

## Nillumbik Shire Council: Quarter 2, 2025-2026 Council Plan Performance Report



Action	Directorate	Commentary	Status
<b>Our People - Inclusive living and participation</b>			
We support and empower our diverse community by reducing barriers, strengthening connections, and creating a welcoming environment where everyone feels respected, included, and able to participate fully in community life			
<b>Welcoming and inclusive communities</b>			
Audit and assess Council infrastructure for accessibility in parks and open spaces and apply Equity Impact Assessments (EIAs) to new infrastructure projects (be it new, upgrade or renewal projects)	Operations	<p>Data from the audits and assessments has been consolidated on 58 parks, with 6 parks identified as providing full accessibility across all five assessed amenities: drinking fountains, picnic tables, park seating, shelters and barbecues.</p> <p>Parks that do not currently meet all accessibility criteria have also been identified and prioritised based on the extent of works required to achieve compliant and equitable access. This prioritisation will be used to inform future planning, scoping and staging of accessibility improvement works across Council's open space network.</p> <p>Prior to works being scheduled, site inspections will be undertaken in the next quarter in collaboration with a member of Council's Disability Inclusion team to validate the proposed scope and ensure it meets accessibility requirements and relevant standards.</p>	On Track
Finalise and implement Council's Reflect Reconciliation Action Plan	Communities	<p>This quarter focused on progressing Council's Reflect Reconciliation Action Plan (RAP) toward final endorsement while strengthening shared understanding and readiness for implementation.</p> <p>Council officers met with Reconciliation Australia to discuss their feedback in detail and confirm the updates made to the Reflect RAP, ensuring alignment with national reconciliation standards and expectations.</p> <p>The Reconciliation in Nillumbik Working Group also met during the quarter, providing an important forum to reconnect, reaffirm commitment and begin exploring ideas for the launch of the Reflect RAP. These discussions supported early thinking about how the Reflect RAP can be meaningfully introduced to Council and the community, with a focus on visibility, cultural respect and relationship-building.</p> <p>The next quarter will focus on preparing for endorsement, finalising launch planning and commencing development of an implementation plan to guide delivery, monitoring and reporting once approval is received.</p>	On Track
<b>Community empowerment and participation</b>			
Enhance environmental volunteering by supporting 'Friends of' groups, and reviewing and rationalising existing groups	Planning, Environment and Strategy	<p>Actions undertaken this quarter included:</p> <ul style="list-style-type: none"> <li>• Engagement of an officer to develop programs and training activities for Environmental Volunteers;</li> <li>• Continuing to support groups by advertising activities across multiple Council outlets;</li> <li>• Continuation of the Nature Restoration training program with Edendale Community Environment Farm. This training enables environmental volunteers to upskill, learn new skills and connect with other volunteers; and</li> <li>• Provided training to volunteers to be able to install fauna cameras in Council's bushland reserves to gather more information about Council's reserves and also provide other avenues of volunteering for the community.</li> </ul>	On Track
Identify and assess the feasibility of a Parks Alive! Program	Communities	<p>Work undertaken during the quarter included developing the preliminary scope of work to determine the feasibility and potential scope of a "Parks Alive" program in Nillumbik.</p> <p>Initial benchmarking was undertaken against similar models (e.g. Manningham Council's Parks Alive program).</p> <p>Early discussions have occurred to explore possible alignment with existing programs and activation frameworks.</p>	On Track

Action	Directorate	Commentary	Status
<b>Health, equity and community connection</b>			
Research Council's role in food insecurity and advocate for funding to develop and implement a Food Systems Strategy	Communities	<p>Research into best-practice food systems was conducted via attendance at the National Food Policy Forum.</p> <p>This strategic reconnaissance identified a critical sector-wide shift from traditional "emergency relief" (hampers) toward "infrastructure-led resilience."</p> <p>A primary outcome is the validation of dignity-based models, such as "Social Supermarkets," where a nominal handling fee restores agency to users and reduces the stigma often felt by those accessing these services.</p>	On Track
Deliver inclusive educational programs across life stages in partnership with community facilities and services to meet the evolving needs of families, older adults, and creative communities	Communities	<p>Living &amp; Learning Nillumbik continued to deliver and support inclusive programs and initiatives for priority populations, including young people, intergenerational groups, people with disability, carers and families, through Council facilities to improve mental wellbeing and foster social connection.</p> <p>Programs and activities were delivered across Living &amp; Learning neighbourhood houses in Eltham, Diamond Creek and Panton Hill, and complemented activity delivered through the Nillumbik Youth Hub, Edendale Community Environment Farm and the Hurstbridge Community Hub.</p> <p>A diverse mix of learning, creative and wellbeing-focused activities provided accessible opportunities for participation, skill development and meaningful social engagement. Delivery was strengthened through collaboration with other Council teams, including Youth, Environment, Arts and Culture, Community Services and Maternal and Child Health.</p> <p>These partnerships supported cultural learning activities, creative exhibitions, accredited training and targeted community events, contributing to increased participation, stronger social connection and positive mental wellbeing outcomes across Nillumbik.</p>	On Track
Implement actions in the Health & Wellbeing Plan 2025–2029	Communities	<p>Implementation of the Nillumbik Health and Wellbeing Plan 2025-2029 continued this quarter, delivering inclusion and wellbeing outcomes across all six priority areas. Key actions included:</p> <ul style="list-style-type: none"> <li>• In partnership with Job Access, an online Disability and Inclusion training session was delivered to 65 people leaders across Council;</li> <li>• Council coordinated the Shire-wide 16 Days of Activism against Gender-based Violence campaign in partnership with community organisations, sector agencies and internal teams, including packing Share the Dignity bags, distributing books that explored gender equality and respect to playgroup families, and funding seven community-led primary prevention initiatives;</li> <li>• In partnership with OM:NI, Blues Music Victoria and Victorian Seniors Festival, Council's Ageing Well team delivered Battle of the Bands as part of the Seniors Festival, engaging community groups, particularly men, to come together and perform to an audience of 160 people; and</li> <li>• In partnership with Council, Headspace Greensborough and Plenty Valley hosted their first art exhibition at the Youth Hub. The event celebrated the creativity of young people across Nillumbik, Banyule and Whittlesea. A total of 74 young people aged 12 - 25 showcased 97 pieces of artwork, with 120 people attending to view the works and the Youth Hub.</li> </ul> <p>These examples highlight a selection of actions in progress across Council. Ongoing collaboration and partnerships continue to support the effective delivery of the Plan.</p>	On Track

Action	Directorate	Commentary	Status
<b>Our Place - Liveable and connected communities</b>		<b>We create vibrant, inclusive neighbourhoods and rural townships through thoughtful planning, improved walking and transport links, diverse housing options, quality open spaces, and community infrastructure that reflect the needs of our community all while protecting Nillumbik's Green Wedge and unique character</b>	
<b>Vibrant, safe and liveable activity centres and neighbourhoods</b>			
Refine, finalise and exhibit the Nillumbik Housing Strategy in response to the State Government's planning reforms	Planning, Environment and Strategy	Development of the Housing Strategy remains on hold, pending State Government Planning and Environment Act Review and Planning Reform Changes.  Work on the strategy is expected to recommence in Quarter 3, 2025-2026 (March 2026).	Minor Issues
Continue to develop a masterplan for community facilities in Diamond Creek, including recreation, social and cultural infrastructure	Planning, Environment and Strategy	Benchmarking activities have been completed and a return brief has been submitted to Council (Deliverable 1 of the masterplan).  Public exhibition of the draft masterplan is expected to take place in mid-late 2026.	On Track
Progress Planning Scheme Amendments for the Diamond Creek and Eltham Activity Centre Structure Plans	Planning, Environment and Strategy	Council officers submitted Part 1 of C143nill - Eltham MAC to the Minister for approval in October 2025 and are awaiting an outcome. Officers have also commenced liaising with the Environmental Protection Authority and Council's Economic Development team to continue progressing Part 2 of C143nill.  A Planning Panel has been formally requested for C144nill - Diamond Creek MAC, with a directions hearing taking place on 14 November 2025, and a panel hearing taking place on 11 December 2025. No submitters attended the hearing, with the Panel now undertaking their duties by the 'papers'.	Minor Issues
Progress planning for pedestrian safety by developing a Road Safety Strategy and scoping of a future Safe Pedestrian Crossing and Shire-wide Walking and Pedestrian Strategy	Planning, Environment and Strategy	The Road Safety Strategy has progressed significantly during this quarter, with the draft document and accompanying action plan now developed and undergoing review by relevant subject matter expert officers to ensure alignment with best practice and strategic priorities.  The consultant's background analysis and data review informed the draft, providing a strong evidence base for proposed actions which are in review.	On Track
Undertake a traffic and pedestrian safety audit of all primary and secondary schools in the Shire to identify and prioritise safety improvements for future capital works delivery	Planning, Environment and Strategy	All primary and secondary schools within the Shire have now been reviewed internally by Council's Traffic and Transport team, with a priority list of schools completed.  Next steps through Quarter 3 and Quarter 4 is to convert this priority list into a capital works program through external Road Safety Auditing and conceptual and functional design.	On Track
<b>Rural character and communities</b>			
Develop and deliver a public education campaign through the Domestic Animal Management Plan to promote respectful use of shared spaces	Governance, Communications and Community Safety	The implementation of the Domestic Animal Management Plan's action plan is underway to deliver year 1 actions of the Domestic Animal Management Plan, including education around promoting the Section 26 Order with regard to shared spaces.  Website updates are in progress to promote the new initiatives.	On Track
<b>Protection of biodiversity</b>			
Implement the Biodiversity Strategy 2024–2034	Planning, Environment and Strategy	During this quarter, the following actions were undertaken to progress implementation of the strategy:  <ul style="list-style-type: none"> <li>Completed the field work component of the roadside habitat conservation values assessment project, engaging a consultant to undertake 1,200 km of roadside habitat assessments across the Shire;</li> <li>Council officers completed the field work component of the second year assessment of vegetation condition across 33 Council bushland reserves and started the newest round of Forest Health Monitoring;</li> <li>Wrapped up the three month Spring Outdoors program in collaboration with Manningham and Banyule Councils, with a range of events across nature engagement, cultural values and sustainable living;</li> <li>Held an environmental volunteer celebration at Edendale Community Environment Farm in December; and</li> <li>Commenced planning for environmental events in 2026.</li> </ul>	On Track
Develop a scoping document and advocate to the State Government for funding to pilot virtual wildlife fencing	Planning, Environment and Strategy	Actions completed to progress this action during the quarter included:  <ul style="list-style-type: none"> <li>Councillor briefing on 2 December; and</li> <li>Review of Parliamentary Inquiry findings into wildlife road strikes published at the end of November.</li> </ul> <p>An officer research paper was presented to Councillors in December 2025, informing that virtual fencing was generally not scientifically supported to reduce wildlife strike incidents. It was agreed to investigate alternative technology options and to develop a community communications campaign to improve driver awareness.</p> <p>Further work to progress this action is scheduled for next quarter.</p>	On Track

Action	Directorate	Commentary	Status
<b>Open spaces and active places</b>			
Collaborate with contracted leisure providers to review and enhance programs and services that increase participation and support community health and wellbeing	Operations	<p>This action aligns with the Recreation and Leisure Strategy 2022-2030 - Priority 1: Increasing Participation and Usage of Facilities and Open Spaces.</p> <p>A range of programs and services were completed to progress this action during this quarter, including:</p> <ul style="list-style-type: none"> <li>• 809 participants taking part in the Street Team program, which sees a range of group fitness classes delivered to people living in the rural areas of Nillumbik;</li> <li>• As part of Children's Week, Aligned Leisure ran two activities at Eltham Leisure Centre for young participants, including bingo and a scavenger hunt. In addition, they held a Tiger Cubs Open Day at Hurstbridge Basketball Stadium over the school holidays;</li> <li>• The Eltham Fun Run and Walk, held on Sunday 16 November, had 656 registrations and raised over \$15,000 for the Pat Cronin Foundation;</li> <li>• As part of Seniors Month, Aligned Leisure ran a CPR demo on World Restart a Heart Day; and</li> <li>• Community events such as World Mental Health Day, Seniors and Active Movers afternoon teas, 16 Days of Activism, Active Movers Christmas Luncheon and the Walking Basketball Breakup were also held.</li> </ul>	On Track
Deliver funded capital works projects	Operations	<p>Progress on delivery of funded capital works projects to date includes:</p> <ul style="list-style-type: none"> <li>• 46.4% of programmed works completed; and</li> <li>• 68.1% of programmed capital budget committed.</li> </ul> <p>The following major projects were completed in this quarter:</p> <ul style="list-style-type: none"> <li>• Diamond Creek Outdoor Pool improvements; and</li> <li>• Eltham North Preschool upgrades.</li> </ul>	On Track
Prepare a feasibility study for a new trail section linking the Plenty River Trail to the Diamond Creek Trail along the Maroondah Aqueduct	Operations	<p>The project brief was finalised in Quarter 2 and a project kick-off meeting held in November 2025 to present the brief to key internal stakeholders.</p> <p>A key outcome of the meeting was the confirmation of Project Control Group (PCG) and Project Working Group (PWG) members. Both the PCG and PWG are now established.</p> <p>The PWG will review the Request for Quote (RFQ) specifications to appoint a consultant to undertake the feasibility assessment in the next quarter.</p>	On Track
<b>Distinctive and creative communities</b>			
Deliver placemaking initiatives by empowering community groups to enhance public spaces and community identity across the Shire	Communities	<p>Council is continuing to support other community-led placemaking projects as appropriate, and where feasible.</p> <p>Further place applications have been received and will be assessed shortly.</p>	On Track
Promote Nillumbik as a tourism destination and strengthen the local visitor economy through collaboration with Tourism East and regional partners	Planning, Environment and Strategy	<p>Activities undertaken by Tourism East to promote Nillumbik during the quarter included:</p> <ul style="list-style-type: none"> <li>• 18 businesses are partners with Tourism East promoted through various channels;</li> <li>• 4 Nillumbik businesses/events were promoted through the Yarra Valley and Dandenong Ranges consumer facing tourism e-Newsletter;</li> <li>• Nillumbik businesses, markets, events, townships and tourism facilities were promoted 31 times through consumer social media channels;</li> <li>• 8 businesses are listed on the 2026 Official Touring Map; and</li> <li>• Edendale Community Environment Farm was added to the new Family Friendly Adventures Itinerary that has been promoted via social media.</li> </ul>	On Track

Action	Directorate	Commentary	Status
<b>Our Future - Sustainable futures and healthy environments</b>			
We lead with practical, local action to reduce the environmental and financial impacts of climate change, grow and protect our tree canopy, cut waste, and support a thriving natural environment for current and future generations			
<b>Local climate action</b>			
Implement the Climate Action Plan 2022–2032	Planning, Environment and Strategy	<p>Delivery undertaken this quarter included:</p> <ul style="list-style-type: none"> <li>• Received notification that our \$2.5 million federal grant application to electrify the Eltham Leisure Centre was successful;</li> <li>• Hosted a Community Bushfire Expo to support having a climate resilient, adaptive and safe community;</li> <li>• Commenced the process of updating the Operations Centre Integrated Water Management Plan;</li> <li>• Installed a new water storage tank for emergency use in Arthurs Creek;</li> <li>• Engaged a contractor to deliver the Hurstbridge Hub energy resilience project, with battery and EV charger locations identified;</li> <li>• Rectified St Andrews energy resilience centre faults;</li> <li>• Conducted thermal performance audits at five facilities across the Shire;</li> <li>• Applied for an LGPro Environmental Sustainability Award for innovation in use of electric vehicles to power events/festivals and emergency management responses;</li> <li>• Delivered multiple energy efficiency, electrification and food waste reduction community workshops; and</li> <li>• Completed 250km of roadside maintenance and box-clearance to support emergency access.</li> </ul>	On Track
Progress delivery of a Nillumbik Environmental Climate Action Hub at Edendale Community Environment Farm	Culture and Performance	<p>Activities undertaken during the quarter included:</p> <ul style="list-style-type: none"> <li>• 1 x Edendale Repair Café's run, focussing on reducing waste to landfill;</li> <li>• Edendale Youth Environment Team continues to develop, with 10 team members regularly attending;</li> <li>• St Helena College students attending the weekly Open House program for disengaged (or at risk) youth;</li> <li>• 4 x compost and worm farm workshops delivered to reduce organic waste to landfill;</li> <li>• 3,570 students participated in Edendale's Environmental Education program - our biggest Term 4 ever;</li> <li>• 10,218 indigenous plants sold to support local biodiversity;</li> <li>• Friends of Edendale planting and plant care days; and</li> <li>• Children's Week activities at Edendale Community Environment Farm.</li> </ul>	On Track
Develop a Circular Economy Framework	Culture and Performance	<p>Progress this quarter included further development of the project charter and scope, reviewing other councils' strategies and approaches, and engaging with internal stakeholders.</p> <p>Work to develop baseline metrics and tracking of recycled content and resource recovery in civil works has continued, along with analysis of sustainable material design options for capital and infrastructure projects, which will inform key aspects of the framework.</p>	On Track
<b>Promotion and enhancement of the tree canopy</b>			
Implement the Urban Tree Canopy Strategy 2024–2040	Planning, Environment and Strategy	<p>Delivery undertaken this quarter included:</p> <ul style="list-style-type: none"> <li>• Created a 'caring for street trees' video and a 'request a street tree' video. Both are being promoted via social media over the summer months;</li> <li>• Prepared a Nillumbik News information piece on street trees; and</li> <li>• Increased focus on ensuring capital works and infrastructure project processes prioritise tree retention and minimising of impacts where possible.</li> </ul>	On Track
Develop an Indigenous seedling voucher program to support sustainable planting and habitat improvement on private land	Culture and Performance	<p>A discussion paper on scope and logistics for this initiative has been drafted and circulated for stakeholder consultation and feedback across Council.</p> <p>Councillors will be briefed on a proposal next quarter, informed by the discussion paper and internal stakeholder feedback.</p>	On Track
<b>Future planning and sustainable development</b>			
Continue partnering with Melbourne Water to progress flood modelling and mapping across the Shire	Operations	<p>Actions completed in this quarter included:</p> <ul style="list-style-type: none"> <li>• Melbourne Water's consultant continued to progress the flood modelling; and</li> <li>• Melbourne Water and Council continued to meet regularly at Project Control Group and Project Working Group meetings to guide and support the project.</li> </ul>	On Track
Deliver targeted programs, workshops and incentives to support sustainable agriculture and food systems	Planning, Environment and Strategy	<p>Council has undertaken the following initiatives during the quarter:</p> <ul style="list-style-type: none"> <li>• Produced in Nillumbik has been promoted through the Business in Nillumbik Facebook group;</li> <li>• Produced in Nillumbik agricultural businesses were promoted via 3AW's Weekend Break program; and</li> <li>• A rabbit control workshop on private land was delivered in conjunction with Nillumbik Landcare Network.</li> </ul> <p>Other organisational activities include implementing the Land Management Incentive Program, providing grants to assist with pest plant and animal control on private land continuing to encourage landholders to be proactive in sustainable agriculture.</p>	On Track

Action	Directorate	Commentary	Status
<b>Our Council - Responsible governance and community leadership</b>			
We strengthen governance and community leadership to ensure transparent, inclusive decision-making processes that engage all residents, build trust, and create sustainable solutions for Nillumbik's future.			
<b>Good governance, communication and engagement</b>			
Develop a new Communications Strategy to strengthen community understanding of Council's role, enhance transparency, and support meaningful engagement	Governance, Communications and Community Safety	Facilitated strategic workshops were held in October and December to start scoping and drafting a new Communications Strategy. Further work will progress in future quarters.	On Track
<b>Strengthening advocacy</b>			
Develop an advocacy framework and supporting action plan to guide Council's efforts in securing funding and influencing legislative reform	Governance, Communications and Community Safety	Council's Advocacy Framework and Action Plan were endorsed in September 2025.  Implementation of actions within the framework and action plan has commenced.	On Track
Implement the Advocacy Action Plan	Governance, Communications and Community Safety	Advocacy priorities were endorsed by Council in October 2025 and evidence based fact sheets are being written to support each of the 'asks'.	On Track
<b>Responsive and efficient services</b>			
Enhance customer experience by strengthening complaints handling practices, building staff capability, and using feedback data to drive continuous improvement	Culture and Performance	Following endorsement by Council in September 2025, the updated Complaint Handling Policy is being socialised across the organisation.  A key focus has been improving the consistent logging of complaints, providing clearer insight into customer concerns and service issues. More reliable complaint data will enable stronger analysis in coming quarters, particularly in high volume areas such as the waste service. Next quarter, work will continue with the waste service to analyse this data and identify opportunities for service improvement.  An internal survey was also undertaken to assess staff confidence and capability in handling complaints. The results will inform the development of targeted training for services with high levels of customer contact, strengthening consistent and effective complaint handling.  Together, these actions support a more consistent, customer focused approach to complaints handling and ensure customer feedback is used to inform service improvements across the organisation.	On Track
Support the responsible use of emerging technologies that improve service delivery and reduce costs	Culture and Performance	Council recognises the potential for emerging technologies, including Artificial Intelligence (AI), to enhance service delivery and improve operational efficiency.  Over time, opportunities will be explored to better understand how such technologies could support improved processes, reduce wastage, and deliver better outcomes for the community.  Council has established a collaborative working group, to share insights and assess the suitability of new tools and approaches. Emphasis will be placed on responsible and transparent use of technology, ensuring that any adoption aligns with organisational priorities, governance requirements, and community expectations.	On Track
<b>Risk management and emergency preparedness</b>			
Deliver emergency preparedness programs in partnership with key agencies	Governance, Communications and Community Safety	A communications plan has been established to deliver a series of preparedness pop-ups using the feedback sought from the Community Bushfire Expo 2025 and community feedback from recent weather events.  The preparedness pop-ups will commence outside of the fire danger period.	On Track
Undertake a strategic risk review to ensure emerging risks are identified, assessed, and appropriately managed	Culture and Performance	The review of Council's strategic risks has commenced.  Next quarter, an independent risk consultant has been engaged to carry out workshops with Council managers and Councillors, as well as an information session on risk management. The risk register will then be reviewed and updated, including a strategy to maintain its currency and accuracy.  Risk registers will also be reviewed and a risk strategy established.	On Track
Continue to collaborate with emergency services and agencies to implement mitigation strategies outlined in Council's emergency and risk management plans	Governance, Communications and Community Safety	All Emergency Management Plans are due for review by 30 June 2026. Council has initiated the review of several plans including: <ul style="list-style-type: none"> <li>• Municipal Emergency Management Plan (MEMP);</li> <li>• Municipal Fire Management Plan (MFMP);</li> <li>• Heat Health; and</li> <li>• Relief and Recovery.</li> </ul> All plans will be reviewed by the Municipal Emergency Management Planning Committee (MEMPC) and Municipal Fire Management Planning Committee (MFMP), before a Statement of Assurance (SOA) process is initiated.	On Track