

Nillumbik Shire Council: Quarter 1, 2024-2025 Council Plan Performance Report



Action	Directorate	Commentary	Status
Community and Connection			
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			
Continue to implement the Disability Action Plan 2020-2024	Communities	<p>Actions completed in this quarter included:</p> <ul style="list-style-type: none"> • Sensory Friendly Story Time and Meet the Animals: Intergenerational event for Children's Week (19-27 October 2024) at Edendale Community Environment Farm; • Supported local community groups to apply for seven International Day of People with Disability (IDPWD) Grants (grant pool is \$7,000); • Changing Places artwork initiative: Artwork is currently being designed for the new Changing Places facility at Alistair Knox Park in Eltham, Nillumbik's first registered Changing Places facility, supporting people with high-care needs and their carers. This project is funded through the State Government's Changing Places and Universal Design Fund; and • Reducing Barriers to Participation – 2025 Volunteering Victoria Award Finalist. Nillumbik has been selected as a finalist in 2025 Volunteering Victoria Awards in the category Inclusive Volunteering for Edendale Farm's integrated and innovative approach to reducing barriers to participation for people with disability. Finalists were announced publicly in November 2024, with the Awards ceremony to be held in February 2025. 	On Track
Commit resources to and implement an expanded program of environmental volunteering	Planning, Environment and Strategy	<p>Resources for additional time for an officer to support Council's environmental volunteers are being implemented.</p> <p>A working group has been created to implement changes and provide for increased visibility and promotion of groups.</p>	On Track
Implement annual actions in the Nillumbik Health and Wellbeing Plan 2021-2025	Communities	<p>Implementation of the Year 4 Action Plan has commenced and is on track. Key highlights include:</p> <ul style="list-style-type: none"> • Gambling Harm project commenced. Phase 1 is the development of a gambling harm community profile; • Progress on the Alcohol Harm project, with 51 staff attending an internal webinar, and work with sports clubs commencing; • Stage 2 of the Rainbow Ready Roadmap (development of an implementation plan) commenced; and • Cross-Council participation in a food systems research project lead by the North Eastern Public Health Unit. <p>Current challenges and opportunities include:</p> <ul style="list-style-type: none"> • Anecdotal evidence that food insecurity is increasing significantly in Nillumbik with limited access to food relief locally. As Council has limited resources to respond, the focus is on relationships, support and capacity building with local food relief groups; • Homelessness is an emerging issue in Nillumbik that Council has limited experience in. Council is looking into a student placement to develop resources and a referral kit for council officers; and • Relationships, engagement and participation with some Access, Equity and Inclusion priority groups, particularly culturally and linguistically diverse communities and the LGBTIQ+ community, continues to be a challenge due to limited capacity and resourcing. 	On Track
Finalise a Reflect Reconciliation Action Plan, and continue to work towards reconciliation with the Wurundjeri and other First Nations communities	Communities	<p>Council unanimously endorsed its first Reconciliation Action Plan at the August 2024 Council Meeting.</p> <p>Final adoption of the plan is subject to feedback from the Wurundjeri Cultural Heritage Aboriginal Corporation, before being submitted to Reconciliation Australia for review and approval.</p>	On Track

Action	Directorate	Commentary	Status
Continue to implement the Gender Equality Action Plan 2022-2025	Communities	<p>Progress against the Gender Equality Action Plan 2022-2025 (GEAP) was presented to the Executive Leadership Team (ELT) in October 2024.</p> <p>This report provided an update on our formal compliance assessment from the Commission for Gender Equality in the Public Sector on Nillumbik's first two-year progress report, and our first Progress Audit.</p> <p>Progress on actions in the GEAP is on track, with minor areas identified for focus and inclusion in the next iteration of the GEAP. This has included the renaming of Gender Impact Assessments to Equity Impact Assessments.</p>	On Track
Continue to implement the Youth Strategy 2022-2026 in partnership with our Youth Council	Communities	<p>The Youth Strategy 2022-2026 continues to be implemented by Council's Youth Development team with support from various Council teams and the Nillumbik Youth Council.</p> <p>Key achievements this quarter included:</p> <ul style="list-style-type: none"> • Completion of capital works and official opening of the Nillumbik Youth Hub in Diamond Creek; • The delivery on the annual Skate, Scoot and BMX Competition at the Hurstbridge Wattle Festival; and • Completion of a video to raise awareness about emergency preparedness for young people. <p>The Year 3 Implementation Plan Action Report for the Youth Strategy will be completed in Quarter 2, 2024-2025.</p>	On Track
Continue to innovate Living & Learning Nillumbik offerings and services to support health and wellbeing outcomes across the community, and provide life-long learning opportunities	Communities	<p>Over the last quarter, all programs delivered across the three Neighbourhood Houses have been reviewed.</p> <p>Where applicable, programs and activities were benchmarked against similar offerings delivered through other organisations. A new program set-up template has been implemented to ensure a standardised approach to decision-making, which will ultimately ensure the financial sustainability of programs.</p> <p>As all programs and activities are self-funded, this was a critical piece of work to ensure Living & Learning Nillumbik is able to continue the delivery of offerings and services which ultimately support the health and wellbeing of participants and provide lifelong learning opportunities in response to community need.</p>	On Track
<p>Place and Space</p> <p>To protect, enhance, maintain, plan and design places and spaces that strengthen identity, reinforce character, improve accessibility, encourage social connection and enjoyment, support biodiversity and respect the environment</p>			
Seek authorisation from the Minister for Planning to prepare and exhibit an amendment to include the adopted Municipal Planning Strategy into the planning scheme	Planning, Environment and Strategy	<p>No progress on this action was undertaken this quarter, as all Victorian local councils await the finalisation of unprecedented State Government policy change in the implementation of its Housing Statement.</p> <p>The latest State Government advice received is that a Plan for Victoria and final Housing Targets and Activity Centre changes should be released by the end of 2024. A planning scheme amendment to implement the Municipal Planning Strategy, adopted Neighbourhood Character Strategy and Housing Strategy (once adopted) will be prepared, and formal Authorisation sought from the Minister for Planning, once the full suite of State Government policy reforms are known.</p> <p>This will then be reviewed by Council officers (with recommendations given to Council), and considered as part of the draft Housing Strategy, and that strategy subsequently adopted.</p>	Yet To Commence
Complete and adopt a new Integrated Transport Strategy	Planning, Environment and Strategy	<p>Council's Integrated Transport Strategy was adopted at the August 2024 Council Meeting.</p> <p>The new strategy will guide transport planning and advocacy priorities in Nillumbik over the next five years, and will promote more sustainable transport outcomes.</p> <p>Actions in the strategy are being undertaken and updates on progress will be provided via quarterly reporting to Council.</p>	On Track

Action	Directorate	Commentary	Status
Finalise and adopt the new Biodiversity Strategy, including an investigation into measures to establish and enhance the urban tree canopy and protect wildlife	Planning, Environment and Strategy	<p>The Nillumbik Biodiversity Strategy 2024-2034 was adopted by Council at the July 2024 Council Meeting.</p> <p>The Urban Tree Canopy Strategy 2024-2040 was also adopted by Council at the August 2024 Council Meeting.</p> <p>These new strategies will help protect and enhance the Shire's unique and highly valued Green Wedge environment. Actions in the strategies will be undertaken and updates provided via quarterly reporting to Council.</p>	On Track
Complete the development of a Housing Strategy for the Shire	Planning, Environment and Strategy	<p>A submission to the State Government's draft Plan for Victoria and draft Housing Targets has been prepared, with Council briefed on the draft submission in early August, and the final submission brought to Council for endorsement at the August 2024 Council Meeting.</p> <p>The endorsed submission was subsequently lodged with the Minister for Planning in late October 2024.</p> <p>Council officers await further State Government updates on planning policy reforms by the end of 2024.</p>	Minor Issues
Complete and adopt the Wattle Glen Public Realm Framework, subject to approval from other agencies including Department of Transport & Planning and VicTrack	Planning, Environment and Strategy	<p>Council considered and adopted the Wattle Glen Public Realm Framework at the August 2024 Council Meeting. In principle support for the framework has also been received from the Department of Transport and Planning (DTP).</p> <p>The Council resolution noted that in endorsing the framework, any development of DTP assets will require Council to advocate to DTP to ensure the Wattle Glen community's aspirations to maintain and enhance their township's much loved 'rural feel' and sense of place are advanced.</p>	On Track
Continue to implement the Recreation and Leisure Strategy 2022-2030	Operations	<p>Actions undertaken in the strategy this quarter included:</p> <p>Grants submitted:</p> <ul style="list-style-type: none"> Lighting Upgrade at AE Cracknell Reserve, Panton Hill under the Sport and Recreation Victoria (SRV) Country Football Netball Program; and Play our Way Grant submitted for the reconstruction and upgrade of the oval at the Eltham Rugby Club. <p>Infrastructure projects completed:</p> <ul style="list-style-type: none"> Ball Screen Fences at Coventry Oval, Diamond Creek; Ball Screen Fences and goal posts at Ben Frilay Oval, Hurstbridge; New net curtains installed at Eltham Lower Park practice nets; Diamond Creek Trail widening at Murrays Wetlands; New accessible paths at Coolabah Drive Reserve (in Eltham), Glen Park Reserve (Eltham North), James Cook Drive Reserve (Diamond Creek) and Treetops Reserve (Plenty); Installation of fencing commenced at Hurstbridge Dog Park; and Disability Discrimination Act (DDA) compliant car park installation at Marngrook Oval, Diamond Creek. <p>Tenders completed:</p> <ul style="list-style-type: none"> Playground Renewal program; Plenty War Memorial Park Lighting; and Herberts Lane, Diamond Creek playspace construction. 	On Track
Progress the planning scheme amendment process to implement the Major Activity Centre structure plans for Diamond Creek and Eltham into the planning scheme	Planning, Environment and Strategy	<p>Progress on this action during the quarter included:</p> <ul style="list-style-type: none"> 6 June - 19 July: formal exhibition/notification of planning scheme amendments C143 and C144; 26 July: formal exemption request approved - under section 5 of Ministerial Direction No. 15 to the requirements of section 4(3) by a planning authority to request the appointment of a Panel within 40 business days after the closing date for submissions. This exemption allows officers to consider the full suite of implications of the State Government planning reforms (housing targets, Plan for Victoria, activity centres) before briefing Council and providing recommendations as to the next steps for the Structure Plans. <p>Updates have been provided to submitters and on Council's Participate Nillumbik website.</p>	On Track

Action	Directorate	Commentary	Status
Implement annual actions in support of the Green Wedge Management Plan 2019	Planning, Environment and Strategy	No funding is allocated to the implementation of the Green Wedge Management Plan (GWMP) as a 'stand-alone' initiative in the 2024-2025 financial year, therefore actions must be funded through grants or allocation to projects that support the actions. The new (x5) and rollover (x10) priority actions in the GWMP are being progressed throughout 2024-2025.	On Track
Continue to develop a masterplan for community facilities in Diamond Creek, including recreation, social and cultural infrastructure	Planning, Environment and Strategy	Given the size of the contract (\$300,000 over two financial years), this project will be presented to the new Council, where they will be briefed on whether there is still an appetite for the project in consideration of all Council commitments in developing the next Council Plan 2025-2029. Subject to reconfirmation of the project, preparation of procurement inputs and procurement processes would be undertaken.	On Track
Continue to implement the adopted place-making framework to support shared outcomes between community and Council	Planning, Environment and Strategy	Key work undertaken in this action during the quarter included: Festive Grant: Applications closed on 30 August. The assessment and notification process occurred in the first fortnight of September, before the caretaker period. Events and activities will occur from December to early January 2025 (during the festive season) to help activate public places and spaces in the Shire. Place Activation Grant: Applications opened in late October 2024. An additional \$30,000 of funding has been included in the grant as a one-off initiative, which will be focused on larger events and place activations. Guidelines and timelines for this program have now been finalised. Other place-based projects continue to be worked on in collaboration with various internal and external stakeholders.	On Track
Continue to implement annual actions in the Arts and Culture Strategy 2022-2026	Communities	Key actions undertaken in this quarter included: <ul style="list-style-type: none"> • Ongoing planning for the Nillumbik Prize for Contemporary Art 2025, with an Expression of Interest process opened; • Ongoing changeover for exhibition programs at the Eltham Library Community Gallery, with the successful installation of a new exhibition by local artist Rochelle Van Der Merwe; • Completion of Visual Arts collection changeover in Council's public buildings, including Civic Drive, Hurstbridge Hub and Eltham Community Reception Centre; • Completion of the Public Art Signage for the Heidelberg Trail at Alistair Knox Park, Eltham; and • Development of the Creative Infrastructure Framework implementation plan. 	On Track

Sustainable and Resilient **To manage and adapt to changing circumstances that affect our community to ensure it remains sustainable and resilient, both now and into the future**

Continue to establish a climate action hub at Edendale Community Environment Farm	Culture and Performance	Nillumbik's Environment and Climate Action Hub (NECAH) implementation plan was presented to Councillors for endorsement in August 2024. The implementation plan included: <ul style="list-style-type: none"> • An analysis of which segments of the community the NECAH should focus on to maximise impact; • A focus on barriers to change and how to remove these; • Community partnerships to amplify the impact on Climate Action Plan targets; and • A communication framework, including website renewal and interpretative signage and bringing First Nations perspectives and care for the environment into climate education. Operational leadership was also prioritised with a focus on leadership in the areas of Energy, Water, Waste and Biodiversity. Objectives for each of these focus areas were also identified. Over 60 initiatives have been developed for implementation over future years, and dependence on resourcing and funding capacity to complete these initiatives has been highlighted.	On Track
---	-------------------------	--	----------

Action	Directorate	Commentary	Status
Continue to participate at a regional level around placement opportunities for electric vehicle charging stations, while exploring targeted placement opportunities for electric charging stations in the Shire	Planning, Environment and Strategy	<p>Negotiations with Evie Networks (electric vehicle networks company) to facilitate the installation of high-speed Electric Vehicle charging stations in Eltham Town Centre have continued.</p> <p>A licence agreement for Evie Networks to lease four Council carparks was also prepared this quarter.</p>	On Track
Consider sustainable materials and product selection as part of the holistic review of Council's Procurement Policy, in line with the Local Government Act 2020	Operations	<p>There is currently no function within our financial systems to measure, identify or report on what sustainable products are purchased as part of day-to-day purchasing activities.</p> <p>Apart from the work underway within the Capital Works business function, there will be a statement in the reviewed Procurement Policy (July 2025 to June 2029) which will talk to consideration of use of sustainable materials and products, but there will be no targets set in the Procurement Policy in relation to this due to the issues outlined above.</p>	On Track
Develop a roadmap regarding ESD principles into the planning scheme, subject to the State Government's impending changes to the Victorian Planning Provisions and subsequent review of such changes	Planning, Environment and Strategy	<p>Recent proposed Rescode performance standard requirements issued in September 2024 include a raft of increased Environmentally Sustainable Development (ESD) performance standards.</p> <p>Officers prepared a submission to these changes and are awaiting finalisation of consultation on these new Rescode standards (and their release) to assess any gaps.</p> <p>No timeline has been identified by the State Government, however it is likely to be aligned with the release of the State Government's Plan for Victoria by the end of 2024.</p>	On Track
Continue to implement annual actions in the Economic Development Strategy 2020-2030	Planning, Environment and Strategy	<p>Key work undertaken as part of the strategy this quarter included:</p> <ul style="list-style-type: none"> • New members of the Economic Development Advisory Committee held their first meeting and will continue to meet every quarter; • The Small Business Mentoring program has commenced with great success. Sessions are often booked out a number of months in advance; • The Shop in our Shire winter campaign received 731 responses, with shout-outs to over 150 different businesses; • The Home Based Business Survey has received over 260 responses to date. Further engagement also took place after the local election caretaker period; • The Shire participated in the Banyule Nillumbik Local Learning and Employment Network Real Industry Job Interview days, providing young people with job application and interview experience; • 3 Business in Nillumbik e-newsletters were distributed to 1,600 plus businesses; • An Artificial Intelligence (AI) workshop for businesses was provided; and • Social media influencer @travelinstylewithdebs visited the St Andrews Market as part of a wider Yarra Valley 2-day itinerary promotion with Yarra Ranges Tourism. 	On Track
Complete a review of the Integrated Water Management Strategy	Operations	<p>Progress was made during the quarter on a grant application to Melbourne Water to obtain funding for an Integrated Water Management Officer to coordinate the development of the new strategy.</p> <p>A meeting was held with Melbourne Water regarding the grant opportunity, with a position description developed. The grant application is scheduled to be prepared in Quarter 2, 2024-2025.</p>	On Track

Action	Directorate	Commentary	Status
Continue to implement annual actions in the Climate Action Plan 2022-2032	Planning, Environment and Strategy	<p>During the quarter, Council:</p> <ul style="list-style-type: none"> • Progressed towards achieving the goals and targets of the Climate Action Plan. Actions are on track, but with a lot of work still to be undertaken; • Endorsed the Year 3 (2024-2025) Climate Action Implementation Plan, which contains 69 actions across eight focus areas; • Adopted the Urban Tree Canopy Strategy 2024-2040, which seeks to renew and increase canopy and reduce urban heat island impacts; • Adopted the Integrated Transport Strategy, which includes a major focus on climate and sustainability; • Expanded the free sustainability-advice service that Council offers our community to also encompass supporting businesses; • Launched the Rethink Nillumbik community sustainability education program; • Hosted two Climate Resilient Nillumbik workshops with community organisations seeking to identify climate impacts on these organisations and the communities they support, the roles and responses of these organisations and key issues and priorities for action; • Delivered a regional secondary school sustainability challenge program in partnership with LaTrobe University and Melbourne Polytechnic; • Submitted an expression of interest to AusNet for funding to install additional solar and a battery at Hurstbridge Hub; • Commenced procuring electricity for our small sites via the local government wind-power Victorian Energy Collaboration (VECO); and • Completed a major upgrade of energy efficient lighting at Eltham Leisure Centre. 	On Track

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

Continue to advocate on key issues in line with Council's Advocacy Plan	Governance, Communications and Community Safety	<p>In July 2024, Council attended the Australian Local Government Association (ALGA) National General Assembly in Canberra, putting forward the following motions to support the local government sector and the Nillumbik community, calling on the Federal Government to:</p> <ul style="list-style-type: none"> • establish legislation to support targeted investment in the development of Australia's electric grid network infrastructure; and • establish a funding stream that supports local councils in managing their asset renewal responsibilities. <p>In August 2024, Council also attended the second Municipal Association of Victoria (MAV) State Council meeting for the year, putting forward the following motions calling on the State Government to:</p> <ul style="list-style-type: none"> • provide dedicated and ongoing funding to better support Green Wedge councils in their management and enforcement responsibilities around vegetation; • implement measures that will enhance road safety on rural road networks; and • provide funding to increase bus infrastructure and provide better connections to townships and existing rail infrastructure. <p>In addition to this, Council's Chief Executive Officer (CEO) and Mayor joined CEOs and Mayors from the other Northern Councils Alliance (NCA) councils at a delegation in Canberra in August 2024 to meet with a number of Ministers to progress advocacy discussions around key issues for the region.</p> <p>Council has also continued to support the NCA advocacy priorities, with Nillumbik represented at the Upfield Train Line advocacy media launch as part of NCA's public transport campaign, as well as a meeting with Minister for the Prevention of Family Violence to discuss family violence issues in the region.</p> <p>Council's advocacy priorities document that was developed in the lead up to the 2022 Federal and State Elections was also reviewed, and Councillors were provided an update on the progress of advocacy efforts to seek funding for a number of projects. That document was closed off, and used to help develop a new set of priorities to put forward to local Federal members in the lead up to the 2025 Federal Election.</p>	On Track
---	---	---	----------

Report quarterly on the annual budget	Operations	<p>The 30 September 2024 Financial Report was presented to Council's Audit and Risk Committee on 18 November 2024 and to Council at the 10 December 2024 Council Meeting.</p> <p>Council's overall financial position at the end of the first quarter of 2024-2025 remains sound, with active monitoring of operating items remaining a priority.</p>	On Track
---------------------------------------	------------	---	----------

Action	Directorate	Commentary	Status
Continue to implement the Communications Strategy 2022-2025	Governance, Communications and Community Safety	<p>The primary focus this quarter was to progress the development of a Social Media Strategy. This document will provide a roadmap for the way Council uses social media as a key communications channel, to ensure content created is appropriate for, and better considers the audience of, each of Council's social media pages. This work aims to strengthen reach and engagement with our information.</p> <p>The team has been experimenting with QR codes, looking at better ways these tools can be used to track engagement with Council communications, and ensure we are getting value for money out of our QR code software subscription.</p> <p>A survey was undertaken with the community around Council's communications to understand audience preferences around information, including the types of topics they are interested in, and channels they use to consume Council information. This research has now been compiled and will be used to help make improvements to Council's communication materials, including Nillumbik News, e-newsletters and social media content.</p>	On Track
Continue to implement the Nillumbik Customer First Strategy 2023-2026 through Council's operations	Culture and Performance	<p>The Nillumbik Customer First Strategy 2023-2026 defines how Council will design and deliver service experiences that are consistent, reliable, inclusive, easy to use, and meet the needs and expectations of our customers and our community.</p> <p>In this quarter, delivery has continued to progress well, with highlights including:</p> <ul style="list-style-type: none"> • Council again rated number 1 overall across all industry sectors in the Customer Service Benchmarking Australia (CSBA) telephone mystery shopping program; • Our focus on continuing to lead complaint resolution in the sector saw us train another 15 teams in capturing complaints; and • Commenced undertake stage 2 of our managing complex complaints and customer training, which will be rolled out to 110 staff directly impacted by challenging customer behaviours. 	On Track
Continue to deliver our capital works program	Operations	<p>The Capital Works program is tracking well through the first quarter of 2024-2025.</p> <p>Industry costs are still relatively high which has impacted some project budgets. Consultant availability is also a risk, which is impacting design timeframes and pre-planning activities prior to works commencing.</p>	On Track