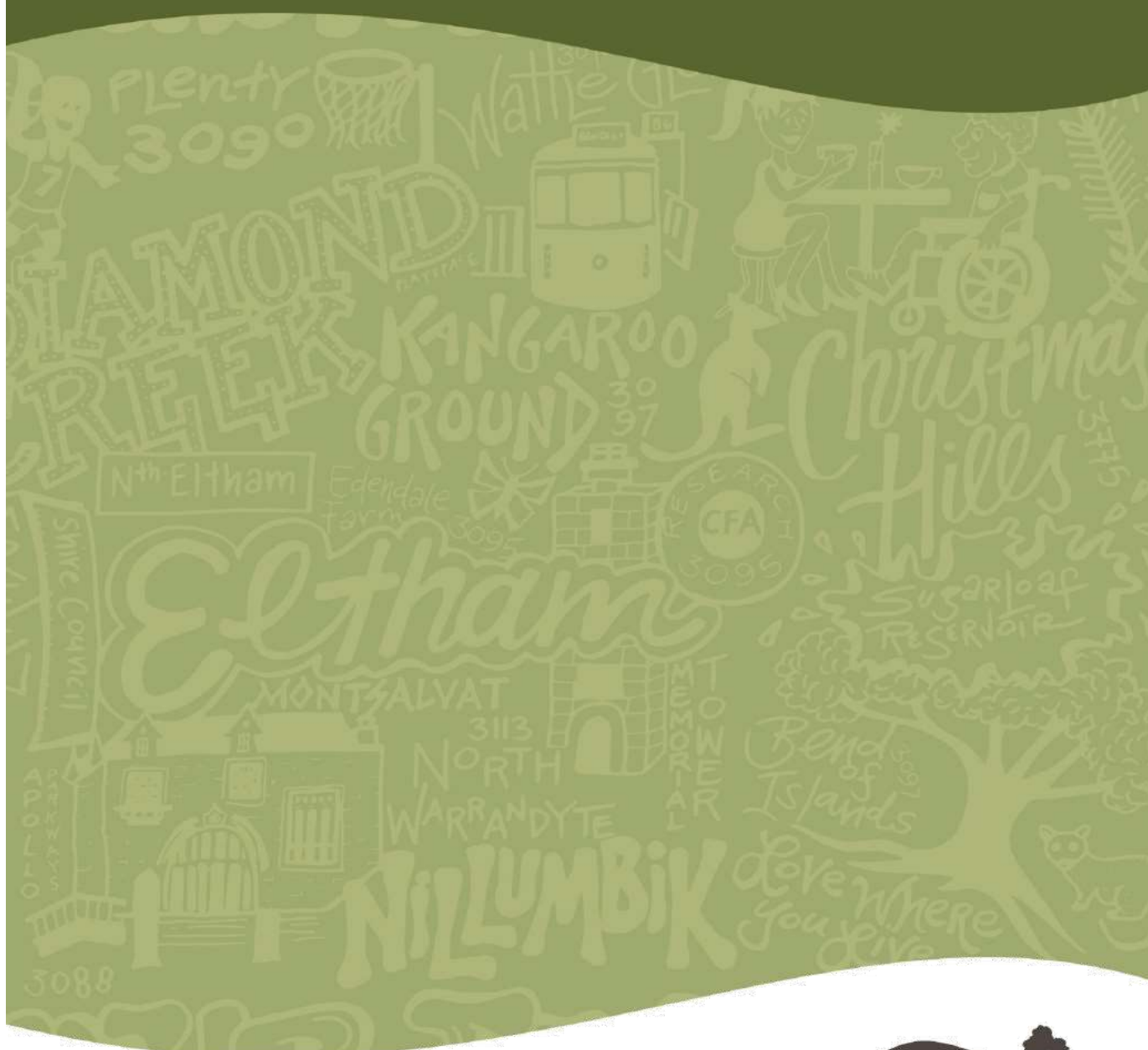
Expenditure on an existing asset or on replacing an existing asset that returns the service capability of the asset to its original capability.

**Capital outlay**

Expenditure for the acquisition cost of capital assets, such as infrastructure, plant and equipment, or expenditures to make improvements to capital assets that materially increase their value or useful life.



# Nillumbik Health and Wellbeing Plan 2021-2025



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## Acknowledgement of Traditional Owners

Nillumbik Shire Council respectfully acknowledges the Wurundjeri Woi Wurrung people as the Traditional Owners of the land on which Nillumbik is located, and we value the significance of the Wurundjeri people's history as essential to the unique character of the shire. We pay tribute to all First Nations People living in Nillumbik, give respect to Elders both past and present and future, and extend that respect to all First Nations People.

We recognise that Wurundjeri people hold a deep and ongoing connection to this place. We value the distinctive place of our First Nations people in both Nillumbik's and Australia's identity; from their cultural heritage and care of the land, to their ongoing contributions in many fields including academia, agriculture, art, economics, law, sport and politics.

For Australian First Nations People, good health is more than the absence of disease or illness; it is a holistic concept that includes physical, social, emotional, cultural and spiritual wellbeing, for both the individual and the community. Culture is also recognised as a strong determinant of health and wellbeing for Aboriginal and Torres Strait Islander People. In line with this, this plan emphasises a holistic approach to health and wellbeing.

Council is committed to Reconciliation and the process of healing. A journey of acknowledgement, recognition and respect, our commitment to Reconciliation involves:

- celebrating the rich history, cultures and achievements of Aboriginal and Torres Strait Islander peoples as the oldest continuing cultures on the planet
- addressing the causes of division and misunderstanding between Aboriginal and non-Aboriginal and other Australians
- taking responsibility and ownership of past trauma and injustices
- addressing inequities in health, education and justice
- developing a shared, common understanding between Australia's Aboriginal and non-Aboriginal people.

Through this plan, Council outlines our commitment to Reconciliation through development of our Reconciliation Action Plan, focus on reducing health inequalities for Aboriginal and Torres Strait Islander communities and support for equity and inclusion across Council services, programs and planning.



## Introduction to the plan

Nillumbik Shire is a vibrant, well connected community and a naturally beautiful place to live, learn, work and play. Nillumbik residents experience good health and wellbeing and quality of life.

The *Victorian Public Health and Wellbeing Act 2008* outlines Council's responsibility to promote and improve the health and wellbeing within their municipality. A part of this includes the preparation of a Municipal Public Health and Wellbeing Plan within 12 months of a Council election.

The Draft Nillumbik Health and Wellbeing Plan 2021-2025 (the Plan) outlines Council's health and wellbeing priorities over the next four years as well as the strategies we will use to maintain and improve the health and wellbeing of the Nillumbik community.

This plan is one piece of the puzzle in improving health and wellbeing outcomes, reducing inequalities, reducing the burden of chronic disease and creating places and spaces that create positive health outcomes. The plan operates in a wider prevention system that aims to complement and strengthen health and wellbeing objectives in the Council Plan, Council Vision and other strategic documents, as well as work undertaken by our partners across the municipality, the State Government and numerous agencies across Victoria.

This draft plan has been informed by community engagement initiative, evidence in the Nillumbik Community Profile 2021 and workshops with partners, Advisory Committees, Council and staff. The plan outlines evidence informed strategic objectives, strategies and indicators across six priority areas.

The health and wellbeing priority areas are:

- Social inclusion and connection
- Community resilience
- Gender equality and prevention of family violence
- Physical activity
- Food
- Reducing harm from alcohol, tobacco and gambling.

### Our health and wellbeing vision for Nillumbik

Everyone in Nillumbik is able to achieve complete mental, physical, social and emotional health and wellbeing. Our community is connected, safe, well fed and engaged and has equitable access to opportunities, resources and services.  
Everyone is able to thrive through all stages and experiences of life.

## The Nillumbik community

- Population now 65,370, forecast to reach 70,000 by 2036. Nillumbik has a lower than average growth rate compared to neighboring councils.
  - 13% children (0-17)
  - 19% young people (12-24)
  - 30% older people (55+)
  - 32,909 females (50.34%)
  - 32,460 males (49.66%)
- 3% of the Nillumbik population reported having a disability, with 59% of people with disability in the 55+ age range
- 16% of people were born overseas
- 9% of people in Nillumbik speak a language other than English
- 14.3% of households are occupied by a lone person (VIC 24.7%)
- 29% of people said they had a university qualification (VIC 17%)
- 38% of residents live within 400m of public transport, 9.7% of employed people used public transport to get to work
- 90% of dwellings have an internet connection
- SEIFA score of 1093 – SEIFA is a score of relative socio-economic advantage and disadvantage. The higher the SEIFA score, the more advantaged the area. Any score above 1000 indicates the area is more advantaged than the average. In 2016, Nillumbik was ranked 76 highest SEIFA score out of local government areas in Victoria.
- Unemployment rate: 2.2% smoothed rate (VIC and interface councils, 7%)
- 47% of households earn over \$2000/week, Median household income \$2098 (Census)

Reference: Nillumbik Community Profile (2021) Nillumbik Shire Council

## **Our approach**

As the level of government closest to the community, our approach to delivering this plan, highlights the key role Council has in shaping healthy and thriving communities. We will apply the following lenses across work delivered through this plan to ensure we work effectively to achieve meaningful change.

### **Working in partnership**

A whole of community approach is needed to protect, improve and promote health and wellbeing and as such, partnerships play an integral role in the implementation, monitoring, reporting and evaluation of this Plan. Council alone cannot meet the health and wellbeing needs of our community.

We are committed to working collectively with partners including the Department of Fairness, Families and Housing, healthAbility, Women's Health in the North, North East Healthy Communities Primary Care Partnership, neighbouring Councils, other community and health organisations, community groups and clubs, community members and other government agencies.

Council plays many roles in the health and wellbeing of the Nillumbik community, as a service provider, owner and custodian, leader, planner, information provider, partner and advocate.

### **Life stages**

People have different health and wellbeing needs at various points during their lives, and different age groups may experience unique risks and protective factors. For example, older people face increasing barriers to services that require a higher level of digital literacy to access.

When implementing this plan, consideration will be given to the settings and the specific or tailored needs required for people of all ages and stages to live, learn, work and play. The key life stages where Council has a significant role through service delivery include:

- Pregnancy and early parenthood (maternal and child health)
- Early childhood (kinder, childcare)
- Young people (12-25 years)
- Older adults (55+)

The maternal and early childhood period is an especially important and critical time of life when early intervention will likely have many positive and long last effects. Setting a healthy foundation in the early years of life provides the best outcomes for children, families and community.

### **Equity and inclusion**

We are committed to creating a fair and equitable community that promotes access and opportunities, and provides appropriate resources to facilitate equitable outcomes for all community members. This is vital, to addressing the health inequalities that exist within our community – with some groups and individuals experiencing more barriers to good health compared with others.

To reduce health inequalities and create strong communities in which everyone can make a contribution and feel included, our approach is underpinned by human rights principles of freedom, respect, equality and dignity outlined in the *Victorian Charter of Human Rights and Responsibilities Act 2006*.

Human rights recognise the inherent value of each person, regardless of background, where we live, what we look like, what we think or what we believe. They are about being treated fairly, treating others fairly and having the ability to make genuine choices in our daily lives.

Through this plan, we will work towards creating an inclusive community, where human rights are respected, participation is facilitated and diversity is celebrated.

### **Social determinants of health**

The social determinants of health are non-medical factors which contribute to the health and wellbeing outcomes of people and communities ([WHO](#)). These factors include employment, education, housing, social inclusion and connection, the built, natural and social environments and transport, among others.

When planning and implementing services, programs and initiatives, it is important that Council considers the social determinants in the Nillumbik community, so that health and wellbeing can be enhanced for all.

### **Placed-based**

Different places and communities within Nillumbik are unique, and play an important role in shaping health and wellbeing. Place-based approaches are collaborative in nature, and seek to create sustainable change by delivering local solutions to local issues and problems.

In response to COVID-19 impacts, Council is supporting our community to implement place-making initiatives that revitalise geographic areas and deliver local social, environmental and economic benefits. By outlining strategies that focus on healthy settings, places and spaces we will embed place-based approaches that solve local problems and build on local strengths.

## Priority areas and strategies

The priority areas and strategic objectives included in this plan are informed by the information collated in the Community Profile 2021, the community engagement process, a review of the Nillumbik Health and Wellbeing Plan 2017-2021 and the *Victorian Public Health and Wellbeing Plan 2019-2023* priorities and focus areas.

Opportunities to improve health and wellbeing in Nillumbik:

- more people are rating their health as fair or poor
- higher than average incidence of increased risk of alcohol related harm
- low levels of fruit and vegetable consumption
- low levels of physical activity
- instances of depression or anxiety increasing
- proportion of people experiencing high psychological distress increasing

Areas of health and wellbeing where Nillumbik is doing well:

- avoidable deaths have been declining over recent years
- immunisation rates are relatively high
- diabetes rates are lower compared to North Eastern Victoria and Victoria
- incidence of stroke and heart disease have been declining in recent years
- breastfeeding rates are higher than the State average
- compared to the Victorian average, less children are classified as developmentally vulnerable in Nillumbik
- unemployment is significantly less than the Victorian average
- highly socio-economically advantaged community, relative to the rest of Victoria
- homelessness is significantly lower in Nillumbik compared to North Eastern Victoria and Victoria

Reference: Nillumbik Community Profile (2021) Nillumbik Shire Council

### **Social inclusion and connection**

Socially inclusive communities that value and respect diversity generate better health and wellbeing outcomes for its people. Participation is the ultimate goal in creating an inclusive community.

For some groups in our community, there may be additional challenges to feeling a sense of belonging and being included in learning, work, social and civic opportunities. These groups include people with a disability, people from culturally and linguistically diverse backgrounds, Aboriginal and Torres Strait Islander people, older people, people who live in rural locations and people living with mental illness.

Compared to other interface councils, Nillumbik is not highly culturally diverse, with 16 per cent of the population being born overseas and 9 per cent speaking a language other than English. 230 people (0.4% of the population) indicate that they are of Aboriginal or Torres Strait Islander origin, which has been increasing over the last 10 years.

Three per cent of the Nillumbik population reported having a disability requiring assistance with core activities. Of those people with a disability, 59 per cent are aged over 55. Two per cent of households in Nillumbik includes someone who identifies as LGBTIQ+. Almost one quarter of Nillumbik residents engaged in some form of volunteer activity in 2016.

Objective: Nillumbik is an inclusive community, where people feel a sense of belonging, and are well connected to the people, places, resources and services which enable them to thrive.

#### **Strategies:**

1. Provide opportunities for social connection through arts, wellbeing and leadership programs at Living and Learning Centres, Neighbourhood Houses and other community spaces.
2. Create inclusive environments for people to engage in sport, recreation, learning and education across all stages and experiences of life.
3. Celebrate the rich history, cultures and achievements of First Nations People.
4. Strengthen our commitment to Reconciliation with Wurundjeri Woi Wurrung Cultural Heritage Aboriginal Corporation and First Nations People, through the development of a Reconciliation Action Plan.
5. Support the Nillumbik Youth Council to develop and implement a Youth Strategy.
6. Support, promote and celebrate volunteering in the community.
7. Celebrate the diversity of our community and actively work to reduce inequalities among key groups including older adults, under represented cultural groups, people identifying as LGBTIQ+, people with disability and Aboriginal and Torres Strait Islander People.
8. Ensure all children have a healthy and strong start to life by delivering and strengthening services, programs, facilities and infrastructure, which promotes optimal health and wellbeing.

#### **Outcome Indicators:**

- Proportion of adults who have someone outside their household they can rely on to care for them or their children, in an emergency (Victorian Population Health Survey)\*

- Proportion of adults who belong to a sports group (Victorian Population Health Survey)
- Proportion of people who undertook volunteer work through an organisation or group in the previous year (Census)
- Proportion of people who attended an arts or cultural event in the previous year (Nillumbik Annual Community Survey)\*
- Proportion of adults who thought multiculturalism definitely made life in their area better (Victorian Population Health Survey)\*

Council Plan alignment:

- Community and connection (equity and inclusion, health and wellbeing, ages and stages)
- Responsible and accountable (services and programs)

DRAFT

### **Community resilience**

Resilient communities and individuals bounce back better from adversity, disaster, pressure and stress. The Nillumbik community have proven through recent experiences of bushfire and the COVID-19 pandemic, they are a resilient community and band together.

Being the Green Wedge Shire – with 30 per cent tree canopy cover - has many benefits, including greater opportunities to spend time in nature which has positive impacts on mental health and wellbeing, connects people to place and to one another.

Climate change presents one of the biggest threats to public health with severe weather events predicted to increase in frequency and severity, and likely to impact most on those groups who are most vulnerable.

More than a third of Nillumbik residents have been diagnosed with depression or anxiety. This has been increasing since 2008 and is higher compared to North Eastern Victoria and Victoria. The incidence is higher among females (39%) than males (26%). 13 per cent of Nillumbik residents reported experiencing high or very high psychological distress.

Objective: The Nillumbik community is resilient and connected, and supports each other through challenging situations. All people experience positive mental health and wellbeing and are connected to the natural environment. All residents are supported to stay healthy and well through changing climate conditions.

#### **Strategies:**

1. Support the community to be prepared for, stay connected and build resilience before and during emergencies, disaster and extreme weather events, with particular regard for vulnerable communities including older people, people with disability, Aboriginal and Torres Strait Islander People, people experiencing family violence and disadvantaged families.
2. Engage with the community to raise awareness of the impacts of climate change on health, and actions that can be taken to stay healthy and well in a changing climate.
3. Continue to support the community to recover from the impacts of the COVID-19 pandemic, and respond to new threats to public health.
4. Deliver early intervention and primary prevention initiatives to promote positive mental health and wellbeing through council services and programs including Maternal and Child Health, positive ageing, disability support, volunteering, Living and Learning, Youth, community development and sport and recreation.
5. Promote connection and engagement with the natural environment.

#### **Outcome indicators**

- Proportion of people who feel they can definitely get help from their neighbours (Victorian Population Health Survey)
- Proportion of respondents who said they could raise \$2,000 within two days in an emergency (Victorian Population health Survey)\*
- Proportion of adults ever diagnosed with anxiety or depression (Victorian Population Health Survey)\*

- Proportion of adults who report high or very high psychological distress. (Source: Victorian Population Health Survey)\*
- Pandemic impacts (TBC)
- Climate change impacts (TBC)

Council Plan alignment:

- Community and connection (health and wellbeing)
- Sustainable and resilient (resilience and recovery)

DRAFT

### **Gender equality and the prevention of violence against women**

Men's violence against women and family violence is a by-product of inequality between women and men.

Violence against women is the biggest contributor to death, disability and illness in women aged 15-44 years in Victoria. In Nillumbik in 2019/20, 785.6 family violence incidents per 100,000 population were recorded, which is an increase from the previous two years. A child was present at 32 per cent of these incidents where police were present.

Intimate partner violence has lasting and a range of serious impacts on women's physical and mental health. Family violence has severe and long lasting effects on a child's development, mental health, behaviour, learning and health outcomes ([Safe & Strong/Office of Prevention and Women's Equality 2017](#)).

Violence against women occurs throughout the whole community however particular groups of women experience higher rates of male violence including women with disability, Aboriginal women, women in rural and remote areas, and immigrant and refugee women.

Women's economic participation and empowerment is a central part of gender equality; it improves income equality and supports the growth of the economy.

Objective: Nillumbik is a safe and equal community where people of all genders have access to equal power, resources and are treated with respect, fairness and dignity. The Nillumbik community is actively progressing gender equality. Everyone in the community is safe from abuse, harm and violence.

#### **Strategies:**

1. Promote gender equality in the workforce.
2. Ensure our policies, programs and services are gender equitable, accessible and inclusive.
3. In partnership with local organisations, businesses and community members, raise awareness of gender equity and respectful relationships.
4. Increase the promotion of gender equitable and non-violence messages through communications and social marketing.
5. Strengthen Council and sector response to family violence and violence against women.

#### **Outcome indicators:**

- Rate of incidence of family violence (Source: Victoria Police, Crime Statistics Agency)\*
- Proportion of women in part-time employment status (Census)
- Proportion of women who feel safe walking alone down their street after dark (Victorian Population Health Survey)
- Proportion of low support for gender equality in relationships (TBC - VicHealth/Women's Health Atlas)
- Income for women (Census)

#### **Council Plan alignment:**

- Community and connection (health and wellbeing)

### **Physical activity**

Regular physical activity has short and long-term positive effects on mental and physical health for all age groups. Inadequate physical activity can increase the risk of a range of chronic diseases including heart disease, type 2 diabetes, some cancers and depression.

Engaging in both structured and unstructured physical activity with other people can promote social connection. The increased use of active transport such as walking and cycling can contribute to environmental sustainability by reducing car dependency and fuel emissions.

Currently, 63 per cent of Nillumbik residents engage in sufficient physical activity and two per cent of the population are sedentary, which is slightly less than the North Eastern Victoria region and Victoria. 74 per cent of residential properties are within 400m of public open space and 66 per cent of Nillumbik residents said they definitely feel safe walking down their street alone after dark.

**Objective:** Regular physical activity is enjoyed by everyone in Nillumbik. People of all ages have access to inclusive, affordable and safe opportunities to be active in their local community. More people use active transport to move about within the Shire. The natural environment provides a welcoming space for all people to be active.

#### **Strategies:**

1. Connect people with physical activity opportunities through community settings including Living & Learning Centres, leisure centres, recreational trails and sports clubs.
2. Promote sustainable and active transport options.
3. Create environments that encourage walking and cycling.
4. Encourage active recreation in the natural environment and open spaces.
5. Remove barriers for participation in sport and active recreation for women and girls, people with disability and older people.

#### **Outcome indicators:**

- Proportion of adults undertaking insufficient physical activity, time and sessions (Victorian Population Health Survey)
- Proportion of the population who are sedentary (Victorian Population Health Survey)
- Proportion of people who belong to sports group (Victorian Population Health Survey)
- Proportion of employed people who use active transport (walk or cycle) to travel to work (Census)
- Proportion of residential properties within 200m of a bike path (Nillumbik Shire Council GIS)

#### **Council Plan alignment:**

- Community and connection (health and wellbeing)
- Place and space (open spaces)

## Food

Access to fresh, healthy, safe, affordable and culturally appropriate food is a human right. A healthy dietary pattern that includes all the essential nutrients helps prevent chronic diseases such as heart disease, type 2 diabetes and some cancers. Diets that feature high levels of saturated fats, refined sugar and salt contribute to the risk of these chronic diseases.

A healthy food system which supports locally grown food has the potential to slow climate change. As temperatures continue to rise, and the risks of extreme weather events increase, it is a critical time to ensure our local food system is sustainable and resilient.

Only seven per cent of adults in Nillumbik meet the vegetable consumption guidelines which is 5 serves of vegetables per day. This is lower compared to the North Eastern Victoria region of nine per cent but higher compared to Victoria of five per cent. 48 per cent of adults in Nillumbik meet the fruit consumption guidelines which is 2 serves of fruit per day. This is slightly higher compared to the North Eastern Victoria region of 46 per cent and Victoria of 43 per cent. Three and a half per cent of adults in Nillumbik meet both the fruit and vegetable consumption guidelines

Objective: Everyone in Nillumbik can access fresh, healthy, safe, affordable and culturally appropriate food close to their home. More people in Nillumbik meet the recommendations for vegetable and fruit consumption, and local food growing is widely supported and promoted.

### Strategies:

1. Identify opportunities to enhance the local food system
2. In collaboration with local partners, address food insecurity and connect people with food relief
3. Promote healthy food choices in community places through improved access to nutritious foods, policy and education.
4. Promote and support public and home based food growing.

### Outcome indicators:

- Proportion of adults who meet fruit consumption guidelines (Victorian Population Health Survey)
- Proportion of adults who meet vegetable consumption guidelines (Victorian Population Health Survey)
- Proportion of adults who consume sufficient fruit and vegetables (Victorian Population Health Survey)\*

### Council Plan alignment:

- Community and connection (health and wellbeing)

### **Reducing harm from alcohol, tobacco and gambling**

Alcohol consumption above recommended levels contributes to chronic disease, injury and violence. Excessive alcohol consumption leads to a range of health and social problems for people and communities.

70 per cent of the Nillumbik adult population are at increased risk of alcohol related harm over a lifetime, which is above both the North Eastern Victoria and Victorian rates. Ambulance attendance for alcohol intoxication has also been increasing over the past ten years; most significantly with people aged 14-24 and females.

Smoking is the leading contributor to death and disease burden in Australia. Smoking increases the risk of lung cancer, Children who live in a home with a smoker are more likely to experience respiratory conditions. 15 per cent of the Nillumbik population are current smokers, which has been increasing since 2011.

Gambling can harm the health and wellbeing of individuals, families and communities. These harms are broad and include relationship difficulties, health problems, emotional or psychological distress, financial problems, issues with work or study, cultural problems and criminal activity. Nillumbik has two gaming venues, with a total number of 89 electronic gaming machines (EGM's). Nillumbik is 44<sup>th</sup> (out of 79) in Victoria for the highest EGM expenditure in Victoria, with a total loss of over \$7.3 million each year.

Objective: Less people experience harm from alcohol, tobacco and gambling.

#### **Strategies:**

1. Explore opportunities to extend smoke free public areas
2. Support sporting clubs to challenge and change unhealthy alcohol cultures and create safe spaces for children, families and young people
3. Investigate alcohol harm in the community to better understand groups which are most impacted such as women and young people
4. Work with partners to reduce and minimise gambling harm.

#### **Outcome Indicators:**

- Proportion of adults who smoke daily (Victorian Population Health Survey)\*
- Proportion of adults who consume alcohol at lifetime risk of harm. (Victorian Population Health Survey) \*
- Rates of alcohol related ambulance attendance (Victorian Population Health Survey)\*
- Expenditure on gaming machines (Victorian Population Health Survey)

#### **Council Plan alignment:**

- Community and connection (health and wellbeing)

## How this plan was developed

This plan was developed through a process of reviewing available data on the population and health status of the Nillumbik community which is compiled in the *Nillumbik Community Profile 2021*, consultation with community members, groups and our partners, evaluating the previous health and wellbeing plan and taking into account the *Victorian Public Health and Wellbeing Plan 2019 - 2023*.

The **Community Profile 2021** was developed to inform a number of Council's key strategic documents, including this Plan. It presents information on the health status and the determinants of health of the Nillumbik community, using a range of data sources.

A number of **consultation activities** were conducted with community members and partner organisations. This included:

- In person, virtual and email consultation presentations and workshops with Council **advisory committees**, Councillors and staff.
- A **Health and Wellbeing Partnership Forum** was also held with health and wellbeing partners, to get feedback on proposed priority areas and explore what could be included in the plan, and opportunities for addressing health and wellbeing collectively.
- The **Our People Our Place Our Future engagement program**, which captured the views and priorities of the Nillumbik community. As a part of this process, Council sought community feedback on what is important to them, in relation to their wellbeing, neighbourhood and surrounds both now and into the future.

A **review of the Nillumbik Health and Wellbeing Plan 2017-2021** was also completed, with an assessment of what worked well, what outcomes were achieved and what could be improved.

This plan has consideration for the **Victorian Public Health and Wellbeing Plan 2019-2023** and its priorities, and ensures alignment between priority areas. A **review of the policy context** was also completed across local, state and national levels.

## Legislative and strategic alignment

Under the *Public Health and Wellbeing Act 2008*, the Health and Wellbeing Plan is to align with the Council Plan and Municipal Planning Strategy.

The *Local Government Act 2020* promotes an integrated approach to strategic planning and reporting. Integrated strategic planning and reporting seeks to ensure strong alignment between key strategic documents and policies that direct and influence initiatives, activities and projects undertaken by Council.

Council's Strategic Framework describes how we will achieve our community's aspirations. It outlines the relationship between strategies and plans and how we resource implement, monitor and review action.

Figure 1. Image: Council's Strategic Planning Framework

AUTHORISATION	LEGISLATION AND REGULATION			
ASPIRATION	COMMUNITY VISION			
POLICY POSITION	ACCESS, EQUITY AND INCLUSION POLICY			
STRATEGIC PLANNING	MUNICIPAL HEALTH & WELLBEING PLAN	COUNCIL PLAN 2021-2025	ANNUAL BUDGET	MUNICIPAL PLANNING STRATEGY
	ASSET PLAN	REVENUE & RATING PLAN	FINANCIAL PLAN	WORKFORCE PLAN
STRATEGY & PLANS	COMMUNITY AND CONNECTION	PLACE AND SPACE	SUSTAINABLE AND RESILIENT	RESPONSIBLE AND ACCOUNTABLE
	<i>*Refer to page # in the Council Plan for strategies and plans supporting these objectives</i>	<i>*Refer to page # in the Council Plan for strategies and plans supporting these objectives</i>	<i>*Refer to page # in the Council Plan for strategies and plans supporting these objectives</i>	<i>*Refer to page # in the Council Plan for strategies and plans supporting these objectives</i>
ACTION & IMPLEMENTATION	ACTION PLANS			
	DEPARTMENT BUSINESS PLANS			
	NILLUMBİK PLANNING SCHEME			

### Community Vision

Our draft Community Vision – Nillumbik 2040 is an aspirational description of what a community values and wants for the future of the place and community they live in. It contains vision statements that align to feedback received from over 2,000 community participants in the 'Our People, Our Place, Our Future' community engagement initiative which are categorised under the following four themes:

- Our People
- Our Place
- Our Future
- Our Council.

### Council Plan

The draft Council Plan 2021-2025 is Council's commitment to delivering on the community's aspirations outlined in our draft Community Vision – Nillumbik 2040 over the next four years. It will guide the organisation's work to deliver on the

priorities of the Council and the community, and to manage and deliver services for the Nillumbik community during Council's term.

Our draft Council Plan 2021-2025 is divided into the following four goal areas:

- Community and connection
- Place and space
- Sustainable and resilient
- Responsible and accountable.

### **Municipal Planning Strategy**

Health and wellbeing in Nillumbik is strongly influenced by the built and natural environment. The Municipal Planning Strategy at Clause 02 of the planning scheme, provides an overview of important local planning issues in an introductory context, sets out the vision for future use and development in the municipality and establishes strategic directions about how the municipality is expected to change through the implementation of planning policy and the planning scheme. Themes include:

- the implications for housing of changing household size and ageing population
- preserving agricultural land
- local businesses and local employment; implications of commuting to work
- transport
- community services
- recreation and open space.

### **Integrating the Ageing Well and Disability Action Plans in Nillumbik**

For this iteration of the Nillumbik Health and Wellbeing Plan, we have embedded strategies and actions related to Positive Ageing and Disability.

This integrated approach strengthens our commitment to health and wellbeing for older people and people with disability. It will help us better consider these key population groups across all priority areas of the plan, and elevate the profile of these areas of work.

### **Measures to reduce family and gendered violence**

Men's violence against women encompasses all forms of violence experienced by women because of their gender, perpetrated by men. This includes physical, sexual, emotional, financial and cultural violence, as well as a wide range of controlling and coercive behaviour. This violence has serious and long lasting effects on the health and wellbeing of women, especially related to mental health and sexual and reproductive health ([WHiN, 2017](#)).

Family violence also includes abuse experienced by older people, children and the LGBTIQA+ community. The effects of family violence is disproportionately experienced by women and children.

Strategic objectives in this plan will form a part of Council's approach to respond to and reduce family violence in the Nillumbik community, and support victim survivors. Everyone in our community has a role to play in reducing and eliminating violence against women and family violence.

### **Progressing gender equality**

Nillumbik Shire Council recognises the important role that local government plays in promoting gender equality and preventing violence against women. Council aligns its gender equity work to regional, state, national and international research, strategies and frameworks which determines that addressing the drivers of gender inequality reduces violence against women.

The *Gender Equality Act 2020* commenced on 31 March 2021 and seeks to improve workplace gender equality in the Victorian public sector, universities and local councils. Local councils are required to promote gender equality in the workplace and in its policies, programs and services that have a direct and significant impact on the community.

In addition to gender equality being highlighted as a priority area, Council will apply a gender lens across all the work within this plan.

For further information about the Gender Equality Act, please see:  
<https://www.genderequalitycommission.vic.gov.au/>.

### **Considerations of climate change impacts on health**

Climate change is the greatest threat to public health of the 21st century. The *Climate Change Act 2017* requires Councils to consider climate change when preparing their Health and Wellbeing Plan. Councils are ideally positioned to take action to help mitigate and adapt to climate change and its impacts on health at the local level, and to contribute to state and national actions.<sup>1</sup>

This plan complements work being undertaken through the Nillumbik Climate Change Action Plan. The Climate Change Action Plan (currently in development), includes mitigation and adaptation strategies that will seek to deliver health co-benefits for our community.

In particular, strategies that focus on:

- helping to build community resilience including bushfire, heatwaves, drought and extreme rainfall
- sustaining healthy natural environments
- supporting vulnerable community members
- strengthening food system/sustainable agriculture, food security and urban agriculture
- reducing carbon emissions

"The earth is warming at an unprecedented rate as a result of increasing concentrations of greenhouse gases in the atmosphere. Victoria's climate has changed over recent decades, becoming hotter and drier, and these trends are projected to continue. Victoria is already seeing direct and indirect health and wellbeing impacts associated with events such as floods, fires and heatwaves, which are occurring with greater frequency and intensity due to climate change. Without urgent action from all levels of society to mitigate and adapt to climate change it is

<sup>1</sup> Climate change challenges to health. Risks and opportunities, Australian Academy of Science, 2015.

evident that the health, safety and wellbeing of Victorians, particularly those most vulnerable, is at risk now and into the future. At the same time, there are significant opportunities for councils to take action on climate change and improve health simultaneously”<sup>2</sup>

### Victorian Public Health and Wellbeing Plan

The *Victorian Public Health and Wellbeing Plan 2019-2023* sets the direction and provides a framework for coordinated action, with the aim of delivering improved public health and wellbeing outcomes for Victorians ([State of Victoria, 2019](#)).

The table below outlines the ten priority areas in the State plan, including the four focus areas of tackling climate change and its impacts on health, increasing healthy eating, increasing active living and reducing tobacco related harm.

		Social inclusion and connection	Community resilience	Gender equality and PVAW	Physical activity	Food	Reducing harm from alcohol and tobacco
Victorian Public Health and Wellbeing Plan Priorities	Tackling climate change and its impact on health		✓		✓	✓	
	Reducing injury		✓	✓			✓
	Preventing all forms of violence			✓			
	Increasing healthy eating					✓	
	Decreasing the risk of drug resistant infections in the community		✓				
	Increasing active living				✓		
	Improving mental wellbeing	✓	✓	✓	✓	✓	✓

<sup>2</sup> Tackling climate change and its impacts on health through municipal public health and wellbeing planning: Guidance for Local Government, State of Victoria, 2020.

Improving sexual and reproductive health			✓			
Reducing tobacco-related harm						✓
Reducing harmful alcohol and drug use						✓

## Implementation

### Annual Implementation Plans

Every 12 months, an Annual Implementation Plan will be prepared, which will provide the detail of how we will implement the strategic objectives in this plan and how we assess progress.

Annual Implementation Plans will include specific actions related to each strategic objective in the plan, the timeframe it will be delivered, the team within Council who will deliver the action, partners involved in delivering the action, where the activity will take place and which population group the action will be targeted towards.

Annual reviews will be conducted to assess the progress made within each of the priority areas. A traffic light rating system will be used to identify action within the Annual Implementation Plan that are complete, on track or experiencing some challenges to progress. Case studies from key initiatives will also be included in each annual review.

## Governance

### Health and Wellbeing Advisory Committee

Development and implementation of this plan is overseen by the Nillumbik Health and Wellbeing Advisory Committee which includes members of the community, representatives from Council and health and wellbeing focused agencies. The purpose of the Committee is to provide a formal mechanism for Council to fulfill the requirements of the *Public Health and Wellbeing Act 2008* and consult with key stakeholders, seek specialist advice and enable community participation in the development, implementation and evaluation of the Health and Wellbeing Plan.

### Health and Wellbeing Plan Project Control Group

The Health and Wellbeing Plan Project Control Group will include representatives from within Nillumbik Shire Council. The purpose of this group is to: ensure strategic alignment between the Health and Wellbeing Plan and other key Council strategic documents, provide advice to support development, implementation and monitoring of the plan, champion and promote health and wellbeing across Council operations and the community, and identify opportunity opportunities for improved health and wellbeing outcomes.

The *Public Health and Wellbeing Act 2008* requires Council to provide for the involvement of people in the local community in the development, implementation and evaluation of the plan. This governance approach supports Council in meeting these obligations. Both the Advisory Committee and Project Control Group will meet regularly throughout the life of the plan. Input from these groups will inform the development of Annual Implementation Plans and Annual Progress Reports.

## Monitoring and evaluation

In line with the *Public Health and Wellbeing Act 2008* a council must review its Health and Wellbeing Plan annually, and if appropriate, amend it. Annual Implementation Plans will be developed and reviewed each year with the Healthy and Wellbeing Advisory Committee, and a report shared publically. Monitoring will also consider measures taken to reduce family violence and respond to the needs of victims, in line with requirements of the *Public Health and Wellbeing Act 2008*.

### Monitoring

Annual Progress Reports will outline the progress achieved within each of the health and wellbeing priority areas. The reports will also monitor trends, identify opportunities for improvements and inform the development of the next Annual Implementation Plan to ensure actions remain relevant for continued investment by Council over the life of the plan. Annual Progress Reports will include a short description of progress against each action including visual tracking of progress:

- complete/on track ●
- delayed ◆
- not started/off track ■

### Evaluation

Area of evaluation	Evaluation question	Method
Outcome evaluation	What health and wellbeing benefits have been realised over time?	Health and wellbeing outcome indicators
	Are we having the impact we expected?	Case studies
Process evaluation	Have we done what we committed to?	Annual Progress Reports Process indicators
	To what extent have our objectives been achieved?	Case studies
Partnership evaluation	How effective are our partnerships? What benefits have partnerships had on the community?	Partnership evaluation of governance structures

Our approach to evaluation is outlined in Table 2.

### **Health and wellbeing outcome indicators**

This plan includes health and wellbeing outcome indicators that are guided by the *Victorian Public Health and Wellbeing Outcomes Framework* and health and wellbeing priorities identified in the Nillumbik Community Profile 2021.

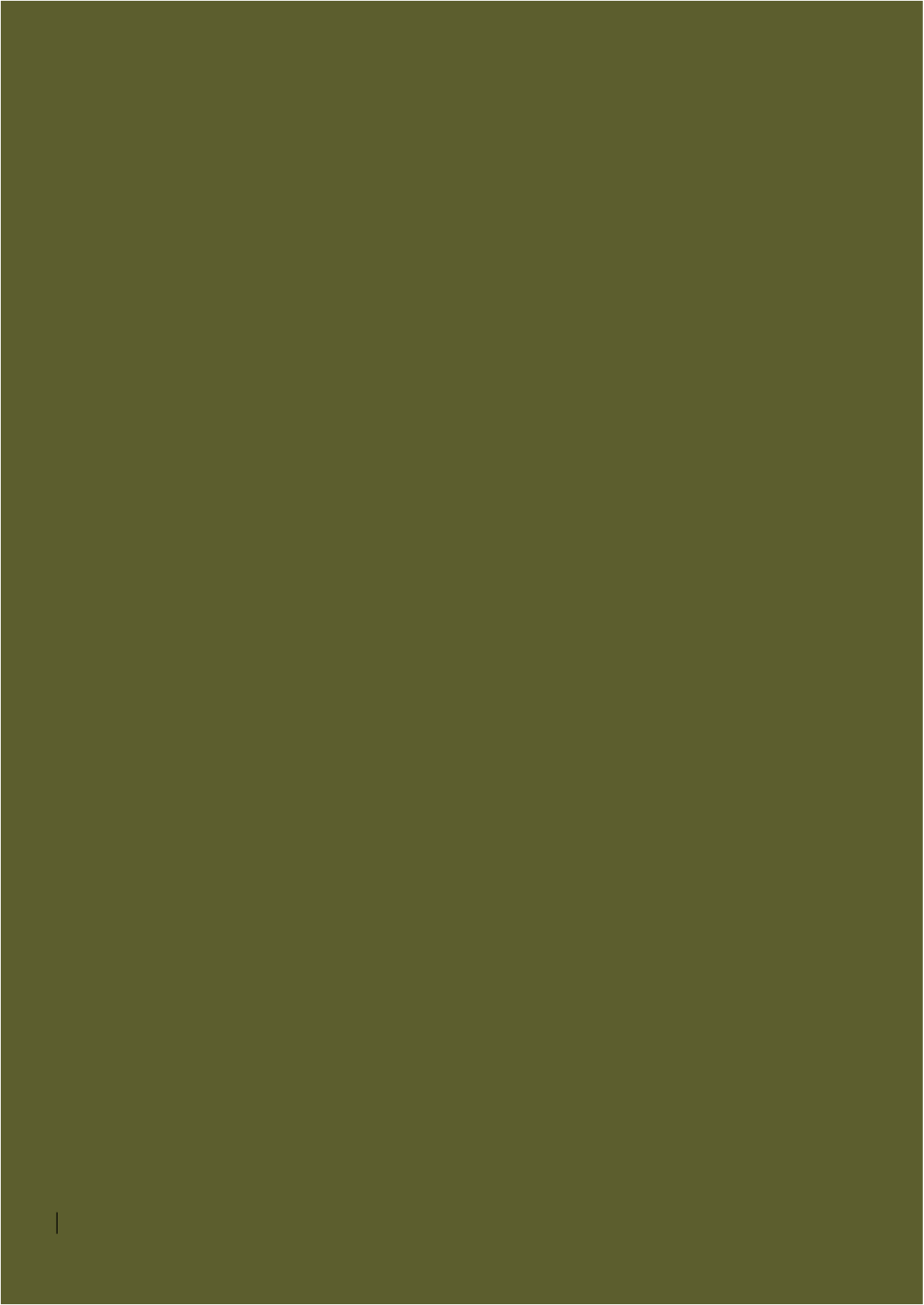
These indicators provide a picture of how the health and wellbeing status of our community is tracking over time. It also ensures we maintain a line of sight between local action and our collective effort to achieve progress on state health and wellbeing priorities. Indicators aligned to the outcomes framework are identified with a “\*” throughout this plan.

To monitor trends over the time, indicators will be updated (where new data is available) in Annual Progress Reports.

DRAFT

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## 7.4 Income

### 7.4.1 Personal income

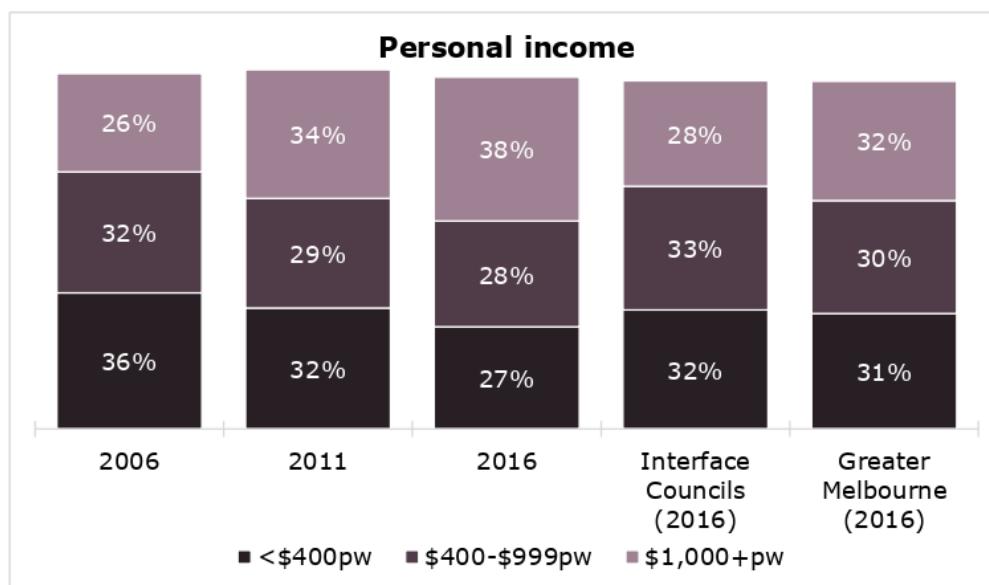
<b>Measure</b>	What is the total of all income the person usually receives?
<b>Source</b>	2016 Census individual level data.
<b>Population</b>	49,213 (applicable)
<b>Update due</b>	2021 Census, available 2023



# 38%

of residents who receive an income earn over \$1,000 per week.

The proportion of Nillumbik residents who earn under \$400 per week has been decreasing over time, whilst the proportion earning over \$1,000 per week has been increasing. There has been minimal change in the proportion earning \$400-\$999 per week. Nillumbik has a higher proportion of residents earning over \$1,000 a week than the average for Interface Councils and Greater Melbourne.



As per the 2016 Census, a number of townships have a notably high proportion of residents earning over \$2,000 per week:

- Kangaroo Ground (18%).
- Research (15%).
- Plenty (15%).
- North Warrandyte (15%).

The townships with the highest proportion of residents earning under \$400 per week are Wattle Glen (33%) and Plenty (29%). Plenty clearly has a greater rich-poor divide than other townships.

# Community Profile 2021



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## Introduction

### Introduction

The Nillumbik Community Profile 2021 has been developed to inform a number of strategic documents that Council prepares, including the Municipal Public Health and Wellbeing Plan and the Council Plan.

It is a legislative requirement of every Victorian council to develop a Municipal Public Health and Wellbeing Plan (MPHWP) within twelve months of a Council election. The purpose of the MPHWP is to identify priority areas and actions to address to improve the health and wellbeing of the community. The development of this plan requires an examination of the available data on health status and the determinants of health within the municipality.

In addition to supporting the development of the MPHWP and the Council Plan, the Nillumbik Community Profile has been designed so it can be used by Council staff to help plan for a range of initiatives, and to better understand the community from a research and data perspective.

This profile also presents an opportunity for council staff to consider data collection points that align with those in the profile, as a mechanism for monitoring and reporting on projects and programs that have been delivered.

The Nillumbik Community Profile can also be used by our health and wellbeing partners, and community stakeholders, to support the planning of initiatives within the Nillumbik community.

### Data Collection Methodology

The data presented in this report is limited to what was available at the local government area level and was current at the time of publication, February 2021. We have also drawn on state and national level data to provide context on specific factors and determinants of health. Data sources include internally provided data (GIS, infrastructure etc.), Australian Bureau of Statistics (ABS), Victorian Population Health Survey, HOSdata (by request), Yarra Valley Water (by request), Victorian Commission for gambling and liquor regulation, AIHW, data.vic.gov.au, Victorian Women's Health Atlas, Crime Statistics Agency and crashstatistics (Vicroads).

## Council plan



Liveability Domains							
	Social infrastructure	Food environment	Housing affordability	Public transport	Public open space	Employment	
		Alcohol, tobacco and drugs		Walkability			
Key topic areas							
Disability	Resilience	Gambling	Housing characteristics	Car ownership	Gardens	SEIFA	Communication preferences
Gender equity	Community safety	Mental health	Solar panels	Active transport	Vegetation cover	Income	Research and consultation
Volunteering	Isolation (physical and social)	Family Violence	Utility usage		Climate change	Tourism	Emergency Management
Aboriginal and Torres Strait Islander people	Art and culture participation	Sexual and reproductive health				Business type	
CALD		Active lifestyles / recreation				Education	
LGBTIQ+		Disease, illness and healthcare					
Carer							

The following table outlines how each section of the document can be useful to Council staff.

Section	How is this useful?
<b>Inclusion</b>	Social inclusion covers factors that determine how well an individual can participate in their community. Social inclusion is one of the main 'social determinants of health' and plays a significant role in our community's wellbeing. It is particularly important from a built environment and service perspective to ensure that people with a disability or physical limitation can physically access services, people who speak a language other than English can source the information they need, people in low income households have equal opportunity to access basic resources, and people of all genders and sexualities have equal opportunities in workplaces and social situations.
<b>Healthy environments</b>	Healthy environments include both built and social aspects of our community that promote health, wellbeing and resilience. These include infrastructure and activities available to residents and visitors that can contribute to improved health outcomes, such as community centres and cultural facilities. Safety is also an important aspect of healthy environments, which has implications for Council through public space management such as vegetation maintenance (sightlines) and lighting.
<b>Health behaviours</b>	There are a range of behaviours that are broadly recognised as contributing to poorer health outcomes for individuals. Council's role includes understanding the incidence of these behaviours in the community, and working to improve built and social structures to help minimise these behaviours. Council can also play an important role in encouraging positive health behaviours through the provision of recreation facilities and promoting healthy behaviours.
<b>Housing</b>	To help maintain the health and wellbeing of the community it is necessary for people to have secure, safe and appropriate housing. Understanding how people live can help identify opportunities to support those who are in insecure or inappropriate housing as well as guide housing development and housing strategies. Knowledge of the particulars of housing in the region can also help identify opportunities for improving sustainability infrastructure at a household level.
<b>Transport</b>	Understanding how people move around can help us plan for future road, bike-path and footpath infrastructure. It can also assist in advocacy to public transport and roads providers, and identify opportunities to encourage an increase in active transport. Planning that results in less congestion (shorter commute times), and greater use of active transport can have significant benefits on peoples' health and wellbeing. Council should also consider community transport for people who are transport disadvantaged.

Section	How is this useful?
<b>Open space &amp; sustainability</b>	Public open spaces play a critical role in local communities as they provide a space that anyone can use without being excluded due to economic or social conditions. Understanding how people use open space can assist in maintenance and infrastructure planning.
<b>Employment and learning</b>	Employment and education has significant impacts on financial capabilities, and in turn effect an individual's capacity to participate in social and health promoting activities. Understanding information about businesses, income, financial position and tourism can help guide Council's economic strategy and service development.
<b>Responsible leadership</b>	It is important to involve the community in Council planning and demonstrate deliberative engagement to support informed decision-making. To do this requires effective communication strategies that best target relevant segments of the community and dissemination of knowledge from Council-led community research and consultation across the organisation.

## How to use this document

### Department guides

*Section headings are hyperlinks*

Department	Key sections	How this information might help you.
Community Partnerships	<a href="#">Healthy environments</a>	<ul style="list-style-type: none"> <li>• Provide supporting data for grant applications.</li> <li>• Rationale to triage projects.</li> <li>• Information specific to townships.</li> <li>• Evaluate whether a program has made a difference.</li> <li>• Identify communities in need of support (isolation etc.)</li> </ul>
	<a href="#">Inclusion</a>	
	Geographic snapshot	
Economic development	<a href="#">Employment and learning</a>	<ul style="list-style-type: none"> <li>• Provide supporting data for grant applications.</li> <li>• Assisting businesses.</li> <li>• Planning.</li> </ul>
Infrastructure	<a href="#">Transport</a>	<ul style="list-style-type: none"> <li>• Provide supporting data for grant applications.</li> <li>• Identify what to advocate for.</li> <li>• Understanding how people use public transport.</li> <li>• Car ownership.</li> </ul>
	<a href="#">Employment and learning</a>	
Communications	<a href="#">Communication preferences</a>	<ul style="list-style-type: none"> <li>• Fine-tune targeting of communications.</li> <li>• Develop documents for the CEO.</li> <li>• Enhance content of communications.</li> </ul>
	Township personalities	
Strategy and policy	All sections	<ul style="list-style-type: none"> <li>• Policy and strategy development.</li> <li>• Provide supporting data for grant applications.</li> <li>• Identify what to advocate for.</li> <li>• Service planning.</li> <li>• Provide supporting data for grant applications.</li> <li>• Annual reporting.</li> </ul>
Environment	<a href="#">Housing</a>	<ul style="list-style-type: none"> <li>• Provide supporting data for grant applications.</li> <li>• Project development.</li> <li>• Understanding volunteering.</li> <li>• Utility usage.</li> </ul>
	<a href="#">Open Space</a>	
	Township personalities	

### Locality and age range categories

Wherever possible this document uses the following localities and age ranges. Use of these categories is encouraged when collecting data for Council for ease of comparability.

Localities		Age ranges
Diamond Creek	St Andrews	Children 0-8
Doreen	Wattle Glen	Early years 5-12
Eltham	Yarrambat	Youth 12-25
Eltham North	Nillumbik Rural East (Bend of Islands, Christmas Hills, Kinglake, Smiths Gully, Strathewen, Watsons Creek)	Positive ageing 55+
Greensborough		
Hurstbridge		
Kangaroo Ground		
North Warrandyte	Nillumbik Rural North West (Arthurs Creek, Cottles Bridge, Kinglake West, Nutfield, Yan Yean)	
Panton Hill		
Plenty		
Research		

A number of data sources used variations of these, as outlined in Appendix 1.

## Region definitions

Different data sets use different region definitions. The following table summarises these regions.

Region	Includes	Used by
<b>Melbourne North East</b> - Main Statistical Area (Main ASGS) or Greater Capital City Statistical Area	Banyule, Darebin – North, Nillumbik – Kinglake, Whittlesea - Wallan	Census 2016
<b>North Eastern Melbourne</b> - <a href="https://www.dhhs.vic.gov.au/sites/default/files/documents/201610/DHHS_Victoria_Map_Areas-LGAs.pdf">https://www.dhhs.vic.gov.au/sites/default/files/documents/201610/DHHS_Victoria_Map_Areas-LGAs.pdf</a>	Nillumbik, Whittlesea, Banyule, Darebin	DHHS (Victorian Population Health Survey)
<b>North and West metropolitan</b> - <a href="http://www.health.vic.gov.au/regions/northwestern/">http://www.health.vic.gov.au/regions/northwestern/</a>	Nillumbik, Whittlesea, Banyule, Darebin, Hume, Moreland, Yarra, Melbourne, Moonee Valley, Maribyrnong, Brimbank, Melton, Wyndham, Hobsons Bay.	Victorian Population Health Survey (older measures)
<b>Greater Melbourne and Metropolitan Melbourne</b>	Banyule, Hume, Moreland, Bayside, Kingston, Mornington Peninsula, Boroondara, Knox, Nillumbik, Brimbank, Manningham, Port Phillip, Cardinia, Maribyrnong, Stonnington, Casey, Maroondah, Whitehorse, Darebin, Melbourne, Whittlesea, Frankston, Melton, Wyndham, Glen Eira, Monash, Yarra, Greater Dandenong, Moonee Valley, Yarra Ranges and Hobsons Bay	Census
<b>Interface Councils</b> <a href="http://www.interfacecouncils.com.au">www.interfacecouncils.com.au</a>	Mitchell, Wyndham, Melton, Hume, Whittlesea, Nillumbik, Yarra Ranges, Cardinia, Casey, Mornington Peninsula.	Generated in Census tablebuilder, id.com.au

## Population overview

### Population forecast

<b>Measure</b>	Overall population
<b>Source</b>	Forecast.id (discontinued): 65,122 Victoria in Future: 65,370 <a href="https://www.planning.vic.gov.au/land-use-and-population-research/victoria-in-future">https://www.planning.vic.gov.au/land-use-and-population-research/victoria-in-future</a>
<b>Update due</b>	2023

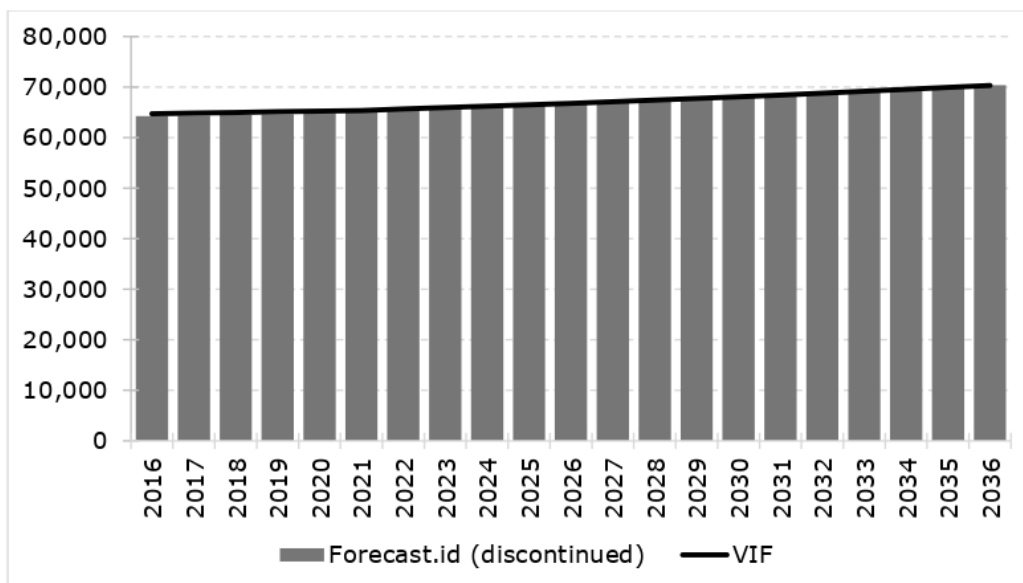


# 65,370

Nillumbik population as at 2021, Victoria in Future.

The population of Nillumbik is forecast to increase by an average of 0.5% each year. This is lower than the average across interface Councils (1.9% annual population increase 2021-2036) and the neighbouring council areas Whittlesea (3.2%) and Yarra Ranges (0.9%) (Victoria in Future, 2019).

The Nillumbik population is currently estimated to be just over 65,000 (in 2021) and is forecast to reach just over 70,000 by 2036.



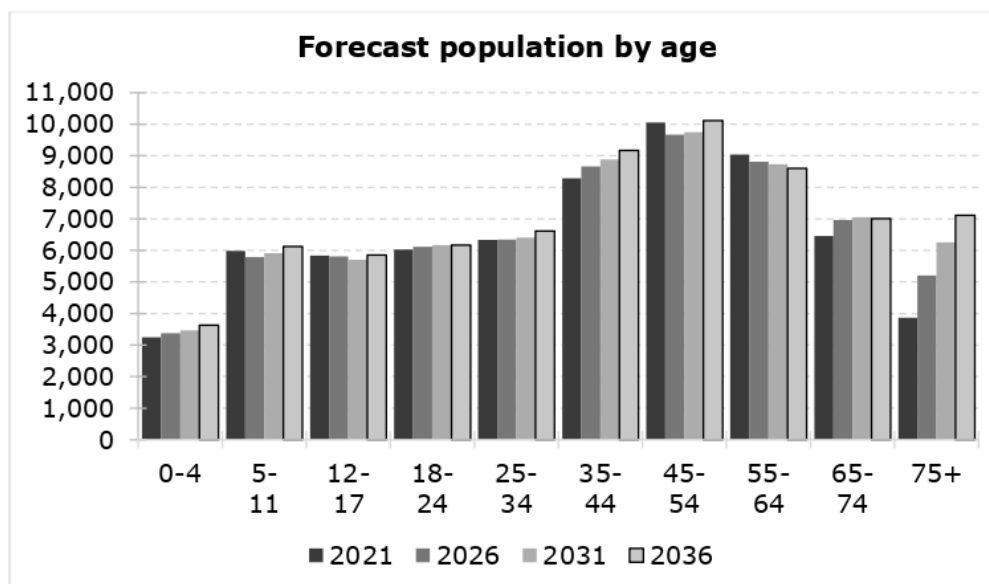
## Age ranges

The population forecast by age groups in Nillumbik is driven by the current age of the population, births and deaths, and the age of people migrating into and out of the area. This in turn is driven by the location of existing housing stock, the amount and type of new residential development (same as existing stock, or diversifying) and where the area is in a cycle of change.

<b>Measure</b>	Overall population
<b>Source</b>	Forecast.id (discontinued)
<b>Update due</b>	None

Most of the population increase forecast for the next 15 years is expected to occur amongst older adults (75+ year olds). This increase is primarily expected to be made up of those who already live in Nillumbik, aging in place. It is anticipated that the number of young families will be maintained through children staying in the area as they enter adulthood, and a small migration of young families.

This highlights the need for ensuring that there are structures and facilities in place to cater for adults aging in place.



Forecast population by age	2021		2026		2031		2036		% change 2021-36
	Pop'n	%	Pop'n	%	Pop'n	%	Pop'n	%	
<b>0-4</b>	3246	5%	3374	5%	3468	5%	3633	5%	12%
<b>5-11</b>	5983	9%	5788	9%	5910	9%	6123	9%	2%
<b>12-17</b>	5839	9%	5806	9%	5700	8%	5853	8%	0%
<b>18-24</b>	6027	9%	6115	9%	6171	9%	6171	9%	2%
<b>25-34</b>	6337	10%	6339	9%	6404	9%	6612	9%	4%
<b>35-44</b>	8284	13%	8664	13%	8880	13%	9166	13%	11%
<b>45-54</b>	10048	15%	9670	14%	9745	14%	10117	14%	1%
<b>55-64</b>	9036	14%	8811	13%	8728	13%	8604	12%	-5%
<b>65-74</b>	6454	10%	6963	10%	7048	10%	7006	10%	9%
<b>75+</b>	3868	6%	5206	8%	6255	9%	7110	10%	84%
<b>TOTAL</b>	65122		66736		68309		70395		8%



## 1 Inclusion

Social inclusion covers factors that determine how well an individual can participate in their community. Social inclusion is one of the main 'social determinants of health' and plays a significant role in our community's wellbeing. It is particularly important from a built environment and service perspective to ensure that people with a disability can physically access services, people who speak a language other than English can source the information they need, people in low income households have equal opportunity to access basic resources, and people of all genders and sexualities have equal opportunities in workplaces and social situations.

## 1.1 Disability

People with disabilities are more likely to have low income, have lower levels of workforce participation and education, and be socially excluded or marginalised. People who have a disability are more likely to report poorer physical and mental health, have more risk factors, and chronic illness. They may also be more likely to experience violence, abuse and neglect; and discrimination and isolation related to their disability. They may also have difficulty accessing appropriate housing and healthcare.

**COVID-19 Considerations** In the Together in Nillumbik 2020 COVID-19 survey there were 87 respondents who reported having a disability, health condition or injury that had lasted or is likely to last 6 months or more. This component of the sample showed higher instances of being concerned about themselves or their family contracting COVID-19 (53%, compared to 40% no disability) and a high proportion want assistance with financial relief packages (23%, compared to 12% no disability), support to connect to Federal and State financial relief (15%, compared to 8% no disability), and/or delivery of food packages / ready-made meals (10%, compared to 3% no disability). During COVID-19 people with a disability are more commonly experiencing psychological distress challenges with affording services (22%, compared to 7% no disability) and knowing how to access services (22%, compared to 11% no disability).

### 1.1.1 Incidence of disability

<b>Question</b>	Variable generated based on: <ul style="list-style-type: none"> <li>• Does the person ever need someone to help with, or be with them for, self-care activities?</li> <li>• Does the person ever need someone to help with, or be with them for, body movement activities?</li> <li>• Does the person ever need someone to help with, or be with them for, communication activities?</li> <li>• What are the reasons for the need for assistance or supervision shown in Questions 20, 21 and 22? [Disability lasting 6 months or more]</li> </ul>
<b>Source</b>	2016 Census individual level data.
<b>Population</b>	61,274
<b>Update due</b>	2021 Census, available 2023

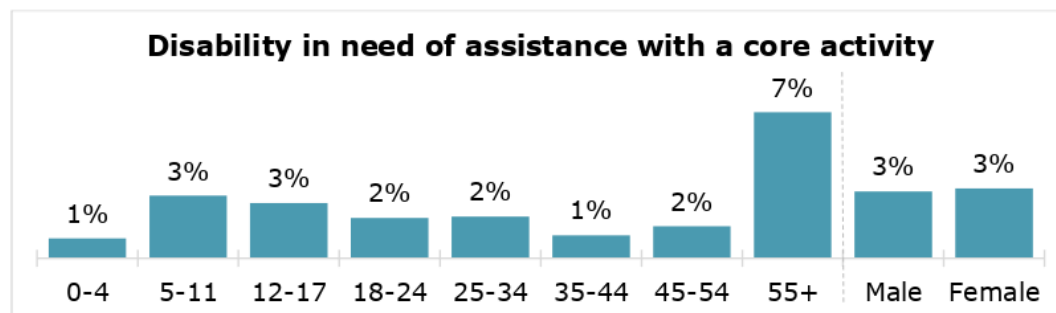


of the Nillumbik population reported having a disability requiring assistance with core activities lasting 6 months or more (1,997 people). The 2016 data shows an increase in this measure when compared to 2% in 2011 (1,473 people). This is in line with 2011 Department of Community Development and Planning projections that estimated 1,469 by 2016 and 2,066 by 2026<sup>1</sup>.

<sup>1</sup> Social Statistics page no longer available. Data not available online. Only reference is previous Nillumbik Health and Wellbeing Profile.

The overall proportion of the community reporting a disability in need of assistance with a core activity is lower in Nillumbik than the average across Metropolitan Melbourne (5%).

The incidence of having a disability that requires assistance with a core activity is similar across males and females, and is at 7% amongst those aged 55 years or over.



The majority of people with a disability are in the 55+ age range (59% of those with a disability). Nillumbik's ageing population has resulted in a steady rise in the proportion of the population reporting that they have a disability. Increases were of a similar proportion across townships - approximately 1% when compared to 2011 figures.

Townships with higher proportions of people reporting a disability in need of assistance were:

- Wattle Glen (7%);
- Greensborough (5%); and
- Yarrambat (4%).

### 1.1.2 Carers in the community

<b>Question</b>	In the last two weeks did the person spend time providing unpaid care, help or assistance to family members or others because of a disability, a long term health condition or problems related to old age?
<b>Source</b>	2016 Census individual level data.
<b>Population</b>	61,274
<b>Update due</b>	2021 Census, available 2023

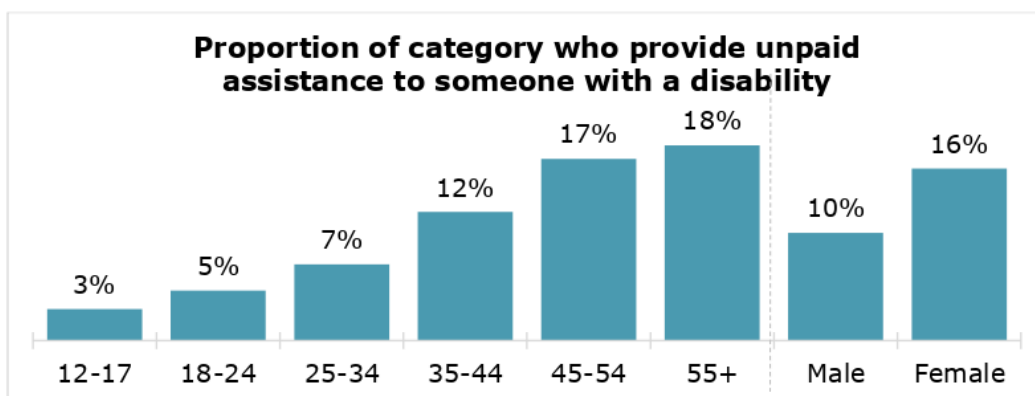


**13%**

of the Nillumbik population reported providing unpaid care, help or assistance to a person with a disability (6,477 people). This is the same proportion as recorded in 2011.

The incidence of community members providing unpaid care to a person with a disability is higher in Nillumbik (13%) than Greater Melbourne (11%).

Providing assistance is more common amongst older adults and females. Indeed, almost half of those who provide unpaid assistance to someone with a disability were aged 55 years or over (47%) and 62% were female.



## 1.2 Gender equity

The Royal Commission into Family Violence identified gender inequality as a key area that needs to be addressed in our society. The State Government suggests that there is a need to address the barriers that act as disincentives to the full participation of women in our economy and community<sup>2</sup>.

**COVID-19 Considerations** In the Together in Nillumbik 2020 COVID-19 survey it was clear that males and females are impacted by the pandemic in different ways. Females more commonly take on the majority of the work managing children in the household which results in higher instances of being concerned about remote learning (26%, compared to 18% males) and mentioning that they have more responsibilities to juggle (home schooling, carer work etc. 11%, compared to 3% males). Males less commonly want support and show lower instances of reporting psychological distress, however they were more commonly heavy drinkers.

### 1.2.1 Income by gender

<b>Question</b>	What is the total of all income the person usually receives?
<b>Source</b>	2016 Census individual level data.
<b>Population</b>	Males 30,266; Females 31,010
<b>Update due</b>	2021 Census, available 2023



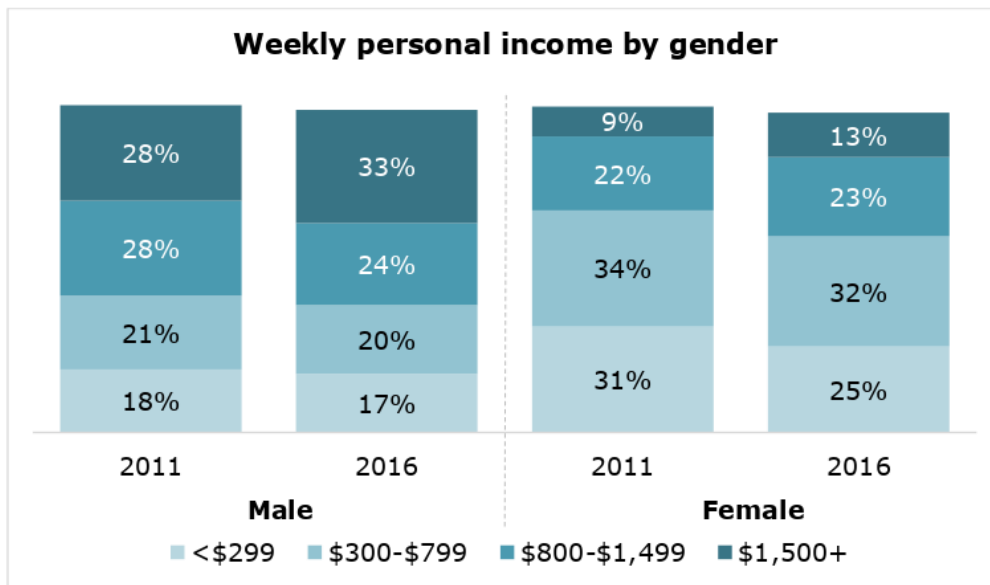
**58%**

of females earned less than \$800 per week in 2016 compared to 37% of males.

Over time, the incidence of females earning less than \$299 per week has decreased, with an increase in the proportion earning \$1,000 per week or over.

Despite this increase in the proportion of females earning \$1,500 or more per week when comparing 2011 to 2016, in 2016 there is still a notably smaller percentage of females earning this higher income (13%) than males (33%).

<sup>2</sup> <https://www.vic.gov.au/safe-and-strong-victorian-gender-equality>



There has been little change in the disparity of earnings by gender, with a 25% gap between the proportion of males and females earning \$800 a week or more in 2011 (56% male, compared to 31% female) decreasing slightly to 21% gap in 2016 (57% male compared to 36% female).

When comparing the differences in wages across gender within townships the following insights were evident:

- In Plenty township there has been a marked improvement in wage equality, with the proportion of females earning \$800 or more increasing from 26% in 2011 to 39% in 2016, bringing the gap when compared to males down from 32% in 2011 to 18% in 2016.
- Wattle Glen also shows a decrease in the upper wage gap from 30% in 2011 (53% males on \$800+ compared to 23% females) to just 21% in 2016 (50% males on \$800+ compared to 29% females). However, Wattle Glen also shows a particularly high instance of females earning less than \$300 a week (40%), up from 34% in 2011.
- The smallest upper wage gap was recorded in Doreen (11%; 45% males on \$800+ per week compared to 34% females).

### 1.2.2 Employment by gender

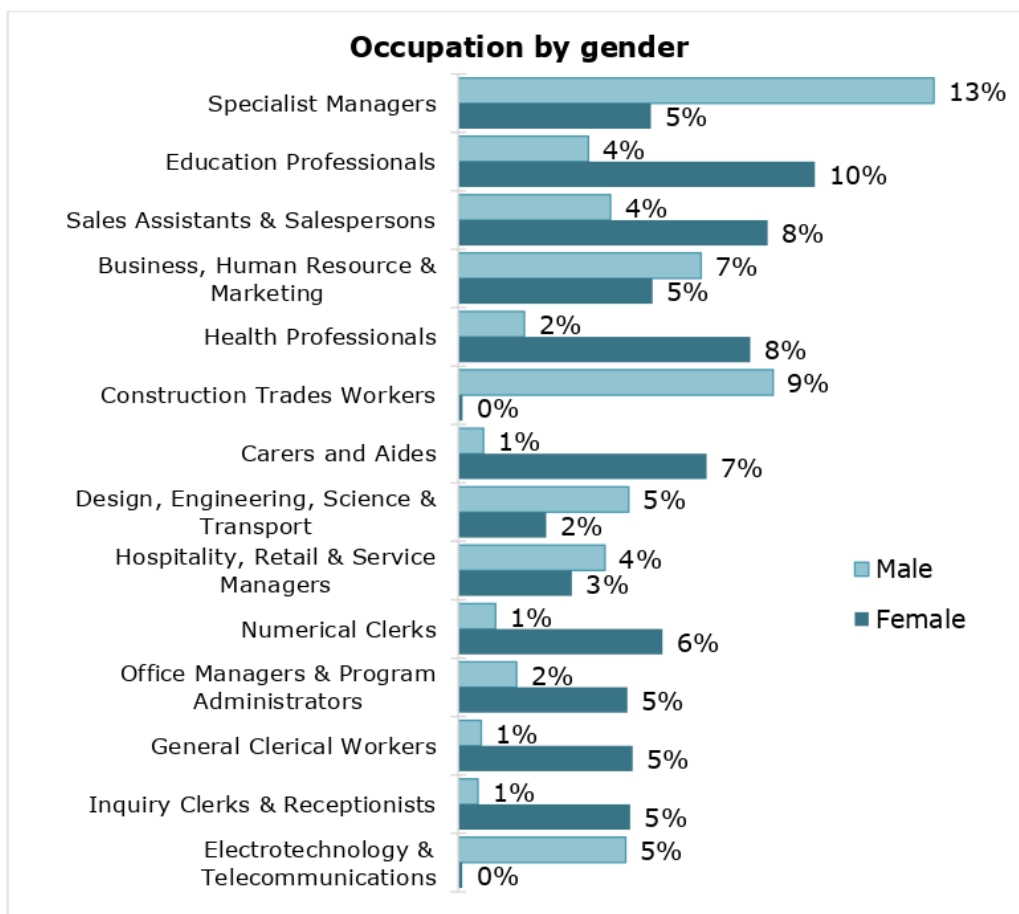
<b>Question</b>	Last week, how many hours did the person work in all jobs? (less than 40 classified as part time) In the main job held last week, what was the person's occupation?
<b>Source</b>	2016 Census household level data.
<b>Population</b>	Males 16,824, Females 15,761 (applicable)
<b>Update due</b>	2021 Census, available 2023



55%

of employed females are employed part time. This has remained relatively stable over the last 10 years (53% in 2006 and 55% in 2011). The percentage of employed males employed part time is slowly increasing (16% 2006, 18% 2011, 20% 2016).

Females are more often employed in education, health, carer and clerical occupations.




Occupations with a higher proportion of employees who are female often also have a higher proportion of part time employment (less than 40 hours a week) and lower average wages.

	% Female	Average income per week	Hours worked per week		
			<40	40	41+
Specialist Managers	27%	\$ 2,103.90	24%	23%	50%
Education Professionals	<b>72%</b>	\$ 1,273.81	<b>52%</b>	14%	30%
Sales Assistants and Salespersons	<b>66%</b>	<b>\$ 548.34</b>	<b>81%</b>	7%	9%
Business, Human Resource and Marketing Professionals	43%	\$ 1,826.35	41%	24%	31%
Health Professionals	<b>81%</b>	\$ 1,405.71	<b>62%</b>	16%	14%
Construction Trades Workers	1%	\$ 1,198.89	27%	41%	29%
Carers and Aides	<b>90%</b>	<b>\$ 665.93</b>	<b>82%</b>	9%	4%
Design, Engineering, Science and Transport Professionals	33%	\$ 1,774.81	37%	26%	34%
Hospitality, Retail and Service Managers	42%	\$ 1,349.27	36%	20%	40%
Numerical Clerks	<b>83%</b>	<b>\$1,051.64</b>	<b>69%</b>	15%	10%
Office Managers and Program Administrators	<b>73%</b>	\$ 1,394.03	<b>55%</b>	22%	20%
General Clerical Workers	<b>88%</b>	<b>\$ 865.43</b>	<b>75%</b>	14%	5%
Inquiry Clerks and Receptionists	<b>89%</b>	<b>\$ 741.28</b>	<b>79%</b>	10%	6%

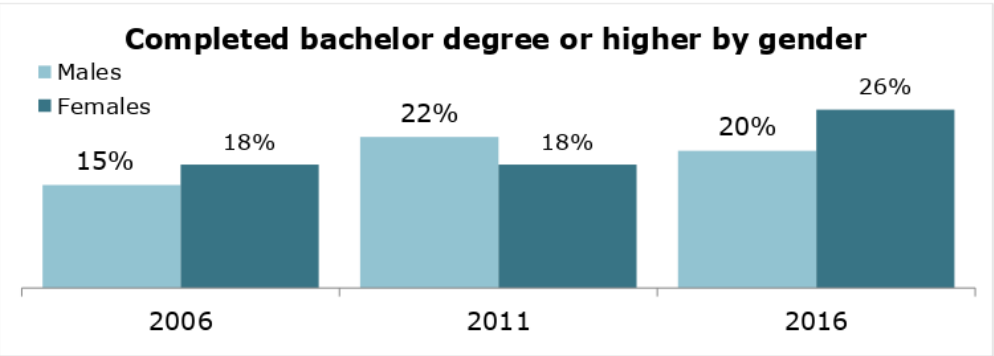
1.2.3 Education by gender

Question	What is the level of the highest qualification the person has completed?
Source	2016 Census individual level data.
Population	Males 30,266; Females 31,010
Update due	2021 Census, available 2023

 **26%**

of females had attained a bachelor degree or higher level of education, compared to 20% of males in 2016.

The proportion of females who have completed a bachelor degree or higher has increased in the last 10 years. This is encouraging as higher education can lead to employment opportunities that have higher wages.



#### 1.2.4 Unpaid childcare by gender

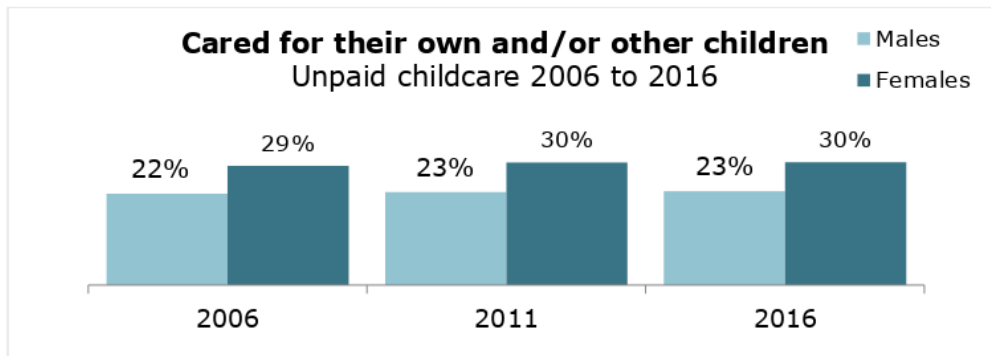
<b>Question</b>	In the last two weeks did the person spend time looking after a child, without pay?
<b>Source</b>	2016 Census individual level data.
<b>Population</b>	Males 30,266; Females 31,010
<b>Update due</b>	2021 Census, available 2023



**30%**

of females living in Nillumbik had provided unpaid childcare to their own and/or any other children in 2016, compared to 23% of males.

The proportion of males and females providing any form of unpaid childcare has remained relatively consistent since 2006; responsibility for care is more commonly undertaken by females than males.



### 1.2.5 Unpaid domestic work by gender

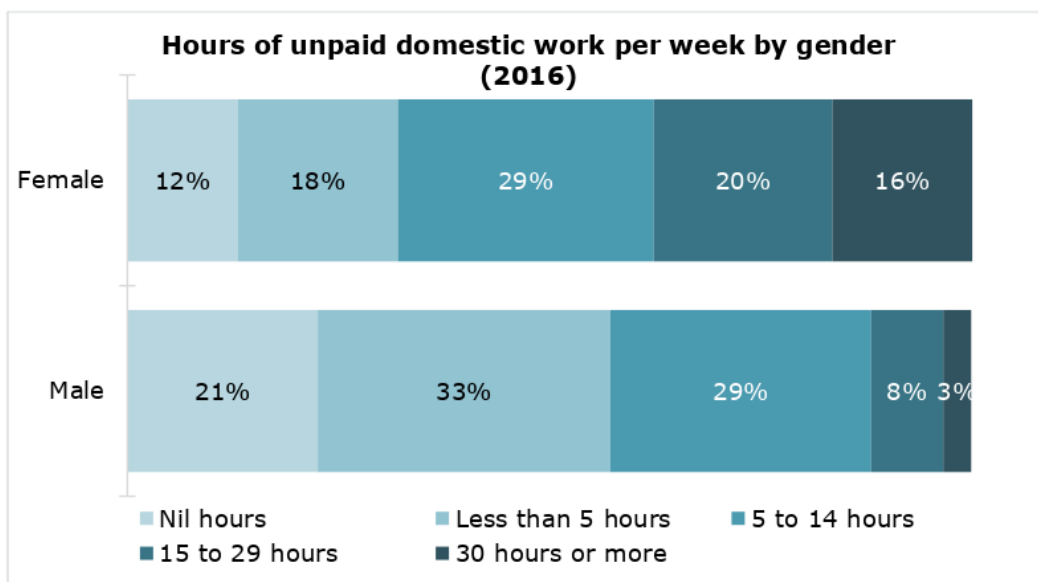
<b>Question</b>	In the last week did the person spend time doing unpaid domestic work for their household?
<b>Details</b>	Includes all housework, food/drink preparation and clean-up, laundry, gardening, home maintenance and repairs, and household shopping and finance management.
<b>Source</b>	2016 Census individual level data.
<b>Population</b>	Males 24,133; Females 25,081 applicable
<b>Update due</b>	2021 Census, available 2023



**36%**

of females living in Nillumbik said they had undertaken more than 15 hours of unpaid domestic work per week in 2016, compared to 11% of males.

Females undertake more unpaid domestic work per week than males.



The proportion of females undertaking 15 hours or more of unpaid domestic work per week decreased from 2011 (39%) to 2016 (36%), whilst the proportion amongst males stayed the same (11%), suggesting that females may be doing less, but males are not necessarily filling the gap.

### 1.3 Volunteering

Volunteering is a key aspect of community and civic engagement. The Australian Government recognises that volunteering has a range of benefits including bringing meaning and purpose to life, increasing self-esteem and wellbeing, relieving stress, alleviating symptoms of depression, having a positive impact on the community, and improving relationships<sup>3</sup>.

**COVID-19 Considerations** In the Together in Nillumbik 2020 COVID-19 survey 3% of respondents put forth a suggestion that volunteering opportunities as a service they think Council or other community organisations could provide to help people manage the impacts of COVID-19 pandemic in Nillumbik.

<b>Question</b>	In the last twelve months did the person spend any time doing voluntary work through an organisation or group?
<b>Details</b>	Include voluntary work for sporting teams, youth groups, schools or religious organisations. Exclude work in a family business or paid employment. Exclude work to qualify for a government benefit or to obtain an educational qualification or due to a community/court order.
<b>Source</b>	2016 Census individual level data.
<b>Population</b>	49,2013 applicable (18+ year olds)
<b>Update due</b>	2021 Census, available 2023

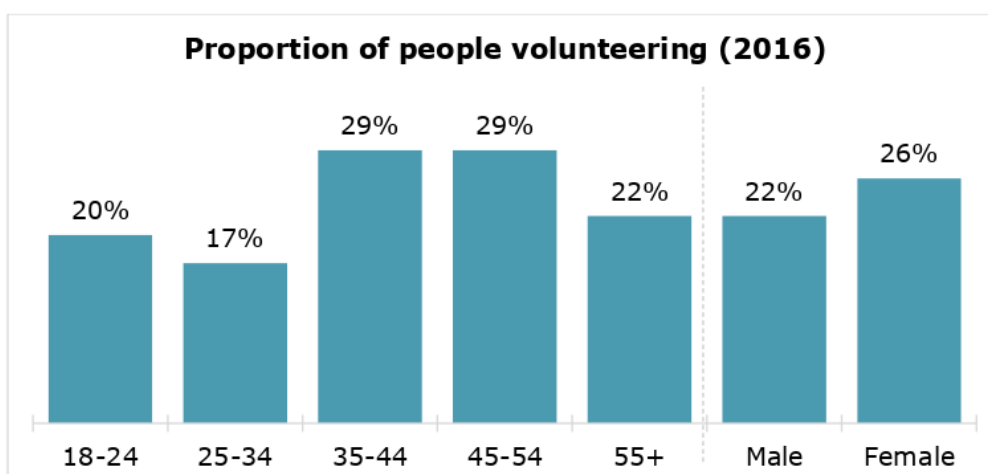


# 24%

of Nillumbik Shire residents engaged in some form of volunteer activity in 2016; a slight increase from 22% in 2011 and 2006.

A higher proportion of Nillumbik residents volunteer (24%) than is the average across the Melbourne metropolitan area (18%).

The incidence of volunteering is higher amongst 35-54 year olds and females.



<sup>3</sup> <https://www.healthdirect.gov.au/benefits-of-volunteering>

Kangaroo Ground, Nillumbik Rural East and Doreen showed the highest proportion of residents volunteering, with the latter registering the highest increase in volunteering over time (Doreen, from 23% in 2006 to 31% in 2016). Conversely the incidence of volunteering amongst Nillumbik Rural East residents declined over the same period (from 37% in 2006 to 31% in 2016).

<b>% Volunteering by Township</b>	<b>2006</b>	<b>2011</b>	<b>2016</b>
<b>Overall Average</b>	<b>22%</b>	<b>22%</b>	<b>24%</b>
<b>Kangaroo Ground</b>	31%	28%	33%
<b>Nillumbik Rural East</b>	37%	32%	31%
<b>Doreen</b>	23%	22%	31%
<b>North Warrandyte</b>	30%	30%	30%
<b>Panton Hill</b>	26%	26%	29%
<b>Nillumbik Rural North West</b>	28%	27%	29%
<b>St Andrews</b>	28%	28%	27%
<b>Hurstbridge</b>	22%	24%	26%
<b>Research</b>	25%	23%	25%
<b>Eltham North</b>	21%	23%	25%
<b>Eltham</b>	21%	21%	24%
<b>Plenty</b>	18%	21%	22%
<b>Wattle Glen</b>	19%	21%	22%
<b>Diamond Creek</b>	20%	20%	21%
<b>Yarrambat</b>	20%	30%	20%
<b>Greensborough</b>	15%	16%	18%

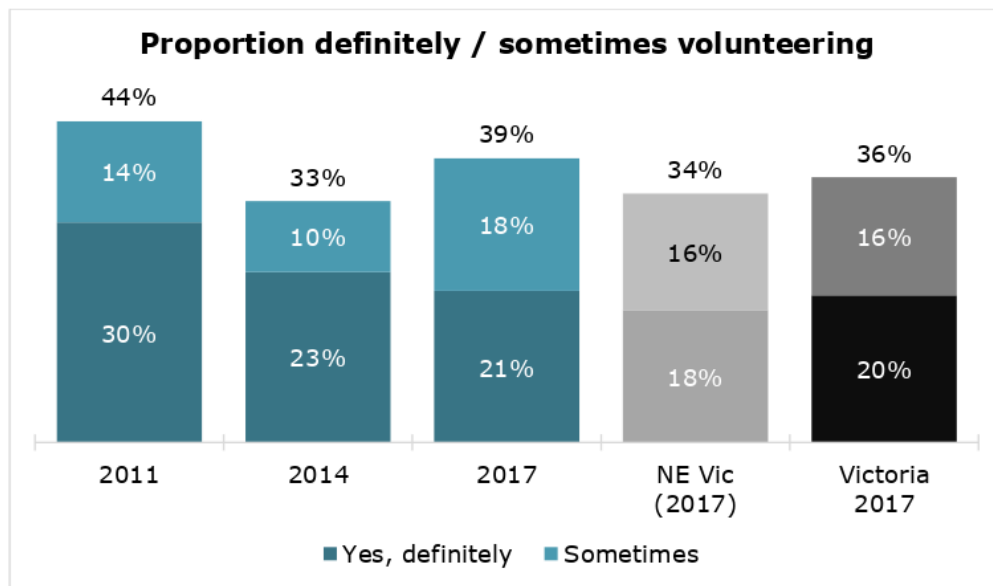
<b>Question</b>	In the last 12 months have you helped out a local group as a volunteer?
<b>Source</b>	Victorian Population Health data 2017
<b>Sample</b>	400
<b>Update due</b>	2021



**39%**

Said they sometimes or definitely helped out a local group as a volunteer in the 12 months prior to interview.

A notable increase in people saying they sometimes volunteer was recorded in 2017. Future surveys will identify if this is a trend. The incidence of Nillumbik residents volunteering is relatively similar to regional and state-wide averages.



## 1.4 Aboriginal and Torres Strait Islander people

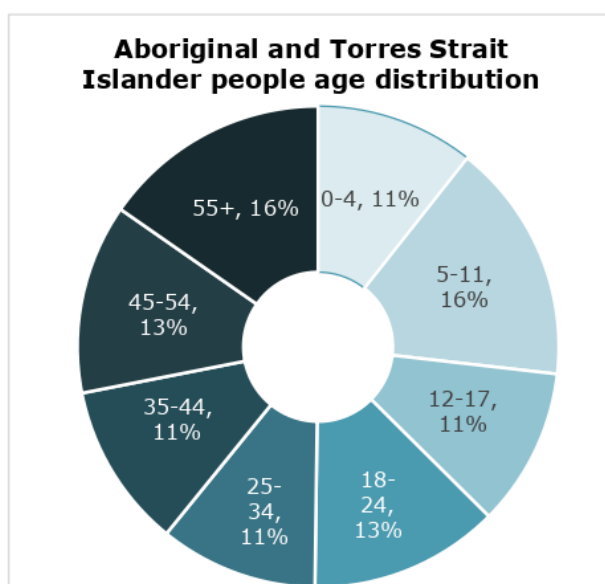
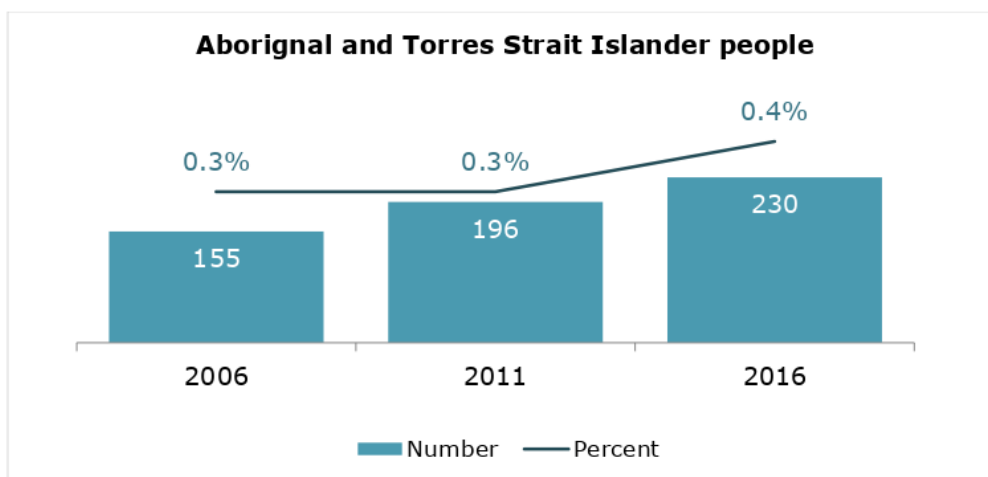
<b>Question</b>	Is the person of Aboriginal or Torres Strait Islander origin?
<b>Source</b>	2016 Census individual level data.
<b>Population</b>	61,274
<b>Update due</b>	2021 Census, available 2023



# 0.4%

of Nillumbik Shire residents indicated they are of Aboriginal or Torres Strait Islander origin.

The number of residents in Nillumbik who indicated through the Census that they are of Aboriginal and Torres Strait Islander origin has been increasing over the last 10 years.



The distribution of Aboriginal and Torres Strait Islander people is relatively consistent across age groups.

Just over half of Aboriginal and Torres Strait Islander people in Nillumbik are female (54%, 46% male).

The majority of Aboriginal and Torres Strait Islander people in Nillumbik live in Eltham (30%), Diamond Creek (20%), Greensborough (11%), and Hurstbridge (10%).

## 1.5 Culturally and linguistically diverse (CALD)

It is important to understand cultural diversity in the region as people from diverse cultures contribute language diversity, introduce new knowledge and ways of thinking, and can have very different life experiences which can impact on their navigation of community spaces and services.

### 1.5.1 Religion

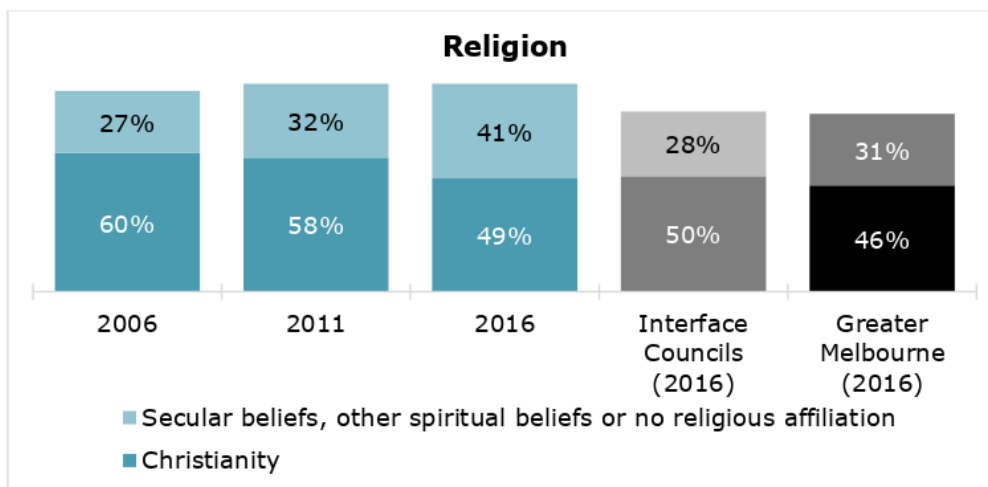
<b>Question</b>	What is the person's religion?
<b>Source</b>	2016 Census individual level data.
<b>Population</b>	61,274
<b>Update due</b>	2021 Census, available 2023



**49%**

of people in Nillumbik report their religion as Christianity, whereas 41% have indicated that they have secular beliefs, other spiritual beliefs or no religious affiliation.

The proportion of those identifying as Christian has been decreasing since 2006 and has not been replaced by any other religion, as evidenced by an increase in secular beliefs, other spiritual beliefs or no religious affiliation. The proportion stating secular beliefs / no religion is higher in Nillumbik than the average for Interface Councils and Greater Melbourne metropolitan area.



The incidence of reporting secular beliefs, other spiritual beliefs or no religious affiliation is more common in some townships:

- Nillumbik Rural East (57%);
- St Andrews (54%); and
- North Warrandyte (53%).

Conversely, reporting a Christian faith was more common in:

- Plenty (63%);
- Yarrambat (58%);

- Greensborough (58%); and
- Doreen (57%).

Higher instances of other faiths were recorded as follows:

- 1.5% Islam in Greensborough (Nillumbik average 0.4%); and
- 1.4% Buddhism in Doreen and Rural North West, and 1.5% in Rural East (Nillumbik average 0.9%).

### 1.5.2 Born overseas

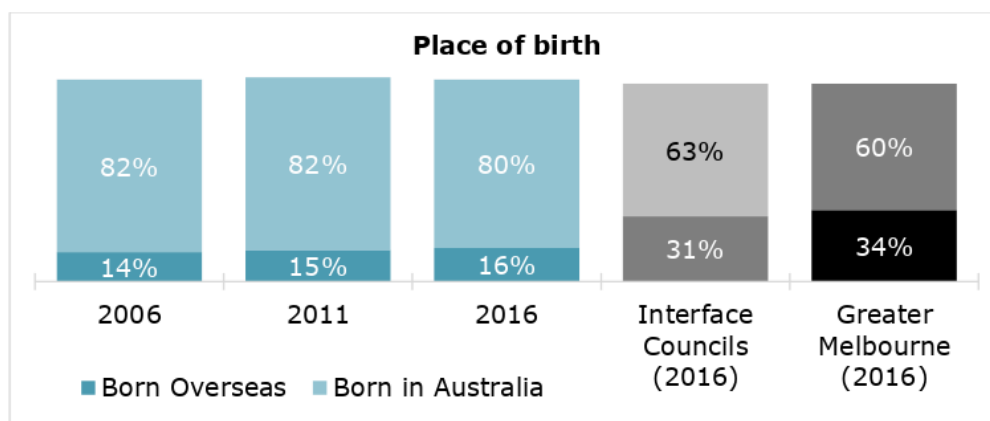
<b>Question</b>	In which country was the person born?
<b>Source</b>	2016 Census individual level data.
<b>Population</b>	61,274
<b>Update due</b>	2021 Census, available 2023



# 16%

of Nillumbik Shire residents were born overseas as of 2016, compared to 14% in 2006.

There is very little change over time in the proportion of residents in Nillumbik who are born overseas. The current proportion is significantly lower than the average across Interface Councils and Greater Melbourne.



The main location of birth other than Australia is England (22%), followed by Italy (7%), New Zealand (7%), China (5%) and South Africa (5%).

Greensborough (22%), Eltham (17%) and Eltham North (16%) ranked in the top three townships having residents who were born overseas. Kangaroo Ground and North Warrandyte shared equal fourth place at 15% each.

<b>% Born overseas</b>	<b>2016</b>
<b>Overall Average</b>	<b>16%</b>
Greensborough	22%
Eltham	17%
Eltham North	16%
Kangaroo Ground & North Warrandyte	15%
Diamond Creek & Wattle Glen	14%
Panton Hill, Nillumbik Rural East, Research & Plenty	13%
Yarrambat, Nillumbik Rural North West & Hurstbridge	12%
St Andrews & Doreen	11%

### 1.5.3 Speaks a language other than English (LOTE)

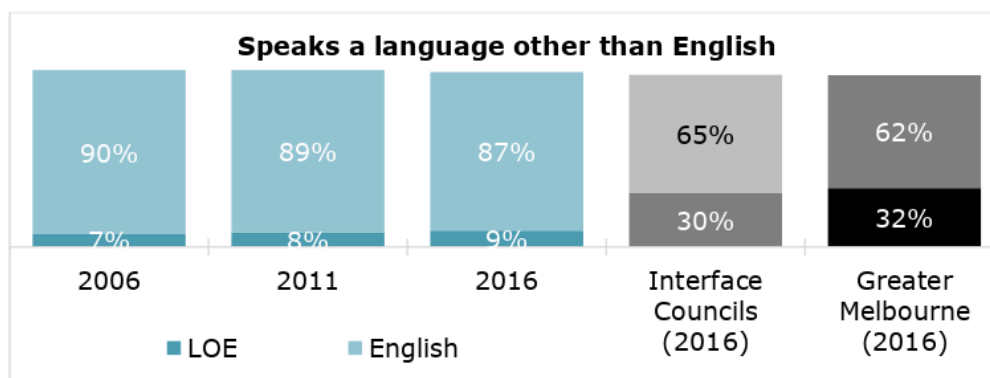
<b>Question</b>	Does the person speak a language other than English at home? How well does the person speak English?
<b>Source</b>	2016 Census individual level data.
<b>Population</b>	61,274
<b>Update due</b>	2021 Census, available 2023



9%

of people living in Nillumbik Shire speak a language other than English (LOTE) as of 2016, compared to 7% in 2006.

Given that most residents were born in Australia or English speaking countries, a very small proportion of the population speaks a language other than English. The proportion is significantly lower than the average for Interface Councils and the Greater Melbourne area.



Greensborough (20%) and Plenty (13%) ranked in the top two townships for having residents that speak a language other than English.

<b>% Speaks a language other than English</b>	<b>2016</b>
<b>Overall average</b>	<b>9%</b>
Greensborough	20%
Plenty	13%
Eltham, Yarrambat & Eltham North	10%
Doreen & Diamond Creek	8%
North Warrandyte	7%
Research	6%
Wattle Glen & Kangaroo Ground	5%
Panton Hill & Hurstbridge	4%
Nillumbik Rural North West, St Andrews & Nillumbik Rural East	3%

### 1.5.4 Languages spoken

<b>Question</b>	Languages spoken (including rating of speaking English)?
<b>Source</b>	2016 Census individual level data.
<b>Population</b>	61,274
<b>Update due</b>	2021 Census, available 2023



**92%**

of people living in Nillumbik Shire that speak a language other than English, self-reported their English proficiency as well (16%) to very well (76%).

Understanding languages spoken in the community can help identify the need for translation services. In Nillumbik, the main languages spoken other than English are Italian, Greek and Mandarin.

In the top 10 most spoken languages, the majority of people (90% and above) self rated their English proficiency as well to very well with the exception of those who spoke Mandarin (80%), Cantonese (84%) and Croatian (89%).

<b>% Self rated English proficiency by top 10 languages spoken (2016)</b>	<b>Proportion who speak this language</b>	<b>Well to Very well</b>	<b>Not well to Not at all</b>
<b>Overall average</b>	<b>9.1%</b>	<b>92%</b>	<b>8%</b>
Italian	1.7%	95%	4%
Greek	0.9%	95%	5%
Mandarin	0.9%	80%	19%
German	0.4%	94%	4%
Macedonian	0.5%	95%	4%
French	0.3%	95%	5%
Arabic	0.3%	90%	8%
Cantonese	0.3%	84%	16%
Spanish	0.3%	96%	2%
Croatian	0.2%	89%	8%

### 1.5.5 Migrant settlement

<b>Question</b>	Where did the person usually live five years ago?
<b>Source</b>	2016 Census individual level data.
<b>Population</b>	58,008 (applicable)
<b>Update due</b>	2021 Census, available 2023



# 2.2%

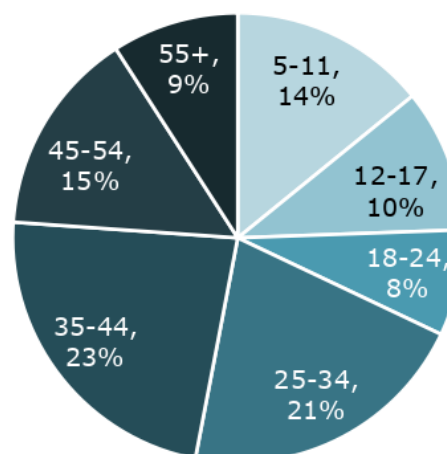
of residents had migrated to Nillumbik from overseas within the past 5 years (2011-2016).

Most residents who had migrated from overseas from 2011-2016 (n=1,275) were not Australian citizens at the time of interview in 2016 (59%), up from 49% in 2006.

Most of those migrating from overseas were aged 25-54 years of age (59%).

A quarter (25%) of the 2016 Census residents who said they had lived at an overseas address 5 years prior (n=1,275) were born in Australia and therefore returned citizens. The top three countries of birth amongst recent (last 5 years) overseas migrants were England (16%), China (12%) and New Zealand (5%).

**5-year overseas migrants age distribution**



A higher proportion of 5-year overseas migration was recorded in Eltham (3%).

### 1.5.6 Acceptance of diverse cultures / multiculturalism

Tolerance of diversity or an ability to get along with individuals from different cultural and social backgrounds is a key aspect of social cohesion and an indicator of bridging social capital.

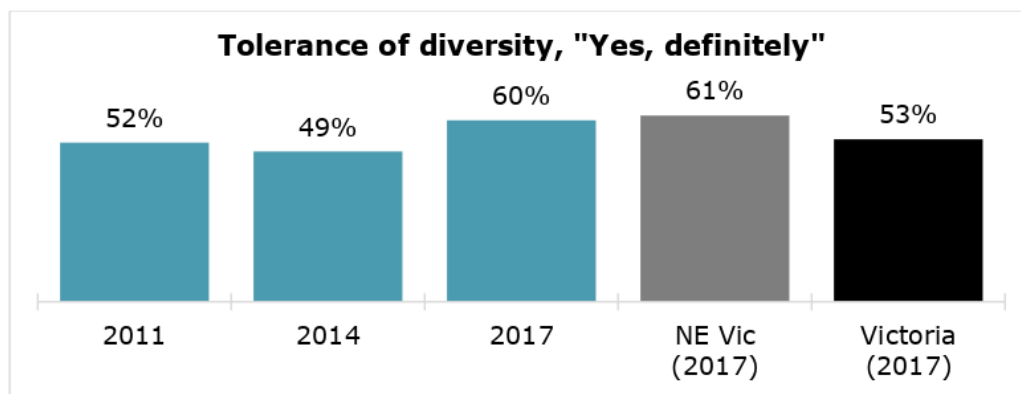
<b>Question</b>	Does multiculturalism make life in your area better?
<b>Source</b>	Victorian Population Health Survey.
<b>Population</b>	400
<b>Update due</b>	2021



# 60%

Think that multiculturalism definitely makes life in their area better.

In Nillumbik, tolerance of diversity in 2017 was at a similar level to the North Eastern region average and higher than the average across the state. This is an encouraging result given there are significantly fewer culturally diverse people in the community. This finding suggests an increase in diversity would be welcomed by most of the community.



## 1.6 LGBTIQ+

Nillumbik Shire Council has committed to ensure that the LGBTIQ+ community is included and engaged in Council activities and initiatives<sup>4</sup>.

LGBTIQ+ stands for Lesbian, Gay, Bisexual, Transsexual, Intersex, Queer, Asexual and the '+' symbol refers to those who identify as non-binary/questioning gender, non-heterosexual/questioning sexuality and their allies.

This section assists in understanding our LGBTIQ+ community, and provides evidence to confirm that the majority of the community believes that addressing the LGBTIQ+ community's needs is important.

### 1.6.1 Community

We can estimate how many LGBTIQ+ people there are in the community from a number of sources, however these figures are likely to be under-reported.

<b>Question</b>	Do any members of this household identify as LGBTI?
<b>Source</b>	Nillumbik Annual Community Survey (2018, 2019 and 2020). Weighted using 2018, 2019 and 2020 weights provided by researcher.
<b>Sample size</b>	1,532
<b>Update due</b>	2021



2%

of households include someone who identifies as LGBTIQ+.

The incidence of respondents indicating that their household has a member who identifies as LGBTIQ+ is higher amongst:

- Eltham North households (6%).
- 15-19 year olds respondents (7%).
- Female respondents (3%).

<b>Question</b>	Same sex couple indicator (SSCF)
<b>Source</b>	2016 Census household level data.
<b>Update due</b>	2021 Census, available 2023

In 2016 it was estimated that same sex couples lived in approximately 80 households in Nillumbik Shire. Particulars about these households include:

- Most (71%) are female same sex households.
- Higher instances of same sex couple households occur in Rural North East (2%), and Diamond Creek (1%).
- The highest number of same sex couple households occurs in Eltham.

<sup>4</sup> Nillumbik Health and Wellbeing Plan 2017-2021 6.3. Develop policies, strategies or plans for a more inclusive community including a Disability Action Plan and LGBTI (lesbian, gay, bisexual, trans & gender diverse and intersex) Inclusion Policy

### 1.6.2 Justification for action

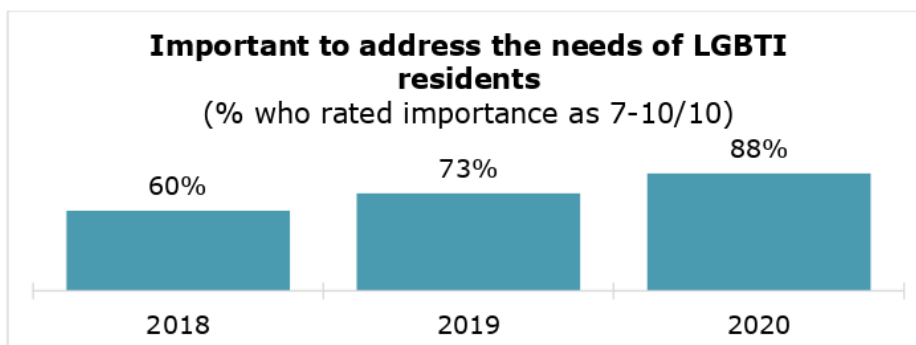
<b>Question</b>	On a scale of zero (very unimportant) to ten (very important) with five being neutral, how important do you believe it is that Council addresses the needs of LGBTI residents?
<b>Source</b>	Nillumbik Annual Community Survey (2018, 2019 and 2020). Weighted using 2018, 2019 and 2020 weights provided by researcher.
<b>Sample size</b>	1,532
<b>Update due</b>	2021



**88%**

of residents say it is important to address the needs of LGBTI residents (rating of 7-10 out of 10) in 2020.

The incidence of saying this is important (rating of 7-10 out of 10) is increasing over time, showing that the community is becoming more accepting of the need to support LGBTIQ+ residents.



Some sectors of the community show higher instances of rating this as important (7-10/10, combined data from 2018-2020. 2018-2020 average is 74%):

- Those who live in rural areas (83%).
- 15-19 year olds (85%).
- Females (76%).



## 2 Healthy Environments

Healthy environments include both built and social aspects of our community that promote health, wellbeing and resilience. These include infrastructure and activities available to residents and visitors that can contribute to improved health outcomes, such as community centres and cultural facilities. Safety is also an important aspect of a healthy environment, which has implications for Council through public space management such as vegetation maintenance (sightlines) and lighting.

## 2.1 Social infrastructure (L)

Social infrastructure provides spaces for community members to socialise, exercise, learn and develop skills. These are important facilities to support the wellbeing of the community.

As at 2021, in Nillumbik there are 7 community centres, a Community Hub (Hurstbridge), 2 golf courses, 15 community halls, 4 living and learning/neighbourhood centres, 2 libraries, and 5 sports and leisure centres.

### 2.1.1 Community health

Proximity to a health service can impact on mortality rates and is a typical indicator used to contribute towards measuring the liveability of a region.

<b>Measure</b>	Percentage of residential properties within 1km of a health service. Health service categorised as a hospital, GP, or allied health services.
<b>Source</b>	Nillumbik Shire Council GIS (October 2020)
<b>Population</b>	21,382 households
<b>Update due</b>	On request



**29%**

of residential properties are within 1km of a health service.

In Nillumbik, a relatively small proportion of households are in close proximity to a health service, as is expected given that a large proportion of the Shire is rural. A higher proportion of households are within 1km of a health service in the urban areas:

- Research (60%);
- Eltham (43%);
- Diamond Creek (34%); and
- Greensborough (34%).

### 2.1.2 Schools and childcare

Being in close proximity to childcare and schools can increase the opportunity for active transport, and decrease the amount of travel time for parents; which in turn can decrease crash statistics and increase wellbeing (more time for cooking healthy meals, spending time with family, hobbies etc.)

<b>Measure</b>	Percentage of residential properties within 800m of childcare. Childcare service does not include kindergartens but can be public or private.
<b>Source</b>	Nillumbik Shire Council GIS (October 2020)
<b>Population</b>	21,382 households
<b>Update due</b>	On request



**45%**

of residential properties are within 800m of childcare.

Almost half of households are within 800m of childcare which is a promising result, but has room for improvement. A higher proportion of households are within 800m of a childcare service in:

- Eltham (61%);
- Eltham North (52%);
- Diamond Creek (50%); and
- Greensborough (50%).

<b>Measure</b>	Percentage of residential properties within 1,600m of a school. Includes primary or secondary; public or private.
<b>Source</b>	Nillumbik Shire Council GIS (October 2020)
<b>Population</b>	21,382 households
<b>Update due</b>	On request



**76%**

of residential properties are within 1,600m of a school.

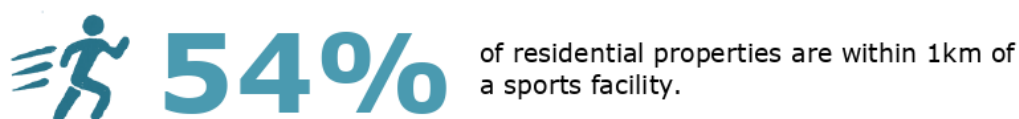
Given the rural pockets in Nillumbik, there are some households who are not in close proximity to schools, however in urban areas most have schools within 1,600m. A higher proportion of households are within 1.6km of a school in:

- Eltham North (100%);
- Diamond Creek (92%);
- Eltham (86%);
- Greensborough (86%); and
- Wattle Glen (82%).

### 2.1.3 Sport and recreation

Being in close proximity to a sports facility is another key measure of liveability as participating in sport can improve physical and mental wellbeing, and social connection.

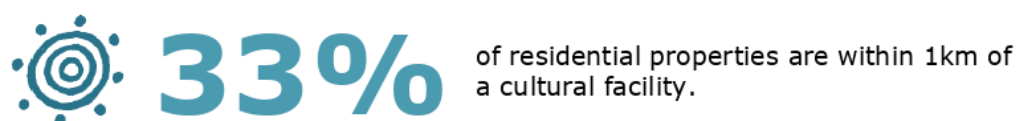
<b>Measure</b>	Percentage of residential properties within 1km of a sports facility. Sports facility includes ovals, stadiums and swimming pools.
<b>Source</b>	Nillumbik Shire Council GIS (October 2020)
<b>Population</b>	21,382 households
<b>Update due</b>	On request



There are 5 sports and leisure centres in Nillumbik, situated in Eltham, Diamond Creek and Greensborough. Therefore it is understandable that a higher proportion of households are within 1km of a sports facility in:

- Greensborough (82%);
- Hurstbridge (71%);
- Research (68%);
- Plenty (65%); and
- Wattle Glen (62%).

<b>Measure</b>	Percentage of residential properties within 3,600m of a cultural facility. Cultural facility is defined as art gallery, museum, cinema, and theatre
<b>Source</b>	Nillumbik Shire Council GIS (October 2020)
<b>Population</b>	21,382 households
<b>Update due</b>	On request



A higher proportion of households are within 1km of a cultural facility in:

- Research (97%);
- Eltham (87%); and
- Kangaroo Ground (51%).

#### 2.1.4 Aquatic and leisure centre usage

**COVID-19 Considerations** Aquatic and leisure centres were closed to visitors during COVID-19 stage 4 lockdowns. Data in this section was collected prior to lockdowns, therefore it wouldn't have been impacted by these closures. Future data may show a change in visitation due to the lockdowns.

Nillumbik has five sport, leisure and community recreation centres, all operated by Aligned Leisure. These include:

- Eltham Leisure Centre.
- Diamond Creek Community Centre.
- Diamond Creek Outdoor Pool.
- Diamond Valley Sports and Fitness Centre.
- Community Bank Stadium.

Aquatic and leisure centres provide residents with facilities to exercise, which can improve physical and mental wellbeing, and social connection.

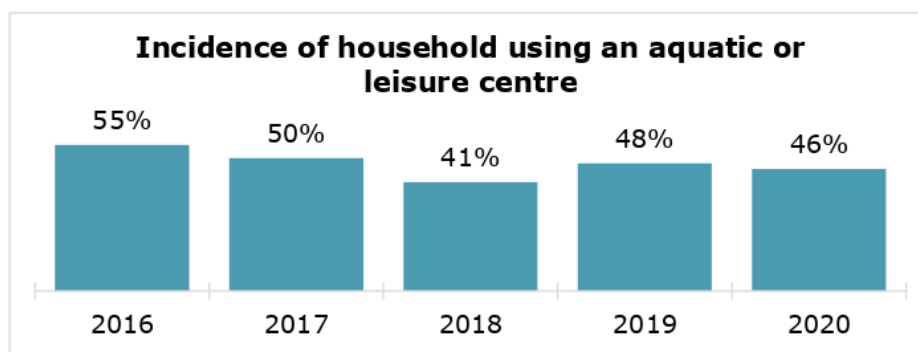
<b>Question</b>	Have you or a family member used an aquatic or leisure centre in the past 12 months?
<b>Source</b>	Nillumbik Annual Community Survey (2016-2020). Weighted using interlocking location, age and gender.
<b>Sample size</b>	2,505
<b>Update due</b>	2021



**48%**

of residents in the last 5 years of community surveys say they or a family member have used an aquatic or leisure centre.

Incidence of usage fluctuates slightly over time (variations not statistically significant).



Notable variations in usage are as follows:

- Use of aquatic and leisure centres is higher amongst households in Greensborough/Plenty (53%), Diamond Creek (53%) and Eltham (53%), compared to just 38% of those in the rural areas of the Shire.

- The highest level of usage occurs amongst 15-19 year olds (65%), amongst 20-55 year olds around half use them (52%), then usage drops off significantly amongst those age 56 or over (34%).

### 2.1.5 Local library

**COVID-19 Considerations** The local libraries were closed to visitors during COVID-19 stage 4 lockdowns. Data in this section was collected prior to lockdowns, therefore it wouldn't have been impacted by these closures. The Yarra Plenty Regional Library Service was offering click and collect services during the lockdown. Future data collection cycles may need to consider re-framing of the question to capture those who used these click and collect services. Future data may show a change in visitation due to the lockdowns.

The local libraries in Nillumbik are situated in Eltham (Eltham Library), Greensborough (Diamond Valley Library), and Hurstbridge (click and collect outreach service at Hurstbridge Community Hub). Nillumbik's libraries are part of the Yarra Plenty Regional Library Service, which has nine sites across the region. Both library locations have toy libraries, and there is a mobile library that services the region (through the Yarra Plenty Regional Library Service). It is free for residents to join the service.

Public libraries provide accessible and safe environments that people can access for free. As such they serve as an important service to support social and economic participation.

<b>Measure</b>	Percentage of residential properties within 1km of a library.
<b>Source</b>	Nillumbik Shire Council GIS (October 2020)
<b>Population</b>	21,382 households
<b>Update due</b>	On request



**16%**

of residential properties are within 1km of a library.

Given there are only two libraries in the Shire, most households are more than 1km away. A higher proportion of households are within 1km of a library in:

- Panton Hill (39%);
- Greensborough (35%);
- Hurstbridge (32%); and
- St Andrews (27%).

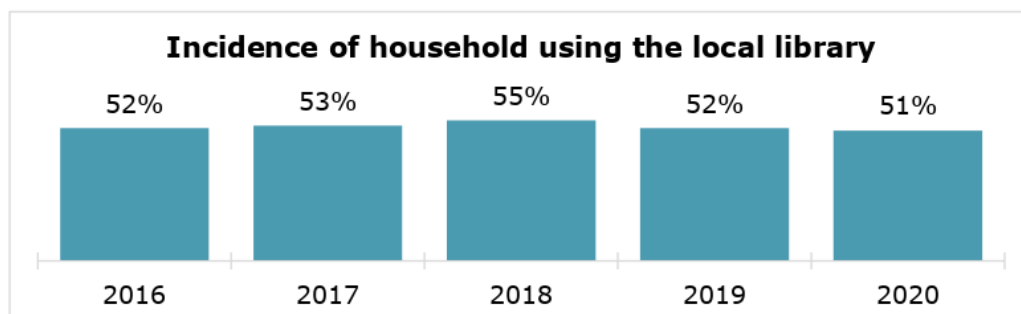
<b>Question</b>	Have you or a family member used the local library in the past 12 months?
<b>Source</b>	Nillumbik Annual Community Survey (2016-2020). Weighted using interlocking location, age and gender.
<b>Sample size</b>	2,505
<b>Update due</b>	2021



**52%**

of residents in the last 5 years of community surveys say they or a family member have used a local library.

Despite few households being in close proximity to a library, usage of this service is quite high, and remains relatively constant over time.



Notable variations in usage are as follows:

- Visitation to a local library is more common amongst residents of Eltham (61%) and Eltham North (59%), compared to just 44% of those in Diamond Creek.
- Use of local libraries is more common amongst 15-19 year olds (61%) and 36-45 year olds (61%).
- Use of local libraries is more common amongst females (59%, compared to 46% males).

## 2.2 Resilience

As described by the Torrens Institute Model and Toolkit for Community Disaster Resilience<sup>5</sup> there are four essential domains of resilience. The four domains overlap and interact, making relatively equal contributions to building resilience in the community.

<sup>5</sup> <https://www.flinders.edu.au/content/dam/documents/research/torrens-resilience-institute/community-resilience-report-toolkit.pdf>



The following measures provide insights into community connectedness, vulnerability and resources for residents. This information can assist in identifying opportunities for strengthening resilience in the community.

#### 2.2.1 Help with care in an emergency

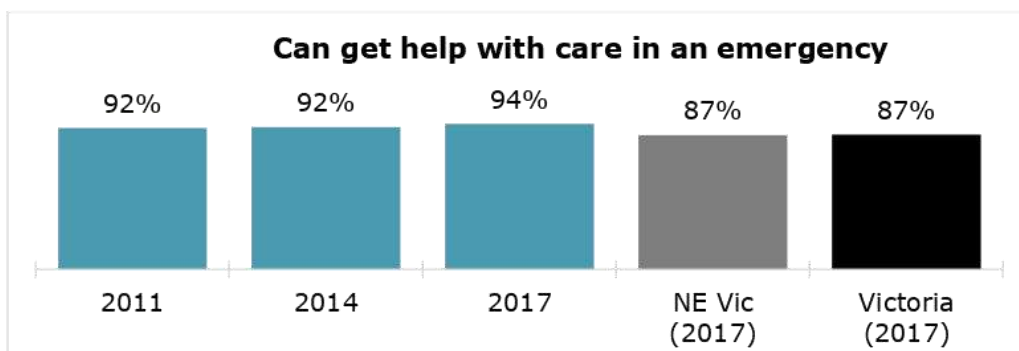
<b>Question</b>	Asked if a friend or relative, who was not living with them, care for them (or their children) in an emergency.
<b>Source</b>	Victorian Population Health Survey.
<b>Population</b>	400
<b>Update due</b>	2021



**94%**


Said they have someone who could provide care in an emergency.

Encouragingly, the ability to obtain care from someone in the community is higher in Nillumbik than regional and state-wide averages, suggesting that there are strong local family and social connections. However, there are still 6% of the community who may struggle with assistance for emergency care.



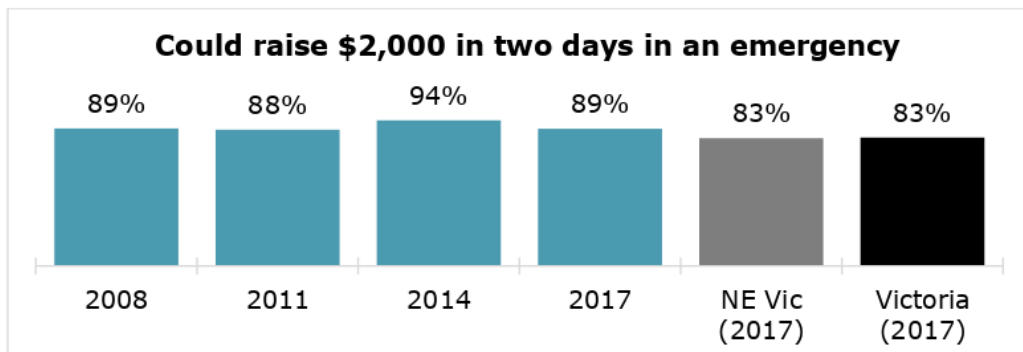
### 2.2.2 Raise \$2,000 in two days

<b>Question</b>	If you needed to could you raise \$2,000 within two days in an emergency. This includes accessing own savings, borrowing money, or using a credit card / bank card?
<b>Source</b>	Victorian Population Health Survey.
<b>Population</b>	400
<b>Update due</b>	2021

 **89%** of respondents said they could raise \$2,000 within two days in an emergency.

The incidence of being able to raise \$2,000 in an emergency increased in 2014, however more recently it is at the same level as recorded in previous years.

A higher proportion of Nillumbik residents are able to raise \$2,000 in two days in an emergency that the average for the North Eastern Victoria Region and Victoria. Again, this suggests stronger local networks, although there are still 10% of the community who would struggle in an emergency.



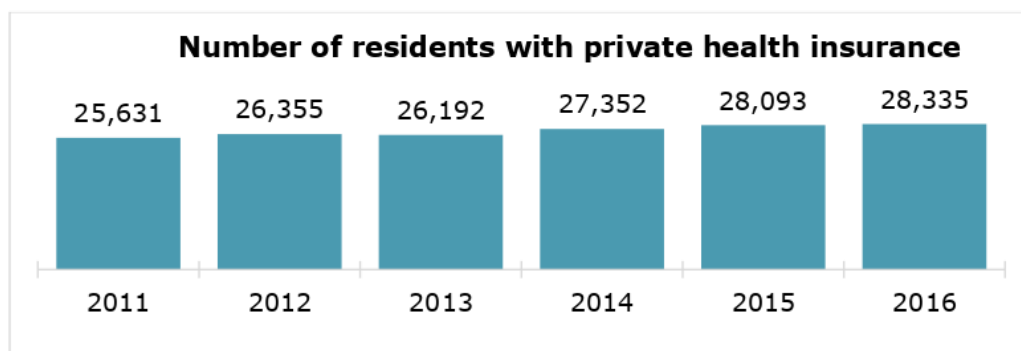
### 2.2.3 Private health insurance

<b>Measure</b>	Taxpayers who report having private health insurance.
<b>Source</b>	ABS: <a href="http://stat.data.abs.gov.au/Index.aspx?QueryId=918">http://stat.data.abs.gov.au/Index.aspx?QueryId=918</a> . Private health data is sourced from the Australian Taxation Office (ATO) and relates to taxpayers who report having private health insurance within the financial year.
<b>Population</b>	61,274
<b>Update due</b>	2021

The level of privately insured people in the population is an indicator of households that can afford private healthcare. A high level of private health cover means that the area may be under-represented in government-funded services such as free dental, drug and alcohol, and gamblers help services.

**+ 46%** Of residents had private health insurance in 2016, up from 42% in 2011.

The number of residents with private health insurance in Nillumbik is increasing over time.



## 2.3 Community Safety

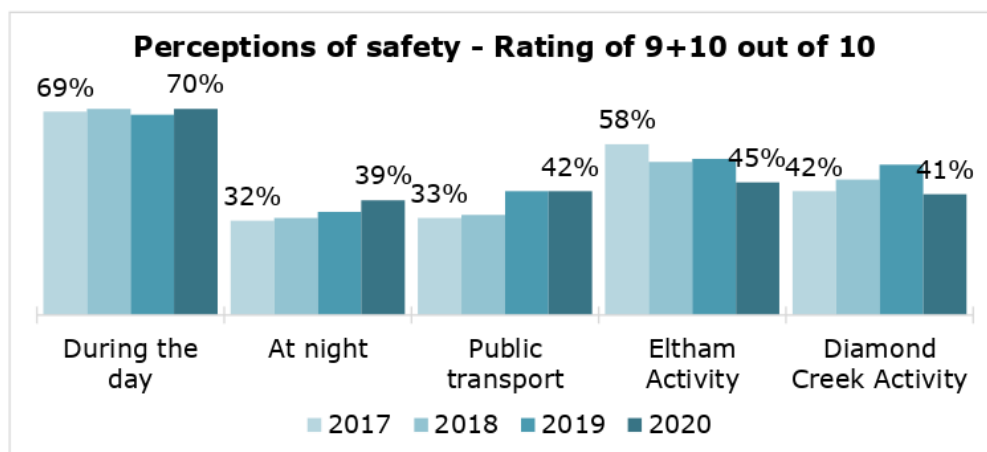
Neighbourhood safety and security are important determinants of people's health and wellbeing. When people feel safe within their communities, they are more likely to connect with friends, engage with other community members and experience greater levels of trust and social connection.

Perceptions of safety can be influenced by a range of factors, including structural (uneven footpaths, dangerous intersections), social (fear of other people, dangerous driving), and environmental (lighting).

### 2.3.1 Perceptions of safety

<b>Question</b>	On a scale of 0 (lowest) to 10 (highest), how safe do you feel in public areas of Nillumbik Shire?
<b>Source</b>	Nillumbik Annual Community Survey (2016-2020). Weighted using interlocking location, age and gender.
<b>Sample size</b>	2,505
<b>Update due</b>	2021

In the last five years the proportion of residents rating their safety as 9-10 out of 10 has increased at night and in public, but decreased in the Eltham Activity Centre.

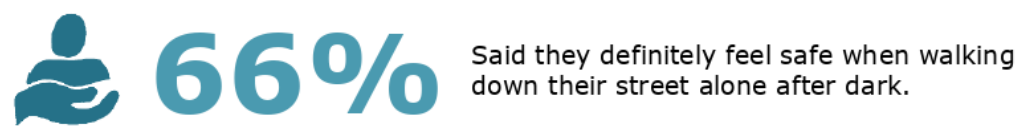


Residents from rural areas of the Shire more commonly rate their perceived safety as 9 or 10 out of 10.

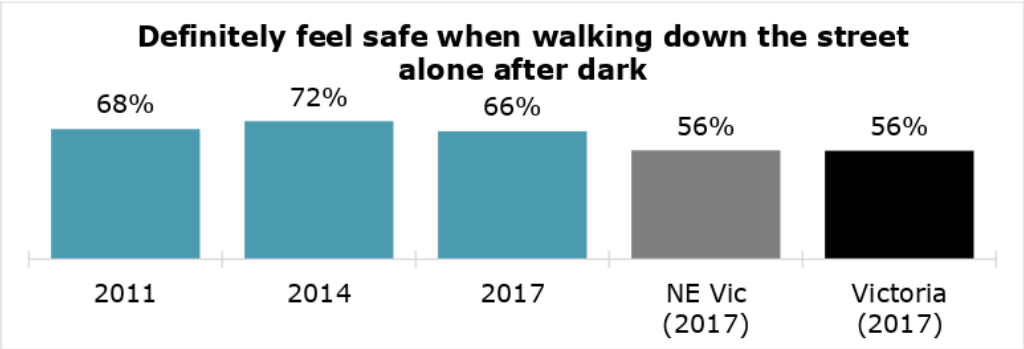
	<b>Average</b> (2016-20, 9-10/10)	<b>Rural</b> (9-10/10)
During the day	69%	80%
At night	35%	49%
Public transport	38%	52%
Eltham activity centre	52%	65%
Diamond Creek activity centre	45%	55%

2.3.2 Feelings of safety when walking alone after dark

Question	Do you feel safe when walking alone down your street after dark.
Source	Victorian Population Health Survey.
Population	400
Update due	2021



The proportion of the community who definitely feeling safe when walking down the street alone at night has been fluctuating over time. The latest year of measurement shows the incidence of feeling safe in Nillumbik is higher than the North East Region average and the Victorian average. This suggests that whilst there is clearly room for improvement, Nillumbik is performing better than most.



### 2.3.3 Trust in people

<b>Question</b>	Do you think that most people can be trusted?
<b>Source</b>	Victorian Population Health Survey.
<b>Population</b>	400
<b>Update due</b>	2021

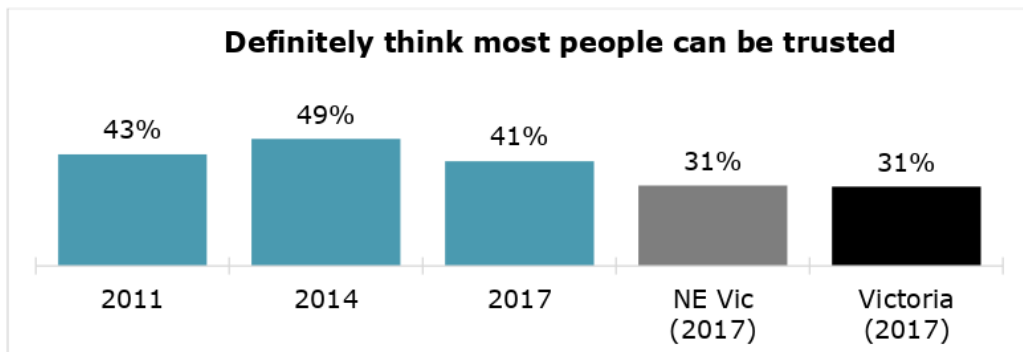
Feelings of trust can also influence perceptions of safety in a community.



**41%**

Said they definitely think most people can be trusted in 2017, with a further 44% saying people can sometimes be trusted (85% total).

The proportion of the community who definitely think most people can be trusted has been fluctuating over time, although the variations aren't statistically significant. The latest year of measurement shows the incidence of Nillumbik residents trusting people is higher than the North East Region average and the Victorian average.



#### 2.3.4 Assault offences

<b>Source</b>	Crimestats Victoria
<b>Coverage</b>	All crimes registered with police.
<b>Update due</b>	September 2021 (available December 2021)

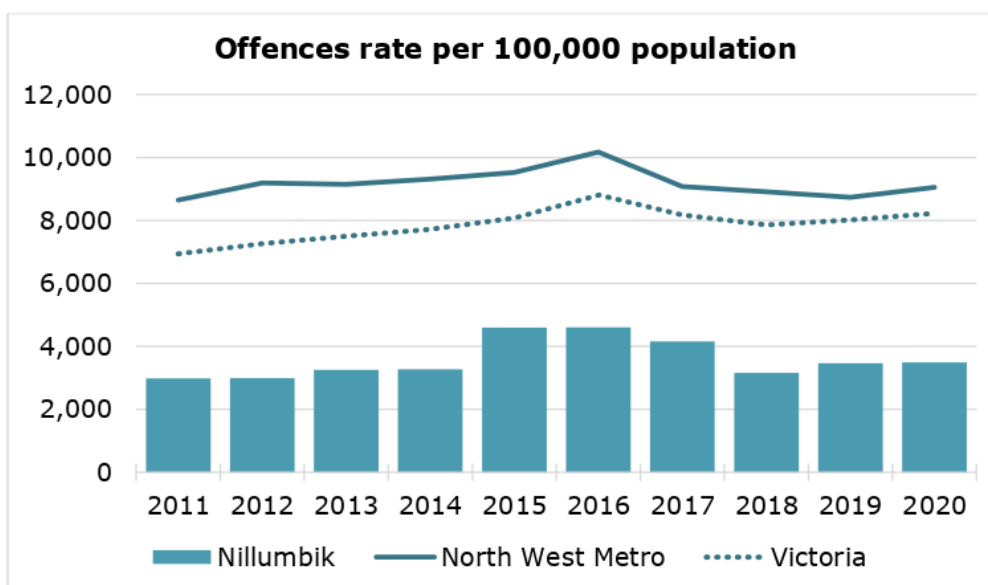
It is important to note that changes to Police programs and focus can influence crime statistics.



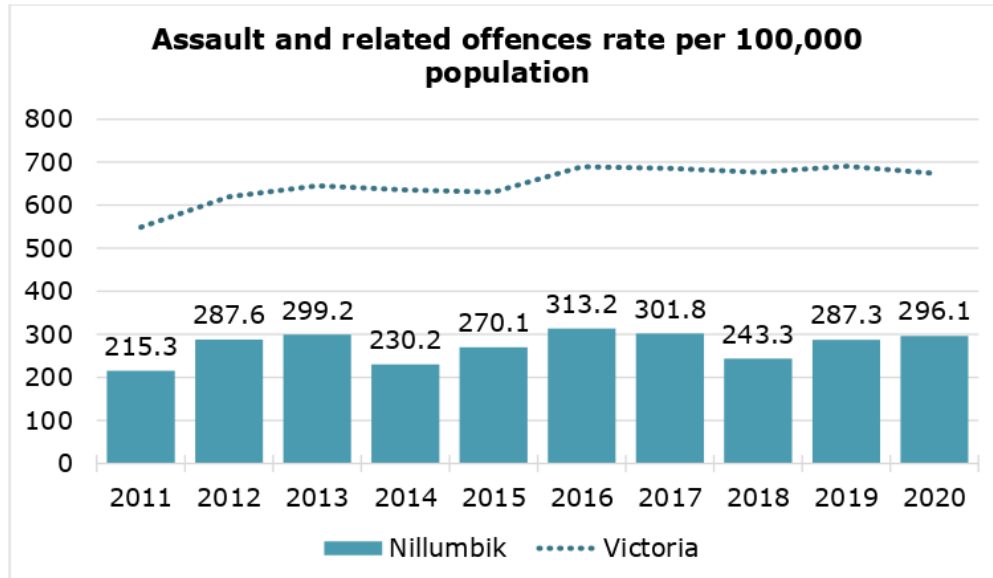
# 3,942

Offences were recorded in Nillumbik per 100,000 population in 2020.

In Nillumbik, the rate per 100,000 population of offences recorded by police was higher in 2015-2017 before dropping back to 2013 levels in 2018. This trend is reflected in both the regional and state-wide data. The rate of criminal offences is much lower in Nillumbik than regional and state averages, suggesting that it is a safer place to live than neighbouring areas.



The drop in offences in 2018 can also be seen in the assault data. Rates of assault are also much lower in Nillumbik than average.



In 2020, the most commonly recorded offences (rate per 100,000 population) were:

1. Theft (940.6 per 100,000 population).
2. Breaches of orders (506.3 per 100,000 population).
3. Property damage (314.5 per 100,000 population).
4. Deception (314.5 per 100,000 population).
5. Assault and related offences (296.1 per 100,000 population).

### 2.3.5 Crash statistics

<b>Source</b>	VicRoads crash statistics
<b>Coverage</b>	All crashes registered with VicRoads.
<b>Update due</b>	Unknown. Last update 24 July 2019.

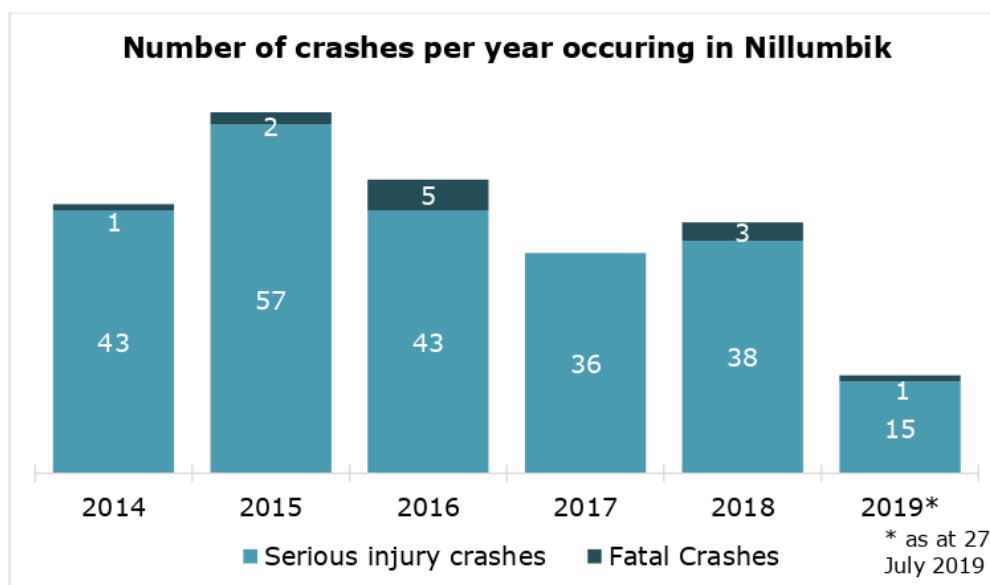
Crash statistics show the number of crashes recorded where the crash itself occurs within the municipality. It doesn't show whether those involved in the crash were residents of the Shire, nor the number of crashes experienced by residents.



41

Crashes occurred within Nillumbik in the last full year of available data (2018). Three of these involved a fatality.

The number of road accidents occurring in Nillumbik fluctuates around 40. There has been little notable change over the last four years, suggesting that either the causes are not something that can be addressed by infrastructure, or there is infrastructure that needs to be improved to reduce crashes.



### 2.3.6 Data gaps

An outdated measure that is often used is the **proportion of adolescents who feel safe in their neighbourhood, as well as a range of situations**. The last time this data was available by LGA was in 2009 and therefore it is too far out of date to prove useful. It can be found in the Department of Education Nillumbik Adolescent Profile:

<https://www.education.vic.gov.au/Documents/about/research/acpnillumbik.pdf>

## 2.4 Isolation

It is important to understand the extent to which community members are experiencing isolation. Isolation has been linked to poorer mental health outcomes.

### 2.4.1 Feeling valued by society

Feeling valued by society indicates civic trust, a companion measure to social trust, and is an important component of social capital and wellbeing. It is also often linked to experiences of isolation. The extent to which a person feels valued by others who are important to them is strongly related to psychological wellbeing, and is a source of self-esteem<sup>6</sup>.

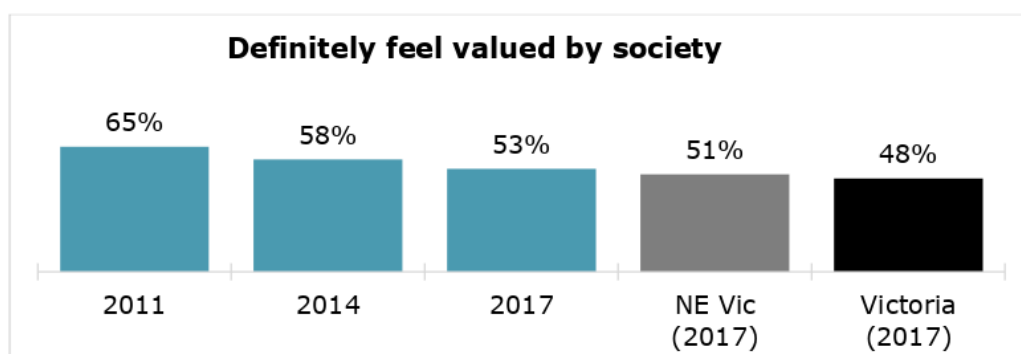
<b>Question</b>	Do you feel valued by society?
<b>Source</b>	Victorian Population Health Survey.
<b>Population</b>	400
<b>Update due</b>	2021



**53%**

Said they definitely feel valued by society in 2017, with a further 32% saying they sometimes feel valued (85% total).

The incidence of feeling valued by society is decreasing over time which is of a concern. Although it is currently at a similar level to the North Eastern region and Victoria as a whole it is still evident that only half of the community feel valued, suggesting that there is work to be done to improve civic trust.



<sup>6</sup> Victorian public health and wellbeing outcomes framework data dictionary  
Nillumbik Community Profile

### 2.4.2 Able to get help from neighbours

Being connected to neighbours can reduce perceptions of isolation.

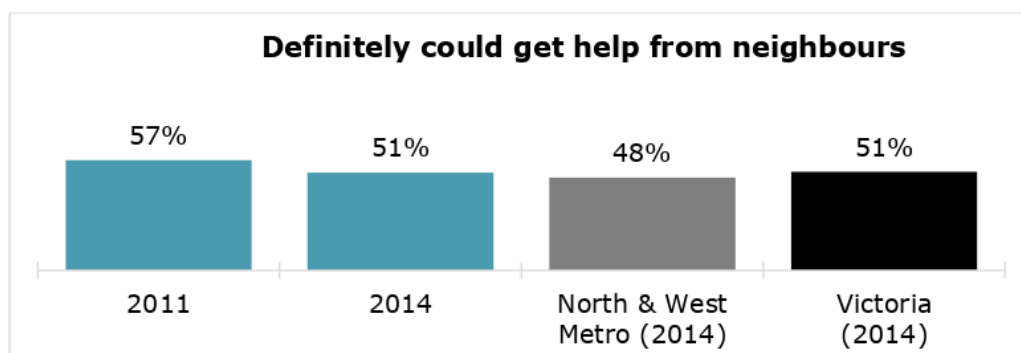
<b>Question</b>	Could you get help from neighbours if you required it?
<b>Source</b>	Victorian Population Health Survey.
<b>Population</b>	400
<b>Update due</b>	No update scheduled



50%

Said they could get help from neighbours if they required it in 2017, with a further 23% saying they sometimes could (74% total).

The incidence of being able to get help from neighbours was last asked in 2014. At the time half said they could, which was a similar proportion to the North and West region and Victoria as a whole.



### 2.4.3 Data gaps

An outdated measure that is often used is the **proportion of parents involved in their child's school**. This data was collected in 2009 and therefore is too far out of date to prove useful. It can be found in the Department of Education Nillumbik Adolescent Profile:

<https://www.education.vic.gov.au/Documents/about/research/acpnillumbik.pdf>

## 2.5 Art and Culture Participation

Participation in arts and culture can contribute to community cohesion, reduce social exclusion and isolation, and make communities feel safer and stronger<sup>7</sup>.

### 2.5.1 Arts and culture participation

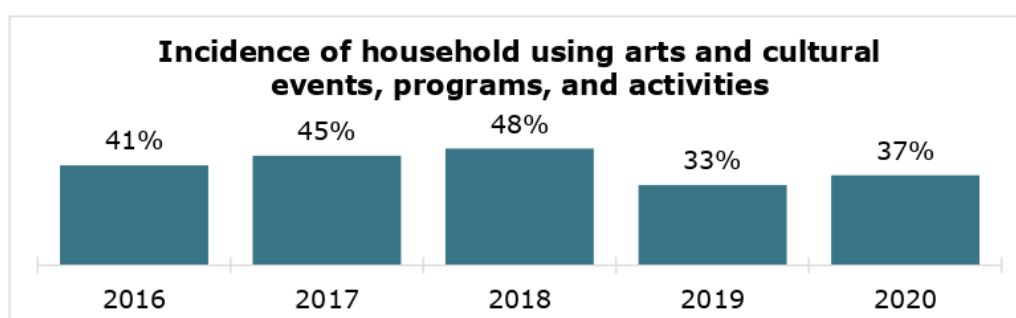
<b>Question</b>	Have you or a family member used arts and cultural events, programs, and activities in the past 12 months?
<b>Source</b>	Nillumbik Annual Community Survey (2016-2020). Weighted using interlocking location, age and gender.
<b>Sample size</b>	2,505
<b>Update due</b>	2021



**41%**

of residents in the last 5 years of community surveys say they or a family member have participated in arts and cultural events, programs, and activities.

The proportion of residents participating arts and cultural events, programs, and activities declined in 2019 but since started increasing again.



Notable variations in participation are as follows:

- Participation in arts and cultural events, programs, and activities is more common amongst residents of Eltham (54%) and Eltham North (45%), compared to just 26% of those in Greensborough / Plenty.
- A higher proportion of 36-45 year olds participate in arts and cultural events, programs, and activities (48%), compared to just 30% of 76+ year olds.

<sup>7</sup> <https://benefitshub.ca/entry/the-value-of-arts-and-culture-to-people-and-society-an-evidence-review>



### **3 Health Behaviours**

Lifestyle choices and behaviours such as smoking, excess consumption of alcohol, consuming an unhealthy diet, and physical inactivity have an impact on health. Psychological distress, intimate partner violence, high blood pressure and high cholesterol also influence health and are also potentially modifiable through behaviour change.

### 3.1 Food environment (L)

Consuming a nutritious diet is essential for good health. Not eating enough fruit and vegetables can lead to poor nutrition and diet-related health outcomes. Consumption of foods that have poor nutritional value and high levels of fat, sugar and salt contributes to a range of chronic diseases. Improving access to fresh produce and ensure the healthier choices are the easier choices to make, will support positive health and wellbeing outcomes.

<b>Measure</b>	Percentage of residential properties within 1km of a supermarket.
<b>Source</b>	Nillumbik Shire Council GIS (October 2020)
<b>Population</b>	21,382 households
<b>Update due</b>	On request



**17%**

of residential properties are within 1km of a supermarket.

A measure commonly used in liveability assessments is access to a supermarket. Given the structure of the municipality (with large rural regions), few Nillumbik households are within 1km of a supermarket.

A higher proportion of households are within 1km of a supermarket in:

- Research (60%);
- Eltham (27%); and
- Diamond Creek (27%).

#### 3.1.1 Fruit and vegetable consumption

The National Health and Medical Research Council (2013) guidelines<sup>8</sup> state that a serve of fruit is one medium piece or two small pieces of fruit or one cup of diced pieces and a serve of vegetables is half a cup of cooked vegetables or a cup of salad vegetables.

<b>Question</b>	Calculated fruit and vegetable consumption based on National Health and Medical Research Council (2013) guidelines for fruit and vegetable consumption. A serve is one medium piece or two small pieces of fruit or one cup of diced pieces. A serve is half a cup of cooked vegetables or a cup of salad vegetables.
<b>Source</b>	Victorian Population Health Survey
<b>Sample size</b>	400
<b>Update due</b>	2021

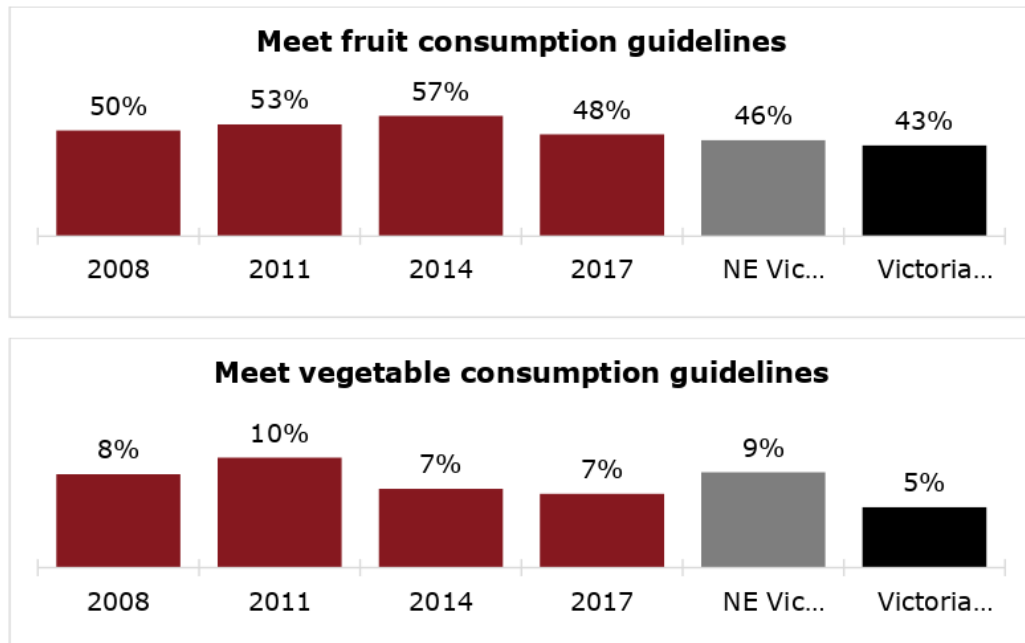


**3.4%**

Meet both fruit and vegetable consumption guidelines.

<sup>8</sup> <https://www.eatforhealth.gov.au/guidelines>

More people meet fruit consumption guidelines than vegetables, and both have declined in recent years. There is clearly potential for encouraging an increase in eating vegetables.



### 3.1.2 Data gaps

An outdated measure that is often used is the **proportion of adolescents who are reported to eat at least the minimum recommended serves of fruit and vegetables each day**. The last time this data was available by LGA was in 2009 and therefore is too far out of date to prove useful. It can be found in the Department of Education Nillumbik Adolescent Profile:

<https://www.education.vic.gov.au/Documents/about/research/ecprofnillumbik.pdf>

## 3.2 Alcohol, tobacco and drugs (L)

**COVID-19 Considerations** The 'Together in Nillumbik' COVID-19 research showed that 43% of residents were drinking more alcohol since COVID-19, with 27% drinking three or more drinks in a sitting. This may have flow on effects on both short term and long term alcohol related harm in the community.

The 2009 National Health and Medical Research Council (NHMRC) guidelines for alcohol consumption indicate how to avoid risk through alcohol consumption.

- **Risk of alcohol-related lifetime harm** (alcohol-related disease or injury) can be reduced by drinking no more than two standard drinks any day. The risk includes developing an illness such as cirrhosis of the liver, dementia, other cognitive problems, various cancers and alcohol dependence.
- **Risk of alcohol-related single occasion harm** (injury) can be reduced by drinking no more than four standard drinks on a single occasion. The risk includes road traffic accidents, falls, drowning, assault, suicide and acute alcohol toxicity.
- For **children and young people under 18 years of age** and **pregnant and breastfeeding women** not drinking alcohol is the safest option.

### 3.2.1 Proximity to alcohol outlet

<b>Measure</b>	Percentage of residential properties with an on/off-licence alcohol outlet within 400m. Defined as a liquor store or restaurant permitted to sell liquor.
<b>Source</b>	Nillumbik Shire Council GIS (October 2020)
<b>Population</b>	21,382 households
<b>Update due</b>	On request



**12%**

of residential properties have an on/off-licence alcohol outlet within 400m.

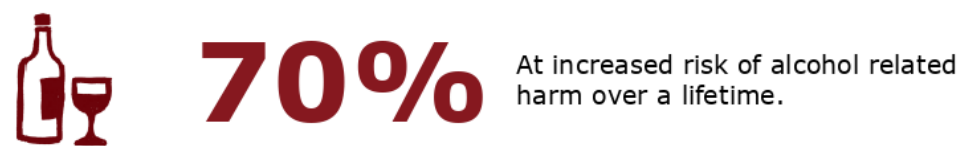
One of the commonly used measures in liveability assessments is proximity to an alcohol outlet, with an understanding that the fewer households within close proximity can have improved health outcomes (less easily accessible alcohol). Nillumbik's rural nature is of benefit with regards to this measure, with few households being in close proximity to an alcohol outlet.

A higher proportion of households are within 400m of an alcohol outlet in:

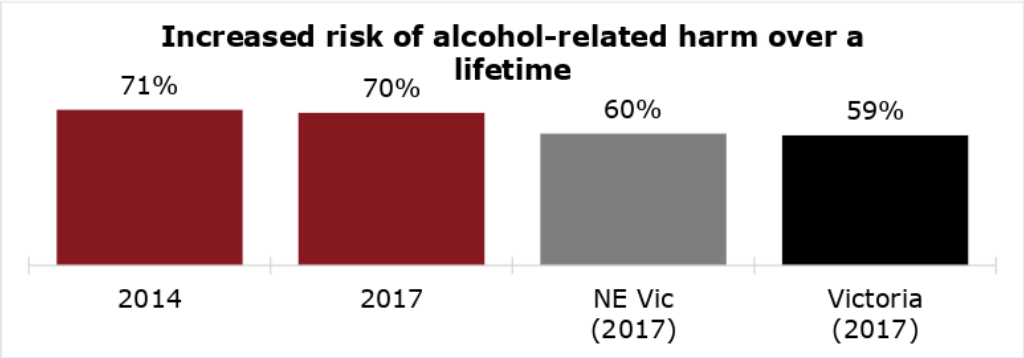
- Eltham (21%);
- Watsons Creek (24%); and
- Hurstbridge (17%).

3.2.2 Alcohol related harm

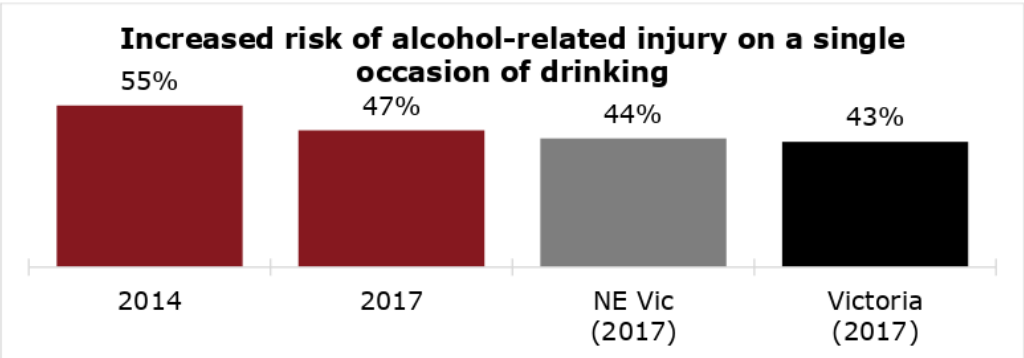
Question	Risk of alcohol-related injury on a single occasion of drinking and risk of alcohol related harm over a lifetime.
Source	Victorian Population Health Survey
Sample size	400
Update due	2021



The Nillumbik community shows a higher than average incidence of increased risk of lifetime alcohol related harm, meaning that they are drinking more than two standard drinks in a day.



There has been a recent decrease in drinking four or more standard drinks of alcohol in a single sitting, however almost half of the community are still undertaking this behaviour.



### 3.2.3 Alcohol related ambulance attendances

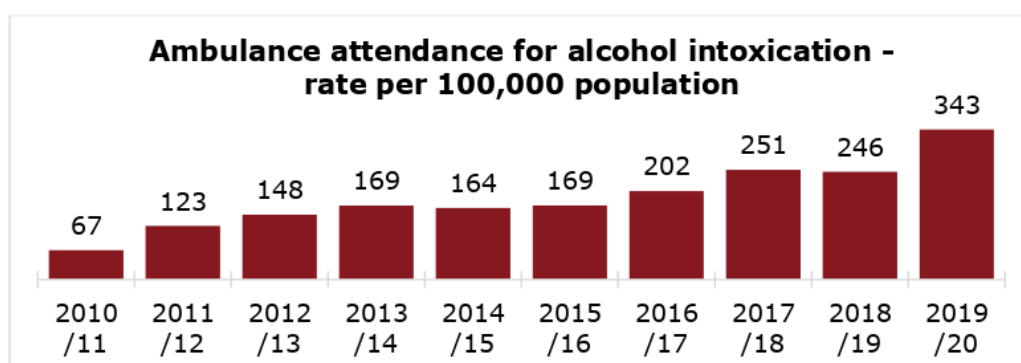
<b>Measure</b>	Ambulance attendances categories as being related to alcohol.
<b>Source</b>	aodstats
<b>Update due</b>	October 2021
<b>Note</b>	Awaiting state-wide and metro/regional figures



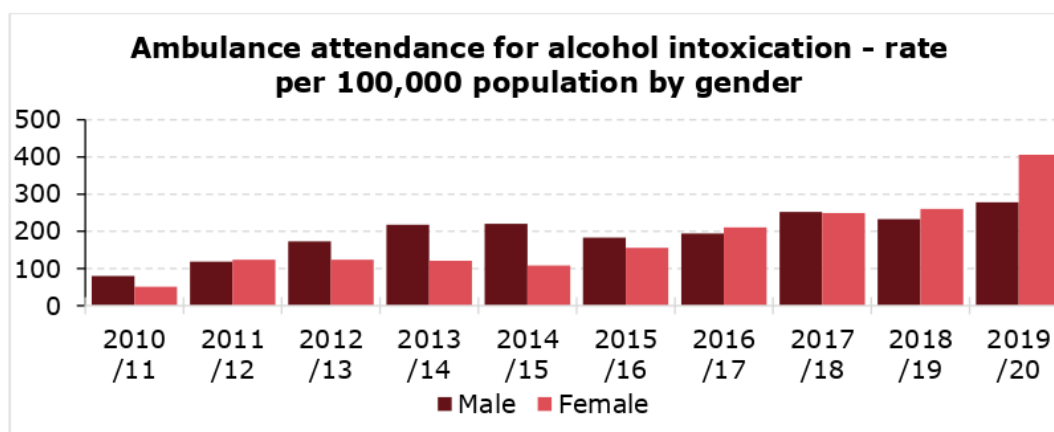
# 343

Per 100,000 population ambulance attendances for alcohol intoxication occurred for Nillumbik residents in 2019-20.

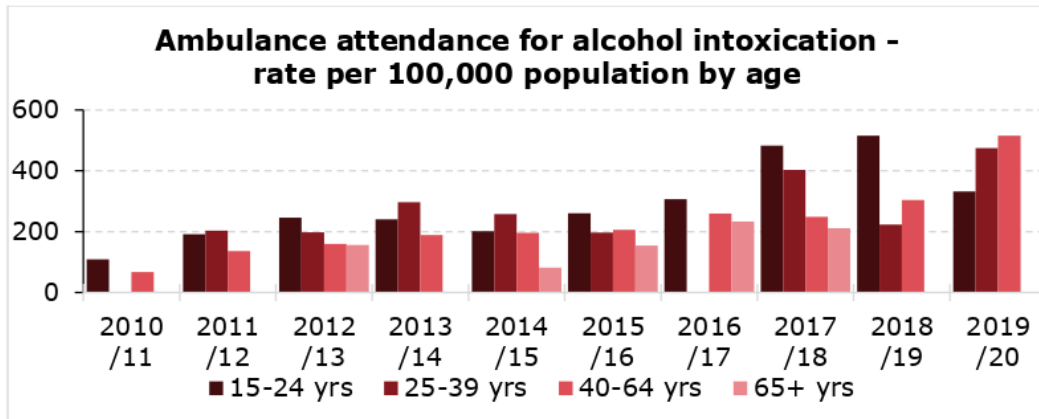
The rate of ambulance attendance for alcohol intoxication has been steadily increasing over the last 10 years.



Ambulance call-outs for alcohol intoxication were more common amongst males for most of the early 2010s, however since 2014/15 call-outs for females have been increasing each year, with the 2019/20 data showing a significantly higher rate amongst females when compared to males.



Ambulance attendance for alcohol intoxication amongst young people (15-24 year olds) has notably increased from 2014/15-2018/19.



### 3.2.4 Smoking

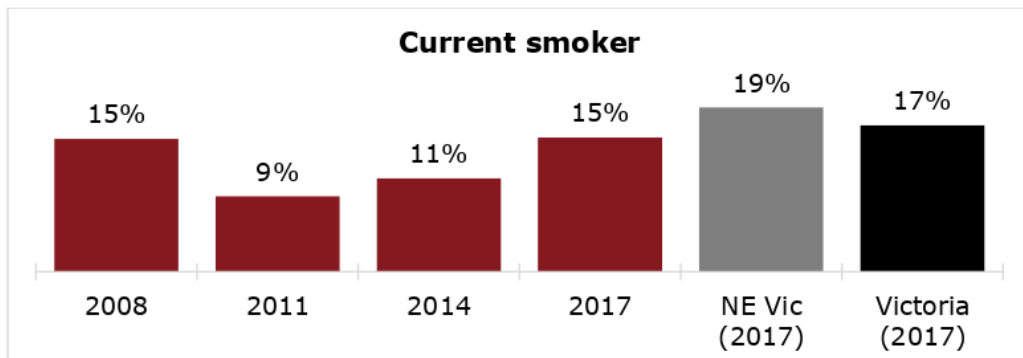
<b>Question</b>	How often do you smoke cigarettes? A person who smoked daily, or occasionally, was categorised as a current smoker.
<b>Source</b>	Victorian Population Health Survey
<b>Sample size</b>	400
<b>Update due</b>	2021



**15%**

Current smokers.

Although the proportion of current smokers in Nillumbik is lower than average, it is of concern that the proportion of the population classified as a current smoker increased from 2011 to 2017.



### 3.2.5 Drug related ambulance attendances

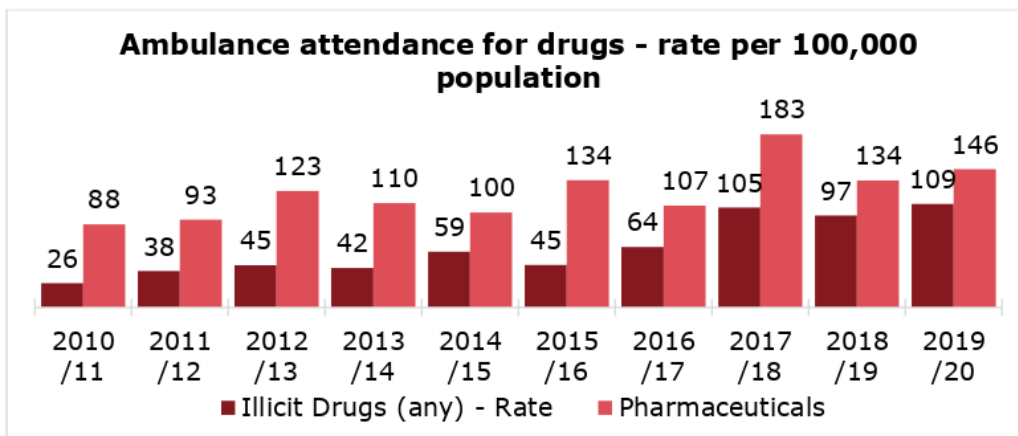
<b>Measure</b>	Ambulance attendances categories as being related to illicit and pharmaceutical drugs.
<b>Source</b>	aodstats
<b>Update due</b>	October 2021
<b>Note</b>	Awaiting state-wide and metro/regional figures



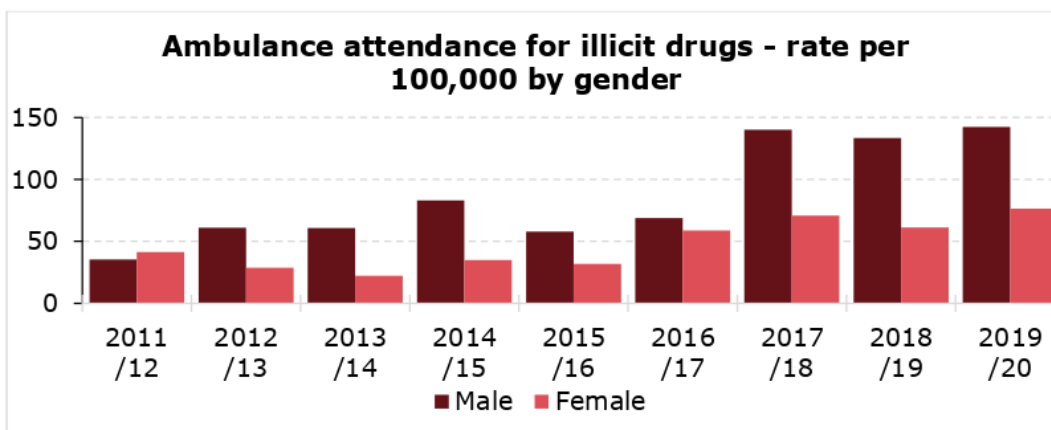
**109**

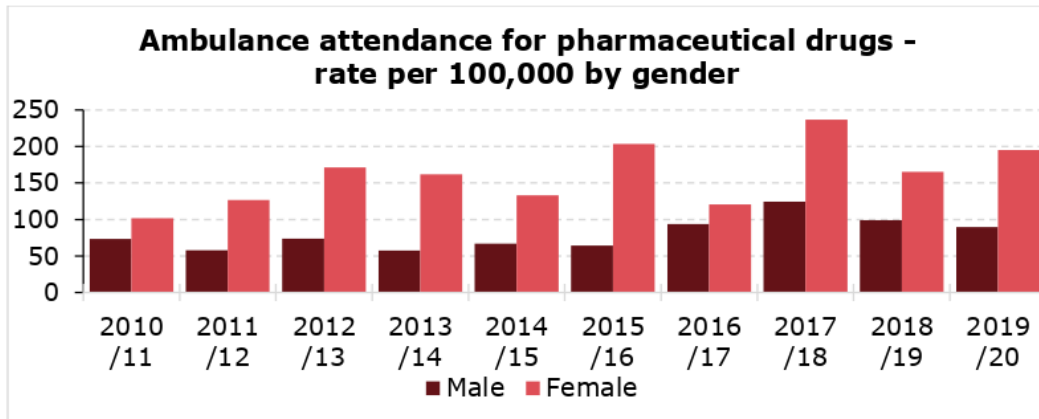
Per 100,000 population ambulance attendances related to illicit drug use occurred for Nillumbik residents in 2019-20.

Ambulance attendances for illicit drug use has been increasing in the last four years, however the rate for pharmaceuticals remains higher.



Ambulance call-outs for illegal drugs are more common amongst males than females. However call-outs for pharmaceuticals are more common amongst females than males.





Most illicit drug ambulance attendance attendances occur within age ranges 15-24 (300 per 100,000 population in 2019/20) and 25-39 (242.6 per 100,000 population in 2019/20). For pharmaceutical ambulance attendances most occur within the same age ranges: 15-24 (268 per 100,000 population in 2019/20) and 25-39 (252.7 per 100,000 population in 2019/20).

### 3.2.6 Data gaps

An outdated measure that is often used is the **incidence of young people smoking or drinking alcohol**. This data was collected in 2009 and therefore is too far out of date to prove useful. It can be found in the Department of Education Nillumbik Adolescent Profile:

<https://www.education.vic.gov.au/Documents/about/research/ecprofnillumbik.pdf>

### 3.3 Gambling

There are two venues in the Shire of Nillumbik with electronic poker machines: Diamond Creek Hotel (50 machines) and Eltham Hotel (40 machines). The number of machines decreased from 97 to 80 in 2011-12 and then increased from 80 to 90 in 2016-17.

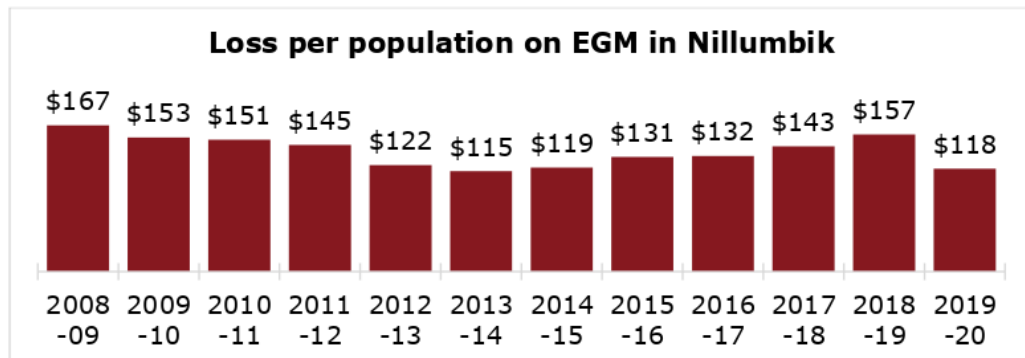
<b>Measure</b>	Annual EGM loss per population. Calculated as annual expenditure divided by population.
<b>Source</b>	Victorian Commission for gambling and liquor regulation. ABS estimated residential population by LGA and year. <a href="http://stat.data.abs.gov.au/Index.aspx?DataSetCode=ABS_ERP_LGA2018">http://stat.data.abs.gov.au/Index.aspx?DataSetCode=ABS_ERP_LGA2018</a>
<b>Update due</b>	Annual (financial year)



**\$117.63**

Amount lost per head of population in 2019/20 financial year. This is compared to an average of \$301.42 per head of population for Victoria.

Prior to 2019-20 the loss per person on EGMs in Nillumbik was steadily increasing since the increase in the number of machines in 2016/17, however there was a decrease in 2019-20. The 2020-21 data is likely to be lower again given COVID-19 restrictions resulting in EGM venues being closed.



### 3.4 Mental health

Mental health includes emotional, psychological and social wellbeing, affecting quality of life, life choices, education, employment, and relationships. There is strong evidence that the affective disorders of depression and anxiety are associated with heart disease, stroke, diabetes, asthma, cancer, arthritis and osteoporosis.

**COVID-19 Considerations** In the 'Together in Nillumbik' COVID-19 research piece, mental health was one of the primary impacts of the pandemic, with 28% rating one of the mental health measures as 'all of the time'. A quarter (25%) said they want mental health support. The mental health impacts of the pandemic are likely to increase mental health challenges in the municipality.

#### 3.4.1 Depression / anxiety

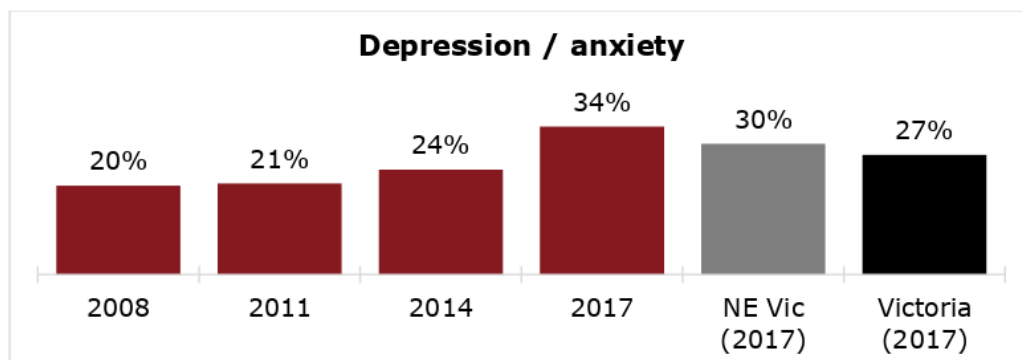
<b>Question</b>	Have you ever been diagnosed with depression or anxiety by a doctor?
<b>Source</b>	Victorian Population Health Survey
<b>Sample size</b>	400
<b>Update due</b>	2021



**34%**

Of Nillumbik residents have been diagnosed with depression or anxiety.

The incidence of experiencing depression and anxiety increased from 2011 to 2017. Given the impacts of COVID on mental health, this is likely to increase significantly by the time this report is finalised.



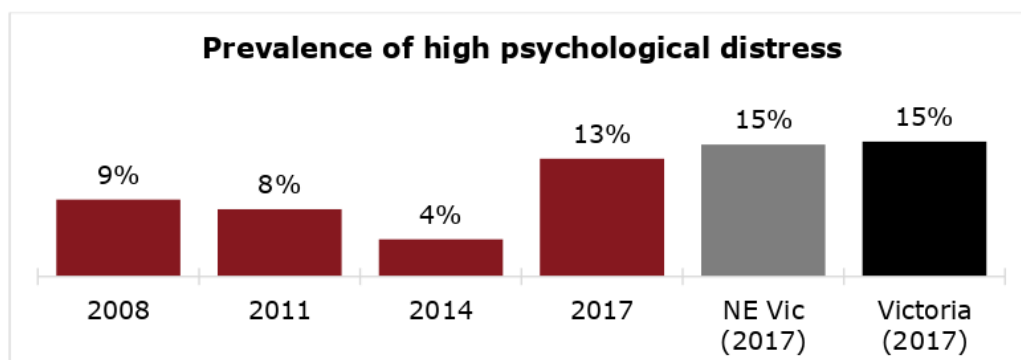
Incidence of being diagnosed with depression or anxiety is higher amongst females (39%) than males (26%).

### 3.4.2 Prevalence of psychological distress

<b>Question</b>	'Kessler 10' Psychological Distress Scale Level of psychological distress, based on 'Kessler 10' Psychological Distress Scale (K10). Individuals are categorised to three levels of psychological distress based on their score: low (10-15)   moderate (16-21)   high or very high ( $\geq 22$ ).
<b>Source</b>	Victorian Population Health Survey
<b>Sample size</b>	400
<b>Update due</b>	2021

 **13%** High / very high psychological distress.

The incidence of experiencing psychological distress was notably high in 2013, although it sits at a similar level to regional and state averages.



### 3.4.3 Data gaps

An outdated measure that is often used is the **young people satisfied with quality of life**. The last time this data was available by LGA was in 2009 and therefore is too far out of date to prove useful. It can be found in the Department of Education Nillumbik Adolescent Profile:

<https://www.education.vic.gov.au/Documents/about/research/ecprofnillumbik.pdf>

### 3.5 Family violence

The Family Violence Protection Act 2008 defines family violence as behaviour by a person towards a family member that is physically or sexually abusive, emotionally or psychologically abusive, economically abusive, threatening, coercive, or in any other way controls or dominates the family member causing them fear for their safety or wellbeing or that of another family member; or behaviour by a person that causes a child to hear or witness, or otherwise be exposed to the effects of behaviour referred to above.

#### 3.5.1 Incidence of family violence

<b>Source</b>	Crimestats Victoria
<b>Coverage</b>	All crimes registered with police.
<b>Update due</b>	Annual (financial year)
<b>Note</b>	Awaiting child data (on request)

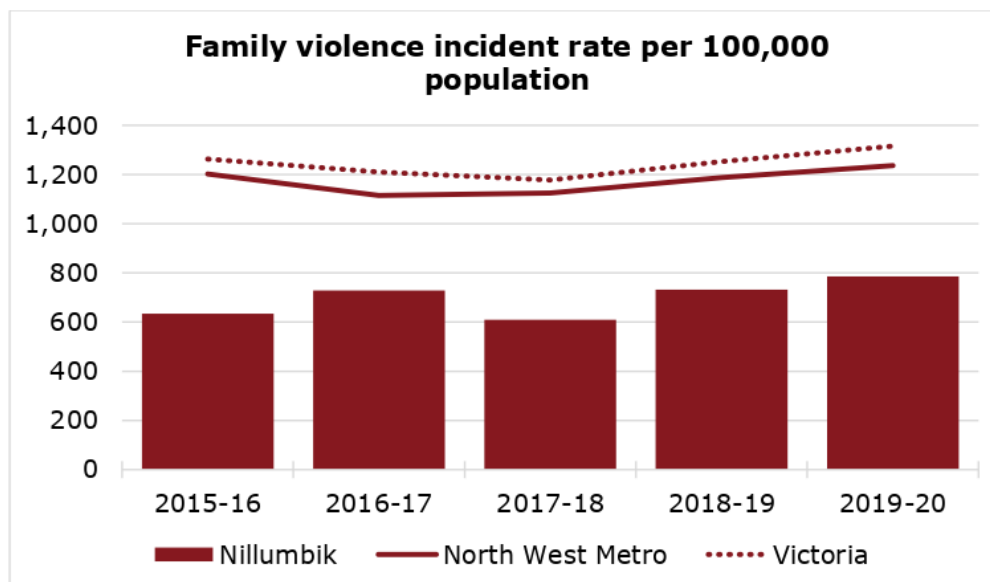
It is important to note that reported incidents underrepresent incidence in the community.



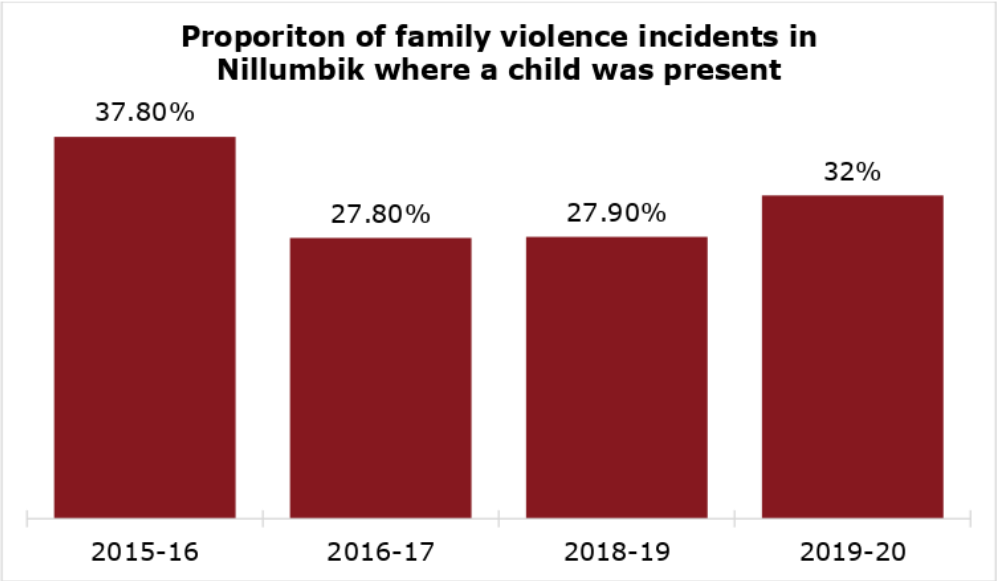
# 785.6

Family violence incidents per 100,000 population were recorded in Nillumbik in 2019/20.

In Nillumbik, the rate per 100,000 population of family violence incidents recorded by police has been steadily increasing since 2017/18. This increase is also occurring across the region and the state.



The data shows that a child is present in around a third of family violence incidents.



**3.5.2 Data gaps**

An outdated measure that is often used is the **rate of substantiated child abuse**. This data was last collated in 2010/11 and therefore is too far out of date to prove useful. It can be found on the VCAMS indicator page: <https://www.education.vic.gov.au/about/research/Pages/vcamsindicator.aspx>

### 3.6 Sexual and reproductive health

Sexual and reproductive health refers to a person's ability to experience physical, mental and social wellbeing in all matters related to their reproductive system.<sup>9</sup>

#### 3.6.1 Teenage births

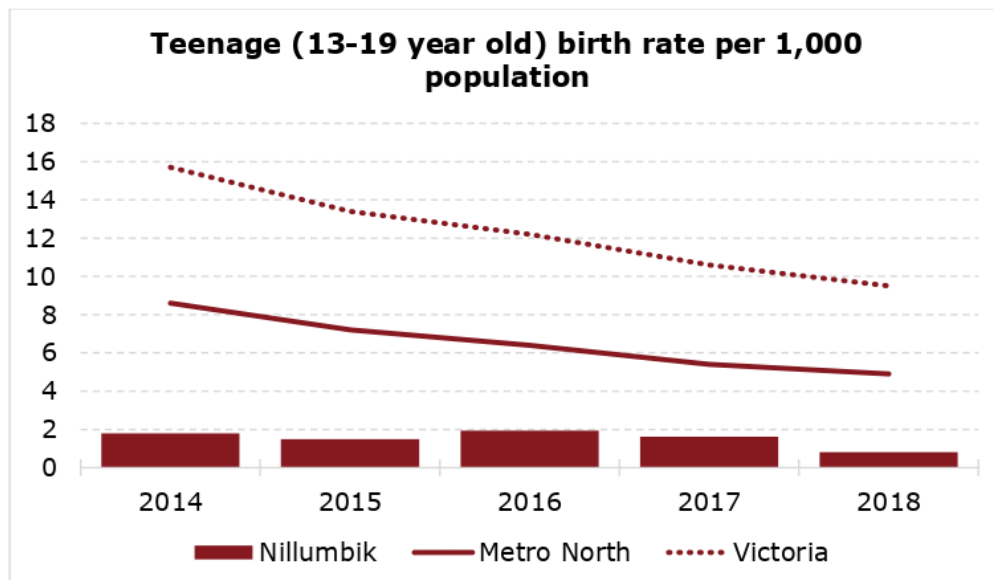
<b>Question</b>	Rate per 1,000 population of live births to women aged 13-19 years in the two-year period prior to December in the stated year.
<b>Source</b>	Women's Health Atlas Department of Health and Human Services. Consultative Council on Obstetric & Paediatric Mortality & Morbidity (CCOPMM). De-identified custom report via Safer Care Victoria. <a href="https://victorianwomenshealthatlas.net.au/reports%2Ffactsheets%2FSexual%20and%20Reproductive%20Health%2FNillumbik%2FVWHAAtlas%20Fact%20Sheet%20Sexual%20and%20Reproductive%20Health%20Nillumbik.pdf">https://victorianwomenshealthatlas.net.au/reports%2Ffactsheets%2FSexual%20and%20Reproductive%20Health%2FNillumbik%2FVWHAAtlas%20Fact%20Sheet%20Sexual%20and%20Reproductive%20Health%20Nillumbik.pdf</a>
<b>Sample</b>	population
<b>Update due</b>	unknown



**0.81**

Per 1,000 13-19 year old females gave birth in the 2 years from January 2017 to December 2018.

The teenage birth rate is notably lower than regional and state averages, and was lower in 2018 than any of the preceding years of data.



<sup>9</sup> <https://www.unfpa.org/sexual-reproductive-health>

### 3.6.2 Female fertility rate (lifetime)

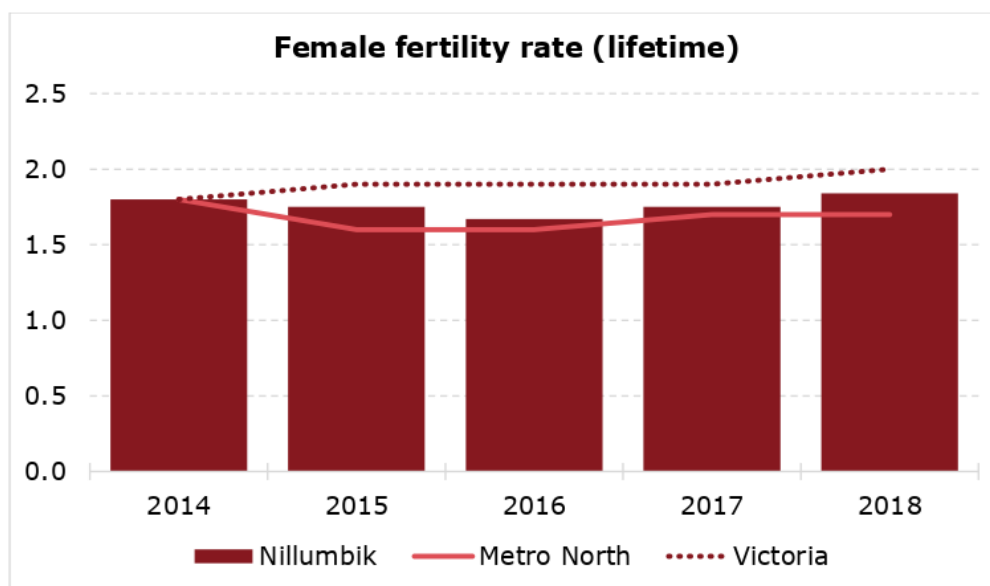
<b>Question</b>	The average number of children that a woman could expect to bear during her reproductive lifetime if current fertility rates in that LGA continue.
<b>Source</b>	Women's Health Atlas Australian Bureau of Statistics, 3301.0 - Births, Australia, 2018. <a href="https://victorianwomenshealthatlas.net.au/reports%2Ffactsheets%2FSexual%20and%20Reproductive%20Health%2FNillumbik%2FVWHAAtlas%20Fact%20Sheet%20Sexual%20and%20Reproductive%20Health%20Nillumbik.pdf">https://victorianwomenshealthatlas.net.au/reports%2Ffactsheets%2FSexual%20and%20Reproductive%20Health%2FNillumbik%2FVWHAAtlas%20Fact%20Sheet%20Sexual%20and%20Reproductive%20Health%20Nillumbik.pdf</a>
<b>Sample</b>	population
<b>Update due</b>	unknown



# 1.84

Children per female is expected for Nillumbik residents.

The female fertility rate has varied very little over time, and is at a similar level to regional and state-wide measures.



Whilst no LGA level data is available, state-wide data shows that in 2018 38.5% of mothers giving birth were aged 30-43, and 24.9% were 25-29. 1.2% were under 20 years and 4.9% were 40 and over<sup>10</sup>.

<sup>10</sup> <https://www.aihw.gov.au/reports/mothers-babies/australias-mothers-babies-data-visualisations/contents-of-mothers-and-babies/maternal-age>

### 3.6.3 Birth rate

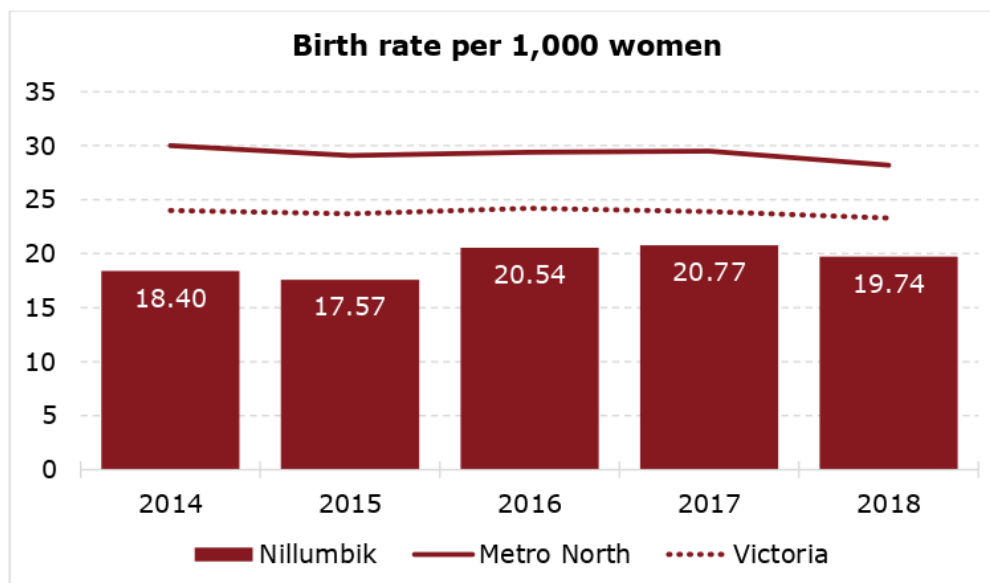
<b>Question</b>	Number of live births in per 1,000 women.
<b>Source</b>	Women's Health Atlas Australian Bureau of Statistics, 3301.0 - Births, Australia, 2018. <a href="https://victorianwomenshealthatlas.net.au/reports%2Ffactsheets%2FSexual%20and%20Reproductive%20Health%2FNillumbik%2FVWHAAtlas%20Fact%20Sheet%20Sexual%20and%20Reproductive%20Health%20Nillumbik.pdf">https://victorianwomenshealthatlas.net.au/reports%2Ffactsheets%2FSexual%20and%20Reproductive%20Health%2FNillumbik%2FVWHAAtlas%20Fact%20Sheet%20Sexual%20and%20Reproductive%20Health%20Nillumbik.pdf</a>
<b>Sample</b>	population
<b>Update due</b>	unknown



# 19.74

Per 1,000 women had live births in 2018.

The birth rate can have an impact on population growth in a region. In Nillumbik, the birth rate has remained relatively constant over the last three years of data.



### 3.6.4 Chlamydia rate

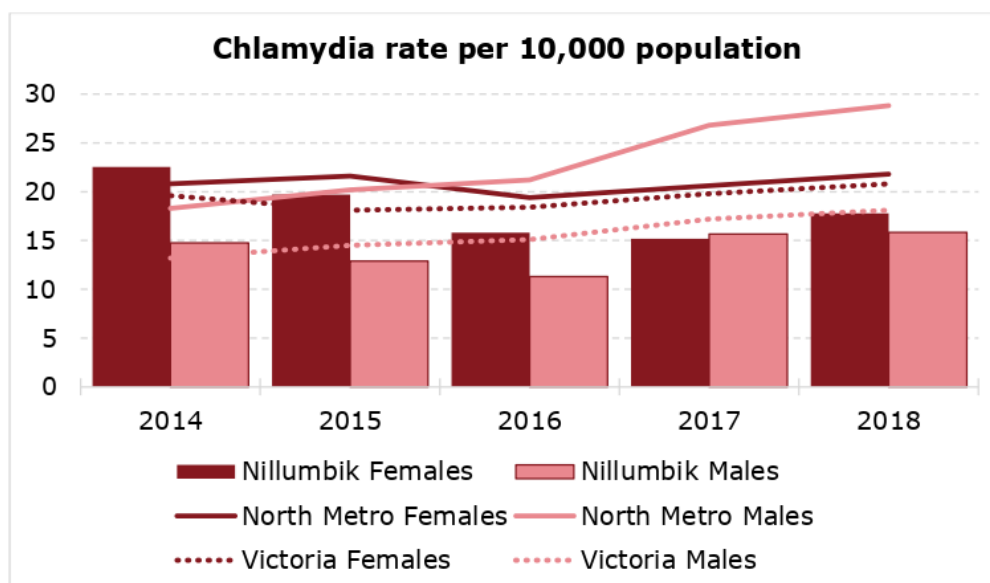
<b>Question</b>	Number of Chlamydia cases per 10,000 population.
<b>Source</b>	Women's Health Atlas Department of Health and Human Services. Interactive infectious disease report <a href="https://victorianwomenshealthatlas.net.au/reports%2Ffactsheets%2FSexual%20and%20Reproductive%20Health%2FNillumbik%2FVWHAAtlas%20Fact%20Sheet%20Sexual%20and%20Reproductive%20Health%20Nillumbik.pdf">https://victorianwomenshealthatlas.net.au/reports%2Ffactsheets%2FSexual%20and%20Reproductive%20Health%2FNillumbik%2FVWHAAtlas%20Fact%20Sheet%20Sexual%20and%20Reproductive%20Health%20Nillumbik.pdf</a>
<b>Sample</b>	population
<b>Update due</b>	unknown



# 17.79

Per 1,000 women had chlamydia in 2018.

Rates of Chlamydia declined from 2014 to 2016 and have since been increasing. The rate in Nillumbik is slightly lower than regional and state-wide rates.



### 3.7 Active lifestyles and recreation

**COVID-19 Considerations** The 'Together in Nillumbik' COVID-19 research, 52% reported that they were doing a lot less exercise. This was likely due to restrictions and may no longer be the case once restrictions are lifted.

#### 3.7.1 Physical activity

Physical inactivity is a major modifiable risk factor for a range of conditions, including cardiovascular disease, type 2 diabetes, some cancers, osteoporosis, depression, anxiety and falls among the elderly. Moreover, physical activity improves cognitive function in the elderly and can support a healthy weight.. The evidence suggests that health benefits accrue with increasing levels of physical activity and that this protective effect occurs even if adopted in middle and later life.

The national Physical Activity Guidelines recommend limiting the amount of time spent sitting, and doing a minimum of 30 minutes of accumulated physical activity each day for adults, three hours a day for toddlers and pre-schoolers, and 60 minutes a day for children and teens.

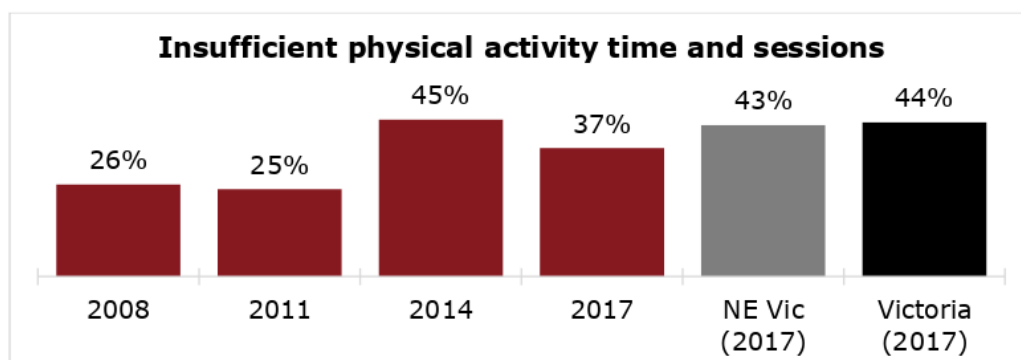
<b>Question</b>	Calculated physical activity based on Department of Health (2014) guidelines.
<b>Source</b>	Victorian Population Health Survey
<b>Sample size</b>	400
<b>Update due</b>	2021



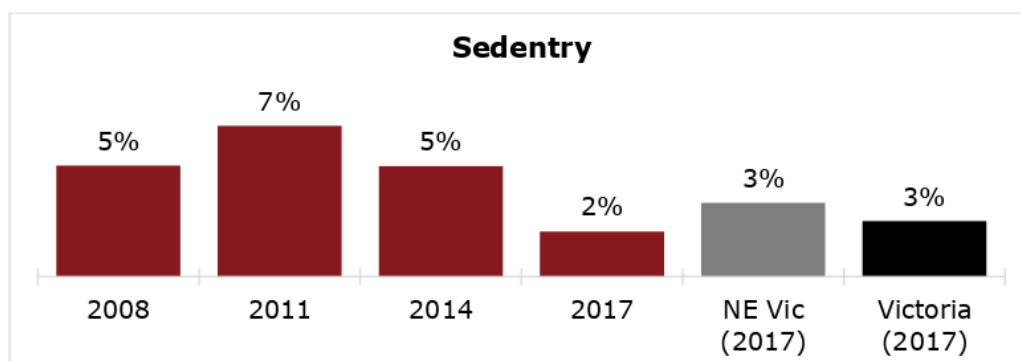
**37%**

Engage in insufficient physical activity, in terms of time and sessions.

The proportion of the Nillumbik community who do not engage in sufficient physical activity has increased since 2014 and is currently at a level similar to regional and state-wide averages.



However, the proportion who are sedentary has been decreasing, suggesting that more people are doing some exercise, but not as much as is advised.



### 3.7.2 Horse riding

Nillumbik is home to 12 trail, adult, pony and all-abilities clubs (Equine in Nillumbik).

<b>Question</b>	Have you or a family member used a horse riding trail in the past 12 months?
<b>Source</b>	Nillumbik Annual Community Survey (2019-2020). Weighted using 2019 and 2020 weights provided by researcher.
<b>Sample size</b>	1,000
<b>Update due</b>	2021



**5%**

of residents in the last 2 years of community surveys say they or a family member have used a horse riding trail.

Higher horse riding trail usage is evident amongst:

- Those living in rural areas of the Shire (12%).
- 46-55 year olds (9%).
- 76+ year olds (11%).

### 3.8 Disease, illness and healthcare

**COVID-19 Considerations** The 'Together in Nillumbik' COVID-19 research, 47% reported a decrease in satisfaction with their health. This may have eased since restrictions have lifted, however there may also be an increase in long-term health impacts as a result on people not engaging with health care professionals as often as they normally would during the COVID-19 period.

#### 3.8.1 Self-reported health status

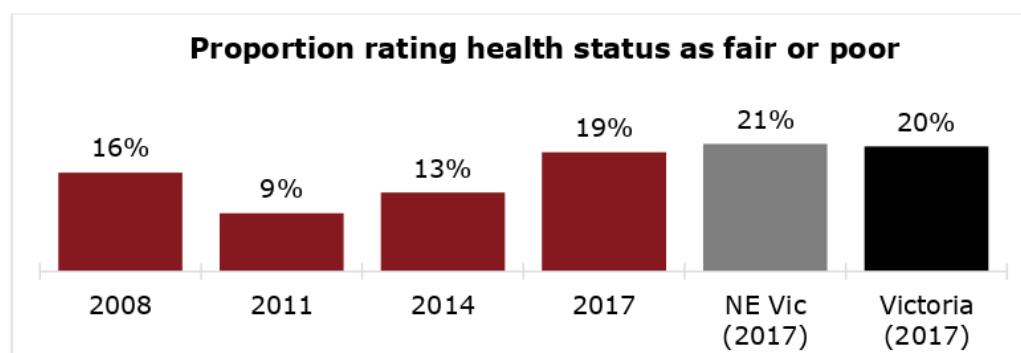
<b>Question</b>	In general would you say your health is excellent, very good, good, fair or poor?
<b>Source</b>	Victorian Population Health Survey.
<b>Population</b>	400
<b>Update due</b>	No update scheduled



# 19%

Rated their health status as fair or poor in 2017, the highest it has been since surveying started in 2008.

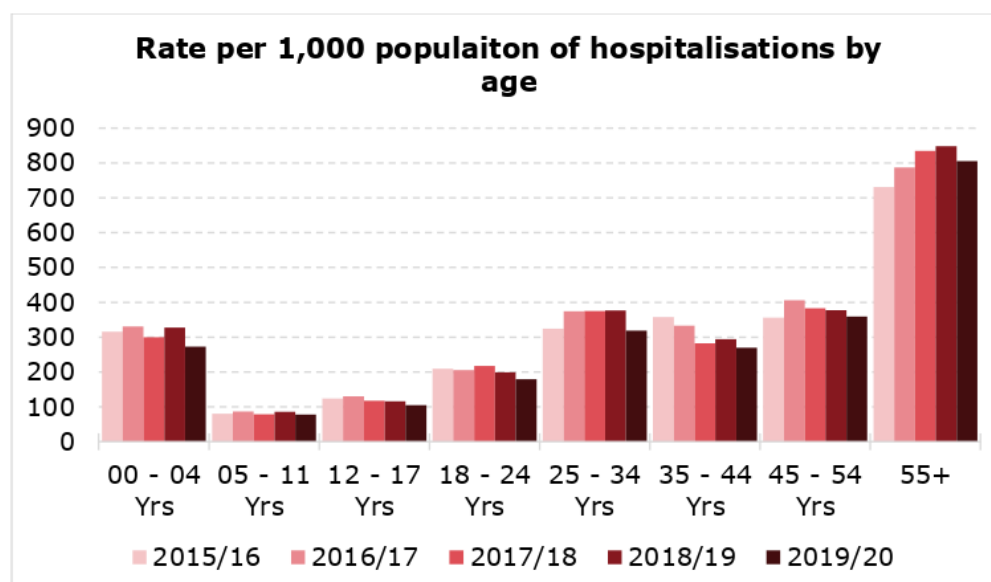
The incidence of Nillumbik adults rating their health status as poor has been increasing since 2011. However, the most recent measure shows it to be at the same level as regional and state-wide averages.



<b>Measure</b>	Hospitalisations of residents of Nillumbik grouped by Major Diagnostic Category and financial year
<b>Source</b>	Victorian Agency for Health Information (VAHI), ABS Estimated Residential Population by age (June 2015 to June 2019), ABS Census population by age for 2016.
<b>Population</b>	Residents admitted to hospital
<b>Update due</b>	On request (paid)

The rate of hospitalisation fell in 2019/20 in all age groups in Nillumbik, likely due to COVID-19 meaning less people were in situations where they might get injured, and/or some were more reluctant to go to a hospital for fear of getting sick.

Prior to 2019/20 the rate per 1,000 of hospitalisation was steadily increasing for 55+ year olds, and reducing amongst 35-44 year olds.



Insights by age group are as follows:

Age group	Main diagnostic areas	Changes over time
<b>0-4</b>	Diseases & Disorders of the Respiratory System. Diseases & Disorders of the Ear, Nose, Mouth & Throat.	Diseases & Disorders of the Ear, Nose, Mouth & Throat has been decreasing since 2016/17. Factors Influencing Health Status & Other Contacts with Health Services was notably lower in 2019/20 (half the number recorded in the previous year), perhaps due to COVID.
<b>5-11</b>	Diseases & Disorders of the Ear, Nose, Mouth & Throat. Diseases & Disorders of the Musculoskeletal System & Connective Tissue.	Diseases & Disorders of the Digestive System has been steadily increasing over time.
<b>12-17</b>	Diseases & Disorders of the Ear, Nose, Mouth & Throat. Diseases & Disorders of the Musculoskeletal System & Connective Tissue.	Diseases & Disorders of the Musculoskeletal System & Connective Tissue was increasing from 2016/17 to 2018/19 but dropped off in 2020, perhaps due to COVID-19.

Age group	Main diagnostic areas	Changes over time
<b>18-24</b>	Diseases & Disorders of the Digestive System. Diseases & Disorders of the Ear, Nose, Mouth & Throat.	Injuries, Poisonings & Toxic Effects of Drugs has been increasing since 2017/18. Diseases & Disorders of the Nervous System has been steadily increasing since 2016/17.
<b>25-34</b>	Diseases & Disorders of the Digestive System. Diseases & Disorders of the Kidney & Urinary Tract.	Mental Diseases & Disorders has been increasing throughout the records available (2015/16 to 2019/20). Diseases & Disorders of the Kidney & Urinary Tract was steadily increasing from 2015/16 to 2018/19 then dropped off in 2019/20, perhaps due to COVID-19).
<b>35-44</b>	Diseases & Disorders of the Digestive System. Diseases & Disorders of the Female Reproductive System.	Diseases & Disorders of the Kidney & Urinary Tract decreasing significantly over time. Mental Diseases & Disorders increasing over time.
<b>45-54</b>	Diseases & Disorders of the Digestive System. Diseases & Disorders of the Kidney & Urinary Tract.	Factors Influencing Health Status & Other Contacts with Health Services decreasing since 2016/17. Diseases & Disorders of the Kidney & Urinary Tract increasing over time.
<b>55+</b>	Diseases & Disorders of the Kidney & Urinary Tract. Diseases & Disorders of the Musculoskeletal System & Connective Tissue.	Factors Influencing Health Status & Other Contacts with Health Services has decreased from 76 per 1,000 population in 2016/17 to 50 per 1,000 population in 2019/20. Diseases & Disorders of the Kidney & Urinary Tract has increased from 124 per 1,000 population in 2015/16 to 165 per 1,000 population in 2019/20.

### 3.8.2 Avoidable mortality

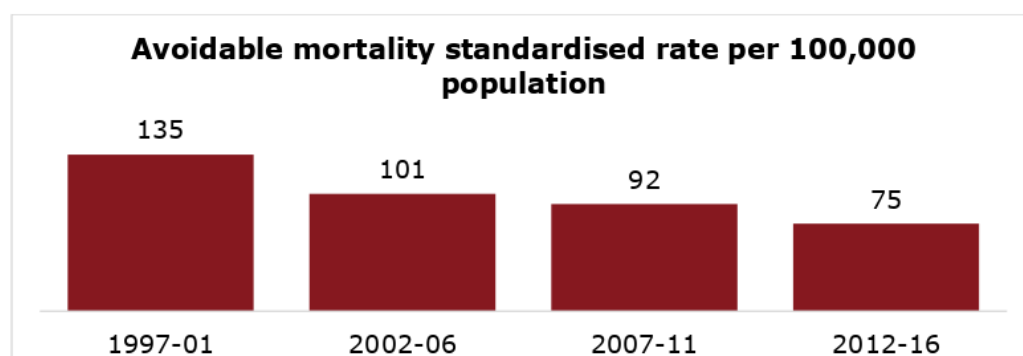
Avoidable mortality (AM) is a simple and practical population-based method of counting untimely and unnecessary deaths from diseases for which effective public health and medical interventions are available. An excess of deaths due to preventable causes should suggest shortcomings in the healthcare system that warrant further attention.

<b>Measure</b>	Total avoidable mortality
<b>Source</b>	Victorian Health Information Surveillance System <a href="http://vhiss.reporting.dhhs.vic.gov.au/ReportParameter.aspx?ReportID=28&amp;TopicID=1&amp;SubtopicID=16">http://vhiss.reporting.dhhs.vic.gov.au/ReportParameter.aspx?ReportID=28&amp;TopicID=1&amp;SubtopicID=16</a>
<b>Sample</b>	Population
<b>Update due</b>	Unknown

**+ 75**

Avoidable deaths per 100,000 population were recorded in Nillumbik between 2012-2016.

Avoidable deaths in Nillumbik have been declining over the years.



The top causes of avoidable mortality are:

- Ischaemic Heart Disease (IHD).
- Lung cancer.
- Colorectal cancer.
- Suicide and self-inflicted injuries.
- Breast cancer.
- Cerebrovascular diseases.

### 3.8.3 Immunisation

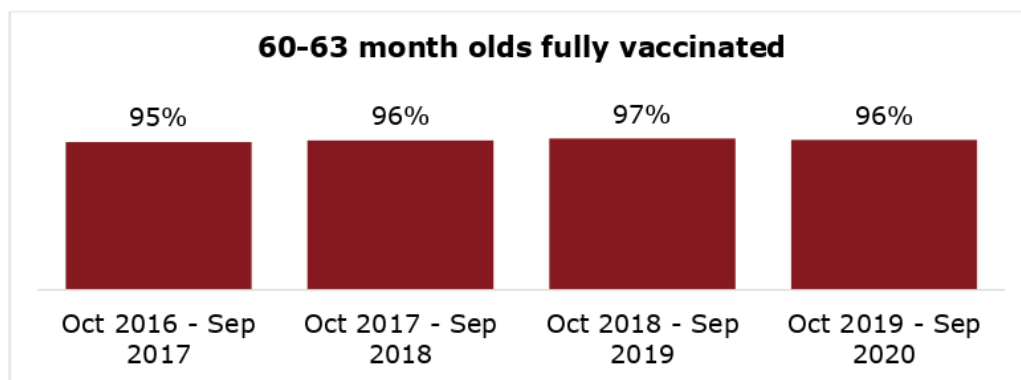
<b>Question</b>	Completed immunisations at 60-<63 Months
<b>Source</b>	VIC childhood immunisation coverage data <a href="https://www.health.gov.au/resources/publications/vic-childhood-immunisation-coverage-data-by-sa3">https://www.health.gov.au/resources/publications/vic-childhood-immunisation-coverage-data-by-sa3</a>
<b>Sample</b>	Population
<b>Update due</b>	2021



# 96%

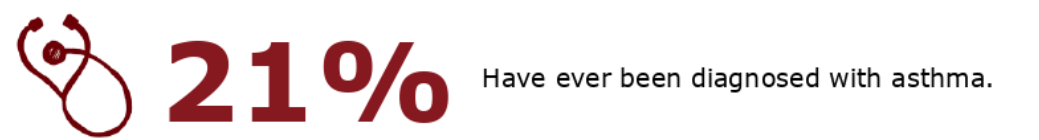
Of 60-63 month olds had been fully immunised in 2018. This is in line with the state average (96.03%).

Immunisation rates are relatively high, and remain fairly constant over time.

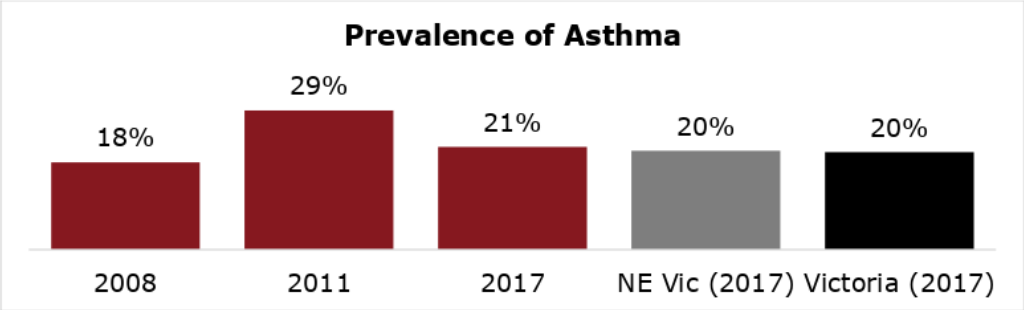


3.8.4 Asthma

Question	Reported having been diagnosed with asthma by a doctor (ever)
Source	Victorian Population Health Survey
Sample size	400
Update due	2021



The prevalence of asthma in Nillumbik is at a similar level to regional and state-wide averages, and fluctuates over time.



### 3.8.5 Body weight status

Obesity is a significant risk factor for several health conditions including heart disease, stroke, osteo-arthritis, type 2 diabetes, and some cancers (WHO, 2015). Body Mass Index (BMI) is used as an indicator of overweight (BMI>25) and obesity (BMI>30), calculated from self-reported height and weight.

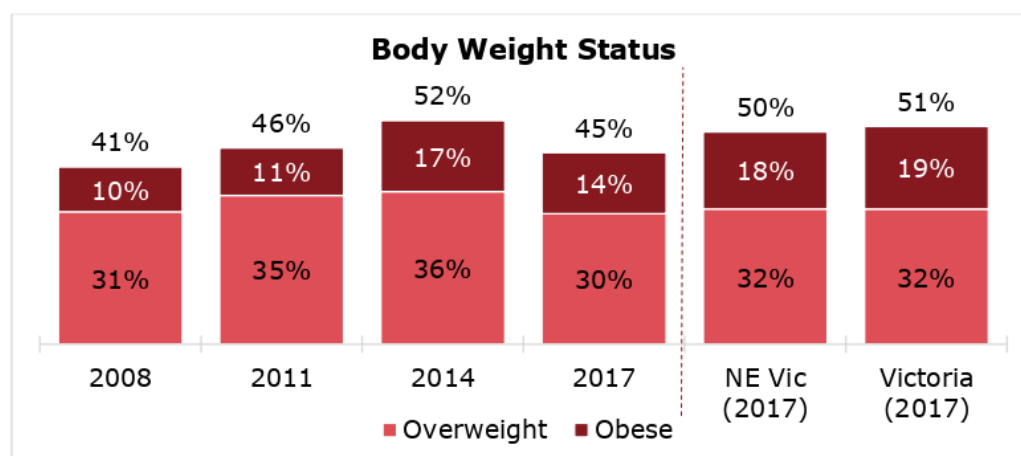
<b>Question</b>	Determined by calculation of body mass index (BMI = weight (kg) / height (m <sup>2</sup> )) from self-reported height and weight.
<b>Source</b>	Victorian Population Health Survey
<b>Sample size</b>	400
<b>Update due</b>	2021



**21%**

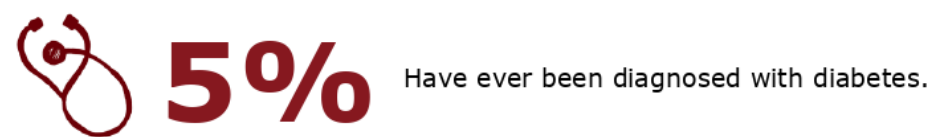
Of the Nillumbik population are classified as obese.

From 2008 to 2014 the proportion of residents classified as overweight or obese was increasing in Nillumbik, however there was a reduction in the most recent measure (2017), making the current rate lower than average. However it is still the case that almost half of the population in Nillumbik is overweight or obese, which can have flow-on effects for the health system and personal wellbeing.

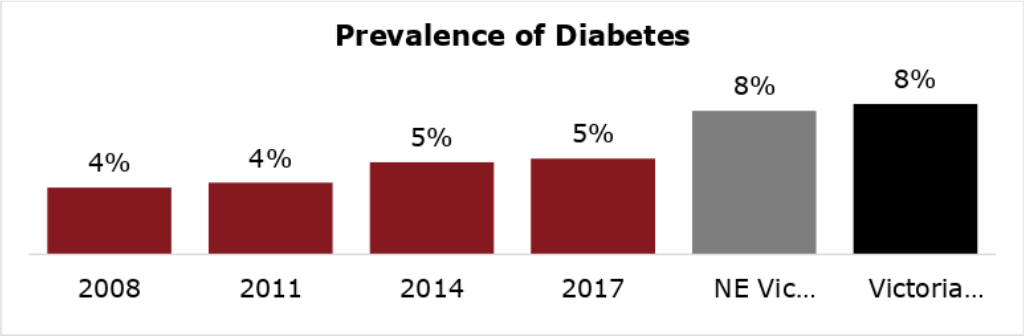


3.8.6 Diabetes

Question	Have you ever been told by a doctor that you have diabetes and if so, the type of diabetes?
Source	Victorian Population Health Survey
Sample size	400
Update due	2021



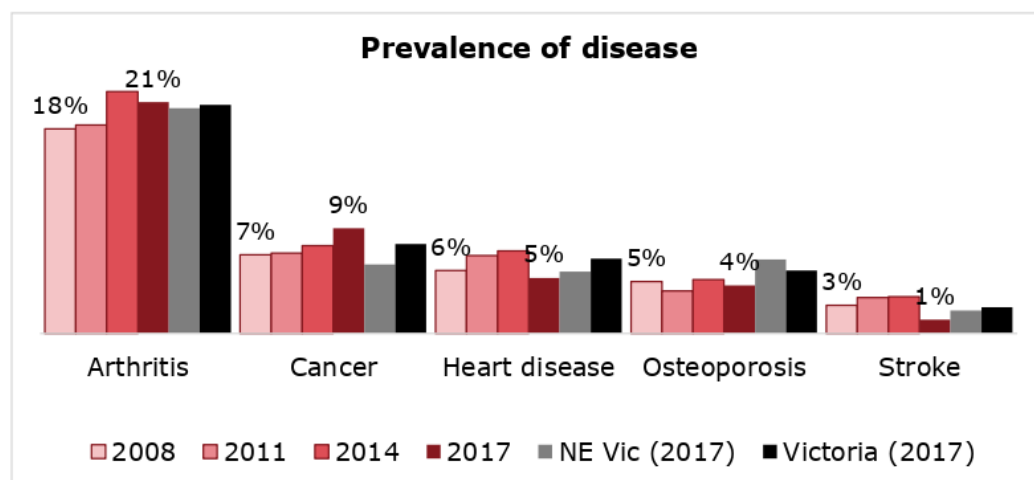
There has been little change in the proportion of the Nillumbik population with diabetes over the years, and the rate in Nillumbik is lower than regional and state averages.



### 3.8.7 Prevalence

<b>Question</b>	Have you been diagnosed by a doctor with...? Arthritis, Cancer, Heart disease, Osteoporosis, Stroke.
<b>Source</b>	Victorian Population Health Survey
<b>Sample size</b>	400
<b>Update due</b>	2021

In the 10 years from 2008 to 2017 Nillumbik experienced an increase in prevalence of arthritis (understandable in line with ageing population) and cancer. Indeed, the prevalence of cancer in Nillumbik is higher than regional and state averages.



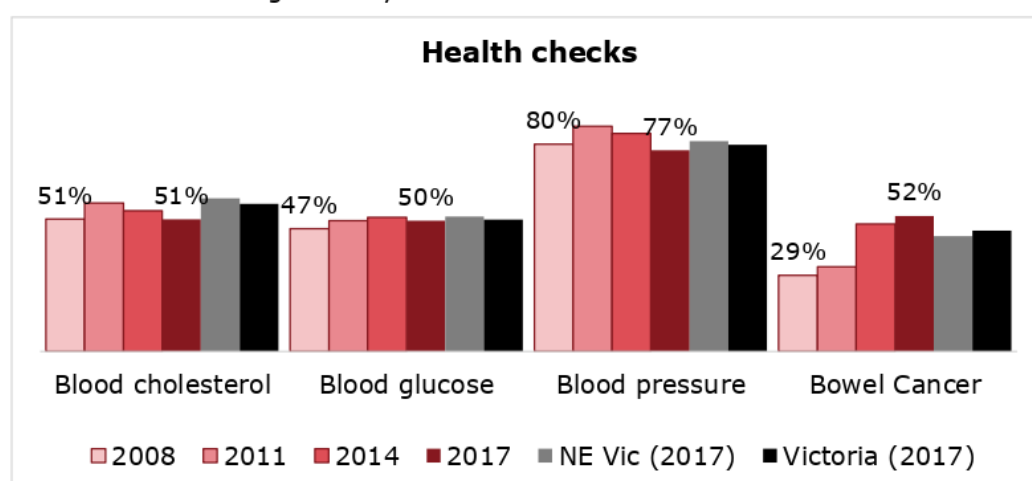
### 3.8.8 Health checks

Elevated blood cholesterol is an important risk factor for coronary heart disease stroke and peripheral vascular disease.

High blood pressure or hypertension is an important risk factor for cardiovascular disease and the risk of disease increases with increasing blood pressure levels.

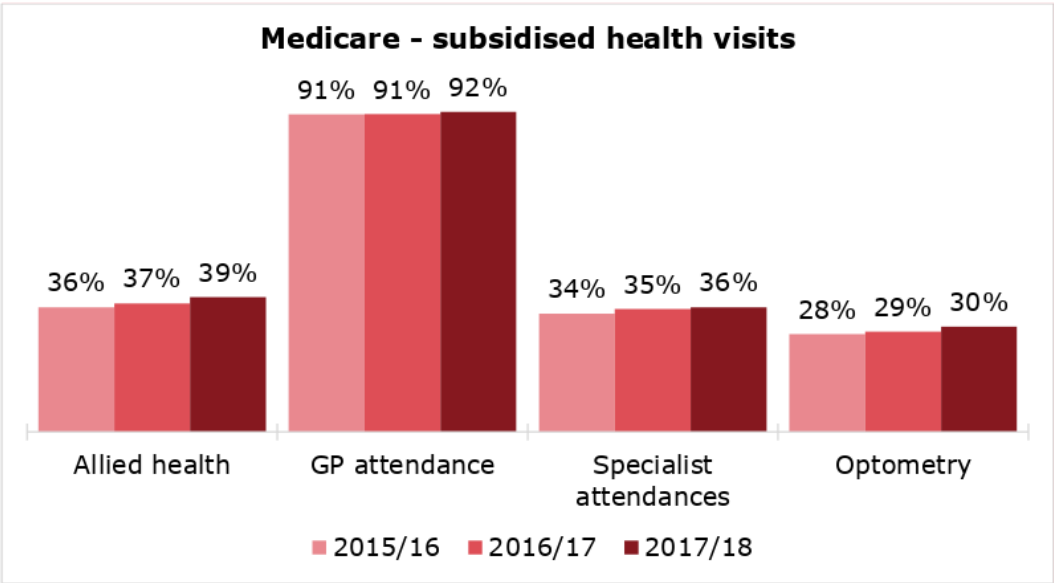
<b>Question</b>	Have you undertaken health checks for...? [Blood cholesterol, Blood glucose, Blood pressure, Bowel Cancer]
<b>Source</b>	Victorian Population Health Survey
<b>Sample size</b>	400
<b>Update due</b>	2021

The proportion of the population undergoing health checks for a range of diseases has remained relatively constant over time, with the exception of bowel cancer, for which the proportion undergoing checks has increased. This could be due to the bowel cancer screening campaign that sends screening kits to residents over the age of 50 years.



<b>Question</b>	Medicare recorded health visits – proportion of population
<b>Source</b>	Australian Institute of Health and Welfare (AIHW)
<b>Sample</b>	Population
<b>Update due</b>	2021

Incidence of visiting allied health providers, doctors, specialists and optometrists has remained relatively constant over time, with most attending a GP at least once in any given year. This may be impacted by COVID-19 in future data as some people were reluctant to visit doctors for fear of getting sick.



3.8.9 Data gaps

An outdated measure that is often used is the **burden of disease**. This data was last collated in 2001 and therefore is too far out of date to prove useful. It can be found on the VCAMS indicator page:  
<https://www.education.vic.gov.au/about/research/Pages/vcamsindicator.aspx>

## 3.9 Child and youth development

### 3.9.1 Breastfeeding

Breastfeeding provides babies with the best start in life and is a key contributor to infant health. Australia's dietary guidelines recommend exclusive breastfeeding of infants until six months of age, with the introduction of solid foods at around six months and continued breastfeeding until the age of 12 months – and beyond, if both mother and infant wish. There is established evidence showing that there are immediate and long-term positive health benefits associated with breastfeeding for both mothers and babies.

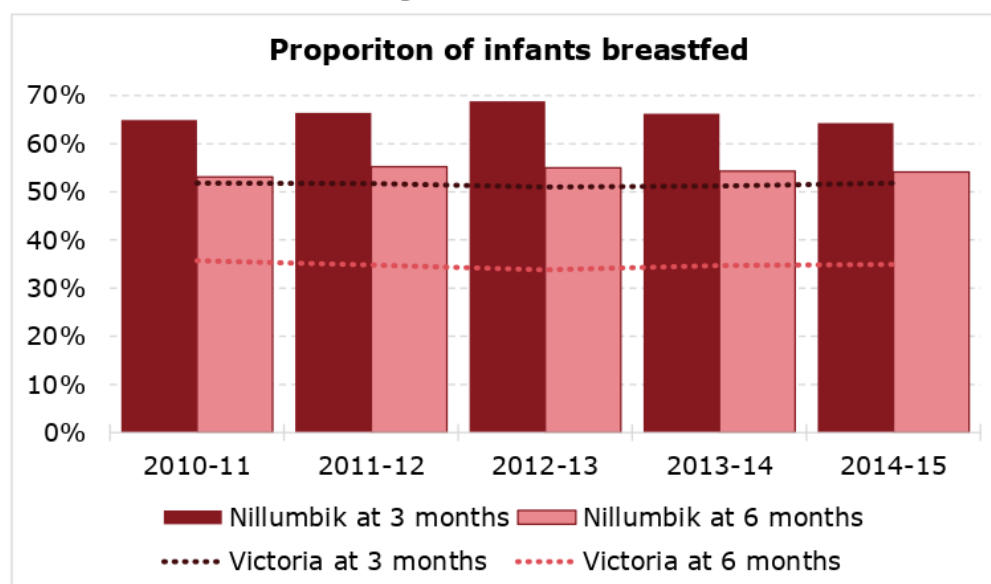
<b>Measure</b>	Proportion of infants breastfed
<b>Source</b>	VCAMS Portal <a href="https://www.education.vic.gov.au/about/research/Pages/vcamstableau.aspx">https://www.education.vic.gov.au/about/research/Pages/vcamstableau.aspx</a>
<b>Sample</b>	Population of children
<b>Update due</b>	Unknown
<b>Notes</b>	Data out of date



**64%**

Of 3 month old infants in Nillumbik were breastfed in 2014-15.

Incidence of breastfeeding is relatively constant over time, and is higher in Nillumbik than the state average.



### 3.9.2 Developmentally vulnerable

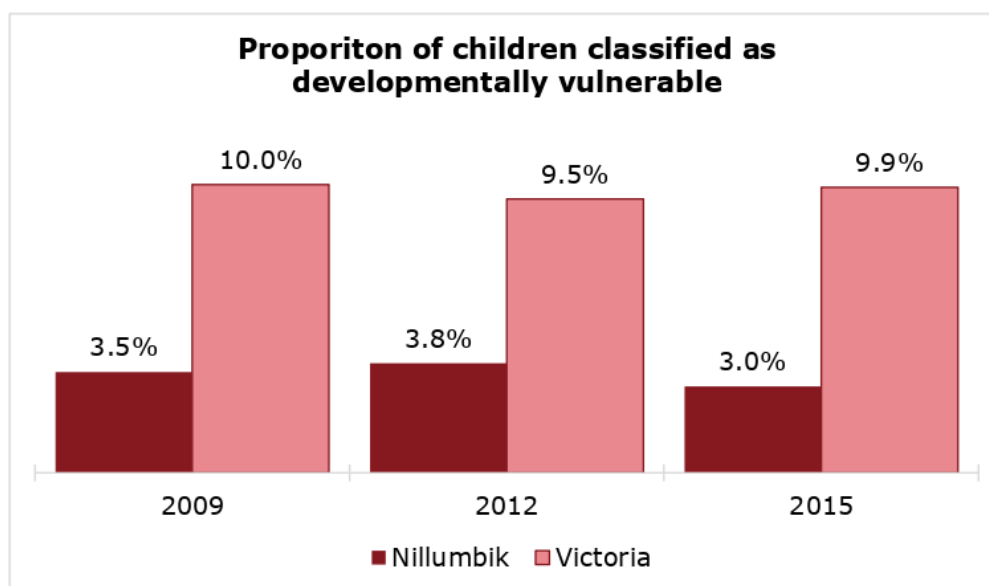
<b>Measure</b>	Proportion of children who are developmentally vulnerable on individual domains and one or more, or two or more domains. The domains measured are physical health and wellbeing, social competence, emotional maturity, language and cognitive skills and communication skills and general knowledge. A variable is calculated based on how well the child scores on these domains, showing the percent who score poorly in the test results.
<b>Source</b>	VCAMS Portal <a href="https://www.education.vic.gov.au/about/research/Pages/vcams-tableau.aspx">https://www.education.vic.gov.au/about/research/Pages/vcams-tableau.aspx</a>
<b>Sample</b>	Population of children
<b>Update due</b>	Unknown
<b>Notes</b>	Data out of date (2015)



**3%**

Of Nillumbik children were classified as developmentally vulnerable on one or more domains in 2015.

The proportion of children classified as developmentally vulnerable in Nillumbik is lower than the state average.



### 3.9.3 Children with emotional or behavioural difficulties

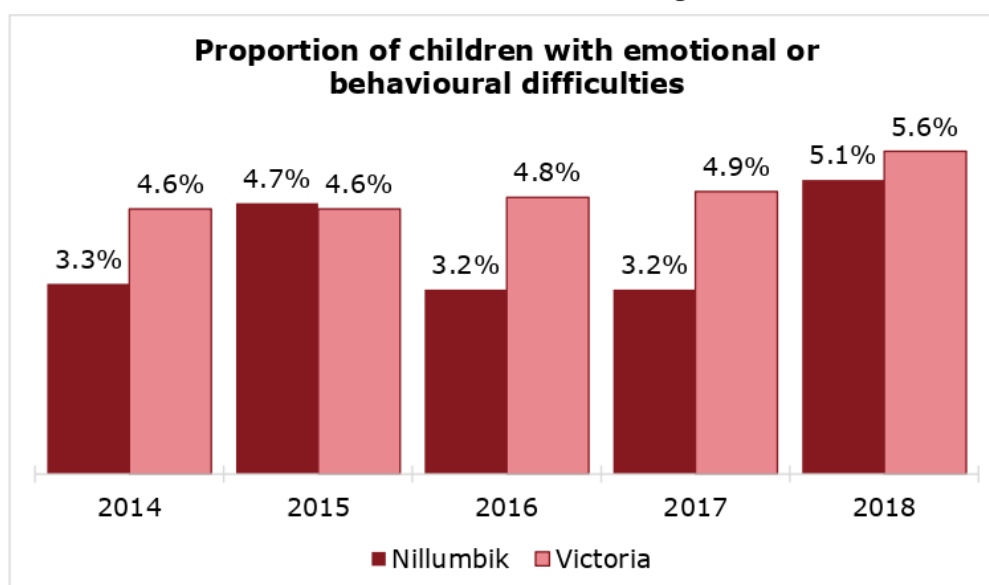
<b>Measure</b>	Proportion of children with emotional or behavioural difficulties
<b>Source</b>	VCAMS Portal <a href="https://www.education.vic.gov.au/about/research/Pages/vcamstableau.aspx">https://www.education.vic.gov.au/about/research/Pages/vcamstableau.aspx</a>
<b>Sample</b>	Population of children
<b>Update due</b>	Unknown



**5%**

Of Nillumbik children were classified as having emotional or behavioural difficulties in 2018.

The proportion of children classified as having emotional or behavioural difficulties in Nillumbik is lower than the state average.



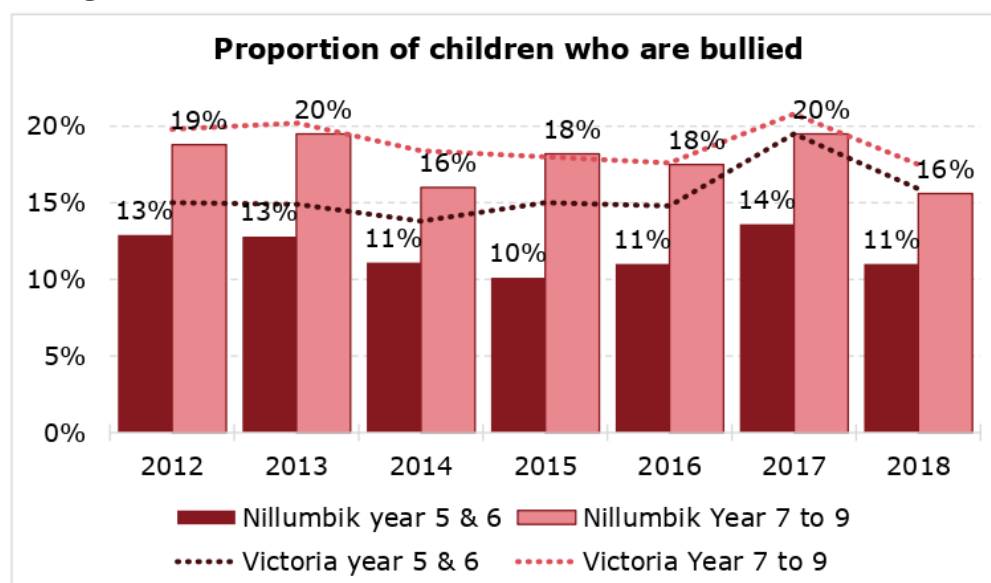
### 3.9.4 Children who are bullied

Bullying can have a negative impact on the mental health of children, both in the short and the long term.

<b>Measure</b>	Proportion of children who are bullied
<b>Source</b>	VCAMS Portal <a href="https://www.education.vic.gov.au/about/research/Pages/vcamstableau.aspx">https://www.education.vic.gov.au/about/research/Pages/vcamstableau.aspx</a>
<b>Sample</b>	Population of children
<b>Update due</b>	2021



The proportion of children in Nillumbik being bullied fluctuates slightly over time, in line with state averages. Current proportions are lower than the state average, but still of concern.



### 3.9.5 Children in households with parents not working

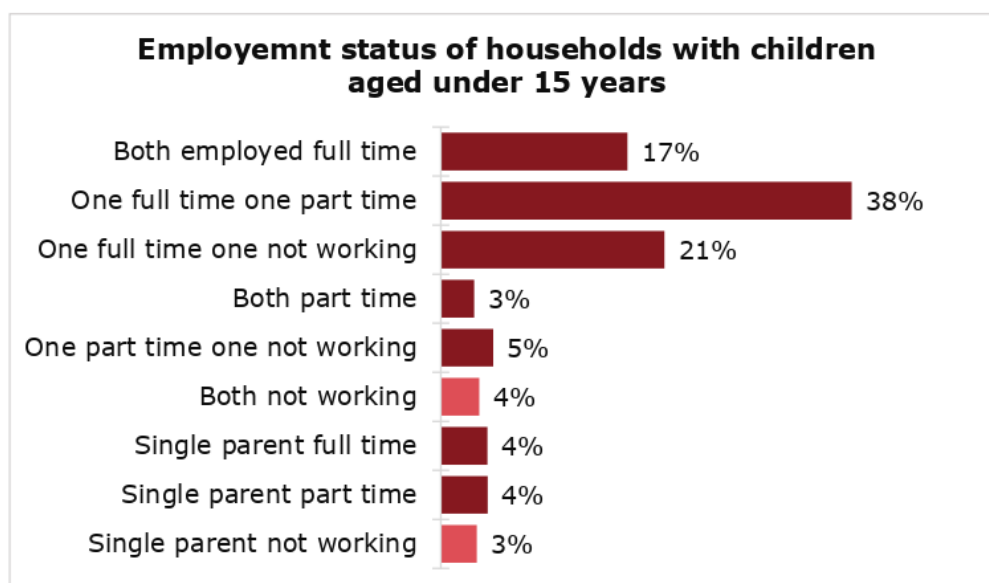
<b>Question</b>	Last week, did the person have a job of any kind?
<b>Source</b>	2016 Census household level data.
<b>Sample</b>	5,519
<b>Update due</b>	2021



**7%**

Of households in Nillumbik with children under 15 have both (for couples) or one (for singles) parent not working.

The majority of households in Nillumbik with children under the age of 15 years have at least one parent who is employed full time.





## 4 Housing

To help maintain the health and wellbeing of the community it is necessary for people to have secure, safe and appropriate housing. Understanding how people live can help identify opportunities to support those who are in inappropriate housing as well as guide housing development and housing strategies. Knowledge of the particulars of housing in the region can also help identify opportunities for improving sustainability infrastructure at a household level.

## 4.1 Housing affordability (L)

### 4.1.1 Housing stress

One of the measures of housing stress is when a household is spending more than a third of the household income on housing costs.

<b>Variables</b>	HIND Household income weekly crossed with MRERD Mortgage Repayments (monthly) and RNTRD Rent (weekly) with TEND Tenure Type filter
<b>Source</b>	2016 Census individual level data.
<b>Population</b>	9761 households who provided tenure, household income and mortgage/rent details
<b>Update due</b>	2021 Census, available 2023
<b>Notes</b>	Due to changes to income range categories, low income households are calculated as under \$400 a week in 2011 and under \$500 a week in 2016.

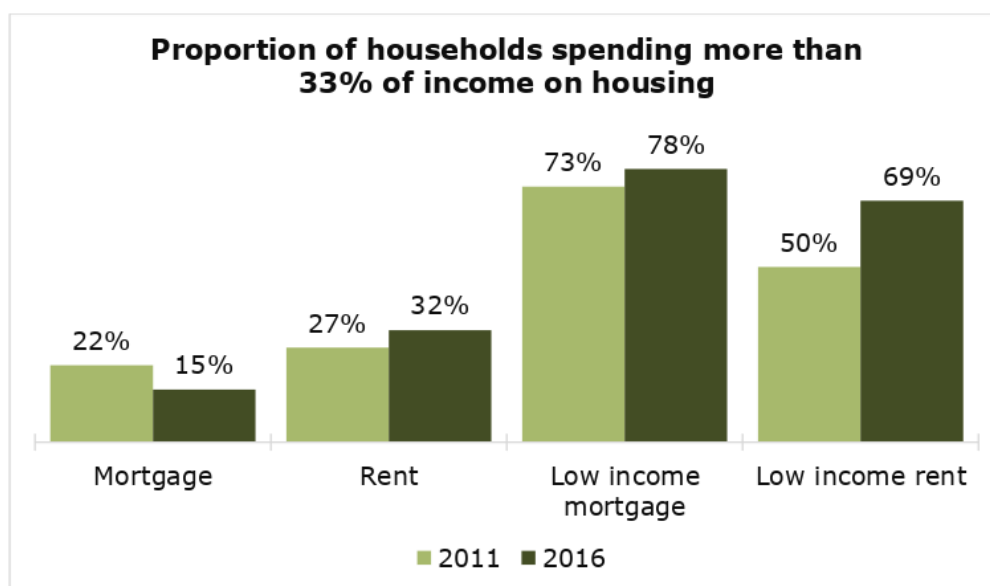


**32%**

of households in Nillumbik Shire who are renting are spending more than 30% of their income on rent.

In Nillumbik renters are more commonly experiencing housing stress than those who own their homes. When looking at low income households (earning less than \$500 a week in 2016 (n=329) and less than \$400 a week in 2011 (n=350)) a much higher proportion are under housing stress, with this being more common amongst those with a mortgage.

Whilst only 2 points of data are available to date, findings suggest that overall the proportion of those with a mortgage under housing stress is decreasing, whereas the proportion of renters under housing stress is increasing.

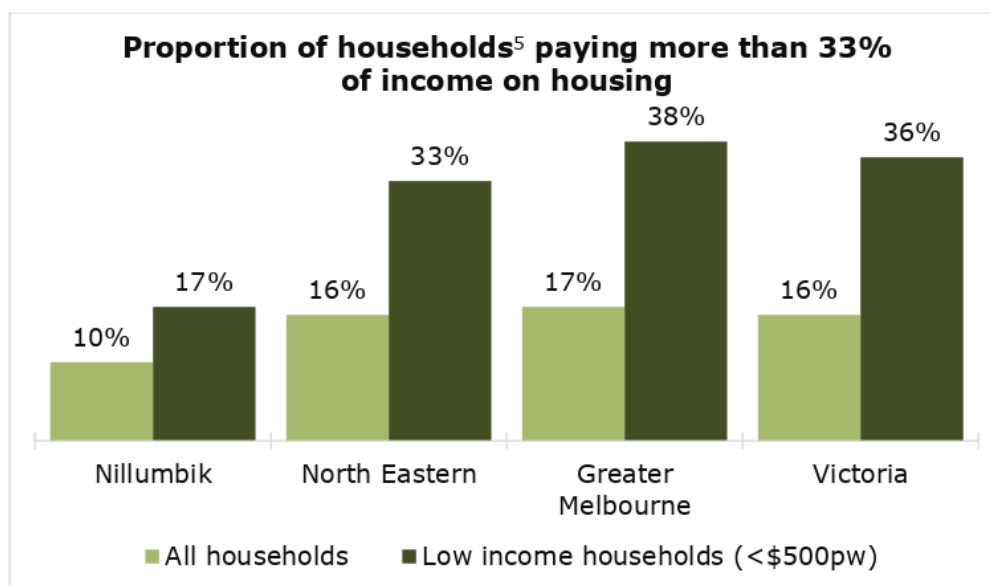


Diamond Creek, Panton Hill and St Andrews showed the highest proportion of low income households spending more than a third of their household income on rent or mortgage costs.

<b>% households paying more than 33% of income on housing costs in 2016</b>	<b>Overall</b>	<b>Low income (&lt;\$500 per week)</b>	<b>Total number of qualifying households*<sup>11</sup></b>
<b>Diamond Creek</b>	9%	11%	3,324
<b>Hurstbridge</b>	9%	9%	1,016
<b>Eltham (Vic.)</b>	9%	10%	5,472
<b>Nillumbik Rural North West</b>	6%	0%	358
<b>Greensborough</b>	6%	0%	1,574
<b>Yarrambat</b>	6%	0%	401
<b>Eltham North</b>	5%	0%	1,273
<b>Panton Hill</b>	5%	12%	296
<b>Wattle Glen</b>	5%	8%	505
<b>Research</b>	5%	0%	719
<b>North Warrandyte</b>	4%	0%	829
<b>Kangaroo Ground</b>	4%	0%	273
<b>St Andrews (Vic.)</b>	4%	10%	338
<b>Nillumbik Rural East</b>	3%	0%	348
<b>Plenty (Vic.)</b>	2%	0%	593
<b>Doreen</b>	0%	0%	84

The proportion of qualifying households<sup>5</sup> in Nillumbik spending more than a third of their household income on housing costs is much lower than averages across the region and the state.

<sup>11</sup> Qualifying households were those who stated a tenure and a household income.



#### 4.1.2 Affordable rentals

<b>Variables</b>	Quarterly affordable rentals by LGA
<b>Source</b>	Department of Health and Human Services Rental Report <a href="https://discover.data.vic.gov.au/dataset/rental-report-quarterly-affordable-lettings-by-lga">https://discover.data.vic.gov.au/dataset/rental-report-quarterly-affordable-lettings-by-lga</a>
<b>Update due</b>	March 2021
<b>Notes</b>	The method used in this section measures the supply of affordable new lettings based on the Residential Tenancies Bond Authority data. The affordability benchmark used is that no more than 30 per cent of gross income is spent on rent. Lower income households are defined as those receiving Centrelink incomes.  The major source for the statistics presented in the Rental Report is the Residential Tenancies Bond Authority which collects data on all rental bonds lodged under the Residential Tenancies Act 1997.

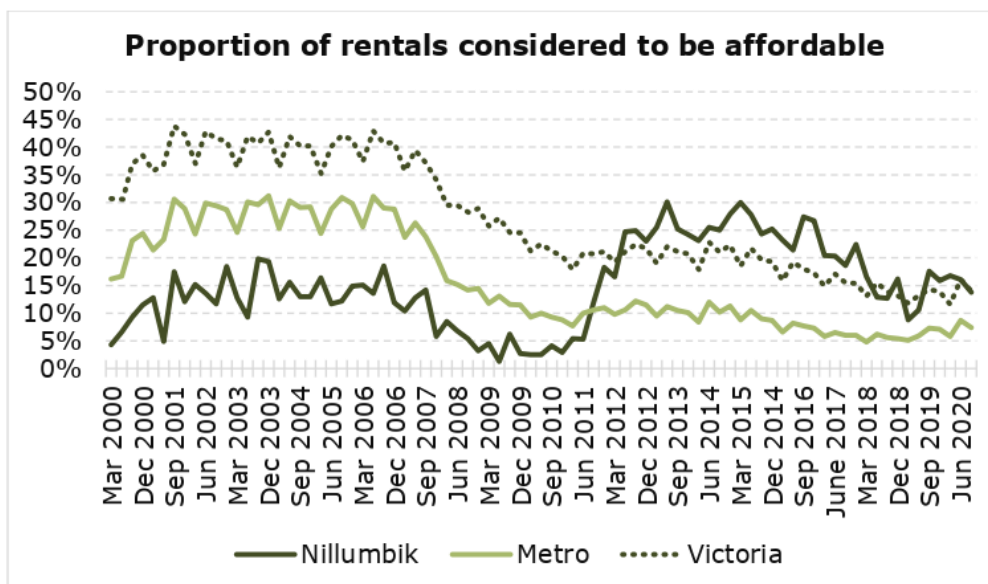


**14%**

of rental properties available for rent in Nillumbik in the September 2020 quarter were considered to be affordable.

Over time, the availability of affordable rentals within Nillumbik has fluctuated. There was a reduction in the proportion of rentals considered to be affordable in the late '00s, in line with both metro and state trends. Nillumbik showed a notable recovery in the early 2010s, to a much greater extent than experienced across metropolitan Melbourne or the state.

In recent years the availability of affordable rentals in Nillumbik has been higher than the metropolitan average, although this has been declining slightly since 2016.

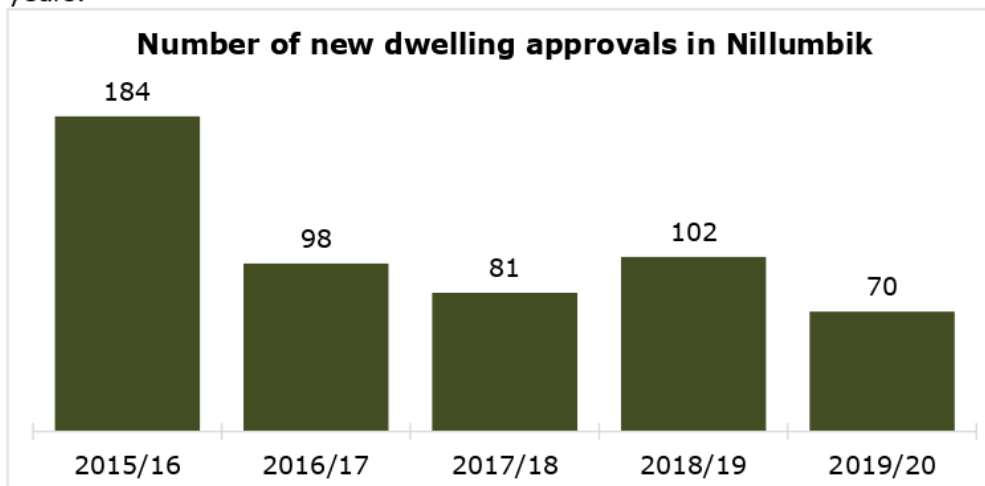


## 4.2 Housing characteristics

### 4.2.1 New Dwelling Approvals

<b>Variables</b>	Number of new dwellings approved by Council in Nillumbik
<b>Source</b>	Nillumbik Shire Council planning department Data by financial year
<b>Update due</b>	July 2021

New dwelling approvals was significantly higher in 2015/16 than subsequent years.



In the five years from 2016/16 to 2019/20 there were eight subdivisions of five or more new dwellings. Half of these were 5-6 dwelling subdivisions in Diamond Creek in 2015/16. The largest was a 26 dwelling subdivision in Greensborough in 2015.

<b>Number of new dwelling approvals 2015/16 to 2019/20</b>	
Diamond Creek	293
Eltham	49
Greensborough	38
Plenty	29
Hurstbridge	21
Yarrambat	19
Eltham North	18
North Warrandyte	15
Nillumbik Rural East	9
Research	9
Wattle Glen	9
Kangaroo Ground	7
St Andrews	7
Nillumbik Rural North West	5
Panton Hill	5
Doreen	2

#### 4.2.2 Dwelling structure

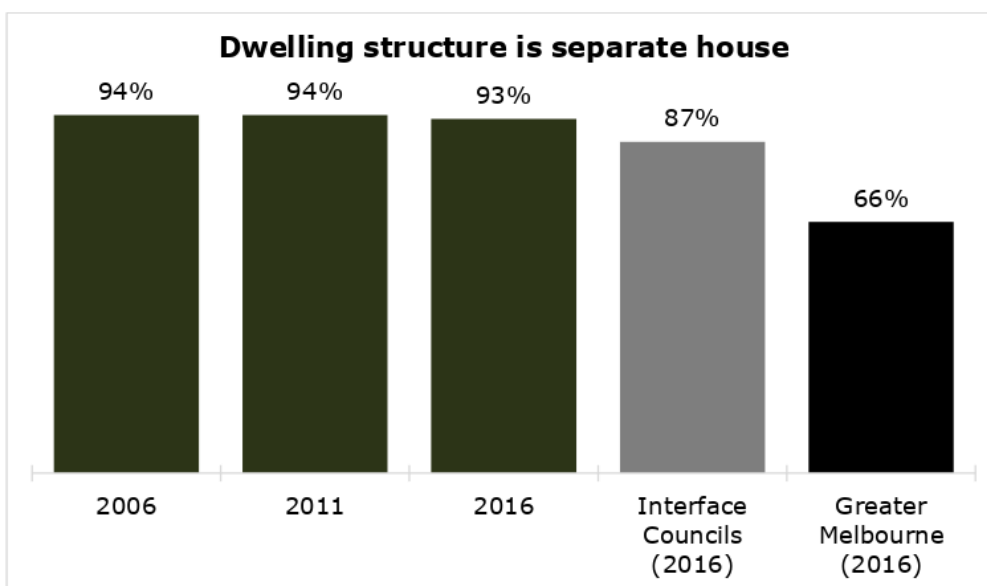
<b>Measure</b>	Building structure
<b>Source</b>	2016 Census household level data.
<b>Population</b>	21,742
<b>Update due</b>	2021 Census, available 2023
<b>Notes</b>	Medium density is all semi-detached, townhouses, units and flats up to two stories. High density covers flats and apartments with 3 or more stories.



**93%**

of occupied private dwellings in Nillumbik are separate houses.

Residential properties in Nillumbik are predominantly separate houses. There has been little change in this over time. Nillumbik has a higher proportion of housing stock as separate houses than the average for Interface Councils and the Greater Melbourne area.



The only high density dwellings occur in Eltham, and medium density is more common in Eltham (13% of properties are medium density), Greensborough (9%), Diamond Creek (6%) and Hurstbridge (3%).

#### 4.2.3 Number of rooms in dwelling

Having a variety of house sizes can assist with providing a range of household types with accommodation. In particular, smaller houses in rural townships are required for older adults to downsize to a more manageable property without having to leave their local community.

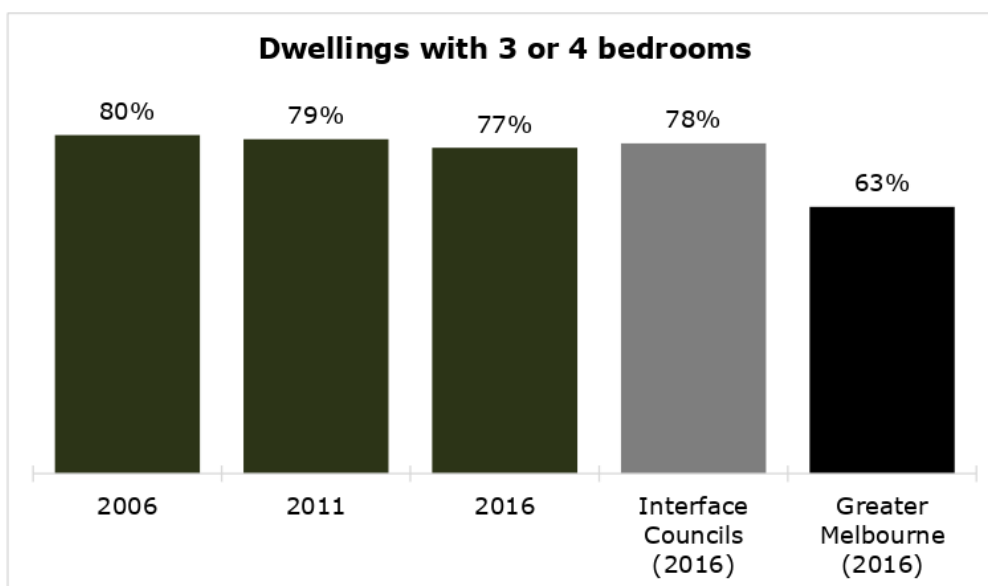
<b>Question</b>	How many bedrooms are there in this dwelling?
<b>Source</b>	2016 Census household level data.
<b>Population</b>	21,742
<b>Update due</b>	2021 Census, available 2023



**77%**

of occupied private dwellings in Nillumbik have 3 or 4 bedrooms.

Most properties in Nillumbik have 3-4 bedrooms which has been decreasing slightly over time in favour of larger properties (5+ bedrooms increased from 7% in 2011 to 10% in 2016). The proportion of dwellings in Nillumbik with 3-4 bedrooms is on par with the average for Interface Councils, although it is higher than the Greater Melbourne average.



As at 2016, townships with a higher proportion of smaller houses were:

- Nillumbik Rural East (18%).
- St Andrews (17%).
- Panton Hill (14%).

Conversely, townships with higher proportions of larger houses (5+ bedrooms) in 2016 were:

- Plenty (20%).
- Kangaroo Ground (17%).
- Doreen (16%).
- Research (15%).

#### 4.2.4 Homelessness

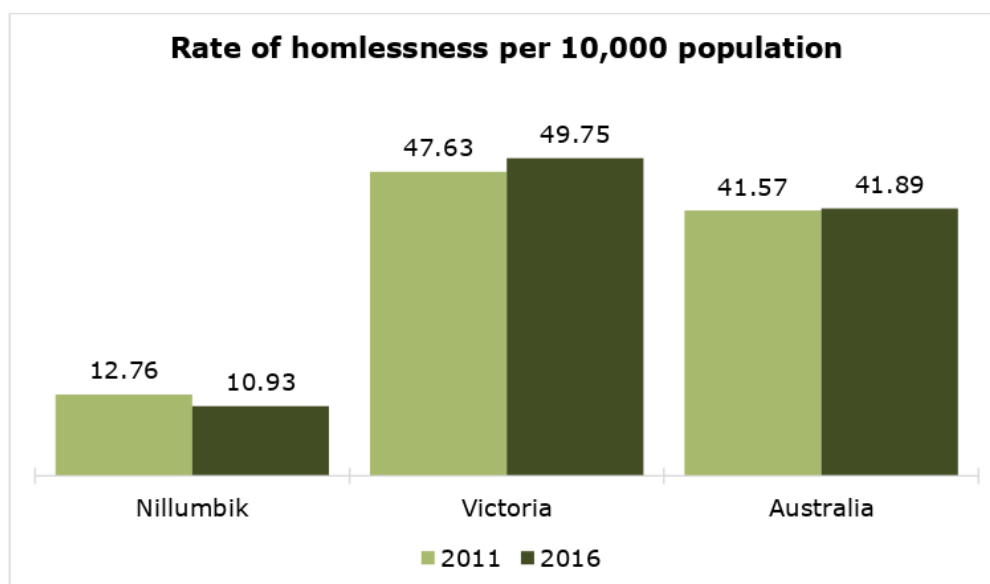
<b>Measure</b>	ABS measure of homelessness as calculated from Census results.
<b>Source</b>	2016 Census individual level data.
<b>Population</b>	63,345
<b>Update due</b>	2021 Census, available 2023



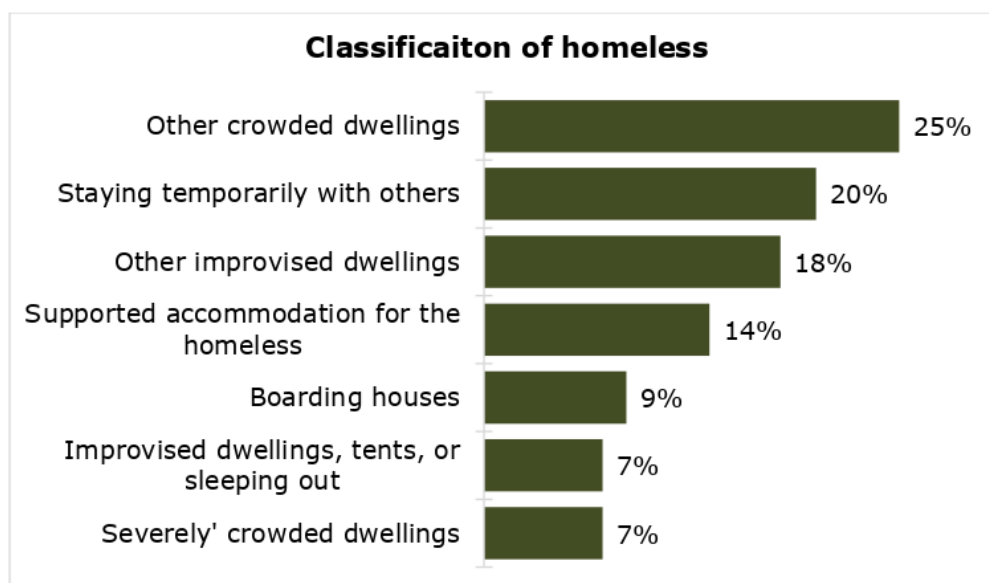
**10.93**

Per 10,000 population in Nillumbik were classified as homeless in 2016.

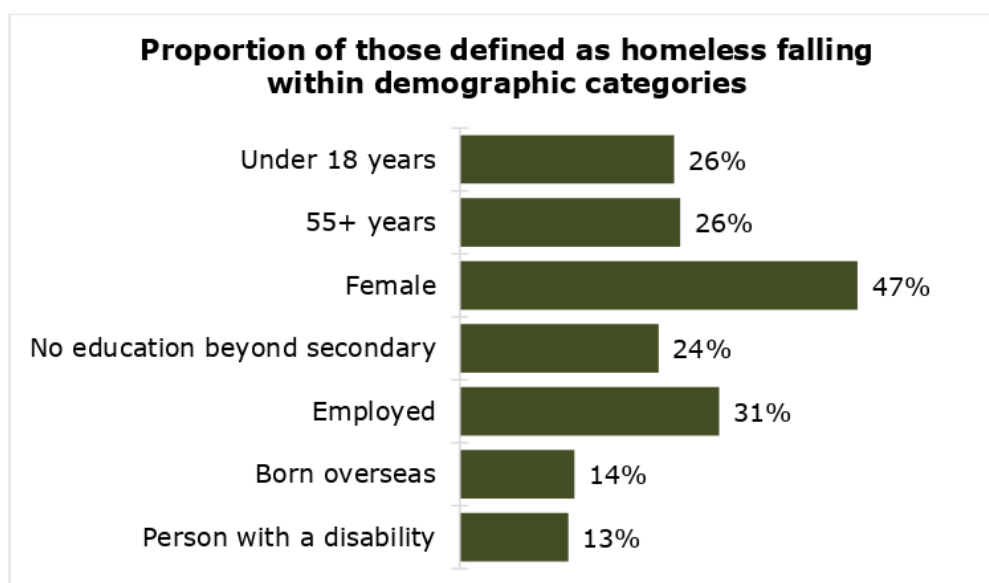
The rate per 10,000 population classified as homeless is lower in Nillumbik decreased from 2011 to 2016 and is lower than state and national averages.



In the Nillumbik – Kinglake region, those that fall within this 'homeless' classification (n=139) are mostly in crowded dwellings or staying temporarily with others.



Characteristics of those defined as homeless within the Nillumbik – Kinglake region show half are either under 18 or over 55, and almost a third are employed.



#### 4.2.5 Household mobility

The Census collects information about where each individual in the household lived 1 and 5 years prior. This information helps understand household mobility in the region.

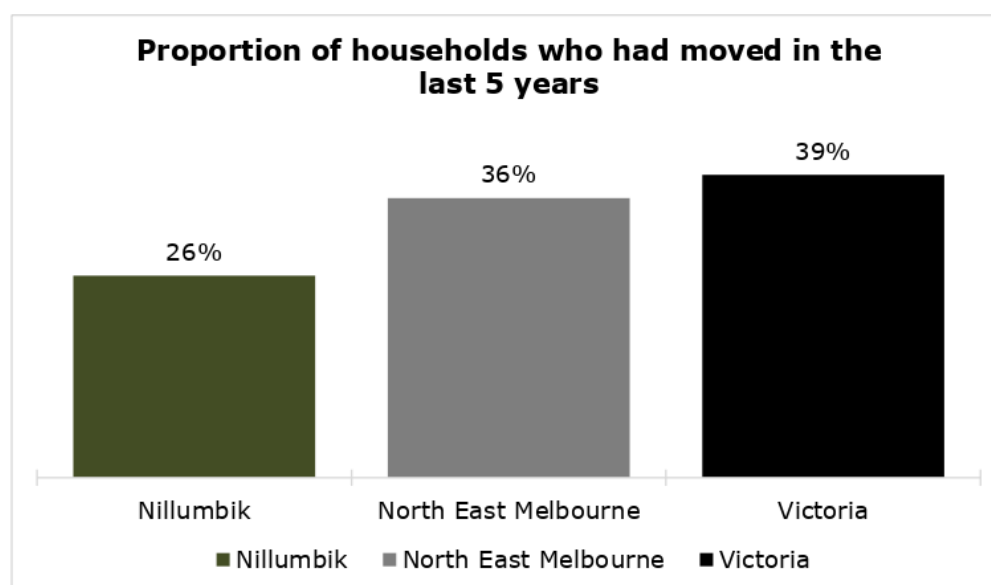
<b>Measure</b>	Where did the person usually live one year ago? And where did the person usually live five years ago?
<b>Source</b>	2016 Census household level data.
<b>Population</b>	63,345
<b>Update due</b>	2021 Census, available 2023
<b>Note</b>	The format for 2011 and 2006 data provision is not compatible with 2016.



**67%**

Of Nillumbik households indicated that no household members had moved in the last 5 years.

Nillumbik has a lower rate of household mobility than the broader region and the state.



Townships with the highest rate of household mobility were:

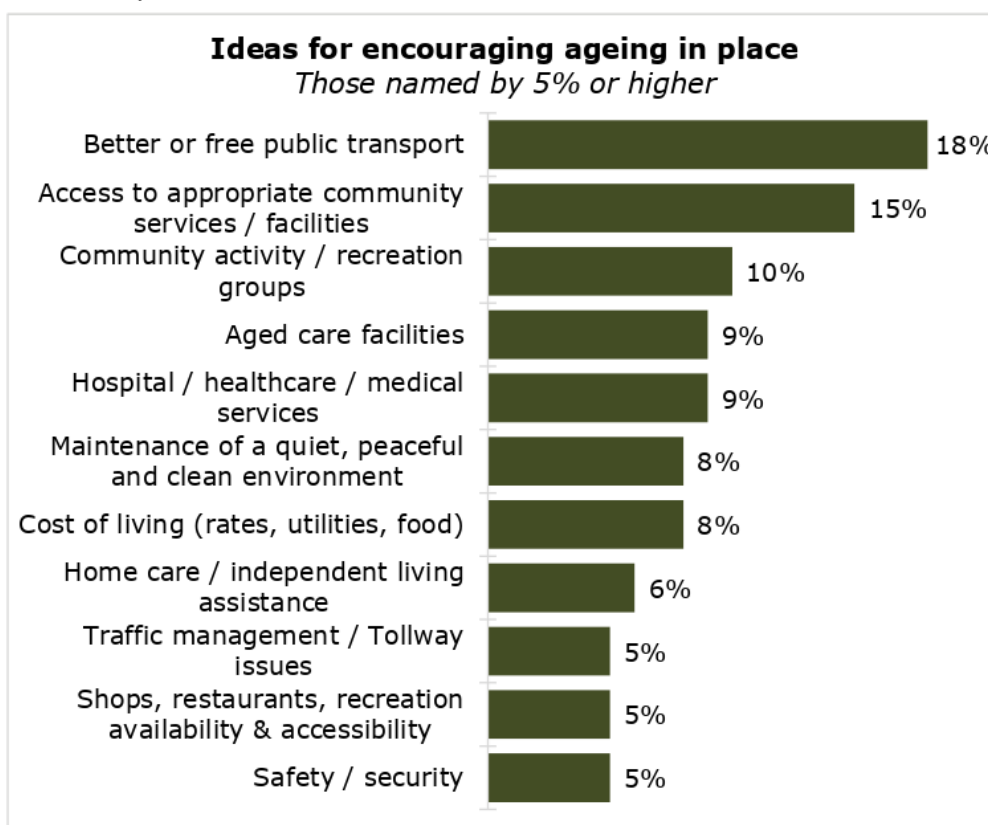
- Diamond Creek (29%).
- Plenty (29%).
- Greensborough (28%).
- Kangaroo Ground (28%).

#### 4.2.6 Ageing in place

As people age, being able to continue to live in the local area can help maintain social and health connections that can lead to healthier and happier lives into retirement.

<b>Question</b>	What would encourage or assist people to stay in Nillumbik as they get older? (this may include things Council or other levels of government could do as well as other improvements in the community). <i>Recorded verbatim and then coded for analysis. Codeframes from provided data file.</i>
<b>Source</b>	Nillumbik Annual Community Survey 2020. Weighted using 2018, 2019 and 2020 weights provided by researcher.
<b>Sample size</b>	245 (who answered the question in 2018-20)
<b>Update due</b>	Unknown

When residents were asked to put forth ideas to encourage people to stay in Nillumbik as they get older, the main ideas put forth relate to transport and community services/activities.




Only 3% named appropriate housing for the elderly.

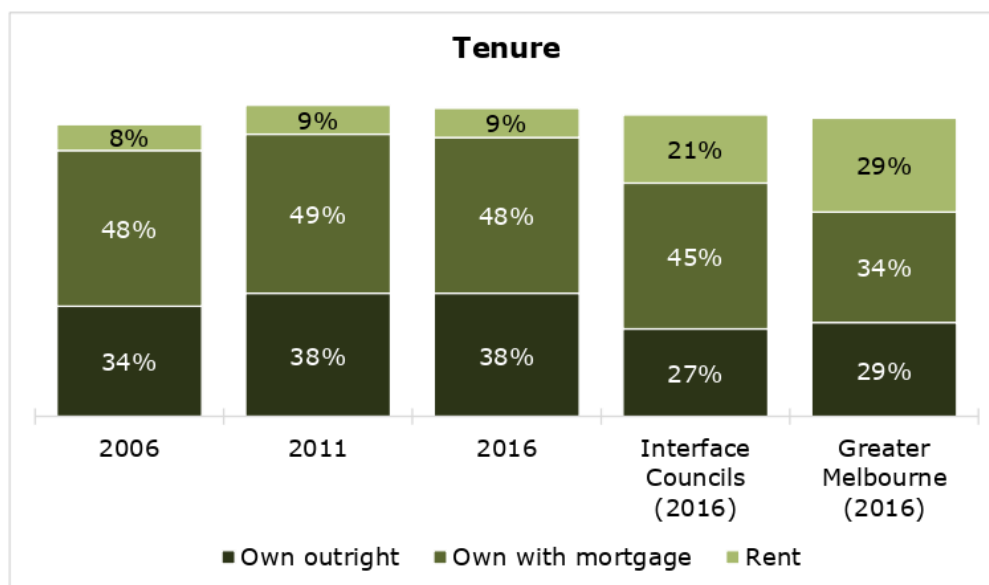


#### 4.2.7 Tenure

<b>Question</b>	Is this dwelling...? [Owned outright, owned with a mortgage, being purchased under a shared equity scheme, being rented, being occupied rent free, being occupied under a life tenure scheme, other]
<b>Source</b>	2016 Census household level data.
<b>Population</b>	21,742
<b>Update due</b>	2021 Census, available 2023

 **38%** of occupied private dwellings in Nillumbik are owned outright.

The mix of household ownership status within Nillumbik has remained relatively constant over the last 10 years. There is a much lower incidence of renters in Nillumbik when compared to other Interface Councils and Greater Melbourne.



In 2016, 0.6% of households were social housing, compared to 1.5% across Interface councils and 2.6% in Greater Melbourne. These were situated in Hurstbridge (2% social housing), Research (1.2%), Diamond Creek (0.7%) and Greensborough (0.3%).

#### 4.2.8 Household composition

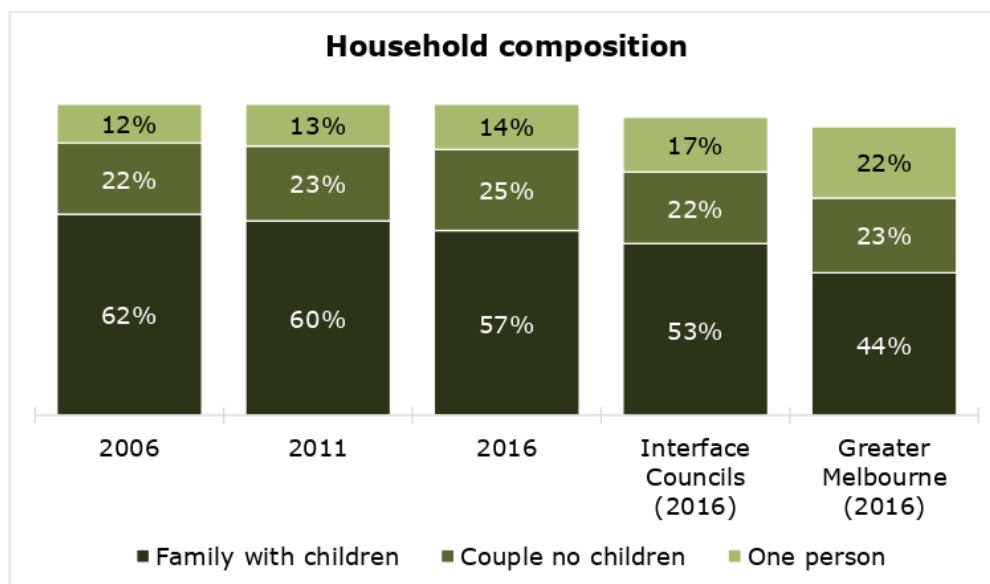
<b>Measure</b>	Generated based on individual section answers: What is the person's relationship to Person 1/Person 2?
<b>Source</b>	2016 Census household level data.
<b>Population</b>	21,742
<b>Update due</b>	2021 Census, available 2023



**57%**

of households within Nillumbik have children present.

The proportion of households in Nillumbik with children has been decreasing over time, yet is still higher than the average across Interface Councils and Greater Melbourne.



As per the 2016 Census, townships with the highest proportion of families with children are:

- Plenty (66%).
- Eltham North (65%).
- Diamond Creek (60%).

There is a notably high proportion of one person households in Eltham (17%) and St Andrews (16%).

#### 4.2.9 Data gaps

A major data gap is the incidence of homelessness and couch surfing amongst adolescents.

### 4.3 Solar panels

<b>Measure</b>	Solar Panel Small Generation Unit installs
<b>Source</b>	Clean energy regulator. <a href="http://www.cleanenergyregulator.gov.au/RET/Forms-and-resources/Postcode-data-for-small-scale-installations#Postcode-data-files">http://www.cleanenergyregulator.gov.au/RET/Forms-and-resources/Postcode-data-for-small-scale-installations#Postcode-data-files</a>
<b>Population</b>	Census household count by postcode, 21,755
<b>Update due</b>	Annual data up to November 2020
<b>Note</b>	RET legislation allows a 12 month creation period for registered persons to create their certificates. Therefore the 2020 figures will continue to rise due to the 12 month creation period.



**22%**

of households within Nillumbik are estimated to have solar panels (see dot point 4 of process below).

Solar panel installation data is available by postcode. To assess this data the following analysis has been undertaken:

1. Filter for Nillumbik postcodes
2. Use Census 2016 household data to identify the proportion of households within each postcode considered to be within Nillumbik
3. Apply the proportion calculated in step 2 to the solar panel install data.
4. Calculate proportion of households with solar panels (crude calculation) by dividing number of installs by number of households.

Using this process there have been an estimated 4,772 solar generation unit / solar panel (SCU) installations in Nillumbik since 2001, 461 of these occurred in 2020 and 512 occurred in 2019. Overall these SGUs generate an estimated 22,134kw of output.

Furthermore, there have been approximately 817 installations of air source heat pumps in Nillumbik since 2001 and 1,255 solar water heaters.

Postcodes with the highest proportion of solar panel installs by dwelling are:

- 3759 (Panton Hill) 42%
- 3760 (Smiths Gully) 38%
- 3761 (St Andrews) 36%
- 3091 (Yarrambat) 35%

The lowest proportion of solar panel installs by dwelling is in 3088 (Greensborough, 15%)

## 4.4 Utility usage

### 4.4.1 Internet connection

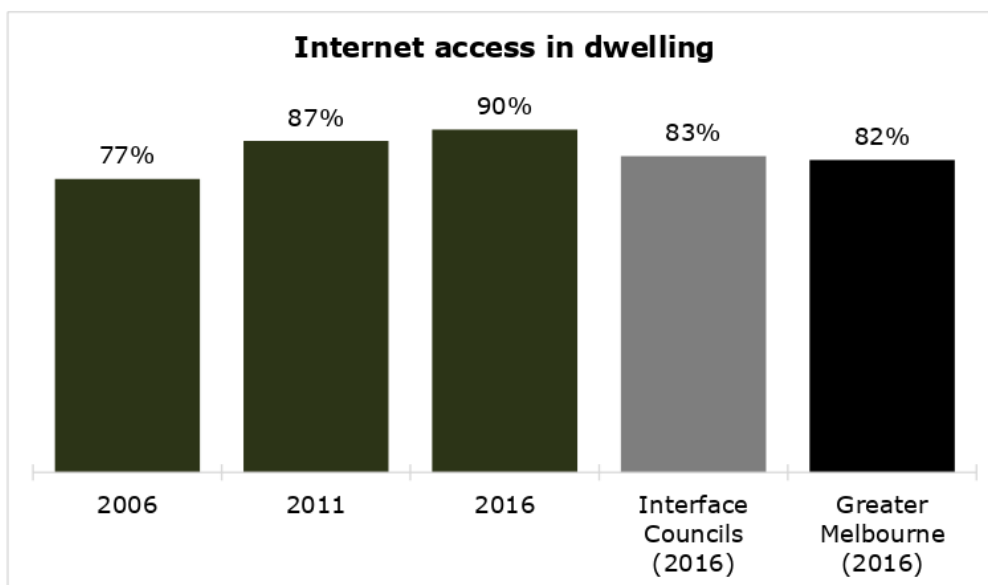
<b>Question</b>	Does any member of this household access the internet from this dwelling? Include internet access using desktop/laptop computers, mobile or smart phones, tablets, music or video players, gaming consoles, smart TVs etc. Include internet access through any type of connection including ADSL, fibre, cable, wireless, satellite and mobile broadband (3G/4G)
<b>Source</b>	2016 Census household level data.
<b>Population</b>	21,742
<b>Update due</b>	2021 Census, available 2023



**90%**

of occupied private dwellings in Nillumbik have internet access from the dwelling.

Internet access amongst Nillumbik households is becoming more common over time and is more common than the average for Interface Councils and Greater Melbourne. In the past this has been mostly through fixed line broadband, although in recent years there is a greater uptake of accessing the internet through mobile data; the 2016 figure includes specific reference to mobile data.



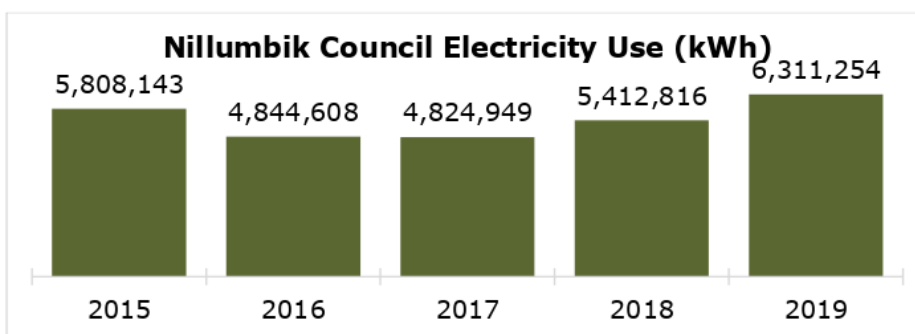
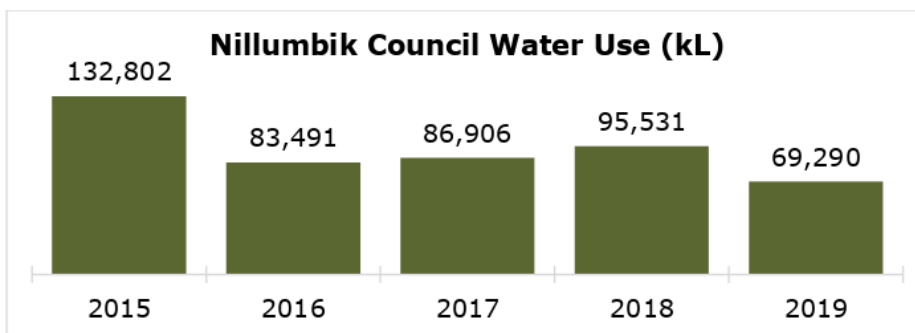
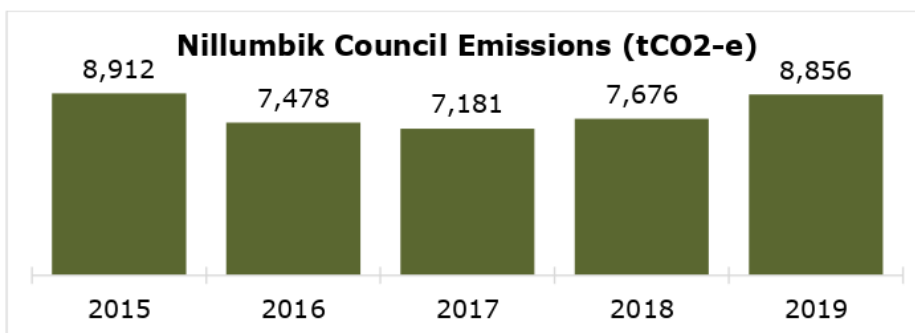
In 2016 relatively low instances of internet access were recorded in Nillumbik Rural East (82%) and St Andrews (83%).

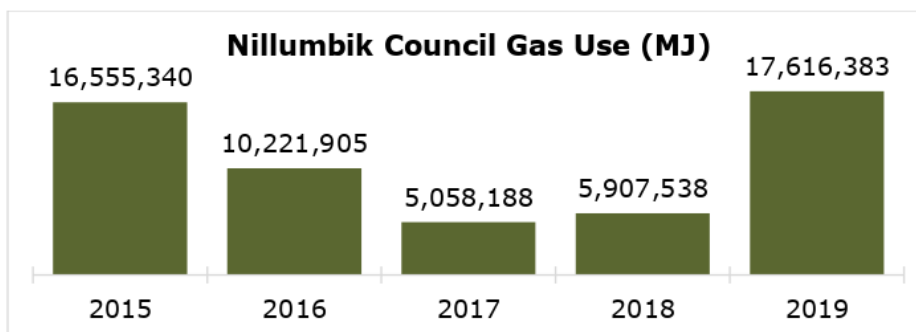
#### 4.4.2 Council utility usage

<b>Measure</b>	Council resource usage
<b>Source</b>	Nillumbik Shire Council Sustainability unit
<b>Update due</b>	On request

Nillumbik Shire Council represents, on average, about 1.5% of the Shire's total emissions.

In recent years Council electricity use and emissions have increased, yet water use has decreased.





#### 4.4.3 Community water usage

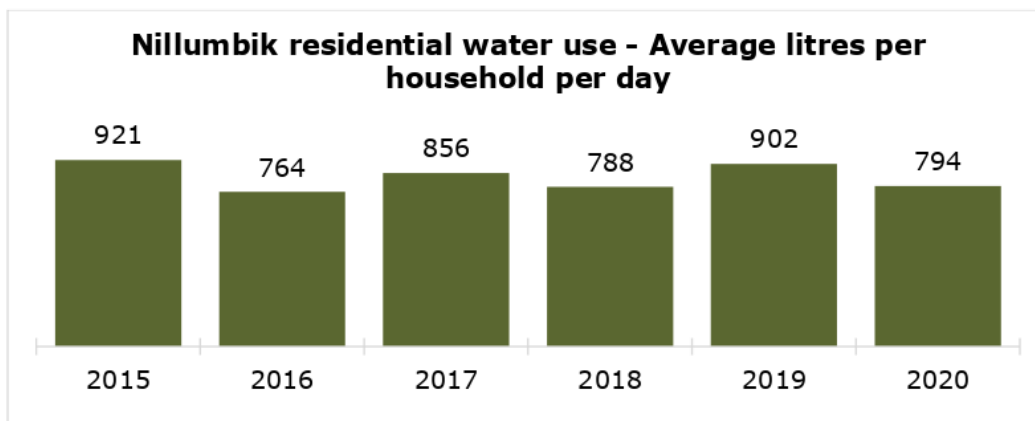
<b>Measure</b>	Average litres of water use per household per day
<b>Source</b>	Yarra Valley Water
<b>Update due</b>	On request (July 2021)



**794L**

Average water used per Nillumbik household per day in 2020 (calendar year).

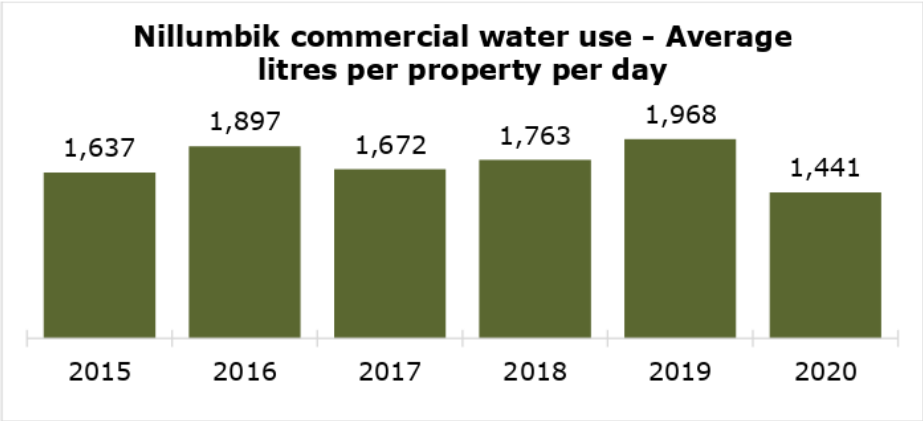
Household water usage in Nillumbik fluctuates each year, averaging around 840L per household per day. Assuming that the average household size is 2.96 (2016 Census) this equates to 282L usage per person per day, which far exceeds the target 155L.



Townships that use the highest average daily litres of water use per household are:

- Yan Yean (average 2,492L per household per day in 2020).
- Doreen (average 1,119L per household per day in 2020).
- Nutfield (average 1,033L per household per day in 2020).

Use of potable water amongst commercial properties in Nillumbik was steadily increasing from 2017-2019, however this fell in 2020 during the COVID-19 pandemic, when many businesses were closed.





## 5 Transport

Understanding how people move around can help us plan for future road, bike-path and footpath infrastructure. It can also assist in advocacy to public transport and roads providers, and identify opportunities to encourage an increase in active transport. Planning that results in less congestion (shorter commute times), and greater use of active transport can have significant benefits on peoples' health and wellbeing.

## 5.1 Public transport (L)

Usage of public transport can reduce congestion and pollution from car travel. Nillumbik Shire has 68 bus shelters.

### 5.1.1 Proximity to public transport

<b>Measure</b>	Percentage of residential properties within 400m of public transport.
<b>Source</b>	Nillumbik Shire Council GIS (October 2020)
<b>Population</b>	21,382 households
<b>Update due</b>	On request



# 38%

of residential properties are within 400m of public transport.

A higher proportion of households are within 400m of public transport in:

- Greensborough (55%);
- Diamond Creek (55%);
- Eltham North (49%); and
- North Warrandyte (49%).

### 5.1.2 Public transport to travel to work

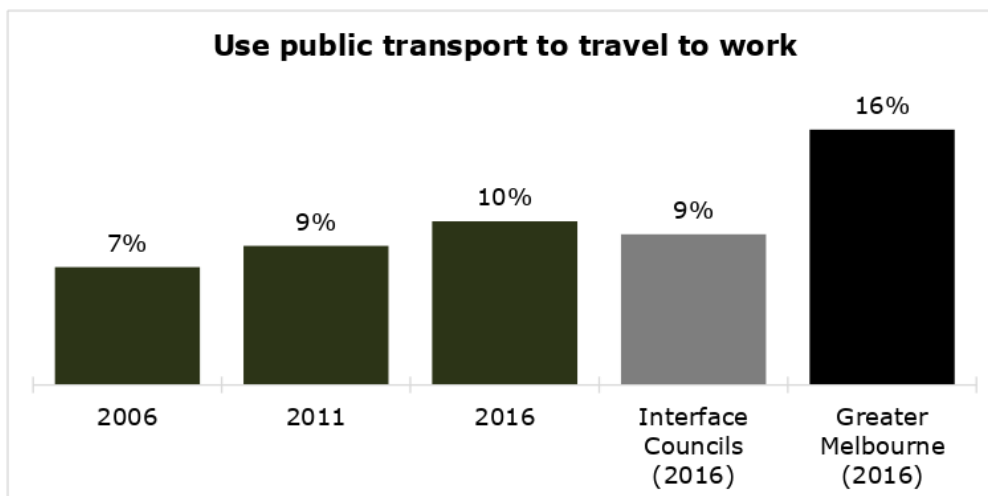
<b>Question</b>	How did the person get to work on Tuesday, 9 August 2016? (multiple responses allowed) Public transport includes train, bus, tram and taxi.
<b>Source</b>	2016 Census individual level data.
<b>Population</b>	Employed persons 15 years and over, 32,579
<b>Update due</b>	2021 Census, available 2023



# 9.7%

of employed people use public transport to travel to work.

The proportion of Nillumbik workers who catch public transport to work has been slowly increasing over time, and is currently at a similar level to the average for Interface Councils. The primary mode of public transport used is the train (8.8%).



Usage of public transport is higher amongst residents in Eltham, Eltham North and Greensborough (12%). Relatively few residents in Kangaroo Ground (4%), Doreen, Nillumbik Rural East and Yarrambat (each 5%) use public transport.

## 5.2 Walkability (L)

Nillumbik has 431,513m<sup>2</sup> of footpaths and 106,134m<sup>2</sup> of shared trails. The highest walk scores (better walkability) are for Hurstbridge (60), Greensborough (55) and Eltham (51), whilst the lowest occur in St Andrews (2) and Plenty (9)<sup>12</sup>.

### 5.2.1 Proximity to walking trails

<b>Measure</b>	Percentage of residential properties within 100m of a footpath.
<b>Source</b>	Nillumbik Shire Council GIS (October 2020)
<b>Population</b>	21,382 households
<b>Update due</b>	On request

 **69%** of residential properties are within 100m of a footpath.

A higher proportion of households are within 100m of a footpath in:

- Greensborough (95%);
- Diamond Creek (91%);
- Eltham North (83%); and
- Eltham (80%).

<sup>12</sup> <https://www.walkscore.com>

### 5.3 Car ownership

As a general principle, a reduction in car dependency is encouraged for both human and environmental health benefits. However this requires the infrastructure to support getting around without a car. Nillumbik households are clearly very car dependent, particularly those in the more regional areas.

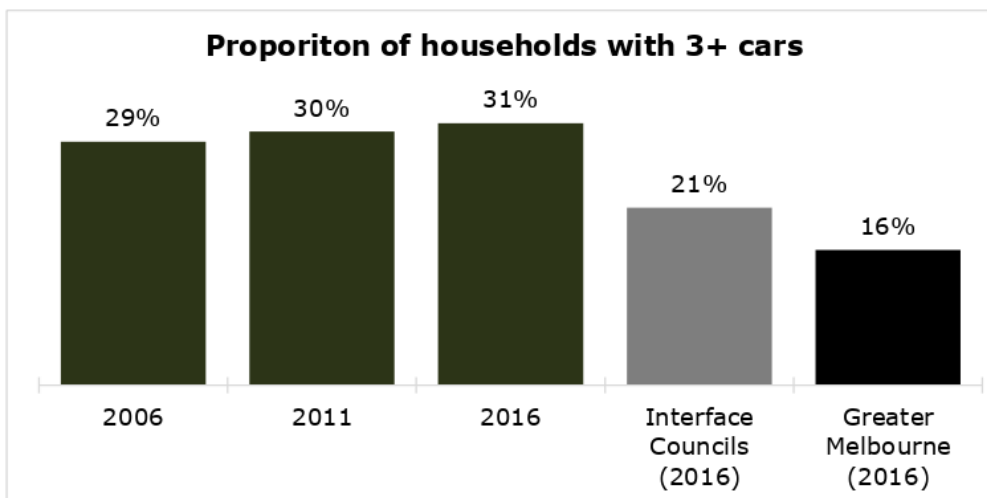
<b>Question</b>	How many registered motor vehicles owned or used by residents of this dwelling were garaged or parked at or near this dwelling on the night of the Census? Include vans and company vehicles kept at home. Exclude motorbikes and motor scooters.
<b>Source</b>	2016 Census individual level data.
<b>Population</b>	20,439
<b>Update due</b>	2021 Census, available 2023



**31%**

of Nillumbik households have 3 or more cars.

The proportion of households with 3 or more cars has been slowly increasing over time. Notably more Nillumbik households have 3+ cars than the average for Interface Councils or Greater Melbourne.



Townships with notably high proportions of households with 3+ cars are:

- Yarrambat (52%)
- Doreen (51%).
- Nillumbik Rural North West (48%).
- Kangaroo Ground (46%).

## 5.4 Active transport

**COVID-19 Considerations** COVID-19 stage 4 lockdowns placed limitations on the distance residents were allowed to travel from home (5km), limitations on the amount of outdoor exercise permitted each day (1 hour initially, then extended to 2 hours) and limitations on non-essential workplace capacity (resulting on many people switching to working from home). Data in this section was collected prior to lock-downs, therefore the COVID-19 restrictions wouldn't have been impacting on behaviours at the time of surveying. Future data may show a change in usage of bike paths due to the lockdowns and working from home.

### 5.4.1 Active transport to travel to work

<b>Question</b>	How did the person get to work on Tuesday, 9 August 2016? (multiple responses allowed) Bicycle or walk only
<b>Source</b>	2016 Census individual level data.
<b>Population</b>	Employed persons 15 years and over, 32,579
<b>Update due</b>	2021 Census, available 2023



**2%**

of employed people use active transport (walk or cycle) to travel to work.

It is common for the incidence of using active transport to travel to work to be low amongst Interface Councils (average 1.3%). Indeed, across the whole metropolitan area the average is only 4%.

### 5.4.2 Availability of bike paths

Nillumbik has 106,134m<sup>2</sup> of off-road shared bike paths (as at October 2020).

<b>Measure</b>	Percentage of residential properties within 200m of a bike path.
<b>Source</b>	Nillumbik Shire Council GIS (October 2020)
<b>Population</b>	21,382 households
<b>Update due</b>	On request



**36%**

of residential properties are within 500m of a bike path.

A higher proportion of households are within 1km of a health service in:

- Greensborough (76%);
- Research (59%);
- Watsons Creek (53%); and
- Eltham (49%).

### 5.4.3 Use of bike paths

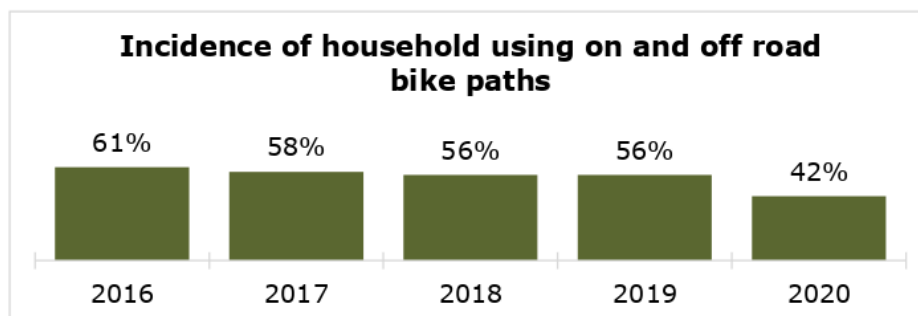
<b>Question</b>	Have you or a family member used on or off road bike paths in the past 12 months?
<b>Source</b>	Nillumbik Annual Community Survey (2016-2020). Weighted using interlocking location, age and gender.
<b>Sample size</b>	2,505
<b>Update due</b>	2021



**42%**

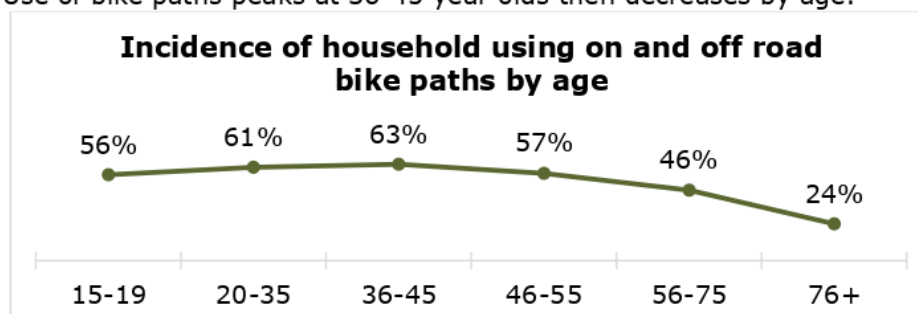
of residents in the 2020 community survey said they or a family member had used on or off road bike paths.

The proportion of residents using on or off road bike paths has been declining over the last 5 years, with a significant drop in usage in 2020.



Notable variations in use are as follows:

- Usage of on and off road bike paths is more common amongst residents of Diamond Creek (61%) and Eltham (60%), compared to just 45% of those in rural areas of the Shire.
- Use of bike paths peaks at 36-45 year olds then decreases by age.



- Males more commonly use on and off road bike paths (57%) than females (52%).



## 6 Open space and sustainability

Public open spaces play a critical role in local communities as they provide a space that anyone can use without being excluded due to economic or social conditions. They also play an important role in cleaning the environment. Understanding how people use open space can assist in maintenance and infrastructure planning.

## 6.1 Public open space (L)

As at October 2020 there were 379 parks in Nillumbik. Most of these are in Eltham (23%) and Diamond Creek (21%). There are 44 shade structures in open space across the municipality.

<b>Measure</b>	Percentage of residential properties within 400m of public open space. Public open space is defined as parks, ovals, playgrounds, and bushland
<b>Source</b>	Nillumbik Shire Council GIS (October 2020)
<b>Population</b>	21,382 households
<b>Update due</b>	On request



**74%**

of residential properties are within 400m of public open space.

A higher proportion of households are within 1km of open space in:

- Greensborough (98%);
- Eltham North (93%);
- Diamond Creek (87%); and
- Eltham (84%).

### 6.1.1 Use of sports ovals

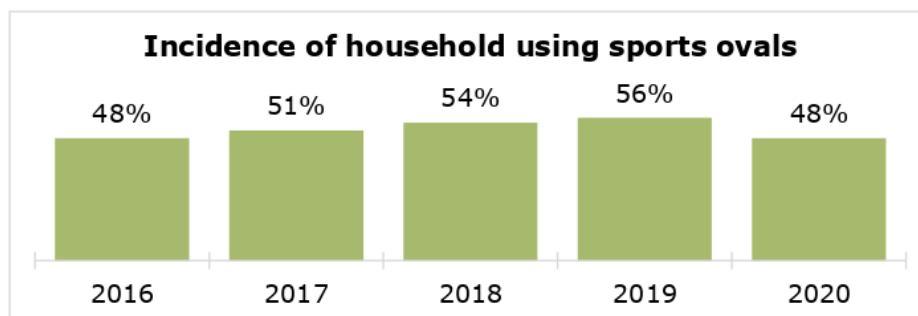
<b>Question</b>	Have you or a family member used a local sports oval in the past 12 months?
<b>Source</b>	Nillumbik Annual Community Survey (2016-2020). Weighted using interlocking location, age and gender.
<b>Sample size</b>	2,505
<b>Update due</b>	2021



**52%**

of residents in the last 5 years of community surveys say they or a family member have used a sports oval.

The proportion of residents using a sports oval has remained relatively constant over the last 5 years.



Notable variations in visitation are as follows:

- Visitation to a sports oval is more common amongst residents of Diamond Creek (58%), compared to just 48% of those in rural areas of the Shire.
- Use of a sports oval is more common amongst 15-19 year olds (72%).

## 6.2 Gardens

No data available at present.

### 6.3 Vegetation cover

<b>Measure</b>	Tree canopy cover
<b>Source</b>	Planning Victoria Mapping and analysis of vegetation, heat and land use. <a href="https://www.planning.vic.gov.au/policy-and-strategy/planning-for-melbourne/plan-melbourne/cooling-greening-melbourne/mapping-and-analysis-of-vegetation,-heat-and-land-use">https://www.planning.vic.gov.au/policy-and-strategy/planning-for-melbourne/plan-melbourne/cooling-greening-melbourne/mapping-and-analysis-of-vegetation,-heat-and-land-use</a>
<b>Update due</b>	2022



**30%** of Nillumbik has tree canopy cover.

Tree canopy cover is more extensive in Nillumbik than the average for metropolitan areas (16.2%).

## 6.4 Climate change

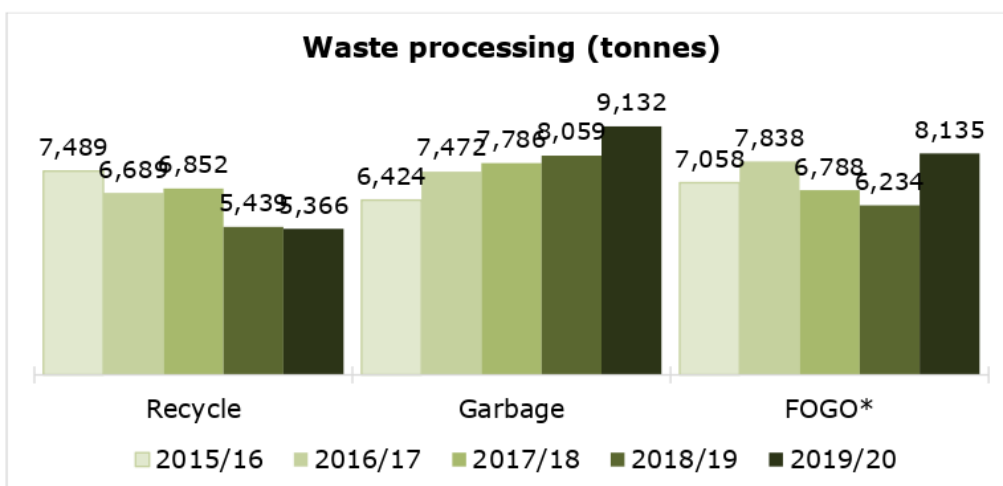
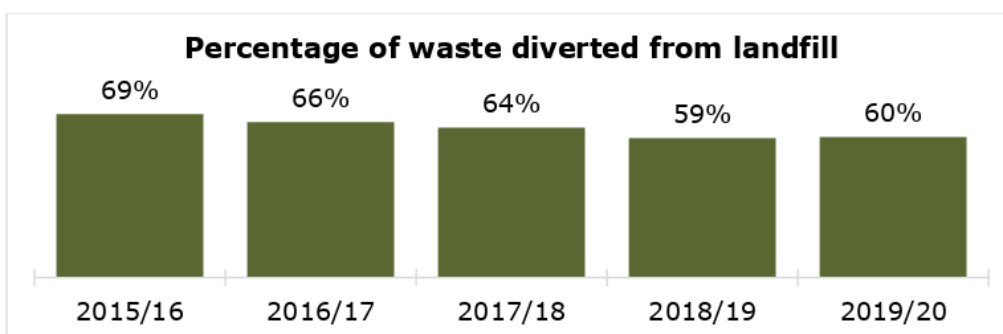
<b>Measure</b>	Proportion of waste diverted from landfill.
<b>Source</b>	Nillumbik Shire Council Waste Management unit (October 2020)
<b>Update due</b>	On request



**60%**

of waste was diverted from landfill.

Over time, the proportion of waste diverted from landfill has remained relatively constant, although the amount of waste being processed has been steadily increasing.



\* food and garden organics collection



## **7 Employment and learning**

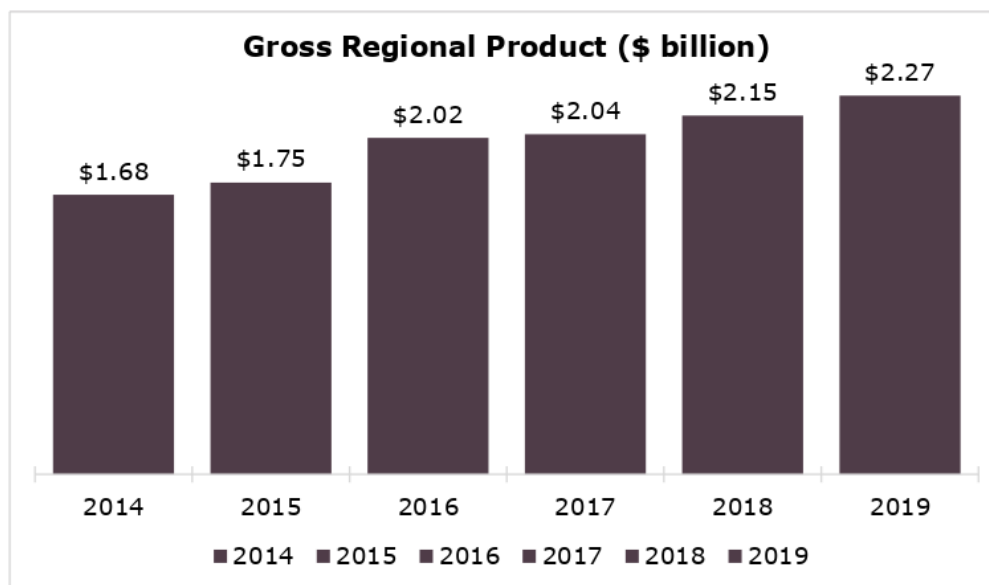
Employment and education can have significant impacts on financial capabilities, and in turn effect an individual's capacity to participate in social and health promoting activities. Understanding information about businesses, income, financial position and tourism can help guide Council's economic strategy and service development.

**COVID-19 Considerations** The restrictions introduced to manage the COVID-19 pandemic had a significant impact on employment for many residents. The Together in Nillumbik COVID-19 research piece shows that almost half (48%) switched to working from home, 8% were unable to work at all and 43% experienced a decrease in income. In Nillumbik 25% were receiving Jobkeeper or Jobseeker as a result of the pandemic. The long term impact this will have on businesses and employment in the region is yet to be seen, however there may be permanent business closures, and the Gross Regional Product for the pandemic period will likely be impacted.

## 7.1 Gross Regional Product

<b>Measure</b>	Gross regional product
<b>Source</b>	REMPPLAN <a href="https://app.rempln.com.au/nillumbik-lga/economy/summary">https://app.rempln.com.au/nillumbik-lga/economy/summary</a>
<b>Update due</b>	2021 (Annual)

The gross regional product is a measure of the market value of all goods and services produced in the region. In Nillumbik, this has been steadily increasing over time.



The construction industry sector contributes the most to this output (26%, \$1 billion).

## 7.2 Employment (L)

### 7.2.1 Employment status

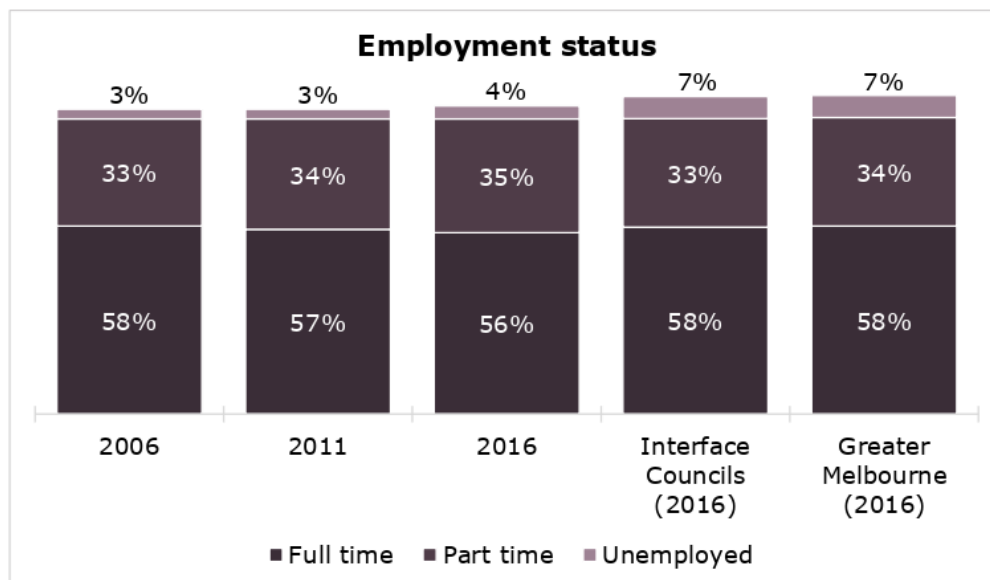
<b>Question</b>	Last week, did the person have a job of any kind? Last week, how many hours did the person work in all jobs?
<b>Source</b>	2016 Census individual level data.
<b>Population</b>	34,034 (in the labour force)
<b>Update due</b>	2021 Census, available 2023



**56%**

of 15+ year olds in Nillumbik are in the labour force.

Over time the proportion of the labour force in full time work is slowly decreasing, with a switch towards part time work. Unemployment is lower in Nillumbik than the average for interface Councils or Greater Melbourne.



A detailed analysis of employment by gender can be found in section 2.2 Gender Equity.

### 7.2.2 Occupation

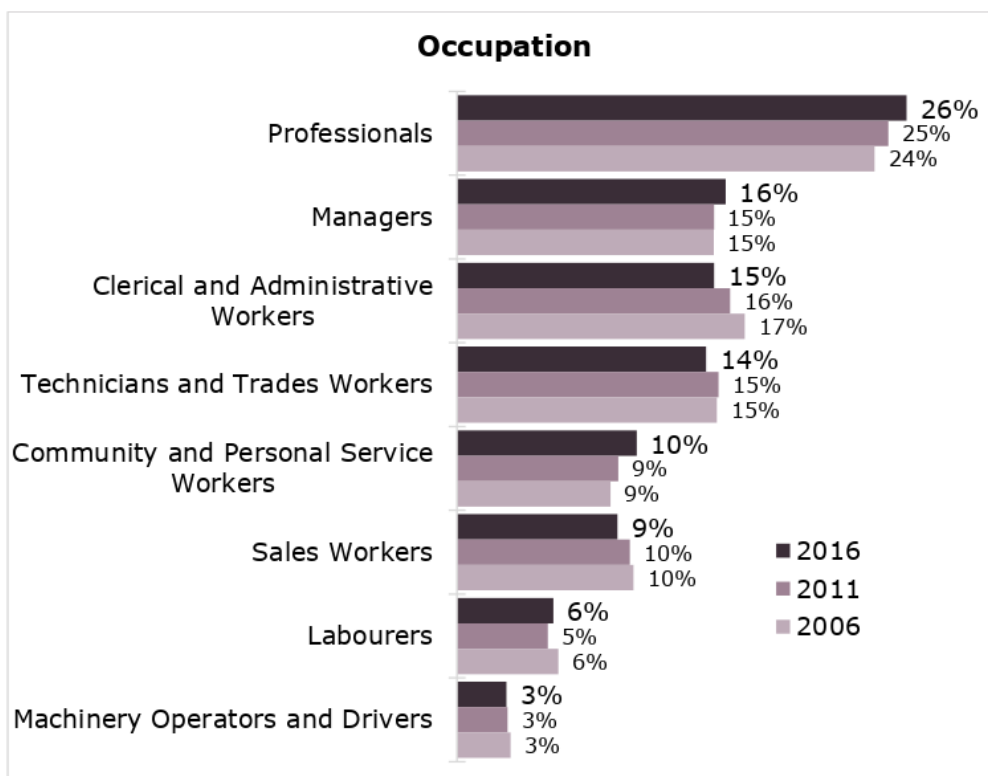
<b>Question</b>	Last week, did the person have a job of any kind? Last week, how many hours did the person work in all jobs?
<b>Source</b>	2016 Census individual level data.
<b>Population</b>	32,579 (15+ year olds)
<b>Update due</b>	2021 Census, available 2023



**26%**

of workers in Nillumbik are in professional occupations.

Over the last 10 years the proportion of workers in Nillumbik who work in a professional or community/personal services occupation has been increasing, coupled with a decrease in clerical, administrative and sales workers.



Interface Councils typically show a higher share of labourers (10%) and machinery operators (8%) and fewer professionals (16.7%), highlighting Nillumbik's uniqueness.

### 7.2.3 Industry

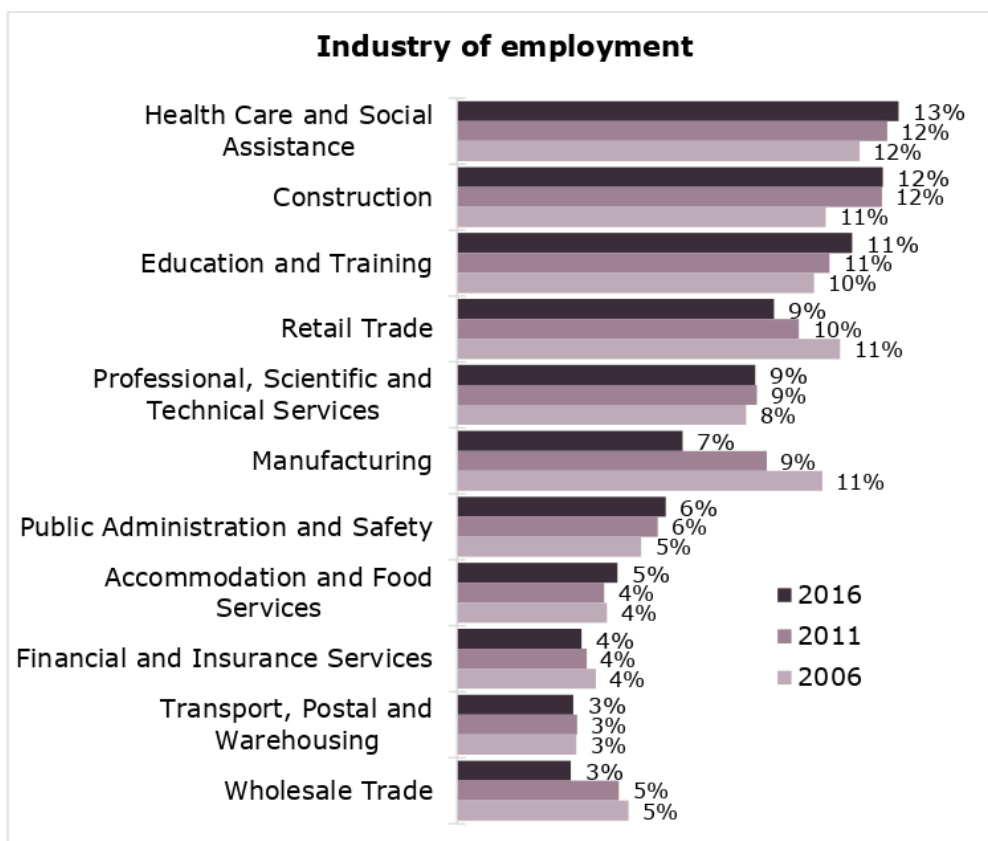
<b>Question</b>	What best describes the industry or business of the employer at the location where the person works?
<b>Source</b>	2016 Census individual level data.
<b>Population</b>	32,579 (15+ year olds)
<b>Update due</b>	2021 Census, available 2023



**13%**

of workers in Nillumbik work in the healthcare and social assistance industry.

Over the last 10 years the proportion of workers in Nillumbik who work in manufacturing, wholesale trade and retail trade has been declining. Instead, there has been a steady increase in workers in the healthcare, social assistance, public administration and safety industries.



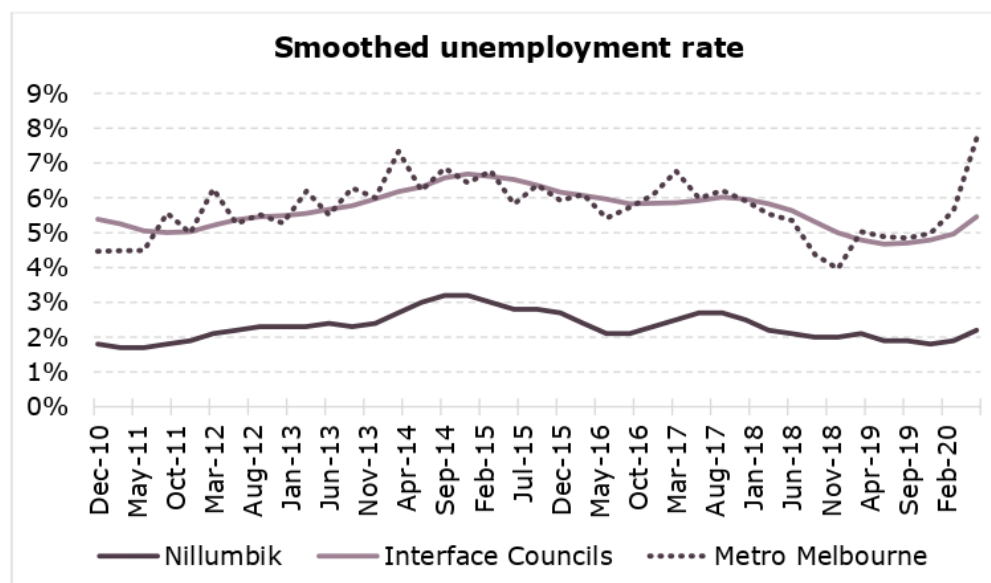
## 7.2.4 Unemployment

<b>Measure</b>	Smoothed unemployment rate (calculation that smooths out / averages month-to-month sampling variability)
<b>Source</b>	Labour Market Information Portal - <a href="https://lmip.gov.au/default.aspx?LMIP/Downloads/SmallAreaLabourMarketsSALM/Estimates">https://lmip.gov.au/default.aspx?LMIP/Downloads/SmallAreaLabourMarketsSALM/Estimates</a>
<b>Population</b>	32,579 (15+ year olds)
<b>Update due</b>	June 2021

 **2.2%** was the smoothed unemployment rate in June 2020.

The smoothed unemployment rate in Nillumbik increased slightly in 2014-15 and late 2017, which is a similar pattern to the Melbourne metropolitan rate.

The impact of COVID-19 restrictions can be seen in the metropolitan Melbourne and Interface Council data for early 2020, yet is not evident in the Nillumbik data, likely due to the high instance of workers in jobs that could transition to working from home (professionals and managers).



### 7.2.5 Centrelink

<b>Measure</b>	Centrelink payment recipients
<b>Source</b>	Department of Social Services payment data - <a href="https://data.gov.au/data/dataset/dss-payment-demographic-data">https://data.gov.au/data/dataset/dss-payment-demographic-data</a>
<b>Update due</b>	June 2021

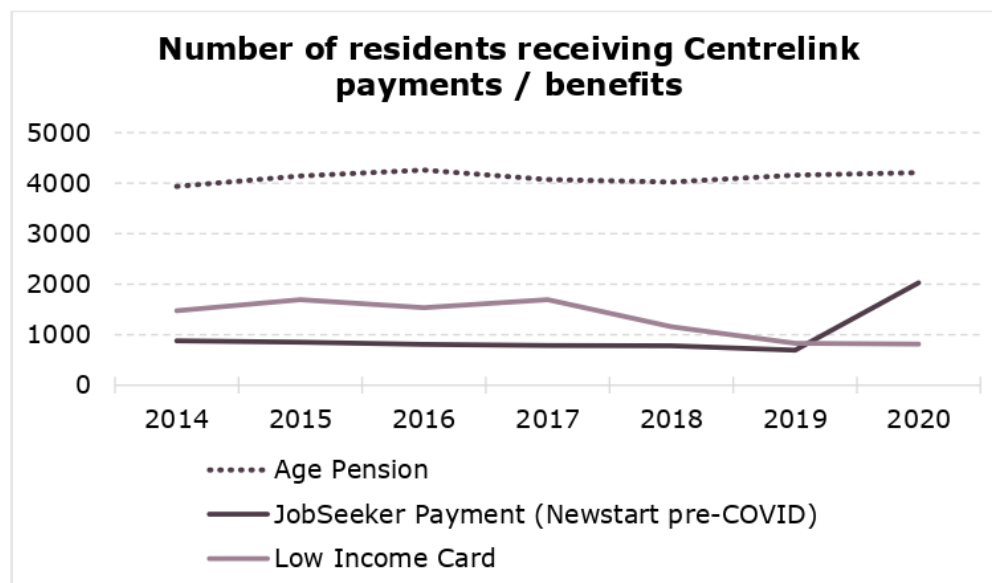
**Q 2,026**

Nillumbik residents were on Jobseeker in June 2020. This is up significantly from the number who were on Newstart pre-COVID (692 in June 2019)

Over the last four years the number of residents receiving a low income card has been declining. The last Census conducted in 2016 shows that low income households hadn't changed in 10 years, so it will be important to explore this data in the next census to see if it is declining.

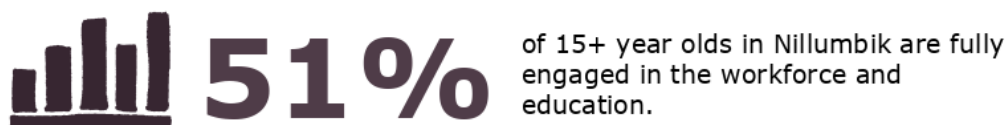
The number of residents on the aged pension has remained relatively stable over time.

The impact of COVID-19 can be seen in the Jobseeker / NewStart data, with the number of recipients tripling in early 2020.

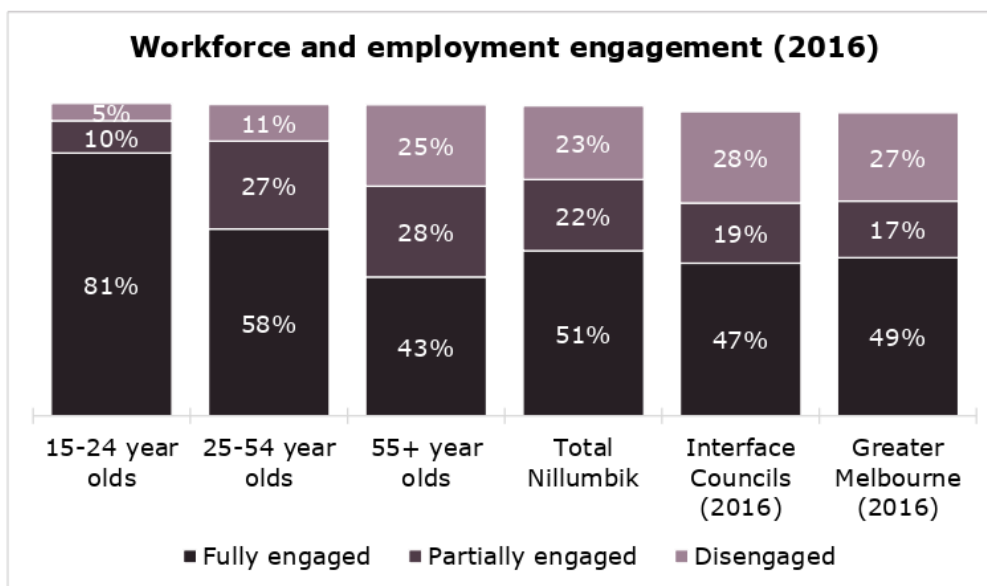


### 7.2.6 Disengagement

<b>Measure</b>	In 2016 Census introduced a measure for engagement in employment and education. Fully engaged persons are those who are in full time work, full time study, or part time work and study. If a person is employed in only part time study they are classified as partially engaged.
<b>Source</b>	2016 Census individual level data.
<b>Population</b>	49,213 (15+ year olds)
<b>Update due</b>	2021 Census, available 2023



Engagement is highest in the younger age groups, when people are studying and entering the workforce. It reduces as people start families and then enter retirement. In Nillumbik disengagement with the workforce and education is lower than the average for both Interface Councils and metropolitan Melbourne.



### 7.2.7 Where workers live

<b>Question</b>	For the main job held last week, what was the person's workplace address?
<b>Source</b>	2016 Census individual level data.
<b>Population</b>	13,294 who work in Nillumbik and 32,370 Nillumbik residents who work.
<b>Update due</b>	2021 Census, available 2023



**55%**

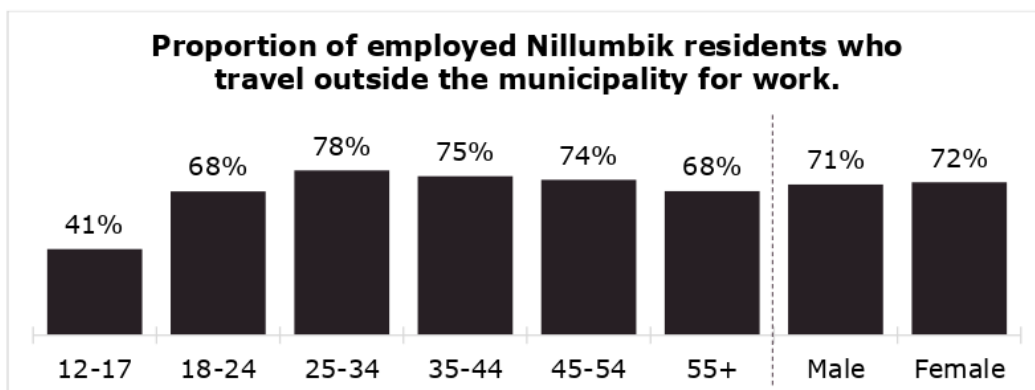
of those who work in Nillumbik also live in Nillumbik. The main other locations that people travel from to work in Nillumbik are Banyule (13%) and Whittlesea (13%).



**72%**

Of those who live in Nillumbik travel to other areas to work, mostly Melbourne city (14%), Banyule (12%) and Whittlesea (8%).

When younger, residents tend to have jobs within the local community, then this becomes less common as people age, highlighting the lack of job opportunities locally for the types of jobs undertaken by older residents.



High instances of travelling outside of Nillumbik for work occur amongst employed residents in:

- Greensborough (81%).
- North Warrandyte (76%).

Relatively high instances of working within the municipality occur amongst employed residents in:

- St Andrews (35%).
- Nillumbik Rural East and North West (32%).
- Panton Hill (31%).

### 7.3 SEIFA

<b>Measure</b>	Index of relative socio-economic Advantage and Disadvantage
<b>Source</b>	ABS index generated using Census data - <a href="http://stat.data.abs.gov.au/Index.aspx?DataSetCode=SEIFA_SS">http://stat.data.abs.gov.au/Index.aspx?DataSetCode=SEIFA_SS</a>
<b>Population</b>	61,273
<b>Update due</b>	2021 Census, available 2023
<b>Note</b>	The higher the SEIFA score the more advantaged the area. Low scores mean less advantaged. The score is standardised against a mean of 1,000 with a standard deviation of 100, so you can assume that any area with a score above 1,000 is more advantaged than average, and the middle two-thirds of scores will fall within the range of 900 to 1,100.



# 1,093

Is the index of socio-economic advantage and disadvantage for Nillumbik Shire in 2016, down slightly from 1,099 in 2011.

In 2016 Nillumbik was ranked 76 highest SEIFA score out of 80 LGAs in the state. Given that a higher score means better socio-economic outcomes, this shows that it is one of the best performing regions from a socio-economic perspective. Almost all (99%) Nillumbik residents fall within decile 10, which is the highest 10% of SEIFA scores.

Townships with the highest SEIFA index scores (most advantaged) are:

- Kangaroo Ground – 1,135.
- North Warrandyte – 1,130.
- Plenty – 1,116.
- Research – 1,111

The lowest SEIFA index scores (most disadvantaged areas) occurred in:

- Kinglake – 989.
- Kinglake West – 1,013.
- Yan Yean – 1,019.

When comparing 2011 SEIFA scores to 2016, the biggest changes occurred in:

- Bend of Islands where the score increased by 30 (1,062 to 1,092)
- Doreen where the score decreased by 50 (1,093 to 1,041)

#### 7.4.2 Household income

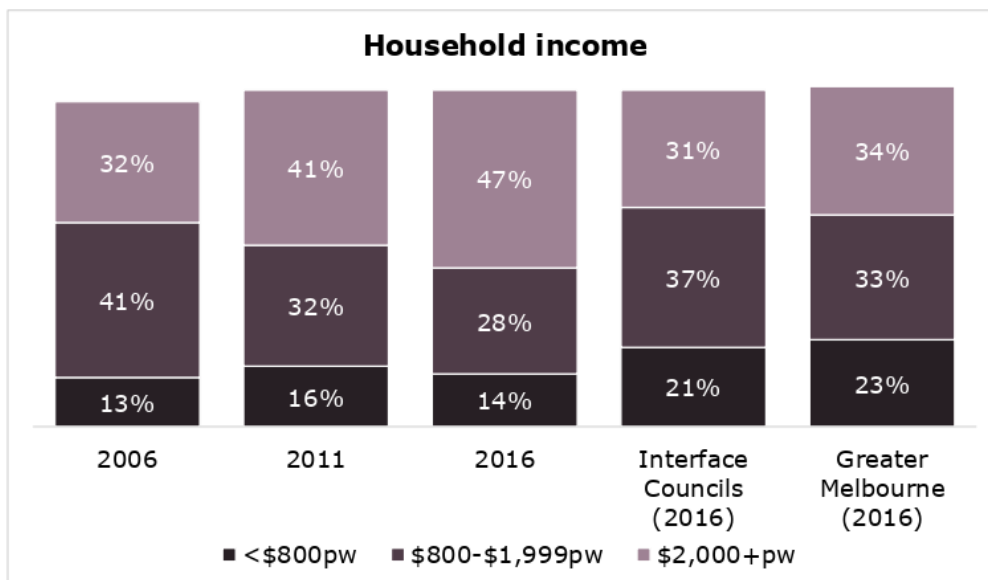
<b>Measure</b>	Sum of all persons on the Census form for What is the total of all income the person usually receives?
<b>Source</b>	2016 Census household level data.
<b>Population</b>	19,858 (applicable)
<b>Update due</b>	2021 Census, available 2023



**21%**

of households within Nillumbik earn less than \$800 per week.

Over time the proportion of households in the upper income range has been increasing, yet the proportion of lower income households has remained relatively constant. Nillumbik is generally more affluent than is the average across Interface Councils or the metropolitan Melbourne region.



As per the 2016 Census, townships with the highest proportion of lower income households are:

- St Andrews (19%).
- Doreen (18%).

The townships with the highest proportion of higher income households are Plenty and Eltham North (both with 54% of households earning over \$2,000 per week).

## 7.5 Tourism

Supporting and encouraging tourism, particularly international tourism can have positive financial impact for the region.

<b>Measure</b>	Tourism employment and output
<b>Source</b>	REMPAN Nillumbik - <a href="https://app.rempplan.com.au/nillumbik-lga/economy/tourism/employment">https://app.rempplan.com.au/nillumbik-lga/economy/tourism/employment</a>
<b>Update due</b>	2021

In Nillumbik tourism represents 5.3% of total employment (749 jobs), a similar proportion to the average for Greater Melbourne (5.7%). The largest sector of tourism employment is accommodation and food services.

The financial output from tourism is estimated to be \$135 million per year, representing 3.4% of Nillumbik's total economic output.

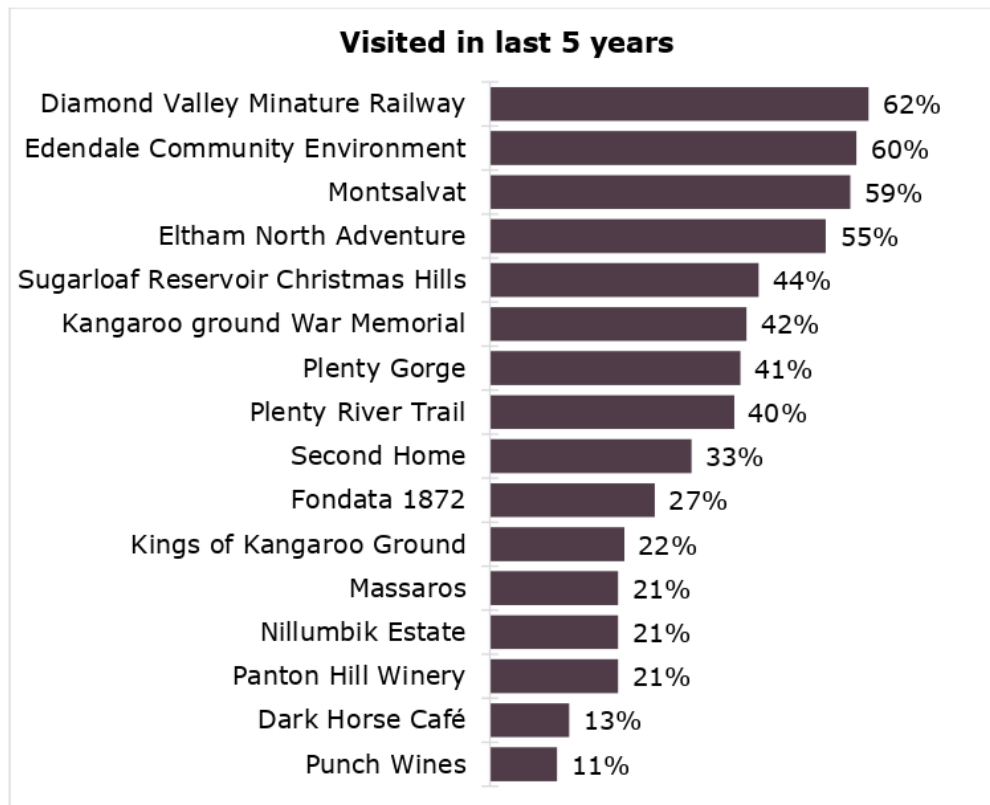
It is estimated that day visitors to Nillumbik spend an average of \$66 on their visit. Overnight visitors spend more, particularly when they are travelling domestically (\$110 per visit, \$85 for international visitors). However, international visitors will tend to stay longer (20 nights, compared to 3 nights domestic) so spend more in the region (\$1,723 for the whole visit, versus \$339 for domestic).

Tourism spending primarily benefits the accommodation and food services, transport, arts and recreation and retail industries in the municipality.

### 7.5.1 Visitation to tourist locations

<b>Question</b>	Which of the following have you visited in the last 5 years?
<b>Source</b>	Nillumbik Annual Community Survey (2018-2020). Weighted using 2018, 2019 and 2020 weights provided by researcher.
<b>Sample size</b>	1,447
<b>Update due</b>	2021

The most popular tourist locations amongst residents are the miniature railway, Edendale and Monsavat.



## 7.6 Business type

<b>Measure</b>	Employment in Nillumbik
<b>Source</b>	REMPAN Nillumbik - <a href="https://app.remplan.com.au/nillumbik-lga/economy/industries/employment">https://app.remplan.com.au/nillumbik-lga/economy/industries/employment</a>
<b>Update due</b>	2021

It is estimated that there are 14,164 jobs available in Nillumbik, with most in the construction and education and training sectors.

Working locally can help with reducing travel time, which in turn reduces environmental impact and increases time available for family and personal pursuits (and therefore has the potential for improving wellbeing).

The following table shows the number of jobs available in Nillumbik in each industry, compared to the number of residents who say they work in the industry within and outside of Nillumbik. This shows us the industries where an increase in jobs could best help serve the local skillset.

	Number of jobs	Number of residents working in jobs in Nillumbik	Number of residents working in jobs outside of Nillumbik	% capacity filled by locals	Left over number of jobs	Proportion of workers who are going elsewhere who could be working locally
<b>Construction</b>	2327	1,006	3,000	43%	1,321	44%
<b>Education &amp; training</b>	2034	862	2,854	42%	1,172	41%
<b>Health care &amp; social assistance</b>	1631	633	3,520	39%	998	28%
<b>Retail trade</b>	1443	724	2,253	50%	719	32%
<b>Accommodation &amp; food services</b>	1209	607	901	50%	602	67%
<b>Professional, scientific &amp; technical services</b>	1208	836	1,971	69%	372	19%
<b>Other services</b>	766	372	886	49%	394	44%
<b>Public administration &amp; safety</b>	687	238	1,728	35%	449	26%
<b>Administrative &amp; support services</b>	506	273	667	54%	233	35%

	Number of jobs	Number of residents working in jobs in Nillumbik	Number of residents working in jobs outside of Nillumbik	% capacity filled by locals	Left over number of jobs	Proportion of workers who are going elsewhere who could be working locally
<b>Arts &amp; recreation services</b>	505	260	496	51%	245	49%
<b>Manufacturing</b>	452	289	1,830	64%	163	9%
<b>Transport, postal &amp; warehousing</b>	307	155	942	50%	152	16%
<b>Wholesale trade</b>	259	145	923	56%	114	12%
<b>Rental, hiring &amp; real estate services</b>	234	128	371	55%	106	29%
<b>Financial &amp; insurance services</b>	225	140	1,025	62%	85	8%
<b>Agriculture, forestry &amp; fishing</b>	158	102	107	65%	56	52%
<b>Information media &amp; telecommunications</b>	121	82	551	68%	39	7%
<b>Electricity, gas, water &amp; waste services</b>	88	25	309	28%	63	20%
<b>Mining</b>	4	6	72	150%	-2	-3%

The main industries where an increase in local employment would best serve residents skillsets are manufacturing (available jobs not filled by locals only covers 9% of the working base currently going outside of the municipality for work), financial and insurance services (capacity covers 8% of potential), and information media and telecommunications (capacity covers 7% of potential). Furthermore, in terms of numbers, increases in the construction, education and health care industries would provide capacity for larger numbers to work locally.

## 7.7 Education

In Nillumbik in 2020 there are 28 primary and secondary schools, as follows<sup>13</sup>:

	Primary & secondary	Primary	Secondary	Special
<b>Catholic</b>	-	3	1	-
<b>Government</b>	-	17	2	1
<b>Independent</b>	3	1	-	-

In February 2020 there were 7,089 enrolments in schools in Nillumbik: 1,442 in Catholic schools, 1,308 in Independent schools, and 9,839 in Government schools.<sup>14</sup>

### 7.7.1 Kindergarten participation rate

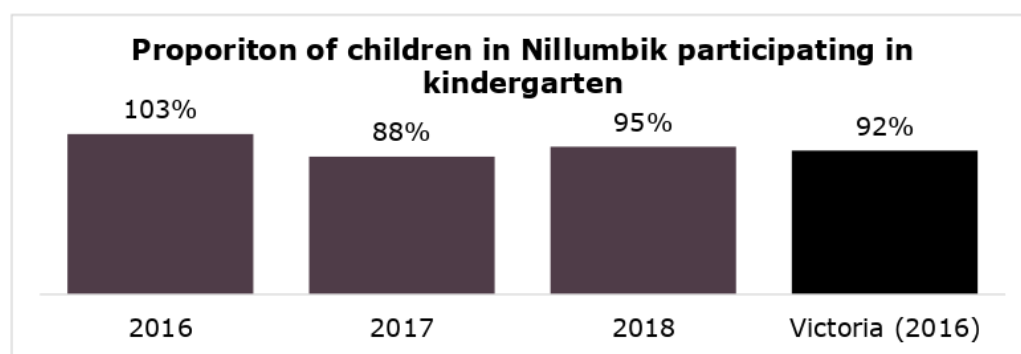
<b>Measure</b>	Kindergarten participation
<b>Source</b>	Department of education and training - <a href="https://discover.data.vic.gov.au/dataset/vcams-kindergarten-participation-rate">https://discover.data.vic.gov.au/dataset/vcams-kindergarten-participation-rate</a>
<b>Update due</b>	Unknown
<b>Notes</b>	A proportion greater than 100% occurs when the ABS estimated residential population data used to calculate the percentage (3 and 4 year old children) does not reflect the true population.



# 95%

of 3-4 year olds in Nillumbik attended kindergarten in 2018.

The 2018 kindergarten participation rate was higher than the Victoria average, but lower than the recorded participation rate in 2016.



<sup>13</sup> <https://discover.data.vic.gov.au/dataset/school-locations-2020>

<sup>14</sup> <https://www.education.vic.gov.au/about/departments/Pages/factsandfigures.aspx>

### 7.7.2 NAPLAN literacy

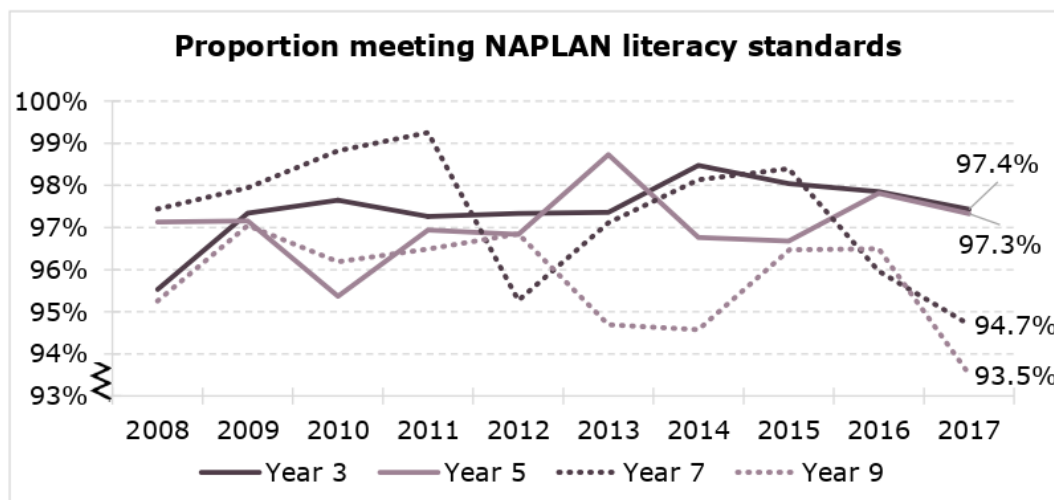
<b>Measure</b>	Proportion of students in Years 3, 5, 7 and 9 who meet or exceed the benchmarks for literacy (Government and Non-Government)
<b>Source</b>	Department of education and training - <a href="https://discover.data.vic.gov.au/dataset/vcams-percentage-of-students-achieving-national-benchmark-in-literacy">https://discover.data.vic.gov.au/dataset/vcams-percentage-of-students-achieving-national-benchmark-in-literacy</a>
<b>Update due</b>	Unknown



# 93.5%

Of year 9's in Nillumbik met literacy standards in 2017.

From 2015 to 2017 the proportion of year 7s meeting the NAPLAN literacy standards in Nillumbik was declining, although the lowest proportion (93%) is still higher than the state average (92%).



2017 Literacy scores were similar within Nillumbik to the State average.

NAPLAN Literacy	Nillumbik 2017	Victoria 2017
<b>Year 3</b>	97.4%	95.8%
<b>Year 5</b>	97.3%	95.2%
<b>Year 7</b>	94.7%	94.9%
<b>Year 9</b>	93.5%	92.0%

### 7.7.3 Highest level of schooling

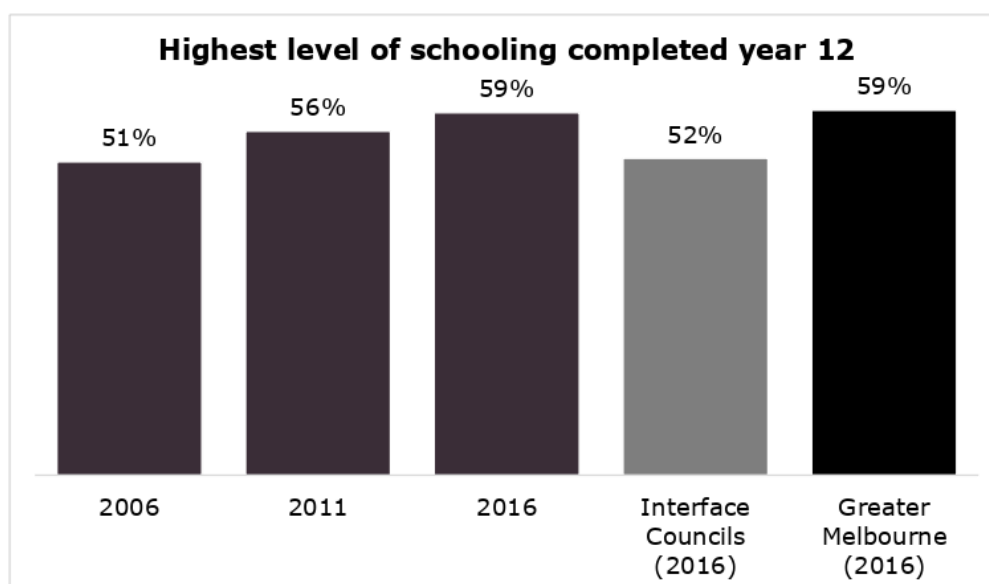
<b>Question</b>	What is the highest year of primary or secondary school the person has completed?
<b>Source</b>	2016 Census individual level data.
<b>Population</b>	49,213 (over 18 years)
<b>Update due</b>	2021 Census, available 2023



**59%**

of 18+ year olds in Nillumbik indicated that they had completed a year 12 level of education.

Over time the proportion of residents who have completed year 12 schooling has been increasing. The current level is higher than the average for Interface Councils, and on par with the metropolitan Melbourne average.



Townships with higher levels of year 12 completion amongst residents are:

- North Warrandyte (68%).
- Eltham North (64%).
- Kangaroo Ground (64%).
- Eltham (63%).

Relatively low incidences of year 12 completion are evident in Doreen (45%) and Yarrambat (48%).

#### 7.7.4 Highest level of qualification

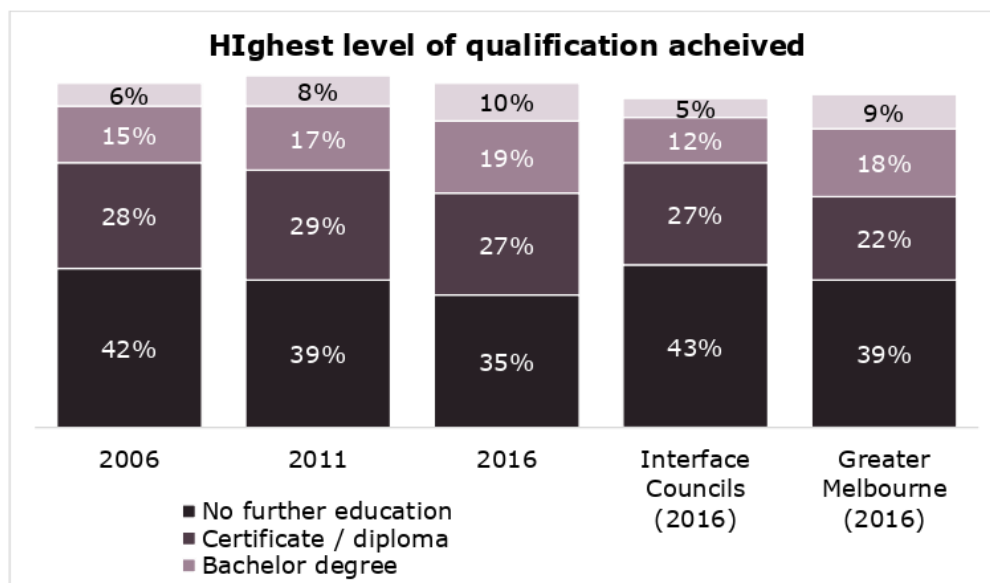
<b>Question</b>	Has the person completed any educational qualification (including a trade certificate)?
<b>Source</b>	2016 Census individual level data.
<b>Population</b>	49,213 (over 18 years)
<b>Update due</b>	2021 Census, available 2023



# 10%

of 18+ year olds in Nillumbik indicated that they had completed post-graduate level education, including graduate certificates and diplomas, as well as masters and doctoral degrees.

The proportion of Nillumbik residents completed university level education is increasing over time. In 2016 it was higher than the average for Interface Councils, and similar to the Melbourne metropolitan average.



Townships with higher levels of university education amongst residents are:

- North Warrandyte (36%).
- Kangaroo Ground (33%).
- Eltham (33%).

Relatively low incidences of university level education is evident in Doreen (17%) and Yarrambat (19%).

### 7.7.5 Education and learning

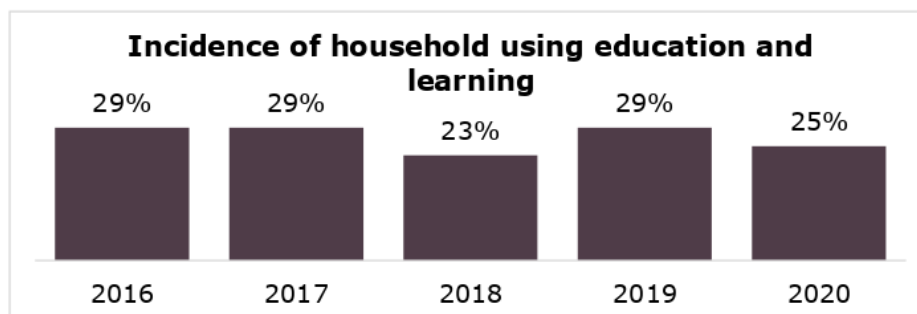
<b>Question</b>	Have you or a family member used education and learning in the past 12 months?
<b>Source</b>	Nillumbik Annual Community Survey (2016-2020). Weighted using interlocking location, age and gender.
<b>Sample size</b>	2,505
<b>Update due</b>	2021



**27%**

of residents in the last 5 years of community surveys say they or a family member have participated in education and learning.

The proportion of residents participating in education and learning has remained relatively constant over the last five years.



Notable variations in participation are as follows:

- Participation in education and learning is more common amongst residents of Diamond Creek (32%), compared to just 21% of those in Greensborough / Plenty.
- A higher proportion of 15-19 year olds participate in education and learning (42%), compared to just 17% of 76+ year olds.
- Females show a higher instance of participating in education and learning (29%) than males (25%).

### 7.7.6 Data gaps

An outdated measure that is often used is the **young people meeting education standards**. This data was collected in 2009 and therefore is too far out of date to prove useful. It can be found in the Department of Education Nillumbik Adolescent Profile:

<https://www.education.vic.gov.au/Documents/about/research/ecprofnillumbik.pdf>



## **8 Responsible leadership**

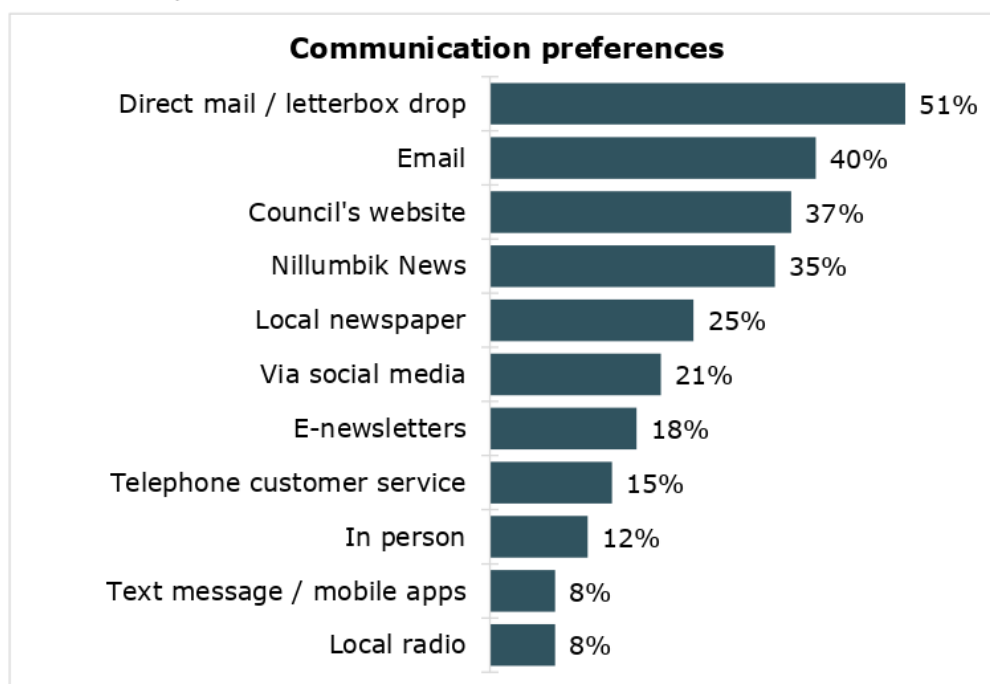
It is important to involve the community in Council planning and demonstrate informed decision-making. To do this requires effective communication strategies that best target relevant segments of the community and dissemination of knowledge from Council-led community research and consultation across the organisation.

## 8.1 Communication preferences

### 8.1.1 Communication preferences

<b>Question</b>	From the following list, please identify all the methods by which you would prefer to receive information from or interact with Council?
<b>Source</b>	Nillumbik Annual Community Survey (2016-2020). Weighted using interlocking location, age and gender.
<b>Sample size</b>	2,413
<b>Update due</b>	2021

The most preferred way to receive communications from Council is through letterbox drops / direct mail or email.



Preferences vary by age group. The following table will assist in identifying the optimal way to communicate with different age range target markets.

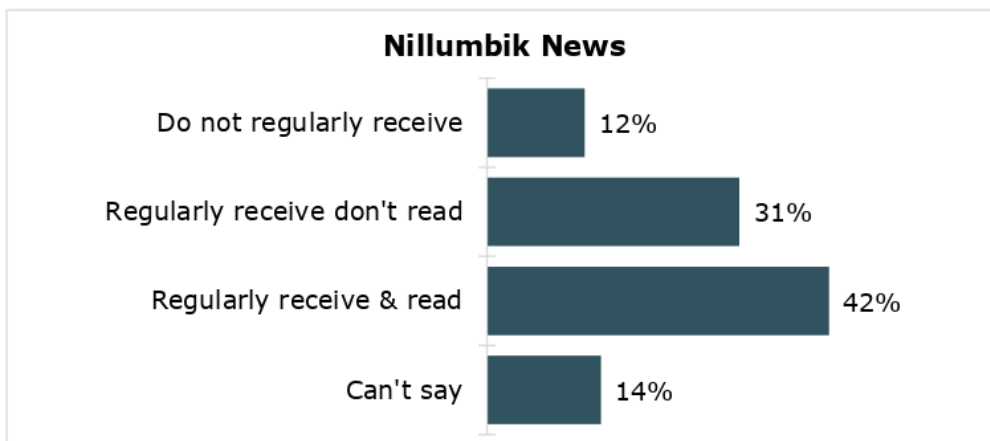
	<b>15 - 19 years</b>	<b>20 - 35 years</b>	<b>36 - 45 years</b>	<b>46 - 55 years</b>	<b>56 - 75 years</b>	<b>76 + years</b>
Direct mail / letterbox drop of information	44%	47%	51%	53%	<b>54%</b>	<b>63%</b>
Email	<b>48%</b>	44%	45%	41%	33%	21%
Council's website	13%	39%	<b>48%</b>	<b>40%</b>	36%	21%
Council's regular publication Nillumbik News	13%	30%	35%	35%	<b>44%</b>	<b>51%</b>
Council column / articles in local newspaper	21%	20%	22%	25%	<b>30%</b>	<b>33%</b>
Via social media (Twitter / Facebook)	<b>40%</b>	<b>32%</b>	22%	19%	11%	4%
E-newsletters	8%	17%	<b>22%</b>	19%	19%	12%
Telephone customer service	2%	14%	12%	14%	21%	<b>26%</b>
In person at the Civic Centre and other locations	5%	12%	9%	10%	<b>17%</b>	14%
Local radio	<b>19%</b>	9%	6%	8%	5%	7%
Text message / mobile apps	2%	7%	10%	9%	9%	6%

### 8.1.2 Nillumbik News

The Nillumbik News is a quarterly magazine produced by Council that is distributed in hard copy to all households in the region. It provides information on Council activities and community services and resources. It is also available as an electronic version online.

<b>Question</b>	Thinking about Council's regular publication Nillumbik News, do you? [regularly receive and read, regularly receive and don't read, do not regularly receive, can't say]
<b>Source</b>	Nillumbik Annual Community Survey (2016-2020). Weighted using interlocking location, age and gender.
<b>Sample size</b>	2,505
<b>Update due</b>	2021

Communicating with the community through the Nillumbik News would reliably reach only 42% of the community. Therefore it is not recommended as a way to distribute information that needs to be seen by all residents.

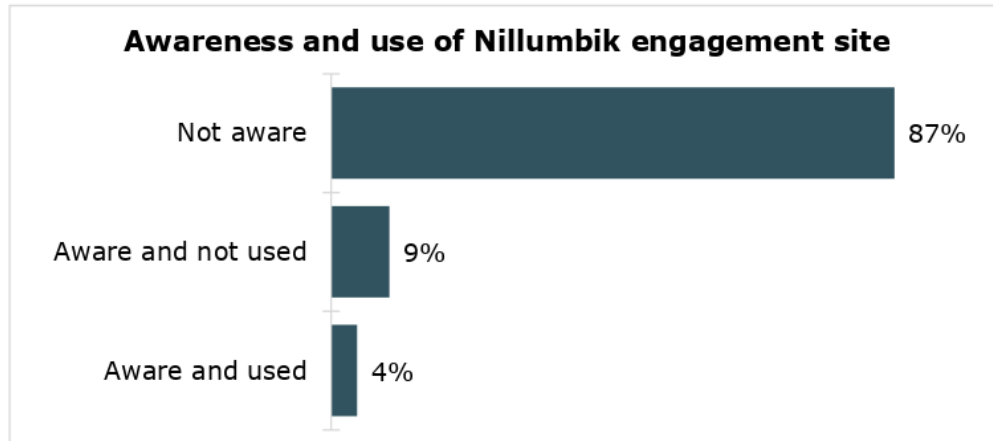


## 8.2 Research and consultation

### 8.2.1 Participation in community engagement website

<b>Question</b>	Are you aware of Nillumbik Shire Council's online community engagement site 'Participate Nillumbik'?
<b>Source</b>	Nillumbik Annual Community Survey (2016-2020). Weighted using 2019 and 2020 weights provided by researcher.
<b>Sample size</b>	1,000
<b>Update due</b>	2021

Awareness of the Nillumbik engagement site is limited, therefore it is not recommended that this site alone be used to promote engagements, additional communication channels will be required for broad reach.



### 8.2.2 Opportunity to have a say

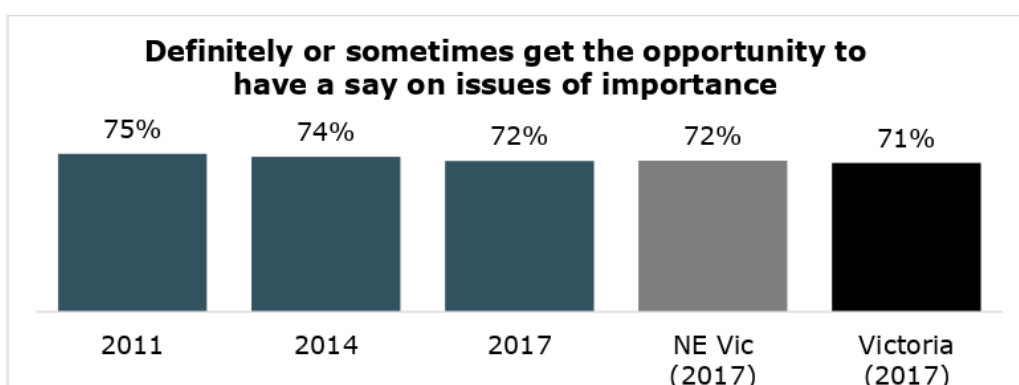
<b>Question</b>	Do you have an opportunity to have a say on issues on issues that are important to you?
<b>Source</b>	Victorian Population Health Survey.
<b>Population</b>	400
<b>Update due</b>	2021



**72%**

said they definitely or sometimes have an opportunity to have a say on issues that are important to them.

The incidence of feeling as though they get a say in things that are important has remained relatively constant from 2011 to 2017, and is in line with regional and state averages.



## 8.3 Emergency management

Please see the [Resilience section](#).

## Appendices

### Appendix 1 – Locality and age range variations

The following data sources use locality and age range categories that vary from the standard categories used wherever possible.

#### Nillumbik Annual Community Survey

Localities	Age ranges
Greensborough / Plenty	15-19 years
Diamond Creek	20-35 years
Eltham	36-45 years
Eltham North	46-55 years
Rural	56-75 years
	76 years and over

#### Nillumbik COVID-19 Survey

Locality was collected by postcode, which doesn't align for all localities.

Postcode	% in Nillumbik	Nillumbik locality	Matching township	Match*	Sample
<b>3088</b>	19%	Greensborough	Greensborough	Yes	n=37
<b>3089</b>	100%	Diamond Creek	Diamond Creek	Yes	n=50
<b>3090</b>	100%	Plenty	Plenty	Yes	n=10
<b>3091</b>	100%	Yarrambat	Yarrambat	Yes	n=8
<b>3095</b>	100%	Eltham	Eltham	No	n=131
		Eltham North	Eltham North		
		Research	Research		
<b>3096</b>	100%	Wattle Glen	Wattle Glen	Yes	n=7
<b>3097</b>	100%	Kangaroo Ground	Kangaroo Ground		n=10
		Watsons Creek	Rural East		
		Bend of Islands	Rural East		
<b>3099</b>	100%	Hurstbridge	Hurstbridge	No	n=41
		Nutfield	Rural North West		
		Strathewen	Rural East		
		Cottles Bridge	Rural North West		
		Arthurs Creek	Rural North West		
<b>3113</b>	100%	North Warrandyte	North Warrandyte	Yes	n=9
<b>3754</b>	100%	Doreen	Doreen	Yes	n=11
<b>3755</b>	8%	Yan Yean	Rural East	Yes	n=0

Postcode	% in Nillumbik	Nillumbik locality	Matching township	Match*	Sample
<b>3759</b>	100%	Panton Hill	Panton Hill	Yes	n=6
<b>3760</b>	100%	Smiths Gully	Rural East	Yes	n=1
<b>3761</b>	100%	St Andrews	St Andrews	Yes	n=5
<b>3775</b>	9%	Christmas Hills	Rural North West	Yes	n=2

\*This indicates whether the postcode could be accurately matched to a township or not. If there is more than one township within a postcode it can't be matched.

It was determined that there was no opportunity to analyse the COVID-19 survey results by township due to low sample sizes in the areas that could be matched.

The age ranges used in the COVID-19 survey only allowed for breaking out the data by the 55+ ages and stages category.

## Appendix 2 - Weighting

The Annual Community Survey data has been weighted to adjust for age ranges with low representation in the data. Where measures were only included in a subset of the 5 years of data (not all years), the associated weights for each of those years as provided by the researcher have been applied. For measures that occur across all 5 years of surveying a new weight has been generated using interlocking precinct, age and gender.

No.	Action	Responsibility	Benefit of the action/ what is the added value?	End of Quarter Commentary	Status
<b>ENGAGED, CONNECTED COMMUNITIES</b>					
1	Develop a Community Vision for the shire, supported by a thorough community engagement process, in line with the Local Government Act 2020	Executive Manager Business Transformation & Performance	Improve community trust through better communications and genuine engagement.	<p>Progress towards the development of the Community Vision has continued during this quarter. Results from the 'Our People, Our Place, Our Future' integrated community engagement program were compiled and analysed, and a summary report was presented to the May 2021 Council Meeting.</p> <p>Informed by the findings from the 'Our People, Our Place, Our Future' community engagement feedback, workshops with Councillors have been held to support the development of a draft Community Vision, which is due for adoption in October 2021. A draft Community Vision will be presented to Council at the July 2021 Council Meeting seeking endorsement to proceed to public consultation, which will occur throughout August.</p>	ON TRACK
2	Implement year 3 actions of the Customer First Strategy	Executive Manager Business Transformation & Performance	Improve community trust through better communications and genuine engagement.	<p>A number of key activities continued during the quarter, in support of the Nillumbik Customer First Strategy, including:</p> <ul style="list-style-type: none"> <li>The end of financial year results for the Mystery Shopping Program were released. Nillumbik has finished as the top performing council across the entire local government sector (50 councils in total). Nillumbik has also ranked the tenth best performer across all organisations (195 in total). This result is even more impressive given that Council's customer service teams were working remotely between July and early December in 2020, and again for two short lockdowns in 2021.</li> <li>The Customer Experience Survey, which surveys customers who have recently interacted with Council, also produced some pleasing feedback. Council's overall satisfaction rating improved by 6% in the last year, and individual teams recorded satisfaction increases averaging 5% across all teams, which is a positive result in COVID-19 conditions.</li> <li>Complaint Management Framework - data from regular reporting continues to support progress of updating website pages to meet customer needs.</li> <li>Work on upgrading Council's website continues. A website design workshop with the website vendor was conducted in June 2021, with the new design to be released in the next quarter. An important input to the upgrade has now been completed - 140 team workshops across 28 teams within the organisation focussing on content improvement of their services.</li> </ul>	ON TRACK
3	Develop the Community Infrastructure Policy and associated guidelines that will support the preparation of a community infrastructure plan for the Shire	Director Operations & Infrastructure	Ensure that the provision of community infrastructure responds to community needs.	<p>Council's Asset Plan is required to be adopted by Council by October 2022, and will ensure that the provision of community infrastructure responds to community needs.</p> <p>The Asset Plan will provide a view (both strategic and in financial terms) of how the Council proposes to manage the whole portfolio of assets that it owns and controls. A cross-functional approach continues to be developed to determine detailed scope and purpose of a policy to drive the provision of key infrastructure to the community.</p> <p>As reported previously, the majority of the work to develop the Asset Plan will be undertaken in the 2021-2022 financial year.</p>	RE-SCHEDULED
4	Continue cultural consultations with the Wurundjeri Tribe Council on a monthly basis, and establish a 'statement of commitment' (as a key action towards reconciliation) for endorsement by Council	Executive Manager Communities	Strengthen the focus on social inclusion, building social capital and connection within communities.	<p>Monthly Cultural Consultations have been held with the Wurundjeri Woi Wurrung Cultural Heritage Aboriginal Corporation with representatives from across Council seeking advice from Traditional Owners on projects related to playgrounds, land management, arts and culture, Reconciliation, and community projects and events.</p> <p>A new Acknowledgement of Country has been drafted for Council use in partnership with Traditional Owners. Council has updated its website to include relevant information about Reconciliation and our current Reconciliation Charter. The Charter will be updated through the development of a future Reconciliation Action Plan.</p> <p>Initial workshops have been held to inform the process for developing a Reconciliation Action Plan. Work in this space will continue across the 2021-2022 financial year.</p>	ON TRACK

No.	Action	Responsibility	Benefit of the action/ what is the added value?	End of Quarter Commentary	Status
<b>ACTIVE AND CREATIVE PEOPLE</b>					
5	Continue to deliver key community infrastructure projects in accordance with the adopted works program and budget	Director Operations & Infrastructure	Provide a range of infrastructure that encourages people of all ages to participate in a variety of active and passive opportunities.	<p>The 2020-2021 financial year saw the delivery of 31 programs and 58 individual projects, with an expenditure of over \$33 million.</p> <p>During the quarter, construction works commenced for the following major projects:</p> <ul style="list-style-type: none"> <li>• Diamond Creek Trail Stage 2 - Construction of a concrete path from Wattle Glen to Hurstbridge, with five pedestrian bridges and one road bridge</li> <li>• Diamond Valley Library - Refurbishment, new Disability Discrimination Act compliant toilets, meeting area and decked outdoor area</li> <li>• Fordhams Road Special Charge Scheme - Road sealing</li> <li>• Shaws Road, Arthurs Creek - Road sealing.</li> </ul> <p>During the quarter, construction works were completed for the following:</p> <ul style="list-style-type: none"> <li>• Shaws Road, Arthurs Creek - Road sealing.</li> </ul>	COMPLETE
6	Continue to implement the adopted Arts and Culture Plan	Executive Manager Communities	Create and activate places and spaces that have good connectivity, provide needed infrastructure and promote social interaction.	<p>Progress on key actions in the Arts and Culture Plan in the quarter included:</p> <ul style="list-style-type: none"> <li>• The Eltham Library Community Gallery program continued to operate in line within COVID-Safe requirements</li> <li>• The Nillumbik Prize for Contemporary Art exhibition was successfully delivered</li> <li>• An internal audit of artworks from the collection is being finalised</li> <li>• The Nillumbik Art Collection is now stored in a fine art facility when not on display</li> <li>• The Arts and Cultural Advisory Committee now has 16 active Committee members</li> <li>• A Public Art Operations Manual has been developed</li> <li>• The Diamond Valley Sports and Fitness Centre Public Art Brief has been completed and released</li> <li>• The Edendale Creative Infrastructure brief has been completed and released.</li> </ul> <p>Overall, the Arts and Culture Plan 2018-2022 continues to drive innovative programming and projects through its three goals of:</p> <ul style="list-style-type: none"> <li>• Public and participatory art an everyday experience</li> <li>• Develop and grow creative and cultural industries</li> <li>• Support and promote arts and culture activities that maximise access.</li> </ul>	ON TRACK
7	Undertake an audit of performing arts venues in the shire, and develop a plan	Executive Manager Communities	Undertake an audit of performing arts venues in the Shire, and develop a performing arts plan	As reported previously, given the large consultation push for the development of the next Arts and Culture Strategy, consultation for the Performing Arts Plan was wrapped into this discussion and will now take the form of a Performing Arts Policy to be presented to Council for adoption with the next Arts and Culture Strategy in 2022.	RE-SCHEDULED
<b>SAFE AND HEALTHY ENVIRONMENTS</b>					
8	Undertake a review of the Planning Policy Framework in line with State Government requirements	Executive Manager Planning & Community Safety	Prepare and develop an improved and holistic approach to strategic planning.	The Minister for Planning has prepared and approved amendment C135 to transfer the Nillumbik Planning Scheme to the new format as required by the Minister.	COMPLETE
9	Implement the adopted Green Wedge Management Plan including the 'conversations' program	Executive Manager Planning & Community Safety	Prepare and develop an improved and holistic approach to strategic planning.	<p>Finalisation of the landowners toolkit will see the formal launch of the webpage on Council's website in August/September 2021.</p> <p>Priority actions from the Green Wedge Management Plan have been assigned for the 2021-2022 financial year. Ongoing reporting on progress will be provided to Councillors and the community.</p>	RE-SCHEDULED

CM.103/21 Council Plan Quarterly Performance Report - 2020-2021 - Quarter 4  
Attachment 1. Council Plan - Performance Report: Quarter 4, 2020-2021

No.	Action	Responsibility	Benefit of the action/ what is the added value?	End of Quarter Commentary	Status
10	Undertake research and mapping to capture the existing status of the shire's agriculture industry, including identifying vacant and disused agricultural land, and identify future opportunities	Executive Manager Planning & Community Safety	Prepare and develop an improved and holistic approach to strategic planning.	<p>A consultant has been appointed and work is underway on identifying the Shire's agricultural strengths through research and scientific data collection, including soil and land capability assessments and mapping. The research will consider opportunities for regenerative farming and sustainable food production practices alongside sustainable water and energy options.</p> <p>A questionnaire and mapping design is in development in preparedness for a Participate Nillumbik survey and a Communication and Engagement Plan to be finalised.</p> <p>This project will continue into the 2021-2022 financial year when the Participate Nillumbik survey goes live. Results will be collated and outcomes will be presented at a Council Briefing (timing to be confirmed).</p>	RE-SCHEDULED
11	Continue to implement the adopted Bushfire Mitigation Strategy	Executive Manager Governance, Communications & Engagement	Meet Council's responsibilities and community expectations for emergency management.	<p>Councillors have been briefed on the status of the action plan developed to support implementation of the Bushfire Mitigation Strategy. The action plan is now integrated into the Municipal Fire Management Plan 2020-2023.</p> <p>Council has received a grant of \$250K from Safer Together (DELWP) to continue the Communities First program for 2021-2022. This program facilitates community-led bushfire preparedness with Nillumbik's rural communities.</p>	ON TRACK
12	Continue to implement the adopted Health and Wellbeing Plan and deliver initiatives in partnership with the community	Executive Manager Communities	Develop policies, strategies, projects and partnerships to enhance the health and wellbeing of the community.	<p>Implementation of the Health and Wellbeing Plan continues to enhance health and wellbeing of the Nillumbik community. Further actions will take place as part of the new Nillumbik Health and Wellbeing Plan 2021-2025, to be presented to Council in late 2021. Key actions undertaken in the quarter included:</p> <ul style="list-style-type: none"> <li>• Council's new Youth Council was established</li> <li>• Delivery of the first half of the Diamond Creek Trail to Wattle Glen completed</li> <li>• The Place Shapers place-making program commenced with 18 participants</li> <li>• International Women's Day events delivered</li> <li>• Workshops and events delivered through the Parenting Hub</li> <li>• Re-established community gardens across Living and Learning Nillumbik centres</li> <li>• Various courses and programs related to physical activity delivered across Living and Learning Nillumbik centres</li> <li>• Community food pantry collection points set up at Living and Learning Nillumbik centres</li> <li>• Progress on the implementation of the Stronger Together framework in Living and Learning Nillumbik centres</li> <li>• Family violence information made available at Eltham Living &amp; Learning Nillumbik centre.</li> </ul>	ON TRACK
13	Review of Integrated Water Management Plan aligned with Melbourne Water and DELWP strategies for water and waterway management	Director Operations & Infrastructure	Work with the local community to review and implement environmental policies to protect biodiversity and conserve natural resources.	<p>Nillumbik Council is part of the Yarra Catchment Forum, which is a collaborative stakeholder group with responsibilities and influence across the water cycle including DELWP, Melbourne Water, water retailers, Port Phillip and Westernport Catchment Management Authority, Traditional Owners and councils in the catchment.</p> <p>Whilst not a member of the working group developing the Integrated Water Management Plan, relevant actions will be guided by the targets developed.</p>	ON TRACK

No.	Action	Responsibility	Benefit of the action/ what is the added value?	End of Quarter Commentary	Status
<b>A PROSPEROUS ECONOMY</b>					
14	Implement the adopted Economic Development Strategy	Executive Manager Planning & Community Safety	Encourage investment and development within the Shire to increase economic development and local employment, and broaden the rate base while at the same time preserving the Green Wedge.	<p>Delivery highlights aligned to the Economic Development Strategy for the quarter include:</p> <ul style="list-style-type: none"> <li>• The Nillumbik 'Unmuted' Breakfast Series commenced prior to the June lockdown. The two events remaining will be delivered in August.</li> <li>• The Women in Business Mentoring program has been delivered, with 14 participants successfully completing the program</li> <li>• The Women in Business networking event was delivered successfully, providing an opportunity for locally based women owned or operated businesses to meet, network and hear from a female keynote speaker</li> <li>• The Northern Business Achievement Awards was completed</li> <li>• The Hurstbridge Collab program offering a free co-working space for the public was delivered every Thursday in April and May</li> <li>• The Future of Agriculture project commenced and an engagement plan presented to Councillors. A consultant has also been appointed.</li> <li>• The inaugural Annual Nillumbik Business Survey was developed for distribution to all businesses in the Shire</li> <li>• The 'Women in Business' networking event was delivered successfully, providing an opportunity for locally based women owned or operated businesses to meet, network and hear from a female keynote speaker</li> </ul> <p>The Green Business program has been implemented with cross-organisation stakeholders establishing business opportunities relating to sustainable business practices</p> <p>The Customer Request Management System platform has been fully implemented and continues to capture business interactions.</p>	ON TRACK
15	Implement the actions of the Planning Service Plan, including strong focuses on digital service delivery	Executive Manager Planning & Community Safety	Encourage investment and development within the Shire to increase economic development and local employment, and broaden the rate base while at the same time preserving the Green Wedge.	<p>Planning Services continues to refine its digital processes and has now completed the implementation of the service plan.</p> <p>A review of our online processes has been undertaken by Council's lawyers due to recent legislative changes to the <i>Planning and Environment Act 1987</i>.</p>	COMPLETE
16	Prepare planning scheme amendments in line with the adopted Eltham and Diamond Creek Activity Centre Structure Plans	Executive Manager Planning & Community Safety	Review existing precinct structure plans within activity centres to encourage investment and development.	<p>The adopted Structure Plans set Council's vision for the Eltham and Diamond Creek Activity Centres for the next 10 years and identify how change and growth will be managed.</p> <p>The next step is to include the new structure plan in the Nillumbik Planning Scheme. To do this, Council will need to follow a planning scheme amendment process. This process usually takes 12-18 months and involves significant community engagement.</p>	COMPLETE
17	Develop a structure plan for the Wattle Glen township	Executive Manager Planning & Community Safety	Identify new economic development opportunities and improve amenity for our villages in conjunction with key stakeholders including residents.	<p>Council has commenced a project to work with the community to consider and plan for improvements to the public spaces (also called the "public realm") within the heart of Wattle Glen. Key aims of this project are:</p> <ul style="list-style-type: none"> <li>• Improved connections and accessibility, particularly for pedestrians and cyclists, between key destinations; and</li> <li>• Enhancements to the public spaces which better reflect and promote the preferred character of Wattle Glen.</li> </ul> <p>Consultation in regard to the Wattle Glen Public Realm Framework Plan will commence in mid-July with the first round of public engagement. Council's Planning and Consultative Committee will consider the results from the first round of consultation in October 2021.</p>	RE-SCHEDULED

No.	Action	Responsibility	Benefit of the action/ what is the added value?	End of Quarter Commentary	Status
<b>RESPONSIBLE LEADERSHIP</b>					
18	Continue to implement the Business Transformation Program to improve customer experience and improved productivity of services	Executive Manager Business Transformation & Performance	Ensure seamless service delivery and an open and responsive approach to our customers	<p>Our business transformation program continues following the three pillar approach of 'our people, our processes, our systems'. The projects and initiatives in this program seek to ensure seamless service delivery and an open and responsive approach to our community. Key activities and outcomes for the quarter included:</p> <ul style="list-style-type: none"> <li>• Nillumbik was named on the 2021 Australian Financial Review BOSS Magazine Best Places to Work List. Almost 1,000 organisations from Australia and New Zealand nominated for the awards across ten industries and Council ranked third in the Government, Education and Non-for-Profit industry list, and Council was the only local government organisation to be recognised.</li> <li>• The Nillumbik Customer First Strategy continues to be implemented (see commentary against Action 2 earlier in this report)</li> <li>• Just over 100 new processes were mapped in Promapp (our business process mapping tool) during the quarter, with 925 processes now mapped in total. Review and improvement of the processes mapped is a focus throughout the next financial year.</li> <li>• The GIS (Geographic Information System) Upgrade project was completed, with all teams having now migrated to the new solution - Spectrum Spatial Analyst. The new solution not only offers improved functionality, but will result in efficiency savings for staff due to shorter download times.</li> <li>• Work on the upgrade to Council's website continues (see commentary against Action 2 earlier in this report).</li> <li>• Work on the implementation of the Asset Management System continues, with data migration proceeding well. Group 1 (Roads and Drainage) training has taken place, with User Acceptance Testing now underway. The GIS to Assetic Management System integration is also proceeding well. The business requirements document for the integration between Council's Customer Request System to the solution has been completed, and work is being undertaken on aligning service request types with asset management system work request types. The integrations with the solution and Road and Drainage are scheduled to go live later in 2021.</li> </ul>	ON TRACK



Draft Interim Income Statement					Attachment 1
For the financial year to date 30 June 2021					
	Mid Year Budget Review	YTD Actuals	Variance		Major Variance Commentary
	\$	\$	\$	%	
<b>Operating income</b>					
Rates	58,039,786	57,973,227	(66,559)	(0.11)	
Waste management charges	9,382,561	9,393,358	10,797	0.12	
Government grants-recurrent	3,917,405	4,953,457	1,036,052	26.45	Grant funding received in advance from Victorian Grants Commission \$1,510,172, partially offset by grants received but not spent during 2020-21 totalling \$501,117 (which have been earned forward).
Government grants-non-recurrent	33,909,218	21,373,075	(12,536,143)	(36.97)	Australian Accounting Standard (AASB 1058) requires grant income to be recognised when contractual obligations have been met rather than upon receipt, this has resulted in \$12,858,000 being recognised as income received in advance in the Balance Sheet (carried forward).
User charges	14,154,344	10,854,948	(3,299,396)	(23.31)	Mainly due to reduced income at leisure facilities totalling \$3,557,229 (the loss in income is offset by a reduction in expenditure). This is offset by increased income in Childcare fees \$78,452, Recycling and Recovery Centre gate fees \$46,541, Building services fees \$45,002, Edendale plant sales \$40,876 and animal registration fees \$40,546.
Statutory fees & fines	1,309,540	1,773,136	463,596	35.40	A result of an increase in planning application and build permit fees \$243,357, Swimming pool registration fees \$132,086 and parking infringements issued \$63,218.
Reimbursements	96,390	236,520	140,130	145.38	Mainly due to reimbursements associated with property management \$96,222 and unsealed roads maintenance \$39,280.
Interest income	265,000	255,523	(9,477)	(3.58)	Interest on investments slightly lower than anticipated due to low interest rates over the last 12 months.
Capital contributions	1,600,158	765,986	(834,172)	(52.13)	Largely due to delay in contributions to be received for DCP 4 - Shared path project totalling \$866,628.
Other revenue-recurrent	598,744	775,304	176,560	29.49	Insurance refunds part-payment for 2019-20 office flooding event \$41,453, refunds from WorkCover \$41,425, paid parental leave income \$27,443 and Department of Transport income associated with landscaping works \$32,624.
Other revenue-non-recurrent	185,018	199,632	14,614	7.90	Income received for net vegetation offsets \$199,632.
Contributions	876,760	1,329,558	452,798	51.64	A result of unplanned developer contributions received for specific purposes \$460,987.
<b>Total income</b>	<b>124,334,924</b>	<b>109,883,724</b>	<b>(14,451,200)</b>	<b>(11.62)</b>	
<b>Operating expenditure</b>					
Employee benefits	36,650,217	36,559,515	(90,702)	(0.25)	Decrease is attributable to reduction in tutor costs \$129,905 predominantly driven by pandemic restrictions in running courses.
External contracts	20,061,507	17,634,160	2,427,347	12.10	Mainly due to reduction in leisure facility expenditure totalling \$3,325,713 (offset by a reduction in income). This has been offset by an increase in waste disposal costs \$679,686 and mobile garbage bins \$448,740.
Materials & related costs	15,934,989	15,136,127	798,862	5.01	Largely due to a reduction in tipping fees \$234,569, utility costs \$223,809 and training costs \$169,628.
Bad & Doubtful Debts	-	-	-	(100.00)	
Other expenditure	8,031,122	6,677,091	1,354,031	16.86	Underspends in grant funded operational areas including Home and Community Care transition program \$221,935, Metro Access \$131,236 and Early Years Planning \$65,594. Operational underspends in events program \$133,422, maintenance of public open space assets \$79,705, planning scheme amendments \$73,745 and election costs \$32,656. The balance is made up of minor underspends across numerous budget lines.
Interest expenditure	607,958	600,724	7,234	1.19	
Major initiatives and grant expenditure allocation	3,539,279	2,876,905	662,374	18.71	Driven by delayed spend on budgeted initiatives and timing of new grants received.
<b>Total expenditure</b>	<b>84,825,072</b>	<b>79,484,523</b>	<b>5,340,549</b>	<b>6.30</b>	
<b>Earnings before Income Tax &amp; Depreciation</b>	<b>39,509,852</b>	<b>30,399,201</b>	<b>(9,110,651)</b>	<b>(23.06)</b>	
Depreciation	11,739,000	11,739,000	-	-	- Based on budget. Actual depreciation figures currently being reviewed
<b>Draft Net Profit</b>	<b>27,770,852</b>	<b>18,660,201</b>	<b>(9,110,651)</b>		
<b>Net surplus/(deficit) calculation:</b>					
<b>Deduct:</b>					
Debt redemption	690,805	692,717			
Transfer to reserves	1,825,982	12,827,376			
Transfer from reserves	(24,759,559)	(17,923,782)			
Loan Borrowings	(3,303,000)	(3,303,000)			
Capital expenditure allocation	67,421,327	40,855,962			
<b>Total to be deducted</b>	<b>41,875,555</b>	<b>33,149,273</b>			
<b>Add Back:</b>					
Depreciation	11,739,000	11,739,000			
<b>Total to be added back</b>	<b>11,739,000</b>	<b>11,739,000</b>			
<b>Reconciling items</b>					
<b>Major Projects Reserve</b>					
Diamond Creek trail extension - land acquisition		157,123			
Central Oval Pavilion Upgrade		194,910			
Property Management costs associated with land sales		208,172			
<b>Tip Restoration costs</b>					
Plenty L/Fill Closure Leachate Req		1,916,437			
Kangaroo Ground Landfill Rehabilitation		75,444			
<b>2021/22 budget related expenditure padi in 2020/21</b>					
Diamond Valley Library Upgrade		70,553			
<b>Total reconciling items</b>		<b>2,622,639</b>			
<b>Draft Net surplus / (deficit)</b>	<b>(2,365,703)</b>	<b>(127,433)</b>	<b>2,238,270</b>		



Date	Format/Publication	Copy attached
22/4/21	Letters to Prescribed Ministers – Neville, Symes and D'Ambrosio	Letter to Neville
22/4/21	Letters as instructed by DEWLP – Victorian Famers Federation, Dep Secretary Water Catchments DELWP, EPA and Green Wedge Coalition	Letter to VFF
22/4/21	Media Release	Yes
22/4/21	Herald Sun	Yes
22/4/21	Government Gazette	Yes
22/4/21	Participate Website	Screen shot
26/4/21	Warrandyte Diary	Yes
28/4/21	The Local Paper	Yes
26/4/21	Social Media posts	<b>Yes</b>
June 2021	Nillumbik News	Screen Shot



Enquiries: Leigh Northwood  
Telephone: 9433 3226

22 April 2021

The Hon. Lisa Neville, MP  
Minister for Water  
Level 17, 8 Nicholson Street,  
EAST MELBOURNE 3002

Dear Minister

**NILLUMBIK PLANNING SCHEME  
AMENDMENT NO C131  
NOTICE OF PREPARATION OF AN AMENDMENT**

I wish to notify you as the Minister administering the ***Conservation, Forests and Lands Act 1987 and the Catchment and Land Protection Act 1994*** that Council is preparing Amendment C131 to the Nillumbik Planning Scheme.

I am notifying under section 19(1)(a) and (c) of the Planning and Environment Act 1987 and enclose a copy of the Notice of Amendment and the Explanatory Report.

**Land affected by the Amendment**

The Amendment applies to land within the Green Wedge Zone and Rural Conservation Zone (Schedules 1 – 5) of the Nillumbik Shire.

**What the amendment does**

The Amendment amends the schedule to the Green Wedge Zone and schedules 1 to 5 of the Rural Conservation Zone to require a permit trigger for earthworks which involve the receipt, importation, stockpiling or placement of more than 100 cubic metres of fill on land within those specified zones.

Specifically, the request:

- Amends the Schedule to Clause 35.04 (Green Wedge Zone), and schedules 1-5 of Clause 35.06 (Rural Conservation Zone).

**Why is the Amendment required?**

The Amendment will assist the council to manage large earthworks and the placement of fill within the Green Wedge and Rural Conservation Zones (Schedules 1-5) allowing the Council to assess and mitigate the future risks and fill activities which are having significant environmental and amenity impacts in the Shire.

Earthworks are currently unregulated in areas that are not subject to environmental specific planning controls and have a range of potentially negative environmental,

Civic Drive (PO Box 476) Greensborough Victoria 3088  
03 9433 3111 | [nillumbik@nillumbik.vic.gov.au](mailto:nillumbik@nillumbik.vic.gov.au)

[nillumbik.vic.gov.au](http://nillumbik.vic.gov.au)

amenity and landscape impacts. Requiring a permit for 'earthworks' will provide Council with a mechanism to regulate them and to minimise these impacts.

#### **Making a submission**

You can inspect the amendment and any documents that support the amendment, free of charge, at:

- The Nillumbik Shire Council's Participate Nillumbik website at:  
<https://participate.nillumbik.vic.gov.au/> and/or
- The Department of Environment, Land, Water and Planning website at:  
<https://www.planning.vic.gov.au/schemes-and-amendments/amending-a-planning-scheme/planning-documents-on-exhibition>

Any person who may be affected by the amendment may make a submission to the planning authority (Nillumbik Shire Council). The closing date for submissions is 3<sup>rd</sup> June 2021. A submission should be posted to:

Rosa Zouzoulas  
Executive Manager Planning and Community Safety  
Nillumbik Shire Council  
Civic Drive (PO Box 476)  
Greensborough VIC 3088

Alternatively, a submission can be sent electronically via email to  
[strategic.planning@nillumbik.vic.gov.au](mailto:strategic.planning@nillumbik.vic.gov.au)

A submission which seeks to change the amendment and is not accepted by the planning authority will be referred to an Independent Panel appointed by the Minister under Part 8 of the *Planning and Environment Act 1987*.

If a submission is referred to a Panel, a Directions Hearing is likely to be held in the week commencing 30 August 2021 and a Panel Hearing in the week commencing 27<sup>th</sup> September 2021.

Anyone who has made a submission which has been referred to a Panel has an opportunity to be heard.

In accordance with State legislation, a copy of every submission, redacted to remove the submitter's personal information, will be available at Council's Participate Nillumbik website (<https://participate.nillumbik.vic.gov.au/>) for any person to inspect free of charge for two months after the amendment comes into operation or lapses.

The full content of a personal submission including any name/s is a public record and may be made available for public inspection and included in Council business papers. Contact information will be redacted. Names will not be redacted unless anonymity is expressly requested and confidentiality granted to a submission.

The full content of a submission made on behalf of an organisation in relation the amendment, including the name of the organisation is a public record and may be made available for public inspection and included in Council business papers.

If you have any queries regarding this matter please contact Leigh Northwood, Strategic Planning Lead by email [leigh.northwood@nillumbik.vic.gov.au](mailto:leigh.northwood@nillumbik.vic.gov.au) or telephone (03) 9433 3226.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Rosa', with a stylized flourish at the end.

**Rosa Zouzoulas**  
**Executive Manager Community Safety and Planning**

Encl:

- Notice of the proposed Amendment C131 to the Nillumbik Planning Scheme
- The explanatory report for the proposed Amendment C131 to the Nillumbik Planning Scheme
- Schedule to Clause 35.04 and Schedules 1-5 to Clause 35.06



Enquiries: Leigh Northwood  
Telephone: 9433 3226

22 April 2021

Mr Luke Hooke  
Victorian Farmers Federation  
24 COLLINS STREET  
MELBOURNE VIC 3000

Dear Mr Hooke

**NILLUMBIK PLANNING SCHEME  
AMENDMENT NO C131  
NOTICE OF PREPARATION OF AN AMENDMENT**

I wish to notify you, under Ministerial Direction 19, that Council is preparing Amendment C131 to the Nillumbik Planning Scheme.

**Land affected by the Amendment**

The Amendment applies to land within the Green Wedge Zone and Rural Conservation Zone (Schedules 1 – 5) of the Nillumbik Shire.

**What the amendment does**

The Amendment amends the schedule to the Green Wedge Zone and schedules 1 to 5 of the Rural Conservation Zone to require a permit trigger for earthworks which involve the receipt, importation, stockpiling or placement of more than 100 cubic metres of fill on land within those specified zones.

Specifically, the request:

- Amends the Schedule to Clause 35.04 (Green Wedge Zone), and schedules 1-5 of Clause 35.06 (Rural Conservation Zone).

**Why is the Amendment required?**

The Amendment will assist the council to manage large earthworks and the placement of fill within the Green Wedge and Rural Conservation Zones (Schedules 1-5) allowing the Council to assess and mitigate the future risks and fill activities which are having significant environmental and amenity impacts in the Shire.

Earthworks are currently unregulated in areas that are not subject to environmental specific planning controls and have a range of potentially negative environmental, amenity and landscape impacts. Requiring a permit for 'earthworks' will provide Council with a mechanism to regulate them and to minimise these impacts.

You may inspect the amendment, any documents that support the amendment and the explanatory report about the amendment, free of charge, at:

- the Nillumbik Shire Council's website at [www.participate.nillumbik.vic.gov.au/](http://www.participate.nillumbik.vic.gov.au/); and/or
- at the Department of Environment, Land, Water and Planning website [www.delwp.vic.gov.au/public-inspection](http://www.delwp.vic.gov.au/public-inspection).

Any person who may be affected by the amendment may make a submission to the planning authority about the amendment. Submissions must be made in writing giving the submitter's name and contact address, clearly stating the grounds on which the amendment is supported or opposed and indicating what changes (if any) the submitter wishes to make.

Name and contact details of submitters are required for council to consider submissions and to notify such persons of the opportunity to attend council meetings and any public hearing held to consider submissions. The closing date for submissions is 3<sup>rd</sup> June 2021. A submission must be sent to:

Rosa Zouzoulas  
Executive Manager Planning and Community Safety  
Nillumbik Shire Council  
Civic Drive (PO Box 476)  
Greensborough VIC 3088

Alternatively, a submission can be sent electronically via email to:  
[strategic.planning@nillumbik.vic.gov.au](mailto:strategic.planning@nillumbik.vic.gov.au)

A copy of every submission, redacted to remove each submitter's personal information, will be available at Council's Participate Nillumbik website (<https://participate.nillumbik.vic.gov.au/>) for any person to inspect free of charge for two months after the amendment comes into operation or lapses.

The full content of a personal submission including any name/s is a public record and may be made available for public inspection and included in Council business papers. Contact information will be redacted. Names will not be redacted unless anonymity is expressly requested and confidentiality granted to a submission.

The full content of a submission made on behalf of an organisation in relation the amendment, including the name of the organisation is a public record and may be made available for public inspection and included in Council business papers.

Not providing the mandatory information will mean that your submission cannot be accepted.

You have the right to access and correct your personal information. Enquiries for access should be made to the Privacy Officer 9433 3271, [privacy@nillumbik.vic.gov.au](mailto:privacy@nillumbik.vic.gov.au) or PO Box 476, Greensborough Vic 3088.

Not providing the mandatory information will mean that your submission cannot be accepted.

You have the right to access and correct your personal information. Enquiries for access should be made to the Privacy Officer 9433 3271, [privacy@nillumbik.vic.gov.au](mailto:privacy@nillumbik.vic.gov.au) or PO Box 476, Greensborough Vic 3088.

**Enquiries**

If you have any enquiries regarding the proposed Amendment C131 to the Nillumbik Planning Scheme, please contact Leigh Northwood, Strategic Planning Lead by email [leigh.northwood@nillumbik.vic.gov.au](mailto:leigh.northwood@nillumbik.vic.gov.au) or phone on 9433 3226.

Yours sincerely



**Rosa Zouzoulas**

**Executive Manager Community Safety and Planning**

Enc:

Explanatory Report

Schedule to Clause 35.04 and Schedules 1-5 to Clause 35.06

Instruction Sheet

## Media release

### **Amendment C131 to regulate earthworks in Nillumbik's green wedge**

22 April 2021

Clean fill dumping in the green wedge will soon be regulated if a proposed amendment to the Nillumbik Shire Planning Scheme is successful.

At Council's request, Victorian Planning Minister authorised the preparation of Amendment C131Nill to the Planning Scheme to regulate earthworks in the green wedge.

There is currently no one provision in Victorian Planning Schemes to regulate the deposit of clean fill on land, particularly in the peri-urban areas of Melbourne.

Amendment C131, which will apply to the Green Wedge Zone and Rural Conservation Zone, requires a permit for earthworks involving the receipt, importation, stockpiling or placement of more than 100 cubic metres of fill.

The amendment is now on public exhibition on Council's Participate Nillumbik website (link will be inserted here) until 3 June and anyone who is affected may make a submission to Council.

Nillumbik Mayor Peter Perkins said the large-scale dumping of clean fill had become a significant issue across the Shire as seen more recently in Chapel Lane, Doreen.

"This is also an issue faced by many peri-urban councils across Melbourne, who are watching this closely," Cr Perkins said.

"If successful we will be only the second council to have a mechanism to control earthworks in the Green Wedge – Hume Council was the first.

"I would like to reassure landowners that the amendment will not interfere with normal farming practices that generally involve less than 100 cubic metres of fill, but will give Council greater powers to regulate large-scale soil dumping in our beloved Green Wedge."



Bunjil Ward Councillor Karen Egan described clean-fill dumping as a red-hot issue for the Shire.

“This is to stop the dumping of soil on the scale of up to 300 trucks a day,” Cr Egan said. “It isn’t about landowners who are filling in a swimming pool or similar.”

Sugarloaf Ward Councillor Ben Ramcharan said he had received many complaints about soil dumping.

“This is about taking a stand and saying it’s not what we want in our Green Wedge Shire. We know our community loves the green wedge and wants to protect it.”

To view the amendment and for information on how to make a submission, go to [www.participate.nillumbik.vic.gov.au](http://www.participate.nillumbik.vic.gov.au)



## Notices

### Public Notices

## Notice of Preparation of Draft Annual Budget 2021/2022 and Proposed Mayoral and Councillor Allowances



### Draft Annual Budget 2021/2022

Brimbank City Council has prepared a Draft Annual Budget for the financial year commencing on 1 July 2021 and ending on 30 June 2022.

The Draft Annual Budget 2021/2022 is supported by the Draft Financial Plan 2021-2031 and Draft Revenue and Rating Plan 2021-2025.

The Draft Annual Budget, Draft Financial Plan and Draft Revenue and Rating Plan are available from 22 April 2021 until 19 May 2021 on Council's website [www.brimbank.vic.gov.au](http://www.brimbank.vic.gov.au)

### Proposed Mayoral and Councillor Allowances

In accordance with section 39 of the *Local Government Act 2020*, while performing their duties as an elected official, Mayors and Councillors are entitled to receive remuneration in the form of an allowance. The allowance must be within the category range set by the State Government.

Brimbank City Council is a Category 3 Council. The allowance range for a Category 3 Council, approved by the Minister:

Mayor: up to \$100,434 per annum

Councillor: \$13,123 - \$31,444 per annum.

In accordance with section 74(1) of the *Local Government Act 1989*, Council must review and determine the level of mayoral and councillor allowances by no later than the next 30 June after an election.

Council proposes to set the Mayoral and Councillor allowances for the 2020-2024 Council term at the maximum of the allowable range of Category 3, plus an amount equivalent to the Superannuation Guarantee Contribution (currently 9.5 per cent).

In accordance with section 74(4) of the *Local Government Act 1989*, a person has a right to make a submission under section 223 of the *Local Government Act 1989* in respect of a review of allowances. Anyone who wishes to make a submission may do so in accordance with the Draft Annual Budget submissions process.

### Have your say - Written submissions

In accordance with Section 223 of the *Local Government Act 1989*, a person may make a written submission about the Draft Annual Budget and proposed Councillor allowances. The closing date for written submissions is 5pm on Wednesday 19 May 2021.

You can make your submission:

**Online:** by visiting [www.yoursay.brimbank.vic.gov.au](http://www.yoursay.brimbank.vic.gov.au)

**Email:** [submission@brimbank.vic.gov.au](mailto:submission@brimbank.vic.gov.au)

**Post:** Consultation Council Budget

Brimbank City Council  
PO Box 70  
Sunshine VIC 3020

Anyone making a submission on the Draft Annual Budget, Draft Financial Plan, Draft Revenue and Rating Plan, and Councillor Allowances has the right to be heard by a Hearing of Submissions Committee. The Hearing of Submissions Committee will be held at 6pm on Wednesday 26 May 2021 at the Brimbank Community and Civic Centre, 301 Hampshire Road, Sunshine and, if required, a further meeting will be held at 6pm on Thursday 27 May, at Keilor Community Hub, 7048 Old Calder Highway, Keilor.

Anyone wishing to be heard in support of their submission should state so in their written submission.

Council will meet to consider adopting the Annual Budget 2021/2022, Financial Plan 2021-2031, Revenue and Rating Plan 2021-2025, and Mayoral and Councillor Allowances, at the Ordinary Council Meeting at 7pm on Tuesday 15 June 2021 at the Brimbank Community and Civic Centre, 301 Hampshire Road, Sunshine.

[www.brimbank.vic.gov.au](http://www.brimbank.vic.gov.au)

Helen Morrissey  
Chief Executive Officer

[www.brimbank.vic.gov.au](http://www.brimbank.vic.gov.au)

### TELSTRA IS PLANNING TO REMOVE A PAYPHONE

It is proposed that a card and coin payphone be removed from:  
Outside 1 Hudson Street, Moonee Ponds, VIC 3039  
(Payphone ID: 03937067X2)  
Currently, the next nearest payphone is located:  
Outside 205 Marlborough Road, Ascot Vale, VIC 3032  
(Payphone ID: 03937011X2)  
Reference Number: 45067

Telstra intends making a final decision on this proposal by:  
**8th June 2021**

To assist us in making a final decision, we invite your comments on this proposal. Please send us your comments in writing to:  
Telstra Payphone Siting Manager  
Locked Bag 4850 Melbourne VIC 3001  
Or by calling us on 1800 011 433 (selection Option 2)  
Or by email to [Payphones@team.telstra.com](mailto:Payphones@team.telstra.com)

For more information on payphone services (including any applicable payphone consultation document) see:  
<https://www.telstra.com.au/consumer-advice/payphones>

### TELSTRA IS PLANNING TO REMOVE A PAYPHONE

It is proposed that a card and coin payphone be removed from:  
Outside 2 Mackie Road, Bentleigh East, VIC 3165  
(Payphone ID: 03957900X2)  
Currently, the next nearest payphone is located:  
Inside Moorabbin Medical Centre  
823 Centre Road, Bentleigh East, VIC 3165  
(Payphone ID: 03957008X1)  
Reference Number: 45068

Telstra intends making a final decision on this proposal by:  
**8th June 2021**

To assist us in making a final decision, we invite your comments on this proposal. Please send us your comments in writing to:  
Telstra Payphone Siting Manager  
Locked Bag 4850 Melbourne VIC 3001  
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## Planning and Environment Act 1987 NILLUMBIK PLANNING SCHEME Notice of the preparation of an amendment Amendment C131

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Specifically, the request:

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- during office hours, at the office of the planning authority, Nillumbik Shire Council, Civic Drive, Greensborough VIC 3088; and
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Name and contact details of submitters are required for council to consider submissions and to notify such persons of the opportunity to attend council meetings and any public hearing held to consider submissions.

The closing date for submissions is 3 June 2021. A submission must be sent to:

Rosa Zouzoulas  
Executive Manager Planning and Community Safety  
Nillumbik Shire Council  
Civic Drive (PO Box 476)  
Greensborough VIC 3088

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Yours sincerely

Rosa Zouzoulas  
Executive Manager Planning and Community Safety



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MOORABOOL SHIRE COUNCIL  
ORDER MADE PURSUANT TO  
SECTION 25 OF THE  
**DOMESTIC ANIMALS ACT 1994**

Notice is given that the Moorabool Shire Council, at its meeting on 2 December 2020, resolved to exercise its power and make the following Order pursuant to section 25 of the **Domestic Animals Act 1994** imposing conditions on the presence of cats found at large outside the premises of the owner, or not securely confined to the owner's premises:

**Cat Curfew**

The owner of a cat must keep the cat securely confined to the owner's property and must not allow the cat to wander at large outside of the owner's property between the hours of sunset and sunrise.

'Sunset and sunrise' means 8.30 pm (sunset) to 7 am (sunrise) during Victorian daylight-saving time (DST) and 6 pm (sunset) to 7 am (sunrise) during non-daylight saving time.

'Owner' in respect of a cat has the same meaning as the **Domestic Animals Act 1994** and includes a person who keeps or harbours the animal or has the animal in his or her care for the time being whether the animal is at large or in confinement.

This Order takes effect from 1 July 2021.

DEREK MADDEN

**Planning and Environment Act 1987**  
**NILLUMBİK PLANNING SCHEME**

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ROSA ZOUZOULAS  
Executive Manager  
Planning and Community Safety

Creditors, next-of-kin and others having claims against the estate of any of the undermentioned deceased persons are required to send particulars of their claims to State Trustees Limited, ABN 68 064 593 148, of 1 McNab Avenue, Footscray, Victoria 3011, the personal representative, on or before 25 June 2021, after which date State Trustees Limited may convey or distribute the assets, having regard only to the claims of which State Trustees Limited then has notice.

CURTIS, Lillian Maria, late of 67 Blair Street, Coburg, Victoria 3058, deceased, who died on 12 August 2020. Date of Grant 7 April 2021.

DELLA BOSCA, Albert John, also known as Joe, also known as Joe Della Bosca, late of Unit 203, 70 Nicholson Street, Fitzroy, Victoria 3065, retired, deceased, who died on 6 December 2020.

GARDAM, Donald Roy, late of John Pickford House, 70 Lowe Street, Ararat, Victoria 3377, deceased, who died on 25 September 2020.

GATT, Reno, late of 43 Yalloum Street, Ardeer, Victoria 3022, deceased, who died on 12 September 2020.

HALL, Peter John, late of Mercy Place Lynbrook, 500 Evans Road, Lynbrook, Victoria 3975, retired, deceased, who died on 3 December 2020.

McLEAN, Victoria Alexa, late of The Mews Aged Care Facility, 2a Warburton Road, Camberwell East, Victoria 3126, retired, deceased, who died on 18 November 2020.

PARKINSON, Margery Virginia, late of Menarock Life Templestowe (Willowbrae), 81-85 Porter Street, Templestowe, Victoria 3106, pensioner, deceased, who died on 21 November 2020.

RITTER, Konrad Hans, late of 31 Frederick Street, Croydon, Victoria 3136, retired, deceased, who died on 2 March 2021.

WATTS, Arthur, late of 250 Kangaroo Ground-St Andrews Road, Kangaroo Ground, Victoria 3097, deceased, who died on 21 November 2020.

Dated 16 April 2021

Creditors, next-of-kin and others having claims against the estate of any of the undermentioned deceased persons are required to send particulars of their claims to State Trustees Limited, ABN 68 064 593 148, of 1 McNab Avenue, Footscray, Victoria 3011, the personal representative, on or before 28 June 2021, after which date State Trustees Limited may convey or distribute the assets, having regard only to the claims of which State Trustees Limited then has notice.

DAVIES, Beryl, late of Estia Wodonga, 240 Felltimber Road, Wodonga, Victoria 3690, deceased, who died on 20 May 2020.

GIBSON-COUSINS, Sandra Kay, late of Unit 5, 261 Liberty Parade, Heidelberg West, Victoria 3081, deceased, who died on 8 January 2021.

HASSAN, Muhammad Jaffar, late of 19 Redwood Avenue, Hampton Park, Victoria 3976, deceased, who died on 9 October 2018.

HEATHCOTE, Paul Robert, late of Blackwood Cottage Nursing Home, 52 Sydney Road, Beechworth, Victoria 3747, deceased, who died on 12 February 2021.

JOHNSON, Peter William, late of 143 Browns Road, Cranbourne South, Victoria 3977, deceased, who died on 15 July 2020.



Home / Amendment C131

THE AMENDMENT

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Amendment C131

Exhibition of Amendment C131 to the Nillumbik Planning Scheme – Amending the Planning Scheme to regulate Earthworks in the Green Wedge

**Land Affected by the Amendment**

The Amendment applies to land within the Green Wedge Zone and Rural Conservation Zone (Schedules 1 – 5).

**Purpose and Reason for the Amendment**

There is currently no one provision in Planning Schemes to regulate the deposit of clean fill on land particularly in the peri-urban areas of Melbourne.

Council resolved at its 28 July 2020 Ordinary Council Meeting (among other matters) that Council immediately request the Planning Minister to introduce into the schedule for Green Wedge Zone and Rural Conservation Zone a 100 cubic metre limit of clean fill.

Subject to a resolution by Council at its Ordinary Council Meeting on 28 July 2020, and subsequent further resolution of the Future Nillumbik Committee on 11 August 2020 officers lodged a request for authorisation of C131nill on 17 August 2020.

On 15 December 2020, the Minister for Planning gave authorisation for preparation of Amendment C131nill.

At its Ordinary Council Meeting on 23 March 2021 Council reaffirmed its support for the amendment.

A more detailed explanation for Council's proposed regulation of Earthworks in the Green Wedge is provided in the [Explanatory Report for Amendment C131](#) to the Nillumbik Planning Scheme.

Other amendment documents are:

[Notice of Preparation of Amendment C131 to the Nillumbik Planning Scheme](#)

[Instruction Sheet for Amendment C131 to the Nillumbik Planning Scheme](#)

Contact us

Civic Drive, Greensborough, Australia

PO Box 476, Greensborough VIC 3088, Australia  
Ph: 9433 3111  
Fax: 9433 3777

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TTY call 133 677  
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# Amendment C131 to regulate earthworks in Nillumbik's green wedge



Published on 22 April 2021

## Related information

[Participate Nillumbik](#)

Clean fill dumping in the green wedge could soon be regulated if a proposed amendment to the Nillumbik Shire Planning Scheme is successful.

At Council's request, the Victorian Planning Minister has authorised the preparation of Amendment C131 to the Planning Scheme to seek to regulate earthworks in the green wedge.



There is currently no one provision in Victorian Planning Schemes to regulate the deposit of clean fill on land, particularly in the peri-urban areas of Melbourne.

Amendment C131, which applies to the Green Wedge Zone and Rural Conservation Zone, requires a permit for earthworks involving the receipt, importation, stockpiling or placement of more than 100 cubic metres of fill.

The amendment is now on public exhibition on Council's [Participate Nillumbik](#) website where submissions can be made until 3 June 2021.

Nillumbik Mayor Peter Perkins said the large-scale dumping of clean fill had become a significant issue across the Shire as seen more recently in Chapel Lane, Doreen.

"This is also an issue faced by many peri-urban councils across Melbourne, who are watching this closely," Cr Perkins said.

"If successful we will be only the second council to have a mechanism to control earthworks in the Green Wedge – Hume Council was the first.

"I would like to reassure landowners that the amendment will not interfere with normal farming practices that generally involve less than 100 cubic metres of fill, but will give Council greater powers to regulate large-scale soil dumping in our beloved Green Wedge."

Bunjil Ward Councillor Karen Egan said clean-fill dumping had been a problem in the Shire for more than a decade.

"Residents deserve better and now something is finally being done to address this serious issue," Cr Egan said.

"This is to stop the dumping of soil on the scale of up to 300 trucks a day.

"It isn't about landowners who are filling in a swimming pool or similar. It's about looking after the land and the environment, as well as all our residents."

Sugarloaf Ward Councillor Ben Ramcharan said he had received many complaints about soil dumping.

"This is about taking a stand and saying it's not what we want in our Green Wedge Shire. We know our community loves the green wedge and wants to protect it."

To view the amendment and for information on how to make a submission, go to [Participate Nillumbik](#)

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Yours sincerely

**Rosa Zouzoulas**

**Executive Manager Planning and Community Safety**



# Amendment C131: Earthworks in the Green Wedge

By SANDI MILLER

AT NILLUMBİK Council's March meeting, Council voted to propose an amendment to increase regulation of earthworks in the Green Wedge.

As the *Diary* reported late last year, dumping of clean fill has become an issue across peri-urban areas of Melbourne.

Bunjil Ward Councillor, Karen Egan last July highlighted the damage caused to neighbouring properties and bushland when large scale dumping changes natural waterflows, creating ecological and water quality concerns.

"The effects of fill dumping in a Green Wedge Zone are not limited to the site of the works.

"The damage to surrounding

roads and infrastructure along with disruption to the local community can be considerable," Cr Egan said last year.

Cr Egan and Councillor for Sugarloaf, Ben Ramcharan championed the motion at the March 2021 meeting, which follows a similar planning amendment in the City of Hume.

Cr Egan said a recent case saw more than 300 trucks per day delivering soil to the site.

"This is not just a landowner filling in their swimming pool... this is mammoth ... with silt runoff into waterways and a total change to the landscape," she said.

Cr Ramcharan, told the meeting that the problem was a major issue for the Shire and that he received complaints

about illegal earthworks "left, right and centre".

"It is time we took a stand, it is not something we want for Nillumbik, it is not something we want for our Green Wedge Shire," said Cr Ramcharan.

Victorian Planning Minister Richard Wynne authorised the preparation of Amendment C131Nill, which will apply to the Green Wedge Zone and Rural Conservation Zone, and require a permit for earthworks involving the receipt, importation, stockpiling of more than 100 cubic metres of fill.

Nillumbik Mayor Peter Perkins said the large-scale dumping of clean fill had become a significant issue across the Shire as seen more recently in Chapel Lane, Doreen.

"This is also an issue faced by

many peri-urban councils across Melbourne, who are watching this closely," Cr Perkins said.

"I would like to reassure landowners that the amendment will not interfere with normal farming practices that generally involve less than 100 cubic metres of fill," he said.

The original proposal was made by the previous Council, and the current Council reaffirmed its support for the amendment at its March 23 meeting.

The amendment will be publicly exhibited on Council's Participate Nillumbik website: [www.participate.nillumbik.vic.gov.au](http://www.participate.nillumbik.vic.gov.au).

Council advised that dates are still being finalised, but the exhibition is expected to start late April, early May.



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Yours sincerely  
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Executive Manager Planning and Community Safety



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## Local News

### New courts at Macleod

The State Government has delivered four new and upgraded indoor and outdoor netball courts for the Macleod community.

Ros Spence, Minister for Community Sport, officially launched the new court developments at Nets Stadium, with a \$1.5 million Labor Government investment through the Community Sports Infrastructure Stimulus Program.

The two new outdoor courts come complete with lighting and roof structure, creating more opportunities for local netball to host training, development programs and local competitions day and night in any weather.

The upgrades will directly benefit the Banyule and District Netball Association and Macleod College students, who can also look forward to new timber sprung floors providing a better surface for indoor competitions.

Almost 2500 players signed up to play in local Netball Victoria competitions in Banyule. Nets Stadium now has two new outdoor courts and two upgraded indoor courts for players to showcase their skills.

"Sport is the lifeblood of Banyule and local communities across Victoria. As locals travel to Nets Stadium, we're making sure they have the facilities they deserve to play the sports they love," said Anthony Carlines, Ivanhoe MLA.



• Ros Spence, Minister for Community Sport

### New group for Y'bat, Plenty

A new community group is being formed for the Yarrambat and Plenty areas.

Cr Richard Stockman of Nillumbik Council is encouraging formation of the group, which had its first meeting on Monday night (Apr. 26).

"The aim was to get 50 residents out to the Plenty Views Golf Park. We ended up with 100," Cr Stockman told The Local Paper.

He said the meeting was the "biggest meet and greet of Blue Lake residents since the concerns about the 2019-2020 Plenty Gorge fire".

He explained the reasoning behind the group: "Every area seems to have one except Yarrambat and Plenty."

"This is one proud and giving community that is about to get a lot more representation," Cr Stockman said.



• Cr Richard Stockman pictured at Plenty Views.

### VCAT centre for Bundoora

Bundoora locals will be able to get their everyday legal matters heard and access services faster at a new Victorian Civil and Administrative Tribunal (VCAT) facility, thanks to support from the State Government.

Attorney-General Jaclyn Symes officially opened the new facility last week, which will resolve more cases faster in Melbourne's north-east and help clear the backlog caused by the Coronavirus pandemic.

The new site boasts the latest technology to enable more matters to be heard online, providing greater flexibility and capacity for hearings. Remote witness facilities for family violence cases will ensure victim-survivors can engage safely and comfortably with the tribunal.

It will provide alternative dispute resolution, including the Fast Track Mediation and Hearing program - a partnership between VCAT and the Dispute Settlement Centre of Victoria.

Bundoora is one of three new venues.

"This new purpose-built venue boasts the latest technology and facilities - providing the specialist assistance our local community needs to resolve disputes and reach timely outcomes," said Sheena Watty, Member for Northern Melbourne Division.



• Sheena Watty, Member for Northern Melbourne Division

## Local Theatre

### Shows

**Panorama Theatre Company:** Chitty Chitty Bang Bang Until May 16 at the Frankston Arts Centre, Davey St., Frankston. Directors: Nana and Robert Harvey. Musical Director: Peter Phan Nguyen; Choreographer: Natasha Harvey. Bookings: [www.artscentrefrankston.vic.gov.au](http://www.artscentrefrankston.vic.gov.au)

**The 1812 Theatre:** The Full Monty Until May 1 at The 1812 Theatre, 3 Rose St., Upper Ferntree Gully. Director: Pip Le Blond. Bookings: <http://www.1812theatre.com.au> 9758 3654

**Lividole Athenaeum Theatre:** Talking Heads (Three monologues by Alan Bennett) Until May 1 at 39-41 Castella St., Lilydale. Director: Alan Burrows. Bookings: 9735 1777 (Mondays, Tuesdays and Fridays 10am-2pm)

**Powderkeg Players:** Popcorn (by Ben Elton) Until May 1 at Dempsey Park Hall, 82 Phoenix St., North Sunshine. Director: Ash Weider. Bookings: [www.trybooking.com/BH1ZL](http://www.trybooking.com/BH1ZL)

**Elham Little Theatre:** I'll Be Back Before Midnight (by Peter Colley) Until May 1 at the Elham Performing Arts Centre, 1603 Main Rd., Research. Bookings: [www.elhamlittletheatre.org.au](http://www.elhamlittletheatre.org.au)

**Geelong Repertory Theatre:** Looped Until May 1 at the Woodin Theatre, 15 Coronation St., Geelong West. Director: Geoff Goskitt. Bookings: [www.geelongrt.org.au](http://www.geelongrt.org.au) or 5225 1200

**Mahvern Theatre Company:** Educating Rita (by Willy Russell) Until May 8 at 29 Burke Rd., Mahvern East. Director: Nicholas Opedika. Bookings: [www.mahverntheatre.com.au](http://www.mahverntheatre.com.au) 1300 111332

**Mordialloc Theatre Company:** Things I Know to Be True (by Andrew Bovell) Until May 8 at Shirley Burke Theatre, 64 Parkers Rd., Parkdale. Director: Geoff Arnold. Bookings: [www.mordialloctheatre.com.au](http://www.mordialloctheatre.com.au) or 9587 5141

**Cardinia Performing Arts Company (CPAC):** Priscilla Queen of the Desert - The Musical Until May 7 at the Cardinia Cultural Centre, Pakenham. Director: Scott Hill; Musical Director: Ben Heale. Choreographer: Kristy Hamburn. Bookings and information: [www.midsumma.org.au](http://www.midsumma.org.au)

**Theatre of the Damned:** Side Show April 29 - May 7 at the Sherrin Performing Arts Centre, 379 Ryne St., Geelong. Tickets: \$37.50. Bookings: [theatreofthedamned22@gmail.com](http://theatreofthedamned22@gmail.com) or 0427888433 or <http://www.trybooking.com/BGCHA>

**Heidelberg Theatre Company:** A Short Season of Play-Readings Play One: Love in Lockdown by Bob Ivers, April 30 at 8.00pm, May 1 at 2.00pm at Heidelberg Theatre, 36 Turinham Ave., Rossburn. Director: Rob Tyers. Play Two: Guardian Angel: A Modern Miracle by Gavin Williams, May 2 at 2.00pm, May 7 at 8.00pm. Director: Gavin Williams. Play Three: Tinderella: Sex and Slushy by Jochem Matsche, May 8 and 9 at 8.00pm. Director: Jochem Matsche. Tickets: \$10. Bookings: [www.heidelbergtheatre.com.au](http://www.heidelbergtheatre.com.au) 9457 4117 with booking requirements.

**CLOC Musical Theatre (CLOC):** Priscilla Queen of the Desert - The Musical April 30 - May 22 at the National Theatre, St Kilda. Co-Directors: Lynette and Chris White. Choreographer: Lynette White. Musical Director: Andy McCallum. Bookings: [www.cloc.org.au](http://www.cloc.org.au)

**Boiradale Production Line Theatre Company:** Mamma Mia! May 7-23 at Forge Theatre and Arts Hub, 80 McKeam St., Boiradale. Directors: Hayley Treasuer and Smith. Tony Porter Bookings: <http://www.trybooking.com/7events/> [landingshow-706757](http://landingshow-706757)

**The Mount Players:** Too Many Crooks (A radio play by Christine Rodden. Jean New, narrated by Michael Portman) May 14-30 at the Mountview Theatre, 56 Scruff St., Macedon. Director: John Rowland. Adapted for radio by John Rowland. Bookings: [www.themountplayers.com](http://www.themountplayers.com)

**Beaumaris Theatre:** Anne and Gilbert the Musical May 21-30 at Beaumaris Theatre, 82 Wells Road, Beaumaris. Director: Debbie Key. Musical Director: Harrison Ewart-Dutt. Choreographer: Bronie French. Tickets: \$35/\$32. Bookings: [www.beaumaristheatre.com.au](http://www.beaumaristheatre.com.au)

# Observer

Published statewide weekly in the Melbourne Observer and all editions of The Local Paper.  
Phone: 1800 231 311. Email: [editor@MelbourneObserver.com.au](mailto:editor@MelbourneObserver.com.au)

WEDNESDAY, APRIL 28, 2021



• Elena Gabouri in Aida. See Julie Houghton's (at right, this page).

## Child of Now

A groundbreaking, technology-driven public art commission titled *Child of Now* will open large over Hauser Hall, Melbourne for 10 days in 2021.

The work calls on 14,400 Melbourne residents to create, shape and nurture a vision of the future for an imagined child born in 2021.

The large-scale, interactive augmented reality child will be represented as a 100-metre-high virtual being residing atop of Hauser Hall, visible on digital screens and mobile devices.

This mammoth undertaking, currently in the first stage of its development, is an interdisciplinary collaboration of arts and computer science.

The *Child of Now* will age from 0 to 100 years over an epic 10-day performance. Across each of these days, the *Child of Now* will live a "normal" day - waking, playing, communicating, interacting and dreaming across each 24-hour cycle.

On the tenth day, the *Child of Now* will be 100 and go to sleep for a final time at a candle-lit vigil attended by thousands of visitors and watched online by thousands more around the world.

Some 14,400 people from Melbourne's diverse population will collectively set the vision for a more equitable, sustainable, peaceful and inclusive future for the *Child of Now*. 14,400 represents the number of minutes in 10 days.

Walton, Coleman and a team of technology specialists from the University of Melbourne will collaborate with the public to give life to the moving image via volumetric body scanning and interactive extended reality technologies in this compelling public artwork.

*Child of Now* will result in the largest and most diverse portrait of Melbourne's population ever created, generated from the thousands of participants' faces, gestures and dreams.

For the first time, audience members will have the opportunity to become the *Child of Now* via a volumetric 3D body scan and virtual reality experience.

*Child of Now* will result in the largest and most diverse portrait of Melbourne's population ever created, generated from the thousands of participants' faces, gestures and dreams.

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For the first time, audience members will have the opportunity to become the *Child of Now* via a volumetric 3D body scan and virtual reality experience.

## Observations

### Aida

After more than a year of no Opera Australia at the State Theatre, the company is back with a bang.

Opening at the State Theatre on May 6 is Opera Australia's *Aida*, its first fully original production.

While you can be assured that the singers will be gloriously live, the magic of technology will take us to the world of Egypt in a way we have never experienced before.

Opera Australia's Artistic Director, Lynden Terracini promises that we are going to be wowed with this production of the Vech classic.

"Aida has a huge cast, the singing, the score and the music are all amazing, the costumes are stunning and with the digital screens, the result is nothing short of spectacular," heenthurst.

So what will the audience see on the first night of *Aida*?

There will be 10 huge LED screens, with ever-changing floor to ceiling set pieces present video design that ranges from rich symbolism to vivid landscapes.

Bringing the magic of Verdi's music to us are American soprano Leah Crocetto as Aida, tenor Stefano La Colla as Radames, and French-Rustian mezzo-soprano Elena Gabouri, with basses Alexander Vinnogradov and David Parkin (you may recall him as the winner of *Operantia* Or several years ago on ABC TV) and baritone Michael Honeyman.

Aida has been a winner ever since its premiere in 1871, and follows the story of the beautiful slave girl Aida, who is attracting more than her share of attention when it comes to love.

To know the rest of the story, head to the State Theatre between May 6 and May 21.

To book tickets, visit [www.opera.org.au](http://www.opera.org.au) or call 9685 3700.

- Julie Houghton

### From Column at left

### Shows

**Rosebud Theatre Company:** Arsene and Old Lace (by Joseph Kesselring) May 20-30 at the Roschind Memorial Hall. Director: Isaac Schmidt. Cabaret seating (Tables of 8) Friday and Saturday nights. Traditional seating Sunday matinees. Bookings: <http://astral.org.au/index/>

**Strathmore Theatrical Arts Group (STAG):** A Midway of Monologues May 20-29 at the Strathmore Community Theatre, Loosman St., Strathmore. Director: Brian Edmond. Tickets: \$20/\$15. Bookings: [www.stagtheatre.org](http://www.stagtheatre.org)

**MLOC Productions:** Keeping Up Appearances (by Roy Clarke) June 3-12 at Kingston City Hall, Moorabbin. Director: Jane Curt. Bookings: [www.mloc.org.au](http://www.mloc.org.au)

- Cheryl Threadgold

### Auditions

**Phoenix Theatre Company:** We Will Rock You (by Queen and Ben Elton) Auditions open on September 1st. Director: Rickie Macdonald. Vocal Director: Kristy Adamopoulos. Band Directed by Peter Verhagen. Audition information: [www.phoenixtheatrecompany.org](http://www.phoenixtheatrecompany.org)

**Encore Theatre Company:** Vigil by Morris Panych May 1 at 2.00pm, May 2 at 7.30pm at Pleinair Hall, 31-39 Highland Avenue, Oakleigh East. Director: David Collins. Audition Bookings: [dvcolins6@gmail.com](mailto:dvcolins6@gmail.com) or 0423505980

**Legends of the Sides (LOTS) Theatre:** Series Nine Open readings/auditions on Monday, May 17 and Wednesday May 19, 7.00pm-9.00pm in Mordialloc. Director: Maggie Morrison. Audition Bookings: 940572724 or email: [maggie07@beyond.net.au](mailto:maggie07@beyond.net.au)

**Peridot Theatre:** Hypocrite (by David Tistram) June 6 at 1.00pm, June 7 at 7.00pm at M1 Waverley Secondary College, Leichte Rd., Mt Waverley. Director: Pip Le Blond. Audition Bookings: [pip@leichte@gmail.com](mailto:pip@leichte@gmail.com) or 0400350792

- Cheryl Threadgold

**Social Media Posts**

**Monday 25 May or over the weekend.**

Submissions are closing soon on a proposed planning scheme amendment that seeks to regulate earthworks in Nillumbik's Green Wedge.

If approved, Amendment C131, which applies to the Green Wedge Zone and Rural Conservation Zone, will require a permit for earthworks involving the receipt, importation, stockpiling or placement of more than 100 cubic metres of soil.

The amendment is on exhibition at [www.participate.nillumbik.vic.gov.au/C131](http://www.participate.nillumbik.vic.gov.au/C131) and submissions close on Thursday 3 June 2021.

**Sunday 30 May**

Submissions about proposed Amendment C131 to the Nillumbik Planning Scheme will close this Thursday 3 June.

The amendment, which applies to the Green Wedge Zone and Rural Conservation Zone, seeks to regulate earthworks in the green wedge.

If approved, it will require a permit for earthworks involving the receipt, importation, stockpiling or placement of more than 100 cubic metres of soil.

You can view the amendment and make a submission at [www.participate.nillumbik.vic.gov.au](http://www.participate.nillumbik.vic.gov.au)



## Regulation for earthworks

**Clean fill dumping in the green wedge could soon be regulated if a proposed amendment to the Nillumbik Shire Planning Scheme is successful.**

At Council's request, the Victorian Planning Minister has authorised the preparation of Amendment C131Nil to the Planning Scheme to seek to regulate earthworks in the green wedge.

If approved, the amendment, which applies to the Green Wedge Zone and Rural Conservation Zone, will require a permit for earthworks involving the receipt, importation, stockpiling or placement of more than 100 cubic metres of fill.

It is on public exhibition on Council's Participate Nillumbik website where submissions can be made until 3 June 2021.

Mayor Peter Perkins said the large-scale dumping of clean fill had become a significant issue across the Shire as seen more recently in Chapel Lane, Doreen.

"I would like to reassure landowners that the amendment will not interfere with normal farming practices that generally involve less than 100 cubic metres of fill, but will give Council greater powers to regulate large-scale soil dumping in our beloved Green Wedge."



**Stay up-to-date**  
at [participate.nillumbik.vic.gov.au/c131](https://participate.nillumbik.vic.gov.au/c131)

## Shaping our future

Thanks to everyone who took part in Our People Our Place Our Future community engagement project

We heard from more than 2000 people during our consultation program that will help inform a set of key strategic planning documents. We wanted to know what was important to our community in relation to their wellbeing, neighbourhood and surrounds now and into the future.

The top 'people' priorities were:

1. Inclusion – opportunities for all, accessible community and health services, support for children and families
2. Mental and physical wellbeing, active lifestyles
3. Education and lifelong learning, local business mix.

The top 'place' priorities were:

1. Public amenities, parks and playgrounds, clean and inviting spaces
2. Housing – protection of local heritage, eco-friendly design and ageing in place
3. Open space and sustainability.

Community connection and social inclusion were considered very important. Life-long learning, volunteering, social and sporting groups were seen as key to community



connection along with easier access to public and community transport. Encouraging outdoor activities was valued as important for physical and mental health.

High value was given to Nillumbik's Green Wedge and the natural bushland environment.

We are now using community feedback to develop a Council Plan, Community Vision, Health and Wellbeing Plan and Financial Plan. These draft documents will go on public exhibition from July to September prior to final adoption in October.

To keep up to date with the project or to download a copy of the engagement findings report go to [participate.nillumbik.vic.gov.au/our-future](https://participate.nillumbik.vic.gov.au/our-future).



**Stay informed!** Sign up to Participate Nillumbik today at [participate.nillumbik.vic.gov.au](https://participate.nillumbik.vic.gov.au)



An artist's impression of the corner of Main Road and Arthur Street, Eltham.

## New \$5m plan to cut traffic

A new project to reduce traffic congestion in the Eltham Activity Centre is being funded with \$5 million from the Federal Government.

The Urban Congestion Fund project will include a range of transport improvements to create a more pedestrian-friendly and connected Eltham activity centre. The initiatives will encourage more sustainable ways of travelling including public transport

and walking in an effort to ease traffic congestion in the area.

Concept drawings are being finalised in preparation for community consultation soon, subject to Council endorsement.

You can register to stay informed about this project at our Participate Nillumbik website, [participate.nillumbik.vic.gov.au/congestion-busting](https://participate.nillumbik.vic.gov.au/congestion-busting)

### Submissions to Amendment C131 Earthworks in the Green Wedge

Number	Position	Summary
1	Support	*Increased and significant environmental damage, *Import of invasive weeds, *Would like lower threshold but accepts 100 cubic meters sensible.
2	Support	*Narrow roads not designed for trucks, *Road edge and surface damage, *Near misses *Environmental damage
3	Support	*Environmental damage/potential contamination, *Road safety issues, *Amenity of local residents being impacted, *Destruction of local infrastructure in the community. *Important that amendment should not restrict the ability of landowners to accept land fill for genuine, property specific projects.
4	Object	*Further strategic work should be undertaken to determine what is an appropriate trigger (quantum of cubic metres), and whether this should be variable (based on land size etc.) to ensure a regulatory burden is not created for all parties for small scale earthwork projects / land management activities. • Should new permit triggers of a justified threshold ultimately be introduced, there should be transitional provisions included for earthwork projects reasonably commenced prior to the approval date do not trigger a planning permit. • It is clarified that the import and use of fertiliser materials to improve soil quality (e.g. mix of manure, lime, blood and bone, gypsum and the like) does not constitute earthworks. • Appropriate exemptions should be provided for the repair/rebuilding of dams. • Further work on the proposed Amendment is required to reasonably preserve existing rights, provide certainty and resolve ambiguity
5	Support	*Reducing the threshold by half to 50 tonne without permit. *Refuse permit exchanged sodium percentage is greater than 6% *Refuse permit if proposed imported soil is dispersive as determined by Emerson Slaking & Dispersion test results.
6	Support	Should there be a limit on how many times the 100 cubic metres can be imported without a permit?
7	Support	*Changes the environment, *Altering stream patterns, *Encouraging erosion and dust, *Affects the peace and quiet for nearby residents.
8	Object	*Started an earth berm that he would like to complete as a noise barrier from traffic and motorbike noise from adjacent properties.
9	Support	*Council must now lobby Victorian State Government to allow increased levels of fining into e.g. +++\$100,000's /per instance /per property, if necessary per hour or day or as punitively as possible. *Lobby for any retrospective fining *Destroying the road surface *Water table impact with the repeated massive dam earthworks *Individual purchasing multiple properties and moving materials around properties.
10	Support	*Negative environmental, landscape and amenity impacts, *Support the proposed 'permit trigger' of more than 100 cubic metres of fill, *Agree that Amendment C131nill supports the Planning Policy Framework, the Local Planning Policy Framework and the Municipal Strategic Statement of our Planning Scheme and is consistent with relevant State policies.

Submitter 1

From: [REDACTED]  
Sent: Monday, 31 May 2021 5:00 PM  
To: Nillumbik <[nillumbik@nillumbik.vic.gov.au](mailto:nillumbik@nillumbik.vic.gov.au)>; Carl Cowie <[Carl.Cowie@nillumbik.vic.gov.au](mailto:Carl.Cowie@nillumbik.vic.gov.au)>;  
Peter Perkins <[Peter.Perkins@nillumbik.vic.gov.au](mailto:Peter.Perkins@nillumbik.vic.gov.au)>  
Subject: Planning dept. Submission to C131

To Whom it may Concern

***Amendment C131***

I support the Amendment and thank Nillumbik Shire Council for its diligence in attending to the vexed issue of soil dumping in the Green Wedge and Rural Conservation Zones of Nillumbik.

Clearly this Amendment is consistent with the Municipal Strategic Statement, the provisions of the Nillumbik Planning Scheme and State Planning Policy and long overdue.

I am personally aware of places in the RCZ where excessive dumping of soil has occurred and indeed is still occurring. In one site the landowner appears to be trying to fill the entire gully. Environmental degradation is happening all over our Shire and watercourses being polluted.

Another problematical result of this indiscriminate soil dumping is the introduction of invasive weeds. We had never encountered the Scotch thistle on our RCZ land until a landowner up the road from us imported quantities of soil. Though this was competently dealt with by Council at the time we are still occasionally removing Scotch thistles from our land decades later.

Social media posts regularly attest to the frequency of this activity occurring though in many cases people are afraid to draw public attention to this travesty for fear of reprisals. For this reason I cannot stress enough the importance of this regulation AND its enforcement when it is included in the Nillumbik Planning Scheme.

Though I believe that the "permit trigger" of more than 100 cubic metres is too great, I believe it would be difficult to achieve a smaller amount and so support this measure.

I am sure the local Community Groups will be able to provide Council with addresses where these activities are occurring so that they may be dealt with in future.

Thank you for the opportunity to comment.

Yours truly,

[REDACTED]

[REDACTED]

Submitter 2

From: [REDACTED]  
To: [Strategic Planning](#)  
Subject: C131 Submission  
Date: Wednesday, 2 June 2021 1:37:30 PM

---

We make this submission in support of proposed Amendment C131 on the following basis:

#### **Background**

Significant earthworks in Camelot Close, Research, over the past 2 years, have resulted in the transport and stockpiling in excess of 1000 cubic metres of soil to a nearby property at [REDACTED]. At that time, 20T dump trucks ran along Bells Hill Rd between those two properties over many days as frequently as every 30-40 minutes. These works had been carried out in bursts of days and sometimes weeks over the past 2 years and they are still happening today.

Bells Hill Road is a minor, narrow road with several blind corners and no footpaths. It is very popular with cyclists and walkers. Because of the lack of footpaths and no free space on either side of the road in the areas of the blind corners, pedestrians are obliged to walk on the road.

#### **Un-regulated Impacts**

The frequent heavy trucks greatly contributed to the breakdown of road edges and the surface in many places.

In addition, the trucks left soil on the road near Eltham College requiring frequent use of a road sweeper and washing of the surface to reduce the slip hazard.

The additional traffic, particularly at busy times of school drop-off and pick-up, also creates an extra safety hazard. We have witnessed many 'close encounters' between the trucks and other vehicles because of this additional truck traffic - often with high potential for head-on collisions and fatal consequences.

We can only speculate about the severe environmental impacts of the removal and stockpiling of such significant amounts of soil, however it is highly likely to be significant.

#### **C131 Impacts**

Had the proposed C131 amendment been in place at the time, a properly considered plan could have been imposed for the traffic route, and its impacts, and it is also extremely unlikely the scale of the earth works and removal and stockpiling of soil, would have been permitted without many objections and/or penalties imposed.

There need to be significant, and meaningful, penalties available for breaches of this amendment to deter works on this enormous scale.

[REDACTED]

Submitter 3

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

June 2, 2021

### Land Fill Planning Amendment C131

#### 1.0 Introduction

I support the proposal to introduce a Planning Amendment C131 to control Land Fill on Private property.

This is an important issue that has significant implications in terms of outcomes related to environmental damage, road safety, amenity of local residents, destruction of local infrastructure in the community.

This submission is based on personal experience of a local land fill "operation", however, I believe that the concerns and issues I express apply equally to any site used for such purposes across the shire of Nillumbik .

My personal experience is of a property at [REDACTED] has been receiving fill since approximately May 2020. The trucks delivering this fill travel past my residence on Hildebrand Rd (made road), continue along Jacksons Rd (dirt road) and then turn up Bald Spur Rd (dirt road).

In Feb this year, I contacted the Nillumbik Planning Department in response to a planning permit that had been issued for [REDACTED]. The permit was for a residential house and associated outbuildings. My enquiry related to the ongoing flow of trucks along Hildebrand Rd delivering fill to the property since around May 2020. The person I spoke to in the Department said "the landowners were not supposed to be doing that" and he would speak to them "again" and be "more firm this time" (what ever that means). Clearly, under the current planning laws, there is very limited action that Council can take as little has changed in terms of truck traffic.

#### 2.0 Environmental Contamination

My observation of passing trucks heading towards this property suggest a range of fill including loads appearing to contain topsoil, rubble and ground cover (including vegetation). At present there is no authority responsible for checking and no way to certify that the fill being delivered is either "clean" (a definition of which I cannot identify) or not "contaminated". Viewing the publicly available VicPlan Planning Property Report information for this property, it is clear that there are outflows off this property into the Diamond Creek, but without some form of formal oversight of the land fill/dumping process there can be no guarantee that there will not be contamination issues of the Diamond Creek or wider environs.

If contaminated fill is dumped on this property it may be years before contaminants leach out and impact the local environment, including the diamond creek. Between the potential time delay and the forensic activity required to track down the undocumented source of any such contamination, it is highly unlikely that anyone will be held accountable and significant cost will be incurred by the

public purse to achieve any form of remediation. As a matter of principle, prevention of environmental problems is always preferable to remediation.

### **3.0 Road Safety**

Hildebrand Rd, Jacksons Rd, Bald Spur Rd and in fact most roads in the Shire of Nillumbik are not designed to accommodate high volume traffic of large trucks. Nillumbik Shire have a policy of not clearing roadside verges on many minor roads and do minimal clearing of overhanging vegetation. The landfill truck drivers tend to stick to the middle of these minor roads because of the overhanging roadside vegetation and they quickly learn where to increase speed to get up the hills. It is likely that these drivers are also under time pressure to complete trips as the speed at which some travel seems inappropriate to the road conditions.

This is a dangerous combination on roads not made for this type of traffic. The land fill operation at [REDACTED] has been sporadic over the last 12 months, however, at their peak there have been an average of 4 trucks/hr delivering fill. With return trips, this works out at about a truck every 10 min.

The minor roads in the shire typically do not have footpaths or roadside walking tracks so the roadside shoulder is used by walkers, joggers, cyclists, horse riders etc. This volume of truck traffic, and their driving behaviour, on an ongoing basis, represents a recipe for disaster.

To highlight the problem of these large trucks on minor roads, I submit two short dash cam videos (Approaching Truck Hildebrand Rd.MP4 and Approaching Truck Jacksons Rd.MP4) of my own driver experience when encountering these trucks. Multiply this experience by a truck up to every 10 minutes and I contented an accident is inevitable.

### **4.0 Loss of Amenity**

The land fill traffic has been sporadic over the last 12 months and has generally seemed to run in "campaigns" where large numbers of trucks operate for a period of days or weeks and then stop. This type of truck activity is not related to a specific landowner project such as driveway or menage construction (which has an obvious timeline end point). Rather, this type of truck activity is open ended and unless mitigated in some fashion will likely become an ongoing feature of the area.

As discussed previously, at its peak, an average of a truck movement every 10 minutes results in a significant loss of amenity due to the noise of fully loaded trucks labouring to negotiate the road and inclines, the significant noise of air brakes as they rush back empty for the next load, the significant dust generated on unmade roads, and the general road hazard experienced by pedestrians, horse riders, cyclists etc. This seems to be incompatible with the concept of a Rural Conservation Zone.

I have attached dashcam video of 1 truck travelling at speed along Jacksons (Following Truck Jacksons Rd.MP4) to give an indication of the dust generation and road hazards posed by these vehicles. Clearly where trucks are moving in the order of every 10 minutes the loss of amenity and hazards are significant.

### **5.0 Damage to infrastructure**

It seems very unfair that these landowners are likely profiting from the activity of accepting land fill, while the roads that are not constructed to support the volume/weight of traffic are being destroyed. Rate payers that conduct building works, regardless of whether it is a personal residential development or a commercial development are required to pay an Asset Protection Fee to council to cover the cost of any damage caused to local infrastructure. Land owners that profit from

commercial land fill activities are currently not required to cover the cost of damage that they cause to council infrastructure. There are numerous examples of damaged asphalt on Hildebrand Rd, particularly where trucks need to change gear, and last winter, while council road equipment were grading Jacksons Rd, land fill trucks were simultaneously travelling up and down the road causing more damage.

**6.0 General Comments related to the proposed Amendment.**

There is clearly a need for the ability of Nillumbik Shire to proactively stop the unregulated, open ended commercial delivery of fill to private land sites in Nillumbik purely for the purpose of disposing of land fill. The current method of attempting to control commercial land activities, after the fact, by appealing to VCAT is entirely unsatisfactory as it results in significant delays, costs, uncertainty, loss of amenity, environmental damage and stress to local residents. Whilst the highest profile example in Nillumbik Shire, Chapel Lane is but one example of these activities in the Shire.

Any amendment to the Planning Regulations should not restrict the ability of landowners to accept land fill for genuine, property specific projects; for example, landscape recontouring, driveway construction, menage construction, filling of pools, dams etc.

3 June 2021

Nillumbik Shire Council  
PO Box 476  
GREENSBOROUGH VIC 3088

By email: [strategic.planning@nillumbik.vic.gov.au](mailto:strategic.planning@nillumbik.vic.gov.au)

Dear Sir / Madam,

**AMENDMENT C131 TO THE NILLUMBİK PLANNING SCHEME**

We act on behalf of [REDACTED], the owner of land at [REDACTED].

On behalf of our client, we make the following submissions to Amendment C131 ('the Amendment') to the Nillumbik Planning scheme.

The Amendment proposes to introduce new planning permit triggers for earthworks within the Green Wedge and Rural Conservation Zones.

**General observations**

The desire to regulate works and development generally in the context of planning policy settings which broadly seek to protect green wedges from inappropriate development, is understood.

The explanatory report cites 'dumping' practices as a specific concern.

Earthworks are defined under the VPPs as "*Land forming, laser grading, levee banks, raised access roads and tracks, building pads, storage embankments, channel banks and drain banks and associated structures.*"

As Council is aware, our client conducts land management activities and earthworks as part of its reasonable use and enjoyment of its property, to enhance the quality and presentation of the land, and to maintain dams on site.

Our client also fertilises the land to improve soil quality, an activity which does not constitute earthworks per se.

We note earthworks are typically exempted from permit requirements under other environmental overlays where the loss of flood plain capacity is avoided and where sediment discharge to creeks and waterways is avoided.

There is a concern therefore that the proposed changes may lead to over regulation, and may have similar unintended consequences of regulatory burden more broadly. Therefore the introduction of new and potentially arbitrary planning permit triggers (with a very low threshold in terms of cubic metres) requires careful consideration, particularly in circumstances where wholesale application across multiple zones is contemplated (rather than to specific areas through area specific overlays).

The exhibited materials do not include any background work providing a basis for determining the specific triggers proposed. Nor is any basis provided in terms of specific objectives, or policy guidance to inform application materials or assessment parameters in light of the issues the amendment seeks to address.

Planning & Property Partners Pty Ltd  
ABN 63 343 015 948  
Legal Directors: Mark Naughton, Chris Taylor & Nicholas Sutton  
Non-Legal Directors: Paul Little, Nicholas Touzeau, Johan Moylan & Zoe Cochrane

13/1 Collins Street, Melbourne VIC 3000  
Telephone: +61 3 8626 9000  
Email: [admin@pppartners.com.au](mailto:admin@pppartners.com.au)  
[www.ppppartners.com.au](http://www.ppppartners.com.au)



In light of our client's experience and the scale of the land involved, where quantum's of fill (and fertiliser materials) significantly in excess of 100m<sup>3</sup> have regularly been used without impacting scenic values and without causing any offsite impacts, the proposed threshold raises concern.

Our client submits that such activities as carried out to date should be able to be freely continued without the imposition of onerous and costly regulatory processes.

#### **Submissions**

On the basis of initial review of the exhibited materials our client submits:

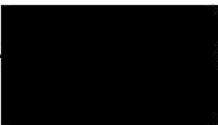
- Further strategic work should be undertaken to determine what is an appropriate trigger (quantum of cubic metres), and whether this should be variable (based on land size etc) to ensure a regulatory burden is not created for all parties for small scale earthwork projects / land management activities.
- Should new permit triggers of a justified threshold ultimately be introduced, there should be transitional provisions included for earthwork projects reasonably commenced prior to the approval date do not trigger a planning permit.
- It is clarified that the import and use of fertiliser materials to improve soil quality (e.g. mix of manure, lime, blood and bone, gypsum and the like) does not constitute earthworks.
- Appropriate exemptions should be provided for the repair/rebuilding of dams.
- Further work on the proposed Amendment is required to reasonably preserve existing rights, provide certainty and resolve ambiguity.

#### **Conclusion**

Thank you for consideration of the issues raised in this submission.

We would be pleased to discuss this matter at Council's convenience, wish to reserve the right to expand upon the submission, and request to be kept informed of any further progress on the proposed Amendment.

Yours faithfully,



Partners Pty Ltd

Submitter 5

**From:** [REDACTED]  
**To:** [Strategic Planning](#)  
**Subject:** Fw: Submission No 2 - Amendment C131 from [REDACTED]  
**Date:** Thursday, 3 June 2021 9:18:08 PM

---

I correct my contact email address. Txs

Regards [REDACTED]

----- Forwarded message -----

**From:** [REDACTED]  
**To:** [strategic.planning@nillumbik.vic.gov.au](mailto:strategic.planning@nillumbik.vic.gov.au) <[strategic.planning@nillumbik.vic.gov.au](mailto:strategic.planning@nillumbik.vic.gov.au)>  
**Sent:** Thursday, 3 June 2021, 09:13:52 pm AEST  
**Subject:** Submission Amendment C131

03 June, 2021

TO

Rosa Zouzoulas

Executive Manager Planning and Community Safety Nillumbik Shire Council

Civic Drive (PO Box 476), Greensborough VIC 3088

FROM

[REDACTED]

of [REDACTED]

[REDACTED]

[REDACTED]

in consultation with [REDACTED], *wastewater chemist and runoff management specialist.*

Team,

I support the Purpose of this amendment and am on record in expressing concern about the limited powers Council has to control and manage the dumping of large quantities of excavated soil on rural properties in the Shire.

My concern remains that many of the source sites may be characterised by sodic and dispersive soils from the north and west of the municipality.

These soils jeopardise the environment and good management of our land and waterways.

[Submission](#)

ONE

Allowing dumping of 100 tonne quantities of potentially poor soil dotted over our rural region with a permit is likely to be an ineffectively high trigger.

I suggest Council consider reducing the threshold by half to 50 tonne without permit.

TWO

The permit process needs soil report thresholds to facilitate the approval process:

- Refuse permit exchanged sodium percentage is greater than 6%
- Refuse permit if proposed imported soil is dispersive as determined by Emerson Slaking &

Submitter 5

Dispersion test results.

ENDS

Submitter 6

**Proposed Amendment C131 to Nillumbik Planning Scheme**

**Submission from** [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Email: [REDACTED]

Date: 3<sup>rd</sup> June 2021

I thoroughly support this amendment and thank Council for addressing this issue, which last year became more widespread, raising many concerns.

I have **one concern** though, perhaps more of a query. As far as I can understand, a landholder could tomorrow import 100 cubic metres of soil without a permit. Could he/she then import another 100 cubic metres next week/ Or next month? Should there be a limit on how many times the 100 cubic metres can be imported without a permit? Or is this covered elsewhere?

Thanks for initiating this amendment.

[REDACTED].

Submitter 7

**From:** [REDACTED] on behalf of [REDACTED]  
**To:** [Nillumbik](#)  
**Cc:** [REDACTED]  
**Subject:** Submission C131  
**Date:** Thursday, 3 June 2021 10:05:56 PM

---

### **Amendment C131 to Nillumbik Planning Scheme Submission (Proposed)**

I support this amendment to limit the dumping of fill in Green Wedge locations like Chapel Lane. Clearly this practice profoundly changes the environment as well as altering stream patterns and encouraging erosion and dust,  
It also significantly affects the peace and quiet for nearby residents.

[REDACTED]  
[REDACTED]  
[REDACTED]

Submitter 8

**From:** [REDACTED]  
**Subject:** [REDACTED] [Planning](#)  
**Date:** Amendment C131 Submission  
Friday, 4 June 2021 6:03:07 PM

---

I do not believe a permit should be required for earth works on private land.

I have started an earth berm on my 20 acre property contoured to my land which I would like to complete, as a noise barrier from traffic noise and motor bike noise from adjacent properties. Given the speed the 80kph speed limits on roads behind my proper on road surfaces which are high friction, it has become necessary for me to undertake some remediation of this noise to enjoy my property.

As for motor bike noise from properties, previous complaints to Council from other Rate Payers on restrictions in hours of use have been dismissed by Council. At the time it was reported in the Leader Newspaper the Councils position was ratepayers should be able to use the land as they see fit.

I would like to have these same rights in my approach to noise reduction.

Regards

[REDACTED]  
[REDACTED]  
[REDACTED]

Submitter 9

**From:** [REDACTED]  
**To:** [Nillumbik](#)  
**Subject:** Submission for Amendment C131 to the Nillumbik Planning Scheme to Regulate Earthworks in the Green Wedge  
**Date:** Friday, 4 June 2021 3:41:37 PM

---

**Planning Scheme Amendment C131**

Having witnessed extensive, prolonged, wanton and reckless destruction of environment by the owner of [REDACTED], where 1000's of tons of clay and top soil have been very deliberately moved from that property to [REDACTED] property, and back again, via Bells Hill Rd, in so doing destroying the road surface. [which has recently been resurfaced but still his trucks use it].

As well, all the dead, very large eucalyptus habitat trees right across [REDACTED] property were ripped out and left along the top of the ridge [still there] not long after property was purchased. [REDACTED] did nothing.

Now the property east of [REDACTED] has received the same treatment, where massive amounts of topsoil and clay have been pushed around.

Unfortunately the property [REDACTED] directly to west of [REDACTED] is up for grabs, so no doubt the owner of adjoining [REDACTED] will purchase that as well and trash that property too.

So, in the first instance is there anything the Council can do to stop owner of [REDACTED] from further purchases and further destruction?  
Whatever is happening to the water table with the repeated massive dam earthworks at that address?

The way it is going, he is going to make it unpleasant for everyone to want to live in the area, because he wants to buy up everything over time, and is turning whatever he touches into some unregulated 'disneyoid' theme park.

The first I heard [on good authority] of said owner, it was to the effect that "he will personally ensure [REDACTED] gets Macadamised as long as everyone on that stretch of road gave him first offer to buy".

He is definitely now showing that he is ready to buy up the entire area. Making it untenable so everyone sells up.

My first encounter with was that of an over grown three year old spitting his dummy because he always wants his own way. Was not a good first impression at all, that was just into first lockdown last year.

So, I am all for endorsing the proposed content for Amendment C131 if it means Nillumbik Council can put a stop to any of the above reoccurring.

However the current level of penalty fining does nothing to deter this person, as their pockets are too deep.

So, therefore Council **must now** lobby Victorian State Government in order for the contents of

Submitter 9

Amendment C131 to be truly effective into the future, and increase levels of fining into e.g. +++\$100,000's /per instance /per property, if necessary per hour or day or as punitively as possible.

The Council needs as many 'sets of teeth' against the likes of the owner of [REDACTED]

I am assuming that most of this will become redacted, but please do not ignore the gist of content and my plea to lobby State Govt to get more clout and make fining something that deters instead of being laughed at by the developing perpetrators. Also, is it possible to try and lobby for any retrospective fining?

[REDACTED]  
PS: I know this is crude and simplistic, but it is how we have seen the situation unfold, not good, horrendous, in fact, and it makes a mockery of what Nillumbik Green Wedge Shire stands for.

[REDACTED]  
[REDACTED]  
[REDACTED]



## Friends of Nillumbik Inc.

P.O. Box 258 Eltham 3095

[mail@friendsofnillumbik.org](mailto:mail@friendsofnillumbik.org)

Friends of Nillumbik Inc. (FoN) is a public interest, not-for-profit, community volunteer group. We have around 1000 supporters who live or work in the Shire of Nillumbik. Our association's purpose is to support and promote the environmental and landscape values, neighbourhood character, orderly planning and good governance of the Shire of Nillumbik. We work to protect Nillumbik's Green Wedge recognising this can only be achieved through the consistent application of planning scheme controls.

Nillumbik Shire Council,  
Civic Drive (PO Box 476) also  
Greensborough 3058.

2<sup>nd</sup> June, 2021

### Re: Amendment C131nill

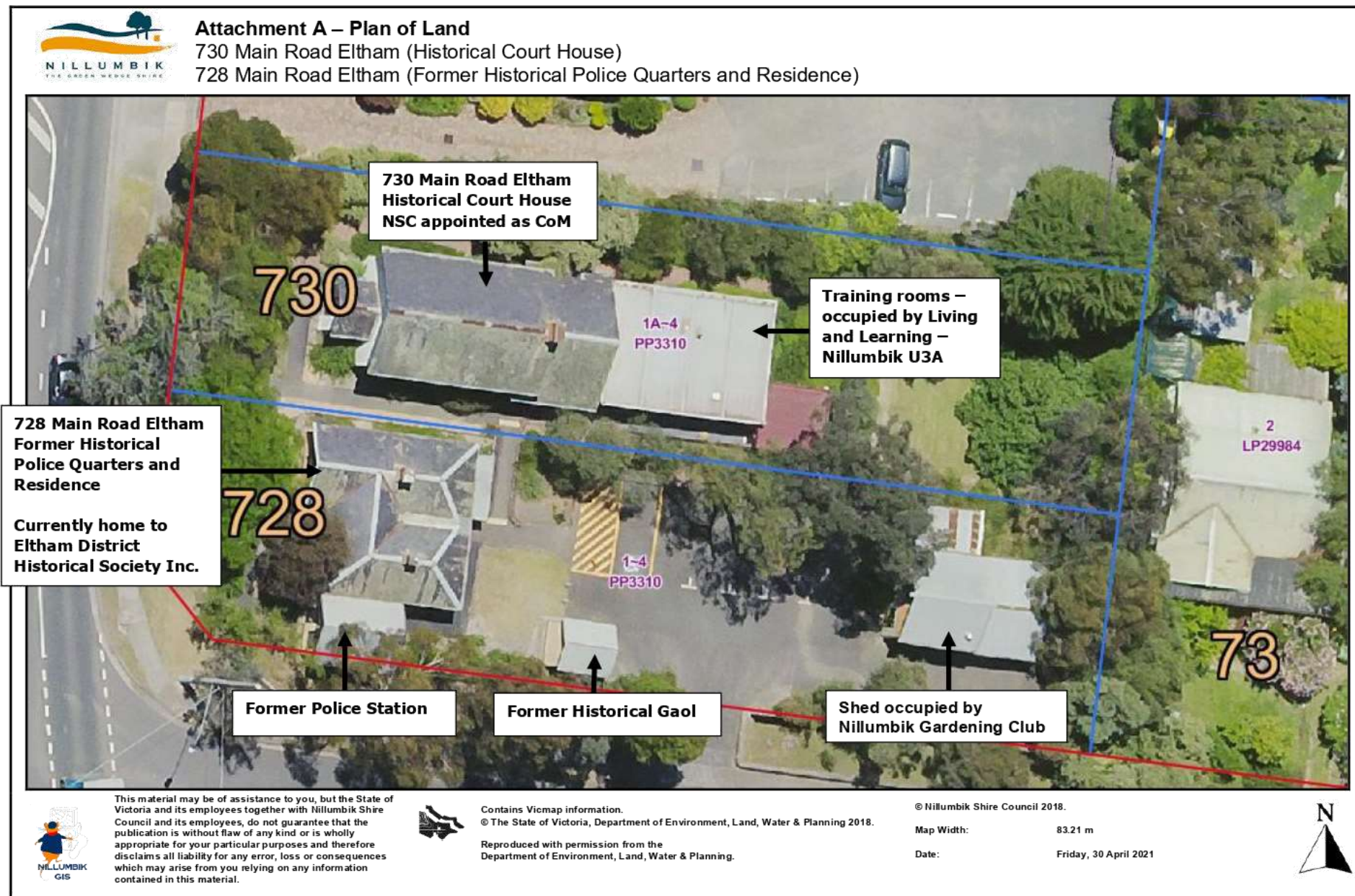
The dumping of clean fill in Nillumbik's rural areas can have negative environmental, landscape and amenity impacts and has recently caused much community angst and disputation in the Chapel Lane area of Doreen. We have also received reports that there have been incidents of irregular soil dumping in the rural conservation areas of the Shire. It would be a positive move if any ambiguity or uncertainty around when a permit is required, could be removed.

Friends of Nillumbik Inc. supports the proposed Amendment C131nill.

We support the proper regulation of earthwork including the deposit/dumping of clean fill on land within the Green Wedge Zone and Rural Conservation Zone (Schedules 1-5). We support the proposed 'permit trigger' of more than 100 cubic metres of fill for land in these zones.

We agree that Amendment C131nill supports the Planning Policy Framework, the Local Planning Policy Framework and the Municipal Strategic Statement of our Planning Scheme and is consistent with relevant State policies.

 Friends of Nillumbik Inc)



## Flagpole benchmarking

April 2021

Local Government Area	# flagpoles at Council Offices	Flags	Awareness days recognised as part of flag raising	What flag comes down to raise the rainbow flag?
<b>Murrindindi Shire Council</b>	Three	Australian flag Aboriginal Flag Torres Strait Islander Flag	In line with State Government requirement	No rainbow flag
<b>Mitchell Shire Council</b>	Three	Australian flag Victorian Flag Aboriginal flag Rainbow flag (not always flown) Torres Strait Islander (occasionally raised, but not for specific events)	Harmony Day IDAHOBIT	Victorian Flag
<b>Hume Council</b>	Three	Hume Flag Aboriginal Flag Torres Strait Islander Flag	Follow instructions from national protocols office. Days of recognition are sent through.	No rainbow flag
<b>Whittlesea Council</b>	Four at Civic Centre, Three at Depot	Australian Flag Aboriginal, Torres Strait Islander, Victorian Flag  At Depot, fly Australian, Aboriginal, Torres Strait Islander	Follow instructions from national protocols office. Days of recognition are sent through.  Rainbow flag raised for IDAHOBIT.  NAIDOC week and Sorry day, fly flags at half-mast.	Victorian flag

<b>Banyule City Council</b>	Four	<p>Australian Flag Aboriginal Flag Torres Strait Islander Flag fly permanently.</p> <p>Fourth pole is available/empty for recognition days – e.g., rainbow flag</p>	<p>IDAHOBIT Reconciliation Week Trans Day of Visibility Trans Day of Remembrance</p>	Fourth flagpole remains available for raising of rainbow flag on days of significant e.g., IDAHOBIT
<b>Moreland City Council</b>	Four	<p>Australian Flag, Aboriginal Flag, Torres Strait Islander,</p> <p>Fourth flagpole changes Q1 – rainbow flag Q2 – eureka flag Q3 – suffragette flag</p>	<p>Greek independence Day Trans day of Visibility ANZAC day IDAHOBIT</p>	Fourth flagpole that gets lowered
<b>Darebin City Council</b>	Five (four at Council Offices)	<p>Australian Flag Aboriginal Flag Torres Strait Islander Flag Victorian Flag Rainbow Flag Transgender Flag</p>	<p>NAIDOC Reconciliation Week IDAHOBIT Transgender Day of Visibility Transgender Day of Remembrance</p>	Fifth flagpole acts as spare flagpole for awareness days – in a less prominent but still visible position above a Council building in Preston.

**Attachment 2.**

**A. Existing flagpoles at Civic Centre**



B. Example of new flagpoles



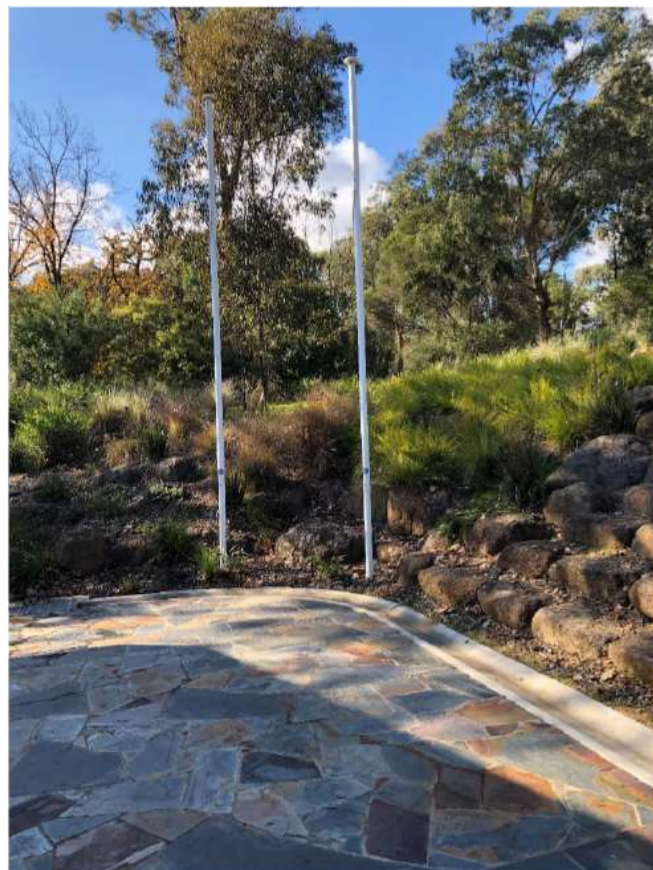
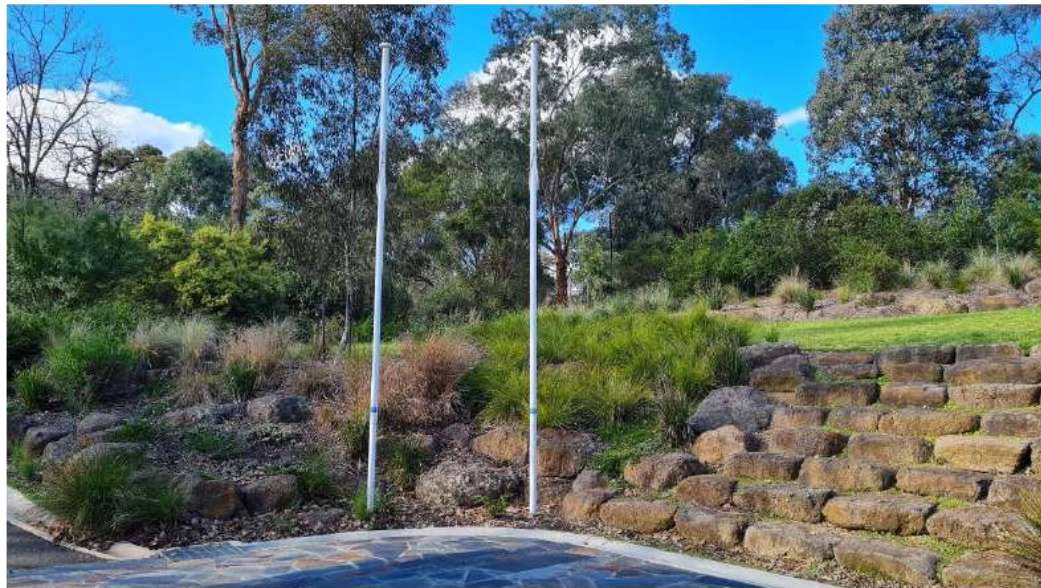
C. Entrance to Civic Centre



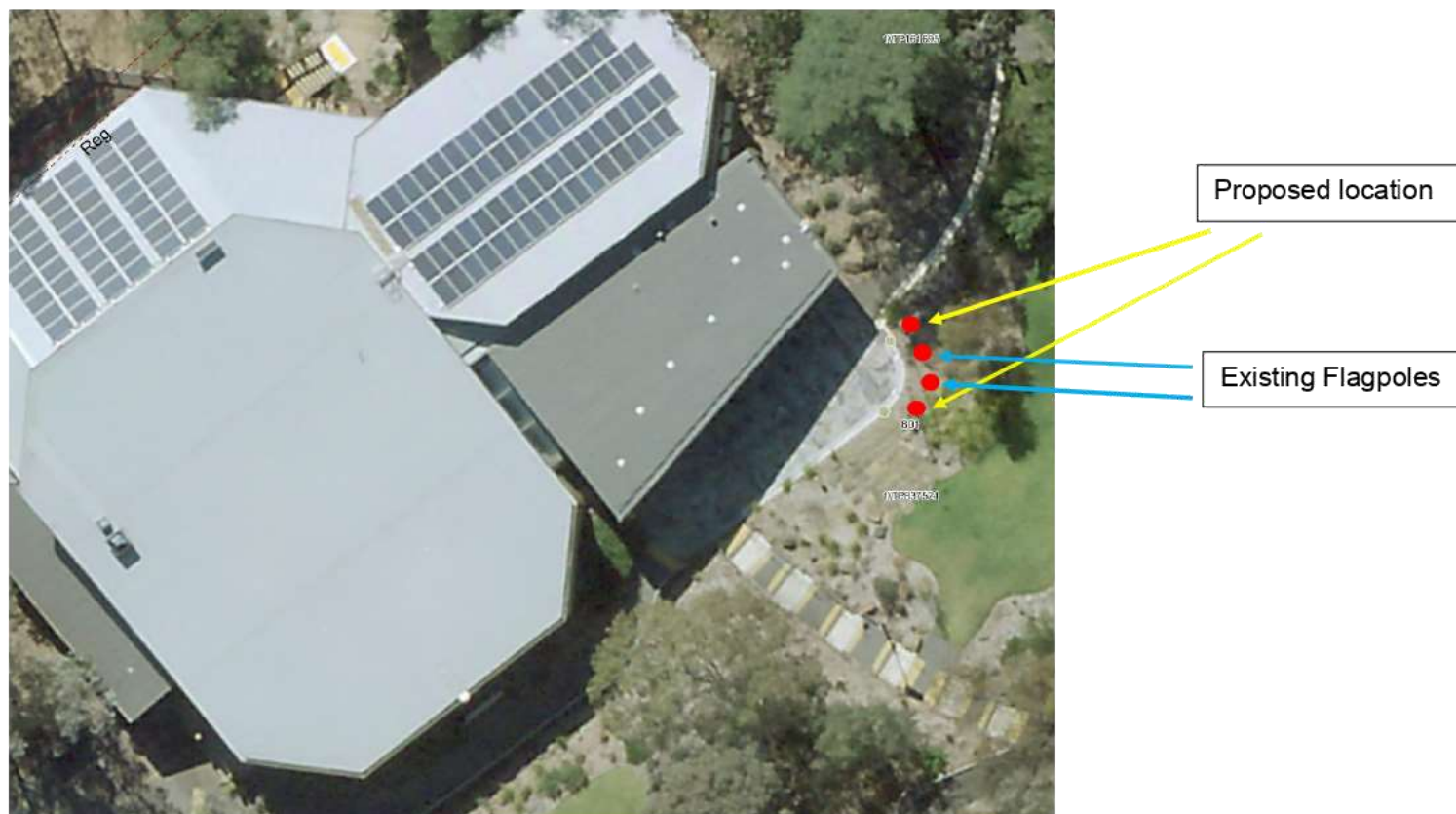
D. Examples of wall-mounted flagpole



E: Existing Flagpoles at Eltham Community and Reception Centre



F: Proposed location for two new flagpoles at Eltham Community and Reception Centre







## Flag raising schedule

The following flags are to be flown permanently at Council Offices and/or can be raised to recognise days of significance throughout the year:

Flag name	Cause day	Date/s	Details
<b>Australian Flag</b> 	ANZAC Day Remembrance Day Black Saturday	25 April 11 November 7 February	Flag raised at half-mast based on requests from State and Federal Government. Flag raised permanently on all other occasions.
<b>Aboriginal Flag</b> 	National Sorry Day Reconciliation Week NAIDOC Week	26 May 27 May – 3 June 8-11 July (dates may vary each year)	Flag raising ceremonies may occur on cause days. Flag may be raised at half-mast based on requests from State and Federal Government. Flag raised permanently on all other occasions.
<b>Torres Strait Islander Flag</b> 	National Sorry Day Reconciliation Week NAIDOC Week	26 May 27 May – 3 June 8-11 July (dates may vary each year)	Flag raising ceremonies may occur on cause days. Flag raised permanently on all other occasions.

<b>Rainbow Flag</b> 	International Day Against Homophobia, Biphobia, Interphobia & Transphobia (IDAHOBIT)	17 May	Flag raised for one day.
	Midsumma Festival	Occurs mid Feb – Mid March every year	Flag raised for the length of the festival.
	Wear it Purple Day	28 August (dates may vary each year)	Flag raised for one day.
<b>Transgender Flag</b> 	Trans Day of Visibility	31 March	Flag raised for one day.
	Trans day of Remembrance	20 November	Flag raised for one day.

<sup>dc</sup>  
**INCLUSIVE SPORTS PAVILIONS PLAN**  
**NILLUMBIK SHIRE COUNCIL**

SEPTEMBER 2020



Prepared by Otium Planning Group Pty Ltd  
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## 1. Introduction

The Inclusive Sports Pavilions Plan will inform the future prioritised renewal and upgrade of existing facilities and highlight the required new developments to service the Nillumbik community. The Plan will include a Policy framework to assist Council with investment decision making for asset renewal and facility design funding for new and expanded Sports Pavilions across its sporting reserves within the municipality.

Inclusive sporting clubs ensure that all members have an equal opportunity to participate in their chosen sport or activity. Importantly, a particular focus will be given to the improvement of facilities to make them more accessible in accordance with universal design principles, create facilities that cater for all ages, genders and cultural groups, and adaptable to respond to changing community expectations and participation trends.

The Nillumbik municipality has a higher level of participation in sport and recreation than the state average, with substantial growth in female participation in sports including soccer, cricket, and AFL football across the shire. Growing participation by females, older adults and people with a disability has highlighted the limitations of many of the shire's pavilions. Many of the pavilions are aged and no longer able to meet the community expectations, of a contemporary, fit-for purpose pavilion able to cater for the diverse needs of users within the community.

As populations continue to grow across the state, the demand for sporting facilities will also increase. Providing facilities that are of a suitable standard and ensuring they meet the increasing demand by all ages, abilities, gender groups and cultural groups, will become increasingly important in years to come.

## 2. Strategic Context

Nillumbik Shire Council have several service planning and strategic documents that are pivotal to the planning and delivery of sporting and recreation facilities. Establishing and understanding the role of sports infrastructure in relationship to Council's other key strategies and plans across the organisation will ensure the Inclusive Sports Pavilions Plan is consistent with these adopted policies and plans of Council.

The Council Plan 2017-2021 – Living in the Landscape, Nillumbik Health and Well Being Plan and the Recreation Strategy outline the vision and overarching framework that is used to make critical decisions and deliver service priorities. The Soccer Strategy 2014, Recreation Strategy 2011-2019, and to a lesser extent the Open space Strategy 2005 as well as adopted master plans guide decisions in the sport facility area.

The Council Strategies that will help inform decisions around Sports Pavilions Plan include:

- Council Plan 2017-2021
- Nillumbik Soccer Strategy, 2014
- Recreation Strategy 2011-2019, 2011
- Open Space Strategy 2005
- Lifetime Play Strategy
- Nillumbik Health and Wellbeing Plan
- Climate Change Action Plan 2016-2020

Along with Council policy and strategies, key State Sporting Organisation documents have been reviewed and findings incorporated into the recommendations. These documents include:

- SRV Female Friendly Sport Infrastructure Guidelines 2020
- AFL - Preferred Facilities Guidelines 2019
- Netball Victoria - Facilities Manual 2017
- Football Victoria – Football Facilities Building Development Guide 2019
- Football Victoria – State Football Facilities Strategy to 2026 (Metro North East Zone)

- Cricket Australia - Community Cricket Facility Guidelines 2015
- Tennis Australia – National Tennis Facility Planning and Development Guide 2013
- Bowls Australia – Bowls Club Construction and Refurbishment Guidelines 2015

## 3. Project Area Profile

### 3.1 Demographic Profile

The current population in the Nillumbik Shire is 65,094. Analysis of the age profile of the shire shows that there is a higher proportion of younger adults (5-19 years of age) compared to the Greater Melbourne Area. Although, there is a considerably higher proportion of residents aged 45-65-year-old compared to Greater Melbourne (31% to 23.7%), there is a significant drop off after aged 70 (7.9% to 9.7%). The cohort that is most likely to use sports pavilions (those aged 5-49 years) make up 65.3% of the Nillumbik Shire population.

The population is expected to increase to 70,390 by 2036, an increase of 9.51% on the 2016 Census data. The major change will see a decrease of 6.5% in the population under the working age, while there will be an almost 50% rise in those aged 65 years or more. This change will see a decrease in the proportion of people who are most likely to use sports pavilions from 65.3% currently to 55.4% in 2036, however there could be growing demand for older adults activities and facilities with a greater proportion of residents aged 65 years and over by 2026.

The income of households in Nillumbik Shire is higher compared to the Greater Melbourne area, with 34.7% of the population earning more than \$2,500 per week.

The Shire of Nillumbik is one of the least disadvantaged Council's in Victoria, with a SEFIA index score of 1099, and a Relative Socio-Economic Advantage and Disadvantage index of 1093. This indicates that Nillumbik is more likely to have greater participation in structured sporting activities that require facilities that cater for the diverse needs of a physically active population.

#### 3.1.1 What this means

There is a strong cohort already within the municipality which will likely make use of the sports pavilions, however this cohort is expected to decline over the coming decade by 10%. This will make it critical that sports pavilions are managed and maintained in the most flexible fashion to ensure they can meet the demands of an aging population. The sports pavilions are primarily used to cater for sporting clubs and associations as priority groups, however the facilities should be designed to cater for diverse other uses if demand from the community increases for multi-purpose social infrastructure.

Female sports participation is continuing to rise, and the growth projections indicate that there will be a greater proportion of females in the shire, further reinforcing the need for sports pavilions to offer contemporary, flexible and well-designed facilities to ensure they are catering to this future demand. New and expanded facilities within sporting reserves should also consider the needs for other groups such as people with disabilities, older adults, and people from different cultures.

As Nillumbik is one of the least disadvantaged shire's in Victoria, keeping in mind that there will continue to be an ongoing impact from the fallout of COVID-19, the Shire should be in good position to ensure sports pavilions are maintained to adequate standards to remain fit for purpose.

## 4. Current Situation

The majority of Nillumbik's sporting pavilions were built over thirty years ago, prior to the current building code and universal design principles which now embed access and inclusion in the facility design process. Participation in seasonal sports such as AFL football, soccer and cricket has been predominately male in the past, however recent growth in female participation and changing community expectations for accessibility and inclusion is driving the need to change the way we plan and build social and sporting infrastructure within modern communities,

There is an acknowledgement from Council and local sporting clubs and associations that facilities must change to be accessible and functional for more diverse users, that cater for age, gender, special needs, and cultural needs.

Through developing an Inclusive Sports Pavilion Plan, it will enable Council to establish minimum standards of provision across all pavilions within the shire. Through the policy framework officers will be able to implement an evidence-based justification to assist with Council budget priorities, investment decision making criteria and be better positioned to respond to State and Federal Government funding grant programs.

## 5. Inclusive Sports Pavilions Policy

### 5.1 Purpose

The Inclusive Sports Pavilions Policy aims to provide the Nillumbik Shire Council a guide for prioritising investment decisions on Sporting Pavilions and Reserves and to provide the community with a clear understanding of Council's role and how decisions are made.

### 5.2 Scope

For the purposes of the Policy, the assets include:

In scope

- Sporting Pavilions including AFL, Netball, Soccer, Cricket, Tennis and Bowls facilities.
- Amenities in sporting reserves
- Netball courts
- Cricket training nets
- Storage sheds
- Lighting for sport and recreation
- Fencing and car parking

### 5.3 Policy Statements

"Putting our Community First" means using evidence and insights to deliver equity and access for all residents.

1. The Council will plan and invest in sporting reserve infrastructure based on a clear set of guiding principles and objectives.
2. Investments decision in sporting pavilions and infrastructure is consistent with the guiding principles and with a particular focus to deliver social equity and accessibility.
3. The Council will use evidence, usage data and community insights to inform its decision making.
4. Where possible investments will prioritise shared and flexible use spaces for sporting group that caters for the existing and future demands across the entire Nillumbik municipality.

## 5.4 Objectives

The Council is committed to providing the community with reasonable access to facilities within local sporting reserves to support the health and wellbeing of participants and overall success for sporting clubs.

The Shires objectives and aspirations for all sporting pavilions and associated infrastructure are the following:

Objective	Description	Aims
Equitable	Fair access to facilities and services that are needed across the municipality that provides environments that are healthy, safe, and inclusive for residents.	Social equity, based on need, for all in the community and ensuring fair access and assistance is provided for at risk or disadvantages groups.
Accessible	Accessible for all abilities, affordable to access and easy people to get to.	Fair distribution across the community, universally designed, well planned and affordable for all.
Adaptable	Flexible to meet the changing needs of the community and can be used for more than one purpose.	Shared use encouraged and responsive to the changing needs and range of uses.
Integrated	Integrated with other services where possible and a destination where people come together	Efficient and effective facilities that cater broadly to the needs of the sporting clubs and community organisations.
Sustainable	Well planned and designed, environmentally and financially responsible, effectively managed, and optimal usage of the infrastructure	Meet ESD obligations, minimum design standards met, and well maintained and adequately funded infrastructure.

## 5.5 Guiding Principles

The following principles underpin the Council's planning and investment in sport pavilions and infrastructure on sporting reserves.

- Facilities must be accessible and inclusive in design to cater for the diverse needs of residents and users
- Facility provision must be driven by evidence of need, benefit to the broader community and ensure that facilities are designed to cater for all ages, genders, abilities, and cultures.
- To strengthen Councils opportunities to attract State and Federal Government grant funding through providing facilities that cater for diverse user groups.
- Council is committed to offering opportunities to engage and consult with the community and stakeholders on projects
- Align investment decisions with Council Plan, its strategic priorities, and the needs of the community
- Demonstrate transparency and fairness in all investment decision making

## 5.6 Clarity on Council's role

The Nillumbik Council will continue to ensure the community has access to the sporting reserve infrastructure to meet its changing and evolving needs.

The following provides a summary of the Nillumbik Council roles and responsibilities as it related to sporting reserve infrastructure developments or upgrades.

Role	Application/Explanation
Advocacy	Providing influence and guidance to proceed on a project by working with and engaging government and community members in decision making, including using advisory committees, working groups and peak sporting bodies.
Leadership	Demonstrate leadership through strategic planning, policy development, innovation and the facilitation of key stakeholders during the planning and feasibility process.
Decision Maker	As the local statutory authority Council will be the final decision maker on project feasibility and delivery based on clearly demonstrated need, available funding and project affordability in line the Council Plan.
Planning and Design	Play a coordinating role by planning the types and location of sporting reserve infrastructure through strategic, statutory and service delivery planning.
Partnerships and Collaboration	Where appropriate partner with and empower the community, clubs, and associations to deliver on shared priorities that maximise community benefit outcomes. Council will support and consider club led project delivery options.
Feasibility and Funding	Responsible for capital and/or operational funding in cooperation and/or partnership with clubs, associations, and community groups.
Building and Land Provision	Construct and develop sporting reserve infrastructure either directly or through funding agreements and contracts.
Operating and Delivery	Provide service either directly or through funding, service agreements, licenses or contracts.

## 5.7 Minimum Standards Framework

Below is a minimum standards framework for the design and provision of sporting reserve pavilions and infrastructure.

### Use and Purpose Criteria

Use Criteria	Examples of Considerations
Accessibility	<ul style="list-style-type: none"> <li>Meet current DDA standards and Universal Design principles for building access and amenities</li> <li>Cultural considerations</li> </ul>
Shared spaces	<ul style="list-style-type: none"> <li>Must incorporate accessible and inclusive features for all ages, genders cultures and abilities, including the application of Universal Design principles. Multipurpose sports facilities</li> </ul>
Functionality	<ul style="list-style-type: none"> <li>Spaces are carefully designed to cater for diverse users and have flexibility to be adaptable for all ages, genders, cultures, and abilities.</li> <li>Changes or expansion to a pavilion will facilitate more use</li> <li>Multi-use potential of the facility</li> </ul>
Condition	<ul style="list-style-type: none"> <li>DDA compliance and Universal Design principles are addressed in aging facilities</li> <li>Building auditing data will inform prioritisation of maintenance and capital upgrades</li> <li>Additional Infrastructure – power, water, sewer, and gas</li> </ul>
Utilisation	<ul style="list-style-type: none"> <li>Number of clubs or user groups based in the pavilion</li> <li>Combined number of teams or active users in relation to playing fields in the sporting reserve</li> <li>Proportion of junior members</li> <li>Proportion of active female members or growth in participation Schedule recording hours of the week (required for funding)</li> </ul>
Site Suitability	<ul style="list-style-type: none"> <li>Number of sportsgrounds the pavilion services</li> <li>Are passive areas provided i.e. playgrounds, picnic facilities, open space areas</li> <li>Sportsground compliance – boundary distances and ground lighting</li> <li>Suitability for the sportsground to be accessed and used by casual users</li> </ul>

## **Sporting Reserve Pavilions - Standards and Hierarchy**

Council provides a range of sports pavilions for sporting and community use. The standard components included in pavilions are reflective of their classification under the following hierarchy.

### **Category A:      Regional/Multi-purpose Community Facility**

Regional/multi-purpose facilities provide the pavilion infrastructure to accommodate regional level competitions in various sports. These facilities can cater for larger groups, games, or events at the sporting reserve. They are multi-purpose spaces designed to accommodate seasonal users and public hire bookings. They are community facilities with a sports club component and best suited to locations with adequate parking, multiple playing fields and good proximity to transport and with minimal site restrictions.

### **Category B:      Local General Sport Pavilions**

General sports pavilions are suitable for senior level competition and include limited social space for local club functions, user groups or casual event bookings. They are the home base of a Nillumbik sporting club. Local sport pavilions provide for multiple season users and use by the wider community. Generally, these facilities include change rooms, amenities, basic kitchen/kiosk facilities and social space. The primary purpose of the pavilion is to facilitate and support participation in sport at a local level.

### **Category C:      Minor Sports Pavilion**

Minor sports pavilions provide base level facilities for participation primarily in junior sport and may be used as a secondary facility by seasonal clubs in conjunction with casual sports users and schools. The pavilion provides basic change rooms and amenities. These facilities may act as a satellite pavilion/reserve for a larger club for junior sports, lower level senior sport and training. The primary purpose of minor pavilions is to facilitate, and support participation in sport.

### **Category D:      Neighbourhood Reserves**

These facilities a minor reserves or open space used for general community recreational use. They include an amenities building and often playground facilities.

**Sporting Reserve Pavilions - Design Component Schedule (Minimum sizes to meet peak sporting body requirements)**

Components	Category (A) - Regional /Multi-Use Pavilion and Community Facility	Category (B) - Local General Sports Pavilion	Category (C) - Minor Sport Pavilion	Category (D) – Neighbourhood Reserves
<b>Core – Council Funded</b>				
Change Rooms	Vary according to sport 70m <sup>2</sup> x 2	Vary according to sport 55m <sup>2</sup> x 2	Vary according to sport 55m <sup>2</sup> x 2	
Amenities (Players showers & toilets)	29m <sup>2</sup> x 2	25m <sup>2</sup> x 2	21m <sup>2</sup> x 2	
Accessible Toilet	7m <sup>2</sup>	7m <sup>2</sup>	7m <sup>2</sup>	
Umpires (Change and Amenities)	40m <sup>2</sup>	25m <sup>2</sup>	10m <sup>2</sup>	
Storage Internal	30m <sup>2</sup> for the venue	20m <sup>2</sup> for the venue	20m <sup>2</sup> for the venue	
Storage External	30m <sup>2</sup> for the venue	20m <sup>2</sup> for the venue	20m <sup>2</sup> for the venue	
Social room and supporting amenities	Up to 150m <sup>2</sup>	Up to 100m <sup>2</sup>	Up to 100m <sup>2</sup>	
Kiosk/Kitchen	Up to 25m <sup>2</sup>	Up to 20m <sup>2</sup>	Up to 20m <sup>2</sup>	
First Aid/Medical	15m <sup>2</sup>	15m <sup>2</sup>	15m <sup>2</sup>	
Office	20m <sup>2</sup>	15m <sup>2</sup>	15m <sup>2</sup>	
Rubbish (Ext Bin Cage)	15m <sup>2</sup>	10m <sup>2</sup>	10m <sup>2</sup>	
Utility/Cleaner	5m <sup>2</sup>	5m <sup>2</sup>	5m <sup>2</sup>	
Spectator Covered	50-100m <sup>2</sup>	50-75m <sup>2</sup>	50-75m <sup>2</sup>	
Public Toilets - Male	17m <sup>2</sup>	13m <sup>2</sup>	13m <sup>2</sup>	13m <sup>2</sup>
Public Toilets – Female	17m <sup>2</sup>	13m <sup>2</sup>	13m <sup>2</sup>	13m <sup>2</sup>
Timekeeping	10m <sup>2</sup>	10m <sup>2</sup>	10m <sup>2</sup>	
Corridors	75m <sup>2</sup>	72m <sup>2</sup>	72m <sup>2</sup>	
External Covered Area	75m <sup>2</sup>	50m <sup>2</sup>	50m <sup>2</sup>	
Curators Store/Shed	60m <sup>2</sup>	40m <sup>2</sup>	40m <sup>2</sup>	
<b>Optional – Club Funded</b>				
Expanded social space	Club 100%	Club 100%	Club 100%	
Third Umpire/Match Officials	10m <sup>2</sup>	10m <sup>2</sup>	25m <sup>2</sup>	
Gym	30m <sup>2</sup> - Club 100%	30m <sup>2</sup> - Club 100%	Club 100%	
Doctors Room	10m <sup>2</sup> x 2 - Club 100%	10m <sup>2</sup> x 2 - Club 100%	Club 100%	
Massage/Strapping	15m <sup>2</sup> x 2 - Club 100%	10m <sup>2</sup> x 2 - Club 100%	Club 100%	
Expanded Bar, Kitchen Areas	Club 100%	Club 100%	Club 100%	

## 6.      Warranties and Disclaimers

The information contained in this report is provided in good faith. While Otium Planning Group has applied their own experience to the task, they have relied upon information supplied to them by other persons and organisations.

We have not conducted an audit of the information provided by others but have accepted it in good faith. Some of the information may have been provided 'commercial in confidence' and as such these venues or sources of information are not specifically identified. Readers should be aware that the preparation of this report may have necessitated projections of the future that are inherently uncertain and that our opinion is based on the underlying representations, assumptions and projections detailed in this report.

There will be differences between projected and actual results because events and circumstances frequently do not occur as expected and those differences may be material. We do not express an opinion as to whether actual results will approximate projected results, nor can we confirm, underwrite or guarantee the achievability of the projections as it is not possible to substantiate assumptions which are based on future events.

Accordingly, neither Otium Planning Group, nor any member or employee of Otium Planning Group, undertakes responsibility arising in any way whatsoever to any persons other than client in respect of this report, for any errors or omissions herein, arising through negligence or otherwise however caused.

## **S5 Instrument of Delegation to the Chief Executive Officer**

Updated July 2021

**(C) COMPLETED ITEMS**

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## (C) COMPLETED ITEMS

### Instrument of Delegation

In exercise of the power conferred by section 11(1) of the *Local Government Act 2020* (**the Act**) and all other powers enabling it, the **Nillumbik Shire Council** (Council) delegates to the member of Council staff holding, acting in or performing the position of Chief Executive Officer, the powers, duties and functions set out in the Schedule to this Instrument of Delegation,

AND declares that

1. this Instrument of Delegation is authorised by a Resolution of Council passed on 27 July 2021;
2. the delegation
  - 2.1 comes into force immediately the common seal of Council is affixed to this Instrument of Delegation;
  - 2.2 is subject to any conditions and limitations set out in the Schedule;
  - 2.3 must be exercised in accordance with any guidelines or policies which Council from time to time adopts; and
  - 2.4 remains in force until Council resolves to vary or revoke it.

THE COMMON SEAL of NILLUMBIK     )  
SHIRE COUNCIL was affixed hereto     )  
On the           day of                    2021 )  
On the authority of the Council and     )  
signed by:                                     )

..... Councillor

..... Chief Executive Officer

## (C) COMPLETED ITEMS

<b>Local Government Act 2020</b>			
<b>Provision</b>	<b>Item Delegated</b>	<b>Delegate</b>	<b>Conditions and Limitations</b>
11(1)	<p><b>SCHEDULE</b></p> <p>The power to</p> <ol style="list-style-type: none"> <li>1. determine any issue;</li> <li>2. take any action; or</li> <li>3. do any act or thing</li> </ol> <p>arising out of or connected with any duty imposed, or function or power conferred on Council by or under any Act.</p>	CEO	<p>The delegate must not determine the issue, take the action or do the act or thing</p> <ol style="list-style-type: none"> <li>3. if the issue, action, act or thing is an issue, action, act or thing which involves               <ol style="list-style-type: none"> <li>3.1 entering into a contract exceeding the value of \$300,000.</li> <li>3.2 making any expenditure that exceeds \$300,000.</li> <li>3.3 appointing an Acting Chief Executive Officer for a period exceeding 28 days;</li> <li>3.4 electing a Mayor or Deputy Mayor;</li> <li>3.5 granting a reasonable request for leave under s 35 of the Act;</li> <li>3.6 making any decision in relation to the employment, dismissal or removal of the Chief Executive Officer;</li> <li>3.7 approving or amending the Council Plan;</li> <li>3.8 adopting or amending any policy that Council is required to adopt under the Act;</li> <li>3.9 adopting or amending the Governance Rules;</li> <li>3.10 appointing the chair or the members to a delegated committee;</li> <li>3.11 making, amending or revoking a local law;</li> <li>3.12 approving the Budget or Revised Budget;</li> <li>3.13 approving the borrowing of money;</li> <li>3.14 subject to section 181H(1)(b) of the <i>Local Government Act 1989</i>, declaring general rates, municipal charges, service rates and charges and specified rates and charges;</li> </ol> </li> <li>4. if the issue, action, act or thing is an issue, action, act or thing which is required by law to be done by Council resolution;</li> <li>5. if the issue, action, act or thing is an issue, action or thing which Council has previously designated as an issue, action, act or thing which must be the subject of a Resolution of Council;</li> </ol>

**(C) COMPLETED ITEMS**

<b>Local Government Act 2020</b>			
<b>Provision</b>	<b>Item Delegated</b>	<b>Delegate</b>	<b>Conditions and Limitations</b>
			<p>6. if the determining of the issue, taking of the action or doing of the act or thing would or would be likely to involve a decision which is inconsistent with a</p> <p>6.1 policy; or</p> <p>6.2 strategy</p> <p>adopted by Council;</p> <p>7. if the determining of the issue, the taking of the action or the doing of the act or thing cannot be the subject of a lawful delegation, whether on account of s 11(2)(a)-(n) (inclusive) of the Act or otherwise; or</p> <p>8. the determining of the issue, the taking of the action or the doing of the act or thing is already the subject of an exclusive delegation to another member of Council staff.</p>

## **S5 Instrument of Delegation to the Chief Executive Officer**

Updated July 2021

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**Instrument of Delegation**

In exercise of the power conferred by section 11(1) of the *Local Government Act 2020* (**the Act**) and all other powers enabling it, the **Nillumbik Shire Council** (Council) delegates to the member of Council staff holding, acting in or performing the position of Chief Executive Officer, the powers, duties and functions set out in the Schedule to this Instrument of Delegation,

AND declares that

- 1. this Instrument of Delegation is authorised by a Resolution of Council passed on 27 July 2021;
- 2. the delegation
  - 2.1 comes into force immediately the common seal of Council is affixed to this Instrument of Delegation;
  - 2.2 is subject to any conditions and limitations set out in the Schedule;
  - 2.3 must be exercised in accordance with any guidelines or policies which Council from time to time adopts; and
  - 2.4 remains in force until Council resolves to vary or revoke it.

THE COMMON SEAL of NILLUMBIK      )  
SHIRE COUNCIL was affixed hereto      )  
On the      day of      **July**      2021      )  
On the authority of the Council and      )  
signed by:      )

..... Councillor

..... Chief Executive Officer

<b>Local Government Act 2020</b>			
<b>Provision</b>	<b>Item Delegated</b>	<b>Delegate</b>	<b>Conditions and Limitations</b>
11(1)	<p><b>SCHEDULE</b></p> <p>The power to</p> <ol style="list-style-type: none"> <li>1. determine any issue;</li> <li>2. take any action; or</li> <li>3. do any act or thing</li> </ol> <p>arising out of or connected with any duty imposed, or function or power conferred on Council by or under any Act.</p>	CEO	<p>The delegate must not determine the issue, take the action or do the act or thing</p> <ol style="list-style-type: none"> <li>3. if the issue, action, act or thing is an issue, action, act or thing which involves <ol style="list-style-type: none"> <li>3.1 entering into a contract exceeding the value of \$500,000.</li> <li>3.2 making any expenditure that exceeds \$500,000.</li> <li>3.3 appointing an Acting Chief Executive Officer for a period exceeding 28 days;</li> <li>3.4 electing a Mayor or Deputy Mayor;</li> <li>3.5 granting a reasonable request for leave under s 35 of the Act;</li> <li>3.6 making any decision in relation to the employment, dismissal or removal of the Chief Executive Officer;</li> <li>3.7 approving or amending the Council Plan;</li> <li>3.8 adopting or amending any policy that Council is required to adopt under the Act;</li> <li>3.9 adopting or amending the Governance Rules;</li> <li>3.10 appointing the chair or the members to a delegated committee;</li> <li>3.11 making, amending or revoking a local law;</li> <li>3.12 approving the Budget or Revised Budget;</li> <li>3.13 approving the borrowing of money;</li> <li>3.14 subject to section 181H(1)(b) of the <i>Local Government Act 1989</i>, declaring general rates, municipal charges, service rates and charges and specified rates and charges;</li> </ol> </li> <li>4. if the issue, action, act or thing is an issue, action, act or thing which is required by law to be done by Council resolution;</li> <li>5. if the issue, action, act or thing is an issue, action or thing which Council has previously designated as an issue, action, act or thing which must be the subject of a Resolution of Council;</li> </ol>

<b>Local Government Act 2020</b>			
<b>Provision</b>	<b>Item Delegated</b>	<b>Delegate</b>	<b>Conditions and Limitations</b>
			<p>6. if the determining of the issue, taking of the action or doing of the act or thing would or would be likely to involve a decision which is inconsistent with a</p> <p>6.1 policy; or</p> <p>6.2 strategy</p> <p>adopted by Council;</p> <p>7. if the determining of the issue, the taking of the action or the doing of the act or thing cannot be the subject of a lawful delegation, whether on account of s 11(2)(a)-(n) (inclusive) of the Act or otherwise; or</p> <p>8. the determining of the issue, the taking of the action or the doing of the act or thing is already the subject of an exclusive delegation to another member of Council staff.</p>

- CM.110/21      Instrument of Sub-Delegation to Members of Council Staff Under the Environment Protection Act 2017
- Attachment 1.   Instrument of Sub-Delegation to members to Council staff under the Environment Protection Act 2017

***S18 Instrument of Sub-Delegation  
under the Environment Protection Act 2017***

**to**

**Members of Council staff**

July 2021



## **Instrument of Sub-Delegation**

By this Instrument of Sub-Delegation, in exercise of the power conferred by s 437(2) of the *Environment Protection Act 2017* ('Act') and the Instrument of Delegation of the Environment Protection Authority under the Act dated 4 June 2021, the Council:

1. delegates each duty and/or function and/or power described in column 1 of the Schedule (and summarised in column 2 of the Schedule) to the member of Council staff holding, acting in or performing the duties of the office or position described in column 3 of the Schedule;
2. record that references in the Schedule are as follows

**CEH means Coordinator Environmental Health  
EHO means Environmental Health Officer  
HTO means Health Technical Officer**

3. this Instrument of Sub-Delegation is authorised by a resolution of Council passed on 27 July 2021 pursuant to a power of sub-delegation conferred by the Instrument of Delegation of the Environment Protection Authority under the Act dated 4 June 2021;
4. the delegation:
  - 4.1 comes into force immediately the common seal of Council is affixed to this Instrument of Sub-Delegation;
  - 4.2 remains in force until varied or revoked;
  - 4.3 is subject to any conditions and limitations set out in sub-paragraph 5, and the Schedule; and
  - 4.4 must be exercised in accordance with any guidelines or policies which Council from time to time adopts; and
5. this Instrument of Sub-Delegation is subject to the following limitations:
  - 5.1 the powers, duties and functions described in column and summarised in column 2 of the Schedule are only delegated for the purpose of regulating:
    - 5.1.1 onsite wastewater management systems with a design or actual flow rate of sewage not exceeding 5000 litres on any day; and
    - 5.1.2 noise from the construction, demolition or removal of residential premises;
6. the delegate must not determine the issue, take the action or do the act or thing:
  - 6.1.1 if the issue, action, act or thing is an issue, action or thing which Council has previously designated as an issue, action, act or thing which must be the subject of a Resolution of Council;
  - 6.1.2 if the determining of the issue, taking of the action or doing of the act or thing would or would be likely to involve a decision which is inconsistent with a
    - (a) policy; or
    - (b) strategyadopted by Council;

- 6.1.3

if the determining of the issue, the taking of the action or the doing of the act or thing cannot be the subject of a lawful delegation; or
- 6.1.4

the determining of the issue, the taking of the action or the doing of the act or thing is already the subject of an exclusive delegation to another member of Council staff.

THE COMMON SEAL of NILLUMBIK  
SHIRE COUNCIL was affixed hereto           )  
On the       day of   **July**           2021       )  
On the authority of the Council and           )  
signed by:    )

..... Councillor

..... Chief Executive Officer

**CM.110/21**      **Instrument of Sub-Delegation to Members of Council Staff Under the Environment Protection Act 2017**  
**Attachment 1.**   **Instrument of Sub-Delegation to members to Council staff under the Environment Protection Act 2017**

## **SCHEDULE**

ENVIRONMENT PROTECTION ACT 2017			
Column 1	Column 2	Column 3	Column 4
PROVISION	THING DELEGATED	DELEGATE	CONDITIONS & LIMITATIONS
s 271	Power to issue improvement notice	CEH, EHO, HTO	
s 272	Power to issue prohibition notice	CEH, EHO, HTO	
s 279	Power to amend a notice	CEH, EHO, HTO	
s 358	Functions of the Environment Protection Authority	CEH, EHO, HTO	
s 359(1)(b)	Power to do all things that are necessary or convenient to be done for or in connection with the performance of the Environment Protection Authority's functions and duties and to enable the Authority to achieve its objective.	CEH, EHO, HTO	
s 359(2)	Power to give advice to persons with duties or obligations	CEH, EHO, HTO	

## Informal Meeting of Councillors Record

The Meeting commenced at 3:17pm

<b>MEETING DETAILS:</b>	<b>Title:</b>	Climate Action Plan development monthly meeting
	<b>Date:</b>	Tuesday 15 June 2021
	<b>Location:</b>	Council Chamber, Civic Centre
<b>PRESENT:</b>	<b>Councillors:</b>	Cr Ben Ramcharan, Cr Geoff Paine, Cr Frances Eyre, Cr Natalie Duffy (via zoom)
	<b>Council Staff:</b>	Carl Cowie, Hjalmar Philip, Lisa Pittle, Kirsten Reedy, Ian Culbard
	<b>Other:</b>	Ellie Diaz, Marsh Advisory (via zoom)
<b>APOLOGIES:</b>		Cr Karen Eagan, Cr Richard Stockman, Cr Peter Perkins

MATTERS CONSIDERED		DISCLOSURES AND COMMENTS
1	Climate change risk assessment	No disclosures were made

The Meeting concluded at 4.20pm

<b>RECORD COMPLETED BY:</b>	<b>Officer Name:</b>	Kirsten Reedy
	<b>Officer Title:</b>	Coordinator Environment

## Informal Meeting of Councillors Record

The Meeting commenced at 6:30pm

<b>MEETING DETAILS:</b>	<b>Title:</b>	Recreational Trail Advisory Committee
	<b>Date:</b>	Wednesday 23 June 2021
	<b>Location:</b>	Council Chamber, Civic Drive
<b>PRESENT:</b>	<b>Councillors:</b>	Cr Karen Egan, Cr Richard Stockman, Cr Natalie Duffy
	<b>Council Staff:</b>	Heath Gillett, Rebecca Burton, Tara Jolfaei, Brooke Ross, Laxman De Silva, Lawrence Seyers
	<b>Other:</b>	Committee Members – Janice Davies, Rex Niven, Bob Muxlow, Jaime Sharp, Cathy Giles, Kay Cruse, Vince Bagauskas, Andrew Bakos, Stephen Hadley. Representatives from Rotary Club of Kinglake Ranges – Brad Quilliam. Representatives of Parks Victoria – Caz Treby, Nathan Lavender
<b>APOLOGIES:</b>		None

MATTERS CONSIDERED		DISCLOSURES AND COMMENTS
1	Kinglake Ranges Walking Trail	No disclosures were made
2	Plenty River Trail Project Update	No disclosures were made
3	Diamond Creek Trail Update	No disclosures were made
4	Trail Audit Update	No disclosures were made
5	Eltham Congestion Project	No disclosures were made

The Meeting concluded at 8:30pm

<b>RECORD COMPLETED BY:</b>	<b>Officer Name:</b>	Rebecca Burton
	<b>Officer Title:</b>	Coordinator Recreation and Leisure Planning and Operations

## Informal Meeting of Councillors Record

The Meeting commenced at 10:00am

<b>MEETING DETAILS:</b>	<b>Title:</b>	Inclusion Advisory Committee
	<b>Date:</b>	Friday 25 June 2021
	<b>Location:</b>	Council Chamber, Civic Centre
<b>PRESENT:</b>	<b>Councillors:</b>	Mayor, Cr Peter Perkins; Deputy Mayor, Cr Frances Eyre; Cr Richard Stockman
	<b>Council Staff:</b>	Angela Lampard, Angela Clare, Nicky Forster, April Wilson
	<b>Other:</b>	Committee Members – Lorna McRea, Inbar Niv, Laura Black, Neville Coutts, Rhylie De Graaff, Rhonda Bain, Helen Ryan, Alison Stanyer, Aisling McCabe, Ned Wilson
<b>APOLOGIES:</b>		Diana Warrell, David O'Connor, Neil Allen

MATTERS CONSIDERED		DISCLOSURES AND COMMENTS
1	Round table member introductions: Please also share your thoughts about one or more of the DAP actions, together with your implementation ideas.	No disclosures were made
2	Review of the name/title of the committee	No disclosures were made
3	Discussion/consensus re: day/time and locations for future Committee Meetings	No disclosures were made
4	Sports and Recreation Development overview – April Wilson	No disclosures were made
5	Emergency Management Project – Angela Clare	No disclosures were made
6	Volunteer induction requirements – Nicky Forster (Volunteer Development Officer)	No disclosures were made
7	Other business – questions, thoughts Trails safety – promotion of Snap Send Solve App	No disclosures were made

The Meeting concluded at 12:15pm

<b>RECORD COMPLETED BY:</b>	<b>Officer Name and Title:</b>	Angela Clare - Disability Inclusion Officer
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## Informal Meeting of Councillors Record

The Meeting commenced at 5:08pm

<b>MEETING DETAILS:</b>	<b>Title:</b>	Council Meeting Pre-Meet
	<b>Date:</b>	Tuesday 29 June 2021
	<b>Location:</b>	Council Chamber
<b>PRESENT:</b>	<b>Councillors:</b>	Cr Peter Perkins, Cr Frances Eyre, Cr Karen Egan, Cr Geoff Paine, Cr Ben Ramcharan and Cr Richard Stockman
	<b>Council Staff:</b>	Carl Cowie, Vince Lombardi, Joseph Emmanuel, Corrienne Nichols, Jeremy Livingston, Rosa Zouzoulas, Blaga Naumoski, Emma Christensen, Enrique Gutierrez, Renae Ahern, Nichole Johnson, Simon Doyle, Natalie Campion (arrived 5:12pm)
	<b>Other:</b>	
<b>APOLOGIES:</b>		Cr Natalie Duffy

MATTERS CONSIDERED		DISCLOSURES AND COMMENTS
1	Council Meeting Pre-meet	No disclosures were made

The Meeting concluded at 6:03pm

<b>RECORD COMPLETED BY:</b>	<b>Officer Name:</b> <b>Officer Title:</b>	Blaga Naumoski Executive Manager Governance, Communications and Engagement
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## Informal Meeting of Councillors Record

The Meeting commenced at 5pm

<b>MEETING DETAILS:</b>	<b>Title:</b>	Councillor Briefing
	<b>Date:</b>	Tuesday 6 July 2021
	<b>Location:</b>	Council Chamber
<b>PRESENT:</b>	<b>Councillors:</b>	Cr Peter Perkins, Cr Frances Eyre, Cr Karen Egan, Cr Geoff Paine, Cr Ben Ramcharan and Cr Richard Stockman, Cr Natalie Duffy (virtually)
	<b>Council Staff:</b>	Carl Cowie, Vince Lombardi, Hjalmar Phillip, Corrienne Nichols, Jeremy Livingston, Rosa Zouzoulas, Blaga Naumoski, Leigh Northwood, Steve Blight, Enrique Gutierrez, Nichole Johnson, Melissa Ensick, Eddie Cheng
	<b>Other:</b>	Allan Bawden – Chairperson CEO Employment Matters Committee
<b>APOLOGIES:</b>		

MATTERS CONSIDERED		DISCLOSURES AND COMMENTS
1	CEO Employment Matters Committee	Confidential – no staff present except Carl Cowie and Blaga Naumoski, Executive Manager Governance, Communications and Engagement No disclosures were made
2	Hardware/AV for the Council Chamber	No disclosures were made
3	HVAC (Air conditioning/heating system for Diamond Valley Library)	No disclosures were made
4	Draft Financial Plan 2021 - 2031	No disclosures were made
5	Draft Nillumbik Health and Wellbeing Plan 2021 - 2025	No disclosures were made
6	Nillumbik Planning Scheme Amendment C131 - Earthworks in the Green Wedge	No disclosures were made
7	Municipal Planning Strategy Engagement	No disclosures were made

The Meeting concluded at 8.45pm

<b>RECORD COMPLETED BY:</b>	<b>Officer Name:</b> <b>Officer Title:</b>	Blaga Naumoski Executive Manager Governance, Communications and Engagement
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## Informal Meeting of Councillors Record

The Meeting commenced at 5pm

<b>MEETING DETAILS:</b>	<b>Title:</b>	Councillor Briefing
	<b>Date:</b>	Tuesday 13 July 2021
	<b>Location:</b>	Council Chamber
<b>PRESENT:</b>	<b>Councillors:</b>	Cr Peter Perkins, Cr Frances Eyre, Cr Karen Egan, Cr Geoff Paine, Cr Ben Ramcharan and Cr Richard Stockman, Cr Natalie Duffy (virtually)
	<b>Council Staff:</b>	Carl Cowie, Hjalmar Phillip, Corrienne Nichols, Jeremy Livingston, Rosa Zouzoulas, Blaga Naumoski, Ayman Williams
	<b>Other:</b>	Robert Fiske CEO, Deanne Leaver Executive General Manager, Asset Strategy and Kate Fatovich from Victoria Health and Building Authority.
<b>APOLOGIES:</b>		

MATTERS CONSIDERED		DISCLOSURES AND COMMENTS
1	Pre-Meet to Planning and Consultation Committee	No disclosures were made
2	Community Hospital - Confidential	No disclosures were made

The Meeting concluded at 6.17pm

<b>RECORD COMPLETED BY:</b>	<b>Officer Name:</b> <b>Officer Title:</b>	Blaga Naumoski Executive Manager Governance, Communications and Engagement
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## Informal Meeting of Councillors Record

The Meeting commenced at 7.45pm

<b>MEETING DETAILS:</b>	<b>Title:</b>	Councillor Briefing
	<b>Date:</b>	Tuesday 13 July 2021
	<b>Location:</b>	Council Chamber
<b>PRESENT:</b>	<b>Councillors:</b>	Cr Peter Perkins, Cr Frances Eyre, Cr Karen Egan, Cr Geoff Paine, Cr Ben Ramcharan and Cr Richard Stockman, Cr Natalie Duffy (virtually)
	<b>Council Staff:</b>	Carl Cowie, Hjalmar Phillip, Corrienne Nichols, Jeremy Livingston, Rosa Zouzoulas, Blaga Naumoski, Licardo Prince , Natalie Town
	<b>Other:</b>	
<b>APOLOGIES:</b>		

<b>MATTERS CONSIDERED</b>		<b>DISCLOSURES AND COMMENTS</b>
<b>1</b>	Council Plan and Community Vision workshop	No disclosures were made

The Meeting concluded at 9.19pm

<b>RECORD COMPLETED BY:</b>	<b>Officer Name:</b> <b>Officer Title:</b>	Blaga Naumoski Executive Manager Governance, Communications and Engagement
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