

Nillumbik Shire Council: Quarter 2, 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			
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 (RAP) at the August 2024 Council Meeting.</p> <p>The RAP has been submitted to Reconciliation Australia for preliminary feedback. Final adoption of the RAP is subject to feedback from the Wurundjeri Cultural Heritage Aboriginal Corporation, before being submitted to Reconciliation Australia for final review and approval. Launch of the RAP is anticipated for July 2025.</p> <p>The Reconciliation Action Plan Working Group met on 2 December 2024 to provide support and input into Reconciliation in Nillumbik events, activities and initiatives in 2025.</p>	On Track
Continue to implement the Disability Action Plan 2020-2024	Communities	<p>Key activities undertaken as part of the Disability Action Plan this quarter included:</p> <ul style="list-style-type: none"> • Annual International Day of People with Disability Grants - \$6,465 expended from a grant pool of \$7,000, with 7 grants awarded; • Lego Masters social events for the autism community; • Launch of a new Wheelchair Basketball program at the Diamond Valley Sports and Fitness Centre, and a new inclusive basketball program for children at the Eltham Wildcats; • Workshops for people with disability to create artwork using textiles recycled by a new recycling machine at the Banyule Nillumbik Tech School; • Creation of a new sensory friendly garden and a sensory friendly scavenger hunt at Hohnes Rd Playhouse in Eltham; • An event focusing on mental health issues for people with intellectual disability and autism; • A theatre performance and art market celebrating the 50th anniversary of local service Araluen; and • Accessible Work Experience (AWE) program - Disability Work Experience at Edendale Community Environment Farm and Eltham Leisure Centre. The AWE pilot year finished with participants, support workers and staff providing positive feedback and advocating to continue the program. Some of the participants requested and were offered ongoing volunteer roles. 	On Track
Continue to implement the Gender Equality Action Plan 2022-2025	Communities	<p>Milestones and timelines for development of the next (second) Gender Equality Action Plan have been presented to the internal Gender Equality Action Plan working group.</p> <p>Safe and Together training was provided to Early Years and Maternal and Child Health staff focused on creating a family violence informed child welfare system and training in responding to disclosures of family violence.</p>	On Track

Action	Directorate	Commentary	Status
Continue to implement the Youth Strategy 2022-2026 in partnership with our Youth Council	Communities	<p>Quarter 2, 2024-2025 marks the end of Year 3 of the Nillumbik Youth Strategy 2022-2026. A Year 3 Implementation Plan report has been prepared and will be presented to the Executive Leadership Team (ELT) and Councillors in early 2025, highlighting the milestone achievements for Year 3 implementation.</p> <p>Key deliverables during Quarter 2 included:</p> <ul style="list-style-type: none"> • Commencement of weekly drop-in programs at Nillumbik Youth Hub. Since opening, the Youth Hub has delivered a total of 35 drop-in programs on a Tuesday, Wednesday & Thursday during school terms, with over 180 young people participating; • Nillumbeats Freeza hosted their final event for the year, a Short Film Festival. The event was highly successful, selling out the largest cinema at Hoyts Greensborough (112 tickets). Over 30 short films were submitted as part of the competition; • Hosted an online Neurodiversity Affirming Parent Workshop which received over 167 registrants; • Engaged with over 1,250 school students through school-based projects; and • 'Against All Odds', a grant-funded project focused on reducing gambling harm among young people, launched with a survey to help us understand the gambling environment in Nillumbik. The survey received 73 responses, plus more engagements through workshops and conversations. <p>A draft Year 4 Implementation Plan has been drafted and will be presented to Council in early 2025. The Year 4 Implementation Plan marks the final year of delivery for the Strategy. The majority of actions delivered across Years 1-3 of the Strategy have either been completed or transitioned across into the Youth Development Business Plan.</p> <p>The Year 4 implementation plan therefore only summarises remaining actions in the final delivery of the Strategy that are above Council's business as usual' activities, including any previous actions that were yet to commence or have been identified as additional priorities through the Youth Summit and the Youth Council.</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>To support health and wellbeing across the Nillumbik community, Living & Learning Nillumbik is expanding its offerings by integrating mental health workshops, fitness programs, and creative arts into their services.</p> <p>Providing lifelong learning opportunities through skill development, intergenerational programs, and accessible online platforms will further enhance community engagement with our services and activities.</p> <p>Collaboration with local health services and a focus on environmental wellbeing will also create a holistic approach to lifelong learning and overall health for our program participants.</p>	On Track
Implement annual actions in the Nillumbik Health and Wellbeing Plan 2021-2025	Communities	<p>Implementation of the Year 4 Action Plan is underway. Key highlights during the quarter include:</p> <ul style="list-style-type: none"> • Older People Expo (focusing on health, service access and social connection); • Food Festival (focusing on food systems, nutrition and sustainability for families); • Pilot collaboration with the Rainbow Youth Group on a clothing upcycle workshop; • 16 Days of Activism Against Gender-based Violence events and grants program; • Implementation of the Healthy Catering Guidelines; • Progress on the 'Addressing alcohol culture in sports clubs' project; and • Gambling harm research completed with young people throughout the Shire. <p>Current challenges and opportunities include:</p> <ul style="list-style-type: none"> • FReeZA funding has been unexpectedly cut with very short notice, which has critical consequences for youth school holiday programs; • Some actions were on hold during the local election caretaker period and new Councillor induction process. These are due to re-commence early in 2025; • Unsuccessful grant addressing food insecurity in Nillumbik. Limited resources to responding to increasing local need; • Student on placement developing homelessness resources and referral kit to respond to emerging local need and strengthen internal knowledge; 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
Commit resources to and implement an expanded program of environmental volunteering	Planning, Environment and Strategy	<p>An internal working group continued to look at and implement ways to increase visibility and promotion of volunteer groups throughout the Shire, including advertising activity dates in Nillumbik's Environment and Sustainability e-News.</p>	On Track

Place and Space

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

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 the unprecedented State Government policy change in the implementation of the Housing Statement.</p> <p>Council is currently awaiting advice from the State Government in relation to the release of the Plan for Victoria, final housing targets and Activity Centre changes. 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 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
Implement annual actions in support of the Green Wedge Management Plan 2019	Planning, Environment and Strategy	<p>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.</p> <p>The new (x5) and rollover (x10) priority actions in the GWMP are being progressed throughout 2024-2025.</p>	On Track
Continue to implement annual actions in the Arts and Culture Strategy 2022-2026	Communities	<p>Key actions undertaken in this quarter included:</p> <ul style="list-style-type: none"> • Ongoing planning for the Nillumbik Prize for Contemporary Art 2025, with the process currently at the review of applications stage. Shortlisting has resulted in 24 finalists selected from a record number of 468 applications this year; • 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 the Visual Arts collection changeover in Council's public buildings, including Hurstbridge Hub and Eltham Community and Reception Centre; • Application for a major public art grant by Creative Victoria for "Women in Public Art" in collaboration with Yarra Plenty Regional Library; and • Development of a multi-phase implementation plan for the Creative Infrastructure Framework, which involves building assessment and engagement of stakeholders to convert existing buildings into exhibition and creative spaces. 	On Track
Continue to implement the Recreation and Leisure Strategy 2022-2030	Operations	<p>Actions undertaken to progress implementation of the strategy this quarter included:</p> <p>Events/Campaigns:</p> <ul style="list-style-type: none"> • Nillumbik Children's Mini Food Fair event at Edendale Community Environment Farm in Eltham; • This Girl Can Campaign in November 2024; and • Third Annual Women in Sport Breakfast at the Eltham Community and Reception Centre in November 2024. <p>Grants submitted:</p> <ul style="list-style-type: none"> • Hurstbridge Dog Park Application. <p>Infrastructure projects:</p> <ul style="list-style-type: none"> • Completion of the Yarrambat Solar Panels project; and • Commencement of construction of the Eltham Lower Park Dog Park upgrade. <p>Equity Impact Assessments:</p> <ul style="list-style-type: none"> • Vic Health Active Travel project; and • Women in Sport Breakfast. <p>Tenders completed:</p> <ul style="list-style-type: none"> • Tender evaluation completed and contract awarded for the Plenty War Memorial Oval Lighting Upgrade; and • Playground renewals tender awarded. 	On Track

Action	Directorate	Commentary	Status
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>This action was completed in Quarter 1.</p> <p>Council considered and adopted the Wattle Glen Public Realm Framework at the August 2024 Council Meeting. In principle support for the framework was also 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>	Complete
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. The endorsed submission was subsequently lodged with the Minister for Planning in late October 2024.</p> <p>Council officers are awaiting further State Government updates on planning policy reforms before further proceeding with this action.</p>	Minor Issues
Complete and adopt a new Integrated Transport Strategy	Planning, Environment and Strategy	<p>This action was completed in Quarter 1, 2024-2025.</p> <p>Actions in the strategy are being undertaken and updates on progress will be provided via quarterly reporting to Council.</p>	Complete
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>No progress has been undertaken this quarter in regard to progressing the amendments to implement the Major Activity Centre Structure Plans for Diamond Creek into the Nillumbik Planning Scheme.</p> <p>Officers await imminent planning reforms being developed by the State Government in advancing its Housing Statement, and will need to review the reforms and implications for these amendments before updating Council and further progressing the amendments.</p> <p>Council is currently awaiting further advice and updates from the State Government in relation to the planning reforms before proceeding further with this action.</p>	Minor Issues
Continue to develop a masterplan for community facilities in Diamond Creek, including recreation, social and cultural infrastructure	Planning, Environment and Strategy	<p>There has been no further progress on this action during this quarter.</p> <p>Given the size of the contract (\$300,000 over two financial years), this project will be presented to the new Council in early 2025, 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.</p> <p>Subject to reconfirmation of the project, preparation of procurement inputs and processes would be undertaken to advance the project.</p>	Minor Issues
Continue to implement the adopted place-making framework to support shared outcomes between community and Council	Communities	<p>Actions undertaken as part of the framework during the quarter included:</p> <ul style="list-style-type: none"> • 9 initiatives were supported for the 2024 Festive Grant program across the Shire. Acquittals for these projects will be due in the next quarter; • the Place Activation and Event Grant Program is still open for applications. This program included an additional one-off Large Event stream (stream 2 - \$30,000) to fund new and emerging events that activate public places in Nillumbik. Stream 1 applications will be assessed on an ongoing basis, whilst Stream 2 applications will be assessed by an external panel; and • Soft Launches for listening posts outside Eltham Library and at Kangaroo Ground War Memorial Park are being planned for next quarter to bring further awareness of the work undertaken by the Place Activation team. 	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 Year 1 Biodiversity Implementation Plan (2024-25) has been prepared and will be considered for adoption at a Council Meeting in early 2025.</p> <p>The Year 1 Key Urban Tree Canopy Actions (2024-25) has been prepared and will also be considered for adoption at a Council Meeting in early 2025.</p> <p>These first year implementation plans for our new strategies build upon and further our work to protect and enhance the Shire's unique and highly valued Green Wedge environment. Actions in the implementation plans will be monitored throughout the year and an achievement report provided to Council at the end of the first year.</p>	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 implement annual actions in the Climate Action Plan 2022-2032	Planning, Environment and Strategy	<p>During Quarter 2, the following actions were undertaken to progress implementation of the Climate Action Plan:</p> <ul style="list-style-type: none"> • Submission of a grant application seeking State Government funding to install solar and batteries at Research Park Pavilion, Hurstbridge Football and Cricket Pavilion and Lower Eltham Park Pavilion to enhance community energy outage resilience and reduce ongoing club electricity costs; • A successful grant application to install solar, a battery and a generator at Hurstbridge Hub that will enable the hub to operate for our community during electricity outages. Works will commence in 2025; • Commenced a 6-month program of upgrading all remaining mercury vapour streetlights across the Shire to LED; • Conducted a trial of a draft of Council's proposed new ESD Policy and implementation matrix by testing it during the design process for the new Yarrambat Horse and Pony Pavilion and the Eltham Lower Pavilion redevelopment designs; • Installed 20kW of solar at Yarrambat Football and Cricket Pavilion, taking Council's total solar installations to over 1MW (1000kW); • Delivered energy efficiency works at Council facilities, such as draught-proofing at Meruka Childcare in Eltham and commencement of a 14-site LED lighting and ceiling fan upgrade project; • Conducted annual fire management inspections; and • Completed two drainage projects in Eltham North and Research to reduce flooding risk at targeted locations. 	On Track
Continue to establish a climate action hub at Edendale Community Environment Farm	Culture and Performance	<p>The Nillumbik Environment and Climate Action Hub (NECAH) implementation plan was presented to the previous Councillor group in July 2024. Positive feedback was received to continue with the implementation.</p> <p>The feedback recognised the need to focus implementation on people who want to implement improved environmental outcomes, but have ability and opportunity barriers stopping them. There was also recognition that the speed of implementation is also dependent on resources and that given budget constraints, the current focus is on implementing within existing resources.</p> <p>A review of existing web content and structure for the NECAH rollout was also completed this quarter, with support from Council's Communications team.</p>	On Track
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>Nillumbik's first public high-speed Electric Vehicle charging stations located on Council land were installed this quarter in Eltham Town Centre. They are operated by Evie Networks, located on four carpark spaces that are being leased from Council.</p> <p>Installation of the charging stations supports Council's overarching targets of 100% zero-emissions transportation by 2035 and net zero community emissions by 2035.</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

Action	Directorate	Commentary	Status
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>In late October 2024, the State Government released a draft Ministerial Direction - Climate Change for technical consideration and submissions with a very tight timeframe for feedback.</p> <p>Council officers as Council's representatives to membership as part of the Northern Alliance for Greenhouse Action, reviewed and recommended the Northern Alliance for Greenhouse Action (NAGA) submission to the draft Direction - part of a suite of ESD/Climate policy positions by the State Government in early November 2024.</p> <p>No timeline has been identified by the State Government for further ESD policy changes (Stage 2), however it is likely to be aligned with the release of the State Government's Plan for Victoria, on which Council is awaiting further advice and updates.</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"> • Two Nillumbik businesses - A Fitting Connection and The Dattner Group, won awards at NorthLink's Northern Business Achievement Awards. Local entrepreneur Azzy Light was also the Shire's Young Business Achiever nominee; • The Shop in our Shire All I Want For Christmas campaign received 713 community entrants from customers of 171 businesses; • The Business Precinct waste reduction program at Eltham Village has been completed to support businesses with their waste reduction practices; • The Home Based Business Survey received over 290 responses. Analysis of the survey is currently taking place; • The Home Based Business Forum had over 50 attendees with a satisfaction rate of 4.5 out of 5; • The Small Business Mentoring program continues to be a great success with sessions booked out a number of months in advance; and • A Winning Government Grants and Tenders business workshop was undertaken. 	On Track
Complete a review of the Integrated Water Management Strategy	Operations	<p>Progress was made on the grant application and position description for the role of Integrated Water Management Officer which will be responsible for the development of the Strategy.</p> <p>The grant application is proposed to be submitted in January 2025.</p>	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>Council presented its advocacy priorities to Liberal and Labor candidates for the Jagajaga and McEwen electorates during the quarter. Some of those priorities were highlighted as part of a community forum with Senator Bridget McKenzie, which was organised by the Liberal candidate for McEwen, Jason McClintock.</p> <p>In October, Nillumbik participated in a meeting with other Northern Council Alliance (NCA) member councils and local MP and Minister for Prevention of Family Violence, Vicki Ward to highlight challenges around family violence in the northern region.</p> <p>In December, Council received confirmation about two successful grant applications through the Federal Government's Thriving Suburbs Program: Diamond Creek Men's Shed will receive \$965,000 to renovate the current facility, while Yarrambat War Memorial Park will receive \$901,103 to build new inclusive change rooms and amenities. Council will match funding for both projects dollar for dollar. Both projects have been put forward as advocacy priorities.</p> <p>In November, Council submitted some information to the Mobile Black Spot Program Community Noticeboard, to help highlight some of the priority areas in Nillumbik where residents experience poor and unreliable mobile and internet connectivity.</p> <p>Nillumbik also hosted a visit from local member Kate Thwaites MP at the Eltham Lower Park to discuss plans and construction details for the park's upgrade, including the dog park, and also met with local member for Warrandyte, Nicole Werner MP to discuss issues for parts of Nillumbik that fall within the Warrandyte electorate.</p>	On Track
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Action	Directorate	Commentary	Status
Report quarterly on the annual budget	Operations	<p>The 31 December 2024 Financial Report will presented to Council's Audit and Risk Committee on 24 February 2025 and to Council at the 25 February 2025 Council Meeting.</p> <p>Council's overall financial position at the end of the second quarter of 2024-2025 remains sound, with active monitoring of operating items remaining a priority.</p>	On Track
Continue to implement the Communications Strategy 2022-2025	Governance, Communications and Community Safety	<p>Actions undertaken as part of the strategy this quarter included:</p> <ul style="list-style-type: none"> • Work on a Social Media roadmap is almost complete, following engagement with the Communications Team and other teams across Council that have their own social media accounts. The roadmap will provide a useful guide for teams to help determine the best channel to use for different information and audiences to help provide a more strategic approach to the way we use social media; • Council's Communications and Engagement team is also improving the way it uses QR codes, and embracing their value as a tool to help measure engagement with a range of different communication materials, while also providing the community with an easy way to access further information through our website. This also helps further establish Council's website as a 'source of truth' for the community when seeking Council-related information; • Analysis of a communications survey was completed. Data has so far been used to begin a refresh of Nillumbik News. Work in improving the connection between news pages on Council's website, social media posts and Nillumbik News stories is also being guided by data we collect, while strengthening the effectiveness of Council's website; • The Writing Style Guide update is almost complete. Next steps will involve engaging with the Wurundjeri Woi-wurrung Aboriginal Cultural Heritage Corporation to capture any feedback around correct use of indigenous related terms and words; and • Work is underway on an update to the Issues Management Communications Plan. However, given State Government changes to the role of Local Government in emergencies, this will need further involvement from the Emergency Management team. 	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 maintained its strong performance, ranking first overall across all industry sectors in the Customer Service Benchmarking Australia (CSBA) telephone mystery shopping program. This reflects consistent service quality and customer engagement excellence; • Enhanced complaint capture and reporting processes to maintain sector leadership in resolution. Piloted by three teams, the new approach improves reporting speed, issue clarity, and assignment efficiency, with a full rollout planned for the next quarter; and • Completed stage 2 of our training on managing complex complaints and challenging customer interactions. Delivered through 12 sessions to 110 frontline staff, this initiative enhances staff confidence, improves customer outcomes, and fosters a safer work environment. 	On Track

Action	Directorate	Commentary	Status
Continue to deliver our capital works program	Operations	<p>The 2024-2025 Capital Works program is progressing well at the mid-point of the financial year and we are ahead of the targeted 40% completion in most areas.</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> <p>The other ongoing concern is the long lead times being experienced when seeking approvals or works from other authorities such as electrical, water and gas utilities. Officers are working hard to reduce these lead times with early engagement and provision of additional information wherever possible.</p> <p>Quarters 3 and 4 will see a number of key projects delivered as part of the Capital Works program for 2024-2025. These include:</p> <ul style="list-style-type: none">- Ryans Reserve Upgrade;- Alistair Knox Park Changing Places and Universal Design;- Eltham North Adventure Playground Car Park Sealing;- Kangaroo Ground Tennis Club Car Park Upgrade;- Diamond Creek Tennis Courts Rejuvenation; and- Herberts Lane Playspace.	On Track