

# Council Meeting

to be held at the Council Chamber, 32 Civic Drive, Greensborough  
on Tuesday 17 June 2025 commencing at 7:00 PM.

## Attachments

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

Thursday 12 June 2025

Distribution: Public

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## Nillumbik Shire Council

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# Council Meeting

held at the Council Chamber, 32 Civic Drive, Greensborough  
on Tuesday 27 May 2025 commencing at 7:00 PM.

## Minutes

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

Friday 30 May 2025

Distribution: Public

Civic Drive, Greensborough  
PO Box 476, Greensborough 3088  
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**Council Meeting Minutes**

**27 May 2025**

**Nillumbik Shire Council**

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**27 May 2025**

**Nillumbik Shire Council**

**Minutes of the Meeting of Nillumbik Shire Council held Tuesday 27 May 2025.  
The meeting commenced at 7.02pm.**

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**Councillors present:**

Cr John Dumaresq	Wingrove Ward <b>(Mayor)</b>
Cr Naomi Joiner	Bunjil Ward <b>(Deputy Mayor)</b>
Cr Grant Brooker	Blue Lake Ward
Cr Kelly Joy	Edendale Ward
Cr Peter Perkins	Ellis Ward
Cr Kim Cope	Sugarloaf Ward
Cr Kate McKay	Swipers Gully Ward

**Officers in attendance:**

Carl Cowie	Chief Executive Officer
Claire Quinlan	Chief Operating Officer
Blaga Naumoski	Director Governance, Communications and Community Safety
Nichole Johnson	Acting Director Communities
Tania Treasure	Acting Director Planning, Environment and Strategy
Jeremy Livingston	Director Culture and Performance
Katia Croce	Manager Governance and Property

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**1. Welcome**

**2. Acknowledgement**

Acknowledgement of Country was read by the Mayor, Cr John Dumaresq.

**3. Good Governance Pledge**

The Good Governance Pledge was read by Cr Kate McKay.

**4. Prayer**

A prayer was read by Ellen Grabner from Living Faith Church, Greensborough.

**5. Apologies\Leave of Absence**

Nil

**6. Declarations of conflict of interest**

Nil

## Council Meeting Minutes

27 May 2025

### 7. Presentations

#### Condolence and Sporting Grants

- **Condolence** – Diana Bassett-Smith

*The Mayor, Cr John Dumaresq acknowledged that the sons of Dianna Bassett-Smith, Joe and Rob were in the gallery.*

*The condolence was read by Cr Kim Cope.*

We are deeply saddened to hear of the passing of long-time Nillumbik resident Diana Bassett-Smith. A descendant of pioneer settlers in Diamond Creek, she resided in Eltham following her marriage to Peter Bassett-Smith.

To say Diana was an active member of the community is an understatement. She was a founding member of the Eltham Rural Group in 1955 and still an active member 60 years later when it was awarded the 2015 Nillumbik Community Group of the Year.

Diana was a member and at times Treasurer of the Eltham Auxiliary formed to support residents of Melbourne City Mission's Judge Book Memorial Village.

In 1953 Diana formed the Eltham District Horse and Pony Club, only the fourth in Victoria at the time. She was also instrumental in the formation of the Pony Club Association of Victoria.

During 1964, her growing family re-located to Kangaroo Ground. In the same year Diana was a member of the Shillinglaw Cottage Preservation Committee and initiated the campaign to raise funds for the preservation and re-location of the historic cottage.

In 1967 Diana formed the Kangaroo Ground Pony Club. She was a founding member of Eltham District Historical Society and was also the first Vice President of the Kangaroo Ground Fire Brigade Auxiliary. I remember Peter and Diana from the fire brigade being a member of the CFA Kangaroo Ground Fire Brigade. And it was my honour to meet them.

Diana is remembered as an engaging bright personality with a keen interest in local history, current affairs and nursing.

Her notes about living in Eltham in the 1950s and 1960s remain a significant first-hand recollection in the Historical Society's collection and she contributed regular newsletter articles including Kangaroo Ground news updates.

Following the establishment of the Andrew Ross Museum in Kangaroo Ground, Diana sat on its executive committee, later Board for a number of years. She contributed to its accreditation as a museum – and the establishment of a coin collection!

During the International Year of Volunteers in 2001, Diana received an award for her civic participation and heritage activities. She was also profiled in the Nillumbik Shire Council's, Celebrating Nillumbik Women publication in 2009.

Diana was an Honorary Life Member of the Royal Agricultural Society of Victoria Limited and in 2015, she was awarded honorary life membership of the Historical Society in recognition of her contributions, including being a committee member for over 20 years.

In 2020, Andrew Ross Museum implemented the Bassett-Smith family story writing competition "My Place" in partnership with Kangaroo Ground Primary School.

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Diana will be remembered as a driving force behind many community groups, not least of all the Eltham and Kangaroo Ground Pony Clubs and the Eltham District Historical Society.

On behalf of Nillumbik Shire Council, we pass on our condolences to Diana's family and friends.

**Sporting Grants**

**Carstens Beyers (Ellis Ward)** receives \$250 for being selected to represent Australia in Judo at the Malaga Junior European cup in Spain.

**Lawson Franzmann (Wingrove Ward)** was an apology.

*Carstens thanked Council and a photo was taken with Cr Peter Perkins, Ellis Ward Councillor.*

Nillumbik Shire Council wishes Carstens every success with their future sporting pursuits.



**Council Meeting Minutes**

**27 May 2025**

**8. Confirmation of Minutes**

**COM.001/25 Confirmation of Minutes Council Meeting held Tuesday 29 April 2025**

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Confirmation of the Minutes of the Council Meeting held on Tuesday 29 April 2025.

<b>Council Resolution</b>
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**MOVED: Cr Naomi Joiner**

**SECONDED: Cr Kim Cope**

**That** Council confirms the Minutes of the Council Meeting held on Tuesday 29 April 2025  
(Attachment 1).

**CARRIED UNANIMOUSLY**

**Council Meeting Minutes**

**27 May 2025**

**9. Petitions**

**10. Questions from the gallery**

Anne-Marie James - submitted the following question:

**Question**

Although National Road Safety Week has passed, could Nillumbik Council confirm its commitment to funding the currently unfunded School Safety Traffic Priority Program in the 2025/26 Financial Year? This includes considering urgent improvements to pedestrian safety at the Sunnyside Crescent entrance to Wattle Glen Primary School.

Since early 2025, I've been working with Council officers, our local Councillor, and state and federal MPs on pedestrian safety concerns on Sunnyside Crescent. There have been several near-misses involving children due to the lack of necessary pedestrian infrastructure. Action has been delayed due to funding limitations in the School Safety Traffic Priority Program, and I understand other schools face similar issues.

Will Council prioritise funding for this program to improve the safety of children walking to school?

**Response**

Council recognises the benefits of a crossing at the Sunnyside Crescent entrance to Wattle Glen Primary School. The Traffic and Transport Team is currently investigating a raised zebra crossing that could serve both the school and the wider community.

We are prioritising further community consultation to help shape detailed plans that will be used to gain a greater understanding of the project cost. Once this work is complete, we'll actively explore external funding opportunities alongside consideration in future Council budgets.

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**27 May 2025**

**11. Reports of Advisory Committees**

**AC.003/25 Advisory Committee Report - 27 May 2025**

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**Distribution:** Public

**Manager:** Blaga Naumoski, Director Governance, Communications and Community Safety

**Author:** Katia Croce, Manager Governance and Property

**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. Recreation Trails Advisory Committee Minutes meeting held 19 March 2025; and
2. Youth Council Minutes meeting held 7 April 2025.

<b>Council Resolution</b>
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**MOVED:** Cr Kelly Joy

**SECONDED:** Cr Kate McKay

**That** Council notes the Minutes of the Advisory Committee meetings reported (**Attachment 1**).

**CARRIED UNANIMOUSLY**

**Council Meeting Minutes**

**27 May 2025**

**11. Reports of Advisory Committees**

**AC.003/25 Advisory Committee Report - 27 May 2025**

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**Council Meeting Minutes**

**27 May 2025**

**12. Officers' reports**

**CM.047/25 Committee Report Consideration of Submissions - Draft Budget 2025-2026**

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**Distribution: Public**

**Manager: Melika Sukunda, Manager Finance, Assets and Procurement**

**Author: Robert Malignaggi, Business Services Lead**

**Summary**

This report outlines submissions received from the public regarding the Draft Budget 2025-2026 for Council consideration.

Council adopted the Draft Budget 2025-2026 at the Council Meeting on 25 March 2025 for the purpose of community consultation. The Draft Budget was made available to the public for a period of 32 days. Thirteen written submissions were received.

The Planning and Consultation Committee considered the written submissions as well as verbal presentations from submitters at its meeting held on 13 May 2025.

The following people addressed the Committee with respect to the Draft Budget 2025-2026:

1. Janice Crosswhite OAM
2. Paul Northey
3. Sue Dyet on behalf of Eltham Community Action Group
4. Michael Burgess – President on behalf of the Greensborough Hockey Club
5. Wayne Kinrade
6. Natalie Duffy
7. Sue Rosenhain
8. Vicky Shukuroglou
9. Michael Smith
10. Don Vincent on behalf of Friends of Nillumbik (Virtual via Zoom)

After considering the submissions and presentations, the Committee resolved that this report be presented to Council.

<b>Council Resolution</b>
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**MOVED: Cr Grant Brooker**

**SECONDED: Cr Kim Cope**

**That Council:**

1. Notes that thirteen written submissions in relation to the Draft Budget 2025-2026 were received, and that these submissions were considered and submitters were provided with the opportunity to be heard by the Planning and Consultation Committee on 13 May 2025.

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**CM.047/25 Committee Report Consideration of Submissions - Draft Budget 2025-2026**

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2. Considers the matters contained in the submissions and the Committee's report during finalisation of the Budget 2025-2026.

**CARRIED UNANIMOUSLY**

**Council Meeting Minutes**

**27 May 2025**

**12. Officers' reports**

**CM.048/25 Adoption of Budget 2025-2026, declaration of rates and Charges**

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**Distribution: Public**

**Manager: Melika Sukunda, Manager Finance, Assets and Procurement**

**Author: Robert Malignaggi, Business Services Lead**

**Summary**

This report recommends that Council formally adopts the annual Budget, and declare the rates and charges for the 2025-2026 financial year.

Council commenced preparation of the 2025-2026 Budget in late 2024 in order to meet all legislative requirements.

The Draft Budget was exhibited for a period of 32 days and the community invited to make submissions. Written submissions were received and considered by a meeting of the Planning and Consultation Committee held on 13 May 2025.

**Rates and charges for 2025-2026**

The 2025-2026 Budget has been prepared in compliance with the rate capping legislation introduced by the Victorian Government.

The Budget proposes a 3.00 percent increase in rates, the maximum allowable set by the Minister under the Fair Go Rates System.

**Capital Works**

The Budget proposes a number of significant capital works projects that have been identified through planning and community consultation.

A full list of capital works projects is included in the draft Budget document (**Attachment 1**).

**Policy, planning and services initiatives**

The Budget also includes resources for a range of initiatives regarding policy, planning and services.

**Strategic Resource Plan**

The Strategic Resource Plan has also been reviewed and updated.

The Strategic Resource Plan shows that Council can maintain a balanced Budget within the anticipated rate cap, provided that the assumptions in the Plan are met.

<b>Council Resolution</b>
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**MOVED: Cr Grant Brooker**

**SECONDED: Cr Peter Perkins**

**That** Council having made publicly available the draft Annual Budget 2025-2026 and having considered all submissions received in respect of such Budget resolves:

1. To adopt as presented the 2025-2026 Budget (**Attachment 1**).



**Council Meeting Minutes**

**27 May 2025**

**12. Officers' reports**

**CM.048/25 Adoption of Budget 2025-2026, declaration of rates and Charges**

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2. The amount of rates and charges intended to be raised is:
- a) An amount of \$82,467,929 million (or such greater amount as is lawfully levied as a consequence of this recommendation being adopted) be declared as the amount which Council intends to raise by general rates and annual service charge (described later in this recommendation). The amount declared is calculated as follows:

General Rates	\$66,810,649
Annual Service Charge	\$15,657,280

**General Rates**

3. That general rates be declared in respect of the 2025-2026 Financial Year.
4. That it be further declared that the general rates be raised by the application of differential rates.
5. That a differential rate be respectively declared for rateable land having the respective characteristics specified below, which characteristics will form the criteria for each differential rate so declared.
- I. Farm Land
- Any land which is 'farm land' within the meaning of section 2(1) of the *Valuation of Land Act 1960*.
- II. Commercial/Industrial Land
- Any land which is used or adapted to be used primarily for commercial or industrial purposes.
- III. Vacant Land – General Residential / Activity Centre Zone / Neighbourhood Residential Zone and Specified Low Density Residential Zones.
- Any land located in a General Residential / Activity Centre Zone / Neighbourhood Residential Zone, or in the Low Density Residential Zone (LDRZ) to which DPO4 applies, on which no habitable dwelling is erected.
- IV. Other Land
- Any land which is not:
- Farm Land
  - Commercial/Industrial Land or
  - Vacant Land – General Residential / Activity Centre Zone / Neighbourhood Residential Zone and Specified Low Density Residential Zones.
6. That the quantum of rates payable in respect of each rateable land will be determined by multiplying the Capital Improved Value of such land (categorised by the characteristics described in point 6 above) by the relevant rates indicated in the following table:

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**12. Officers' reports**

**CM.048/25 Adoption of Budget 2025-2026, declaration of rates and Charges**

Category	Rate in Dollar
Farm Land	0.002026 (or 0.2026 cents in the dollar of Capital Improved Value)
Commercial / Industrial Land	0.002765 (or 0.2765 cents in the dollar of Capital Improved Value)
Vacant land – General Residential / Activity Centre Zone / Neighbourhood Residential Zone and Specified Low Density Residential Zones	0.003576 (or 0.3576 cents in the dollar of Capital Improved Value)
General Rate / Other Land	0.002384 (or 0.2384 cents in the dollar of Capital Improved Value)

7. That it be recorded that Council considers that each differential rate will contribute to the equitable and efficient carrying out of Council functions, and that the:
  - I. respective objectives, uses and levels of each differential rate be those specified in section 4.1.1 of the Budget document (**Attachment 1**).
  - II. respective types or classes of land which are subject to each differential rate be those defined in part 7. above.
8. That it be confirmed that no amount is fixed as the minimum amount payable by way of general rate in respect of each rateable land within the municipal district.
9. That in accordance with section 4(4) of the *Cultural and Recreational Lands Act 1963*, the amount of rates payable in respect of each of the rateable lands to which that Act applies be determined by multiplying the Capital Improved Value of that rateable land by 0.000930 (or 0.0930 cents in the dollar of Capital Improved Value).

**Annual Service Charge**

10. That an annual service charge be declared in respect of the 2025-2026 Financial Year for the purpose of waste management functions.
11. That except in the case of elderly persons units, the amount of the annual service charge so declared is dependent upon the option chosen by the owner of the land.
12. That the options of the annual service charge are:
 

Option 1: \$679.87 per service in respect of the following three bins:

  - 120 litre green waste bin
  - 240 litre recycling bin
  - 120 litre landfill bin.

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**27 May 2025**

**12. Officers' reports**

**CM.048/25 Adoption of Budget 2025-2026, declaration of rates and Charges**

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Option 2: \$543.90 per service in respect of the following three bins:

- 120 litre green waste bin
- 240 litre recycling bin
- 80 litre landfill bin.

Option 3: \$951.82 per service in respect of the following four bins:

- 120 litre green waste bin
- 240 litre recycling bin
- 2 x 120 litre landfill bins.

Option 4: \$747.86 per service in respect of the following three bins:

- 120 litre green waste bin
- 240 litre recycling bin
- 140 litre landfill bin.

Option 5: \$1,223.77 per service in respect of the following three bins:

- 120 litre green waste bin
- 240 litre recycling bin
- 120 litre landfill bin – weekly collection.

13. That the amount of the annual service charge so declared in respect of elderly persons units, being units occupied by elderly persons or persons with a disability where the applicable form of declaration has been received by Council, is \$169.97.
14. That for each rateable land or non-rateable land in respect of which an annual service charge may be levied, the annual service charge will apply irrespective of whether the owner or occupier of the land avails himself, herself or itself of the service.
15. That the annual service charge is not declared in respect of, and is not be levied on, any land on which no habitable dwelling is erected.

**Rebates – Sustainable Agricultural Land**

16. That it be recorded that subject to point 6 of this recommendation, Council may grant a rebate to each owner (or, where applicable, occupier) of land which:
  - i) is not less than 30 hectares in area.
  - ii) is otherwise 'farm land' under section 2(1) of the *Valuation of Land Act 1960*.
17. That the rebate be granted to:
  - i) assist the proper development of the municipal district.
  - ii) preserve places within the municipal district which are of environmental interest.

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**CM.048/25 Adoption of Budget 2025-2026, declaration of rates and Charges**

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- iii) restore or maintain places of environmental importance within the municipal district.
  - iv) more generally achieve the objectives outlined in the Sustainable Agricultural Rebate (SAR) Guidelines.
18. That the grant of the rebate be:
- i) subject to the criteria detailed in the SAR Guidelines.
  - ii) set at a level based on the following two components:
    - Component A - a single fixed amount of \$100 per eligible property (or per single aggregate of 'continuous' properties, as defined in section 13 DC (6) of the *Valuation of Land Act 1960*).
    - Component B - \$15 per hectare of 'productive agricultural land' across each eligible property. The area of productive agricultural land is calculated for each property by subtracting the apparent area of bushland and domestic use from the total property area. Landowners will be given a single opportunity to challenge this area calculation, after which that figure will be set and documented within the relevant Property Management Plan. Any future change in bushland area will not change the set figure for productive agricultural land.
  - iii) subject to development of an approved Property Management Plan (PMP) for each eligible property. The development of a PMP will replace the need for an annual SAR application form, yet each Plan must satisfy the following conditions:
    - PMP Condition A - The PMP must be submitted for approval to the Environment Department of Council. The approval date for each ratified PMP will be noted and a copy of the document will be retained for Council records.
    - PMP Condition B - A separate PMP will be required for each property or aggregate of properties where the owner receives the \$100 fixed payment component of the SAR.
    - PMP Condition C - Landowners who have previously received the SAR must return their PMP by the date indicated in correspondence that has been sent to the recipient (further detail regarding this point can be obtained from the Sustainability and Environment Unit of Council).
    - PMP Condition D - All SAR applicants who have not previously received the SAR will require an approved PMP prior to being eligible for the rebate.
    - PMP Condition E - All PMPs will need to be revised by the owner and submitted for re-approval every four years (approximately). Council's Environment Team will notify landholders when PMP revision is required and will allow ample time and assistance to facilitate this process. The approval date for the revised ratified PMP will be noted and a copy of the document will be retained for Council records.

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**CM.048/25 Adoption of Budget 2025-2026, declaration of rates and Charges**

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**Payment**

19. That in accordance with section 167 of the *Local Government Act 1989*, Council determines that rates and charges may be paid by four equal quarterly instalments due on:

30 September 2025

30 November 2025

28 February 2026

31 May 2026

**Consequential further actions**

20. That the Manager Finance, Assets and Procurement be authorised to levy and recover the general rates and annual service charge in accordance with the *Local Government Act 1989 and the Local Government Act 2020*.
21. That pursuant to section 172(1) of the *Local Government Act 1989*, Council records that it will require the payment of interest on any amounts of rates and charges which have not been paid by the date specified under section 167 of the said Act for their payment.
22. To authorise the Manager Finance, Assets and Procurement to write to all those who have made a submission on the 2025-2026 Budget, thanking them for their input and advising them of Council's decision and reasons for the decision.

**CARRIED**

For: Crs Grant Brooker, Kim Cope, John Dumaresq, Naomi Joiner, Kate McKay and Peter Perkins

Against: Cr Kelly Joy

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**27 May 2025**

**12. Officers' reports**

**CM.049/25 2025 Annual Community Survey Results**

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**Distribution: Public**

**Manager: Jeremy Livingston, Director Culture and Performance**

**Author: Craig King, Manager Customer Experience and Business Performance**

**Summary**

This report provides an overview of the results from the 2025 Annual Community Survey conducted in February 2025.

The survey is designed to measure community satisfaction with a range of Council services, facilities and activities, and to measure community sentiment on key issues affecting the Nillumbik community.

The survey also assists Council in meeting the Victorian Government's performance reporting requirements by measuring community satisfaction in a number of areas covered by this survey.

<b>Council Resolution</b>
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**MOVED: Cr Kate McKay**

**SECONDED: Cr Grant Brooker**

**That Council notes the results and findings from the 2025 Annual Community Survey.**

**CARRIED UNANIMOUSLY**

**Council Meeting Minutes**

**27 May 2025**

**12. Officers' reports**

**CM.049/25 2025 Annual Community Survey Results**

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Council Meeting Minutes

27 May 2025

12. Officers' reports

CM.050/25 Proposed sale of Council land at 311A Yan Yean Road, Plenty

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Distribution: Public

Manager: Blaga Naumoski, Director Governance, Communications and Community Safety

Author: Katia Croce, Manager Governance and Property

Summary

At its Council Meeting on 25 February 2025, Council endorsed to commence the statutory procedures in accordance with section 114 of the *Local Government Act 2020* (the Act), to give public notice and undertake a community engagement process in regard to the proposed sale of the land known as 311A Yan Yean Road, Plenty, being the land contained in Certificate of Title Volume 11371 Folio 358 and shown as Reserve 1 on Plan of Subdivision PS416599M on the plan in **Attachment 1 (Reserve)**, subject to terms outlined in this Report.

In accordance with the Act, Council also resolved to consider any submissions received on the proposed sale of the Reserve at a Planning and Consultation Committee Meeting following the conclusion of the community engagement period and prior to making any final decision on whether to proceed with the sale of the Reserve.

Community consultation occurred on the proposal to sell the Reserve between Friday 28 February to Friday 28 March 2025.

Council received no written submissions on the proposal to sell the Reserve known as 311A Yan Yean Road, Plenty. A report was provided to Planning and Consultation Committee on 8 April 2025 to advise that no written submissions were received. At this meeting no verbal submissions were heard.

Given that no submissions were received on the proposed sale of the Reserve, it is now recommended that Council resolve to sell the Reserve by private treaty to the adjoining landowner of 311 Yan Yean Road, Plenty for the current market value of \$10,000 plus GST, subject to the conditions outlined in the Recommendation.

**Council Resolution**

**MOVED:** Cr Grant Brooker

**SECONDED:** Cr Naomi Joiner

**That Council:**

1. Notes that no submissions were received in response to Council's public notice and community engagement process, which was undertaken in accordance with section 114 of the *Local Government Act 2020* (the Act), regarding the proposed sale of the land known as 311A Yan Yean Road, Plenty, being the land contained in Certificate of Title Volume 11371 Folio 358 and shown as Reserve 1 on Plan of Subdivision PS416599M on the plan in **Attachment 1 (Reserve)**.
2. Resolves to proceed with the sale of the Reserve by private treaty to the adjoining landowner of 311 Yan Yean Road, Plenty (**Adjoining Owner**) for the current market value of \$10,000 plus GST.



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**12. Officers' reports**

**CM.050/25 Proposed sale of Council land at 311A Yan Yean Road, Plenty**

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The proposed sale of the Reserve will be conditional on:

- a) Council removing the reserve status from the land under section 24A of the *Subdivision Act 1988*;
  - b) the Adjoining Owner:
    - i) consolidating the Reserve with the balance of the land at 311 Yan Yean Road, Plenty; and
    - ii) constructing a new fence on the boundary of the Reserve and the adjoining road reserve, within 6 months after the Settlement Date; and
  - c) the Adjoining Owner paying all of Council's costs incurred in connection with the removal of the reserve status of the Reserve and the sale of land.
3. Authorises the Chief Executive Officer to sign on behalf of Council, the Contract of Sale, transfer of land documents, and other documents relating to the sale of land.

**CARRIED UNANIMOUSLY**

**Council Meeting Minutes**

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**12. Officers' reports**

**CM.051/25 Indara lease proposal for telecommunications infrastructure at Eltham Lower Park**

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**Distribution: Public**

**Manager: Blaga Naumoski, Director Governance, Communications and Community Safety**

**Author: Katia Croce, Manager Governance and Property**

**Summary**

Council has received a proposal from Downer Group, on behalf of Indara Corporation Pty Ltd (Optus), to enter into a lease with Council to install mobile telecommunications infrastructure at Eltham Lower Park to improve mobile coverage and network issues in the Eltham area.

Indara has been engaged by Optus to address mobile coverage and network issues by establishing additional sites to support Optus' increasing customer demand.

Eltham has been identified as a black spot, and Downer have determined that Eltham Lower Park is a key location for new infrastructure to enhance telecommunications services.

Downer initially provided Council with a few options for the infrastructure at Eltham Lower Park, however following assessment by Council and further discussions with Downer, the preferred location for the telecommunications infrastructure at Eltham Lower Park is shown in **Attachment 1**. This location is to ensure the oval remains clear for sports spectators, the telecommunications cabinet is hidden away from the main park area near trees, and ongoing maintenance of the cabinet will not impact on the park's patrons.

This report outlines the proposal and seeks Council's endorsement to initiate the statutory process, in accordance with Section 115 of the *Local Government Act 2020* (the Act), to conduct community engagement in line with Council's Community Engagement Policy, prior to entering into a lease agreement with Indara Corporation Pty Ltd for the land at Eltham Lower Park, as shown in **Attachment 1**.

<b>Council Resolution</b>
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**MOVED: Cr Naomi Joiner**

**SECONDED: Cr Peter Perkins**

**That Council:**

1. Resolves to commence the statutory procedures in accordance with section 115 of the *Local Government Act 2020* (the Act), to undertake a community engagement process in accordance with the Council's community engagement policy as outlined in **Attachment 2** in respect to the proposal to enter into a lease with Indara Corporation Pty Ltd for part of the land at 570-576 Main Road, Eltham known as Eltham Lower Park shown on the Plan in **Attachment 1**, on the following terms and conditions:
  - a) Term of lease: 10 years, with one further term of 10 years.
  - b) Rent amount: \$25,000 per annum plus GST.

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**CM.051/25 Indara lease proposal for telecommunications infrastructure at Eltham Lower Park**

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- c) Rent review: Fixed 3 percent (3%) per annum increase on the anniversary of the commencement date for 10 years, then a market rental review at the end of the first 10 year period.
  - d) Permitted Use: To construct, maintain and operate a communications facility including but not limited to installing, inspecting, constructing, storing, operating, repairing, maintaining, altering, upgrading and replacing the Tenant's equipment, in accordance with any applicable planning permit.
  - e) Tenant's outgoings: All outgoings including but not limited to; structure and maintenance of all the Tenant's assets on the leased land, building and public liability insurance, utility supply and usage charges, and reinstatement of land at end of the lease.
  - f) Relevant approvals received: Ministerial Approval from the Minister or their delegate responsible for the Crown Land (*Reserves Act*) 1978 must be received on the proposed lease terms and conditions (Grant and Purpose Approval) and then the final agreement (terms and conditions approval), as Council is the Committee of Management for the land. The Tenant must also receive any other relevant approvals including but not limited to planning permit approvals.
2. Considers any submissions on the proposed lease at a future Planning and Consultation Committee Meeting following the conclusion of the community engagement period and prior to making any final decision on whether to proceed with the lease of land to Indara Corporation Pty Ltd.

**CARRIED UNANIMOUSLY**

**Council Meeting Minutes**

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**12. Officers' reports**

**CM.052/25 Council Plan Quarterly Performance Report 2024-2025 - Quarter 3**

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**Distribution:** Public

**Manager:** Jeremy Livingston, Director Culture and Performance

**Author:** Craig King, Manager Customer Experience and Business Performance

**Summary**

The purpose of this report is to present the Council Plan Quarterly Performance Report for noting. These reporting updates are received by Council on a quarterly basis to exhibit in a practicable and tangible way how the Council Plan 2021-2025 is being delivered to the community.

The Council Plan Quarterly Performance Report provides the third update on delivery progress and performance of the 2024-2025 Annual Action Plan actions, which align to delivery of the fourth and final year of the Council Plan 2021-2025.

Of the 30 actions in the 2024-2025 Annual Action Plan, three actions are completed, 25 actions are 'on track' for completion and two actions are experiencing minor issues (**Attachment 1**).

The overall position reflected in the report suggests that Council continues to make solid progress in delivering on key actions of the Council Plan and significant outcomes for the community.

Council has commenced a process for developing the 2025-2029 Council Plan, which will be a key strategy document reflecting Council's priorities, aspirations and outcomes in the 2025-2029 Council term. Public exhibition of the new draft Council Plan is anticipated to commence in late June.

<b>Council Resolution</b>
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**MOVED:** Cr Grant Brooker

**SECONDED:** Cr Kim Cope

**That** Council receives and notes the Council Plan Quarterly Performance Report for the third quarter of 2024-2025.

**CARRIED UNANIMOUSLY**

**Council Meeting Minutes**

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**CM.052/25 Council Plan Quarterly Performance Report 2024-2025 - Quarter 3**

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**CM.053/25 BMX dirt jumps and Community Recreation Park project**

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**Distribution: Public**

**Manager: Claire Quinlan, Chief Operating Officer**

**Author: Mike Dean, Acting Manager Recreation and Leisure  
Steven Blight, Manager Capital and Infrastructure**

**Summary**

The BMX dirt jumps and Community Recreation Park project was originally planned to be constructed at 145 Allendale Road, Diamond Creek. Due to Cultural Heritage requirements and flood impacts, the project cannot proceed at this location. A new site, Challenger Street Reserve, has been identified and proposed as the new location. This location is outside the floodplain and is not an area of Cultural Sensitivity.

**Council Resolution**

**MOVED: Cr Kelly Joy**

**SECONDED: Cr Peter Perkins**

**That** Council endorses Challenger Street Reserve as the new site selection for the BMX dirt jumps and Community Recreation Park project.

**CARRIED UNANIMOUSLY**

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**CM.053/25 BMX dirt jumps and Community Recreation Park project**

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**CM.054/25 Proposal to rename a section of Duffs Road, Panton Hill to Welton View**

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**Distribution: Public**

**Manager: Blaga Naumoski, Director Governance, Communications and Community Safety**

**Author: Katia Croce, Manager Governance and Property**

**Summary**

At its Council Meeting on 25 March 2025, Council endorsed to commence public consultation process on the proposed renaming of a section of Duffs Road, Panton Hill to Welton View as shown on the plan in **Attachment 1 and 2**, as required under Section 7 of the Naming Rules for Places in Victoria – 2022 (Naming Rules) and Council's Community Engagement Policy.

Council also resolved to consider any submissions received on the proposed road renaming at the Planning and Consultation Committee Meeting before making a final decision on the road renaming proposal at a future Council meeting.

Community consultation occurred on the road renaming proposal between Friday 28 March to Sunday 27 April 2025.

In response to the Community Engagement process, Council received 32 submissions, with 31 of these supportive of the road renaming proposal. All submissions are included in **Attachment 3 (redacted)** and **Attachment 4 (unredacted)**. Council considered these submissions at the Planning and Consultation Committee Meeting held on 13 May 2025. No submitters spoke on behalf of their submission.

Following evaluation of all responses received, it is recommended that the section of Duffs Road, Panton Hill as shown in **Attachment 1 and 2** be renamed 'Welton View'.

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

**MOVED: Cr Naomi Joiner**

**SECONDED: Cr Kim Cope**

**That Council:**

1. As part of the public consultation process required under Section 7 of the Naming Rules for Places in Victoria – 2022 (Naming Rules) and Council's Community Engagement Policy, notes that 31 out of the 32 submissions received and reviewed supported the proposed renaming of a section of Duffs Road in Panton Hill to Welton View, as depicted in the plans in **Attachment 1 and 2**.
2. Considers the submissions in **Attachment 3 and 4** and notes that all submitters were provided with the opportunity to be heard by the Planning and Consultation Committee on 13 May 2025.
3. Resolves to submit the road renaming for the section of Duffs Road to Welton View (shown in **Attachment 1 and 2**) to the Registrar of Geographic Names Victoria for consideration and inclusion in VICNAMES register.
4. Advises all submitters and all relevant parties of the outcome on the road renaming proposal for the section of Duffs Road, Panton Hill.



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**CM.054/25 Proposal to rename a section of Duffs Road, Panton Hill to Welton View**

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5. Resolves the confidential un-redacted copy of the written submissions to the naming proposal (**Attachment 4**) remain confidential on the grounds specified in the definition of confidential information in section 3(1)(f) of the *Local Government Act 2020*.

**CARRIED UNANIMOUSLY**

**Council Meeting Minutes**

**27 May 2025**

**12. Officers' reports**

**CM.055/25 Endorsement of new Youth Council 2025-2027**

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**Distribution: Public**

**Manager: Corrienne Nichols, Director Communities**

**Author: Nichole Johnson, Manager Community Partnerships**

**Summary**

The Nillumbik Youth Council acts as a Formal Advisory Committee of Council, consisting of up to fifteen young people aged 15-25 years of age who are passionate about their community and represent the views, ideas and needs of young people in the municipality.

Recruitment for the Youth Council 2025-2027 opened on 26 February 2025 and closed on Sunday 30 March 2025.

This report presents Council with a full copy of the assessment outcomes (see **Attachment 1**) against the 14 applications that were received for Youth Council 2025-2027 and assessed individually against the selection criteria by an internal assessment panel.

A total of 14 applicants are being recommended for the Nillumbik Youth Council Advisory Committee.

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

**That Council:**

1. Endorses the 14 applicants listed (**Attachment 1**) onto the Nillumbik Youth Council Advisory Committee:
  - (a) Applicant 1 \_\_\_\_\_ for their role as a Youth Council Advisory Committee Member
  - (b) Applicant 2 \_\_\_\_\_ for their role as a Youth Council Advisory Committee Member
  - (c) Applicant 3 \_\_\_\_\_ for their role as a Youth Council Advisory Committee Member
  - (d) Applicant 4 \_\_\_\_\_ for their role as a Youth Council Advisory Committee Member
  - (e) Applicant 5 \_\_\_\_\_ for their role as a Arts and Cultural Advisory Committee Member
  - (f) Applicant 6 \_\_\_\_\_ for their role as a Youth Council Advisory Committee Member
  - (g) Applicant 7 \_\_\_\_\_ for their role as a Arts and Cultural Advisory Committee Member
  - (h) Applicant 8 \_\_\_\_\_ for their role as a Youth Council Advisory Committee Member
  - (i) Applicant 9 \_\_\_\_\_ for their role as a Youth Council Advisory Committee Member

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**CM.055/25 Endorsement of new Youth Council 2025-2027**

- 
- (j) Applicant 10\_\_\_\_\_ for their role as a Youth Council Advisory Committee Member
  - (k) Applicant 11\_\_\_\_\_ for their role as a Youth Council Advisory Committee Member
  - (l) Applicant 12\_\_\_\_\_ for their role as a Youth Council Advisory Committee Member
  - (m) Applicant 13\_\_\_\_\_ for their role as a Youth Council Advisory Committee Member
  - (n) Applicant 14\_\_\_\_\_ for their role as a Youth Council Advisory Committee Member
- 2. Acknowledges and thanks all community members who submitted applications to the Youth Council Advisory Committee.
  - 3. Resolves that the Assessment Outcome (**Attachment 1**) are to remain confidential on the grounds specified in the definition of confidential information in section 3(1)(f) of the *Local Government Act 2020*.

<b>Council Resolution</b>
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**MOVED: Cr Kate McKay**

**SECONDED: Cr Naomi Joiner**

**That Council:**

- 1. Endorses the 14 applicants listed (**Attachment 1**) onto the Nillumbik Youth Council Advisory Committee:
  - (a) Applicant 1 Aashini Rastogi for their role as a Youth Council Advisory Committee Member
  - (b) Applicant 2 Alexandra Laidlaw for their role as a Youth Council Advisory Committee Member
  - (c) Applicant 3 Ang Gartland for their role as a Youth Council Advisory Committee Member
  - (d) Applicant 4 Anushka Gupta for their role as a Youth Council Advisory Committee Member
  - (e) Applicant 5 Eleanor Risley for their role as a Arts and Cultural Advisory Committee Member
  - (f) Applicant 6 Gianna Andreoli for their role as a Youth Council Advisory Committee Member
  - (g) Applicant 7 Jessica Brown for their role as a Arts and Cultural Advisory Committee Member
  - (h) Applicant 8 Kris van der Kamp for their role as a Youth Council Advisory Committee Member

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- (i) Applicant 9 Lucas Fox for their role as a Youth Council Advisory Committee Member
  - (j) Applicant 10 Rose Jarvis for their role as a Youth Council Advisory Committee Member
  - (k) Applicant 11 Samuel Lochner for their role as a Youth Council Advisory Committee Member
  - (l) Applicant 12 Sonya Radchenko for their role as a Youth Council Advisory Committee Member
  - (m) Applicant 13 Soren Kean for their role as a Youth Council Advisory Committee Member
  - (n) Applicant 14 Tahlia Edmonds for their role as a Youth Council Advisory Committee Member
- 2. Acknowledges and thanks all community members who submitted applications to the Youth Council Advisory Committee.
  - 3. Resolves that the Assessment Outcome (**Attachment 1**) are to remain confidential on the grounds specified in the definition of confidential information in section 3(1)(f) of the *Local Government Act 2020*.

**CARRIED UNANIMOUSLY**

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**12. Officers' reports**

**CM.056/25 Positive Ageing Advisory Committee - endorsement of new membership**

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**Distribution: Public**

**Manager: Corrienne Nichols, Director Communities**

**Author: Narelle Hart, Manager Community Programs**

**Summary**

The Positive Ageing Advisory Committee (PAAC) was established to provide a formal mechanism for Council to consult with community representatives and organisations, and provides a platform whereby these representatives can discuss, advise on and action ideas that support positive ageing in Nillumbik.

Following the endorsement of the Terms of Reference (**Attachment 1**) for the PAAC at Council meeting on 25 February 2025, recruitment for the new PAAC membership opened on 3 March 2025 and closed on 7 April 2025.

There are 14 PAAC membership positions available and 14 nominations were received, assessed and shortlisted against the selection criteria by an internal assessment panel.

This report updates Council on the proposed ten community nominees and four service provider nominees (**Attachment 2**) and seeks formal endorsement of the recommended new members.

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

**That Council:**

1. Endorse the 14 recommended applicants listed for appointment to the 2025-2027 PAAC (**Attachment 2**) as a PAAC member:
  - a) Applicant 1
  - b) Applicant 2
  - c) Applicant 3
  - d) Applicant 4
  - e) Applicant 5
  - f) Applicant 6
  - g) Applicant 7
  - h) Applicant 8
  - i) Applicant 9
  - j) Applicant 10
  - k) Applicant 11
  - l) Applicant 12
  - m) Applicant 13 and
  - n) Applicant 14

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**CM.056/25 Positive Ageing Advisory Committee - endorsement of new membership**

- 
2. Acknowledges and thanks all community members and service providers who submitted an expression of interest to the PAAC.
  3. Resolves that the panel recommendation and scoring (**Attachment 2**) remain confidential on the grounds specified in the definition of confidential information in section 3(1)(f) of the *Local Government Act 2020*.
  4. Resolves that the successful applicants be named.

**Council Resolution**

**MOVED: Cr Peter Perkins**  
**SECONDED: Cr Grant Brooker**

**That Council:**

1. Endorse the 14 recommended applicants listed for appointment to the 2025-2027 PAAC (**Attachment 2**) as a PAAC member:
  - a) Applicant 1 - Alexander Price - Yarra Plenty Regional Library
  - b) Applicant 2 - Tamsyn Guerrero - Holstep Health
  - c) Applicant 3 - Natalie Francis - HealthAbility
  - d) Applicant 4 - Tanya Cottrell - St Vincents Healthy Ageing
  - e) Applicant 5 - Ann Hutchinson
  - f) Applicant 6 - Tom Fischer
  - g) Applicant 7 - Kathleen Puls
  - h) Applicant 8 - Steve Jenkinson
  - i) Applicant 9 - Marlwood Ryder
  - j) Applicant 10 - Julie Cassim
  - k) Applicant 11 - Marcel Saxone
  - l) Applicant 12 - Sophie Broughton
  - m) Applicant 13 - Stella Huet and
  - n) Applicant 14 - Jacqui Sweeney
2. Acknowledges and thanks all community members and service providers who submitted an expression of interest to the PAAC.
3. Resolves that the panel recommendation and scoring (**Attachment 2**) remain confidential on the grounds specified in the definition of confidential information in section 3(1)(f) of the *Local Government Act 2020*.
4. Resolves that the successful applicants be named.

**CARRIED UNANIMOUSLY**

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**CM.057/25 Inclusion and Access Advisory Committee - endorsement of new membership**

---

**Distribution: Public**

**Manager: Corrienne Nichols, Director Communities**

**Author: Narelle Hart, Manager Community Programs**

**Summary**

The Inclusion and Access Advisory Committee (IAAC) provides a formal mechanism for Council to consult with key stakeholders, seek specialist advice and enable community participation to promote disability inclusion.

Council endorsed the revised Terms of Reference (**Attachment 1**) for the 2025-2027 Inclusion and Access Advisory Committee and the proposed 2025 expression of interest process on 25 February 2025.

Council called for Expressions of Interest for the new Inclusion and Access Advisory Committee via a public Expression of Interest (EOI) process from 3 March – 7 April 2025.

There are 14 IAAC membership positions available and 21 nominations were received, assessed and shortlisted against the selection criteria by an internal assessment panel.

Assessments were undertaken by each panel member independently, with member recommendations proposed based on the assessment matrix (**Attachment 2**).

Following the 6 May 2025 Councillor Briefing, IAAC membership is now recommended.

Proposed membership includes nine community nominees, one community group and four service provider nominees (**Attachment 2**).

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

**That Council:**

1. Endorses the fourteen recommended applicants listed for appointment to the 2025-2027 Inclusion and Access Advisory Committee (**Attachment 2**) as an Inclusion and Access Advisory Committee member:
  - Nine community members:
    - a) Applicant 1
    - b) Applicant 2
    - c) Applicant 5
    - d) Applicant 6
    - e) Applicant 7
    - f) Applicant 8
    - g) Applicant 10
    - h) Applicant 11
    - i) Applicant 12



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**CM.057/25 Inclusion and Access Advisory Committee - endorsement of new membership**

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- Four disability organisation representatives:
    - j) Applicant 1
    - k) Applicant 2
    - l) Applicant 3
    - m) Applicant 4
  - One community group:
    - n) Applicant 1
2. Notes:
- Applicants 14, 15 and 16 have served two Committee terms and are ineligible for a further term on this occasion.
  - Applicant 4 has withdrawn their application.
  - Applicants 3, 9 and 13 ranked 15th 16th and 17th and are therefore unsuccessful on this occasion.
3. Acknowledges and thanks all who submitted expressions of interest to the Inclusion and Access Advisory Committee.
4. Resolves that the Panel Recommendations and Scoring (**Attachment 2**) to remain confidential on the grounds specified in the definition of confidential information in section 3(1)(f) of the *Local Government Act 2020*.
5. Resolves that the successful applicants be named.

<b>Council Resolution</b>
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**MOVED: Cr Peter Perkins**  
**SECONDED: Cr Grant Brooker**

**That Council:**

1. Endorses the fourteen recommended applicants listed for appointment to the 2025-2027 Inclusion and Access Advisory Committee (**Attachment 2**) as an Inclusion and Access Advisory Committee member:
- Nine community members:
    - a) Applicant 1 - Michelle Molinaro
    - b) Applicant 2 - Linda Kelly
    - c) Applicant 5 - Jade McAlear
    - d) Applicant 6 - Gina Lloyd-Thomas
    - e) Applicant 7 - Sylvana Scibilia
    - f) Applicant 8 - Naomi Bishop
    - g) Applicant 10 - Richard Kottek

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**CM.057/25 Inclusion and Access Advisory Committee - endorsement of new membership**

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- h) Applicant 11 - Jennifer Johnsen
  - i) Applicant 12 - Kirsten Bate
  - Four disability organisation representatives:
    - j) Applicant 1 - St John of God Accord (Courtney Walsh)
    - k) Applicant 2 - Araluen (Brandi Rutherford)
    - l) Applicant 3 - Yarra Plenty Regional Library (Chantel Blitenthall)
    - m) Applicant 4 - Brotherhood of St Laurence (Aaron Williams)
  - One community group:
    - n) Applicant 1 - Different Journeys (Seane Cumming/Mel Spencer)
2. Notes:
- Applicants 14, 15 and 16 have served two Committee terms and are ineligible for a further term on this occasion.
  - Applicant 4 has withdrawn their application.
  - Applicants 3, 9 and 13 ranked 15th 16th and 17th and are therefore unsuccessful on this occasion.
3. Acknowledges and thanks all who submitted expressions of interest to the Inclusion and Access Advisory Committee.
4. Resolves that the Panel Recommendations and Scoring (**Attachment 2**) to remain confidential on the grounds specified in the definition of confidential information in section 3(1)(f) of *the Local Government Act 2020*.
5. Resolves that the successful applicants be named.

**CARRIED UNANIMOUSLY**

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**CM.057/25 Inclusion and Access Advisory Committee - endorsement of new membership**

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CM.058/25 Endorsement of Recreation Trails Advisory Committee 2025-2027

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**Distribution:** Public

**Manager:** Claire Quinlan, Chief Operating Officer

**Author:** Mike Dean, Acting Manager Recreation and Leisure

**Summary**

The Recreation Trails Advisory Committee (RTAC) is a group of Nillumbik community members, who gather to disseminate and consider information in order to support Council on the development of recreation trail strategies and plans.

Council endorsed the revised RTAC Terms of Reference (**Attachment 2**) and the proposed 2025 expression of interest (EOI) process on 25 February 2025.

Council called for EOIs from the community to join the RTAC with the EOI process running from 3 March – 7 April 2025.

The process aimed to attract a diverse group of community members who could represent a broad range of interests, including walking, cycling, horse riding, land care, tourism, advocacy for people with disabilities and general community involvement with recreational trails

This report presents the outcomes of the EOI process, including recommended appointments to the RTAC.

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

**That Council:**

1. Endorses the nine recommended applicants listed for appointment to the 2025-2027 RTAC as detailed in the EOI evaluation (**Attachment 1**):
  - a) Applicant 1
  - b) Applicant 2
  - c) Applicant 3
  - d) Applicant 4
  - e) Applicant 5
  - f) Applicant 6
  - g) Applicant 7
  - h) Applicant 8
  - i) Applicant 9
2. Acknowledges and thanks all community members who submitted an expression of interest to join the RTAC.
3. Resolves that the panel recommendation and scoring (**Attachment 1**) remain confidential on the grounds specified in the definition of confidential information in section 3(1)(f) of the Local Government Act 2020.
4. Resolves that the successful applicants be named.

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CM.058/25 Endorsement of Recreation Trails Advisory Committee 2025-2027

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**Motion**

**MOVED: Cr Naomi Joiner**

**SECONDED: Cr Peter Perkins**

**That Council:**

1. Endorses the **eleven** recommended applicants listed for appointment to the 2025-2027 RTAC as detailed in the EOI evaluation (**Attachment 1**):
  - a) Applicant 1
  - b) Applicant 2
  - c) Applicant 3
  - d) Applicant 4
  - e) Applicant 5
  - f) Applicant 6
  - g) Applicant 7
  - h) Applicant 8
  - i) Applicant 9
  - j) Applicant 10**
  - k) Applicant 11**
2. Acknowledges and thanks all community members who submitted an expression of interest to join the RTAC.
3. Resolves that the panel recommendation and scoring (**Attachment 1**) remain confidential on the grounds specified in the definition of confidential information in section 3(1)(f) of the Local Government Act 2020.
4. Resolves that the successful applicants be named.

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

**Council Resolution**

**MOVED: Cr Naomi Joiner**

**SECONDED: Cr Peter Perkins**

**That Council:**

1. Endorses the eleven recommended applicants listed for appointment to the 2025-2027 RTAC as detailed in the EOI evaluation (**Attachment 1**):
  - a) Applicant 1 - Andrew Chau
  - b) Applicant 2 - Cathy Giles
  - c) Applicant 3 - Andrew Bakos
  - d) Applicant 4 - Serena Marriott

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**CM.058/25 Endorsement of Recreation Trails Advisory Committee 2025-2027**

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- e) Applicant 5 - Bill Penrose
  - f) Applicant 6 - Mark Hood
  - g) Applicant 7 - Andrew McMahon
  - h) Applicant 8 - Louise Barry
  - i) Applicant 9 - Graham Jackson
  - j) Applicant 10 - Daryl Snowdon
  - k) Applicant 11 - Julie Seamer
- 2. Acknowledges and thanks all community members who submitted an expression of interest to join the RTAC.
  - 3. Resolves that the panel recommendation and scoring (**Attachment 1**) remain confidential on the grounds specified in the definition of confidential information in section 3(1)(f) of the Local Government Act 2020.
  - 4. Resolves that the successful applicants be named.

**CARRIED**

For: Crs Grant Brooker, Kim Cope, John Dumaresq, Naomi Joiner, Kate McKay and Peter Perkins

Against: Cr Kelly Joy

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**CM.058/25 Endorsement of Recreation Trails Advisory Committee 2025-2027**

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**CM.059/25 Expression of Interest Process - Arts and Culture Advisory Committee**

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**Distribution: Public**

**Manager: Corrienne Nichols, Director Communities**

**Author: Nichole Johnson, Manager Community Partnerships**

**Summary**

In June 2025, the current two year term for five committee members will end, and Council will call for Expressions of Interest for Arts and Cultural Advisory Committee for seven members to serve two year terms from 2025-2027.

This report presents the Terms of Reference 2025-2027 (**Attachment 1**) and outlines the expressions process that will open on 30 May and close on 20 June 2025.

Endorsement of the successful applicants for the 2025-2027 committee member will be presented at a Council Meeting scheduled for 26 August 2025.

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

**MOVED: Cr Kim Cope**

**SECONDED: Cr Kate McKay**

**That Council:**

1. Endorses the Terms of Reference 2025-2027 (**Attachment 1**).
2. Approves the commencement of the expression of interest process from 30 May to 20 June 2025.

**CARRIED UNANIMOUSLY**



**Council Meeting Minutes**

**27 May 2025**

**12. Officers' reports**

**CM.059/25 Expression of Interest Process - Arts and Culture Advisory Committee**

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Council Meeting Minutes

27 May 2025

12. Officers' reports

CM.060/25 Tender Report - Contract 2425-002 Bulk Fuels and Fuel Cards via Procurement Australia Agency Arrangement

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Distribution: Public

Manager: Claire Quinlan, Chief Operating Officer

Author: Jeff Saker, Manager Operations Centre

Summary

This report recommends the awarding of contract 2425-002 for Bulk Fuels and Fuel Cards via Procurement Australia (PA) Agency Arrangement.

The Agency contract term is for an initial period of 2 years, with 2 x 1 year options to extend the contract. The total duration of the contract, including the exercise of any options, shall not exceed 4 years.

The Procurement Australia 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 2425-002 for Bulk Fuels and Fuel Cards via Procurement Australia.

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>
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That Council:

1. Accepts the tender submitted by the **preferred tenderer** as per the schedule of rates disclosed in (**Attachment 1**) and enter into the following contract:  
Number: 2425-002  
Title: Bulk Fuels and Fuel Cards via Procurement Australia Agency Arrangement.  
Term: 1 April 2025 to 31 March 2027  
Options: Term extensions up to 31 March 2029
2. Authorises the Chief Operating Officer to finalise and execute the contract documentation.
3. Authorises the Chief Operating Officer to approve contract term extensions.
4. Authorises the Chief Operating Officer to approve changes to operational requirements throughout the term of the contract.
5. Advises Procurement Australia of Councils decision.
6. Makes public the decision regarding this contract but **Attachment 1** - Preferred Tenderer Information and **Attachment 2** – 2703-0110 Bulk Fuels & Fuel Cards (Member Report prepared by Procurement Australia) 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

27 May 2025

12. Officers' reports

CM.060/25 Tender Report - Contract 2425-002 Bulk Fuels and Fuel Cards via Procurement Australia Agency Arrangement

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**Council Resolution**

**MOVED:** Cr Grant Brooker

**SECONDED:** Cr Kim Cope

**That Council:**

1. Accepts the tender submitted by the preferred tenderer Ampol Australia Petroleum Pty Ltd as per the schedule of rates disclosed in (**Attachment 1**) and enter into the following contract:  
Number: 2425-002  
Title: Bulk Fuels and Fuel Cards via Procurement Australia Agency Arrangement.  
Term: 1 April 2025 to 31 March 2027  
Options: Term extensions up to 31 March 2029
2. Authorises the Chief Operating Officer to finalise and execute the contract documentation.
3. Authorises the Chief Operating Officer to approve contract term extensions.
4. Authorises the Chief Operating Officer to approve changes to operational requirements throughout the term of the contract.
5. Advises Procurement Australia of Councils decision.
6. Makes public the decision regarding this contract but **Attachment 1** - Preferred Tenderer Information and **Attachment 2** – 2703-0110 Bulk Fuels & Fuel Cards (Member Report prepared by Procurement Australia) 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**

**27 May 2025**

**12. Officers' reports**

**CM.061/25 Tender Report - Contract 2425-010 Eltham North Reserve Car Park Extension - Construction**

---

**Distribution: Public**

**Manager: Claire Quinlan, Chief Operating Officer**

**Author: Steven Blight, Manager Capital and Infrastructure**

**Summary**

This report recommends the awarding of contract 2425-010 for Eltham North Reserve Car Park Extension - Construction.

This project is for the extension of the existing car park located at Eltham North Reserve, the works include civil construction works and the installation of public lighting.

The Contacted works will commence 29 May 2025 with an intended practical completion date of 28 November 2025.

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 2425-010 for Eltham North Reserve Car Park Extension - Construction.

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. Accepts the tender submitted by the **preferred tenderer** for the sum of **[\$Redacted]** plus **[\$Redacted]** for contingency (exclusive of GST) as disclosed in (**Attachment 1**) and enter into the following contract:  
Number: 2425-010  
Title: Eltham North Reserve Car Park Extension - Construction  
Term: 29 May 2025 to 28 November 2025  
Options: Nil
2. Authorises the Chief Operating Officer to finalise and execute the contract documentation.
3. Authorises the Chief Operating Officer to approve additional cost variations that are a result of unknown latent site conditions or changes to operational requirements throughout the term of the contract with a value of no more than the total approved budget for the project.
4. Notes that any variations that exceed the agreed approved budget will require a further Council resolution.
5. Advises all tenderers accordingly.

**Council Meeting Minutes**

**27 May 2025**

**12. Officers' reports**

**CM.061/25 Tender Report - Contract 2425-010 Eltham North Reserve Car Park Extension - Construction**

- 
6. Makes public the decision regarding this contract but the Tender Evaluation Report 2425-010 (**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 Naomi Joiner**

**SECONDED: Cr Kim Cope**

**That Council:**

1. Accepts the tender submitted by the preferred tenderer MJ Construction Group Pty Ltd for the sum of \$555,211.00 plus \$83,281.65 for contingency (exclusive of GST) as disclosed in (**Attachment 1**) and enter into the following contract:  
Number: 2425-010  
Title: Eltham North Reserve Car Park Extension - Construction  
Term: 29 May 2025 to 28 November 2025  
Options: Nil
2. Authorises the Chief Operating Officer to finalise and execute the contract documentation.
3. Authorises the Chief Operating Officer to approve additional cost variations that are a result of unknown latent site conditions or changes to operational requirements throughout the term of the contract with a value of no more than the total approved budget for the project.
4. Notes that any variations that exceed the agreed approved budget will require a further Council resolution.
5. Advises all tenderers accordingly.
6. Makes public the decision regarding this contract but the Tender Evaluation Report 2425-010 (**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

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12. Officers' reports

CM.062/25 Instrument of Appointment and Authorisation (Planning and Environment Act 1987)

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Distribution: Public

Manager: Blaga Naumoski, Director Governance, Communications and Community Safety

Author: Katia Croce, Manager Governance and Property

Summary

Section 224 of the *Local Government Act 1989* provides for the appointment of Authorised Officers for the purposes of the administration and enforcement of any Act, regulations or local laws which relate to the functions and powers of the Council.

The Chief Executive Officer makes these appointments by authority conferred by Instrument of Delegation by Council dated 25 March 2025.

Section 147(4) of the *Planning and Environment Act 1987* provides for the appointment and authorisation of Council Officers for the purpose of the *Planning and Environment Act 1987*.

To strengthen Council's decision making and enforcement processes, appointment of authorisation under the *Planning and Environment Act 1987* is being recommended by Council Resolution.

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

**MOVED:** Cr Kate McKay

**SECONDED:** Cr Grant Brooker

**That** Council in the exercise of the powers conferred by s147(4) of the *Planning and Environment Act 1987*, resolves that:

1. The Nillumbik Shire Council staff referred to in the Instrument of Appointment and Authorisation (*Planning and Environment Act 1987*) (**Attachment 1**) be appointed and authorised as set out in the instrument.
2. The common seal of Council be affixed to the Instrument.
3. The Instrument comes into force immediately after the common seal of Council is affixed to the Instrument and remains in force until Council determines to vary or revoke it.

**CARRIED UNANIMOUSLY**

**Council Meeting Minutes**

**27 May 2025**

**12. Officers' reports**

**CM.062/25 Instrument of Appointment and Authorisation (Planning and Environment Act 1987)**

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**27 May 2025**

**12. Officers' reports**

**CM.063/25 Informal Meetings of Councillors Records - 27 May 2025**

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**Distribution:** Public

**Manager:** Blaga Naumoski, Director Governance, Communications and Community Safety

**Author:** Katia Croce, Manager Governance and Property

**Summary**

In accordance with *Item 20 of Council's Governance Rule – Meeting Procedures*, adopted on 25 July 2023, Council is required to report as soon as practicable to a Council Meeting a record of each Informal Meeting of Councillors held.

This report lists Informal Meetings of Councillors Records submitted since the matter was last reported to Council on 29 April 2025.

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

1. Arts and Cultural Advisory Committee held 17 February 2025;
2. Youth Council held 7 April 2025;
3. Environment and Sustainability Advisory Committee held 16 April 2025;
4. Councillor Briefing held 22 April 2025;
5. Council Meeting Pre-Meet held 29 April 2025;
6. Inclusion and Access Advisory Committee held 2 May 2025;
7. Councillor Briefing held 6 May 2025; and
8. Planning and Consultation Committee meeting Pre-meet held 13 May 2025.

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

**MOVED:** Cr Kate McKay

**SECONDED:** Cr Kim Cope

**That** Council, in accordance with *Item 20 of Council's Governance Rule – Meeting Procedures*, receives the Informal Meetings of Councillors Records (**Attachment 1**) for the meetings held.

**CARRIED UNANIMOUSLY**



Council Meeting Minutes 27 May 2025  
12. Officers' reports  
CM.063/25      Informal Meetings of Councillors Records - 27 May 2025

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**Council Meeting Minutes**

**27 May 2025**

**13. Notices of Motion**

Nil

**14. Delegates' Reports**

Nil

**15. Supplementary and urgent business**

**Council Resolution**

**MOVED:** Cr Kate McKay  
**SECONDED:** Cr Naomi Joiner

**That** Council, in accordance with Clause 57 of the Governance Rule Meeting Procedure, admit the item of urgent business relating to the Emergency Services and Volunteer Fund Levy.

**CARRIED UNANIMOUSLY**

**CM.064/25 Emergency Services and Volunteer Fund Levy**

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**Distribution:** Public

**Manager:** Jeremy Livingston, Director Culture and Performance

**Author:** Melika Sukunda, Chief Financial Officer

**Summary**

On 1 July 2025, Victoria will replace the Fire Services Property Levy (FSPL) with the Emergency Services and Volunteers Fund (ESVF). This change is formalised in the Fire Services Property Amendment (Emergency Services and Volunteers Fund) Bill 2025, which amends the Fire Services Property Levy Act 2012 to establish the ESVF.

The Emergency Services and Volunteers Fund will have a significant and detrimental financial impact to the majority of ratepayers across the Shire, in particular, primary producers and commercial and industrial property holders, many of whom own and operate the small businesses that service our community.

**Recommendation**

**That** Council:

1. Notes the introduction of the Emergency Services Levy (ESVF) by the Victorian Government, which significantly expands the scope and structure of the former Fire Services Property Levy.
2. Expresses its strong concern about the impact of the ESVF on the local government sector, in particular:
  - a) The shift in administrative and financial burden onto councils to act as levy collectors on behalf of the State Government.
  - b) The potential for inequitable impacts on rural communities and primary producers within the Shire.

**Council Meeting Minutes**

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- c) The departure from the original intent of the Fire Services Property Levy, as recommended by the 2009 Victorian Bushfires Royal Commission.
3. Resolves to write to the Premier of Victoria, the Treasurer, the Minister for Emergency Services and the Minister for Emergency Management to:
  - a) Reaffirm Council's opposition to councils being the collection agent for the State Government under the ESVF.
  - b) Call for the State Revenue Office to take responsibility for collecting the Principal Place of Residence (PPR) component of the ESVF.
  - c) Request that the Victorian Government fully reimburse councils for the costs associated with the collection, reporting and debt recovery functions of the levy.
  - d) Request that the Victorian Government improve transparency and undertake the community engagement directly with communities regarding the ESVF's implementation and operation.
  - e) Request that the structure of the ESVF be reviewed to ensure it is equitable and does not disproportionately burden rural communities or primary producers.
  - f) Request that the rationale for broadening the scope of the levy, beyond fire services to fund agencies such as Triple Zero, Victoria State Emergency Services (VICSES), State Control Centre, Forest Fire Management Victoria, and Emergency Recovery Victoria be publicly explained and reconsidered in the context of the Royal Commission's original intent.

**Attachments**

Nil

**Discussion**

1. The Fire Services Property Amendment (Emergency Services and Volunteers Fund) Bill 2025 was introduced into the Victorian Parliament in March 2025.
2. From 1 July 2025, the Emergency Services and Volunteers Fund (ESVF) will replace the Fire Services Property Levy (FSPL).
3. The ESVF will fund a broader range of emergency services, including Victoria State Emergency Service (VICSES), Triple Zero Victoria, the State Control Centre, Forest Fire Management Victoria, and Emergency Recovery Victoria, in addition to the Country Fire Authority (CFA) and Fire Rescue Victoria (FRV).
4. The ESVF will be calculated based on two components:
  - Fixed Charge: A standard levy applied to all properties, regardless of their value.
  - Variable Charge: A levy calculated as a percentage of the property's capital improved value (CIV), which is the market value of the land and improvements.
5. The specific rates for these charges will be determined annually by the Victorian State Government Treasurer.
6. The vacant land category will be abolished, with vacant land allocated to its corresponding land use classification (e.g. vacant industrial land will be reclassified as industrial land).
7. Variable rates will increase to raise additional revenue to fund the services being covered by the ESVF.

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8. From 1 July 2026 a new category will be created for residential principal place of residence (PPR). Non-PPR residential properties will incur the non-residential fixed charge.
9. Of particular note, concerns have been raised by councils as to how PPR will be determined and applied consistently.
10. Based on the rates currently proposed by the Treasurer, and on Council's median property values as at 1 January 2025, the indicative ESVF charge would be approximately:

	Median Property Value 2025	Current NSC Median liability (\$) FSPL	Proposed NSC Median liability (\$) ESVF	Difference
<b>Residential PPR</b>	1,000,000	219	309	90
<b>Commercial</b>	667,500	710	1,164	454
<b>Industrial</b>	800,000	916	1,340	424
<b>Primary Production</b>	1,450,000	683	1,317	634

11. Certain property owners may be eligible for exemptions or concessions under the ESVF:
  - Emergency Services Volunteers: Active volunteers and life members will be exempt from paying the ESVF on their primary place of residence.
  - Pensioners: Eligible pensioners may receive a concession on the fixed charge component.
  - Community and Charitable Organisations: Properties owned and used by registered charities or not-for-profit organisations may qualify for exemptions or reduced rates.
12. As with the existing FSPL, the ESVF will be collected by councils and will appear on rates notices.
13. The ESVF will have a significant and detrimental financial impact to the majority of ratepayers across the Shire, in particular, primary producers and commercial and industrial property holders, many of whom own and operate the small businesses that service our community.
14. The administrative and financial burden associated with implementing and managing the proposed scheme is likely to be significant for councils. While it is difficult to quantify the full impact at this stage due to the lack of detailed guidance, the uncertainty itself underscores the need for support from the State. Without a clearly defined framework, councils may be required to take on complex collection, reporting, and debt recovery functions without adequate resources or systems in place to do so efficiently.

## Related Council decisions

15. Not applicable.

## Options

16. The following two options are available to Council:
  - a) Council chooses to proceed with the recommendation outlined in this report; or

**Council Meeting Minutes**

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- b) Council does not choose to proceed with the recommendation outlined in this report.

**Council plans and policies**

17. This report directly supports the achievement of the Council Plan 2021-2025 strategy:
- We act in the best interests of our community.

**Access, Equity and Inclusion**

18. Not applicable.

**Sustainability implications**

19. Not applicable.

**Community engagement**

20. Not applicable.

**Innovation and continuous improvement**

21. Not applicable.

**Collaboration**

22. Not applicable.

**Budget considerations**

23. Not applicable.

**Relevant law**

24. *Local Government Act 1989*  
25. *Local Government Act 2020*  
26. *Local Government Legislation Amendment (Rating and Other Matters) Act 2022*  
27. *Fire Services Property Levy Act 2012*  
28. *Local Government (General) Regulations 2015.*

**Regional, state and national plans and policies**

29. Not applicable.

**Conflicts of interest**

30. All officers involved in the preparation of this report have made a declaration that they do not have a conflict of interest in the subject matter of this report.

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

**MOVED:** Cr Grant Brooker

**SECONDED:** Cr Kate McKay

**That** Council:

1. Notes the introduction of the Emergency Services Levy (ESVF) by the Victorian Government, which significantly expands the scope and structure of the former Fire Services Property Levy.

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2. Expresses its strong concern about the impact of the ESVF on the local government sector, in particular:
  - a) The shift in administrative and financial burden onto councils to act as levy collectors on behalf of the State Government.
  - b) The potential for inequitable impacts on rural communities and primary producers within the Shire.
  - c) The departure from the original intent of the Fire Services Property Levy, as recommended by the 2009 Victorian Bushfires Royal Commission.
3. Resolves to write to the Premier of Victoria, the Treasurer, the Minister for Emergency Services and the Minister for Emergency Management to:
  - a) Reaffirm Council's opposition to councils being the collection agent for the State Government under the ESVF.
  - b) Call for the State Revenue Office to take responsibility for collecting the Principal Place of Residence (PPR) component of the ESVF.
  - c) Request that the Victorian Government fully reimburse councils for the costs associated with the collection, reporting and debt recovery functions of the levy.
  - d) Request that the Victorian Government improve transparency and undertake the community engagement directly with communities regarding the ESVF's implementation and operation.
  - e) Request that the structure of the ESVF be reviewed to ensure it is equitable and does not disproportionately burden rural communities or primary producers.
  - f) Request that the rationale for broadening the scope of the levy, beyond fire services to fund agencies such as Triple Zero, Victoria State Emergency Services (VICSES), State Control Centre, Forest Fire Management Victoria, and Emergency Recovery Victoria be publicly explained and reconsidered in the context of the Royal Commission's original intent.

**CARRIED UNANIMOUSLY**

**16. Confidential reports**

Nil

**17. Close of Meeting**

The meeting closed at 8.49pm.

Confirmed:

\_\_\_\_\_  
Cr John Dumaresq, Mayor

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## Arts & Cultural Advisory Committee Minutes



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<b>Date:</b>	Monday, 17 February 2025
<b>Time:</b>	7pm to 9pm
<b>Venue:</b>	Council Chambers, Civic Centre, Greensborough and via Zoom
<b>Chair:</b>	Cr Kim Cope
<b>Minute Taker:</b>	Ignacio Zamora, Arts Development Officer
<b>Committee Members:</b>	Sandra Miller, Yu Fang Chi, Sammaneh Pourshafighi, Jennifer Johnsen, , Leanne Ipsen, Ni Li, Svetlana Matovski, Olivia Morris.
<b>Officers:</b>	Corrienne Nichols (Director Communities), Nichole Johnson (Manager Community Partnerships), Saleh Hadi (Coordinator Arts & Cultural Development), Jacqueline Felstead (Curator & Collections Management Officer), Renee Cosgrave (Exhibitions Officer), Ignacio Zamora (Arts Development Officer).
<b>Apologies:</b>	Sarah Hammond (Arts Program Officer), Emily Wubben (Curator & Collections Management Officer), Simone Thomson, Cassie May, Mel Paine

### Order of business

#### 1. Attendees

Attendance and apologies were confirmed.

#### 2. Acknowledgement of Country

Acknowledgement of Country was read by Cr Cope.

#### 3. Welcome and Introductions

Cr Cope welcomed all in attendance. All members of the ACAC Committee introduced themselves.

#### 4. Conflict of Interest and Informal Meeting of Councillors Record

No conflicts of interest were recorded.



## **5. Minutes of previous meeting**

The minutes of the meeting held on Monday, 19 August 2024 were confirmed as a true and accurate record of the meeting.

*Moved: Leanne Ipsen*

*Seconded: Sandra Miller*

## **6. Matters Arising**

Acquisitions: All acquisitions reported at the last meeting have been completed.

## **7. Arts & Cultural Development Updates (See attached copy presentation for reference)**

### **Coordinator Arts and Culture Department - Saleh Hadi**

- Art and Culture Strategy 2022-2026: Year 2 and Year 3 Updates

### **Exhibitions Officer - Renee Cosgrave**

- 2025 Eltham Library Community Gallery Exhibition Program ([More information here](#))  
Exhibition: Arena: Alun Rhys Jones
- ELCG Exhibition Proposal Call-Out

### **Arts Development Officer - Ignacio Zamora**

- Overview Public Art Activities
- New Website
- Conservation

### **Arts Program Officer - Saleh Hadi on behalf of Sarah Hammond**

- Nillumbik Summer Sounds ([More information here](#))
- Nillumbik Artists in Residence Program 2024-25 - Introducing Artists Nillumbik Artists in Residence Program 2025-26 - Potential Synergies

### **Curator and Collections Management - Jacqueline Felstead**

- Nillumbik Prize for Contemporary Art 2025 ([More information here](#))
- Nillumbik Art Prize Volunteers
- Artwork Changeovers
- Acquisitions and Loans

### **Nillumbik Now and Beyond - Nichole Johnson**

This project will guide the direction of Council for the next four years and determine our goals and priorities. ([More information here](#))

## **8. ACAC Member's Presentations**

No presentations from the ACAC Committee members.

## **9. Other Business**

Opportunity to discuss any other business or raise items for future agenda scheduling.

(Note by Leanne Ipsen) Requesting Council to support to the Nillumbik Art Museum Committee and the arts practice in general in comparison to other activities (like sports) given the rich art and culture history of Nillumbik.

(Response by Corrienne Nichols): the project was already presented to Council last year NAM committee members are in contact with individual Councillors, NAM can request to present to Council should they gain Councillor support to do so.

(Note by Sandra Miller) Sharing the accessible audio podcast format for the news for the Manningham and Nillumbik Bulletin and the Warrandyte Diary. ([More information here](#))

Sandra Miller requested more information on the Arts Volunteer Program for NPCA 2025 to share on Copper Butterfly News. // Action Item Jacqueline Felstead

#### **10. 2025 Meetings**

Meetings are scheduled for the third or fourth Monday of every quarter.

- Meeting 1: Monday, 17 February - 7:00pm-9:00pm
- Meeting 2: Monday, 19 May - 7:00pm-9:00pm
- Meeting 3: Monday, 25 August - 7:00pm-9:00pm
- Meeting 4: Monday, 24 November - 7:00pm-9:00pm

#### **11. Close**

## Environment & Sustainability Advisory Committee (ESAC)

### Minutes



**Date:** **Wednesday 16 April 2025**

**Time:** 6.00pm – 8.00pm

**Venue:** Council Chambers

**Chair:** Cr Kate McKay

**Minute taker:** Grace Mui

## Order of Business

<b>1</b>	<p><b>Welcome and Acknowledgement of Country</b></p> <p>Nillumbik Shire Council acknowledges the Wurundjeri Woi-wurrung people as the Traditional Owners of the Country on which Nillumbik is located. We pay our respects to Elders past, present and future, and extend that respect to all First Nations People. We respect the enduring strength of the Wurundjeri Woi-wurrung and acknowledge that sovereignty was never ceded.</p> <p>Present: Elnaz Ettehad, Lily van Eeden, Sue Rosenhain, Malcolm Cock, Katrina Naish, Vasundhara Kandpal; Cr Kate McKay, Cr Kelly Joy; Kirsten Reedy, Ian Culbard, Grace Mui; Jules Jay.</p> <p>Apologies: Anne-Marie King, Lucinda Flynn</p> <p>Absent: Lynlee Tozer, Andrew McMahon, Graeme Lang, Orianna Edmonds</p>	Chair
<b>2</b>	<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. No conflicts of interest disclosed.</p>	Chair
<b>3</b>	<p><b>Minutes of previous meeting</b></p> <p>Confirmed that the minutes of the previous meeting were a true and accurate record of the meeting.</p> <p><b>Moved:</b> Malcolm Cock                                      <b>Seconded:</b> Sue Rosenhain</p>	Chair
<b>4</b>	<p><b>Outstanding Action Items</b></p> <p>No outstanding action items.</p>	Chair
<b>5</b>	<p><b>Climate Action – community emissions</b></p> <p>Group discussion focussed on the Nillumbik Climate Action Plan's target of net-zero community emissions by 2035, the Snapshot Climate community emissions accounting source utilised (weblink: <a href="#">Nillumbik, VIC :: Snapshot</a>); existing Council initiatives to help lower community emissions (weblink: <a href="#">Climate action - Nillumbik Shire</a>)</p>	Ian, Kirsten and guest, Jules Jay

	<p><a href="#">Council</a>); and a group brainstorm on potential initiatives and programs, types/topics of community education that might help, promotional tools, and barriers.</p> <ul style="list-style-type: none"> <li>• Potential education topics raised: Soft plastics recycling, nature related financial disclosures, where to dispose/recycle specific materials/items, active transport.</li> <li>• Groups to target: positive aging, youth council, migrants, CALD communities, businesses in the shire.</li> <li>• Opportunities in channels/messaging: context dependent behaviour change, face to face connection and relationship building, targeted messaging for different groups, tailored marketing platforms, accessibility, and raising visibility.</li> <li>• Barriers discussed: getting sufficient reach into community, drivers behind behaviour change, differing perceptions/background, and oversaturation of information.</li> </ul> <p><b>Actions:</b></p> <ol style="list-style-type: none"> <li><b>1. Committee Members to promote RETHink Nillumbik and other Council environment and sustainability programs within their connections/communities.</b></li> <li><b>2. Officers to circulate contact details for guest Jules Jay to the Committee</b></li> </ol>	
6	<p><b>Draft Council Budget 2025/26</b></p> <p>The draft budget is open for consultation until Sunday 27 April. There is also the opportunity to register to speak to a submission at the PCC meeting on 13 May.</p> <p><a href="#">Draft Budget 2025-2026   Participate Nillumbik</a></p> <p>Discussion points:</p> <ul style="list-style-type: none"> <li>• Question asked about the indicators that are included within the budget papers. These indicators are mandated, audited indicators as part of the Local Government Victoria Performance Reporting Framework (as opposed to being aligned to the indicators of the Council Plan as was indicated at the meeting).</li> <li>• Questions / discussion around how Council allocates budget, including: <ul style="list-style-type: none"> <li>- Concern regarding the limited capacity and flexibility for new or expanded environmental works and desire for Council's funding priorities to be reconsidered.</li> <li>- Concern expressed about budget being directed as matched funding towards grants if those projects are not identified key Council priorities, expressing the need to protect existing priorities and allocate adequate funding towards them.</li> </ul> </li> <li>• Lack of trust in Council expressed by some ESAC members, seeking greater budget and decision making disclosure and transparency.</li> <li>• Encouraged by the six major initiatives under the 'sustainable and resilient' category of the draft budget.</li> </ul>	Chair

7	<p><b>Draft Domestic Animal Management Plan 2025-2029</b></p> <p><a href="#">Domestic Animal Management Plan 2025-2029   Participate Nillumbik</a></p> <p>Sought ESAC feedback on cat curfew options:</p> <ul style="list-style-type: none"> <li>• Keep the current cat curfew (7.30pm to 6am)</li> <li>• Introduce a 24 hour cat curfew</li> <li>• No cat curfew</li> <li>• Extension of times to current curfew.</li> </ul> <p>The majority recommendation was that Council introduce a 24 hour cat curfew to support Biodiversity Strategy objectives (as cats and other introduced species cause great harm to indigenous wildlife), but to also consider the below:</p> <ul style="list-style-type: none"> <li>• Discussion on considerations in implementing a 24 hour cat curfew, including potential for increased stray cat numbers leading to increased euthanisations and animal rights concerns, potential for decreased cat-registrations, potential for impacts on vets.</li> <li>• Need to consider what measures of success might be.</li> <li>• Discussion around messaging that might help encourage cat owners to want to keep their cat at home as per a 24 hour cat curfew: Council leadership, behaviour change messaging based on data on protection of cat welfare instead of protection of wildlife (roaming statistics, disease spread), focus on new cat owners.</li> </ul>	Chair / officer
8	<p><b>Other business</b></p> <ul style="list-style-type: none"> <li>• Council Plan and Municipal Public Health and Wellbeing Plan – update (phase 1 consultation complete, phase 2 consultation scheduled in July) <a href="#">Nillumbik - Now and Beyond   Participate Nillumbik</a></li> <li>• Grants update (current applications and recent notifications) – seeking funding support for weed control; and for electrification, renewable energy and batteries.</li> <li>• Many environment and sustainability events are happening all the time. Advertised in monthly e-news, Nillumbik News, social media etc. Please help to on-promote the events. <a href="#">Environment and Sustainability - Nillumbik Shire Council</a></li> <li>• Upcoming Watsons Creek Catchment Workshop. Community members welcome. <a href="#">Watsons Creek Catchment strategic workshop - Nillumbik Shire Council</a></li> <li>• Triennial Events and Festivals – EOI seeking suitable panel members to help assess applications. Applications close 16 May. Need to be available 16 June and 9 July. <ul style="list-style-type: none"> <li>- Grant details: <a href="#">Nillumbik Triennial Festival and Event Program - Nillumbik Shire Council</a></li> <li>- If interested in joining the panel, please complete and submit this EOI form: <a href="https://forms.office.com/r/SUKz8BKUXx">https://forms.office.com/r/SUKz8BKUXx</a></li> </ul> </li> <li>• Issue of management of Council Bushland Reserves was raised during the meeting by ESAC member(s):</li> </ul>	<p>Kirsten / Cr Joy</p> <p>Kirsten</p>

	<ul style="list-style-type: none"> <li>- Expressed concern that Council is not responding appropriately to negative issues at bushland reserves that are raised by community members. Expressed the need for transparency to foster trust.</li> <li>- Questioned how Council can better enhance and maintain the reserves.</li> <li>- Request that a presentation be provided to ESAC on reserve management and enhancement.</li> </ul> <p><b>3. Action: Request by ESAC to discuss Bushland Reserves management and enhancement at an upcoming ESAC meeting. Officers to follow up.</b></p>	
<b>Next meeting</b> Wednesday 18 June 2025 – 6pm to 8pm		

#### Table of Open Actions

Meeting date	Action	Owner/s	Status	Comment
16/04/25	Committee Members to promote REthink Nillumbik and other Council environment and sustainability programs within their connections/communities.	ESAC		
16/04/25	Officers to circulate contact details for guest Jules Jay to the Committee	Officers		
16/04/25	Request by ESAC to discuss Bushland Reserves management and enhancement at an upcoming ESAC meeting. Officers to follow up.	Officers		
19/02/25	Request to discuss the draft 2025/26 budget at an upcoming ESAC meeting. Officers to follow up.	Officers	Complete	April Agenda item
19/02/25	Provide a copy of Council organisation chart to ESAC members	Officers	Complete	Provided.

# Minutes

## Health and Wellbeing Advisory Committee

Nillumbik Shire Council Offices

Candlebark 2

Thursday 15 May 2025, 9.30am-11.30am

**Attendees:** Cr Kelly Joy, Eliza Pitson (healthAbility), Jo Mithen (North Eastern Public Health Unit), Corrienne Nichols (Director Communities), Loretta Bellato (Acting Coordinator Social Planning & Equity), Matt Weisheit (Yarrambat Golf Course), Jeff Halliburton (Diamond Valley Community Support), Jackie Babington (Aligned Leisure), Cassie Zurek (Social Planning & Policy Officer), Nichole Johnson (Manager Community Partnerships)

**Apologies:** Councillor Grant Brooker, Jules Jay (community representative), Yarra Plenty Regional Libraries (Matt van Hasselt, Kate Hansen), Gamblers Help, Holstep Health (Missy Ali), Department of Health, Victoria Police, Deanna Finn (community representative)

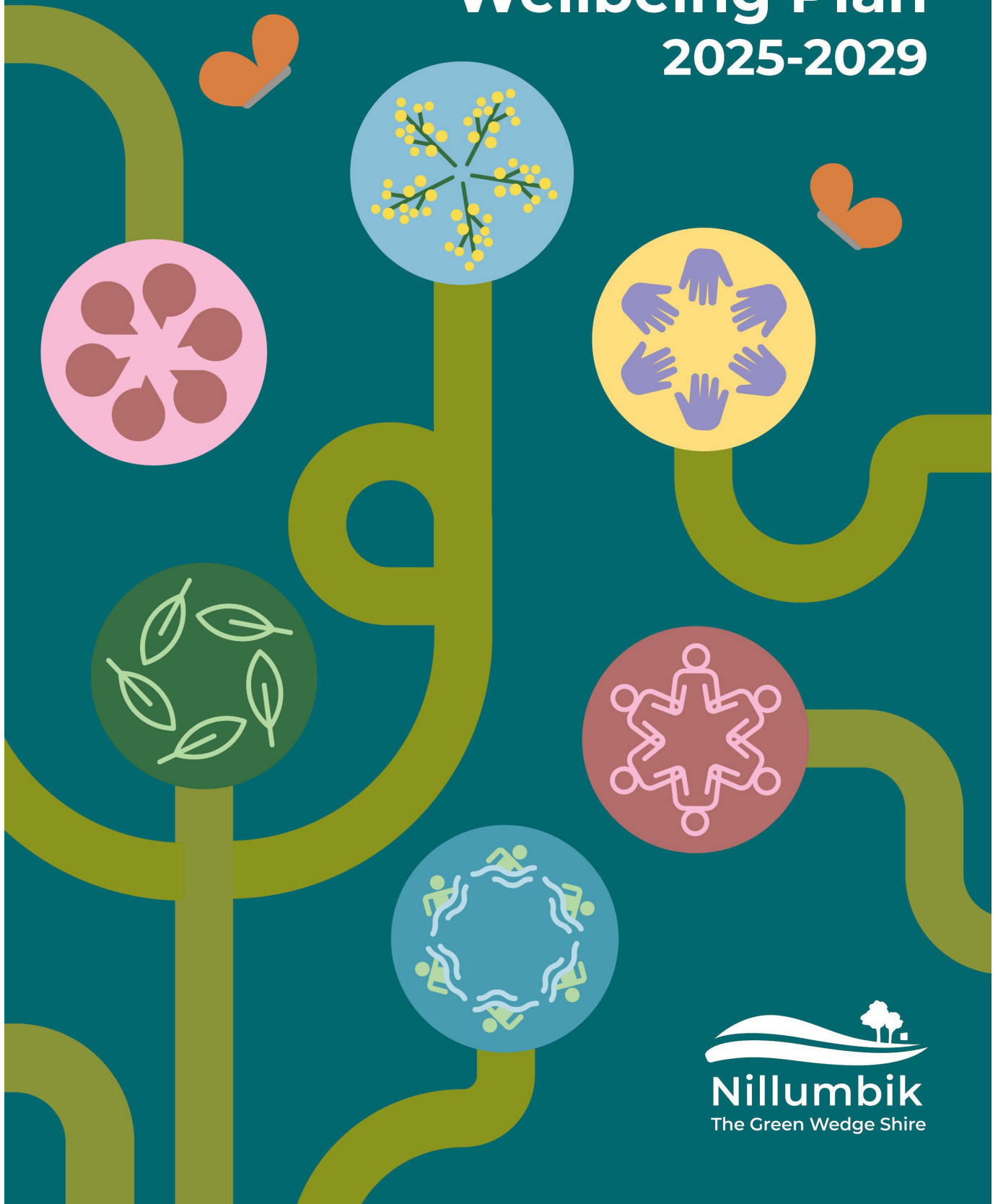
10:00 - 10:20am	<p>Welcome</p> <ul style="list-style-type: none"> <li>• Acknowledgement of Country</li> <li>• Inclusion Statement</li> <li>• Housekeeping</li> <li>• Conflict of interest – no conflicts declared</li> <li>• Minutes from previous meeting - Moved by Matt Weisheit (Yarrambat Golf Course) and seconded by Jackie Babington (Aligned Leisure)</li> <li>• Ice-breaker activity</li> </ul> <p>Previous actions:</p> <ul style="list-style-type: none"> <li>• Cassie to consider the following as part of the development of the new MPHWP             <ul style="list-style-type: none"> <li>○ Applying a systems thinking approach</li> <li>○ Developing an appendix or 'plan on a page' version of the MPHWP</li> <li>○ Adding a partnership statement                 <ul style="list-style-type: none"> <li>▪ This action is in progress, these factors will be added into the draft MPHWP</li> </ul> </li> </ul> </li> <li>• Cassie to share community engagement findings related to partners work             <ul style="list-style-type: none"> <li>○ This action is in progress                 <ul style="list-style-type: none"> <li>▪ The community engagement report has been shared with Committee members.</li> <li>▪ Findings specific to partners work will be shared directly via email in the coming weeks.</li> </ul> </li> </ul> </li> </ul>	Cr Joy
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10:20 - 10:40am	<p>Update</p> <ul style="list-style-type: none"> <li>• Progress and timeline (see PowerPoint presentation)</li> <li>• Staffing – update that Cassie is heading on Parental leave early as of Friday 16 May 2025</li> <li>• Community Engagement findings (see PowerPoint)</li> </ul>	Cassie
10:45 - 11:00am	<p>MPHWP Structure</p> <ul style="list-style-type: none"> <li>• Draft Structure presented (see PowerPoint)</li> <li>• DAP – making sure it makes sense and flows and isn't wedged in</li> <li>• Change heading to Introduction to DAP</li> <li>• Maybe move the Legislative requirements and DAP sections around</li> </ul> <p>Health and Wellbeing Plan Vision:</p> <p><i>A community where everyone has equitable access to the services, infrastructure, environments, and opportunities that support health, wellbeing and inclusion. We work together to remove systematic barriers, build safe, connected and resilient neighbourhoods, ensure local culture promotes health, wellbeing and happiness, and foster a shared connection to each other and nature.</i></p> <p>Feedback:</p> <ul style="list-style-type: none"> <li>• Beautiful vision – a little long however thoughtful and has a lot of meaning.</li> <li>• How does that relate the States vision and is there any buzz words</li> <li>• Our vision is more localised where the State vision is more broad and focused on health</li> <li>• Needs to relate to the Nillumbik community</li> <li>• Duplication of Health and Happiness and making sure local culture promotes is adding to the vision</li> <li>• Could split after first para and then have a mission</li> <li>• Ensure local culture promotes health – like this as it could mean many things</li> </ul> <p>Possible Vision that was workshopped: Cultures that promote health, happiness and equity for all in the Green Wedge</p> <p>Looked at list of partners – is this correct and/or missing anyone (see PowerPoint)</p> <ul style="list-style-type: none"> <li>• Add Preschools</li> <li>• Look at expanding those that are acronyms</li> </ul>	Cassie
11:00 - 11:55am	<p>Discussion: Priority Area strategies</p> <p>Priority Areas and the Strategies and Priority Actions were reviewed by the committee and discussed. Key feedback:</p>	Cassie



	<ul style="list-style-type: none"> <li>• Changes made as reviewed</li> <li>• Quite like how disability is highlighted</li> <li>• Discussion regarding limitation to extend past Council's volunteers</li> <li>• Add a glossary – size inclusive practice, EIA's and NARI, AOD, Harm Minimisation, Universal Design, Changing Places, Environmental Sustainable Design.</li> </ul> <p>Austin Health priorities:</p> <ul style="list-style-type: none"> <li>• Healthy Eating</li> <li>• Tobacco and Vaping</li> <li>• Sexual Reproductive health</li> <li>• Active Living</li> <li>• Prevention of Violence</li> </ul>	
11:55am - 12:00pm	<p>Thank you and Close</p> <ul style="list-style-type: none"> <li>• Public exhibition of the draft (Phase 3 consultation) – mid June and July</li> <li>• Next meeting will occur in July after the Public Exhibition has closed. <ul style="list-style-type: none"> <li>○ The focus of this meeting will be reviewing Public Exhibition feedback and making changes to the draft before it is submitted for endorsement</li> </ul> </li> <li>• EOIs for next Committee <ul style="list-style-type: none"> <li>○ The term of this Committee concludes in October this year</li> <li>○ Expressions of Interest for the new Committee will be distributed in August</li> </ul> </li> </ul>	Cr Joy

# Draft Nillumbik Health and Wellbeing Plan 2025-2029



## Acknowledgement of Country

Nillumbik Shire Council respectfully acknowledges the Wurundjeri Woi-wurrung people as the Traditional Owners of the Country 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 past, present and future, and extend that respect to all First Nations People.

We respect the enduring strength of the Wurundjeri Woi-wurrung and acknowledge the ongoing impacts of past trauma and injustices from colonial invasion, massacres and genocide committed against First Nations People. We acknowledge that sovereignty was never ceded.

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 and Australia's identity; from their cultural heritage and care of the land and waterways, 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 First Nations 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 Australian First Nations People as the oldest continuing cultures on the planet
- addressing the causes of division and misunderstanding between First Nations People 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 First Nations People and other Australians.

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



## Inclusion statement

Nillumbik Shire Council is committed to creating a fair, equitable and inclusive community where human rights are respected, participation is facilitated, barriers are addressed, and diversity is celebrated. We support the rights of all people regardless of age, gender, sexuality, ability or cultural identity. We value the diverse and changing nature of our community and understand that some groups and individuals experience more barriers than others.

## Alternative formats

For more information or to request a copy of the Nillumbik Health and Wellbeing Plan 2025-2029 in an alternative format or large font, call 9433 3111 or email [nillumbik@nillumbik.vic.gov.au](mailto:nillumbik@nillumbik.vic.gov.au)

## TIS Information:

Council can be contacted through the National Relay Service (NRS). The NRS is available as a phone solution for people who are deaf or have a hearing or speech impairment. All calls are confidential. Users must be registered via [www.relayservice.gov.au](http://www.relayservice.gov.au) to make and receive calls:

- TTY users phone 133 677, then ask for Council on 9433 3111.
- Speak and Listen (speech-to-speech) users phone 1300 555 727, then ask for Council on 9433 3111.
- A Hearing loop is located at the Customer Service Counter, Civic Centre, Civic Drive, Greensborough
- Communication boards are available at the Civic Drive Customer Service Counter, Civic Centre, Civic Drive Greensborough.
- Interpreting services are available

## Add links here:

- 'Plan on a page'
- 'DAP on a page'
- Easy English version
- Plain text, large font version



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## Message from the Council

As your local Councillors, we are proud to present the *Nillumbik Public Health and Wellbeing Plan 2025–2029*. This Plan reflects our shared vision for a thriving, inclusive and resilient community – one where every person has the opportunity for social participation and to be healthy and well as they grow, live, learn, work, play and age.

Local government has a legislated responsibility to protect, improve and promote public health and wellbeing within its municipality. Councils do this by shaping the social, environmental and economic conditions that allow our community to live well and be included. This Plan steps-out how we will achieve this over the next four years.

We are excited to be incorporating the Disability Action Plan and Ageing Well in Nillumbik Plan into this Plan. This innovative change aims to elevate the voices and needs of people with disability, carers and older people, and strengthen impact and efficiency, whilst removing duplication.

Our Nillumbik community enjoys comparatively high levels of health and wellbeing, however there are some areas where health outcomes need to be improved, and some groups and individuals that experience discrimination and disadvantage, resulting in poorer health outcomes. There are also emerging health challenges that need action, including climate change, vaping, cost-of-living increases, and social polarisation. That is why we are committed to embedding health and equity into our decision-making, plans, policies, programs, and infrastructure.

Health and wellbeing are shaped by many factors, influenced by our built and natural surroundings, the fairness of our systems, access to services, and the strength of our social connections. This Plan aims to create and improve these conditions and systems to support good health outcomes for everyone – no matter their age, background, ability, identity or postcode.

This Plan reflects the voices of our community. Through consultation and collaboration, we've listened closely to what matters most – and responded with actions that are place-based, inclusive and comprehensive. We will continue to work closely with community and sector partners to achieve positive change across our six priority areas:

1. Improving mental wellbeing and social connection
2. Preventing discrimination and violence
3. Increasing active living
4. Improving food systems
5. Reducing harm from alcohol, drugs, vaping, tobacco, and gambling
6. Advocating for and improving access to services, facilities and housing

The *Nillumbik Health and Wellbeing Plan 2025-2029* is a cornerstone of Council's strategic direction, complementing the *Council Plan 2025-2029* including the *Community Vision Nillumbik 2040*, and contributing to the goals of the *Victorian Public Health and Wellbeing Plan 2023-2027*. It reflects our strong commitment to the powerful role local government must play in shaping the conditions for a healthy, equitable and connected life for all.

On behalf of Council, we thank every community member and sector partner that shared their voice and ideas. We look forward to working alongside you to foster a Shire where wellbeing is not just a goal – but a reality for all.

## Introduction

The Nillumbik Health and Wellbeing Plan 2025-2029 (Plan) outlines priorities and actions to enable people living in our shire to achieve optimum health and wellbeing.

The *Victorian Public Health and Wellbeing Act 2008* recognises the important role local councils play in helping people live healthier, happier lives. Councils have a statutory obligation to develop a Health and Wellbeing Plan within 12 months of each Council election.

Nillumbik Shire Council plays a crucial role in supporting the health and wellbeing of our community through services, advocacy, partnerships and projects. Many of the services council delivers have a direct impact on public health e.g. childhood immunisation, maintaining clean and safe public spaces, food safety, overseeing accommodation standards, wastewater management, enhancing community safety, enforcing smoking and vaping laws, controlling infectious diseases, and planning for emergencies. Many other aspects of council work also have a significant impact on community health by helping to create environments where people can stay healthy, active, and connect with others. These include urban planning, roads and transport, playgrounds and parks, sporting clubs and recreational facilities, children and family services, youth services, and libraries and community, arts, and cultural centres.

Our health and wellbeing vision is:

*"A community where everyone has equitable access to the services, infrastructure, environments, and opportunities that support health, wellbeing and inclusion. We work together to remove systematic barriers, build safe, connected and resilient neighbourhoods, ensure local culture promotes health wellbeing and happiness, and foster a shared connection to each other and nature."*

The Nillumbik Health and Wellbeing Plan 2025–2029 shares our goals and priorities for supporting the health and wellbeing of our community over the next four years. It also outlines the steps we'll take to help everyone in Nillumbik stay well, connected, and supported.

The Plan is shaped by evidence about our community's health needs and extensive community engagement. It is built on strong partnerships, in recognition that working together with others will amplify positive impacts to health outcomes for our community.

The Health and Wellbeing Advisory Committee agreed that the six priority health and wellbeing areas identified by Council aligned with the work of partners, and the Advisory Committee endorsed these priority areas and approach, as follows:

1. Improving mental wellbeing and social connection
2. Preventing discrimination and violence
3. Increasing active living
4. Improving food systems
5. Reducing harm from alcohol, drugs, vaping, tobacco, and gambling
6. Advocating for and improving access to services, facilities and housing

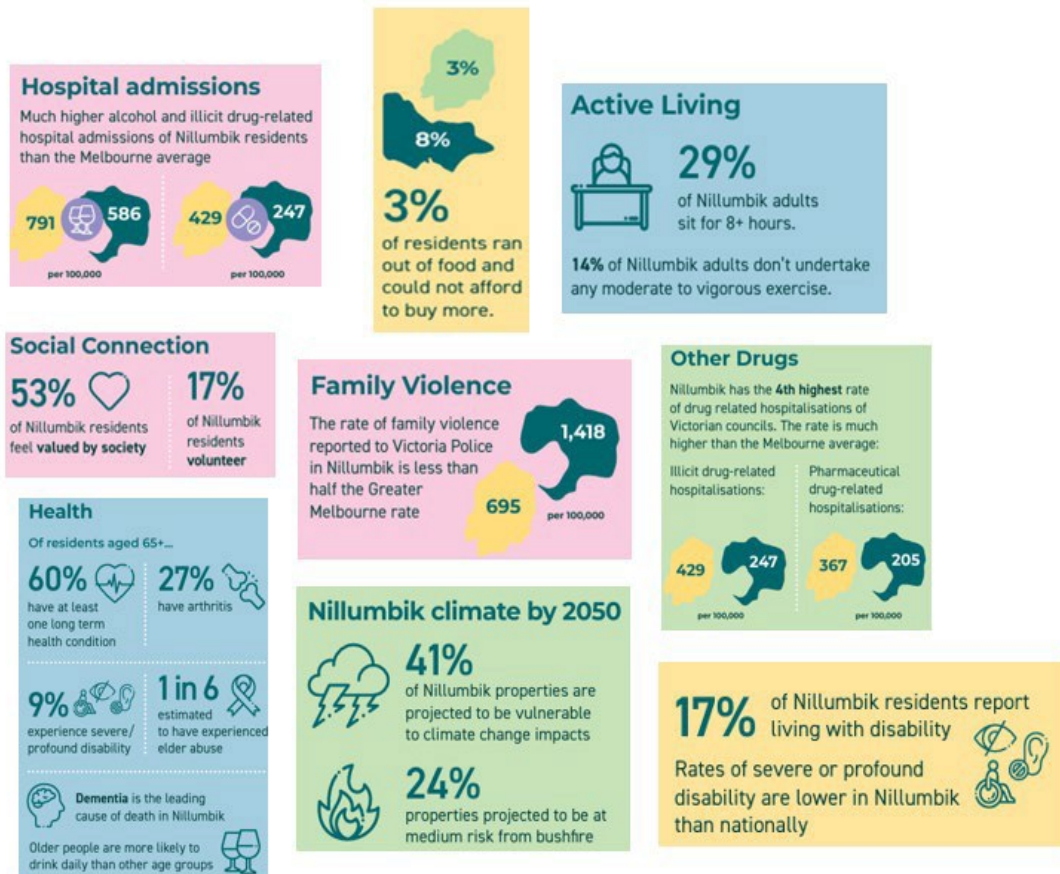


## Nillumbik Health and Wellbeing Profile 2025

The Nillumbik Health and Wellbeing Profile 2025 is a research paper that analyses available health and social data and evidence to identify local health status, needs and priorities. The Profile looks at data related to the social and environmental determinants of health, as well as health risks and demographics. An equity lens was applied to identify groups and regions experiencing health inequities.

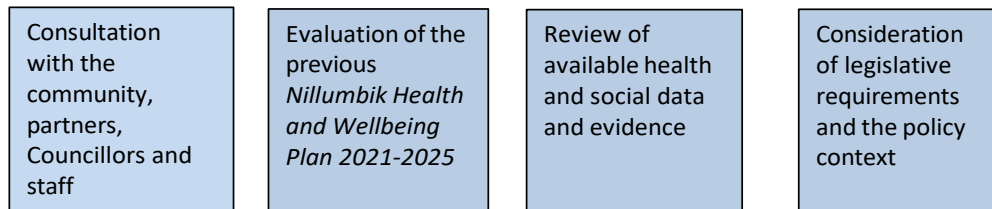
The evidence in the Profile has been used to inform the *Nillumbik Health and Wellbeing Plan 2025-2029* and other strategic plans.

Health and Wellbeing Snapshots and Factsheets have been developed to provide shorter summaries of the key findings. These are grouped by health priority area or priority population. A plain-text, large font version is also available. All of these documents are available to the general public on Council's website at [Health and Wellbeing Plan - Nillumbik Shire Council](#).



## Development of the Plan

This Plan was developed in line with legislative requirements under the *Public Health and Wellbeing Act 2008* over a period of 12-months. The main components were:



## Community Engagement Snapshot

Listening to the community and partners and embedding local voices and experiences into the Plan is essential to ensuring local priorities and needs are addressed, and that strategies and actions are appropriate, effective, relevant and sustainable within the Nillumbik context.

An integrated community engagement approach was designed to gather community insights. This included 3 phases throughout the Plan's development. The approach focused on reaching individuals and groups representing the diversity of our community, across all areas of the Shire. Council's Advisory committees, local agencies and service providers were also included in the engagement. As this Plan incorporates the Disability Action Plan, it was important that we also included questions and discussion regarding the health and wellbeing of those living with a disability.

Below is a snapshot of the community engagement reach:

- 601 survey respondents
- 560+ people reached at pop-ups in Eltham, Diamond Creek and Hurstbridge
- 450+ people reached through Phase 2 activities
- 59 attendees at the Health and Wellbeing Partnership Forum
- 98 attendees at the Health and Wellbeing Profile Workshop
- 5 Advisory Committees consulted throughout
- X submissions received on the draft Plan
- Consultation with Wurundjeri Woi-wurrung Traditional Owners

### Phase 1 – General Engagement

In February 2025, Council undertook a broad community survey, *Nillumbik Now and Beyond* to identify what is important to the community and inform high-level priority areas for Council. Community Engagement activities included a survey and pop-ups.

### Phase 2 – Targeted Engagement

In March and April 2025, Council conducted a number of outreach community engagement activities. The Phase 2 activities included focus groups, drop-in sessions, and outreach with community groups, local services, community centres and schools. These activities aimed to target priority populations who may have been missed in the online survey in Phase 1.

### **Phase 3 – Public Exhibition of the draft Plan**

In June and July 2025, the draft Plan was made available for public comment through the Participate Nillumbik online platform and at a Planning and Consultation Committee meeting on Insert date

The extensive engagement process revealed that top 10 most important health and wellbeing issues for our community are:

- Access to transport
- Access to education
- Access to housing
- Healthy, affordable, and sustainable food
- Preventing family violence
- Mental health
- Increasing active living
- Preventing elder abuse
- Promoting social inclusion, reducing isolation
- Prevention of physical, chronic health conditions

These have directly informed the development of Council's Health and Wellbeing priorities.

### **Evaluation of the Health and Wellbeing Plan 2021-2025**

Review and evaluation of the earlier Nillumbik Health and Wellbeing Plan 2021-2025 informed the development of this new Plan. The assistance of the Health and Wellbeing Advisory Committee was deeply appreciated in this review. The review considered what worked well and could be expanded, learnings and challenges, and opportunities for improvement and elevation.

### **Legislative and Strategic Alignment**

#### **Strategic Alignment**

Under the Public Health and Wellbeing Act 2008, a Municipal Public Health and Wellbeing Plan must be consistent with the Council Plan and Municipal Planning Strategy.

The Local Government Act 2020 promotes an integrated approach to strategic planning and reporting which seeks to ensure strong alignment between 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.

#### Strategic planning framework

<b>Authorisation</b>	Legislation and regulation	
<b>Aspiration</b>	Community Vision – Nillumbik 2040	
<b>Position</b>	Access, Equity and Inclusion Policy	Community Engagement Policy
	Complaints Handling Policy	Information Privacy Policy
<b>Strategic Planning</b>	Annual Budget	Asset Plan
	Council Plan	Financial Plan
	Municipal Planning Strategy	Revenue and Rating Plan
	Nillumbik Health and Wellbeing Plan (incorporating the Disability Action Plan and Ageing Well Plan)	
<b>Strategies and plans</b>	<b>Inclusive living and participation</b>	<b>Sustainable futures and healthy environments</b>
	<ul style="list-style-type: none"> <li>Early Years Infrastructure Plan</li> <li>Gender Equality Action Plan</li> <li>Reflect Reconciliation Action Plan</li> </ul>	<ul style="list-style-type: none"> <li>Climate Action Plan</li> <li>Integrated Water Management Plan</li> <li>Onsite Wastewater Management Plan</li> <li>Roadside Management Plan</li> <li>Urban Tree Canopy Strategy</li> </ul>
<b>Strategies and plans</b>	<b>Liveable and connected communities</b>	<b>Responsible governance and community leadership</b>
	<ul style="list-style-type: none"> <li>Biodiversity Strategy</li> <li>Diamond Creek Major Activity Centre Structure Plan</li> <li>Economic Development Strategy</li> <li>Eltham Major Activity Centre Structure Plan</li> <li>Equine in Nillumbik</li> <li>Green Wedge Management Plan</li> <li>Housing Strategy</li> <li>Integrated Transport Strategy</li> <li>Neighbourhood Character Strategy</li> <li>Open Space Strategy</li> <li>Recreation and Leisure Strategy</li> <li>Road Management Plan</li> </ul>	<ul style="list-style-type: none"> <li>Advocacy Plan</li> <li>Communication Strategy</li> <li>Domestic Animal Management Plan</li> <li>Municipal Emergency Management Plan*</li> <li>Municipal Fire Management Plan*</li> <li>Municipal Relief and Recovery Plan*</li> <li>Municipal Storm and Flood Emergency Management Plan*</li> </ul>
<b>Action and implementation</b>	Action and implementation plans	
	Department business plans	
	Nillumbik Planning Scheme	

\* Denotes a multi-agency plan

### Community Vision

The *Community Vision – Nillumbik 2040* represents the shared aspirations of our community. Developed in partnership with the community, and subsequently adopted by Council in October 2021, the Vision guides Council's long-term planning and decision-making, ensuring we stay focused on the things that truly matter. *Community Vision – Nillumbik 2040* is an aspirational description of what our community values and wants for the future. It contains vision statements that align to feedback received from over 2,000 community participants.

This Plan is considerate of this vision and responds directly to the aspirations of our community in Nillumbik.

### Council Plan

The Council Plan 2025-2029 is Council's commitment to delivering on the community's aspirations outlined in *Community Vision – Nillumbik 2040* over the next four years. It will guide the organisation's work to deliver on the priorities of Council and the community, and to manage and deliver services for the Nillumbik community during Council's term. Our Council Plan 2025-2029 is divided into the following 4 Key Themes which align closely to the community vision:



### Municipal Planning Strategy

Health and wellbeing in Nillumbik are strongly influenced by the built and natural environment. The Municipal Planning Strategy provides an overview of important local planning issues, 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. Many objectives of the Municipal Planning Strategy support the priorities of the Health and Wellbeing Plan and address matters such as:

- Accessible buildings for the provision of social, health, cultural and education services
- Climate preparedness and protection of natural landscapes
- Resilience against natural emergency events
- Efficient and safe walking, cycling and transport networks
- Protection and provision of open space
- Housing provision and diversification of housing options

### The Victorian Public Health and Wellbeing Plan 2023-2027

The *Victorian Public Health and Wellbeing Act 2008* recognises the important role local councils play in helping people live healthier, happier lives. The Act requires councils to create a health and wellbeing plan within 12 months of each council election. The Plan must be evidence-based, involve the local community, and be delivered in partnership. Fundamental to this context, is alignment with the *Victorian Public Health and Wellbeing Plan 2023-2027* and its priorities. In addition, over 25 strategic plans and policies covering

health priority areas and priority populations at the national, state and regional level have been reviewed and have been considered in the development of this Plan.

The Nillumbik Municipal Public Health and Wellbeing Plan must have regard to the Victorian Public Health and Wellbeing Plan 2023-2027, which sets the direction and provides a framework for coordinated action, with the aim of delivering improved public health and wellbeing outcomes for Victorians. The table below outlines the 10 priority areas in the State Plan and demonstrates clear alignment with the 6 priority areas of this Plan.

Nillumbik Health and wellbeing priorities →	Improving mental wellbeing and social connection	Preventing discrimination and violence	Increasing active living	Improving food systems	Reducing harm from alcohol, drugs, vaping, tobacco and gambling	Advocating for and improving access to services, facilities and housing
Victorian Public Health Priorities ↓						
Improving sexual and reproductive health						
Reducing harm from tobacco and e-cigarette use					☑	
Improving wellbeing	☑					
Increasing healthy eating				☑		
Increasing active living			☑			☑
Reducing harm from alcohol and drug use					☑	
Tackling climate change and its impacts on health	☑		☑	☑		☑
Preventing all forms of violence		☑				
Decreasing antimicrobial resistance across human and animal health						
Reducing injury			☑			☑

### Measures to reduce family and gender-based violence

It is a requirement of the Public Health and Wellbeing Act 2008 that Council specifies measures to prevent family violence and respond to the needs of victims of family violence in the local community within its health and wellbeing plan. Our approach is aligned with the Women's Health in the North "[Building a Respectful Community Partnership 2022-2026](#)" and Council's Gender Equality Action Plan.

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



behaviours. 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.

Family violence also includes abuse experienced by older people, children, gender-diverse people and the LGBTIQ+ community. The effects of family violence are disproportionately experienced by women and children.

Strategies in this plan form 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 gender-based violence and family violence.

### **Progressing gender equality**

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

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 policies, programs and services that have a direct and significant impact on the community.

'Preventing discrimination and violence' has been highlighted as a priority area with specific strategies responding to Family Violence, Elder Abuse and gender equality. A gender lens has been applied across all priorities and strategies in this Plan, and Equity Impact Assessments will continue to be undertaken for actions and projects throughout the implementation of this Plan.

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

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.

There are many ways climate change impacts health. Here in Nillumbik, this may include:

- Heat-related illnesses and deaths
- Poor air quality
- Increased spread of infectious diseases
- Food and water insecurity
- Mental health impacts
- Injury and trauma from extreme weather events
- Displacement and loss of housing
- Strain on health systems
- Exacerbation of existing inequalities
- Reduced access to green space and physical activity

This Plan complements work being undertaken through the Nillumbik Climate Action Plan. The Climate Action Plan includes mitigation and adaptation strategies that will seek to deliver health co-benefits for our community in the areas of:

- Climate action leadership and culture
- Having a climate-resilient, adaptive and safe community
- Having a climate-resilient natural environment
- Having climate-responsive Council services, facilities and infrastructure
- Reducing Council and community energy-use emissions
- Enhancing sustainable transport
- Achieving a zero-waste and circular economy.

### **Incorporating the Disability Action Plan**

Nillumbik Shire Council is committed to building a community that is inclusive and accessible to everyone. We want all people, regardless of ability, to take part in community life. This includes access to our buildings, services, programs, information, communication, and employment opportunities.

Council is incorporating the Disability Action Plan into the Health and Wellbeing Plan 2025-2029. There is strong alignment between these Plans and they both have similar legislative requirements. This innovative change aims to elevate the voices and needs of people with disability and carers, and strengthen impact and efficiency, whilst removing duplication. People with disability and carers have been consulted and engaged throughout the development of the Health and Wellbeing Plan to ensure their lived experience, needs, ideas and feedback has been embedded throughout the Plan.

Based on national data from the 2022 Survey of Disability, Ageing and Carers, approximately 21.4% of Australians have a disability. According to the 2021 Census this suggests that around 13,464 residents may have some form of disability. The [Disability Factsheet 2025](#) provides more information and data.

The definition of disability in the Disability Discrimination Act 1992 (DDA) includes:

- Physical
- Intellectual
- Psychiatric
- Neurological
- Cognitive or sensory (e.g. hearing or vision impairment)
- Learning difficulties
- Physical disfigurement
- Immunological (e.g. disease-causing organisms)

Disability inclusion is about fairness, respect, and equal opportunity. It means removing barriers so people with disability can fully participate. These changes also help others—like older adults, carers, parents with prams, or people with short-term injuries or health conditions.

We recognise that people with disability may face other forms of discrimination. This could be due to their age, cultural background, gender identity, sexual orientation, or if they are from First Nations or refugee communities. We aim to take a broader, more inclusive approach that considers all aspects of a person's identity.

The disability inclusion measures in this Plan help Council meet its responsibilities under the:



- *Victorian Disability Act 2006*
- *Disability Discrimination Act 1992 (DDA)*
- *Charter of Human Rights and Responsibilities Act 2006*
- *United Nations Convention on the Rights of Persons with Disabilities 2006*
- *Equal Opportunity Act 2010*

Council's priorities for disability inclusion are based on the four key goals in the Victorian Disability Act 2006:

- Reducing barriers to people with disability accessing Council goods, services and facilities
- Reducing barriers to people with disability obtaining and maintaining employment
- Promoting inclusion and participation in the community
- Achieving tangible changes in attitudes and practices that discriminate against people with disability

With the incorporation of the Disability Action Plan into this Plan, the Plan must also respond to the four disability goal areas in the Disability Act 2006. The table below demonstrates how the disability goal areas have been incorporated and embedded into the priority areas in this Plan.

Nillumbik Health and Wellbeing priorities →	Improving mental wellbeing and social connection	Preventing discrimination and violence	Increasing active living	Improving food systems	Reducing harm from alcohol, drugs, vaping, tobacco and gambling	Advocating for and improving access to services, facilities and housing
Victorian Disability Act Goals ↓						
Reducing barriers to people with disability accessing Council goods, services and facilities	☑		☑	☑		☑
Reducing barriers to people with disability obtaining and maintaining employment		☑				
Improving wellbeing by promoting inclusion and participation in the community		☑	☑	☑		☑
Achieving tangible changes in attitudes and practices that discriminate against people with disability	☑	☑				☑

## Working in Partnership

The health, social and equity issues and needs of our community are complex. A whole-of-community approach is therefore needed to protect, promote and improve health and wellbeing. As such, partnerships and collaboration play an integral role in the development, implementation, and evaluation of this Plan.

Partnership within this Plan takes many forms, including:

- Collaborating on project development and delivery
- Resource sharing such as venues, training and staff time
- Shared communications, promotion, information and referrals
- Submitting shared grant applications
- Joint advocacy submissions
- Governance (e.g. Advisory Committees)
- Networks and working groups

An annual Health and Wellbeing Partnership Forum will be held to share local health information and knowledge, inform each Annual Action Plan, build relationships, and to develop and commit to collaboration projects and actions. Local organisations, services and community groups whose work aligns with the priority areas and/or priority populations in this Plan, will be invited to participate.

We are committed to working collaboratively with community and partners to deliver this Plan. We thank the many individuals and groups, organisations and agencies who have shared their ideas, experiences and expertise to shape the Nillumbik Health and Wellbeing Plan. We look forward to partnering and working together over the next 4 years, to create effective and sustainable change that meets local needs and improves local lives.

### **Access, Equity and Inclusion**

Council's commitment to equity is detailed in the Access, Equity and Inclusion Policy. This important approach is embedded within everything Council does, including this Plan. The Access, Equity and Inclusion Policy has identified the following priority populations in Nillumbik:

- Carers
- Children and young people
- Cultural and linguistically diverse people
- First Nations People
- LGBTIQA+ communities
- Gender diverse people
- Older people
- People experiencing financial insecurity
- People who live rurally or are geographically isolated
- People with a disability, chronic disease and/or mental illness
- Refugees and people seeking asylum
- Women and girls

In developing this Plan, we have ensured that the voices of priority populations are heard and that their current and future needs are addressed.



## Social Determinants of Health



Source: [Social Determinants of Health | NACCHO Aboriginal and Torres Strait Islander Health News](#)

The Social Determinants of Health (SDoH) describe the interconnected factors that shape our health. They show that health is influenced not only by genetics or personal choices, but also by social inclusion, access to education, employment, public services, legal rights, and the political environment. These determinants can be protective—like having a job—but may also pose risks, such as unsafe working conditions. This Plan is grounded in a strong understanding of the SDoH and their impact on health and wellbeing.

## PRIORITY 1 - Improving mental wellbeing and social connection

Mental wellbeing and social connection are essential to living a healthy, fulfilling life. When people feel mentally well, they are better able to manage stress, build positive relationships, and participate fully in their communities. Just as important is the sense of connection we feel with others—whether through family, friends, neighbours, or community groups. Feeling connected gives us a sense of belonging and support, which can protect against loneliness, anxiety, and depression. Together, mental wellbeing and strong social connection help people thrive, contributing to healthier, more resilient communities where everyone has the opportunity to feel safe, valued, and supported.

**Objective:** A connected and resilient community that promotes and protects mental wellbeing, where everyone feels a sense of belonging and has the relationships they need to participate in society and live a healthy and happy life.

### Indicators and targets:



Decrease in proportion of people who feel lonely.  
In Nillumbik, 21% of residents report feeling lonely (1)



Decrease in rate of psychological distress  
In Nillumbik, 16% of adults report high or very high psychological distress (2)



Decrease in number of adults who sought help for a mental health problem  
In Nillumbik, 20.9% of adults sought professional help for a mental health problem

### Strategies:

- Deliver and partner on a range of social connection programs across the Shire, ensuring and promoting inclusion and accessibility
- Support opportunities for unstructured social connection and sense of belonging in town centres and spaces, through arts and cultural activities and place-activation
- Provide a range of accessible and inclusive volunteering opportunities at Council that respond to declines since covid
- Promote help-seeking and reduce stigma regarding mental ill-health
- Build resilience of the community to respond to emergencies that have a health impact

### Council Plan Strategy Alignment

Our people - Welcoming and inclusive communities
Our people - Health, equity and community connection
Our people - Community empowerment and participation
Our future – Local climate action
Our Council – Responsive and efficient services

(1) 2023 Victorian Population Health Survey, unpublished.

(2) Source : Population Profile of the NEPHU Catchment Area 2025. All statistics under the Health and Wellbeing Priorities section are sourced from this document unless otherwise stated.





## PRIORITY 2 – Preventing discrimination and violence

Everyone deserves to live in a community where they feel safe, respected, and included. Discrimination and violence—especially violence against women—have serious and lasting impacts on health and wellbeing. They can lead to physical injury, mental health challenges such as anxiety and depression, and a loss of trust in the places and people that should offer support. Discrimination, whether based on gender, race, disability, sexuality, or other factors, can limit access to opportunities and services, and contribute to social isolation. Preventing violence and discrimination is not just about safety—it's about creating a healthier, fairer community where everyone has the chance to thrive.

**Objective:** A community where discrimination and violence against marginalised groups are actively prevented through inclusive policies, safe and accessible public spaces, equitable support services, and education and a local culture that promotes respect, safety, and belonging for everyone.

### Indicators and targets:



Decrease in rates of incidence of family violence  
In Nillumbik, there are over 400 incidents per year and the figure is growing (3)



Decrease in rates of incidents of elder abuse  
In Nillumbik, 1 in 6 older people have experienced elder abuse (4)



Decrease in percentage of people reporting having experienced discrimination in the last 12 months  
In Nillumbik, 12.4% of people have experienced discrimination in the last 12 months



Increase in income for women  
In Nillumbik, 24% of women earn under \$500 per week

### Strategies

- Promote gender equality in Council's policies, programs and services and address the gendered drivers of violence.
- Proactively work towards preventing family violence in the local community.
- Proactively work towards preventing elder abuse in the local community.
- Achieve tangible changes in attitudes and practices which discriminate against persons with a disability.
- Prevent discrimination and increase LGBTIQ+ inclusion and participation through leadership and Council policies, plans and programs.
- Prevent discrimination and increase inclusion and participation of culturally diverse communities through leadership and Council policies, plans and programs.
- Take tangible steps to advance reconciliation, truth-telling and local knowledge of First Nations peoples, cultures and histories.
- Promote social cohesion and reduce polarisation in the community through leadership and supporting community-led activities.
- Remove barriers to employment for people with disability

Council Plan Strategy Alignment

Our people - Welcoming and inclusive communities
Our people - Health, equity and community connection
Our people - Community empowerment and participation

(3) AIHW, <https://www.aihw.gov.au/family-domestic-and-sexual-violence/resources/fdsv-summary>

(4) Qu, L., Kaspiw, R., Carson, R., Roopani, D., De Maio, J., Harvey, J., Horsfall, B. (2021). National Elder Abuse Prevalence Study: Final Report. (Research Report). Melbourne: Australian Institute of Family Studies.

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### PRIORITY 3 – Increasing Active Living

Active living plays a vital role in supporting the health and wellbeing of our local community by encouraging people of all ages and abilities to move more, connect with others, and enjoy the spaces around them. Nillumbik offers a unique blend of natural landscapes, vibrant townships, and strong community spirit which create the perfect environment for movement and connection. When individuals engage in regular physical activity—whether it's walking to the shops, playing in the park, or joining a local sports group—they not only improve their physical health but also boost their mental wellbeing and sense of belonging. A community that embraces active living is one where people feel safer, more connected, and more empowered to lead healthier lives. By making it easier and more enjoyable to be active every day, we help build a stronger, more resilient community for everyone.

**Objective:** An active community where physical infrastructure and an inclusive culture supports people of all ages and abilities to move more every day.

#### Indicators and targets:



Increase in proportion of adults undertaking sufficient physical activity  
In Nillumbik, 51% of people do less than the recommended 150 minutes of physical activity per week



Decrease in proportion of the population who are sedentary  
In Nillumbik, 29% of adults sit for more than 8 hours per day



Increase in proximity to local park  
In Nillumbik, 84% of residents live within 400m of a park or open space (5)



Decrease in obesity rates  
In Nillumbik, 57.3% of adults self-report their BMI as indicating they are overweight or obese

#### Strategies:

- Remove barriers for participation in sport and recreation for women and girls, people with disability, LGBTIQ+ people, people from culturally diverse backgrounds, and First Nations People.
- Increase active living among older people and people with disability to promote health, prevent falls and support recovery.
- Provide opportunities for people living rurally to engage in sports and recreation activities
- Increase safety and accessibility for active transport
- Encourage active and non-structured recreation in the natural environment, parks, open spaces and trails



Council Plan Strategy Alignment

Our people - Health, equity and community connection
Our place – Vibrant, safe and liveable activity centres and neighbourhoods
Our place – Open spaces and active places
Our Council – Strengthen advocacy

(5) Nillumbik Community Profile 2025 <https://www.nillumbik.vic.gov.au/files/assets/public/v/1/community/health/profile-nillumbik-community-health-and-wellbeing-profile-january-2025-final.pdf>



## PRIORITY 4 - Improving food systems

A strong, equitable food system is essential for the health and wellbeing of our community. When people have reliable access to affordable, nutritious food, they are better able to thrive—physically, mentally, and socially. In Nillumbik, improving food systems means not only increasing access to healthy food options but also empowering communities to take part in local solutions, such as food share programs, community gardens, and farmers' markets. These initiatives help reduce food insecurity, foster social connection, and support local producers, creating a more resilient and sustainable food future for everyone.

**Objective:** A healthy, sustainable, and equitable food system where everyone has access to affordable, nutritious food, local food production is supported, and community connections are strengthened through shared food experiences.

### Indicators and targets:



Increase in proportion of adults who meet fruit consumption guidelines  
 In Nillumbik 41% of adults meet fruit consumption guidelines



Increase in proportion of adults who meet vegetable consumption guidelines  
 In Nillumbik, 8.4% of adults meet vegetable consumption guidelines



Decrease in proportion of people reporting food insecurity  
 In Nillumbik, 17.2% of the population has worried about food insecurity in a 12-month period

### Strategies

- Respond to increasing food insecurity
- Strengthen and facilitate connections and participation across the community food network
- Work towards developing and securing funding for a Food Systems Strategy
- Create a food environment that promotes access to nutritious, sustainable and inclusive food and drink and minimises access to ultra-processed food and drink
- Provide opportunities for the community to develop skills and connection to food growing and cooking
- Enhance sustainability and reduce the carbon-footprint of the local food system

### Council Plan Strategy Alignment

Our people - Health, equity and community connection
Our future - Future planning and sustainable development





## PRIORITY 5 - Reducing harm from alcohol, drugs, vaping, tobacco, and gambling

Reducing harm from alcohol, drugs, vaping, tobacco, and gambling is vital to protecting the health, safety, and wellbeing of our community. These issues can have far-reaching impacts—not only on individuals, but also on families, workplaces, and the broader social fabric. In Nillumbik, we are committed to creating environments that support informed choices, reduce stigma, and provide access to early intervention and support services. By working together with local partners, schools, and community groups, we can help prevent harm, promote healthier lifestyles, and ensure that everyone has the opportunity to live a safe, connected, and fulfilling life.

**Objective:** A community where harm from alcohol, drugs, tobacco, vaping, and gambling is minimised through supportive environments, effective regulation, and community-wide approaches that prioritise health, equity, and prevention.

### Indicators and Targets:



Decrease in proportion of adults who smoke and/or vape daily  
In Nillumbik, 18% of the population smokes or vapes daily



Increase in proportion of adults who consume alcohol within NHMRC guidelines  
In Nillumbik, 72% of adults consume alcohol within accepted guidelines



Decrease in expenditure on gaming machines  
In Nillumbik, there is a \$190 per adult daily spend across 2 venues <sup>(6)</sup>

### Strategies

- Foster a positive alcohol culture in Nillumbik
- Investigate drug use in Nillumbik to identify and respond to local needs
- Expand smoke-free and vape-free environments
- Elevate youth voices and partner with services and schools to address vaping among young people
- Minimise gambling capability in Nillumbik
- Partner with sports clubs, services and schools to address online gambling, especially among young people and men.

### Council Plan Strategy Alignment

Our people - Health, equity and community connection
Our Council – Responsive and efficient services

(6) Victorian Gambling and Casino Control Commission,  
<https://www.vgccc.vic.gov.au/files/yearlydensitystatisticalreleasenov24xlsx>

## PRIORITY 6 - Advocating for and improving access to services, facilities and housing

Council plays a vital role in supporting the health and wellbeing of our community by advocating for fair and inclusive access to essential services. We work to ensure that everyone—regardless of age, ability, or background—can participate fully in community life. This includes promoting inclusive practices among local businesses and groups, making our communications and customer services more accessible, and embedding sustainability and climate resilience into our projects. We work closely with residents, service providers, and other levels of government to identify local needs and remove barriers to access. Through thoughtful planning, partnerships, and community engagement, we aim to make Nillumbik a healthier, more connected, and resilient community where everyone has the opportunity to thrive.

**Objective:** A liveable and inclusive community where everyone has equitable access to essential services, accessible infrastructure, and appropriate and affordable housing that supports health and wellbeing across all life stages.

### Indicators and targets:



Increase in the proportion of rental properties affordable for low-income workers  
In Nillumbik, 3.7% of rental properties are affordable for low-income workers (7)



Decrease in levels of homelessness  
In Nillumbik, there are approximately 90 people experiencing homelessness



Increase access to health services  
In Nillumbik, there is one General Practice facility for every 5700 residents (8)



Increase in level of kindergarten enrolment  
In Nillumbik, 93% of eligible children are enrolled in kindergarten

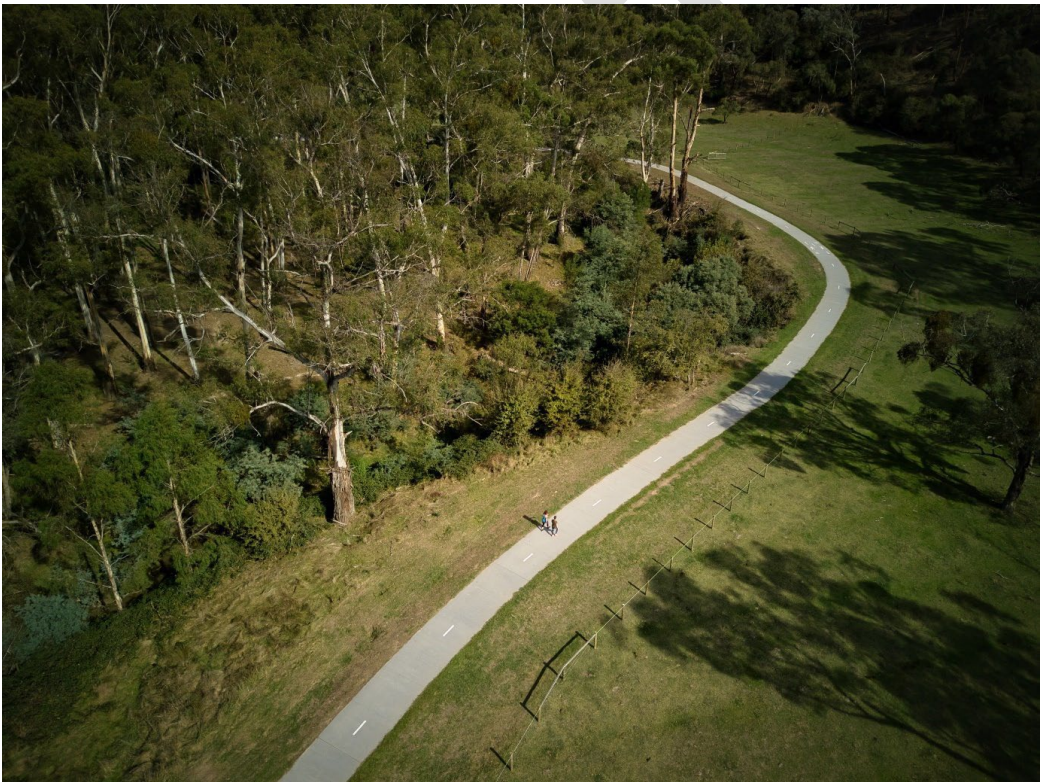
### Strategies

- Improve access to and inclusion in Council services, facilities and infrastructure
- Promote to local businesses and community groups approaches and programs that support inclusion for people with a disability
- Ensure Council communications and customer services are accessible and inclusive
- Ensure sustainability and climate adaptation is embedded into infrastructure and capital works projects
- Advocate for increased public transport in rural areas
- Advocate for improved access to local healthcare, ageing and disability services

Council Plan Strategy Alignment

Our people – Welcoming and inclusive communities
Our people - Health, equity and community connection
Our place – Vibrant, safe and liveable activity centres and neighbourhoods
Our place – Rural character and communities
Our future - Future planning and sustainable development
Our Council – Strengthening advocacy
Our Council – Responsive and efficient services

(7) <https://www.nillumbik.vic.gov.au/files/assets/public/v/1/community/health/profile-nillumbik-community-health-and-wellbeing-profile-january-2025-final.pdf>  
(8)Eastern Melbourne Primary Health Network, Local government area summaries 2021, [https://emphn.org.au/wp-content/uploads/2024/08/HNA-LGA-Summaries-2021\\_final-report.pdf](https://emphn.org.au/wp-content/uploads/2024/08/HNA-LGA-Summaries-2021_final-report.pdf)



## **Monitoring and evaluation**

### **Governance**

Council engages with the community, partners, and key stakeholders through a range of advisory committees, which serve as vital channels for consultation and collaboration.

The Health and Wellbeing Advisory Committee plays a central role in guiding this Plan. As a collaborative governance body, its members contribute knowledge, expertise, and strategic advice, while also supporting the planning, implementation, and oversight of initiatives that promote positive health and wellbeing outcomes across Nillumbik.

In addition to this Committee, Council will seek input from the following advisory groups to inform the development of each Annual Action Plan, as well as relevant actions, projects, and policies:

- Inclusion and Access Advisory Committee
- Positive Ageing Advisory Committee
- Youth Council
- Environment and Sustainability Advisory Committee

### **Implementation**

A detailed set of actions to support the implementation of the strategies in this Plan will be collaboratively developed annually across Council in response to local data, community engagement, and Councillor feedback. These actions will guide the implementation of the Health and Wellbeing Plan over its four-year lifespan.

These annually developed action plans will detail:

- The actions to be delivered
- Timeframes for delivery
- Responsible Council teams
- Partner organisations involved

The development and review of these annual plans will be undertaken in partnership with the Health and Wellbeing Advisory Committee, other relevant advisory committees, and through the Health and Wellbeing Partnership Forum. Both the Annual Action Plans and accompanying progress reports will be published on Council's website to ensure transparency and accountability.

### **Monitoring and evaluation**

Councils are required under the Public Health and Wellbeing Act 2008 to review and, if needed, update their Health and Wellbeing Plan annually. This includes monitoring actions to prevent family violence and support victims, in line with the Act.

Annual progress reports will track achievements across priority areas, highlight key initiatives through case studies, identify improvement opportunities, and guide the next year's action plan.

Each of the priority areas of the Plan includes a sample of indicators of the health status of our Nillumbik community. It is often the case that improvements in health and wellbeing are long term and often the result of collaborative cumulative effort over time. Our monitoring of



this Plan will include a report on the trajectory of movement in these indicators in the final evaluation to be conducted prior to this Plan's expiry in 2029.





## Glossary

### **Access, Equity and Inclusion**

A policy approach that ensures all individuals, regardless of background or ability, can participate fully in community life by removing barriers and promoting fairness.

### **Disability Action Plan (DAP)**

A strategic plan that outlines actions to reduce barriers and promote inclusion for people with disabilities.

### **Equity Impact Assessment (EIA)**

A tool used to assess how policies, programs, or projects may affect different population groups, particularly those experiencing disadvantage.

### **Health and Wellbeing Advisory Committee**

A governance group that provides strategic advice and oversight for the implementation of the Health and Wellbeing Plan.

### **NEPHU North Eastern Public Health Unit**

NEPHU one of nine Local Public Health Units (LPHUs) across Victoria, funded by the Victorian Government and hosted by Austin Health. NEPHU serves the northern and north-eastern metropolitan region of Melbourne, including areas like Nillumbik, Whittlesea, Hume, and the Yarra Ranges, covering a population of over 1.8 million people across 12 local government areas.

### **Priority Populations**

Groups identified as experiencing greater barriers to health and wellbeing, such as people with disabilities, First Nations People, LGBTIQ+ communities, and those experiencing financial insecurity.

### **Social Determinants of Health (SDoH)**

The conditions in which people are born, grow, live, work, and age that influence health outcomes, such as education, income, housing, and social inclusion.

## Appendices

1. Nillumbik Community Health and Wellbeing Profile 2025

**Nillumbik Shire Council**

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[nillumbik.vic.gov.au](https://nillumbik.vic.gov.au)

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# Nillumbik Community Health and Wellbeing Profile 2025



To request this Health and Wellbeing Profile in an alternative format, call 9433 3111 or email [nillumbik@nillumbik.vic.gov.au](mailto:nillumbik@nillumbik.vic.gov.au)

## Acknowledgement of Country

Nillumbik Shire Council respectfully acknowledges the Wurundjeri Woi-wurrung people as the Traditional Owners of the Country 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 past, present and future, and extend that respect to all First Nations People.

We respect the enduring strength of the Wurundjeri Woi-wurrung and acknowledge the ongoing impacts of past trauma and injustices from colonial invasion, massacres and genocide committed against First Nations People. We acknowledge that sovereignty was never ceded.

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 and Australia's identity; from their cultural heritage and care of the land and waterways, to their ongoing contributions in many fields including academia, agriculture, art, economics, law, sport and politics.



## Inclusion statement

Nillumbik Shire Council is committed to creating a fair, equitable and inclusive community where human rights are respected, participation is facilitated, barriers are addressed and diversity is celebrated. We support the rights of all people regardless of age, gender, sexuality, ability or cultural identity. We value the diverse and changing nature of our community and understand that some groups and individuals experience more barriers than others.

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## Terms used in this report

ASR	Age-standardised rates (ASR) are hypothetical rates that would be observed if the population being studied had the same age distribution the population it is being compared with.
LGBTIQA+	An evolving term that encompasses people identifying as lesbian, gay, bisexual, transgender, intersex, queer/questioning, asexual. The '+' symbol acknowledges that identities and language are always evolving and represents identities related to a person's gender or sexual orientation beyond LGBTIQA.
SA1	SA1 is part of the Australian Statistical Geography Standard that is used by the Australian Bureau of Statistics. SA1s are small areas with an average population of around 400 people.
SA3	SA3 is a part of the Australian Statistical Geography Standard that is used by the Australian Bureau of Statistics. These are designed to provide a regional breakdown of Australia and involve populations from 30,000 to 130,000.
SA4	SA4 is a part of the Australian Statistical Geography Standard that is used by the Australian Bureau of Statistics. SA4s are the largest sub-state region in the Australia Statistical Geography Standard and represent labour markets within each state or territory. Most SA4s have a minimum of 100,000 but can include up to 500,000 people in metropolitan areas.
Green Wedge Area	<p>Green wedge land is defined by the Victorian Government as non-urban areas of metropolitan Melbourne that lie outside the urban growth boundary.</p> <p>The Nillumbik Green Wedge covers 91 per cent of the total area of the Shire and is protected from development by law. The area includes Kinglake National Park and land used for agriculture, conservation, tourism and rural living.</p> <p>Refer to list of areas on page 11.</p>



## Nillumbik Shire Health and Wellbeing Snapshot

Nillumbik is an enviable combination of urban and rural living in outer north-eastern Melbourne. Spanning 432 square kilometres, more than 90 per cent of the Shire is classified as a Green Wedge area. The Shire is home to more than 63,000 people and is currently experiencing modest population growth.

### Our people

There is a greater proportion of **children** aged 0-17 years in Nillumbik compared to the Greater Melbourne average, and this is most pronounced in the secondary school-aged cohort.

Nillumbik is also home to a greater proportion of **older people**, and this is expected to increase over time.

The Nillumbik population is expected to **grow** by 16 per cent (around 10,000 persons) between 2021 and 2046 to a total of 73,000 people. This is currently under review and may increase up to three-fold should state government draft housing targets be confirmed, representing a significant challenge to managing growth particularly in the urban areas of the Shire.

### Social determinants of health

Nillumbik residents generally enjoy a high level of socioeconomic advantage, with high levels of education, employment and income. However, there are some challenges to the provision of a healthy environment where all residents can thrive.

Although the rate of **low-income households** is lower in Nillumbik than in Greater Melbourne, people living in such households experience significant disadvantage. They are more likely to be aged 60+, be unemployed or working part-time, or dependent on income-support payments, and are more likely to live alone and to have one or more long-term health conditions.

**Housing costs** are high in Nillumbik, and people that rent are more likely to experience housing stress. There are low rates of rental properties and very few are affordable for low-income earners.

There are sex differences in the **experience of disadvantage**. Females are more likely to:

- Live in low-income households and earn below the minimum wage
- Lead single parent households
- Experience family violence
- Experience homelessness

- Provide unpaid care to older people, people with disability and people with chronic disease, and to provide unpaid childcare to others' children
- Complete 15 or more hours of unpaid domestic tasks per week.

**Service and infrastructure access** is a challenge with a dispersed and relatively small population. There is a recognised shortage of a range of medical professionals. There is lower uptake of aged care services and antenatal services compared to Victorian averages. A significant proportion of the population have avoided dental care due to cost and there is unmet need for long-acting reversible contraception and early medical abortion services in the Shire.

## Priority populations

There are a range of priority groups within the Nillumbik community that are at risk of poorer health and social outcomes due to discrimination and exclusion. Key findings and priority groups are outlined below.

The **First Nations** population in Nillumbik is younger than the Nillumbik population as a whole. 32.6 per cent of First Nations people in Nillumbik are aged 0-14 years, whereas 18.5 per cent of the whole Nillumbik population are aged 0-14 years. Only 18.5 per cent of the First Nations population in Nillumbik are aged 55+, whereas 31.3 per cent of the whole Nillumbik population are aged 55+.

There is a lower rate of **disability** in Nillumbik compared to the Greater Melbourne average. Those that require assistance with daily activities are more likely than those with no disability to:

- Earn a low-income
- Be unemployed or work part-time.
- Live alone
- Live with one or more long-term health conditions.

The most common types of disability for Nillumbik **NDIS** recipients are autism, developmental delay and intellectual disability. The largest group of Nillumbik residents receiving NDIS support are aged 7-14 years.

There is a greater proportion of **people providing care** to someone with disability, illness or older people in Nillumbik compared to the Greater Melbourne. The rate of people providing unpaid child care to children other than their own is also higher in Nillumbik and females are more likely to provide both types of care than males.

There is a greater proportion of people aged 55+ in Nillumbik compared to the Greater Melbourne average. **Older people** are more likely to earn lower incomes, and a greater proportion of older people in Nillumbik are reliant on superannuation and investments for income than the Greater Melbourne average.

## Impact of climate change on health

Nillumbik will be hotter, drier and more at risk of bushfires in future.

More than 41 per cent of Nillumbik properties will be at risk of climate change-related damage by 2050, with **bushfire** the biggest risk.

### Health risk factors

Almost three in five Nillumbik residents are **overweight or obese**.

Smoking rates in the Shire are lower than the Victorian average but **vaping** is an emerging issue.

Nine in ten residents don't meet **vegetable intake** guidelines and more than one in five have **high blood pressure**.

There is a higher risk of **alcohol-related injury and illness** in Nillumbik residents than the Victorian average, and a higher rate of **alcohol-related hospitalisations, illicit drug-related hospitalisations, and pharmaceutical drug-related hospitalisations**. Males are hospitalised for drug and alcohol-related reasons at a higher rate than females.

### Health outcomes

Almost one in three Nillumbik residents have at least one long-term health condition. Twelve per cent of children aged 0-14 years and 23 per cent of young people aged 15-24 have one or more **long-term health conditions**. In those aged 65+, 60 per cent have at least one long-term condition.

**Mental health** conditions are the most common type of self-reported long-term health condition. There are higher rates of mental health conditions in young people and children in Nillumbik compared to Greater Melbourne averages and mental health has been identified by Nillumbik young people as a priority.

Rates of disease in Nillumbik are generally similar to the Greater Melbourne averages. Mental health conditions and arthritis are the most common diseases, followed by asthma and the 'other' category of disease.

The top five causes of all **hospitalisations** in Nillumbik Shire are:

- Injury, poisoning and other external causes
- Digestive system disease
- Cancer
- Circulatory system disease
- Musculoskeletal and connective tissue disease

The leading causes of death in Nillumbik are **dementia** and **coronary heart disease**. Nillumbik has the seventh highest rate of death from dementia of all Victorian local government areas. The rate of dementia is higher in females than males while the reverse is true for coronary heart disease.

The highest rates of **premature deaths** in Nillumbik are caused by cancer, circulatory system disease and external causes, although the rates for each are much lower than the Victorian averages. Premature deaths are almost twice as common in Nillumbik males than females.

## 1. Introduction

### Context

The *Victorian Public Health and Wellbeing Act 2008* (The Act), recognises the significant role of councils in protecting and enhancing the health and wellbeing of people in their municipality. The Act requires Councils to develop a Municipal Public Health and Wellbeing Plan (MPHWP) within 12 months of a Council election.

The purpose of the MPHWP is to identify priority areas and actions 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.

### Purpose

The Nillumbik Community Health and Wellbeing Profile 2025 has been developed to inform the Municipal Public Health and Wellbeing Plan 2025-2029 and other strategic plans. The aim of this document is to provide an examination of data about health status and health determinants in Nillumbik. Within scope was the collation and analysis of data relating to demographics, determinants of health, health risks and outcomes. The profile supports Council in identifying priorities and approaches that are informed by evidence.

### How can I use this profile?

The Nillumbik Community Health and Wellbeing Profile can be used to:

- Identify and recommend health and wellbeing priorities and strategies to inform the next Municipal Public Health and Wellbeing Plan 2025-2029.
- Provide an evidence-based resource for use by Council, local service providers and community to inform ongoing planning, activity and advocacy that aims to improve the health and wellbeing of the Nillumbik community.

- Provide a starting point for Council staff in understanding health and social issues and priority populations in Nillumbik.
- Provide an opportunity for Council staff to consider data sources and indicators that align with those in the profile, as a mechanism for monitoring, reporting on and evaluating projects and programs that are being delivered.

This Profile can be used by Council staff, health and wellbeing partners, and community stakeholders to:

- Inform policy
- Support grant applications
- Assist with planning activities
- Encourage community engagement and action
- Gain a deeper understanding of the community through research and data insights.

## Geographies for data collection

The data presented in this report is limited to what was available and current at the time of writing in December 2024. Where possible, data has been gathered at the local government level. At times, larger catchments are used where local government area data is not available. This data includes national and state data and also data at the [SA3](#) (Nillumbik-Kinglake SA3) and [SA4](#) (Melbourne North-East) geographical areas which are larger regions than Nillumbik Shire. Some data has also been assessed at a suburban or smaller neighbourhood-like catchment where that data is available. This allows for more detailed analysis of topics across the municipality.

Suburbs included in the analysis where possible are:

- Diamond Creek
- Eltham (all areas)
- Greensborough
- Hurstbridge
- Kangaroo Ground
- North Warrandyte
- Plenty – Yarrambat
- Research
- Rural East (Bend of Islands, Christmas Hills, Panton Hill, Smiths Gully, Strathewen, St Andrews and Watsons Creek, and the Nillumbik Shire part of the locality of Kinglake).
- Rural North West (Arthurs Creek, Cottles Bridge and Nutfield, and the Nillumbik Shire parts of the localities of Doreen, Kinglake West and Yan Yean).
- Wattle Glen

Where possible, data is also assessed as the Green Wedge component of the Shire compared with the non-Green Wedge area. Suburbs included in these areas include:

### **Green Wedge area**

Arthurs Creek, Bend of Islands, Christmas Hills, Cottles Bridge, Kangaroo Ground, Nutfield, Smiths Gully, Strathewen, Watsons Creek and Yarrambat, the Nillumbik Shire parts of Doreen, Kinglake, Kinglake West and Yan Yean, the south-eastern part of Eltham, and parts of Diamond Creek, Hurstbridge, North Warrandyte, Panton Hill, Plenty, Research, St Andrews and Wattle Glen.

### **Non-green Wedge area**

Nillumbik parts of the suburbs of Eltham North and Greensborough, most of Eltham (excluding the south-eastern section), and the urban parts of Diamond Creek, Hurstbridge, North Warrandyte, Panton Hill, Plenty, Research, St Andrews and Wattle Glen.

Comparisons have been made between Nillumbik and Greater Melbourne where possible. Where data is not available at the Greater Melbourne level, local data has been compared with the Victorian or Australian averages.

## **Data sources**

The following data sources were accessed in the development of the Profile:

- AOD Stats by Turning Point
- Australian Bureau of Statistics (ABS)
- Australian Early Development Census (AEDC)
- Australian Human Rights Commission
- Australian Department of Health and Aged Care
- Australian Immunisation Register (AIR)
- Australian Institute of Family Studies (AIFS)
- Australian Institute of Health and Welfare (AIHW)
- Australian Research Centre in Sex, Health and Society
- Australian Urban Observatory
- Victorian Population Health Survey
- Climate Council
- Crime Statistics Agency
- Id informed decisions
- Jobs and Skills Australia
- Metropolis Research

- National Disability Insurance Agency
- Public Health Information Development Unit (PHIDU)
- Snapshot Climate
- Victorian Agency for Health Information (VAHI)
- Victorian Department of Education
- Victorian Equal Opportunity and Human Rights Commission
- Women's Health Victoria

Reference is also made to a range of journal articles and Council documents.

## Limitations

There are a few limitations that should be considered in the use of insights in this Profile. Some data is not released until several years after collection. This is particularly the case for data at the local government level. This means that changes that may have occurred more recently may not be accurately represented in the data. Many studies (such as the Victorian Population Health Survey) use a sample of people that closely represent the demographics of the community of interest (such as Victoria). Results for local government areas are estimates based upon the respondents from the area. The COVID-19 pandemic has also had a significant impact on every aspect of our lives, particularly those involving our health. In this regard, much of the data currently available was collected before the pandemic and therefore may not reflect some of the health and service needs that have arisen since the introduction of stay-at-home orders and other restrictions. Projected growth in the Shire is currently unknown due to a review of state government housing targets at the time of writing. Should draft targets be implemented, population growth may be up to three times the currently forecast number which will have flow-on effects in terms of planning for infrastructure, services and environments for residents.

These limitations have been mitigated by the use of trusted data sources, and the triangulation of data wherever possible. Due to the relatively small population of Nillumbik, some conditions or incidents happen too rarely for data to be valid or to be reported for privacy reasons. In such cases, data from a larger geographic area such as an [SA3](#) or [SA4](#) is used.

The majority of data available is collected and reported using the binary genders of male and female. This has limitations whereby gender diverse people are erased or excluded from the data. Nillumbik Shire Council is committed to access, equity and inclusion, Council acknowledges this limitation and works internally and with partners to create data collection practices that include gender diverse people.

## Profile Structure

Informed by a determinants of health approach, the profile is structured as follows:

- Our people – a broad overview of the demographics of the Shire.
- Social determinants of health – an overview of a range of determinants of health in Nillumbik Shire.
- Priority populations – an overview of population groups within the Shire that may have increased health and social challenges.
- Impact of climate change on health – an overview of the predicted impact of climate change on health over time.
- Health risk factors – an assessment of a range of health behaviours and

circumstances that increase the risk of disease and death.

- Health outcomes – an assessment of the rates of disease, hospitalisations and premature death as a result of the combined determinants of health discussed throughout the Profile.

Key messages within each section provide insights on health and wellbeing indicators and areas that are particularly relevant to the municipality.

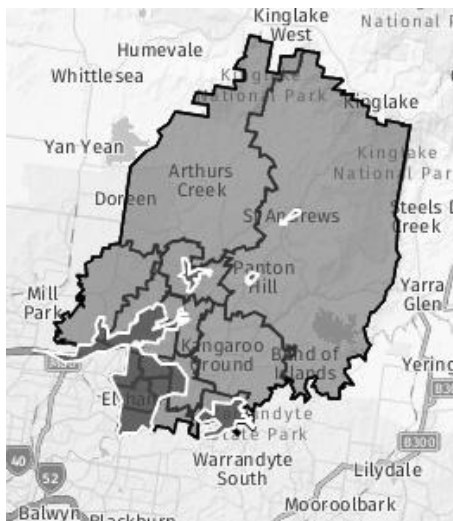


Figure 1: Green Wedge (lightly shaded) and non-Green Wedge areas (heavily shaded) of the municipality (Nillumbik Shire Profile id)

## 2. Our people

Nillumbik Shire is an enviable combination of urban and rural living. Ninety-one per cent of the land area is classified as Green Wedge, shown as lightly shaded in Figure 1.<sup>1</sup> Accordingly, there are significant differences in the population density and demographics between the Green Wedge area and the non-Green Wedge part of the municipality. While overall population density of the Shire is 146 persons per square kilometre, density in the Green Wedge area is just 31 persons per square kilometre compared to 1,380 persons per square kilometre in the non-Green Wedge area. More than 80 per cent of the Shire population live in the non-Green Wedge area, with Eltham (all areas) and Diamond Creek the most heavily populated areas (Table 1).

The median age in Nillumbik is 42 years compared with the Greater Melbourne average of 37 years. This difference is most pronounced in the Green Wedge part of the Shire



where the median age is 47 compared with the non-Green Wedge area median age of 41.

Children aged 0-17 years make up 23 per cent of the Nillumbik community, compared with the Greater Melbourne average of 21.5 per cent.<sup>2</sup> The proportion of babies and preschoolers, primary school-aged children and young people aged 18-24 years is similar to the Greater Melbourne average while the proportion of secondary school-aged children is just above the average.

In terms of distribution of children and young people throughout the Shire, the non-Green Wedge area has a higher proportion of children aged 0-4 years, primary-school aged children and young people aged 18-24 compared with the Green Wedge area. Rates of secondary-school aged children were similar in the two areas.

There is a greater proportion of older people aged 60+ in Nillumbik (23.9 per cent) compared with the Greater Melbourne average (20.1 per cent). This is most pronounced in the 60–69-year-old cohort. The largest populations of people aged 60+ live in Eltham (4,842 persons) and Diamond Creek (2,390 persons). We can also look at the proportion of people aged 60+ to identify areas where the population, although small, may have specific age-related needs. Almost 30 per cent of the Green Wedge population (3,460 persons) are aged 60+. The largest proportion of people in this age group live in the Rural North West area of the municipality (35.8 per cent; 571 persons) which is also home to the largest cohort of people aged 70+ (16 per cent; 255 persons). The highest proportion of people aged 85+ live in Wattle Glen (3 per cent; 57 persons).

Table 1: Age profile of Nillumbik population<sup>3</sup>

Area	2021 population	Proportion children 0-4 years 2021 (%)	Proportion children aged 5-11 years 2021 (%)	Proportion young people 12-17 years 2021 (%)	Proportion young people 18-24 years 2021 (%)	Proportion older people aged 60+ years 2021 (%)	Proportion older people aged 70+ years 2021 (%)	Proportion older people aged 85+ years 2021 (%)
Suburb								
Diamond Creek	12,494	5.9	9.1	8.8	9.8	19.1	8.2	1.0
Eltham (all areas)	18,729	5.3	8.9	8.8	8.1	25.8	11.9	1.5
Greensborough	5,271	5.6	9.3	8.1	7.9	24.0	11.4	2.1
Hurstbridge	3,563	5.9	9.1	8.7	8.5	23.4	9.2	0.7
Kangaroo Ground	1,212	3.5	9.2	9.8	10.4	25.0	11.9	0.9
North Warrandyte	3,038	5.4	10.2	9.4	8.5	20.4	8.4	0.7
Plenty – Yarrambat	4,178	3.0	7.6	10.2	11.7	24.0	12.5	2.9
Research	2,708	4.8	9.3	8.8	9.3	26.3	11.1	1.5
Rural East	3,480	4.1	8.0	7.9	9.3	20.1	10.6	0.9
Rural North West	1,597	3.1	6.7	9.1	9.0	35.8	16.0	1.6
Wattle Glen	1,911	4.7	8.3	8.1	10.3	25.2	13.2	3.0
Green Wedge classification								
Green Wedge area	12,070	3.6	7.6	9.1	9.7	28.6	13.4	1.4
Non-Green Wedge area	50,829	5.5	9.3	8.8	8.8	22.7	10.0	1.4
Comparison area								
Nillumbik Shire	62,898	5.1	9.0	8.9	9.0	23.9	10.7	1.4
Greater Melbourne	4,917,750	5.9	8.7	6.9	8.9	20.1	10.6	2.0

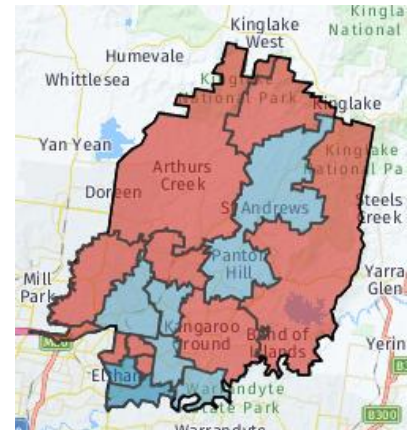
## Forecast population

The Nillumbik population is expected to grow by 16 per cent (around 10,000 persons) between 2021 and 2046 to a total of 73,000 people. This is currently under review and may increase up to three-fold should state government draft housing targets be confirmed, representing a significant challenge to managing growth particularly in the urban areas of the Shire.

Using current forecast data, the areas with the highest rates of growth will be Eltham (all areas) where the population will grow by 27 per cent, Panton Hill – St Andrews with 20 per cent growth and Wattle Glen where there will be 18 per cent growth (Figure 2 & Table 2). When we look at the change in population by crude numbers, the greatest increases will be seen in Eltham (5,095 persons) and Diamond Creek (1,993 persons) which together will accommodate 70 per cent of the additional residents.

The age profile of the Shire will change over this period (Table 3). There will be a reduction in the proportion of children, young people and adults aged 54 years and younger but a significant increase in the proportion of people aged 60+. By 2046, 34 per cent of Nillumbik residents will be aged 60+, with the following areas expected to have the highest proportion of older people:

- Hurstbridge (38.5 per cent)
- Kangaroo Ground – Wattle Glen (38.2 per cent)
- Panton Hill – St Andrews (36.9 per cent)
- Rural East (36.9 per cent)
- Rural North West (36.9 per cent)
- Eltham (36.3 per cent).



*Figure 2: Forecast population growth between 2021-2046 (blue shading indicates areas of highest growth) (Nillumbik Shire Forecast id)*

In crude numbers, the largest populations of older people in 2046 will be found in Eltham (8,654 persons) and Diamond Creek (3,949 persons) which together will be home to 51 per cent of people aged 60+ at that time. There will also be significant cohorts of this age group in Greensborough (1,809), Hurstbridge (1,501 persons) and Plenty-Yarrambat (1,487 persons).

The proportion of people aged 70+ in the Shire will almost double from 10.4 per cent in 2021 to 20.6 per cent in 2046, equivalent to an additional 8,500 people. The proportion of the population aged 75+ will grow from 5.8 per cent to 14.9 per cent and the proportion of people aged 80+ will grow more than three-fold from 2.9 per cent in 2021 to 10 per cent in 2046.<sup>4</sup>

## Household structure

There is a much greater proportion of households comprised of couples with children in Nillumbik Shire (45.1 per cent) compared to Greater Melbourne (33.1 per cent).<sup>5</sup>

Couples without children make up an additional 27 per cent (Greater Melbourne 23.5 per cent) while single parent households account for 9.5 per cent of Nillumbik households (Greater Melbourne 10.2 per cent). Together, 54.6 per cent of Nillumbik households contain children compared with 43.3 per cent in Greater Melbourne. There are fewer 'other families,' group households and lone person households in Nillumbik compared to the Greater Melbourne average.<sup>6</sup>

*Table 2: Forecast population in 2031 and 2046<sup>7</sup>*

Area	2021 population	Forecast population 2031	Forecast population 2046	Forecast change in population from 2021 to 2046 (%)
<b>Suburb</b>				
Diamond Creek	12,494	13,353	14,487	16.0
Eltham (all areas)	18,729	20,403	23,824	27.2
Greensborough	5,271	5,417	5,366	1.8
Hurstbridge	3,563	3,667	3,898	9.4
Kangaroo Ground – Wattle Glen*	1,238	1,343	1,333	10.0
North Warrandyte	3,038	3,140	3,445	13.4
Panton Hill – St Andrews*	2,273	2,449	2,716	19.5
Plenty – Yarrambat	4,178	4,336	4,534	8.5
Research	2,708	2,831	3,056	12.9
Rural East	3,480	1,274	1,271	3.1
Rural North West	1,597	1,666	1,650	3.3
Wattle Glen	1,911	2,120	2,259	18.2
<b>Comparison area</b>				
Nillumbik Shire	62,898	66,917	73,088	16.2

Table 3: Age profile of Nillumbik population over time<sup>8</sup>

Area	Proportion children 0-4 years 2021 (%)	Proportion children 0-4 years 2031 (%)	Proportion children 0-4 years 2046 (%)	Proportion children aged 5-11 years 2021 (%)	Proportion children aged 5-11 years 2031 (%)	Proportion children aged 5-11 years 2046 (%)	Proportion young people 12-17 years 2021 (%)	Proportion young people 12-17 years 2031 (%)	Proportion young people 12-17 years 2046 (%)	Proportion young people 18-24 years 2021 (%)	Proportion young people 18-24 years 2031 (%)	Proportion young people 18-24 years 2046 (%)	Proportion older people aged 60+ years 2021 (%)	Proportion older people aged 60+ years 2031 (%)	Proportion older people aged 60+ years 2046 (%)
Suburb															
Diamond Creek	5.9	5.7	5.2	9.1	10.5	9.3	8.8	7.9	7.7	9.8	8.4	8.4	19.1	24.1	27.3
Eltham (all areas)	5.3	4.1	4.1	8.9	7.4	6.9	8.8	7.8	6.6	8.1	9.2	7.6	25.8	31.1	36.3
Greensborough	5.6	3.9	3.5	9.3	6.9	6.3	8.1	7.7	6.5	7.9	8.7	6.8	24.0	28.4	33.6
Hurstbridge	5.9	5.1	4.4	9.1	8.4	6.7	8.7	11.3	10.9	8.5	11.6	11.0	23.4	31.8	38.5
Kangaroo Ground – Wattle Glen*	3.5	4.5	4.0	9.2	6.9	6.1	9.8	7.3	6.0	10.4	9.7	7.5	25.0	31.1	38.2
Panton Hill – St Andrews*	4.4	4.8	4.6	8.4	6.3	6.3	6.9	4.4	4.4	9.7	10.7	8.8	24.9	35.2	36.9
North Warrandyte	5.4	4.5	4.6	10.2	7.5	7.3	9.4	8.1	7.4	8.5	10.6	9.3	20.4	31.7	34.7
Plenty – Yarrambat	3.0	3.9	3.6	7.6	7.0	6.4	10.2	7.7	6.6	11.7	8.7	6.8	24.0	28.0	32.8
Research	4.8	4.5	4.6	9.3	7.6	7.4	8.8	8.3	7.5	9.3	10.8	9.5	26.3	31.6	34.7
Rural East	4.1	4.8	4.6	8.0	6.3	6.3	7.9	4.5	4.4	9.3	10.7	8.8	20.1	35.2	36.9
Rural North West	3.1	4.8	4.6	6.7	6.3	6.3	9.1	4.5	4.4	9.0	10.7	8.9	35.8	35.2	36.9
Wattle Glen	4.7	5.7	5.2	8.3	10.7	9.5	8.1	8.0	7.9	10.3	8.6	8.7	25.2	23.5	26.4
Comparison area															
Nillumbik Shire	5.1	4.6	4.4	9.0	8.0	7.4	8.9	7.8	7.0	9.0	9.4	8.1	23.9	29.5	34.0

### Key messages – Our people

- There are significant differences in the population density and demographics between the Green Wedge area and the non-Green Wedge part of the municipality.
- There is a slightly greater proportion of children aged 0-17 years in Nillumbik compared to the Greater Melbourne average, and this is most pronounced in the secondary school-aged cohort.
- There is a greater proportion of households with children in Nillumbik compared to Greater Melbourne.
- Nillumbik Shire is also home to a greater proportion of older people, and this is expected to increase over time.
- The Nillumbik population is expected to grow by 16 per cent (around 10,000 persons) between 2021 and 2046 to a total of 73,000 people). The greatest increases in crude number of residents will be seen in Eltham (5,095 persons) and Diamond Creek (1,993 persons) which together will accommodate 70 per cent of the additional residents.
- Current population forecasts may increase by three-fold following a state government review of housing targets that were not finalised at the time of writing. Should these targets be confirmed, they will represent a significant challenge to managing growth particularly in the urban areas of the Shire.

### 3. Social determinants of health

Good health is the result of more than just healthy choices and behaviours. The social and economic determinants of health are estimated to account for 40 per cent of all influences on health outcomes.<sup>9</sup> There is a well-established social gradient in health and wellbeing, with those who have the greatest social and economic status enjoying better health than those with greater social and economic challenges.<sup>10</sup> The Victorian Department of Health outlines many of the social and commercial determinants of health in the Victorian Population Health and Wellbeing Plan 2023-2027, as shown in Figure 3. In this section of the report, we examine some of the determinants of health for Nillumbik residents.

#### SEIFA index of relative disadvantage

The SEIFA index of relative disadvantage is a measure of the level of disadvantage in a community and includes consideration of factors such as income and education. Nillumbik has the highest Index of Relative Socioeconomic Disadvantage (IRSD) in Victoria, indicating the least disadvantage. This means that many residents enjoy high social and economic status which fosters better health outcomes. All suburbs within the Shire have higher IRSD scores compared to the Greater Melbourne average (Table 4).

Table 4: Index of Relative Socioeconomic Disadvantage by area<sup>11</sup>

Area	IRSD index score
<b>Suburb</b>	
Plenty - Yarrambat	1,111.2
Kangaroo Ground	1,108.3
North Warrandyte	1,107.7
Research	1,105.2
Yarrambat	1,095.0
Eltham (all areas)	1,093.9
Rural East	1,090.3
Greensborough	1,085.7
Diamond Creek	1,085.4
St Andrews District	1,082.2
Rural North West	1,078.1
Wattle Glen	1,071.7
Hurstbridge	1,068.1
<b>Comparison area</b>	
Nillumbik Shire	1,092.9
Greater Melbourne	1,018.0



Where we live, grow, learn, work and age



Figure 3: Social and commercial determinants of health (Victorian Department of Health 2023)

Across Australia, only 10 per cent of the population live in areas where the IRSD is in the top decile of IRSD scores. In Nillumbik, 41.5 per cent of the population live in areas in the top decile.<sup>12</sup>

While the Shire enjoys an environment of lower disadvantage in general, there are particular health issues and population cohorts that require attention. These are outlined in this section and in the '[Priority groups](#)' section of this report.

## Education

Educational attainment in Nillumbik is similar to the Greater Melbourne averages, with slightly higher rates of people leaving school after year 10 and gaining a vocational qualification (Table 5). Females are more likely to have tertiary qualifications (36.4 per cent) than males (27.8 per cent) in Nillumbik, while those with vocational qualifications are more likely to be male.<sup>13</sup>

Table 5: Selected education indicators - Nillumbik Shire vs Greater Melbourne<sup>14</sup>

Area	Proportion of population that completed year 12 or equivalent 2021 (%)	Proportion of population educated to year 10 or equivalent 2021 (%)	Proportion of population with Bachelor or higher degree 2021 (%)	Proportion of population with Diploma or Advanced Diploma 2021 (%)	Proportion of population with vocational qualification 2021 (%)	Proportion of population with no qualification 2021 (%)	Proportion of 15-24 year olds disengaged from learning or earning 2021 (%)
Nillumbik Shire	63.5	11.8	32.2	11.2	19.1	32.5	5.3
Greater Melbourne	64.3	10.4	32.8	10.0	14.8	35.2	7.0

Educational attainment varies across the Shire. The highest rates of people leaving school prior to year 11 is in the Rural North West (25.5 per cent), Wattle Glen (25.0 per cent) and Yarrambat (23.9 per cent) while the lowest rate is just 13.2 per cent in North Warrandyte.<sup>15</sup> Likewise, the proportion of the population with no qualifications varies from a high of 40.0 per cent in Plenty-Yarrambat to a low of 28.2 per cent in North Warrandyte.<sup>16</sup> The areas with the highest proportion of people with no qualifications were:

- Plenty - Yarrambat (40.0 per cent)
- Yarrambat (37.2 per cent)
- Greensborough (36.4 per cent)
- Wattle Glen (36.1 per cent).

## Employment

The unemployment rate in Nillumbik (1.8 per cent) is less than half the Greater Melbourne average (4.0 per cent).<sup>17</sup> More than 68 per cent of people aged 15+ in Nillumbik participate in the labour force, and the rate is higher for males than it is for females. More than 70 per cent of employed males work full time with a rate of less than 40 per cent for females (Table 6).

Table 6: Participation in the workforce - Nillumbik Shire vs Greater Melbourne

Area	Unemployment rate June quarter 2024 (%) <sup>18</sup>	Labour force participation 2021 (%) <sup>19</sup>	Labour force participation males 2021 (%) <sup>20</sup>	Labour force participation females 2021 (%) <sup>21</sup>	Full time employment males 2021 (%) <sup>22</sup>	Full time employment females 2021 (%) <sup>23</sup>
Nillumbik Shire	1.8	68.3	71.6	65.2	70.6	39.2
Greater Melbourne	4.0	64.1	68.5	60.0	67.5	45.5

The most common occupation for Shire residents is 'professional' with almost 27 per cent of employed persons under this classification. Aligning with educational attainment, females (31.8 per cent) are more likely to be in professional employment (31.8 per cent) compared with males (22.3 per cent). The next largest occupation is 'manager' with 17.3 per cent of residents employed in this occupation compared with the Greater Melbourne average of 13.8 per cent.<sup>24</sup> Males are more likely to be managers than females in Nillumbik (21.7 per cent vs 12.6 per cent). Males are also more likely to be in technical or trade occupations, while females have higher rates of employment in administration and in community/personal care.<sup>25</sup>

The biggest industries of employment are construction (13.9 per cent), healthcare and social assistance (13.8 per cent) and education and training (11.2 per cent).<sup>26</sup>

## Financial resources

As can be expected with good educational attainment and high rates of employment in professional, management and trade occupations, incomes are generally higher in Nillumbik compared to the Greater Melbourne region. More than 41 per cent of Nillumbik households are in the highest income quartile<sup>1</sup> compared to the Greater Melbourne average of 27.8 per cent.<sup>27</sup>

Table 7: Selected income-related indicators - Nillumbik Shire vs Greater Melbourne

Area	Proportion of low-income households 2021 (%) <sup>28</sup>	Proportion of single parent households 2021 (%) <sup>29</sup>	Females earning below the minimum wage 2021 (%) <sup>30</sup>	Males earning below the minimum wage 2021 <sup>31</sup>	Proportion of residents receiving government income support <sup>32</sup>	Proportion of low income households under mortgage stress 2021 (%) <sup>33</sup>	Proportion of low income households under rental stress 2021 (%) <sup>34</sup>	Proportion of low-income households under rental or mortgage stress 2021 (%) <sup>35</sup>
Nillumbik Shire	12.6	9.5	41.4	26.8	11.4	5.4	24.2	18.9
Greater Melbourne	19.1	10.2	Victoria 46.3	Victoria 33.7	19.2	9.3	24.2	31.2

Low-income households are those where the weekly income was less than \$800 per week in 2021. There are more than 4,200 Nillumbik residents living in around 2,600 low-income households. Almost 1,000 low income households are in Eltham (all areas) and a further 505 in Diamond Creek. The highest proportion of low-income households are in Eltham Central (17.5 per cent), Hurstbridge (15.2 per cent) and Rural North West (15.1 per cent) areas. One in five low-income households spends more than 30 per cent of their income on housing costs, and these households are more likely to be renting their home rather than paying a mortgage. There are more

<sup>1</sup> In 2021, the highest household income quartile was \$2,947 per week and above while the lowest quartile was \$881 or less per week.

females than males living in low-income households at 54.9 per cent and 45.0 per cent respectively.<sup>36</sup> Females are more likely than males to earn less than the minimum wage in Victoria and this pattern exists in Nillumbik with 41.4 per cent of females earning below the minimum wage compared to 26.8 per cent of males.<sup>37</sup>

Low income is a particular issue for older people living in Nillumbik. Almost 54 per cent of people living in low-income households are aged 60+, compared with only 38.5 per cent in Greater Melbourne. Almost 18 per cent of people living in low-income households in Nillumbik are unemployed, compared with 3.5 per cent of the total Nillumbik population. Those who are employed are more likely to work part-time than full-time. They are also more likely than the general population to have one or more long-term illnesses (46.9 per cent vs 31.9 per cent).<sup>38</sup>

Single parent households are also vulnerable to financial strain and comprise 9.5 per cent of Nillumbik households (795 households), compared with the Greater Melbourne average of 10.2 per cent. There are almost 3.5 times more female single parents than male single parents in Nillumbik.<sup>39</sup> There is a higher rate of single parent families with dependent children than the Greater Melbourne average in North Warrandyte, St Andrews district, Eltham Central and Wattle Glen but the greatest crude number of single parent families with dependent children are in Eltham (270 households) and Diamond Creek (162 households).<sup>40</sup>

People that are dependent on government income support are also vulnerable to financial strain. As of September 2024, there were 7,165 people in Nillumbik Shire (11.4 per cent of the 2021 Census population) receiving income support as outlined in Table 8.

*Table 8: Nillumbik residents receiving government income support - September 2024<sup>41</sup>*

Payment	Number of Nillumbik residents receiving payment (September 2024)
Unemployment benefits (JobSeeker, Youth Allowance)	920
Student payments (Austudy, Youth Allowance, ABSTUDY)	400
Single parent payment	285
Partnered parent payment	25
Aged pension	4,405
Disability support pension	865
Carer payment	265
<b>TOTAL</b>	<b>7,165</b>

People living alone are more financially vulnerable due to the high cost of living. The overall rate of lone person households in Nillumbik is low at 14.4 per cent (Greater Melbourne 23.7 per cent), but they account for 43.5 per cent of low-income households in Nillumbik. Half of lone person households are people aged 65+ living alone.<sup>42</sup> The rate of older people living alone is higher than the Greater Melbourne average of 8.8 per cent in Eltham Central (12.1 per cent), Eltham South (9.3 per cent), Eltham (9.1 per cent) areas.<sup>43</sup>

## Housing

Safe and affordable housing is a basic human right. There is a much higher rate of home ownership and much lower rate of renting of housing in Nillumbik compared with Greater Melbourne (Table 9). Housing costs are high in Nillumbik with 39.5 per cent of households with mortgages in the highest home loan payment quartile (Greater Melbourne 29 per cent).<sup>44</sup> Close to half (45.5 per cent) of rental households are in the highest rental payment quartile (Greater Melbourne 29.5 per cent).<sup>45</sup> Only 3.7 per cent of rental properties are affordable for low-income earners.<sup>46</sup>

Housing stress is a term used to describe a situation where a household is spending more than 30 per cent of their gross weekly income on housing costs. While housing stress is lower in those with a mortgage compared to the Greater Melbourne average, the rate of housing stress in rental households is 2.5 times higher than the rate of mortgage stress in Nillumbik and is higher than the Greater Melbourne average (Table 9).<sup>47</sup> Rental stress is most pronounced in Eltham - Edendale (44.4 per cent), Hurstbridge (38.3 per cent), Research (37.3 per cent) and the St Andrews District (36.8 per cent). Mortgage stress is experienced at the highest rates in Kangaroo Ground (19.0 per cent), Yarrambat (16.7 per cent), Rural North West (16.4 per cent) and Plenty-Yarrambat areas (16.0 per cent).

There is little housing diversity in Nillumbik with 93 per cent of housing stock detached houses.<sup>48</sup> Three- and four-bedroom homes account for 77.3 per cent of housing stock. One- or two-bedroom homes comprise just 8.7 per cent of housing despite 46.5 per cent of Nillumbik households containing only one or two people.<sup>49</sup> Smaller households are likely to grow with an ageing population, increasing demand for smaller homes. With high housing costs, more diverse housing stock is also required to ensure that housing is affordable for Nillumbik residents. The current housing target review being undertaken by the state government may present an opportunity to increase housing diversity and affordability in the Shire.

The rate of homelessness in Nillumbik (13 ASR per 10,000) is much lower than the rate for the Greater Melbourne region (47.5 ASR per 10,000)<sup>50</sup> and Nillumbik females are 1.7 times more likely than males to experience homelessness.<sup>51</sup>

Table 9: Selected housing-related indicators - Nillumbik Shire vs Greater Melbourne

Area	Proportion of households owned outright or with a mortgage 2021 (%) <sup>52</sup>	Proportion of households renting 2021 (%) <sup>53</sup>	Proportion of households with mortgages in the highest home loan payment quartile 2021 (%) <sup>54</sup>	Proportion of rental households in the highest rental payment quartile 2021 (%) <sup>55</sup>	Proportion of households in mortgage stress 2021 (%) <sup>56</sup>	Proportion of households in rental stress 2021 (%) <sup>57</sup>	Proportion of dwellings that are separate houses 2021 (%) <sup>58</sup>	Proportion of dwellings that have 3 or more bedrooms 2021 (%) <sup>59</sup>	Rate of homelessness 2021 (ASR per 10,000) <sup>60</sup>
Nillumbik Shire	87.4	8.8	39.5	45.5	12.4	31.2	93.0	88.8	13
Greater Melbourne	64.3	29.2	29.0	29.5	16.8	30.9	65.1	69.6	47.5

## Safety

When people feel safe, they can engage in work, study and recreation activities and lead full and active lives. Nillumbik residents experience a low rate of criminal

incidents and crimes against the person, at less than half the Greater Melbourne rate (Table 10).<sup>61</sup>

The rate of family violence incidents reported to Victoria Police in Nillumbik (695 incidents per 100,000 persons) is also less than half the Greater Melbourne average (1,418 incidents per 100,000 persons).<sup>62</sup> Nillumbik females are almost 3 times as likely to be victim-survivors of family violence incidents than males.<sup>63</sup> Children are also heavily impacted by family violence incidents with 37.5 per cent of reported incidents involving children as either witnesses or affected parties statewide.<sup>64</sup>

There is no local-level data around elder abuse, but it is estimated that one in six Australian people aged 65 or older living in the community have experienced elder abuse in the previous 12 months.<sup>65</sup> Extrapolated to the Nillumbik population, this equates to around 1,700 people and with significant growth in the 65+ cohort in future years, this number will also grow. Psychological abuse is by far the most common type of elder abuse (11.7 per cent). This is followed by neglect (2.9 per cent), financial abuse (2.1%), physical abuse (1.8 per cent) and sexual abuse (1 per cent).<sup>66</sup>

Discrimination impacts on the perceived and actual safety of some groups in the community, including those of non-Caucasian cultural background, that identify as LGBTIQA+, women and people with disability. The most common complaints managed by the Victorian Equal Opportunity and Human Rights Commission were related to disability, race and sex<sup>67</sup> which were also the top three categories of complaint received by the Australian Human Rights Commission.<sup>68</sup> Just over 12 per cent of Nillumbik residents report experiencing discrimination in the previous 12 months (Victoria 15.8 per cent).<sup>69</sup> Data regarding the type of discrimination is not available at a local level but nationally 22 per cent of people with disability report having experienced discrimination in the previous 12 months<sup>70</sup> while a recent study found that more than two thirds of First Nations people experienced everyday racism.<sup>71</sup> The Private Lives Matter survey found that 58 per cent of LGBTIQA+ Victorians faced discrimination based on their sexual orientation while 77.7 per cent were treated unfairly due to their gender identity.<sup>72</sup>

*Table 10: Selected crime and safety indicators - Nillumbik Shire vs Greater Melbourne*

Area	Criminal incident rate 2023-2024 (incidents per 100,000 persons) <sup>73</sup>	Crimes against the person 2023-2024 (incidents per 100,000 persons) <sup>74</sup>	Family violence incidents reported to Victoria Police 2023-2024 (incidents per 100,000 persons) <sup>75</sup>	Proportion of population that experienced discrimination in the previous 12 months 2023 (%) <sup>76</sup>	Residents feel safe in public places during the day (score out of 10) <sup>77</sup>	Residents feel safe in public places during the night (score out of 10) <sup>78</sup>
Nillumbik Shire	2,250	506	695	12.4	8.8	7.9
Greater Melbourne	5,886	1,279	1,418	15.8	8.4	7.1

There is a strong perception of safety in Nillumbik. Residents rate safety in public places during the day 8.8 out of ten compared with 8.4 for the Greater Melbourne region.<sup>79</sup> Residents rate safety in public places at night 7.9 out of ten compared to 7.1 for the Greater Melbourne region. Perceptions of safety don't vary much between males and females, across different regions of the municipality, or across age groups.

## Social connection and participation

The World Health Organization has identified social connection as a public health priority in recognition of the impact on health of social isolation, including higher risk of early death, anxiety, depression, suicide, dementia, cardiovascular disease, and stroke.<sup>80</sup> Social isolation and loneliness also have an impact on the broader community.

Just over 20 per cent of Nillumbik residents feel lonely (Victoria 23.5 per cent).<sup>81</sup> While there is no local-level data, state data shows that loneliness is highest in 18-24-year-olds and decreases with age (Figure 4).<sup>82</sup> One in three people aged 18-24 feel lonely. This decreases to around 25 per cent between the ages of 25 and 64, before dropping to around 20 per cent for people aged 65-74 and just 13 per cent for people aged 75-84 years. For those aged 85+, around 20 per cent feel lonely. This data challenges the long-held belief that older people experience loneliness to a greater degree than younger cohorts. Recent data has shown that loneliness in people aged 15-24 years increased sharply with the COVID-19 pandemic and has not returned to pre-pandemic levels.<sup>83</sup>

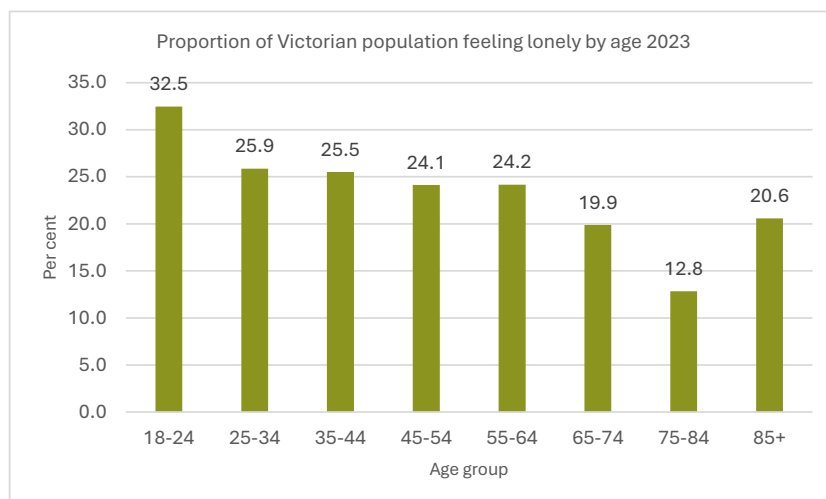


Figure 4: Proportion of Victorian population feeling lonely by age (Victorian Population Health Survey 2023, unpublished)

While a greater proportion of Nillumbik residents feel valued by society (53.5 per cent) compared to the Greater Melbourne average (48 per cent)<sup>84</sup> and a greater proportion of residents volunteer (17 per cent vs 12 per cent),<sup>85</sup> there are still gains to be made in the promotion of social connection within Nillumbik.

## Domestic work, unpaid care and childcare

The burden of managing domestic work and unpaid care can result in limited opportunity to study, work and recreate for carers. This can result in higher risk of social isolation, reduced income and financial burden. Carers often find themselves neglecting their own health in favour of caring for others.



A greater proportion of people in Nillumbik provide care to someone with health conditions, disabilities or older people at 15.8 per cent compared with 12.6 per cent in Greater Melbourne.<sup>86</sup> Females are much more likely to provide care (18.8 per cent) than males (12.6 per cent).<sup>87</sup> People aged 55-64 are the largest carer cohort with 25.5 per cent of Nillumbik residents in this age group reporting that they provided unpaid care.

Another form of care is unpaid care of others' children. A greater proportion of Nillumbik residents (8.7 per cent) provide unpaid childcare to children other than their own compared to the Greater Melbourne average of 5.7 per cent.<sup>88</sup> Again, females were more likely to provide care (11.2 per cent) than males (6 per cent).<sup>89</sup>

The sex differences in caring are also seen in the management of domestic work with 29.5 per cent of Nillumbik females spending 15 or more hours doing unpaid domestic work compared to 11.5 per cent of males (Figure 5).<sup>90</sup>

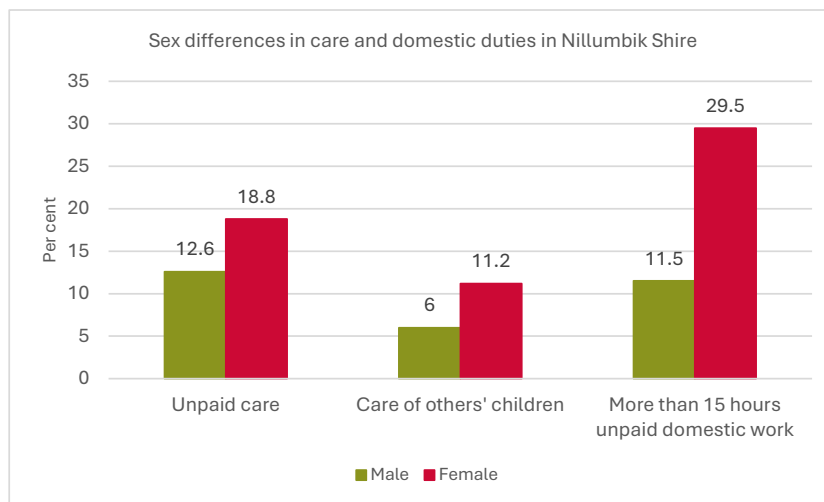


Figure 5: Sex differences in the provision of unpaid care, child care and domestic work in Nillumbik Shire

## Service and infrastructure access

Service and infrastructure access is an important determinant of health that involves the provision of necessary services and infrastructure, the ability of people to physically access services, affordability of services and appropriateness of services and staff in meeting community needs.

The Australian Urban Observatory monitors liveability indicators in major cities and large regional cities across Australia.<sup>91</sup> Nillumbik has a liveability index score of 95.8 which is on the 18<sup>th</sup> percentile within Greater Melbourne. The Shire rates poorly compared to national scores on a number of indicators. There is poor walkability throughout the Shire and only 27.3 per cent of residents have access to public transport within 400 metres. The average distance to the nearest supermarket is just over 1.5 kilometres. This is further than the median distance nationally, but this will vary significantly between the urban and rural areas of the Shire. The food environment in Nillumbik Shire is similar to other peri-urban areas, with supermarkets



limited to the more populated areas of the Shire. The number of 'unhealthy food outlets' outnumbers 'healthy food outlets' and overall, food outlets (including supermarkets) are clustered together in populated areas. Access to groceries requires travel to these hubs, particularly for those in the more rural parts of the Shire. Access to off-licences (bottle shops) is much greater than the national median, meaning physical access to alcohol is easier in Nillumbik than in many other places.

There is good access to parks in the Shire with almost 40 per cent of residents within 400 metres of a large park. Social infrastructure refers to support services and resources such as health, education, early childhood services, community support services, cultural facilities, sport and recreation facilities and parks. Nillumbik Shire scores 3.5 out of 16 for social infrastructure which is consistent with other Green Wedge Shires where there is dispersed population.<sup>92</sup> Service access varies across Nillumbik due to the mix of urban and rural areas. Density of services, distance to services and transport to services differ between the urban and Green Wedge areas of the Shire. In terms of health services, there are 11 general practices, four residential aged care home, and nine pharmacies.<sup>93</sup>

The Commonwealth government identifies a shortage in the following disciplines in Nillumbik:

- General Practice
- Anaesthetics
- Cardiology
- Diagnostic radiology
- General surgery
- Medical oncology
- Obstetrics and gynaecology
- Ophthalmology
- Psychiatry<sup>94</sup>

Access to General Practitioners (GPs) is important for managing health issues in their early stages and for monitoring and managing existing health issues. The rate of bulk billing of GP appointments is lower in Nillumbik (63 per cent) compared to the Victorian average (78 per cent). Many GP practices only bulk bill children, and seniors and concession card holders. The rates of bulk billing of people aged 65+ and 0-15 years are higher than the Shire-wide average at 78 per cent and 75 per cent respectively. For those aged 16-64 years the bulk billing rate is just 51 per cent.<sup>95</sup> More than 92 per cent of residents in the Nillumbik-Kinglake SA3 area visited a GP in the previous year. Despite relatively high levels of service, 20.9 per cent of Nillumbik residents stated that they were unable to visit a GP when needed in the previous 12 months and 35.3 per cent reported having to wait longer than acceptable to get an appointment with a GP.<sup>96</sup>

Medicare data shows that a higher proportion of Nillumbik-Kinglake residents visited a GP, attended specialist appointments and attended mental health-related allied health appointments in the previous 12 months compared to the Australian average.<sup>97</sup>

Females are more likely to utilise GP services, specialist services and Medicare-subsidised allied health services than males which is consistent with the Australian trends.

*Table 11: Selected Medicare-subsidised services provided to residents of Nillumbik-Kinglake SA3 vs Australia 2022-2023<sup>98</sup>*

Area	Proportion of population of visiting GP in previous 12 months 2022-2023 (%)	GP services per 100 people 2022-2023	Proportion of population using GP after-hours services 2022-2023 (%)	Proportion of population attending long and prolonged GP appointments 2022-2023 (%)	Proportion of population attending Medicare-subsidised specialist appointment 2022-2023 (%)	Proportion of population attending Medicare-subsidised allied health appointment 2022-2023 (%)	Proportion of population attending mental health-related allied health appointments 2022-2023 (%)
Nillumbik-Kinglake SA3	92.3	630.8	16.0	42.8	40.0	42.5	7.5
Australia	86.0	639.2	16.4	40.7	31.6	38.9	5.0

Dental care is only covered by Medicare in certain circumstances, with most people (particularly those on above-average incomes) paying for dental services in full. More than one in four (27.3 per cent) of Nillumbik residents reported delaying dental care in the previous 12 months due to cost. This was lower than the Victorian average of 32.2 per cent but higher than one might expect in a region of high income.<sup>99</sup>

One in five Nillumbik residents (21.9 per cent) sought professional help for a mental health problem in the previous 12 months (Victoria 20.1 per cent).<sup>100</sup> At a state level, adults aged 18-44 years are most likely to seek help, as are women compared with men.<sup>101</sup>

More than 1,500 Nillumbik residents (2.4 per cent of total population) participate in the National Disability Insurance Scheme (NDIS) with an average payment of \$21,809 per year compared to the Victorian averages of 2.6 per cent and \$28,744.<sup>102</sup> There are fewer NDIS service providers in Nillumbik Shire resulting in a market concentration of 33 per cent compared to the Victorian average of 12 per cent.<sup>103</sup> This can mean less choice for NDIS participants and a less competitive market.

A smaller proportion of pregnant women in Nillumbik-Kinglake SA3 (72.3 per cent) attend at least one antenatal care appointment in the first 14 weeks of pregnancy than the Victorian average (81.9 per cent).<sup>104</sup> Just over 90 per cent (90.4 per cent) attend five or more antenatal appointments throughout the pregnancy compared to the Victorian average of 94.1 per cent.<sup>105</sup>

There is a lower use of aged care services in Nillumbik compared to the Victorian averages (Table 12). Despite a significant aged population living in an area of predominantly three or more-bedroom homes, there are markedly low rates of utilisation of the Commonwealth Home Support Program and the Home Care program.

Should draft state government housing targets be implemented, service and infrastructure needs will increase significantly in the Shire, particularly in the urban area of the Shire.

Table 12: Aged care service utilisation - Nillumbik Shire vs Victoria

Area	Residential aged care places per 1,000 residents aged 70+ years 2023 <sup>106</sup>	Proportion of population accessing Home Support program 2022-2023 (% population aged 65+) <sup>107</sup>	Proportion of population accessing Home Care program 2022-2023 (% population aged 65+) <sup>108</sup>	Proportion of population accessing Residential aged care 2022-2023 (% population aged 65+) <sup>109</sup>
Nillumbik	82.5	16.9	2.6	3.9
Victoria	76.8	34.0	6.06	4.57

## Access to sexual and reproductive health services

Data compiled by Women's Health Victoria\* shows a significant shortfall in the provision of the early medical abortion drug MS-2 Step in Nillumbik. Doctors and pharmacists are required to undertake training to become certified in the prescribing and dispensing of early medication abortion drugs. The medication is provided at around half the Victorian average rate to Nillumbik residents and 86 per cent of those traveled outside of the Shire to access a prescribing doctor and dispensing pharmacy. The rate of provision by patient location may not accurately reflect the demand as some women who may wish to have accessed a medication abortion may not have been able to do so due to the requirement to travel and find access to a GP that is certified.

Long-acting reversible contraception (LARC) is highly effective at preventing pregnancy and provides contraceptive coverage for several years. Intra-uterine devices (IUDs) and contraceptive implants are available for use as LARC. There is unmet demand for intrauterine device (IUD) placement in Nillumbik. The rate of Nillumbik residents having an IUD inserted is slightly higher than the Victorian average, but the rate of trained providers is so low that 83 per cent of those who had an IUD insertion traveled outside the Shire to access the service. Again, the demand for IUD insertion may be higher than reflected in the number of those receiving the service as there is no way of knowing how many people wanted the service but were unable to travel and access a trained provider. Contrasting the provision of IUD placement, the rate of placement of the contraceptive implant is higher in Nillumbik than the Victorian average, and this demand is met by local trained providers.

*Access to medication abortion and long-acting reversible contraception 2022 - Nillumbik Shire vs Greater Melbourne\**

Area	Medication abortion – Rate by patient location 2022 (rate per 1,000)	Medication abortion – Rate by provider location 2022 (rate per 1,000)	Medication abortion – Rate by pharmacy location 2022 (rate per 1,000)	IUD placement – Rate by patient location 2022 (rate per 1,000)	IUD placement – Rate by provider location 2022 (rate per 1,000)	Contraceptive implant – Rate by patient location 2022 (rate per 1,000)	Contraceptive implant – Rate by provider location 2022 (rate per 1,000)
Nillumbik Shire	2.8	0.4	0.4	7.1	1.2	8.1	8.2
Greater Melbourne	5.3	4.9	3.2	6.7	5.5	7.5	6.7

\*Womens Health Victoria, Victorian Women's Health Atlas

## Key messages – Social determinants of health

- Nillumbik residents generally enjoy a high level of socioeconomic advantage, with high levels of education, employment and income. However, there are some challenges to the provision of a healthy environment where all residents can thrive.
- Although the rate of low-income households is lower in Nillumbik than in Greater Melbourne, people living in such households experience significant disadvantage. They are more likely to be aged 60+, be unemployed or working part-time, or dependent on income-support payments, and are more likely to live alone and to have one or more long-term health conditions.
- Females are more likely than males to live in low-income households, to be the adult in single-parent households and to earn below the minimum wage.
- Older people make up half of lone-person households.
- Housing costs are high in Nillumbik, and people that rent are more likely to experience housing stress. There are much lower rates of rental properties and less than four per cent of rental properties are affordable for low-income earners.
- There is a strong sense of safety among residents of Nillumbik, with lower rates of reported family violence, discrimination and family violence than the Greater Melbourne averages.
- There are sex differences in the experience of disadvantage. Females are more likely to:
  - Live in low-income households and earn below the minimum wage
  - Lead single parent households
  - Be family violence victim-survivors
  - Experience homelessness
  - Provide unpaid care and unpaid childcare to others' children
  - Complete 15 or more hours of unpaid domestic tasks per week.
- Service and infrastructure access is a challenge with a dispersed and relatively small population, most clearly shown with a low social infrastructure score. The provision of services and infrastructure in close proximity to such a widely dispersed population is not feasible, and is an issue shared with other Green Wedge areas. Should population forecasts increase as a result of reviewed state government housing targets, there will be significant increases in the demand for services and infrastructure in the urban areas of the Shire.
- There is a recognised shortage of a range of medical professionals in Nillumbik. There is lower uptake of aged care services and antenatal services and a significant proportion of the population have delayed dental care due to cost. Despite Nillumbik residents seeing GPs and specialists at a higher rate than the Australian averages, one in five residents stated that they couldn't get an appointment when needed and more than a third felt they had to wait too long to see a GP. There is unmet demand for intrauterine device (IUD) and contraceptive implant placement in Nillumbik and this is likely to be caused by a lack of trained GPs.

## 4. Priority groups

Some groups in the community face greater barriers to participate fully in life than others. As outlined in the previous section, sometimes the environments in which we learn, work, play, provide services and make decisions are not experienced in the same way by different groups of people. These groups are more likely to experience discrimination and exclusion, leading to poorer individual health and social outcomes and community impacts resulting from the loss of the skills, talents and contributions that people can share when they are part of an inclusive community.

The following groups have been identified as priority groups as they are more likely to experience poorer health and social outcomes due to discrimination and exclusion. It is important to recognise that people rarely 'fit' into just one group. Individuals have many characteristics that make up their identity and these can change over time. In addition, the experience of all people belonging to a particular group is not the same.

### First Nations population

Approximately 0.6 per cent of the Nillumbik Shire population identifies as First Nations.<sup>110</sup> This is equivalent to 375 people, compared with 232 just five years earlier.<sup>111</sup> Most First Nations residents live in the non-Green Wedge area, particularly Eltham (all areas) and Diamond Creek.

Table 13: Number and proportion of the population that identify as First Nations<sup>112</sup>

Area	2021 First Nations population	Proportion of the population that are First Nations (%)
<b>Suburb</b>		
Diamond Creek	82	0.7
Eltham (all areas)	91	0.5
Greensborough	25	0.5
Hurstbridge	26	0.7
Kangaroo Ground	3	0.2
North Warrandyte	15	0.5
Plenty – Yarrambat	15	0.4
Research	17	0.6
Rural East	27	0.8
Rural North West	14	0.9
Wattle Glen	14	0.7
Green Wedge area	79	0.7
Non-Green Wedge area	299	0.6
<b>Comparison area</b>		
Nillumbik Shire	375	0.6
Greater Melbourne	32,952	0.7

The First Nations population is younger than the Nillumbik population as-a-whole. Almost 33 per cent of First Nations people in Nillumbik are aged 0-14 years, whereas 18.5 per cent of the whole Nillumbik population are aged 0-14 years (Table 14), this is higher than the Greater Melbourne average. There is a lower proportion of First Nations people aged 15-34 years in Nillumbik compared to Greater Melbourne, but slightly higher proportion of First Nations people aged 35-44 years in Nillumbik. While the proportion of First Nations residents aged 55+ in Nillumbik is above Greater Melbourne, only 18.5 per cent of the First Nations population in Nillumbik are aged 55+ where as 31.3 per cent of the whole Nillumbik population are aged 55+.

*Table 14: First Nations population by age<sup>113 114</sup>*

Area	2021 First Nations population (%)	Proportion First Nations children 0-14 years 2021 (%)	Proportion First Nations children aged 15-24 years 2021 (%)	Proportion First Nations young people 25-34 years 2021 (%)	Proportion First Nations young people 35-44 years 2021 (%)	Proportion First Nations older people aged 45-54 years (%)	Proportion First Nations older people aged 55+ years (%)
Area							
Nillumbik Shire	0.7	32.6	13.2	11.6	13.4	10.3	18.5
Greater Melbourne	0.8	29.4	19.0	17.2	11.4	10.4	12.7

As a result of generational and ongoing trauma from colonisation, discrimination and exclusion, the health and social outcomes for First Nations people are poorer than for non-Indigenous people. Social determinants of health are estimated to be responsible for 35 per cent of the health gap between First Nations and non-Indigenous Australians.<sup>115</sup>

The life expectancy at birth of First Nations people is between eight and nine years less than non-Indigenous Australians.<sup>116</sup> While there is limited local information, national data shows that 60.5 per cent of Victorian First Nations people have one or more long-term conditions.<sup>117</sup> Almost half of Victorian First Nations people report having a disability (44.5 per cent) and 39.8 per cent report high/very high levels of psychological distress. It is estimated that one third of Victorian First Nations people smoke and more than a third (34.2 per cent) exceed alcohol guidelines with men more likely to drink at risky levels than women. Three quarters of Victorian First Nations people are estimated to be overweight or obese. The rate of food insecurity is estimated to be 41.9 per cent, and as high as 51.9 per cent in households with children.

National data shows that educational attainment is lower for First Nations people with a smaller proportion of people completing year 12 or equivalent, although this has improved significantly over the 20 years to 2021. Fewer First Nations people complete tertiary education with the rate increasing from 18.9 per cent in 2001 to 47.3% in 2021.<sup>118</sup>

More First Nations children in their first year of school are assessed as developmentally vulnerable when compared with non-Indigenous children.<sup>119</sup> First Nations children are 8.5 times more likely to be the subject of a substantiated child protection report than non-Indigenous children.<sup>120</sup> They are almost 18 times as likely

to be under care and protection orders and are 22 times as likely to be in out-of-home care.

Discrimination is commonly experienced by First Nations people, with the Mayi Kuwayu study finding that almost two thirds of First Nations people experienced everyday discrimination and that this had a significant impact on the level of psychological distress experienced by First Nations people.<sup>121</sup>

Victorian First Nations people are over-represented in crime and imprisonment figures with First Nations people incarcerated at almost 18 times the rate of non-Indigenous people despite accounting for only one per cent of the population.<sup>122</sup>

## Culturally and linguistically diverse population

The Nillumbik community is generally less culturally diverse than Greater Melbourne. Just over 16 per cent of Nillumbik residents were born overseas compared with the Greater Melbourne average of 35.5 per cent.<sup>123</sup> The United Kingdom is the most common overseas country of origin.

People from non-English speaking backgrounds can find it more difficult to participate in work, study and recreation and to access services compared to those for whom English is their first language. Italy, China, India, South Africa and Germany are the most common non-English speaking countries of origin in Nillumbik.<sup>124</sup> There has been growth in the number of people born in China, Iran, India and South Africa in the ten years to 2021. Almost ten per cent of Nillumbik residents speak a language other than English at home. The most common languages are Italian, Mandarin and Greek.<sup>125</sup>

Overall, migration from overseas to Nillumbik is low compared to the Greater Melbourne average. Just 0.2 per cent of Nillumbik residents migrated to Australia under the Humanitarian program between 2000 and 2021. During the same period, two per cent of the population migrated to Australia under the Family Stream visa and four per cent migrated under the Skill Stream visa. This compares to Greater Melbourne averages of 1.5 per cent, five per cent and 9.5 per cent, respectively.<sup>126</sup>

Just over 12 per cent of Nillumbik residents report experiencing discrimination in the previous 12 months (Victoria 15.8 per cent) and eight per cent believe that multiculturalism does not make life in the area better (Victoria 8.1 per cent).<sup>127</sup> Racism is damaging to both the mental and physical health of people. People that speak a language other than English (but are not of Northern European or North American origin) are the most likely to experience racism in Victoria<sup>128</sup>

*Table 15: Select characteristics of culturally and linguistically diverse population<sup>129</sup>*

Area	Proportion of population born overseas 2021 (%)	Proportion of population born overseas in non-English speaking countries 2021 (%)	Proportion of people from non-English speaking countries arriving in the previous 5 years 2021 (%)	Proportion of population speaking English poorly or not at all (%)	Permanent migrants under Humanitarian Program arriving between 2000 and 2021	Permanent migrants under Family Stream visa arriving between 2000 and 2021	Permanent migrants under Skill Stream visa arriving between 2000 and 2021
Nillumbik Shire	16.4	9.0	0.5	0.6	0.2	2.0	3.8
Greater Melbourne	35.7	29.4	5.0	4.8	1.7	5.0	9.3



## People with disability

There is a lower rate of people with disability living in Nillumbik compared to the Greater Melbourne average. Seventeen per cent of Nillumbik residents report living with disability (Victoria 19.9 per cent).<sup>130</sup> This is surprising given that people are more likely to develop disability as they age and there is a significant aged community in Nillumbik. However, the rate of severe or profound disability in people aged 65+ is much lower in Nillumbik than the Australian average at just 9.3 per cent compared to 15.5 per cent, respectively.<sup>131</sup> Anecdotally, older people with physical disabilities are more likely to move out of the Shire due to accessibility issues with local topography, limited affordable and suitable housing and limited service access including transport. This may, in part, explain the lower rate of severe or profound disability in this age cohort.

The overall rate of severe or profound disability is 3.5 per cent compared with the Australian average of 5.4 per cent.<sup>132</sup> The most recent data for children aged 0-14 years is from 2018, showing that the age-standardised rate in Nillumbik children is 3.8 per 100 persons compared to the Australian average of 4.5 per 100.<sup>133</sup> Despite lower rates of disability in children, the largest group of Nillumbik residents receiving NDIS support are aged 7-14 years (31.6 per cent of NDIS recipients), followed by 0-6 years (14.8 per cent) and 15-18 years (12 per cent).<sup>134</sup> The most common types of disability for Nillumbik NDIS recipients are autism (46 per cent), developmental delay (13.7 per cent) and intellectual disability (9.2 per cent).

Nillumbik residents needing assistance with their activities of daily life are around three times more likely than those who don't require assistance to live on an income of less than \$800 per week (23.5 per cent vs 8.2 per cent).<sup>135</sup> They are almost 3 times as likely to be unemployed, and of those that are employed, they are more likely to work part-time than full-time. They are more than twice as likely to live alone and are less likely to live in a couple-with-children household. More than 85 per cent of people needing assistance have one or more long term health conditions compared to the Nillumbik average of 31.9 per cent.<sup>136</sup>

Almost a third of people with disabilities experience high or very high psychological distress compared with 12 per cent in those with no disability.<sup>137</sup> People with disabilities are also more likely to have higher health risk factors such as physical inactivity and smoking.

Forty-six per cent of reports to the Australian Human Rights Commission in 2023-2024 were complaints about disability discrimination.<sup>138</sup> Twenty-two per cent of people with disability report having experienced discrimination in the previous 12 months.<sup>139</sup>

Close to half (44 per cent) of people with disabilities have avoided situations because of their disability,<sup>140</sup> which can contribute to social and economic exclusion and service access difficulties.

Table 16: Selected disability indicators – Nillumbik Shire vs Greater Melbourne

Area	Rate of reported disability 2023 (%) <sup>141</sup>	Rate of severe or profound disability 2021 (%) <sup>142</sup>	Rate of severe or profound disability - 0-14 years 2018 (ASR per 100) <sup>143</sup>	Rate of severe or profound disability - 65+ years 2021 (%) <sup>144</sup>	Population aged 15+ providing assistance to a person with disability, long term illness or old age 2021 (%) <sup>145</sup>
Nillumbik Shire	17.0	3.5	3.8	9.3	15.8
Greater Melbourne	19.9	5.4	4.5	15.5	11.3

## Carers

Carers provide the primary source of care for people with long-term health conditions, disabilities and older people. Sixteen per cent of Nillumbik residents over 15 years of age provide care to someone with health conditions, disabilities or older people (Greater Melbourne 12.5 per cent).<sup>146</sup> And this is growing with an additional 1,600 people (2.6 per cent) providing caring duties between the 2016 and 2021 censuses.<sup>147</sup> Females are more than 1.5 times as likely to be carers than males in Nillumbik and this is most pronounced in the 50-54 year-age cohort where females are 1.9 times more likely to be carers.<sup>148</sup> The largest cohort of carers is aged 50-64 years.<sup>149</sup>

While caring for a loved one is rewarding, there are challenges in being a carer. The ability to work can be limited by caring duties resulting in lower income in the immediate term and fewer reserves for retirement in the longer term. This is overlaid with sometimes significant costs in caring for someone with a disability, illness or age-related limitations. Carers often find it hard to attend to their own health needs and may experience poorer health as a result. Social isolation can be experienced by carers due to limited opportunities for social interaction at work, recreation and leisure activities.<sup>150</sup> At a national level, almost 40 per cent of carers had a disability themselves, they are less likely to be in the labour force and are more likely to have a lower income than those not providing any unpaid care.<sup>151</sup> From a social and community activity perspective, 69.5% of primary carers experienced barriers to participation in activities when attending with the main recipient of their care due to the recipient of care's condition, their caring responsibilities, cost, lack of time, poor accessibility or COVID-19 related reasons.<sup>152</sup>

Providing unpaid child care to others' children is another form of unpaid care. In 2021, 8.5 per cent of Nillumbik residents provide unpaid childcare to children other than their own compared to the Greater Melbourne average of 5.5 per cent.<sup>153</sup> Females are much more likely to be providing unpaid care to children other than their own, across the lifespan.

There is a large cohort of more than 3,000 people (19 per cent) aged 55-75 years caring for other's children, compared with the Greater Melbourne average of 13.4 per cent. The majority of these arrangements are likely to be grandparents caring for grandchildren. Grandparents are a key component of the child care environment in Australia. The Families in Australia survey found that 40 per cent of grandparents provided care to their grandchildren.<sup>154</sup> Grandparents most often provide child care to support parents to work<sup>155 156 157</sup>, but also report that the connection with their children

and grandchildren is another significant motive for taking on care responsibilities.<sup>158 159</sup> From a parent's perspective, grandparent child care is family-based, flexible and often free. There are gender differences in those taking responsibility for child care, with women more likely than men to be carers<sup>160</sup> and to be involved in 'active' child caring activities such as feeding, bathing and transporting children to and from school.<sup>161</sup>

Locally, women aged 55-59 years were 3.5 times more likely than men of the same age to provide unpaid child care. This difference decreases with age, with females aged 60-64 years 2.7 times as likely to provide care than males while the rate decreases to 1.5 times in those aged 70-74 years.<sup>162</sup> Australian data shows that overwhelmingly, most grandparents enjoy providing supportive child care for their families<sup>163</sup> and that the majority of those with primary care of their grandchildren are satisfied with their caring role.<sup>164</sup> Many grandparent carers feel that providing care gives their lives greater meaning and fosters a strong connection with their families.<sup>165</sup> Despite this, many grandparent primary carers find that their caring responsibilities can limit their social networks and activities<sup>166 167</sup> and make it harder to manage all of their responsibilities.<sup>168</sup> This can particularly be the case for working grandparents.<sup>169</sup>

## LGBTIQA+ community

The number of people who identify as LGBTIQA+ is poorly recorded in Australia. The Census only gathers information about same-sex de facto relationships and marriages which does not provide any data on sex characteristics (including intersex characteristics), gender identity or sexual orientation beyond that which is recorded.

Latest data estimates that 8.7 per cent of the Nillumbik population identify as LGBTIQA+ compared with the Victorian average of 11 per cent.<sup>170</sup> This compares to the previous best estimate from the 2017 Population Health Survey of 4.6 per cent.<sup>171</sup> The number of people identifying as LGBTIQA+ is likely to increase with time as younger people are more likely to identify as LGBTIQA+. In 2023, 21 per cent of 18-24 year old Victorians reported that they are LGBTIQA+.<sup>172</sup>

The Private Lives 3 survey<sup>173</sup> is the largest survey of health and social needs of the LGBTIQA+ community in Australia. The survey found that almost 40 per cent of respondents experienced social exclusion. Twelve per cent of respondents were sexually assaulted and four per cent were physically attacked or assaulted with a weapon in the past 12 months. LGBTIQA+ people are more likely to experience poor mental health. Well over half of survey respondents (57.2 per cent) reported high or very high levels of psychological distress compared to the Victorian average of 19.1 per cent, sixty-one per cent have been diagnosed with depression and 47 per cent with anxiety. Three in four participants in the study had considered committing suicide while almost one in three had attempted suicide. Almost a quarter of participants had been homeless at some point in their lives. Alcohol and other drug use was a problem for some with 16.9 per cent reporting they struggled to manage their alcohol use in the previous 12 months and 14 per cent struggling to manage drug use. Transgender and non-binary people generally experienced these issues more significantly than

cisgender people, with higher rates of psychological distress, suicidal thoughts and attempts, poorer self-rated health and an even greater risk of homelessness.

## People living in rural or isolated areas

Nillumbik is a large municipality covering 432 square kilometres, with 91 per cent of the Shire classified as a 'green wedge' or non-urban area.<sup>174</sup> There are around 12,000 residents (19.2 per cent of total population) living in the 'green wedge' part of the Shire.<sup>175</sup> People living in the Green Wedge area of the Shire are older with a median age of 47 compared to 41 in the non-Green Wedge area.<sup>176</sup>

Population density is lower in the Green Wedge area meaning that people need to travel further to access centralised work, study, recreation and services. There is little public transport access and almost no active transport infrastructure in the Green Wedge area, as shown in Figures 6 and 7.<sup>177</sup> This leads to a reliance on private transport, primarily cars.

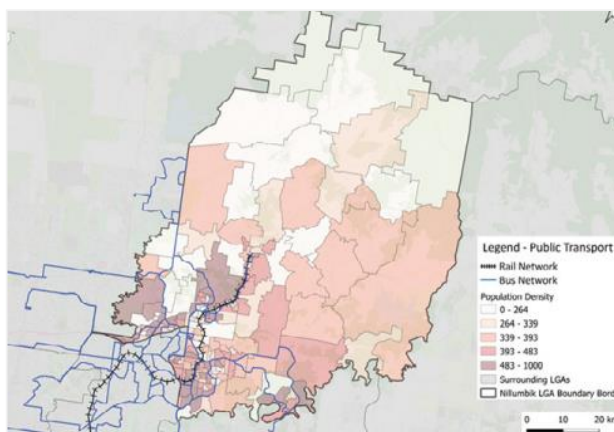


Figure 6: Nillumbik Shire public transport network overlaid with population density

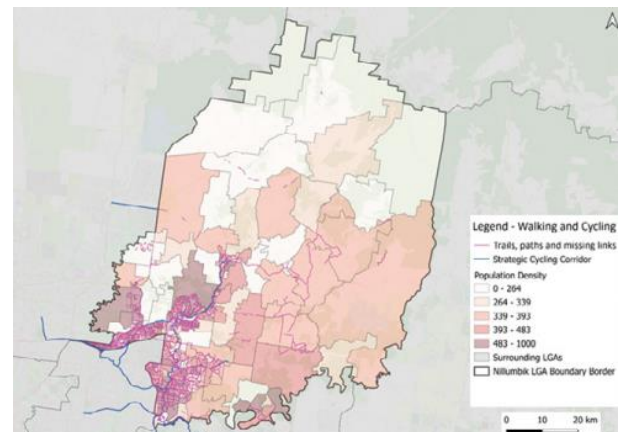


Figure 7: Nillumbik Shire active transport network overlaid with population density

The proportion of people in each of the household income quartiles doesn't vary between the Green Wedge and non-Green Wedge area. More people living in the Green Wedge area work in construction, agriculture, forestry and fishing. There are more couples with no children households in the Green Wedge area, with a greater proportion of middle-aged and older couples without children than the non-Green Wedge area.<sup>178</sup> Almost all in the Green Wedge area are separate houses and homes are more likely to be fully owned. There is a much lower rate of renting in the Green Wedge area. Housing loan repayments are high with a greater proportion of households in the highest housing loan repayment quartile. The opposite is true for rental payments with 40 per cent of rental households in the Green Wedge area in the lowest quartile of rental payments.<sup>179</sup>

People in rural or isolated areas experience poorer health outcomes compared to those in more populated areas with higher rates of hospitalisations, death and injury.

They have poorer access to health and community services. The prevalence of health risk factors is greater in rural and remote areas, as are several chronic diseases including:

- Heart disease
- Chronic obstructive pulmonary disease
- Kidney disease
- Lung cancer
- Diabetes.<sup>180</sup>

## Women and girls

There is wide recognition that gender inequity is entrenched in Australia and is commonly played out in the workplace, division of family and caring responsibilities, financial security, violence and health outcomes.

The rate of family violence incidents reported in Nillumbik is 695 per 100,000 (Victoria 1,418 per 100,000).<sup>181</sup> Almost three in four (73.5 per cent) victim-survivors of family violence incidents in Nillumbik are female.<sup>182</sup> It is important to note that 70-80 per cent of women that had experienced family violence in their current or former relationships did not report the incident/s to police<sup>183</sup> so the incidence of violence is understated in the Victoria Police data. For females aged 15–44 years, the current or previous experience of child abuse and neglect is the leading risk factor contributing to the burden of disease in this group. Intimate partner violence is the fourth leading risk factor.<sup>184</sup> Family violence is a leading cause of homelessness in women. The rate of homelessness in Nillumbik females is 1.7 times the rate in males.<sup>185</sup>

Despite having higher educational attainment, females in Nillumbik are less likely to work full time than males (39.2 per cent vs 70.6 per cent) and although the same pattern exists in Greater Melbourne, it is more pronounced in Nillumbik (Table 17). Females are less likely to be in the highest individual income quartile and 50.4 per cent of females in Nillumbik earn less than \$800 per week compared to 33.1 per cent of males.<sup>186</sup>

Women are more likely to provide unpaid care and to do more hours of unpaid domestic work than men in Australia, as outlined in the [domestic work and unpaid care](#) and [carers](#) section of this report.

Table 17: Sex differences in selected social and economic indicators - Nillumbik Shire and Greater Melbourne<sup>187</sup>

Area	Sex	Proportion working full-time 2021 (%)	Proportion in the highest individual income quartile 2021 (%)	Proportion earning less than \$800 per week 2021 (%)	Proportion providing unpaid care 2021 (%)	Proportion providing unpaid care to other's children 2021 (%)	Proportion doing 15 or more hours of unpaid domestic work 2021 (%)
Nillumbik Shire	Males	70.6	36.0	33.1	12.6	6.0	14.2
	Females	39.2	29.8	50.4	18.8	11.2	36.0
Greater Melbourne	Males	67.5	27.0	37.5	10.3	3.8	10.4
	Females	45.5	26.8	52.8	14.7	7.3	27.5

## Children and young people

Foundations for good health are made in childhood and early adulthood. Children and young people undergo periods of rapid development and have specific health and service needs.

Children aged 0-17 years make up 23 per cent of the Nillumbik community, compared with the Greater Melbourne average of 21.5 per cent.<sup>188</sup> Babies and preschoolers (0-4 years) make up 5.1 per cent of the population (Greater Melbourne 5.9 per cent).<sup>189</sup> Primary schoolers (5-11 years) make up 9 per cent of the population (Greater Melbourne 8.7 per cent).<sup>190</sup> There is a higher proportion of secondary-school aged children in Nillumbik compared to the Greater Melbourne average (8.9 per cent vs 6.9 per cent).<sup>191</sup> Young people aged 18-24 years make up 9 per cent of the population (Greater Melbourne 8.9 per cent).<sup>192</sup> There is a strong pattern of movement out of the municipality for people aged 18-24 years and even more so for those who have finished study and are in their early career stages (aged 25-34 years).<sup>193</sup>

*Table 18: Proportion of children and young people - Nillumbik Shire vs Greater Melbourne<sup>194</sup>*

Area	Proportion children aged 0-4 years 2021 (%)	Proportion children aged 5-11 years 2021 (%)	Proportion children aged 12-17 years 2021 (%)	Proportion young people aged 18-24 years 2021 (%)
Nillumbik Shire	5.1	9.0	8.9	9.0
Greater Melbourne	5.9	8.7	6.9	8.9

The birth rate in Nillumbik is lower than the Victorian and metropolitan north east region at 17 births per 1,000 women (Victoria 20.5 births per 1,000 women).<sup>195</sup> Enrolment in kindergarten is consistently higher in Nillumbik compared to state averages, and with the rollout of funded 3-year-old kindergarten, the number of children attending funded kindergarten has grown from 935 in 2021 to 1,425 in 2023.<sup>196</sup>

Childhood immunisation rates are similar in Nillumbik compared to Greater Melbourne average. Ninety-three per cent of children are fully immunised at 12 months of age (Greater Melbourne 93.4 per cent).<sup>197</sup> This decreases to 91.9 per cent at 2 years of age and 94.5 per cent at 5 years of age, compared with the Greater Melbourne averages of 91.7 per cent and 94.8 per cent, respectively.

There is a lower proportion of developmentally vulnerable children in Nillumbik compared with the Victorian average (12.3 per cent vs 19.9 per cent).<sup>198</sup> However this varies throughout the municipality with the highest rates in Wattle Glen (20 per cent), Eltham (16.3 per cent) and North Warrandyte (14.3 per cent), although it should be noted that the number of children assessed was small in North Warrandyte and Wattle Glen.

Young people in Nillumbik are more likely to be involved in 'earning or learning' activities compared with the Greater Melbourne averages. There is a lower rate of disengagement in education or employment in young people aged 15-24 years in

Nillumbik (5 per cent) compared to Greater Melbourne (7 per cent).<sup>199</sup> A greater proportion of Nillumbik 16-year-olds attend school full time than the Greater Melbourne average (94.5 per cent compared with 90.5 per cent).<sup>200</sup>

At a national level, mental health conditions and substance use disorders and injuries contribute most to the burden of disease for people aged 15-24 years.<sup>201</sup> At a state level, the age group most likely to experience loneliness are aged 18-24 years (32.5 per cent) compared with the all-ages average of 23.3 per cent.<sup>202</sup> Victorian people aged 18-24 years are also most likely to experience high or very high psychological distress (24 per cent).<sup>203</sup> Locally, 11.6 per cent of Nillumbik residents aged 15-24 years report having a mental health condition (Victoria 10.6 per cent).<sup>204</sup> Close to one in four of Nillumbik residents aged 15-24 years (22.9 per cent) have one or more long-term health conditions (Victoria 20.3 per cent).<sup>205</sup>

Vaping is also an emerging issue for young people. Young people are more likely to vape with nearly half of Australians aged 18-24 having used an e-cigarette at least once. In teens aged 14-17, use of e-cigarettes almost tripled between 2019-2022.<sup>206</sup> There is evidence that vaping has replaced tobacco smoking in people aged 15-24 years, with the rate of tobacco smoking dropping but the rate of vaping and smoking, and the rate of those vaping exclusively increasing substantially.

## Older people

Twenty-three per cent of Nillumbik residents are aged 60+ years compared with the Greater Melbourne average of 20 per cent.<sup>207</sup> By 2031, this is expected to increase to 29.5 per cent and by 2046 more than 1 in 3 residents will be aged 60+. The greatest rate of growth to 2046 will be in those aged 85+ years.<sup>208</sup> The biggest cohort is the 60-64 age group which comprises 7.3 per cent of Nillumbik's population. Combined, those aged 55-64 years account for 14.8 per cent of the Nillumbik population, compared to the Greater Melbourne average of 10.8 per cent. There is a greater proportion of people aged 55+ in the Green Wedge area (36.9 per cent) compared to the non-Green Wedge area (30.1 per cent).

*Table 19: Number and proportion of people aged 55+ by Green Wedge overlay and Shire<sup>209</sup>*

Age cohort (years)	Green Wedge area (persons)	Green Wedge (proportion of population %)	Non-Green Wedge area (persons)	Non-Green Wedge area (proportion of population %)	Nillumbik Shire (number)	Nillumbik Shire (proportion of population %)	Greater Melbourne (proportion of population %)
55-59	1,000	8.3	3,717	7.3	4,714	7.5	5.7
60-64	1,015	8.4	3,561	7.0	4,572	7.3	5.1
65-69	824	6.8	2,900	5.7	3,725	5.9	4.4
70-74	701	5.8	2,219	4.4	2,919	4.6	3.9
75-79	499	4.1	1,418	2.8	1,913	3.0	2.8
80-84	248	2.1	746	1.5	994	1.6	2.0
85+	172	1.4	706	1.4	880	1.4	2.0
<b>TOTAL</b>	<b>4,459</b>	<b>36.9</b>	<b>15,267</b>	<b>30.1</b>	<b>19,717</b>	<b>31.3</b>	<b>25.9</b>



As mentioned in other sections of this report, people aged 50-64 years are more likely than any other age cohort to undertake unpaid care of people who are older, who have chronic health conditions or that live with disability. Many residents aged 55-75 years also provide care to children. Older people generally earn less income. Almost 20 per cent of people aged 55+ are in the lowest household income quartile, compared to the Shire average of less than 9 per cent.<sup>210</sup> This increases to 29.8 per cent for those aged 65+ and 45.9 per cent for those aged 80+. Superannuation and investment income are the main sources of income for a greater proportion of older people in Nillumbik compared to Greater Melbourne. Superannuation and investment income is the main source for income for 18 per cent of people aged 60-69, 21.3 per cent of 70-79 year olds and 16 per cent of those aged 80+ in Nillumbik (Figure 8).<sup>211</sup>

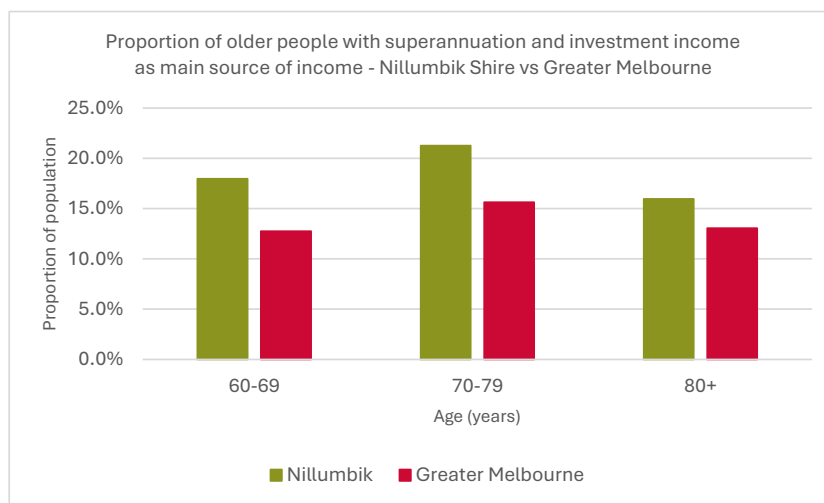


Figure 8: Proportion of older people with superannuation or investment income as their main source of income - Nillumbik Shire vs Greater Melbourne

## Key messages – Priority groups

- There are a range of priority groups within the Nillumbik community that are at risk of poorer health and social outcomes due to discrimination and exclusion.
- The proportion of First Nations people living in the Shire is similar to the Greater Melbourne average. The First Nations population in Nillumbik is younger than the Nillumbik population as a whole.
- The Nillumbik population is less culturally and linguistically diverse than the Greater Melbourne average however, rates of people born in China, Iran, India and South Africa has been increasing in the ten years to 2021. The most common non-English speaking countries of origin in the Shire are Italy, China, India, South Africa and Germany.
- Seventeen per cent of Nillumbik residents report living with a disability. Although the rate of severe or profound disability is lower than Greater Melbourne averages, almost one in ten people aged 65+ fall into this category.
- People that require assistance with daily activities are more likely than those with no disability to live on a low-income and to be unemployed. Of those that



do work, they are more likely to work part-time rather than full-time. They are more likely to live alone and are almost three times as likely to live with one or more long-term health conditions.

- There is a greater proportion of people providing care to someone with disability, illness or older people in Nillumbik compared to the Greater Melbourne. The rate of people providing unpaid child care to children other than their own is also higher in Nillumbik and females are more likely to provide both types of care than males.
- It is estimated that around nine per cent of the Nillumbik population identify as LGBTIQ+ compared with the Victorian average of 11 per cent. This is likely to increase with time at a state level as younger people aged 18-24 years are almost twice as likely to identify as LGBTIQ+ than the total 18+ population (21.3 per cent compared with 11 per cent).
- The proportion of children in Nillumbik is slightly higher than the Greater Melbourne average, and this is due to a larger 12-17 year old cohort.
- There is a greater proportion of people aged 55+ in Nillumbik compared to the Greater Melbourne average. The largest cohort is aged 55-64 years, comprising almost 15 per cent of the population compared to less than 11 per cent for Greater Melbourne. Those aged 50-64 years play a crucial caring role in the community. Older people are more likely to earn lower incomes, and a greater proportion of older people in Nillumbik are reliant on superannuation and investments for income than the Greater Melbourne average.

## 5. The impact of climate change on health

Climate change is one of the most significant public health challenges facing communities in the 21<sup>st</sup> century. There are many impacts of climate change on health, and these will be experienced more significantly by some groups in the community.

### Impacts of climate change on health

There are direct and indirect impacts of climate change on health:

#### Direct impacts

Direct impacts include health consequences and potential death from extreme weather events and disasters including heatwaves, floods, drought, and bushfires. Accordingly, direct impacts also include the impact of such events on vital health services and infrastructure.

#### Indirect impacts

Indirect impacts of climate change include the worsening of existing health conditions such as asthma, neurological conditions and heart disease by weather extremes. Climate change may lead to increased psychological distress and poor mental health, and it is recognised that young people in Nillumbik experience anxiety about climate change.<sup>212</sup> Changes to health status and extreme weather and disaster events can increase strain on health systems by increasing demand for services. Weather extremes may limit opportunities for people to undertake social and recreation activities, impacting on social connection within the community. Climate change will also impact on agriculture and food production, quality, and cost. The cost of living is likely to increase further with increased insurance premiums due to extreme weather incidents and increased electricity costs due to the increased need for cooling. Disease transmission is also likely to change, including diseases transmitted by other organisms such as insects, diseases transmitted from animal hosts to human hosts, and food and water-borne diseases.

### Vulnerable populations

Some groups in the community are more vulnerable to the impacts of climate change. This can be due to increased sensitivity to the effects of climate stressors, greater exposure to weather extremes and natural disasters due to existing ill health or incapacity, and health and social inequities. Some groups who may be more vulnerable to the impacts of climate change include:

- People with existing health conditions or disability
- Babies and children
- Older people
- Pregnant women
- People in unsuitable housing
- People on low incomes

- People living alone
- First Nations people
- Outdoor workers
- People in rural areas
- People without access to reliable transport

## Emissions

Greenhouse gas emissions from human activities are the dominant cause of climate change. A reduction in emissions is required to reduce the cause and impacts of climate change. Major emissions sources for Nillumbik are<sup>213</sup>:

- Electricity 44 per cent (mainly residential electricity consumption)
- Transport 30 per cent (mainly car use)
- Gas 16 per cent (mainly residential gas)
- Waste 4 per cent.

## Future Nillumbik climate

Under a medium emissions scenario, it is expected that in 2050 Nillumbik will have:

- An additional 4-8 days of above 35°C temperatures per year
- An additional 7-9 days of heatwave days
- Increased annual maximum average temperature – by 1.6°C to 1.8°C
- Decreased rainfall – by 6 per cent to 8 per cent
- Increased frequency and intensity of rainfall events
- Increased number of fire weather days – additional 7.7 days per year.<sup>214</sup>

More than 41 per cent of Nillumbik properties are projected to be vulnerable to climate change impacts or damage by 2050 under a medium emissions scenario. This increases to 49 per cent of properties under a high emissions scenario.<sup>215</sup> Bushfire is the biggest risk to properties in the Shire with almost one in four (23.6 per cent) projected to be at medium risk from bushfire by 2050, up from 10.7 per cent in 2030 (under a medium emissions scenario). The risk varies throughout the municipality based upon the surrounding physical environment.

## Mitigation of risk

The Urban Heat Island Effect describes the impact of built surfaces such as buildings, paths and roads on the ambient temperature in the surrounding area. The hard surfaces absorb and release heat, prolonging heat waves, increasing maximum temperatures during extreme hot weather events and preventing night-time cooling of the area. This can impact the health of people in those areas, particularly young

children, older people and those with medical conditions. Areas within the Shire that experience the urban heat island effect are shown in Figure 9.

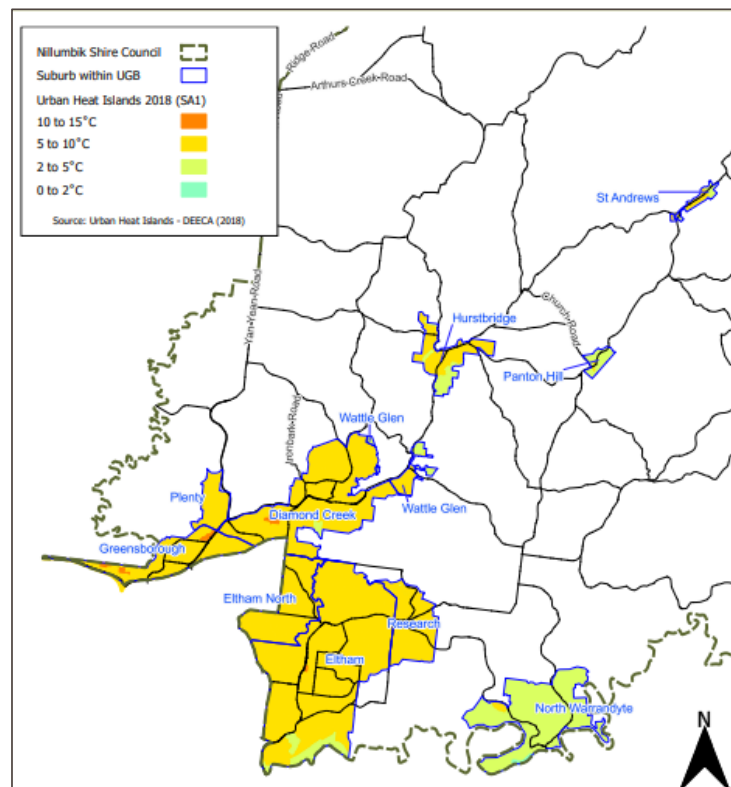


Figure 9: Urban heat island effect locations in the urban areas of Nillumbik Shire (from Nillumbik Shire Urban Tree Canopy Strategy 2024-2040)

The urban tree canopy is a key method of mitigating the impact of urban heat islands. Trees provide shade which prevents the absorption of heat by hard surfaces and release water vapour that has a cooling effect. Nillumbik is a demonstration of the efficacy of this method. With an average urban canopy cover of 39 per cent, Nillumbik residents enjoy the second highest coverage in metropolitan Melbourne.<sup>216</sup> This is reflected in the mild urban heat island impact experienced in the Shire.

### Key messages – The impact on health of climate change

- Nillumbik will be hotter, drier and more at risk of bushfires in a future climate scenario with ongoing moderate carbon emissions.
- There are some groups in the community that are more vulnerable to the impacts of climate change. Of relevance to the Nillumbik community are older people, people with existing health conditions, people on low incomes or living alone and people living in the rural areas of the municipality.
- More than 41 per cent of Nillumbik properties will be at risk of climate change-related damage by 2050, with bushfire the biggest risk.

## 6. Health risk factors

The Australian Burden of Disease Study<sup>217</sup> found that the leading five risk factors contributing to the total burden were:

- Overweight and obesity (8.3 per cent of total burden of disease)
- Tobacco use (7.6 per cent of total burden of disease)
- Dietary risks (4.8 per cent of total burden of disease)
- High blood pressure (4.4 per cent of total burden of disease)
- High blood plasma glucose (4.2 per cent of total burden of disease)
- Alcohol use (4.1 per cent of total burden of disease)

Risk factors vary by sex and age. For 15–24-year-olds, alcohol use is the top risk factor for males at three times the level of contribution to burden of disease than for females.<sup>218</sup> Illicit drug use contributes to the burden at twice the rate in males than in females. Child abuse and neglect contributes more to female burden of disease than for males in this age group, and intimate partner violence is also a risk factor for females but not males.

In 25–34-year-olds alcohol and illicit drug use are top five contributors for both males and females but at about 2.5 times the scale for males than for females. Intimate partner violence continues to be a top five risk factor for women in this age group.<sup>219</sup>

For those aged 35–44 alcohol and illicit drug use continue to be the top two risk factors for males. Child abuse and neglect is the risk factor contributing most to burden of disease in females, followed by alcohol use, intimate partner violence, overweight and obesity and illicit drug use.

From age 45–54, overweight and obesity is the largest contributing risk factor and tobacco use joins the top five for the first time. Alcohol and illicit drug use remain in the top five risk factors for males, but alcohol use is no longer in the top five for females.<sup>220</sup> Intimate partner violence and child abuse and neglect continue to be top five contributors for females but not for males.

Between the ages of 55–84, the risk factors are more consistent between the sexes with tobacco use, overweight and obesity, high plasma glucose, high blood pressure and dietary risks contributing the most to the burden of disease. Dietary risks contribute more to disease in males.

In those aged 85+, high blood pressure, overweight and obesity, tobacco use, and dietary risks contribute similarly for males and females.<sup>221</sup>

Nillumbik performs well relative to the Victorian averages with regards to many of the major risk factors for the Australian population (Table 20).

Table 20: Selected risk factor indicators - Nillumbik Shire vs Victoria

	Tobacco use		Dietary risks			High blood pressure	Physical inactivity	
Area	Proportion of population smoking daily 2023 (%) <sup>222</sup>	Proportion of population smoking or vaping 2023 (%) <sup>223</sup>	Proportion of population consuming sugar-sweetened beverages daily or several times per week 2023 (%) <sup>224</sup>	Proportion of population meeting vegetable intake guidelines 2017 (%) <sup>225</sup>	Proportion of population experiencing food insecurity in the previous 12 months 2023 (%) <sup>226</sup>	Rate of high blood pressure 2020 (ASR per 100) <sup>227</sup>	Proportion of population that undertook no moderate to vigorous activity in the previous week 2023 (%) <sup>228</sup>	Proportion of the population sitting for 8 or more hours on an average workday 2023 (%) <sup>229</sup>
Nillumbik Shire	8.0	13.9	35.1	6.6	2.6	21.8	13.9	28.8
Victoria	10.0	18.5	34.4	5.4	8.0	22.7	16.8	27.9
	Overweight and obesity	Alcohol		Other drugs				
Area	Proportion of population overweight or obese <sup>230</sup>	Proportion of population at increased risk of harm from alcohol-related injury or disease 2023 (%) <sup>231</sup>	Alcohol-related ambulance attendances 2022-2023 (rate per 100,000) <sup>232</sup>	Alcohol-related hospital admissions 2021-2022 (rate per 100,000) <sup>233</sup>	Illicit drug-related ambulance attendances 2022-2023 (rate per 100,000) <sup>234</sup>	Pharmaceutical drug-related ambulance attendances 2022-2023 (rate per 100,000) <sup>235</sup>	Illicit drug-related hospital admissions 2021-2022 (rate per 100,000) <sup>236</sup>	Pharmaceutical drug-related hospital admissions 2021-2022 (rate per 100,000) <sup>237</sup>
Nillumbik Shire	57.3	16.0	272.9	791.1	74.6	99.9	428.7	367.2
Victoria	54.4	13.1	393.5	574.0	204.6	158.1	241.3	201.1

## Overweight and obesity

The rate of overweight or obesity is slightly higher than the Victorian average at 57.3 per cent, meaning almost three in five residents are overweight or obese. The most recent data regarding overweight and obesity in children is from the 2017-2018 National Health Survey. Rates of overweight and obesity in children are similar to the Greater Melbourne averages with a rate of overweight of 15.6 ASR per 100 and a rate of obesity of 5.9 ASR per 100 compared with Greater Melbourne at 16.2 ASR per 100 and 7.2 ASR per 100 respectively.<sup>238</sup> These indicators are of consequence as overweight and obesity is the leading risk factor contributing to burden of disease in Australia.

## Tobacco and vaping

Smoking rates are lower than the Victorian average, but vaping is an emerging issue. While only eight per cent of Nillumbik residents smoke daily, almost 14 per cent smoke and/or vape. There is little local information available about vaping, but national data indicates that there has been a large increase in the proportion of people vaping since 2019. At that time, 11 per cent of people had ever used e-cigarettes and only one per cent used them daily. By 2022-2023, this had increased to 20 per cent having ever vaped and 3.5 per cent vaping daily.<sup>239</sup> People living in less disadvantaged areas are more likely to vape exclusively than to smoke tobacco, or to smoke tobacco and vape. Young people are also more likely to vape with nearly half of Australians aged 18-24

having used an e-cigarette at least once. In teens aged 14-17, use of e-cigarettes almost tripled between 2019-2022.<sup>240</sup> There is evidence that vaping has replaced tobacco smoking in people aged 15-24 years, with the rate of tobacco smoking dropping but the rate of vaping and smoking, and the rate of those vaping exclusively increasing substantially.

## Nutrition

Although similar to the Victorian averages, dietary quality in Nillumbik could be improved. More than one in three Nillumbik residents consume sugar-sweetened drinks daily or several times per week and 93 per cent of residents don't meet vegetable intake guidelines. The rate of food insecurity is much lower than the Victorian average, reflecting the relatively high incomes earned in the Shire. While rates of hypertension in the Shire are similar to the Victorian average, it is important to consider that more than one in five residents have high blood pressure and that this alone accounts for almost 4.5 per cent of the burden of disease in Australia.

## Physical activity

Rates of physical activity in Nillumbik residents are similar to the Victorian average. Almost two thirds of Nillumbik adults undertake insufficient physical activity (Victoria 63.9 per cent), with 13.9 per cent of Nillumbik adults not undertaking any moderate to vigorous exercise (Victoria 16.8 per cent) and 28.8 per cent of sitting for 8 or more hours on an average weekday (Victoria 27.9 per cent).<sup>241</sup> Nillumbik has the second-highest rate of participation in sport in metropolitan Melbourne at 21.7 per cent.<sup>242</sup> However there is an established trend in Victoria and Australia of sports participation being highest in children and teenagers, with a significant drop off in participation after the age of 14.<sup>243</sup> In Victoria, female participation in organised sport is lower than male participation at all ages and drops off earlier.<sup>244</sup> Males are more likely to be involved in club or association sport while females are more likely to be involved in gyms/fitness clubs and private businesses,<sup>245</sup> with potential financial consequences for females who are more likely to cite financial issues as a barrier to participation in physical activity.<sup>246</sup> Females are also more likely than males to state that disability, injury or health issues, and not liking sport/physical activity are barriers to participation in physical activity. Females are more likely to undertake non-sport related activities only and this increases throughout the lifespan.<sup>247</sup> The three most popular forms of informal active recreation in Nillumbik are walking (58.2 per cent), cycling (15.4 per cent), and jogging or running (12.4 per cent)<sup>248</sup> which are all activities that can be undertaken in public open space. There is much greater access to public open space in Nillumbik compared with Greater Melbourne. There are 352 hectares of public open space which is equal to 75 square metres per person (Greater Melbourne 57.5 square metres per person) and 84 per cent of the Nillumbik population live within 400 metres of public open space (Greater Melbourne 81 per cent).<sup>249</sup> The topography and lack of active transport infrastructure may prove to be barriers for residents in the use of open spaces for physical activity, particularly for people with mobility difficulties or who are just starting out with physical activity.

## Alcohol and other drugs

Nillumbik ranks poorly on drug and alcohol-related indicators. There is a greater proportion of people at risk of alcohol-related disease or injury (16 per cent vs 13.1 per cent) and alcohol-related hospital admissions are 38 per cent higher than the state average. Hospital admissions are the eighth highest in Victoria. Males are 1.5 times as likely to be hospitalised than females.<sup>250</sup> The highest rates are seen in people aged 35-44 years with high rates also in those aged 25-34 and 45-54 years.<sup>251</sup> Likewise, drug-related hospitalisations are higher than the state average. Both illicit and pharmaceutical drug-related hospitalisations are 1.8 times the state average and Nillumbik has the fourth highest rate in Victoria for both indicators. Nillumbik males are almost three times as likely to be hospitalised than females for pharmaceutical drug issues and nine times as likely to be hospitalised for illicit drugs.<sup>252 253</sup> The largest cohort hospitalised for pharmaceutical drug use are aged 35-44 years, followed by those aged 25-34. Illicit drug-related hospitalisations are most common in people aged 25-34 followed by those aged 35-44 years. The drugs responsible for the most hospitalisations are methamphetamine, opioids, cannabis and other sedatives.<sup>254 255</sup>

## Gambling

Expenditure on electronic gaming machines (pokies) in Nillumbik was \$9,368,870 2023/2024. This equates to \$190 per adult compared with the Greater Melbourne average of \$569 per adult.<sup>256</sup> \$26,000 is spent on pokies every day in Nillumbik across just two venues with gaming machines.<sup>257</sup>

Gambling behaviours changed as a result of venue closures during the COVID-19 pandemic. At a state level, there were lower losses on pokies and casino gambling but an increase in sport and race betting and lotteries. Expenditure on pokies has since increased beyond pre-COVID levels while casino gambling losses have not fully recovered. Losses to lotteries and sport and race betting have been maintained at elevated COVID levels.<sup>258</sup>

18–24-year-old Victorians are over-represented in sports betting and almost three quarters of sports betting in 2018 was conducted online.<sup>259</sup> Men are three times more likely than women to participate in sport betting.<sup>260</sup> Despite overall gambling participation decreasing in Victoria (69% to 53% in four years), the prevalence of problem gambling in those aged 18-24 has increased from 0.5% to 2.8%, and rates of online gambling have increased from 19% to 23% between 2018 and 2023.<sup>261</sup> The percentage of Victorians who gambled and reported at least one harm caused by their own gambling increased from 9.6% in 2019 to 13% in 2023. 26% of young people aged 18-24 reported experiencing at least one type of gambling harm, this was the highest rate out of any age range<sup>262</sup>. Although it is illegal for young people under 18 to gamble in Australia, research demonstrates that 60% to 80% of young people engage in formal or informal gambling at some point prior to them turning 18<sup>263</sup>.



## Key messages – Health risk factors

- The rate of overweight or obesity in Nillumbik is slightly higher than the Victorian average with almost three in five residents overweight or obese.
- Smoking rates in the Shire are lower than the Victorian average but vaping is an emerging issue. Only eight per cent of Nillumbik residents smoke daily, almost 14 per cent smoke and/or vape.
- Ninety-three per cent of Shire residents don't meet vegetable intake guidelines and more than one in five residents have high blood pressure.
- Almost two thirds of Nillumbik adults undertake insufficient physical activity. There are age and sex differences in sports participation and the types of physical activity preferred. Males are more likely to participate in organised sport while females are more likely to participate in informal activity.
- There is a higher risk of alcohol-related injury and illness in Shire residents than the Victorian average, and a higher rate of alcohol-related hospitalisations, illicit drug-related hospitalisations, and pharmaceutical drug-related hospitalisations. Males are hospitalised for drug and alcohol-related reasons at a higher rate than females.
- Rates of sports betting and online gambling are increasing year-on-year, as well as increasing rates of self-reported gambling harm. 18–24-year-old Victorians are over-represented in sports betting, and men are three times more likely than women to participate in sport betting. 60% to 80% of young Australians engage in formal or informal gambling whilst underage.

## 7. Health outcomes

Health outcomes are the result of the combination of social determinants of health, genetics, and individual lifestyle factors. Rates of disease and poor health outcomes in Nillumbik are generally similar to, or lower than, the Greater Melbourne average.

### Rates of disease

The leading disease categories contributing to the burden of disease in Australia are:

- Cancer
- Mental disorders/substance abuse disorders
- Musculoskeletal conditions
- Cardiovascular conditions
- Neurological conditions<sup>264</sup>

This varies by sex and age (Figure 10). For children under the age of five, premature birth or low birthweight, birth trauma, SIDS and congenital cardiovascular defects are the top contributors to burden of disease. In females aged 5-14 years, mental health disorders comprise four of the top five contributors to burden of disease, while asthma is the top contributor. In females aged 15-24 years, mental health conditions and suicide/self-inflicted injuries are the top five contributors. In females aged 25-44, anxiety disorders, depressive disorders and eating disorders continue as large contributors, along with asthma and back problems. As women get older, musculoskeletal, neurological and cardiovascular diseases contribute the most to the burden of disease.<sup>265</sup>

For males aged up to 24, the main contributors to the burden of disease are similar to females, but with a different level of impact. In males aged 5-14, autism spectrum disorders comprise almost 16 per cent of contributors for males but just 6.2 per cent for females of the same age. In those aged 15-24 years suicide and self-inflicted injuries accounted for 12.2 per cent of the burden of disease for males and 5.1 per cent for females. Eating disorders were one of the top five mental health contributors for females while for males, alcohol use disorders are in the top five. For 25-44 year old males, suicide and self-inflicted injuries is the top contributor at 10.6 percent of the burden of disease while this is not in the top five for females of the same age. Suicide continues to be a top five cause of burden of disease for males aged 45-64, alongside heart disease, back problems, lung cancer and chronic liver disease. In the 65-84 year cohort, heart disease contributes twice as much to the burden of disease for males compared to females. Dementia is a greater burden for females in their older years than males.<sup>266</sup>

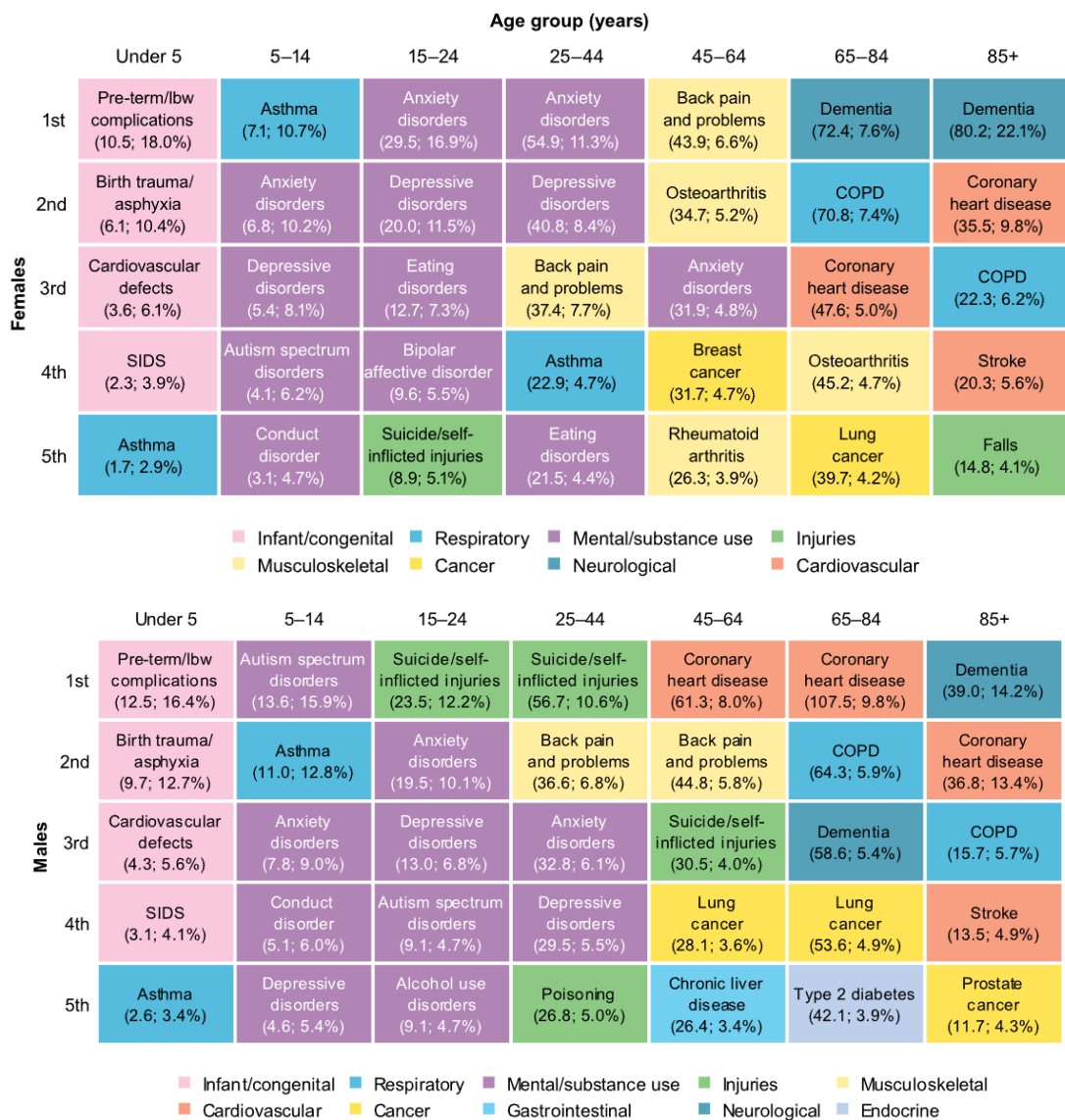
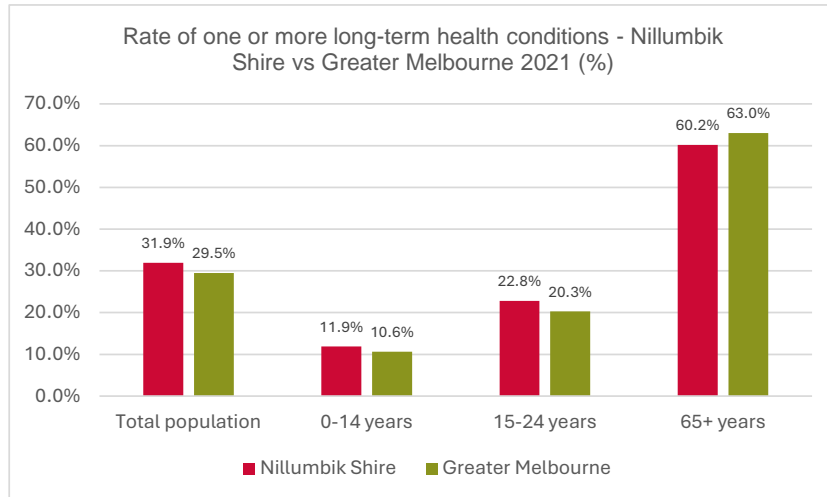


Figure 10: Top five disease causes of burden of disease Australia 2024 by sex

The rate of one or more long-term health conditions in Nillumbik residents (Figure 11) is similar to the Greater Melbourne average (31.9 per cent compared with 29.5 per cent).<sup>267</sup> This equates to more than 17,000 residents. The rate of long-term health conditions in Nillumbik children aged 0-14 years is greater than the Greater Melbourne average at 11.9 per cent (Greater Melbourne 10.6 per cent).<sup>268</sup> Likewise the rate is higher in Nillumbik young people aged 15-24 years with almost 23 per cent (n=1,918) reporting one or more long term conditions compared to 20.3 per cent for Greater Melbourne.<sup>269</sup> More than half (51 per cent) of Nillumbik residents aged 55+ years have at least one long term health condition. This increases to 60 per cent for those aged

65+ years and 73 per cent for those aged 80+ years.<sup>270</sup> One third (33.7 per cent) of Nillumbik females have at least one long-term health condition compared to 30 per cent of males.



*Figure 11: Rate of one or more long-term health conditions - Nillumbik Shire vs Greater Melbourne 2021*

Rates of disease in Nillumbik are generally similar to the Greater Melbourne averages (Figure 12). Mental health conditions and arthritis are the most common diseases, followed by asthma and the 'other' category of disease. Heart disease, cancer and diabetes are the next most common long term health conditions in Nillumbik, with the rate of diabetes the only condition where there is a marked difference in the rate of disease.<sup>271</sup> Rates of disease are highest in older people: 27 per cent of people aged 65+ years have arthritis; 14 per cent have heart disease and 12.5 per cent have conditions categorized as 'other'.<sup>272</sup> The most common conditions in order of prevalence Nillumbik males are asthma, conditions categorised as 'other conditions', mental health conditions and arthritis.<sup>273</sup> The most common conditions in Nillumbik females in order of prevalence are mental health conditions, arthritis, conditions categorised as 'other conditions' and asthma.<sup>274</sup>

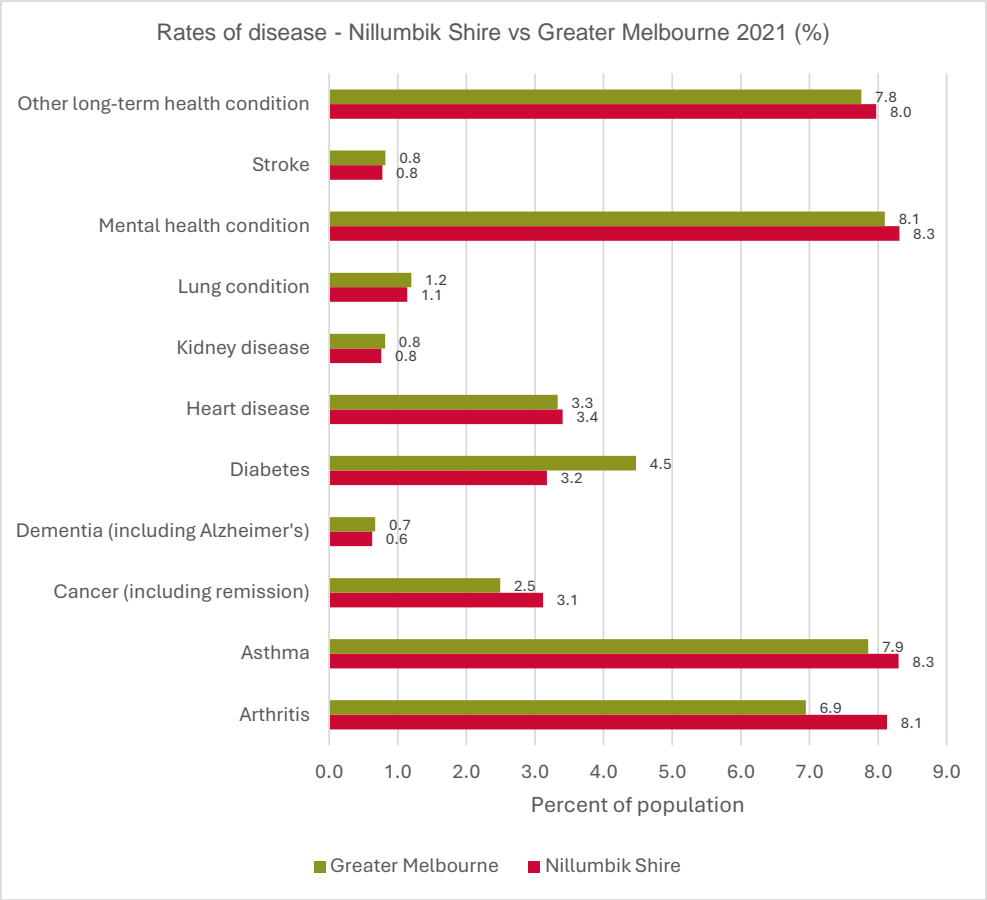


Figure 12: Rates of disease in Nillumbik Shire vs Greater Melbourne 2021

Mental health conditions

Mental health conditions are the most prevalent conditions reported by Nillumbik residents. Figure 13 shows that the rate of people reporting having a mental health condition is similar to the Greater Melbourne average at 8.3 per cent overall (Greater Melbourne 8.1 per cent).<sup>275</sup>

There are higher rates of mental health conditions in Nillumbik young people and children and a lower rate in those aged 65+ compared to Greater Melbourne averages.<sup>276</sup> Wattle Glen, Eltham-Central and Hurstbridge were the areas with the highest rates of both long-term health conditions and mental health conditions.<sup>277</sup>

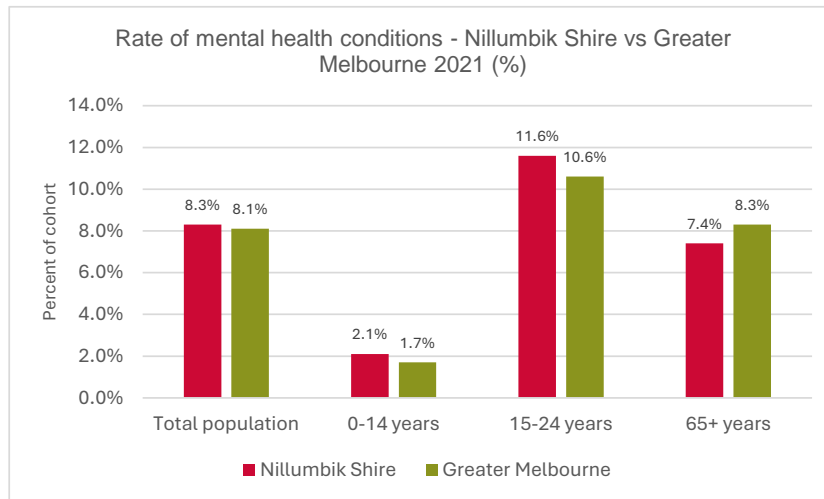


Figure 13: Rates of mental health conditions - Nillumbik Shire vs Greater Melbourne

Sixteen per cent of Nillumbik residents experience high or very high psychological distress compared with the Victorian average of 19.1 per cent (Table 23). At a state level, women are more likely to experience high or very high psychological distress compared to men.<sup>278</sup> Victorians aged 18-24 years, and 25-34 years have the highest rates of psychological distress in adults.<sup>279</sup> Recent national data shows that 42 per cent of 15–24-year-olds experience psychological distress.<sup>280</sup>

Aligning with this data, mental health was by far the biggest issue identified by Nillumbik young people who participated in Council's Young Minds youth engagement process in 2021. More than three quarters of the almost 900 respondents listed mental health as one of their top three priorities for young people in Nillumbik. Twenty-eight per cent of respondents stated they had a mental health condition, with more than half of those reporting they had anxiety. In respondents that identified as LGBTIQ+, 48 per cent stated that they had a mental health condition – 1.7 times the rate of the total sample. School stress and climate change were two of the most common causes of anxiety.<sup>281</sup>

One in five Nillumbik residents sought help for a mental health problem in the previous 12 months, the same as the Victorian average. At a state level, females are 1.6 times as likely to seek help than males, as are people aged 18-44 years.

Rates of mental health-related emergency department presentations and hospital admissions are lower in Nillumbik than the state average (Table 21). Self-harm hospitalisations are reported at the [SA3](#) level. With a total rate of 78.7 per 100,000 persons, self-harm occurs in Nillumbik-Kinglake SA3 at a similar rate to the Victorian average.<sup>282</sup> Females are hospitalised for self-harm at 2.5 times the rate of males.

The rate of suicide is lower in Nillumbik-Kinglake SA3 than the state average at 8.8 ASR per 100,000 compared to 10.8 ASR per 100,000.<sup>283</sup> There is also a sex difference in suicide rates with death by suicide in the North East Melbourne SA4 three times more common in males than females 2019-2023.<sup>284</sup>

Table 21: Selected mental health indicators Nillumbik Shire vs Victoria

	Proportion of population with high or very high psychological distress 2023 (%) <sup>285</sup>	Proportion of population with a mental health condition 2021 (%) <sup>286</sup>	Proportion of children aged 0-14 years with a mental health condition 2021 (%) <sup>287</sup>	Proportion of people aged 15-24 years with a mental health condition 2021 (%) <sup>288</sup>	Proportion of people aged 65+ years with a mental health condition 2021 (%) <sup>289</sup>	Emergency department presentations for mental or behavioural conditions – public hospitals (ASR per 100,000) <sup>290</sup>	Hospital admissions for mental or behavioural conditions – public hospitals (ASR per 100,000) <sup>291</sup>	Self-harm hospitalisations 2022/2023 (per 100,000) <sup>292</sup>	Suicide rate 2019-2023 (ASR per 100,000) <sup>293</sup>
Nillumbik Shire	16.2	8.3	2.1	11.6	7.4	900.2	813.2	78.7	8.8
Victoria	19.1	8.1	1.7	10.6	8.3	1080.9	989.3	83.6	10.8

## Sexually transmitted infections

There are lower sexually transmitted infection notifications in Nillumbik compared with the Victorian average (Table 22). Rates of gonorrhoea, hepatitis B and syphilis are well below state levels. At a state level, males are almost twice as likely to be diagnosed with an STI and the cohorts with the highest rates are aged 15-34, with a peak in 20-24-year-olds.

Table 22: Sexually transmitted infection notifications 2024 - Nillumbik Shire vs Greater Melbourne<sup>1</sup>

Area	Chlamydia notifications 2024 (rate per 100,000)	Gonococcal infection notifications 2024 (rate per 100,000)	Hepatitis B notifications (unspecified) 2024 (rate per 100,000)	Syphilis (infectious) 2024 (rate per 100,000)	Human Immunodeficiency Virus (rate per 100,000)
Nillumbik Shire	329.8	98.0	3.1	14.0	3.1
Victoria	390.0	179.3	22.7	22.5	3.5

## Hospitalisations

Potentially preventable hospitalisations (PPHs) are admissions to hospital that could be prevented with better care in the community. The rate of total PPHs in Nillumbik is lower than the national average at 1,857 ASR per 100,00 compared to 2,293 ASR per 100,000 respectively.<sup>294</sup> This trend exists across each of the categories of PPHs – acute, chronic and vaccine-preventable (Table 23). The main causes of acute PPHs are consistent with national trends with dental conditions as the most prevalent cause of acute PPHs, followed by urinary tract infections. The top three causes of chronic PPHs are the same as the national causes: iron deficiency anaemia, diabetes complications and congestive heart failure. Vaccine-preventable PPHs are quite low at just 105 ASR per 100,000.

Table 23: Potentially preventable hospitalisations Nillumbik Shire vs Australia 2021-2022<sup>295</sup>

Area	PPH – Total (ASR per 100,000)	PPH – Acute (ASR per 100,000)	Main causes of acute PPHs	PPH – Chronic (ASR per 100,000)	Main causes of chronic PPHs	PPH – Vaccine- preventable (ASR per 100,000)	Main causes of vaccine- preventable PPHs
Nillumbik Shire	1,857	907	Dental conditions  Urinary tract infections  Convulsions and epilepsy	851	Iron deficiency anaemia  Diabetes complications  Congestive heart failure	105	Pneumonia and influenza (vaccine- preventable)  Other vaccine- preventable causes
Australia	2,293	1,168	Dental conditions  Urinary tract infections  Cellulitis	989	Iron deficiency anaemia  Diabetes complication  Congestive heart failure	154	Pneumonia and influenza (vaccine- preventable)  Other vaccine- preventable causes

Major causes of all hospital admissions of Nillumbik residents do not necessarily align with rates of disease as many long-term health conditions can be managed well in the community. The top five causes of hospitalisation are similar to state-wide trends (Table 24):

- Injury, poisoning and other external causes
- Digestive system disease
- Cancer
- Circulatory system disease
- Musculoskeletal and connective tissue disease

As noted in other sections of this report, there are higher alcohol-related hospital admissions of Nillumbik residents (791 per 100,000) than the Greater Melbourne average (586 per 100,000). Men are 1.5 times more likely to be hospitalised than women.<sup>296</sup> There are also much higher illicit drug-related hospital admissions of Nillumbik residents (429 per 100,000) than the Greater Melbourne average (247 per 100,000). Men are almost 9 times more likely to be hospitalised than women and the largest age cohort hospitalised is 25-34 years.<sup>297</sup>

Table 24: Top 5 causes of hospitalisations 2020-2021: Nillumbik Shire vs Victoria<sup>298</sup>

Rank	Nillumbik Shire	Victoria
1	Injury, poisoning and other external causes	Injury, poisoning and other external causes
2	Digestive system disease	Digestive system disease
3	Cancer	Circulatory system disease
4	Circulatory system disease	Cancer
5	Musculoskeletal and connective tissue disease	Genitourinary system



## Mortality

The leading causes of death in Nillumbik are dementia and coronary heart disease (Figure 14).<sup>299</sup> The rate of dementia is higher in females than males while the reverse is true for coronary heart disease.

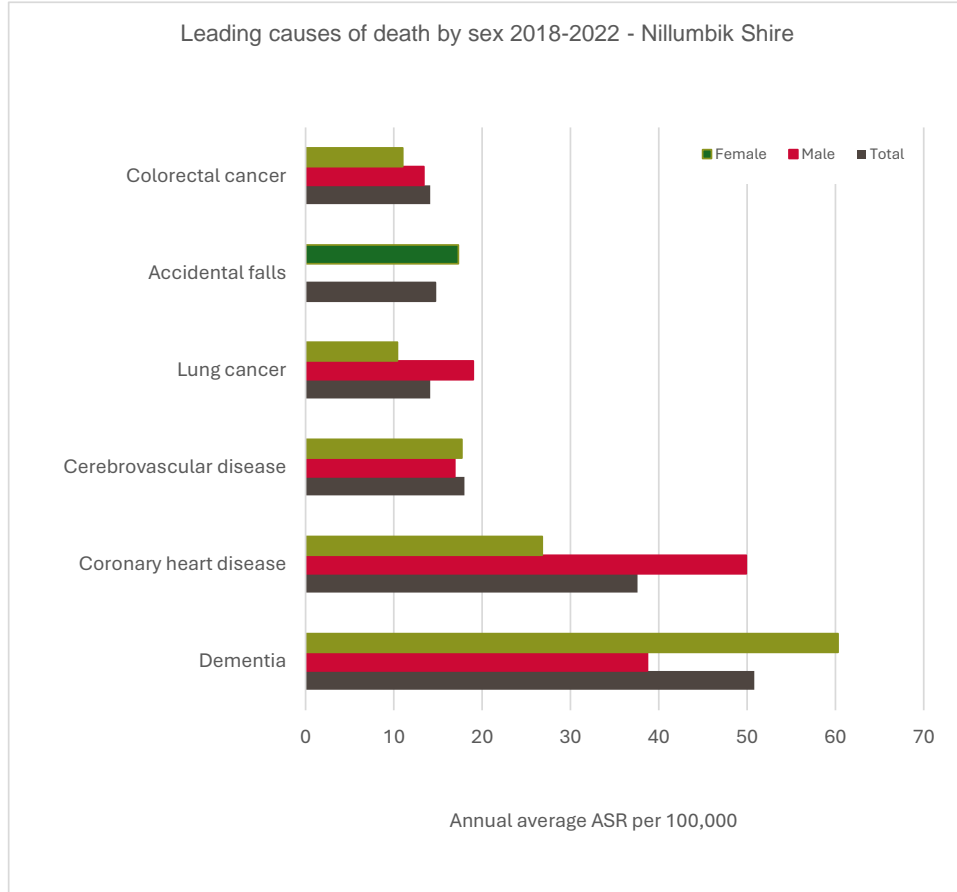


Figure 14: Leading causes of death in Nillumbik Shire 2018-2022

(NB: No data was reported for accidental falls in males)

Nillumbik has the seventh highest rate of death from dementia of all Victorian local government areas and is also ranked seventh for deaths from influenza and pneumonia. Although not a major cause of death, kidney failure deaths in Nillumbik are the fourth highest in the state.<sup>300</sup>

The rate of premature death in Nillumbik is generally lower than the Victorian averages. Premature and avoidable death are measured in several ways. Premature deaths are those that occur before the age of 75 years. The highest rates of premature deaths in Nillumbik are caused by cancer, circulatory system disease and external causes, although the rates for each are much lower than the Victorian averages (Table 25). Premature deaths are almost twice as common in males than females.<sup>301</sup> Potential years of life lost (YLL) is a measure of the extent of premature death that considers how much younger than 75 people are when they die. The

average annual YLL in Nillumbik is estimated to be 21.6 average annual ASR per 1,000 compared with the Victorian average of 35.7<sup>302</sup>. Avoidable deaths are subset of premature deaths and are a measure of deaths that could have been avoided with appropriate primary prevention and health care. Aligning with premature deaths and YLL, the rate of avoidable death in Nillumbik is much lower than the Victorian average (62.9 vs 111.2 average annual ASR per 1,000).<sup>303</sup>

Table 25: Premature and avoidable deaths: Nillumbik Shire vs Victoria<sup>304</sup>

Area	Premature death – Cancer 2018-2022 (annual ASR per 100,000)	Premature death – Circulatory system disease 2018-2022 (annual ASR per 100,000)	Premature death – External causes 2018-2022 (annual ASR per 100,000)	Avoidable death – Cancer 2018-2022 (annual ASR per 100,000)	Avoidable death – Circulatory system disease 2018-2022 (annual ASR per 100,000)	Avoidable death – External causes 2018-2022 (annual ASR per 100,000)
Nillumbik Shire	68.7	22.5	16.1	20.0	17.6	10.2
Victoria	92.6	41.8	28.4	27.5	33.3	14.0

## Key messages – Health outcomes

- Almost 30 per cent of Nillumbik residents have at least one long-term health condition. Twelve per cent of children aged 0-14 years and 23 per cent of young people aged 15-24 have one or more long-term health conditions. In those aged 65+, sixty per cent have at least one long-term condition.
- Rates of disease in Nillumbik are generally similar to the Greater Melbourne averages. Mental health conditions and arthritis are the most common diseases, followed by asthma and the 'other' category of disease.
- Mental health conditions are the most prevalent conditions reported by Nillumbik residents. There are higher rates of mental health conditions in Nillumbik young people and children and a lower rate in those aged 65+ compared to Greater Melbourne averages.
- The top five causes of all hospitalisations in Nillumbik are:
  - Injury, poisoning and other external causes
  - Digestive system disease
  - Cancer
  - Circulatory system disease
  - Musculoskeletal and connective tissue disease
- The rate of potentially preventable hospitalisations (PPHs) in Nillumbik is lower than the national average. The main causes of acute PPHs are dental conditions and urinary tract infections. The top three causes of chronic PPHs are iron deficiency anaemia, diabetes complications and congestive heart failure.
- The leading causes of death in Nillumbik are dementia and coronary heart disease. Nillumbik has the seventh highest rate of death from dementia of all Victorian local government areas. The rate of dementia is higher in females than males while the reverse is true for coronary heart disease.
- The highest rates of premature deaths in Nillumbik are caused by cancer, circulatory system disease and external causes, although the rates for each are

much lower than the Victorian averages. Premature deaths are almost twice as common in Nillumbik males than females.

## 8. Key issues in Nillumbik Shire

Key health issues in Nillumbik can be assessed by applying a number of lenses to the information presented in this Profile. The data is assessed considering people; place; social determinants of health; and risk factors and health outcomes (Figure 15):

People	Place	Wider determinants of health	Risk factors and health outcomes
<ul style="list-style-type: none"> <li>Who are those who are most at risk of poor health and social outcomes?</li> </ul>	<ul style="list-style-type: none"> <li>Are there areas within the Shire where there are greater concerns?</li> </ul>	<ul style="list-style-type: none"> <li>What are the broader determinants of health that Council should be aware of when planning for healthy communities?</li> </ul>	<ul style="list-style-type: none"> <li>What are the biggest concerns regarding health risk factors and conditions in the Shire?</li> </ul>

Figure 15: Four lenses applied to data to identify key issues in Nillumbik Shire

### Council's role in addressing key issues

Council's primary role in addressing the key issues identified in this Profile is in the development of health-promoting environments. VicHealth is currently working with local governments in Victoria to develop and trial approaches to promoting healthy environments<sup>305</sup> in the following areas:

- Building active communities
- Creating connected and supportive communities
- Building better food systems for healthier communities
- Strengthening tobacco control at a local level
- Increasing alcohol harm prevention at a local level
- Supporting a healthy first 2,000 days for all Victorian children
- Supporting health and climate resilient communities
- Influencing commercial determinants of health.

The resources from this program may be useful in identifying actions to address the key issues identified below.

### People lens

#### First Nations population

The Nillumbik [First Nations](#) community, while small, has grown significantly since the 2016 Census. Most notable is the proportion of the population aged 0-14 years with around one third of First Nations residents in this age group. This is useful to know when considering the supports that may be required and methods of engagement with the local First Nations community.

### **Culturally and linguistically diverse communities**

While less [culturally and linguistically diverse](#) than many Greater Melbourne municipalities, there has been a change in the countries of origin of people born overseas making their home in Nillumbik. Specifically, there has been an increase of people from China, Iran, India and South Africa between 2016 and 2021. This provides an opportunity to consider the types of support, communication methods and other cultural considerations that may aid Council in working with these communities.

### **Older people**

[Older people](#) are a key priority cohort in Nillumbik both due to the number of older people but also due to some specific needs of sub-groups of the older population.

There is a greater rate of people aged 65+ in Nillumbik and by 2046, one in every three residents will be aged 65+. Suitable housing is an issue for an ageing population with the vast [majority of properties](#) in the Shire being three- and four-bedroom homes.

The rate of [disease](#) and [disability](#) in older people is much higher than in the young Nillumbik cohorts and gets higher as people age. Sixty-per cent of residents aged 65+ have at least one long-term health condition (Nillumbik Shire average 31.9 per cent) and nine per cent have severe or profound disability (Nillumbik Shire average 3.5 per cent). Despite this, there is [lower utilisation](#) of Commonwealth Home Support and Home Care Services compared to Victorian averages. This is even more surprising given that Nillumbik older people are more likely to be living in larger homes compared to many older people in other regions of Victoria. [Older people](#) in Nillumbik are more likely to live on low incomes and live alone with over half of all people living in low-income households aged 60+. Elder abuse is also a consideration as national data suggests that one in six people aged 65+ living in the community experience elder abuse and this equates to around 1,700 people in Nillumbik.

Older people in Nillumbik play a key role as [carers](#) for both people who have disabilities, health conditions or are ageing, and also as carers to children. This is particularly the case in older females in Nillumbik and may be an important consideration in considering the types of support required and the availability of older people in the Shire.

### **Young people**

There is a greater proportion of [secondary school aged young people](#) in Nillumbik compared to the Greater Melbourne average. [Mental health](#) is a concern not just demonstrated by state and national data but also by Nillumbik [young people](#) themselves. Almost 30 per cent of respondents to the Shire's Young Minds youth engagement process reported having a mental health condition. For those who identified as LGBTIQA+, this increased to 48 per cent. Loneliness is an issue for Victorian young people with COVID-19 impacting on social connection and continuing to impact young people. On a national level there is evidence that [vaping](#) has somewhat replaced tobacco smoking in people aged 15-24 years, with the rate of tobacco smoking dropping but the rate of vaping and smoking, and the rate of those

vaping exclusively increasing substantially.<sup>306</sup> Whilst there is a lack of local data, national and state data identifies that online gambling and sports betting is increasing for young people, including those underage. 26% of young people aged 18-24 reported experiencing at least one type of gambling harm, the highest rate of any age range. 60% to 80% of young Australians engage in formal or informal gambling whilst underage. Physical health is also of concern in Nillumbik young people with over one in five people aged 15-24 living with one or more long-term [health conditions](#). A growing cohort is young people that identify as LGBTIQ+. State data shows that young people are twice as likely to identify as LGBTIQ+ compared with the all-ages average and this is supported by the Young Minds consultation where one quarter of respondents identified as [LGBTIQ+](#). Together this information provides some indicators of the type of support that might be required by young people in Nillumbik.

### **People that identify as LGBTIQ+**

While [LGBTIQ+](#) identity is poorly recorded in Australia, the latest estimates suggest around 9 per cent of the Nillumbik population (or around 5,500 people) identify as LGBTIQ+. State data (only adults were surveyed) show that younger people aged 18-24 are about twice as likely to identify as LGBTIQ+ compared with the all-ages average. This aligns with the respondent profile of the Shire's Young Minds local engagement where one in four respondents were LGBTIQ+.

### **Children and families**

There is a higher proportion of households with children in Nillumbik (54.6 per cent) compared to Greater Melbourne (43.3 per cent), making families with children a key population group in Nillumbik. Although the rates of single parent families and low-income families are lower than Greater Melbourne averages, they each still comprise 12.5 per cent of [Nillumbik households](#), although some households will fit into both categories. Financial vulnerability is a key determinant of health, as discussed under the 'social determinants of health' section. [Obesity and overweight and long-term health conditions](#) are also a concern for children with around one in five overweight or obese, and one in eight living with a long-term health condition.

### **Women and girls**

[Women](#) are over-represented in the experience of disadvantage in Nillumbik. They are 3.5 times as likely as men to lead single-parent households, 1.7 times as likely to experience homelessness, 1.5 times as likely to earn less than \$800 per week, 1.2 times as likely to live in low-income households and 3 times as likely to experience family violence.

Traditional gender roles play out in terms of hours of [work](#), [salary](#) and [caring](#) duties and to a greater extent than seen in Greater Melbourne. Women have higher [educational](#) attainment than men but the rate of full-time work, employment in management positions and high income is significantly lower in women than men. Nillumbik women are 1.5 times as likely to provide [unpaid care](#) to someone who is aged, has a disability or has a long-term health condition (18.8 per cent) than males (12.6 per cent) and almost twice as likely to provide unpaid care to others' children.

Women are also more likely to be responsible for [domestic work](#) with women doing 15 or more hours of unpaid domestic work per week at 2.5 times the rate of men.

Women are more likely than men to live with one or more [long-term conditions](#), to experience high or very high psychological distress, be hospitalised for self-harm and to seek mental health support. [Sexual and reproductive health service](#) access is an issue for some women in the Shire with lower rates of attendance at pre-natal care and more than 80 per cent of women seeking a medical abortion or an intra-uterine device placement needing to travel outside of the municipality to access care.

### **Men and boys**

Men in Nillumbik also have specific health and social needs. Traditional gender norms may also be having a negative impact on Nillumbik men and boys. Nillumbik men are significantly over-represented in [drug and alcohol-related hospital admissions](#) with rates of males being admitted for illicit drug-related use nine times those of females. Whilst there is a lack of local data, national and state data identifies that men are three times more likely than women to participate in sport betting. The prevalence of online and problem gambling, and associated harms, is expected to continue increasing, in particular for young people and men. They are less likely than women [to access GP services](#), specialist services, Medicare-subsidised allied health services and mental health services. Men in the region are three times as likely to die by [suicide](#). [Premature deaths](#) are almost twice as common in Nillumbik men than in women.

### **Carers**

There is a higher rate of [carers](#) in Nillumbik compared to Greater Melbourne averages. This has grown since 2016 and with an ageing population can be expected to continue to increase. Almost 16 per cent of residents provide care to someone that is aged or has a disability or long-term health conditions while almost 9 per cent provide unpaid care to others' children. Women are much more likely to provide care across the lifespan and older women play a key role in the provision of this care. The Shire may consider the substantial proportion of people providing unpaid care, their needs and how those needs may be overlaid with other characteristics such as sex and age in terms of meeting those needs and engaging with this part of the community.

### **People with disability**

Seventeen per cent of Nillumbik residents report living with a [disability](#). Although the rate of severe or profound disability is lower than Greater Melbourne averages, almost one in ten people aged 65+ fall into this category. Around 1,550 residents receive NDIS support and more than 58 per cent of these people are aged 18 and under. The most common types of disability for which NDIS plans are delivered are autism, developmental delay and intellectual disability.

People who need support with daily activities in Nillumbik are three times more likely than those with no disability to live on a low-income and three times more likely to be unemployed. Of those that do work, they are more likely to work part-time rather than full-time. People needing assistance with activities of daily lives are more than twice

as likely to live alone and are almost three times as likely to live with one or more long-term health conditions. Nillumbik has made a commitment through its Access, Equity and Inclusion Policy to ensure that Council workplaces, public spaces, facilities, services, programs and information are accessible to people with disability. This data provides some insights into the types of support that may be useful for local people with disability.

## Place lens

### Growth

Eltham, Panton Hill-St Andrews and Wattle Glen areas will see the greatest rate of [growth](#) in the coming decade however the number of people will increase by the greatest number in Eltham (5,095 persons) and Diamond Creek (1,993 persons) which together will accommodate 70 per cent of the additional residents. This has implications for infrastructure and service planning, including housing diversification.

### Rurality

Population density is lower in the Green Wedge area of the Shire meaning that people need to travel further to [access](#) centralised work, study, recreation and health and social services. There is little public transport access and almost no active transport infrastructure in the Green Wedge area, leading to a reliance on private transport, primarily cars.

### Disadvantage

While the highest proportion of [low-income households](#) are in Eltham Central, Hurstbridge and Rural North West areas, population distribution results in the greatest number of low-income households in Eltham and Diamond Creek.

Likewise, the greatest number of [single-parent households](#) are found in Eltham and Diamond Creek but the highest proportion of such households are found in North Warrandyte, St Andrews district, Eltham Central and Wattle Glen areas.

Eltham-Edendale, Hurstbridge, Research and St Andrews district areas have the highest rates of [rental stress](#) while [mortgage stress](#) is highest in Kangaroo Ground, Yarrambat, Rural North West and Plenty-Yarrambat areas.

## Social determinants of health lens

### Geography

Nillumbik is a geographically diverse municipality with a dispersed population and difficult topography. This can make access to work, recreation, study and necessary services difficult, particularly for those with mobility limitations or that don't have access to reliable private transport.

### Financial resources

Although many of the Shire's residents enjoy a low level of disadvantage, there are some groups within the community that are [financially vulnerable](#). The social gradient



of health is well-established: those with limited social and financial status experience poorer health outcomes. Almost 13 per cent of Nillumbik households are low-income households. People in these households are more likely to have chronic health conditions, live with disability, be unemployed or be employed part-time. People living alone account for 43.5 per cent of low-income households. Single parents can also have limited financial resources, and the majority of single parent households are led by women. There is a high level of [self-funded retirees](#) in Nillumbik but reliance on superannuation drops as people age with subsequent increased reliance on the aged pension. This information helps to identify groups within the community that may be at increased risk of poor health and social outcomes and that may find it difficult to access Council infrastructure or services.

### **Housing**

There are high [housing](#) costs in Nillumbik with almost 40 per cent of households with mortgages falling into the highest home loan repayment quartile, and more than 45 per cent of rental properties falling into the highest rental payment quartile. This is clearly a difficult situation for those that are financially vulnerable – less than nine per cent of properties in Nillumbik are rental properties and of those, less than four per cent are affordable for low-income earners. People in rental properties experience housing stress at 2.5 times the rate of mortgage-holders in the Shire.

There is also a significant lack of housing diversity in the Shire with 93 per cent of properties classified as detached houses. More than 77 per cent of properties are three-and-four-bedroom homes, despite more than 46 per cent of households comprising of only one or two people. With an ageing and growing population, there will be a need for more diverse housing options. Increasing housing diversity will also help to address housing costs and potentially avoid the pricing-out of people that are more financially vulnerable. This data will be useful in planning for growth and for advocacy regarding affordable housing.

### **Access to services and infrastructure**

The geography and topography of the Shire and a dispersed and relatively small population results in difficulties in the provision of, and access to, [services and infrastructure](#) within close proximity to where people live. There is low service utilisation of aged care services (particularly home care and home support services) which is unexpected given the significant aged population and the likelihood that many are living in large homes. There is also underutilisation of antenatal care. There is very limited access to long-acting reversible contraception and medical abortion services. Despite Nillumbik residents attending medical and allied health appointments, there are low rates of bulk-billing and residents have expressed difficulty in getting appointments when needed. Despite many residents earning high incomes, more than one in four delayed accessing dental care due to cost. This may be an indicator of cost-of-living pressures and high housing costs affecting residents despite high average incomes.

From an environmental point of view, there is easier access to alcohol off-licences in the Shire. This may be of concern given the high proportion of people at risk of harm from alcohol and high rates of alcohol-related hospitalisations.

### **Climate change**

There are a number of groups that are vulnerable to unequitable impacts of [climate change](#). Of particular relevance to Nillumbik are: older people; children; people with existing health conditions; low-income earners; people living alone; people in rural areas and; people without reliable transport.

Climate change also increases the risk to properties of bushfire.

## **Health risk factors and conditions lens**

### **Obesity**

As the leading cause of disease burden in Australia, addressing overweight and obesity can lead to significant population health improvements. Three in five Nillumbik residents and one in five children are [overweight or obese](#). Local governments can play a key role in the creation of health-promoting environments in terms of infrastructure, open space, strategic planning, local laws and in the provision of services and programs.

### **Alcohol and other drugs**

There is a higher rate of harm from alcohol consumption in Nillumbik, alongside high drug and alcohol-related hospital admissions. Men are much more likely to be hospitalised for [drug and alcohol](#)-related reasons. People aged 35-44 are most likely to be hospitalised for alcohol or pharmaceutical drug-related reasons, while those aged 25-34 are most likely to be hospitalised for illicit drug use, followed by those aged 35-44. The drugs responsible for the most hospitalisations are methamphetamine, opioids, cannabis and other sedatives. This data will be useful in identifying and supporting relevant and targeted harm-minimisation approaches and in advocating for relevant supports and services for those with drug and alcohol misuse issues.

### **Gambling**

Whilst there is a lack of local data, national and state data identifies that online gambling and sports betting is increasing for young people. 18–24-year-old Victorians are over-represented in sports betting, and men are three times more likely than women to participate in sport betting. 26% of young people aged 18-24 reported experiencing at least one type of gambling harm, the highest rate of any age range. 60% to 80% of young Australians engage in formal or informal gambling whilst underage. The prevalence of online and problem gambling, and associated harms, is expected to continue increasing, in particular for young people and men.

### **Vaping and tobacco use**

Fourteen per cent of the Nillumbik population [smoke or vape](#). There is little local information available about vaping, but national data indicates that there has been a large increase in the proportion of people vaping since 2019. This is particularly evident in young people. Council may use this data to identify relevant harm-minimisation strategies to implement or support in the local community, particularly for young people.

### **Nutrition**

More than one in three Nillumbik residents drink sugar-sweetened drinks daily or several times per week and 93 per cent of residents don't comply with vegetable consumption guidelines. Councils can play a key role in the development of health promoting environments, including food systems that support good health.

### **Physical inactivity**

Almost two thirds of Nillumbik adults undertake insufficient [physical activity](#). While there is high participation in sport at younger ages, participation in sport drops sharply from the age of 14 years and that is drops more significantly and sooner in females than in males. There are sex differences in the type of exercise preferred and the barriers experienced in undertaking physical activity. This may potentially impact on the equity of access to infrastructure that supports physical activity equitably across the municipality.

### **Disease and health conditions**

Almost 30 per cent of Nillumbik residents have at least one [long-term health condition](#). This equates to more than 20,000 people. Twelve per cent of children aged 0-14 years and 23 per cent of young people aged 15-24 have one or more long-term health conditions, equating to around 1,400 children and 1,900 young people. In those aged 65+, sixty per cent have at least one long-term condition. Together, a large proportion of the community is already living with chronic conditions.

Mental health is a major concern for residents of Nillumbik. It is the most common type of self-reported long-term health condition and 20 per cent of residents sought professional help for mental health concerns in the previous 12 months. There are higher rates of mental health conditions in young people and children in Nillumbik compared to Greater Melbourne averages and mental health has been identified by Nillumbik young people as a priority.

There are lower rates of [premature and avoidable deaths](#) in Nillumbik residents compared with Greater Melbourne averages. The major causes of premature death are cancer, circulatory system disease and external causes which somewhat align with major causes of hospitalisations.

Dementia and coronary heart disease are the overall leading causes of death for Shire residents with dementia being the most common cause of death in women and heart disease most common in men.

## Endnotes

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- <sup>1</sup> Compiled by .id (informed decisions) from data from the ABS Census of Population and Housing, <https://profile.id.com.au/nillumbik/about>, accessed 09/12/2024.
- <sup>2</sup> Compiled by (informed decisions) from data from the ABS Census of Population and Housing, <https://profile.id.com.au/nillumbik/about>, accessed 09/12/2024.
- <sup>3</sup> Australian Bureau of Statistics, [Census of Population and Housing](#) 2016 and 2021 (Usual residence). Compiled and presented in profile.id by .id (informed decisions).
- <sup>4</sup> Population and household forecasts, 2021 to 2046, prepared by .id (informed decisions), September 2024.
- <sup>5</sup> Australian Bureau of Statistics, [Census of Population and Housing](#) 2016 and 2021 (Usual residence). Compiled and presented in profile.id by .id (informed decisions).
- <sup>6</sup> Australian Bureau of Statistics, [Census of Population and Housing](#) 2016 and 2021 (Usual residence). Compiled and presented in profile.id by .id (informed decisions).
- <sup>7</sup> Population and household forecasts, 2021 to 2046, prepared by .id (informed decisions), September 2024.
- <sup>8</sup> Population and household forecasts, 2021 to 2046, prepared by .id (informed decisions), September 2024.
- <sup>99</sup> The British Academy, 2014, 'If you could do one thing...Nine local actions to reduce health inequalities, <https://www.thebritishacademy.ac.uk/documents/290/local-actions-to-reduce-health-inequalities.pdf>
- <sup>10</sup> Australian Institute of Health and Welfare 2016. Australia's health 2016. Australia's health series no. 15. Cat. no. AUS 199.
- <sup>11</sup> Australian Bureau of Statistics, [Census of Population and Housing](#) 2016 and 2021 (Usual residence). Compiled and presented in profile.id by .id (informed decisions).
- <sup>12</sup> Australian Bureau of Statistics (2021), [Socio-Economic Indexes for Areas \(SEIFA\), Australia](#), ABS Website, accessed 12 December 2024.
- <sup>13</sup> Australian Bureau of Statistics, [Census of Population and Housing](#) 2016 and 2021 (Usual residence). Compiled and presented in profile.id by .id (informed decisions).
- <sup>14</sup> Australian Bureau of Statistics, [Census of Population and Housing](#) 2016 and 2021 (Usual residence). Compiled and presented in profile.id by .id (informed decisions).
- <sup>15</sup> Australian Bureau of Statistics, [Census of Population and Housing](#) 2016 and 2021 (Usual residence). Compiled and presented in profile.id by .id (informed decisions).
- <sup>16</sup> Australian Bureau of Statistics, [Census of Population and Housing](#) 2016 and 2021 (Usual residence). Compiled and presented in profile.id by .id (informed decisions).
- <sup>17</sup> Jobs and Skills Australia, <https://www.jobsandskills.gov.au/news/small-area-labour-markets-june-quarter-2024-data-now-available>
- <sup>18</sup> Jobs and Skills Australia, <https://www.jobsandskills.gov.au/news/small-area-labour-markets-june-quarter-2024-data-now-available>
- <sup>19</sup> Australian Bureau of Statistics, [Census of Population and Housing](#) 2016 and 2021 (Usual residence). Compiled and presented in profile.id by .id (informed decisions).
- <sup>20</sup> Australian Bureau of Statistics, [Census of Population and Housing](#) 2016 and 2021 (Usual residence). Compiled and presented in profile.id by .id (informed decisions).
- <sup>21</sup> Australian Bureau of Statistics, [Census of Population and Housing](#) 2016 and 2021 (Usual residence). Compiled and presented in profile.id by .id (informed decisions).
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*Nillumbik Shire Council*  
**2025 Nillumbik Now and Beyond  
Consultation**  
*March 2025*



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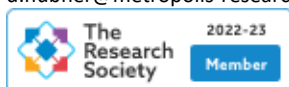
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## **Introduction**

In February 2025, Nillumbik Shire Council undertook a broad community survey, *Nillumbik Now and Beyond* to identify what is important to the community and inform high-level priority areas for Council.

To ensure a wide-reaching and inclusive engagement process, Council complemented the survey with various activities such as community pop-ups and children's activities.

This integrated engagement approach was designed to efficiently gather community insights to inform the development and review/update of key strategic plans, including the *Council Plan 2025-2029*, *Health and Wellbeing Plan 2025-2029*, *Community Vision* and the *Financial Plan 2021-2031*.

The survey results will inform discussions at Council's upcoming *Community Forum*, where participants will explore key themes in depth to provide input into the plans for Council's consideration (as part of deliberative community engagement).

The insights from this survey will also assist Councillor and staff workshops, in reviewing and developing strategic plans, ensuring community priorities are reflected in future decision-making.

## **Methodology**

### **Online survey**

The *Nillumbik Now and Beyond* survey was conducted as a self-selection, self-completion, online survey available on the Council consultation platform via the Council website.

The survey was open for participation from the 1<sup>st</sup> of February to the 2<sup>nd</sup> of March 2025, and was open to all interested parties to complete.

The online survey was advertised to the Nillumbik community via a variety of methods, including:

- Social media posts
- Real estate signs
- Post cards
- Posters
- X3 pop ups – spoke with over 550 people
- Staff sharing with networks
- Publications
- QR codes
- Staff email signoffs.



These efforts to advertise the survey to the community appear to have been relatively successful, with a total of 601 individuals choosing to participate. It is also noteworthy that the profile of these 601 respondents was relatively evenly distributed across the Shire.

Metropolis Research assisted Council in the design of the survey, largely in relation to the most effective way of capturing the feedback that Council officers were keen to obtain from the community to assist in the Council planning processes.

Given that this was a self-selection survey methodology, by which the individuals came to the survey themselves, following being [made aware of the survey via a variety of methods](#).

It is important to bear in mind that the results from this survey represent the views of those in the community who were both aware of the survey, and sufficiently engaged with Council or the issues covered, to take the steps necessary to participate.

This is fundamentally different to a random sample survey, by which individuals are randomly selected to participate, and cannot actively choose to take steps to participate if not selected.

This is an important distinction that should be borne in mind when interpreting the results outlined in this report.

Metropolis Research notes, however, that the sample of 601 respondents does reflect, relatively well, the geographical and demographic profile of the underlying Nillumbik community.

That said, it is noted that the sample over-represents older adults (aged 55 to 74 years) and female respondents. This is typical for a self-selection survey of this type.

The sample of respondents has not been weighted by suburb, age, or gender, as the sample is self-selected and cannot be interpreted as a representative sample.

#### ***Pop-Up sessions.***

In addition to the online survey, Council officers conducted a series of Pop-Up sessions, in Diamond Creek, Eltham, and Hurstbridge.

A summary of the feedback obtained from respondents is included in this report, however, this data does not provide detailed feedback on the number of participants making individual statements.

This data should be considered ancillary feedback, that provides a little more detailed insight into some community views.



## Summary of key findings

### ***Agreement that the Community Vision reflects community's future aspirations***

The key finding from the *Nillumbik Now and Beyond* online survey was that 61% agreed that the *Community Vision* still represents the community's aspirations for the future, whilst 17% did not agree.

This result was consistent with the *Annual Community Satisfaction Survey*, reinforcing the view that the *Community Vision* has strong majority support within the Nillumbik community.

Metropolis Research notes that a majority of respondents from all precincts comprising the Nillumbik Shire, as well as all age groups, gender, language, disability status, and LGBTIQ+ status agreed that the *Community Vision* still represents the community's future aspirations.

It is noted, however, that only one of the four respondents identifying as Aboriginal and / or Torres Strait Islander agreed that the *Community Vision* still represents the community's future aspirations.

Metropolis Research notes the sample of four respondents was insufficient to form the view that the Aboriginal and / or Torres Strait Islander community had a different view about the *Community Vision* than the community as a whole.

### ***Most important actions***

Of the 59 actions included across six broad areas, the 20 most important are outlined in the following graph.

The most important action as rated by respondents was emergency management and response, at 8.9 out of 10. This reflects the nature of the Shire and was consistent with the high importance that respondents to the *Annual Community Satisfaction* survey placed on fire prevention works (9.0 out of 10).

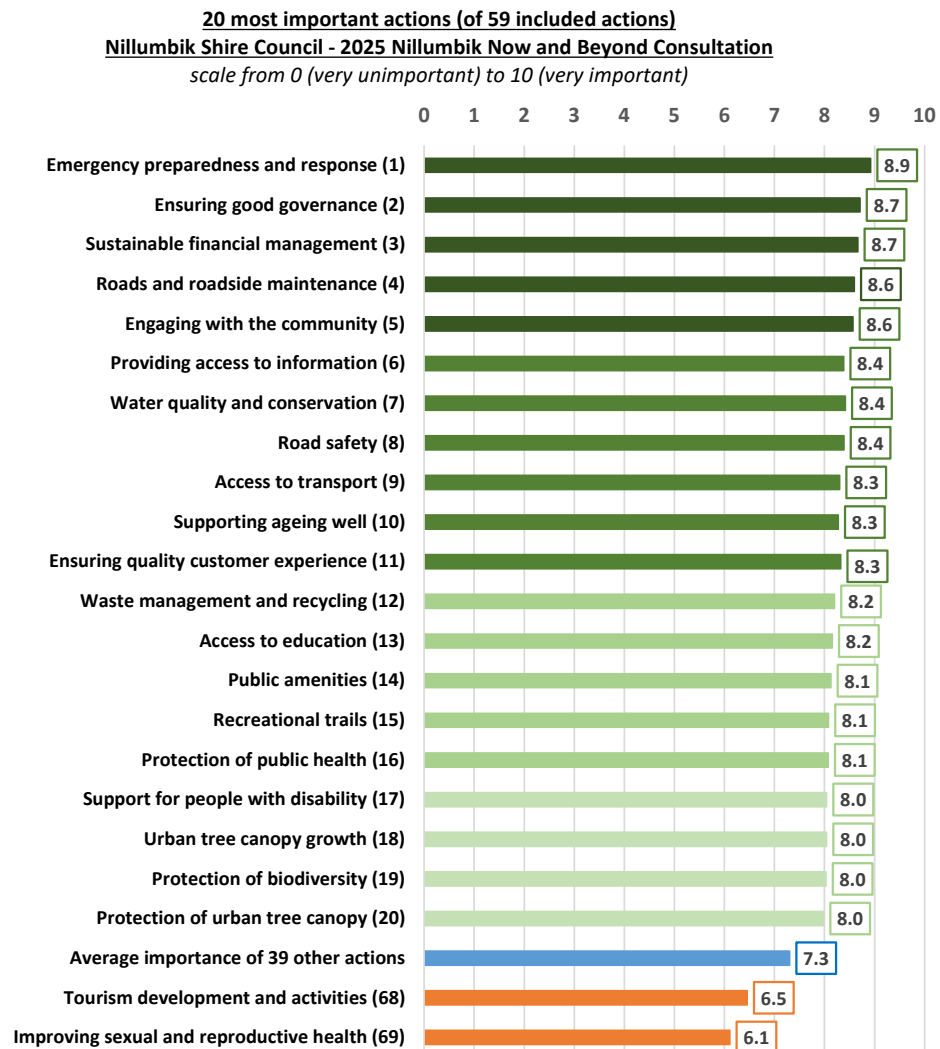
Actions relating to ensuring good governance (8.7), sustainable financial management (8.7), engaging with the community (8.6), providing access to information (8.4), and ensuring quality customer service experience (8.3) were all prominent in the top 20 most important actions.

Metropolis Research notes, however, that these areas and issues were not prominent in the *Annual Community Satisfaction* survey results for the top issues to address in the Shire at the moment. This is important, as it highlights that when asked, the community reinforces the view that good governance, financial management, and consultation and engagement are critically important to the operations of the Council.



*Nillumbik Shire Council – 2025 Nillumbik Now and Beyond Consultation*

However, the fact that these areas were not prominent in the top issues to address results from the community satisfaction survey reinforces the view that Council's performance in relation to these areas of performance were not currently causing significant concern in the community.



The other areas of highest priority for respondents to the consultation related to roads and roadside maintenance, with an average importance of 8.6 out of 10, with 80% considering it "very important" and just seven percent considering it "unimportant".

This result reinforces that found in the *Annual Community Satisfaction Survey*, that found that road maintenance and repairs was the most common issue raised by respondents, with 24% nominating the issues in 2025. This compares to a metropolitan Melbourne average of nine percent.



Metropolis Research notes that many of the 20 most important actions related to governance, financial management and engagement; transport, particularly roads; community support for people including ageing, disability and public health; waste management and recycling; and the local natural environment.

Metropolis Research draws attention to the fact that in relation to the environment, respondents clearly prioritised the local natural environment such as local urban tree canopy and biodiversity, over climate action more broadly.

This is further reinforced by the finding that 53% of respondents suggested actions in relation to parks, gardens, natural environment, trees, or biodiversity as aspects Council should prioritise in relation to sustainable futures and health environments.

### ***Summary of key results by theme***

The following section provides the most important actions as well as the most common suggestions for actions for each of the six broad themes included in the survey.

It is important to note, that whilst the results for the importance of each of the actions listed under each of the six broad themes, the variation in average importance of many of these actions was relatively small.

This reinforces the finding that, whilst there were clearly some actions that were more important to the community than others, all the listed actions were considered by respondents.



## **Sustainable futures and healthy environments**

The six (of nine) actions which respondents considered to be the most important in relation to sustainable future and health environments were as follows:

- |                                   |               |                                      |
|-----------------------------------|---------------|--------------------------------------|
| • Water quality and conservation  | 8.4 out of 10 | 77% very important, 9% unimportant   |
| • Waste management and recycling  | 8.2 out of 10 | 73% very important, 10% unimportant  |
| • Urban tree canopy growth        | 8.0 out of 10 | 71% very important, 12% unimportant  |
| • Protection of biodiversity      | 8.0 out of 10 | 69% very important, 12% unimportant  |
| • Protection of urban tree canopy | 8.0 out of 10 | 69% very important, 12% unimportant  |
| • Recycling programs              | 7.8 out of 10 | 69% very important, 12% unimportant. |

The five most common suggestions for Council to prioritise in relation sustainable futures and healthy environments were as follows:

- |   |                     |
|---|---------------------|
| • Parks and gardens, natural environment, trees, biodiversity   | 54% of respondents  |
| • Waste and recycling programs, and the circular economy        | 16% of respondents  |
| • Planning and development related                              | 15% of respondents  |
| • Climate change, sustainability, and resilience related issues | 10% of respondents  |
| • Roads, traffic, and parking                                   | 10% of respondents. |

## **Inclusive living and participation**

The six (of nine) actions which respondents considered to be the most important in relation to inclusive living and participation were as follows:

- |                                       |               |                                      |
|---------------------------------------|---------------|--------------------------------------|
| • Support for ageing well             | 8.3 out of 10 | 76% very important, 10% unimportant  |
| • Support for people with disability  | 8.0 out of 10 | 72% very important, 12% unimportant  |
| • Support for young people            | 7.8 out of 10 | 68% very important, 14% unimportant  |
| • Maternal and Child Health Services  | 7.8 out of 10 | 68% very important, 15% unimportant  |
| • Access to preschools / kindergarten | 7.7 out of 10 | 67% very important, 14% unimportant  |
| • Access to libraries                 | 7.7 out of 10 | 64% very important, 14% unimportant. |

The five most common suggestions for Council to prioritise in relation to inclusive living and participation were as follows:

- |  |                    |
|--|--------------------|
| • Council support for people with needs                        | 18% of respondents |
| • Council services and facilities e.g., MCH, libraries, venues | 12% of respondents |
| • Community groups and programs                                | 12% of respondents |
| • Community consultation, engagement, education, awareness     | 8% of respondents  |
| • Community events and activities                              | 8% of respondents. |





### **Thriving places and vibrant communities**

The seven (of 10) actions which respondents considered to be the most important in relation to thriving places and vibrant communities were as follows:

• Protection of public health	8.1 out of 10	73% very important, 11% unimportant
• Protection of neighbourhood character	7.9 out of 10	68% very important, 13% unimportant
• Strategic land use planning	7.8 out of 10	68% very important, 14% unimportant
• Housing that meets community needs	7.7 out of 10	68% very important, 15% unimportant
• Support to local business	7.6 out of 10	64% very important, 12% unimportant
• Protection of history and heritage	7.6 out of 10	61% very important, 12% unimportant
• Local employment opportunities	7.6 out of 10	62% very important, 13% unimportant.

The five most common suggestions for Council to prioritise in relation to thriving places and vibrant communities were as follows:

• Community arts and culture	14% of respondents
• Planning and development related	13% of respondents
• Community events and festivals	13% of respondents
• Parks and gardens, natural environment, trees, biodiversity	11% of respondents
• Support for local business, jobs, economic development, or tourism	8% of respondents.

### **Connected, safe, and active spaces**

The six (of 12) actions which respondents considered to be the most important in relation to connected, safe, and active spaces were as follows:

• Roads and roadside maintenance	8.6 out of 10	80% very important, 7% unimportant
• Access to transport	8.4 out of 10	78% very important, 7% unimportant
• Road safety	8.4 out of 10	77% very important, 9% unimportant
• Public amenities	8.1 out of 10	71% very important, 8% unimportant
• Recreational trails	8.1 out of 10	71% very important, 9% unimportant
• Footpaths	8.0 out of 10	66% very important, 11% unimportant.

The five most common suggestions for Council to prioritise in relation to connected, safe, and active spaces were as follows:

• Active transport e.g., walking and cycling paths, footpaths	27% of respondents
• Roads, traffic, and parking	22% of respondents
• Parks and gardens, natural environment, trees, biodiversity	15% of respondents
• Public transport	11% of respondents
• General infrastructure and amenities e.g., drains, taps, seating, toilets	8% of respondents.





## **Health and wellbeing**

The 10 (of 19) actions which respondents considered to be the most important in relation to health and wellbeing were as follows:

• Access to transport	8.2 out of 10	75% very important, 10% unimportant
• Access to education	8.2 out of 10	74% very important, 10% unimportant
• Access to housing	7.9 out of 10	68% very important, 12% unimportant
• Food: healthy, affordable, and sustainable	7.9 out of 10	66% very important, 12% unimportant
• Preventing family violence	7.9 out of 10	71% very important, 15% unimportant
• Mental health	7.9 out of 10	69% very important, 14% unimportant
• Increasing active living	7.8 out of 10	66% very important, 12% unimportant
• Preventing elder abuse	7.7 out of 10	68% very important, 15% unimportant
• Promoting social inclusion, reduce isolation	7.6 out of 10	66% very important, 16% unimportant
• Prevent physical, chronic health condition	7.5 out of 10	65% very important, 16% unimportant.

The four most common suggestions for Council to prioritise in relation to health and wellbeing were as follows:

• Better / cheaper public health and medical services / facilities	15% of respondents
• Parks and gardens, natural environment, trees, biodiversity	6% of respondents
• Council support for people with need	6% of respondents
• Healthy lifestyle facilities e.g., sports and exercise equipment	5% of respondents.

## **Governance and community leadership**

The six (of 8) actions which respondents considered to be the most important in relation to governance and community leadership were as follows:

• Emergency preparedness and response	8.9 out of 10	88% very important, 6% unimportant
• Ensuring good governance	8.7 out of 10	83% very important, 6% unimportant
• Sustainable financial management	8.7 out of 10	82% very important, 7% unimportant
• Engaging with the community	8.6 out of 10	82% very important, 8% unimportant
• Providing access to information	8.4 out of 10	79% very important, 8% unimportant
• Ensuring quality customer service	8.3 out of 10	79% very important, 8% unimportant

The six most common suggestions for Council to prioritise in relation to governance and community leadership were as follows:

• Community communication, consultation, engagement, information	20% of respondents
• Council governance, management, and performance	15% of respondents
• Council financial management and priorities	7% of respondents
• Less attention to social issues	4% of respondents
• Transparency	4% of respondents
• Support / partnership with community organisations, LLCs	4% of respondents.



## Community Vision

Respondents were asked:

*“Do you think this Community Vision still represents the community’s aspirations for the future?”*

A little less than two-thirds (61%) of respondents who provided a response to the question agreed that the *Community Vision* still represents the community’s aspirations for the future, whilst 17% did not agree.

Metropolis Research notes that this result was consistent with that recorded in the 2025 *Annual Community Satisfaction* survey, which reported an identical 61% agreement with the *Community Vision*.

This is an important finding, as it suggests that a significant majority of the community, both those randomly sourced, as well as these self-selected online survey participants, agreed that the *Community Vision* continues to represent the community’s aspirations for the future.

Whilst noting the significant majority agreement, it is important to recognise that there remains a substantial majority (39% of random survey respondents and 17% of the self-selected respondents) who did not agree.

**Community Vision represents the community’s aspiration for the future**  
**Nillumbik Shire Council - 2025 Nillumbik Now and Beyond Consultation**  
(Number and percent of respondents providing a response)

Response	2025	
	Number	Percent
Yes	346	61%
No	98	17%
Unsure	126	22%
Not stated	31	
<b>Total</b>	<b>601</b>	<b>100%</b>

There was no measurable variation in this result observed across the municipality, although it is noted that respondents from Diamond Creek were somewhat (6%) less likely to agree that the *Community Vision* still represented the community’s aspirations than the average.

There was some variation in this result observed by respondent profile, as outlined in the following graph.

Young adults (aged 15 to 34 years) and senior citizens (aged 75 years and over) were somewhat more likely to agree that the *Community Vision* still represented the community’s aspirations than the average, whilst middle-aged adults (aged 45 to 59 years) were somewhat (6%) less likely.

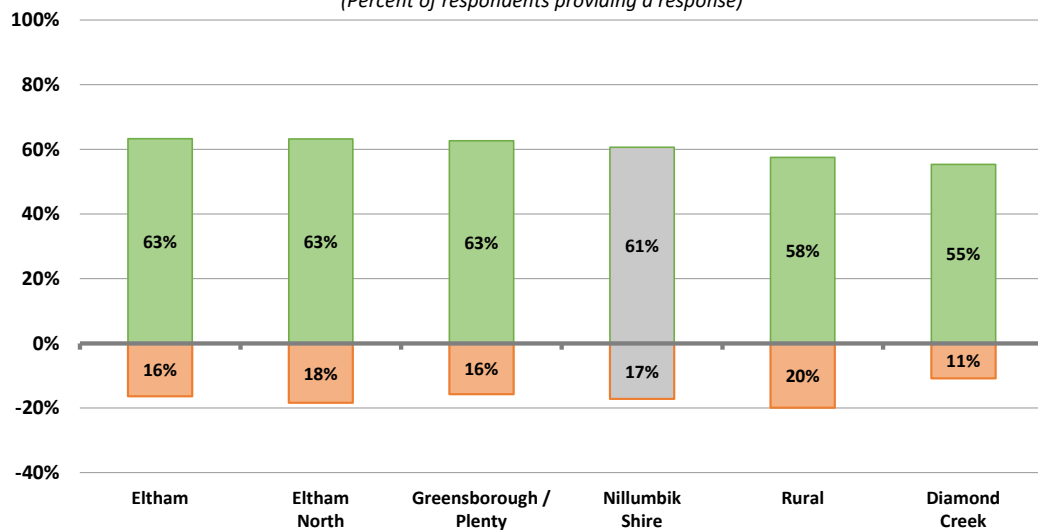


*Nillumbik Shire Council – 2025 Nillumbik Now and Beyond Consultation*

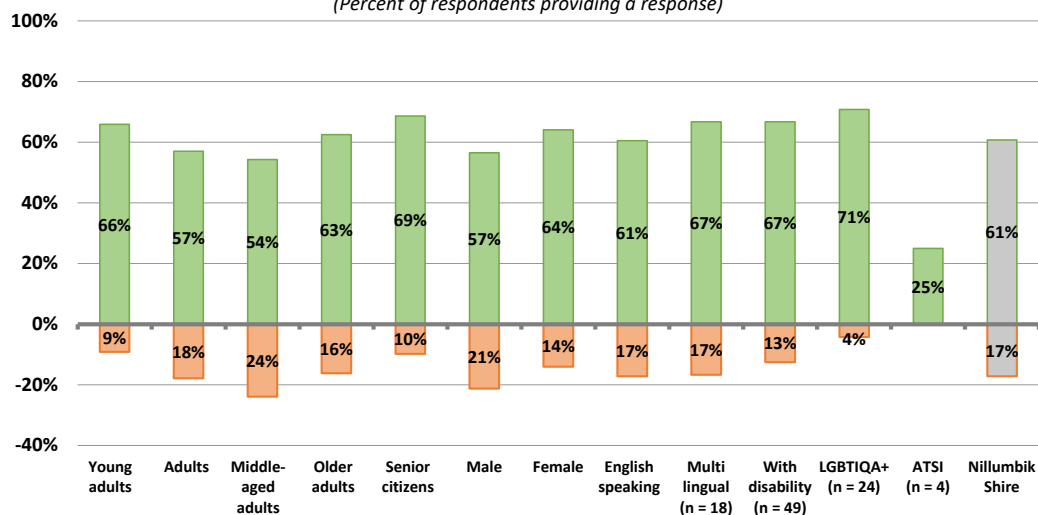
Metropolis Research notes that this variation by age structure was consistent with the results recorded in the *Annual Community Satisfaction Survey*.

It is noted, however, that only one of the four respondents identifying as Aboriginal and / or Torres Strait Islander agreed that the *Community Vision* still represents the community's future aspirations. Metropolis Research notes the sample of four respondents was insufficient to form the view that the Aboriginal and / or Torres Strait Islander community has a different view about the *Community Vision* than the community as a whole.

**Community Vision represents the community's aspiration for the future by precinct**  
**Nillumbik Shire Council - 2025 Nillumbik Now and Beyond Consultation**  
(Percent of respondents providing a response)



**Community Vision represents the community's aspiration for the future by profile**  
**Nillumbik Shire Council - 2025 Nillumbik Now and Beyond Consultation**  
(Percent of respondents providing a response)



## Sustainable futures and healthy environments

### Importance of selected aspects

Respondents were asked:

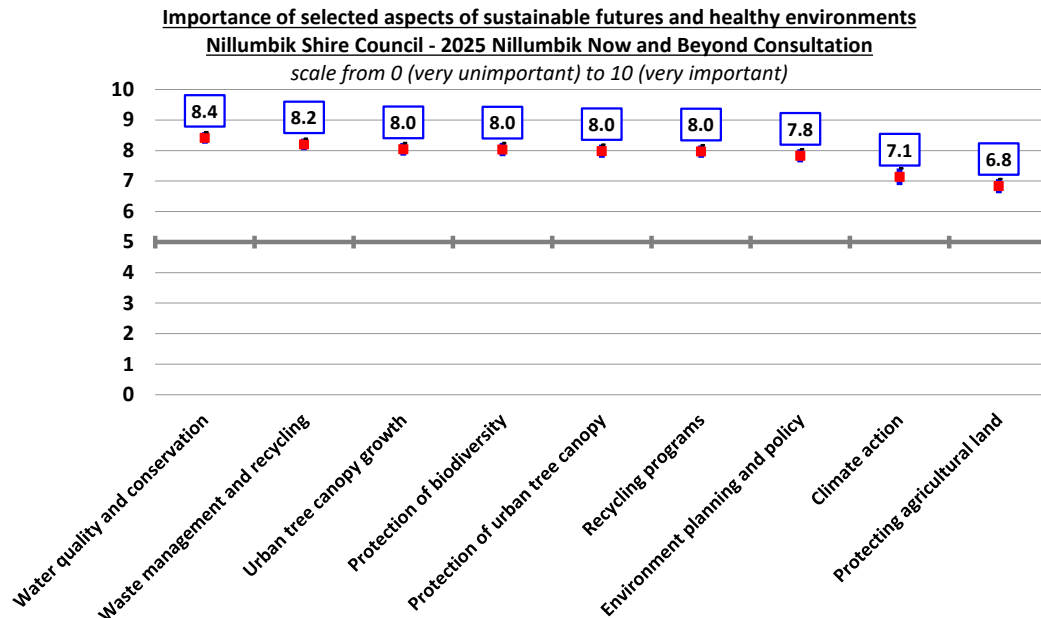
*“On a scale of 0 (lowest) to 10 (highest), how would you rate the importance of each of the following?”*

Respondents were asked to rate the importance of each of nine actions in relation to sustainable futures and healthy environments.

The results of this question are presented in two formats, firstly the average importance of each of the nine aspects on a scale from zero (very unimportant) to 10 (very important). This format provides both an average importance score for each action, as well as providing a ranking of the importance of the nine actions from most to least important.

The following graph displays the average importance of each of these nine actions, with measurable and significant variation from the most important (water quality and conservation at 8.4 out of 10) to the least important (protecting agricultural land at 6.8).

It is important to bear in mind that all nine actions were considered important by respondents, with importance scores of at least 6.8 out of 10.



*Nillumbik Shire Council – 2025 Nillumbik Now and Beyond Consultation*

Metropolis Research notes that water quality and conservation was measurably more important than all eight other actions.

It is also noted that waste management and recycling was measurably more important than environment planning and policy, climate action, and protecting agricultural land.

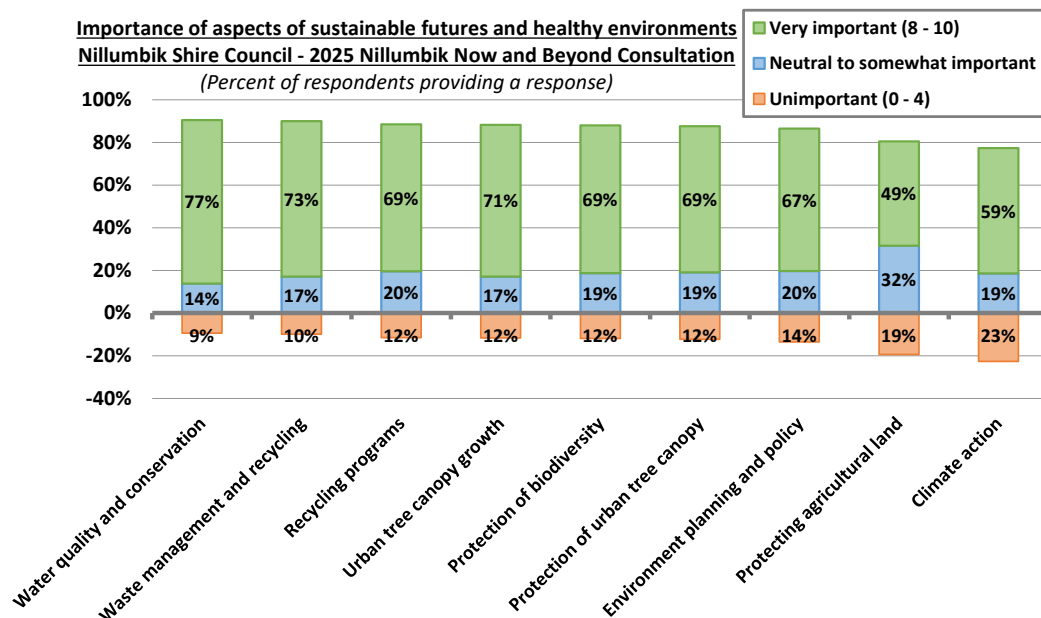
Of the less important (but still important nonetheless) were climate action (7.1) and protecting agricultural land (6.8), both of which were measurably less important than each of the other seven actions.

These results clearly show that water quality and conservation as well as waste management and recycling were the most important actions in relation to sustainable futures and healthy environments, whilst climate action and protecting agricultural land were the least important.

The second format in which the results are presented is a breakdown of the proportion of respondents who considered each action to be “very important” (i.e., rated importance at eight or more out of 10), those who considered each action to be “neutral to somewhat important” (i.e., rated importance at between five and seven), and those who considered each action to be “unimportant” (i.e., rated importance at less than five out of 10).

It is noted that more than two-thirds of respondents (who provided a score) considered seven of the nine actions to be “very important”, whilst approximately half or more considered climate action (59%) and protecting agricultural land (49%) to be “very important”.

Attention is drawn to the 23% of respondents who considered climate action and the 19% who considered protecting agricultural land to be “unimportant”, with importance scores of less than five out of 10.



The following table provides a comparison of the average importance of each of these nine sustainable futures and healthy environment actions by each of the five precincts comprising the Nillumbik Shire.

The table also highlights results that were notably to measurably higher or lower than the average importance.

It is noted that respondents from Eltham and Eltham North tended to rate the importance of many of these aspects notably higher than the municipal average.

By contrast, respondents from Greensborough / Plenty and Diamond Creek tended to rate the importance of some of the actions notably lower than the municipal average.

**Importance of selected aspects of sustainable futures and healthy environments**

**Nillumbik Shire Council - 2025 Nillumbik Now and Beyond Consultation**

(Number and index score 0 - 10)

Statement	G'borough/ Plenty	Diamond Creek	Eltham	Eltham North	Rural	Nillumbik Shire
Water quality and conservation	8.0	8.5	8.8	8.9	8.4	8.4
Waste management and recycling	8.1	8.4	8.5	9.1	8.0	8.2
Urban tree canopy growth	7.8	7.8	8.7	8.8	7.9	8.0
Protection of biodiversity	7.7	7.8	8.4	8.6	8.1	8.0
Protection of urban tree canopy	7.5	7.6	8.6	8.8	7.9	8.0
Recycling programs	7.2	7.8	8.4	8.6	8.0	8.0
Environment planning and policy	7.8	7.4	8.4	8.3	7.8	7.8
Climate action	6.9	6.4	7.6	7.7	7.2	7.1
Protecting agricultural land	7.3	6.6	7.2	7.4	6.6	6.8
Average score	7.6	7.6	8.3	8.5	7.8	7.8
Total respondents	55	69	132	38	236	601

***Aspects Council should prioritise***

Respondents were asked:

*“What, if anything, do you believe Council should prioritise in relation to sustainable futures and healthy environments?”*

Respondents were provided an open-ended opportunity to outline up to three actions that they believed Council should prioritise in relation to sustainable future and healthy environments.



Approximately three-quarters (76%) of respondents nominated at least one action that they believed Council should prioritise, providing a total of 1,119 actions, at an average of a little more than two actions per respondent.

These open-ended responses have been broadly categorised, as outlined in the following table, with the verbatim responses underlying these categories available on request.

By far the most common areas that respondents believed Council should prioritise in relation to sustainable future and healthy environments related to the local environment, including parks and gardens, trees, biodiversity, and the local natural environment, with more than half (53%) of respondents nominating this.

There were four other categories that more than 10% of respondents nominated, including waste and recycling including the circular economy (16%), planning and development issues (15%), climate change, sustainability, and resilience related issues (10%), and roads and traffic (10%).

It is noted that there were a wide range of other issues and actions provided by respondents, as outlined in the following table.

It is also noted that eight respondents (1%) stated the view that this was not a role for Council, and / or that Council should 'stick to the basics'.





*Nillumbik Shire Council – 2025 Nillumbik Now and Beyond Consultation*

**Aspects Council should prioritise about sustainable futures and healthy improvements**

**Nillumbik Shire Council - 2025 Nillumbik Now and Beyond Consultation**

*(Number and percent of total respondents)*

Response	2025	
	Number	Percent
Parks / gardens / natural environment / trees / biodiversity	327	54%
Waste and recycling and circular economy	94	16%
Planning and development	91	15%
Climate change / sustainability / resilience	59	10%
Roads, traffic and parking	59	10%
Communication / engagement / communication / education	54	9%
Animal management and control including pets and wildlife	40	7%
Sustainable / renewable energy	38	6%
Conservation / protection of wildlife	32	5%
Active transport (e.g. walking, cycling, footpaths)	31	5%
Economic / financial issues and priorities	30	5%
Public areas maintenance / cleaning / update	29	5%
Bushfire and emergency management	27	4%
Community atmosphere / activities, art and community gardens	25	4%
Public transport	16	3%
Social issues	14	2%
Stronger laws / stronger enforcement	14	2%
Community groups / programs e.g. Allwood House, LLCs	12	2%
Community support (including Council services, health, medical)	12	2%
Healthy lifestyle facilities (e.g. sports / exercise equipment)	11	2%
Waterways / creeks protection and management	9	1%
General infrastructure / amenities (e.g. drains, taps, seating)	8	1%
Not Council role / stick to basics	8	1%
Protection of agricultural land / farming	8	1%
Environmental planning and policy	6	1%
Sustainable / environmentally friendly practices	6	1%
Accessibility incl. for elderly / people with disability	5	1%
Water quality and conservation	5	1%
Electric vehicle charging infrastructure	4	1%
Safety and security and policing	3	0%
Community facilities / hubs / venues	2	0%
Less focus on climate change / it is a scam	1	0%
All other issues	39	6%
<b>Total responses</b>	<b>1,119</b>	
<i>Respondents identifying at least one issue</i>	<b>456</b> <i>(76%)</i>	





### ***Pop-up consultation sessions feedback***

The following summary of key points raised by participants at the three Pop-Up sessions conducted by Council officers were as follows:

The themes outlined by participants to the Pop-Up sessions was broadly consistent with the results from the self-selected online survey.

#### **Diamond Creek Summary:**

- *Wildlife / biodiversity* - more needed to protect wildlife and biodiversity.
- Cleanliness and maintenance of creeks and natural habitats.
- *Bushfire* - need to expediate plans for bushfire.

#### **Eltham Summary:**

- *Climate and environment* - important, need more planting, protection of trees, less over-pruning, too much tarmac.
- *Wildlife / biodiversity protection* – bird habitat, biodiversity in walking trails, Powerful Owl.
- *Trees* - wattle trees are not good for asthma sufferers.
- *Renewable energy* – cost is a barrier to put in solar power.
- *Recycling* – can deposit scheme in Panton Hill and Smiths Gully don't have scanning machines.

#### **Hurstbridge Summary**

- *Planning and development* - sub-dividing land in Hurstbridge too much.
- *Greenery* - keep area green – changing too quickly, don't want to turn into Doreen.



## Inclusive living and participation

### Importance of selected aspects

Respondents were asked:

*“On a scale of 0 (lowest) to 10 (highest), how would you rate the importance of each of the following?”*

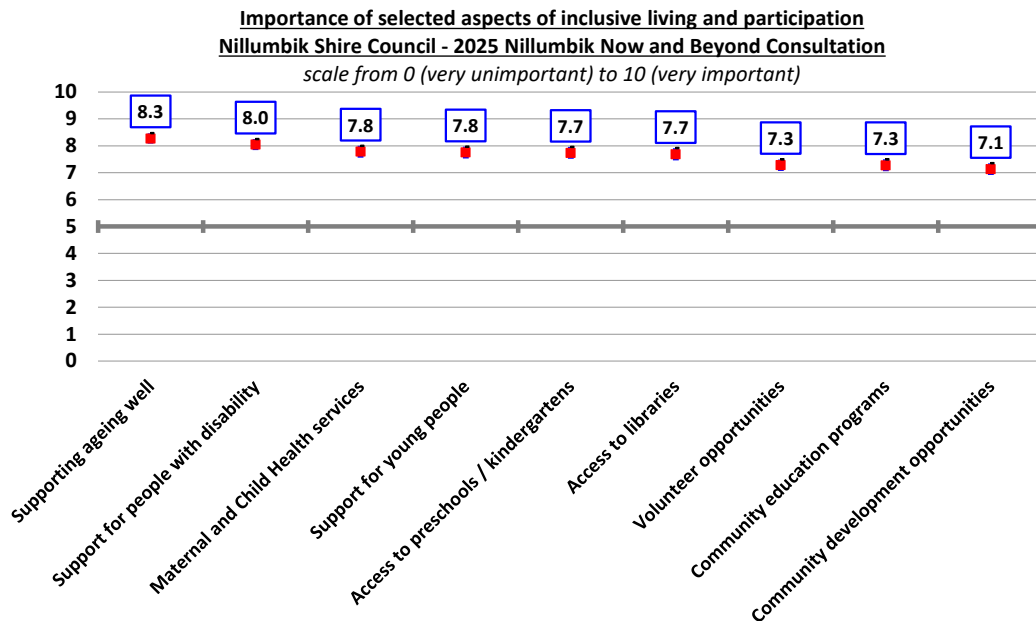
Respondents were asked to rate the importance of each of nine actions in relation to inclusive living and participation.

The results of this question are presented in two formats, firstly the average importance of each of the nine aspects on a scale from zero (very unimportant) to 10 (very important).

This format provides both an average importance score for each action, as well as providing a ranking of the importance of the nine actions from most to least important.

The following graph displays the average importance of each of these nine actions, with measurable and significant variation from the most important (supporting ageing well at 8.3 out of 10) to the least important (community development opportunities at 7.1).

It is important to bear in mind that all nine actions were considered important by respondents, with importance scores of at least 7.1 out of 10.



*Nillumbik Shire Council – 2025 Nillumbik Now and Beyond Consultation*

It is noted that supporting ageing well was measurably more important than seven of the eight other actions. By contrast, community development opportunities (7.1), community education programs (7.3), and volunteer opportunities (7.3) were measurably less important than the other five actions.

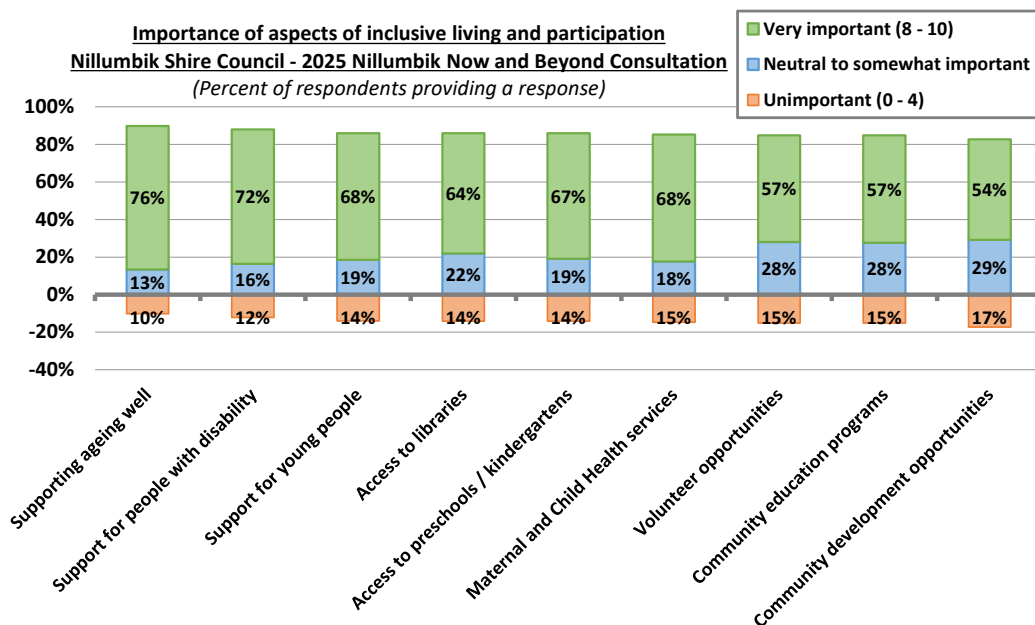
These results clearly show that supporting ageing well and support for people with disability were the most important actions in relation to inclusive living and participation, whilst the three, community engagement and development related actions were the least important.

Metropolis Research suggests that these results highlight the importance the community places on direct service delivery, such as supporting ageing, support for people with disability, and to a lesser extent support for young people.

The second format in which the results are presented is a breakdown of the proportion of respondents who considered each action to be “very important” (i.e., rated importance at eight or more out of 10), those who considered each action to be “neutral to somewhat important” (i.e., rated importance at between five and seven), and those who considered each action to be “unimportant” (i.e., rated importance at less than five out of 10).

It is noted that approximately two-thirds or more of respondents (who provided a score) considered six of the nine actions to be “very important”, whilst a little more than half considered volunteer opportunities (57%), community development programs (57%), and community development opportunities (54%) to be “very important”.

Attention is drawn to the fact that there was relatively little variation in the proportion of respondents who considered each of these nine actions to be “unimportant”, although 17% considering community development opportunities to be “unimportant”.



The following table provides a comparison of the average importance of each of these nine inclusive living and participation actions by each of the five Nillumbik Shire precincts.

The table also highlights results that were notably to measurably higher or lower than the average importance.

It is noted that respondents from Eltham and Eltham North tended to rate the importance of many of these aspects notably higher than the municipal average.

By contrast, respondents from Greensborough / Plenty and Diamond Creek tended to rate the importance of most of the actions notably lower than the municipal average.

**Importance of selected aspects of inclusive living and participation**  
**Nillumbik Shire Council - 2025 Nillumbik Now and Beyond Consultation**  
(Number and index score 0 - 10)

Statement	G'borough/ Plenty	Diamond Creek	Eltham	Eltham North	Rural	Nillumbik Shire
Supporting ageing well	7.7	8.4	8.5	8.5	8.3	8.3
Support for people with disability	7.5	8.2	8.4	8.7	7.9	8.0
Maternal and Child Health services	7.1	7.8	8.2	8.4	7.6	7.8
Support for young people	7.0	7.8	8.2	7.9	7.6	7.8
Access to preschools / kindergartens	7.1	7.6	8.3	8.5	7.6	7.7
Access to libraries	7.3	7.7	8.4	8.4	7.3	7.7
Volunteer opportunities	7.0	7.3	7.4	7.3	7.3	7.3
Community education programs	7.1	7.2	7.5	7.4	7.2	7.3
Community development opportunities	6.8	7.3	7.3	7.2	7.1	7.1
Average score	7.2	7.7	8.0	8.0	7.5	7.7
Total respondents	55	69	132	38	236	601

### Aspects Council should prioritise

Respondents were asked:

*“What, if anything, do you believe council should prioritise in relation to inclusive living and participation?”*

Respondents were provided an open-ended opportunity to outline up to three actions that they believed Council should prioritise in relation to inclusive living and participation.

A little less than two-thirds (60%) of respondents nominated at least one action that they believed Council should prioritise, providing a total of 764 actions, at an average of approximately two actions per respondent.



*Nillumbik Shire Council – 2025 Nillumbik Now and Beyond Consultation*

These open-ended responses have been broadly categorised, as outlined in the following table, with the verbatim responses underlying these categories available on request.

The three most common areas that respondents believed Council should prioritise in relation to inclusive living and participation related to Council support for people with needs (18%), various Council services (e.g., MCH, libraries, kinder, venues, etc) (12%), and community groups and programs (12%).

It is also noted that eight respondents (2%) stated the view that this was not a role for Council, and / or that Council should ‘stick to the basics’.

**Aspects Council should prioritise about inclusive living and participation**  
**Nillumbik Shire Council - 2025 Nillumbik Now and Beyond Consultation**  
*(Number and percent of total respondents)*

Response	2025	
	Number	Percent
Council support for people with needs	109	18%
Council services / facilities (e.g. MCH, libraries, kinder, venues)	74	12%
Community groups / programs e.g. Allwood House, LLCs	73	12%
Community communication / engagement / education / awareness	51	8%
Community events / activities	48	8%
Planning and development	31	5%
Accessibility for all ages and abilities	27	4%
Support / services for youth	27	4%
Roads, traffic and parking	25	4%
Healthy lifestyle facilities (e.g. sports / exercise equipment)	24	4%
Parks / gardens / natural environment / trees / biodiversity	23	4%
Community art and culture	20	3%
Less attention to social justice issues	20	3%
More attention to social justice issues	19	3%
Better / more affordable housing	18	3%
Community atmosphere / community gardens / spaces	18	3%
Community transport	18	3%
Active transport (e.g. walking, cycling, footpaths)	17	3%
Public transport	14	2%
Economic / financial support (e.g. cost of living pressure)	12	2%
Public health and medical services / facilities	12	2%
Indigenous issues / history	10	2%
Not Council role / stick to basics	8	1%
Safety, security and policing	6	1%
Bushfire / emergency	5	1%
Support for local business / jobs / economic development / tourism	4	1%
Domestic violence support / services	2	0%
Services and facilities for animals including pets and wildlife	2	0%
General infrastructure / amenities (e.g. drains, taps, seating)	1	0%
All other issues	46	8%
<b>Total responses</b>	<b>764</b>	
<i>Respondents identifying at least one issue</i>	<b>361</b>	
	<b>(60%)</b>	



### ***Pop-up consultation sessions feedback***

The following summary of key points raised by participants at the three Pop-Up sessions conducted by Council officers were as follows:

The themes outlined by participants to the Pop-Up sessions were broadly consistent with the results from the self-selected online survey.

#### **Diamond Creek**

- *Vulnerable groups* - single parents are struggling financially as welfare is not enough, more support if they are fleeing family violence.
- *Older people* – More services for older people.

#### **Eltham**

- *Social cohesion* - more focus on social cohesion, especially with changing demographics in Nillumbik, need more cultural events and activities, like Grief Group.
- *Trans rights* - protect trans rights.
- *Reconciliation* – important, need to do more.
- *Politics* - Less political stuff at libraries e.g. LGBTIQ+ “can’t we just respect everyone”, keep Trump politics / culture out of Nillumbik, very concerned.
- *Bushfire* - Put water tanks along the fire-tracks, use recycled plastic to make water tanks for rural areas – helps with fires and for farmers.
- *Eltham Town Square* – lift in the Woolworths car park does not work. This is an accessibility issue for disabled.
- *Nillumbik / Eltham is inclusive* – doing a good job. Sports and rec and leisure facilities are inclusive and accessible, feels like a welcoming place, not much discrimination.
- *Information* - More news and information about disability, My Aged Care services, including Centrelink / financial implications. Raise awareness.
- *Kids* - great early years and kinder support for kids. Local kindergarten
- It is very inclusive.
- *Older people* - Would like to see community groups / social programs helping older people with reduced mobility to afford mobility aids, memory care / ageing well support / tips not just for people with dementia. More low cost / free activities for older people.
- *People with dementia* - integrated programs with community for people with dementia and carers, art, dancing, ballroom dancing, neighbourhood house programs, advocate for less



*Nillumbik Shire Council – 2025 Nillumbik Now and Beyond Consultation*

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discrimination against people with dementia, treat them as individuals, more conversations about disability awareness and anti-discrimination.

- *People with dementia* - Implement a volunteer transport program where the volunteers take the person with dementia / other disability and their carer out for a coffee and stay for a chat.
- *Discrimination* - More anti-bullying programs at school (Eltham High) – Find out why people bully and respond – not just suspend.

### **Hurstbridge**

- *Discrimination* – discrimination and sexism in school uniforms – girls taken into a room and told what they can and can't wear, whilst the boys were allowed to go outside and play basketball, it is important to focus on so the world can be better for kids, Discrimination isn't an issue here, we're all Anglo.
- *Veterans* - Support veterans more.
- *Reconciliation* – want to know more about Nillumbik history pre-colonisation, promote and share more, history beyond Henry Hurst – it's whitewashed.
- *Education* – we have limited choices in the public system out here – especially for high schools, I'm worried about Diamond Valley College being our only option.
- Family from rural area with teenage son with autism stated the following:
  - *Education* – hard to get support and services we need in schools, mainstream schools are hit and miss, we've tried but had to move to homeschooling – we need consistency in support and need more specialised support.
  - Services for children – proximity and distance are an issue, hard to get services we need.
  - Hard to find support workers who will come out to the rural area – 2 hours minimum for funding, hard when you only need someone for an hour.
  - Accessing mainstream sport, gyms, scouts has been hard – they don't get back to you, seen as too hard basket, or you can't get support to adjust.
  - No fences in parks and playgrounds with mother's group I miss out.
  - Communicating with Carers Vic is tricky, sometimes receptive, sometimes judgmental – sometimes you get offered things, sometimes not, feels arbitrary.
  - Don't feel comfortable doing respite overnight at his age.
  - Can't cancel and reschedule disability services, you lose the service.
  - Accessing services is tricky, long wait lists.
  - Not really any advocacy services locally, so we had to go to Preston.
- *MCH Centre at Diamond Creek* – have really good experience, but my friends in Nillumbik had bad experiences, felt pressured to breastfeed and not supported when having challenges by Eltham MCH.
- *Atmosphere* - People are friendly, everything is perfect, love the area.
- *Activities* - Give seeds to schools / students – gardening for vegetables at schools.
- *Social inclusion* - gender equality to include gender diverse people – at the moment it only encompasses cis women and excludes trans and gender diverse people.
- *Services* - plenty of daycare, very happy.





## Thriving places and vibrant communities

### Importance of selected aspects

Respondents were asked:

*“On a scale of 0 (lowest) to 10 (highest), how would you rate the importance of each of the following?”*

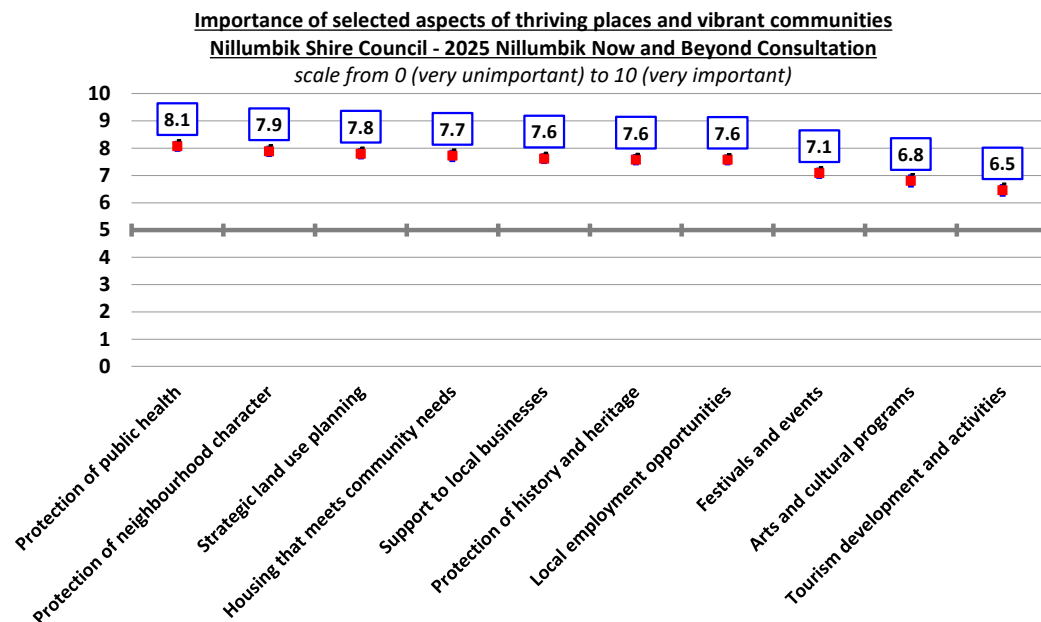
Respondents were asked to rate the importance of each of 10 actions in relation to thriving places and vibrant communities.

The results of this question are presented in two formats, firstly the average importance of each of the 10 aspects on a scale from zero (very unimportant) to 10 (very important).

This format provides both an average importance score for each action, as well as providing a ranking of the importance of the 10 actions from most to least important.

The following graph displays the average importance of each of these 10 actions, with measurable and significant variation from the most important (protection of public health at 8.1 out of 10) to the least important (tourism development and activities at 6.5).

It is important to bear in mind that all 10 actions were considered important by respondents, with importance scores of at least 6.5 out of 10.





*Nillumbik Shire Council – 2025 Nillumbik Now and Beyond Consultation*

It is noted that the protection of public health (8.1) was measurably more important than seven of the nine other actions.

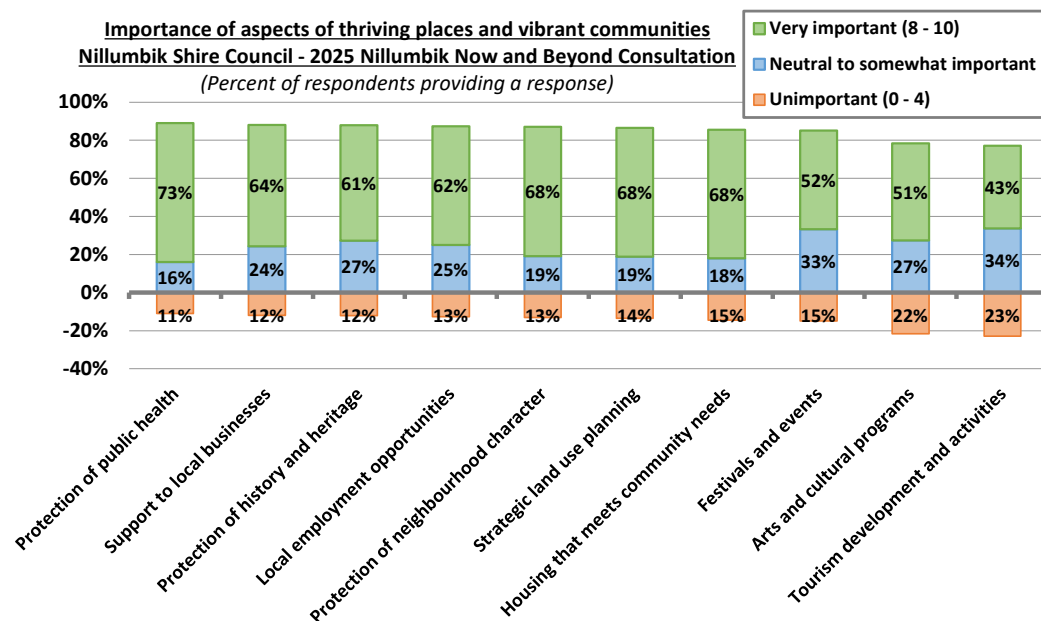
By contrast, tourism development and activities (6.5), arts and cultural programs (6.8), and festivals and events (7.1) were measurably less important than the other seven actions.

These results clearly show that the protection of public health was the most important action in relation to thriving places and vibrant communities.

Actions around appropriate planning and development actions such as protecting neighbourhood character, strategic land use planning, and heritage and history protection, along with appropriate housing and business support were also very important to many in the community.

These are important results, as they highlight the importance the community places on the character of Nillumbik, including the built form, the natural environment, and heritage.

The second format in which the results are presented is a breakdown of the proportion of respondents who considered each action to be “very important” (i.e., rated importance at eight or more out of 10), those who considered each action to be “neutral to somewhat important” (i.e., rated importance at between five and seven), and those who considered each action to be “unimportant” (i.e., rated importance at less than five out of 10).



It is noted that approximately two-thirds or more of respondents (who provided a score) considered seven of the 10 actions to be “very important”, whilst approximately half considered festivals and events (52%), arts and cultural programs (51%) to be “very important”.



Less than half (43%) of respondents considered tourism development and activities to be “very important”, whilst 23% considered it “unimportant”.

It is also of note that more than one-fifth (22%) of respondents considered arts and cultural programs to be “unimportant”.

The following table provides a comparison of the average importance of each of these 10 thriving places and vibrant communities actions by each of the five Nillumbik Shire precincts.

The table also highlights results that were notably to measurably higher or lower than the average importance.

It is noted that respondents from Eltham and Eltham North tended to rate the importance of many of these aspects notably higher than the municipal average.

By contrast, respondents from Greensborough / Plenty and to a lesser extent Diamond Creek tended to rate the importance of some of the actions notably lower than the municipal average.

Metropolis Research does draw attention, however, to the fact that respondents from Greensborough / Plenty considered local employment opportunities (8.1) and tourism development opportunities (6.8) to be somewhat more important than the municipal average.

It is also noted that respondents from the Rural precinct considered strategic land use planning (7.4) and festivals and events (6.8) to be somewhat less important than the municipal average.

**Importance of selected aspects of thriving places and vibrant communities**  
**Nillumbik Shire Council - 2025 Nillumbik Now and Beyond Consultation**  
(Number and index score 0 - 10)

Statement	G'borough/ Plenty	Diamond Creek	Eltham	Eltham North	Rural	Nillumbik Shire
Protection of public health	7.6	8.1	8.4	8.4	8.0	8.1
Protection of neighbourhood character	7.6	7.5	8.6	8.5	7.7	7.9
Strategic land use planning	7.7	7.5	8.4	8.3	7.4	7.8
Housing that meets community needs	7.1	7.8	7.6	8.5	7.7	7.7
Support to local businesses	7.8	7.9	7.7	8.1	7.4	7.6
Protection of history and heritage	7.5	7.1	8.0	8.0	7.5	7.6
Local employment opportunities	8.1	7.7	7.6	7.7	7.4	7.6
Festivals and events	6.9	7.4	7.4	7.9	6.8	7.1
Arts and cultural programs	6.1	6.8	7.3	7.6	6.6	6.8
Tourism development and activities	6.8	6.4	6.5	6.5	6.3	6.5
Average score	7.3	7.4	7.8	7.9	7.3	7.5
Total respondents	55	69	132	38	236	601



### ***Aspects Council should prioritise***

Respondents were asked:

*“What, if anything, do you believe council should prioritise in relation to thriving places and vibrant communities?”*

Respondents were provided an open-ended opportunity to outline up to three actions that they believed Council should prioritise in relation to thriving places and vibrant communities.

A little more than half (55%) of respondents nominated at least one action that they believed Council should prioritise, providing a total of 700 actions, at an average of approximately two actions per respondent.

These open-ended responses have been broadly categorised, as outlined in the following table, with the verbatim responses underlying these categories available on request.

The four most common areas that respondents believed Council should prioritise in relation to thriving places and vibrant communities related to community arts and culture (14%), planning and development related issues (13%), community events and activities (13%), and issues related to parks and gardens, the natural environment, trees, and biodiversity (11%).

It is noted that there were a wide range of other issues and actions provided by respondents, as outlined in the following table.

It is also noted that five respondents (1%) stated the view that this was not a role for Council, and / or that Council should ‘stick to the basics’.



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**Aspects Council should prioritise about thriving places and vibrant communities**

**Nillumbik Shire Council - 2025 Nillumbik Now and Beyond Consultation**

*(Number and percent of total respondents)*

Response	2025	
	Number	Percent
Community art and culture	83	14%
Planning and development	81	13%
Community events / activities	76	13%
Parks / gardens / natural environment / trees / biodiversity	64	11%
Support for local business / jobs / economic development / tourism	47	8%
Protection of heritage and character	37	6%
Indigenous issues / history	36	6%
Community groups / programs <i>e.g. Allwood House, LLCs</i>	32	5%
Affordable housing	31	5%
Roads, traffic and parking	29	5%
Cleanliness / maintenance / updating of area	28	5%
Healthy lifestyle facilities <i>(e.g. sports / exercise equipment)</i>	16	3%
Community communication / engagement / education / awareness	14	2%
Active transport <i>(e.g. walking, cycling, footpaths)</i>	12	2%
Council services / facilities <i>(e.g. MCH, hubs, libraries)</i>	9	1%
Economic / financial support <i>(e.g. cost of living pressure)</i>	9	1%
General infrastructure / amenities <i>(e.g. drains, taps, seating)</i>	7	1%
Services and facilities for animals including pets and wildlife	7	1%
Bushfire and emergency management	6	1%
Community atmosphere / community gardens	6	1%
Public transport	6	1%
Accessibility for all ages and abilities	5	1%
Better financial / cost management	5	1%
Not Council role / stick to basics	5	1%
Public health and medical services / facilities	5	1%
Less attention to social justice issues	4	1%
Safety, security and policing	4	1%
Sustainable / environmentally friendly practices	4	1%
Waste and recycling	3	0%
Climate change / sustainability	2	0%
Community transport	2	0%
Council support for people with needs	2	0%
Volunteering	1	0%
All other issues	22	4%
<b>Total responses</b>	<b>700</b>	
<i>Respondents identifying at least one issue</i>	<b>329</b> <b>(55%)</b>	



### ***Pop-up consultation sessions feedback***

The following summary of key points raised by participants at the three Pop-Up sessions conducted by Council officers were as follows:

The themes outlined by participants to the Pop-Up sessions were broadly consistent with the results from the self-selected online survey.

#### **Diamond Creek**

- *Update of area:* more effort to beautify roundabouts, like in posh suburbs, mowing.
- Upkeep of rural houses is expensive:
  - Acreage is something only rich people can afford now.
  - People who live rurally need help with upkeep, especially older people.
  - So many regulations to do maintenance on houses, this makes it too expensive in rural areas as you need to pay for additional costs to get someone out to rural areas and tricky topography – assistance needed with regulations so that costs can be reduced for rural people – this is about safety, maintenance, ageing in place, and supporting rural industries, especially old houses 150 years old.
- *Park maintenance.*

#### **Eltham**

- *Housing affordability* - is an issue for buyers and renters.
- *Medium density living* – need more but a sensible amount, still need green space.
- *Housing* - increase granny flats especially on larger properties and close to train station, need houses that are accessible for ageing, no stairs.
- *Events in Eltham Town Square* – Start Nativity Scene, more jazz, food and wine festivals, live music and jumping castles, family friendly events, band on the weekend, and buskers.
- *Arts* - art museum needed for Nillumbik, shouldn't have to travel to Heide or NGV, we need something local, we pride ourselves on the arts, but in reality, its lacking.
- Community minded, working together.
- *Farmers market* – is good for community, friends, local businesses, should be for two days.
- *Public spaces* - Want more collective gardens and spaces like Fabbros Field, more focus on quiet spaces.
- *Venues* - Lack of decent sized venue in the Shire for performance, theatre, gigs etc., other suburbs have them, it's hard to find venues to hire for yoga etc. usually all booked out.
- *Parks* - Making parks too neat and unnatural looking – prefer the natural look



- *Library* access in Hurstbridge – to open on weekends or a way to access it on weekends, carers can't access Hurstbridge library, can only get there on weekends and its closed.
- *Carers* can't access all supports or the supports they can access don't suit their needs and availability.
- *Hospitality* - less people going out for meals – local cafes and restaurants are struggling.
- *Support for businesses* - Funding to support small businesses to be more accessible and to make reasonable adjustments to be able to employ people with disability.
- *Events* - pride parade in Nillumbik, more events and public performances featuring people with disability.

### **Hurstbridge**

- There's nothing in Arthurs Creek; you have to come to Hurstbridge for food shopping.



## Connected, safe and active spaces

### Importance of selected aspects

Respondents were asked:

*“On a scale of 0 (lowest) to 10 (highest), how would you rate the importance of each of the following?”*

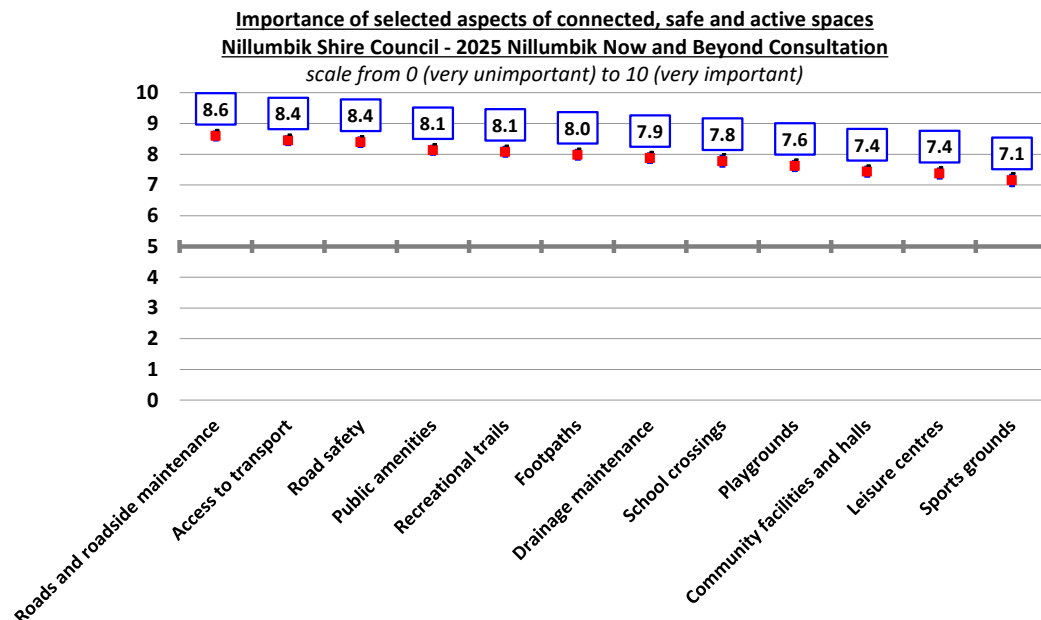
Respondents were asked to rate the importance of each of 12 actions in relation to connected, safe, and active spaces.

The results of this question are presented in two formats, firstly the average importance of each of the 10 aspects on a scale from zero (very unimportant) to 10 (very important).

This format provides both an average importance score for each action, as well as providing a ranking of the importance of the 12 actions from most to least important.

The following graph displays the average importance of each of these 12 actions, with measurable and significant variation from the most important (roads and roadside maintenance at 8.6 out of 10) to the least important (sports grounds at 7.1).

It is important to bear in mind that all 12 actions were considered important by respondents, with importance scores of at least 7.1 out of 10.





It is noted that roads and roadside maintenance (8.6) was measurably more important than nine of the 11 other actions. The two other transport related actions including access to transport (8.4), and road safety (8.4) were the other most important actions.

Metropolis Research notes that result was consistent with the *Annual Community Satisfaction Survey*, which reported that road maintenance and repair related issues were the most common issue raised by respondents as issues to address, with 24% raising them this year.

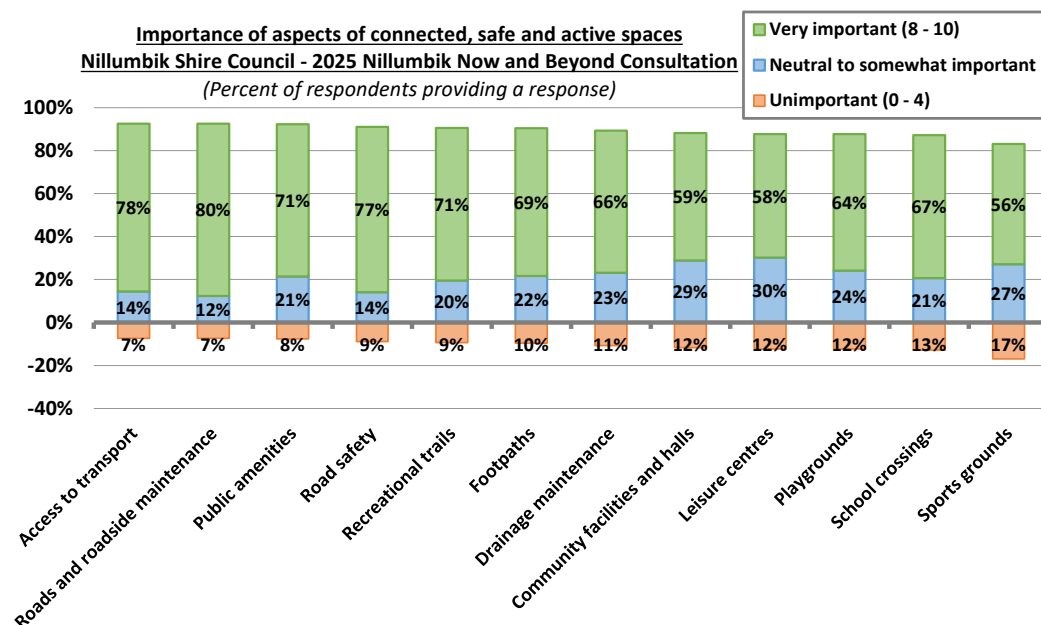
By contrast, sports grounds (7.1) were measurably less important than nine of the 11 other actions.

These results clearly show that the community placed a high importance on road and transport related issues, with lesser importance on sports and leisure facilities.

The second format in which the results are presented is a breakdown of the proportion of respondents who considered each action to be “very important” (i.e., rated importance at eight or more out of 10), those who considered each action to be “neutral to somewhat important” (i.e., rated importance at between five and seven), and those who considered each action to be “unimportant” (i.e., rated importance at less than five out of 10).

It is noted that more than three-quarters or more of respondents (who provided a score) considered the three transport related actions including roads and roadside maintenance (80%), access to transport (78%), and road safety (77%) actions to be “very important”, whilst more than half of the respondents considered each of the other nine actions to be “very important”.

It is also of note that 17% of respondents considered sports grounds to be “unimportant”.





*Nillumbik Shire Council – 2025 Nillumbik Now and Beyond Consultation*

The following table provides a comparison of the average importance of each of these 12 connected, safe, and active spaces actions by each of the five Nillumbik Shire precincts.

The table also highlights results that were notably to measurably higher or lower than the average importance.

It is noted that respondents from Eltham and Eltham North tended to rate the importance of most of these aspects notably higher than the municipal average.

Respondents from Greensborough / Plenty considered the road and transport related actions including roads and roadside maintenance (8.9), access to transport (8.9), and road safety (8.8) to be somewhat more important than the municipal average, but considered recreational trails (7.8), school crossings (7.5), community facilities and halls (7.1), and leisure centres (7.1) to be somewhat less important than average, although still important nonetheless.

It is also noted that respondents from the Rural precinct considered nine of the 12 actions be somewhat less important than the municipal average.

**Importance of selected aspects of connected, safe and active spaces**  
**Nillumbik Shire Council - 2025 Nillumbik Now and Beyond Consultation**  
*(Number and index score 0 - 10)*

<i>Statement</i>	<i>G'borough/ Plenty</i>	<i>Diamond Creek</i>	<i>Eltham</i>	<i>Eltham North</i>	<i>Rural</i>	<i>Nillumbik Shire</i>
Roads and roadside maintenance	8.9	8.7	8.7	8.8	8.4	8.6
Access to transport	8.9	8.4	9.0	8.4	8.1	8.4
Road safety	8.8	8.5	8.4	8.8	8.2	8.4
Public amenities	8.2	8.2	8.5	8.8	7.7	8.1
Recreational trails	7.8	8.2	8.4	8.7	7.8	8.1
Footpaths	8.3	8.4	8.4	8.6	7.4	8.0
Drainage maintenance	8.0	8.3	8.3	8.3	7.4	7.9
School crossings	7.5	7.7	8.2	8.6	7.4	7.8
Playgrounds	7.8	7.6	8.1	8.4	7.1	7.6
Community facilities and halls	7.1	7.4	7.7	7.8	7.3	7.4
Leisure centres	7.1	7.5	7.9	7.7	7.0	7.4
Sports grounds	7.5	7.0	7.3	7.8	6.8	7.1
<i>Average score</i>	8.0	8.0	8.2	8.4	7.6	7.9
<b>Total respondents</b>	<b>55</b>	<b>69</b>	<b>132</b>	<b>38</b>	<b>236</b>	<b>601</b>



### ***Aspects Council should prioritise***

Respondents were asked:

*“What, if anything, do you believe Council should prioritise in relation to connected, safe and active spaces?”*

Respondents were provided an open-ended opportunity to outline up to three actions that they believed Council should prioritise in relation to connected, safe, and active spaces.

A little less than two-thirds (59%) of respondents nominated at least one action that they believed Council should prioritise, providing a total of 742 actions, at an average of approximately two actions per respondent.

These open-ended responses have been broadly categorised, as outlined in the following table, with the verbatim responses underlying these categories available on request.

Three of the four most common areas that respondents believed Council should prioritise in relation to connected, safe, and active spaces related to active transport issues and actions such as walking, cycling, and footpaths (27%), roads, traffic, and parking related actions (22%), and public transport (11%) related actions and issues.

This is an important result that was consistent with the average importance scores discussed in the previous section, highlighting the importance of road related issues, but also the importance of actions to facilitate public transport and notably active transport such as more or improved infrastructure such as walking and cycling paths and tracks, and footpaths, and associated infrastructure.

It is noted that there were a wide range of other issues and actions provided by respondents, as outlined in the following table.

It is also noted that two respondents stated the view that this was not a role for Council, and / or that Council should ‘stick to the basics’.



Nillumbik Shire Council – 2025 Nillumbik Now and Beyond Consultation

**Aspects Council should prioritise about connected, safe and active spaces**  
**Nillumbik Shire Council - 2025 Nillumbik Now and Beyond Consultation**  
(Number and percent of total respondents)

Response	2025	
	Number	Percent
Active transport (e.g. walking, cycling, footpaths)	161	27%
Roads, traffic and parking	130	22%
Parks / gardens / natural environment / trees / biodiversity	92	15%
Public transport	64	11%
General infrastructure / amenities (e.g. drains, taps, seating, toilet)	50	8%
Healthy lifestyle facilities (e.g. sports / exercise equipment)	39	6%
Cleanliness / maintenance / updating of area	22	4%
Services and facilities for animals including pets and wildlife	21	3%
Council services / facilities (e.g. MCH, learning, libraries)	16	3%
Community groups / programs e.g. Allwood House, LLCs	14	2%
Safety, security and policing	14	2%
Planning and development	12	2%
Bushfire and emergency management	9	1%
Community transport	9	1%
Recreation facilities	9	1%
Better financial / cost management	8	1%
Accessibility for all ages and abilities	7	1%
Community communication / engagement / education / awareness	7	1%
Community events and activities	6	1%
Economic / financial support (e.g. cost of living pressure, subsidies)	6	1%
Community art and culture	5	1%
Support / services / facilities for youth	5	1%
More attention to social justice issues	4	1%
Climate change / sustainability	2	0%
Less attention to social justice issues	2	0%
Not Council role / stick to basics	2	0%
Public health and medical services / facilities	2	0%
Urban vs. rural priorities	2	0%
Waste and recycling	2	0%
Aboriginal and / or Torres Strait Islander	1	0%
Addressing anti-social behaviour (e.g. vaping, smoking drinking, drugs)	1	0%
Council support for people with needs	1	0%
Sustainable / renewable energy	1	0%
All other issues	16	3%
<b>Total responses</b>	<b>742</b>	
<i>Respondents identifying at least one issue</i>	354 (59%)	



### ***Pop-up consultation sessions feedback***

The following summary of key points raised by participants at the three Pop-Up sessions conducted by Council officers were as follows:

The themes outlined by participants to the Pop-Up sessions were broadly consistent with the results from the self-selected online survey.

#### **Diamond Creek**

- *Bike paths / infrastructure* - more BMX parks, wider bike trails, love the bike / walking trails, good that the trail through Diamond Creek has been widened, new bike path to Hurstbridge is great.
- *Amenities* - more drink fountains, bins emptied in parks more often, Ryans Reserve toilets for kids – not operational.
- *Sports* - more netball facilities, netball cover at Diamond Creek is good, more funding for golf clubs for seniors, and improving Diamond Valley Aligned gym facilities.
- *Playgrounds* - more monkey bars (in playgrounds).
- *Traffic and roads* - School crossing in Diamond Creek is dangerous, cars run through red light often, traffic flow through Diamond Creek is an issue, fix level crossing at Diamond Creek, roads and road closures are an issue.
- *Maintenance / update of area* - Diamond Creek Plaza needs an update / refresh, it's very outdated.
- *Activities* - Park Run in Diamond Creek is a great initiative, but they take up the whole space, can they be re-routed for the bit where the path is too narrow for them to share.
- *Dogs and amenities* - greater regulations around dogs on leads to protect wildlife and from each other, more dog parks – with agility and slides, more bins along trails.
- Collard Estate – dust and dirt – Council responding well - resident has respiratory issues.
- *Public transport* - Trains not running.

#### **Eltham**

- *Sports* - outdoor area at Eltham pool could be re-developed and a guard to stop leaves going into the pool, Leisure centres should offer use of towels and toiletries for homeless people, local pool is great, a nice vibe, pool needed for St Andrews, Hurstbridge.
- *Outdoor recreation space* - scooter and skate park, playgrounds for families, kids' area at the Eltham Town Square needed.
- *Community areas / spaces* – shops should have to take more care, more public resting and community spaces, important for people on low incomes, should be welcoming and inviting.



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- *Amenities* - drains are clogged with leaves, Eltham Town Square toilets are dirty, and locks don't work, Eltham Plaza toilets are lovely, more seating for adults at playgrounds and farmers market, why is Alistair Knox Park toilet block taking so long to open? Clean toilets and showers for homeless people, gender neutral public toilets in Eltham.
- *Footpaths* - footpaths that go the entire way along a road and don't just stop, especially for parents with prams and wheelchair/mobility aid users.
- *Bike / walking paths* – needs to be safer around train tracks, need space and separation from cars on roads, reduce speed limits for bike safety, bike park for kids, maintenance of paths to be improved between Eltham Lower Park and Leisure Centre, more active transport options, there are lots of short tracks in Kangaroo Ground, but they don't connect, e.g. for walking, horse riding, bike riding.
- *Bike lanes* - People ride 2 abreast on weekends and it blocks the traffic – could there be a sign saying ride 1-by-1, Main Rd in particular – then to Mt Pleasant, especially when the road goes to two lanes, they take up a whole lane, bike lanes needed on Kangaroo Ground Rd – hard to get past bikes if you're in a car, walking tracks are good.
- *Venues* - ECRC is too expensive to hire – rate should be affordable for the community.
- *Public Transport* - Closure of bus stops in North Warrandyte impacted kids getting to school and out to socialise – didn't feel supported from Council during this process and advocacy, hiring buses is expensive for rural schools –swimming lessons are only \$9 per student but the bus charge makes it \$80 per student – rural schools need help with bus costs to get to swimming lessons in urban areas – or need a community bus, public transport needed out in rural area, anxiety about kids going to school themselves need more support so kids can walk and ride to school – parents have safety concerns.
- *Atmosphere* - Farmers market, people are nice, everything here is good.
- *Planning and development* - Keep green spaces, less high-rises over 3-storey.
- *Schools* - schools need more funding.
- *Safety* - Gangs, crime etc. from other suburbs outside Nillumbik is spreading, increase in burglaries, good sense of safety at Eltham Leisure Centre – everyone so nice.
- *Graffiti* - would like to see designated spaces for young people to 'graffiti' for public.
- *Traffic* - traffic is an issue, not a fan of new zebra crossing in Eltham (Locke St) – dangerous. Too many Zebra crossings around Eltham activity centre – in silly spots, re-development of pedestrian crossings around Eltham is good, pedestrian friendly.
- *Accessibility* - Lack of non-vehicle accessibility in Kangaroo Grounds.
- *Roads* - potholes are bad, better road planning on Arthur Street near the shops – confusing for drivers. New pedestrian crossing is too close to the corner.
- *Maintenance and update of area* - Cleanliness in Nillumbik has dropped, got run-down since the 1970s, public and private gardens and nature strips are a disgrace, not presentable, Eltham Town Square looks like a slum, lot of rubbish, bins often full, needs more maintenance and cleaning, street sweeper doesn't sweep leaves



- *Parking* – signage inconsistency, Browns Crescent, Eltham community feel there needs to be a 'no standing / parking' sign installed at corner. Parked cars here create a blind spot.
- *Water* - Water pressure has decreased in Nillumbik.
- *Quiet spaces* - more quiet spaces / breakout spaces in community facilities and rec and leisure, including centres for breastfeeding mums and for people with autism.
- *Way finding* - Maps to find your way around.
- *Disability awareness* - important to raise awareness of disability inclusion in sports.

### Hurstbridge

- *Traffic* - stop Yan Yean Rd traffic coming through Hurstbridge, don't want bridge removed Arthurs Creek is dangerous, people drive too fast, not enough signage and not appropriate signage, need lower speeds and stop sign – should be no more than 60km/hr., frequent accidents, 5 car pile-ups and crashing into fences, used heavily by tradies and big utes commuting from Doreen, driving way too fast, traffic management company recently working in the area said they found it too stressful and scary – and they work on roads across Victoria.
- *Traffic* - on Hurstbridge Main Rd is very bad - tradies and trucks and giant utes, all hours, there's only 2 hours at night when there's no traffic, noise at night is too much, they all accelerate right outside our house just as they get out of shops area drive way too fast, road kill, cutting through from Doreen, I want to move out of the area because of the traffic, and move back to the rural areas of the Shire.
- *Pedestrian crossing* - in Hurstbridge especially when school crossing supervisors aren't there, there's no traffic lights so nowhere safe to cross and the zebra crossing near the IGA, people just speed through it, not enough accessible crossings for prams and wheelchairs.
- *Roads* - Fix the roads, Greens Rd, Yan Yean Rd – extremely concerned about option B – want option C and so do all my friends:
  - Option B will impact Hurstbridge
  - Extra costs to Nillumbik in infrastructure etc. will have to repair roads and increase safety and increase air and noise pollution
  - Don't want Hurst Bridge/Monash Bridge' extended – it's historic.
- *Public transport* - buses needed from Hurstbridge to St Andrews, it's hard for kids and young families and to go to work, after 8 pm there's no transport in Hurstbridge, need more, but that means more roads which is bad for green spaces, hard to get to work in the city, long commute to city, trains cancelled for 2 months – makes it hard to get to work in the city – have had to drive to Mernda station.
- *Parks / playgrounds* - Parks are great, good variety, we're very lucky, more playgrounds needed out here.
- *Dogs / amenities* - There's nowhere I can walk my dog in St Andrews.
- *Footpaths* – not enough, and in Hurstbridge footpaths are a disgrace and dangerous.



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- *Bike paths / infrastructure* - cyclists ride on the road 3-abreast even though next to a bike path, feel lucky about trails and Diamond Creek trial.
- *Council performance* - Operations Centre Crews don't do enough work in rural areas, by the time they get out to Cottles Bridge they only work 2-3 hours before they go back to the depot – we used to get 8 hours work from them, now they spend half their time travelling and stopping for coffee.
- *Maintenance, cleaning and updating of area* - Cigarette butts on ground especially near bus stops, need signs and cigarette butt bins are a fire hazard.
- *Internet* - No internet access near Arthurs Creek – I have a tower opposite my property but no internet access, I go to Hurstbridge Hub to use internet, it effects my ability to pay my bills and do my job at home, Hurstbridge Hub is fantastic, increase opening hours.
- *Accessibility* - Can't get off my property because Yarra Valley Water was doing works for 12 months, I had to walk 2 km to get to my car.





## Health and Wellbeing

### Importance of selected aspects

Respondents were asked:

*“On a scale of 0 (lowest) to 10 (highest), how would you rate the importance of each of the following?”*

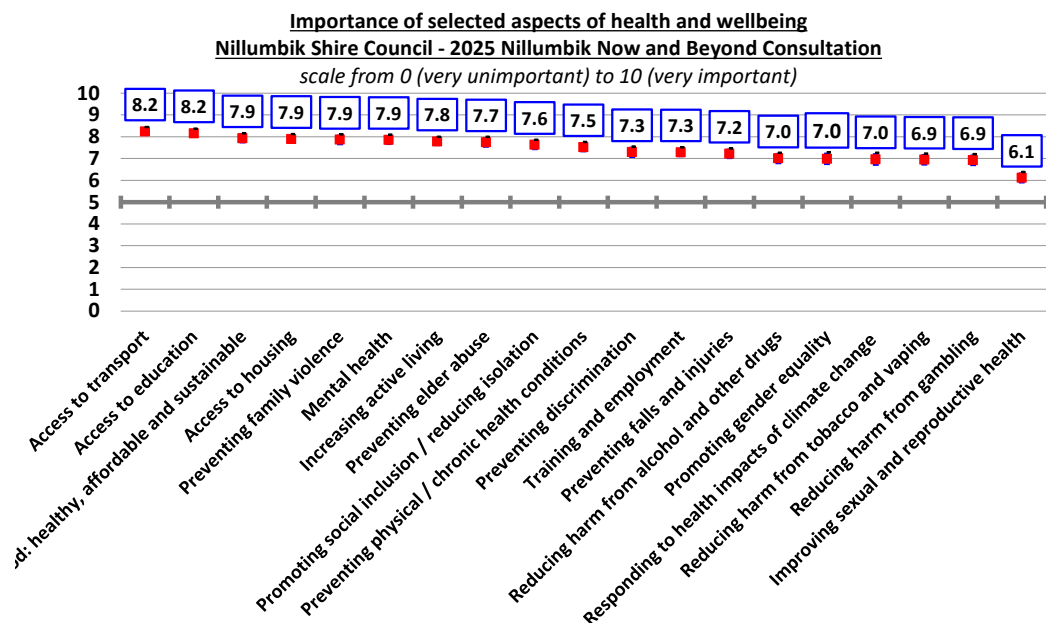
Respondents were asked to rate the importance of each of 19 actions in relation to health and wellbeing

The results of this question are presented in two formats, firstly the average importance of each of the 10 aspects on a scale from zero (very unimportant) to 10 (very important).

This format provides both an average importance score for each action, as well as providing a ranking of the importance of the 19 actions from most to least important.

The following graph displays the average importance of each of these 19 actions, with measurable and significant variation from the most important (access to transport and access to education, both at 8.2 out of 10) to the least important (improving sexual and reproductive health at 6.1).

It is important to bear in mind that all 19 actions were considered important by respondents, with importance scores of at least 6.1 out of 10.





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It is noted that access to transport (8.2) and access to education (8.2) were measurably more important than 11 of the 17 other actions.

By contrast, improving sexual and reproductive health (6.1) was measurably less important than all 18 other actions, and the least important action, although important, nonetheless.

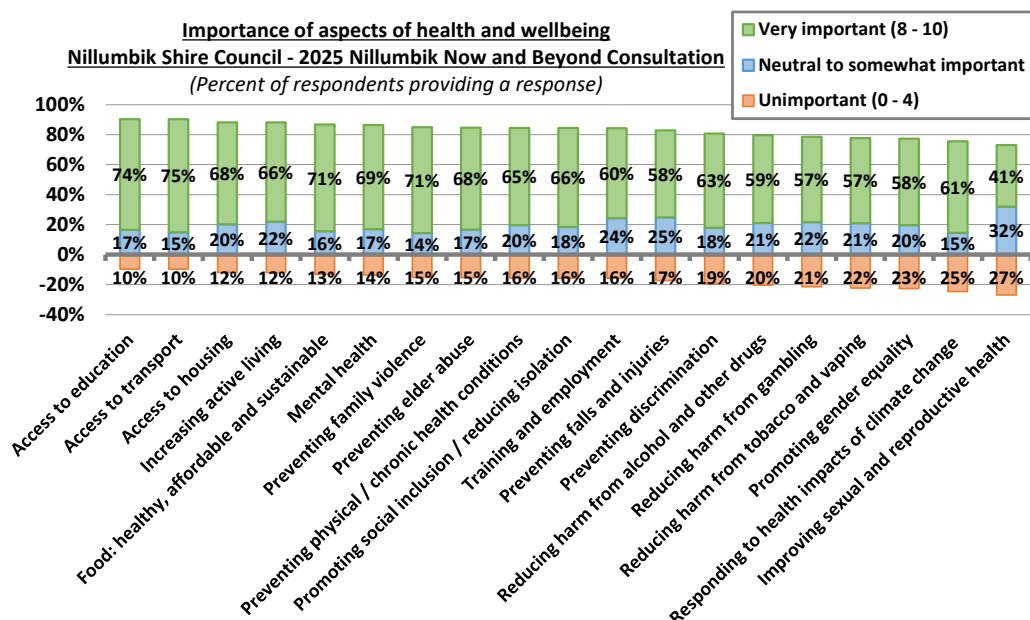
Both reducing harm from gambling (6.9) and reducing harm from tobacco and vaping (6.9) were measurably less important than 10 of the 17 other actions, although again, important, nonetheless.

The second format in which the results are presented is a breakdown of the proportion of respondents who considered each action to be “very important” (i.e., rated importance at eight or more out of 10), those who considered each action to be “neutral to somewhat important” (i.e., rated importance at between five and seven), and those who considered each action to be “unimportant” (i.e., rated importance at less than five out of 10).

It is noted that approximately three-quarters of respondents (who provided a score) considered access to transport (75%), access to education (74%), and preventing family violence (71%) to be “very important”, whilst more than half of the respondents considered 16 of the 17 other actions to be “very important”.

Whilst the least important action, 41% of respondents still considered improving sexual and reproductive health to be “very important”, whilst 27% considered it “unimportant”.

It is also noted that approximately one-fifth to one-quarter of respondents considered a range of social policy and harm minimisation actions around drugs and alcohol, gambling, and smoking and vaping, discrimination, gender equity, and climate change to be “unimportant”.



The following table provides a comparison of the average importance of each of these 19 health and wellbeing related actions by each of the five Nillumbik Shire precincts.

The table also highlights results that were notably measurably higher or lower than the average importance.

It is noted that there was less variation in the average importance of these health and wellbeing related aspects observed across the five precincts comprising the Nillumbik Shire than was observed in relation to the other five broad areas covered in the survey.

This is an important finding, as it highlights a more uniform view about the relative importance of the health and wellbeing actions than is apparent in relation to other areas.

It is, however, noted that respondents from Greensborough / Plenty considered eight of the 19 actions to be somewhat less important than average, although still important, nonetheless.

**Importance of selected aspects of health and wellbeing**  
**Nillumbik Shire Council - 2025 Nillumbik Now and Beyond Consultation**  
(Number and index score 0 - 10)

Statement	G'borough/ Plenty	Diamond Creek	Eltham	Eltham North	Rural	Nillumbik Shire
Access to transport	8.0	8.5	8.6	8.1	8.0	8.2
Access to education	7.4	8.2	8.5	8.3	8.1	8.2
Food: healthy, affordable and sustainable	7.7	8.1	8.0	8.1	7.8	7.9
Access to housing	7.2	8.1	7.9	8.1	7.9	7.9
Preventing family violence	7.7	8.1	7.8	7.4	7.8	7.9
Mental health	7.9	8.0	7.8	7.8	7.8	7.9
Increasing active living	7.8	7.8	8.0	8.4	7.5	7.8
Preventing elder abuse	7.8	8.0	7.8	7.3	7.7	7.7
Promoting social inclusion / reducing isolation	7.1	7.8	7.7	8.0	7.6	7.6
Preventing physical / chronic health conditions	7.3	7.5	7.6	7.5	7.5	7.5
Preventing discrimination	6.6	7.7	7.3	7.6	7.2	7.3
Training and employment	7.2	7.3	7.4	7.3	7.2	7.3
Preventing falls and injuries	7.4	7.5	7.4	7.4	6.9	7.2
Reducing harm from alcohol and other drugs	6.5	6.9	7.1	6.8	7.1	7.0
Promoting gender equality	6.8	6.9	6.9	7.7	6.9	7.0
Responding to health impacts of climate change	6.6	6.6	7.1	7.4	7.0	7.0
Reducing harm from tobacco and vaping	6.3	7.0	7.1	6.8	6.9	6.9
Reducing harm from gambling	6.5	6.9	7.1	6.5	6.9	6.9
Improving sexual and reproductive health	6.1	6.2	6.0	6.0	6.1	6.1
<i>Average score</i>	7.2	7.5	7.5	7.5	7.4	7.4
<b>Total respondents</b>	<b>55</b>	<b>69</b>	<b>132</b>	<b>38</b>	<b>236</b>	<b>601</b>



### ***Aspects Council should prioritise***

Respondents were asked:

*“What, if anything, do you believe council should prioritise in relation to health and wellbeing?”*

Respondents were provided an open-ended opportunity to outline up to three actions that they believed Council should prioritise in relation to health and wellbeing.

A little less than half (46%) of respondents nominated at least one action that they believed Council should prioritise, providing a total of 590 actions, at an average of approximately two actions per respondent.

These open-ended responses have been broadly categorised, as outlined in the following table, with the verbatim responses underlying these categories available on request.

The most common action nominated by respondents was in relation to better / more public health and medical services and facilities, with 15% of respondents nominating these actions.

It is noted that there were a wide range of other issues and actions provided by respondents, as outlined in the following table.

It is also noted that five percent of respondents (31) stated the view that this was not a role for Council, and / or that Council should ‘stick to the basics’.



*Nillumbik Shire Council – 2025 Nillumbik Now and Beyond Consultation*

**Aspects Council should prioritise about health and wellbeing**  
**Nillumbik Shire Council - 2025 Nillumbik Now and Beyond Consultation**  
*(Number and percent of total respondents)*

Response	2025	
	Number	Percent
Better / cheaper public health and medical services / facilities	90	15%
Parks / gardens / natural environment / trees / biodiversity	39	6%
Council support for people with needs	38	6%
Not Council role / stick to basics	31	5%
Healthy lifestyle facilities (e.g. sports / exercise equipment)	28	5%
Community atmosphere / community gardens	26	4%
More attention to social justice issues	22	4%
Community groups / programs e.g. Allwood House, LLCs	21	3%
Active transport (e.g. walking, cycling, footpaths)	20	3%
Affordable housing	20	3%
Roads, traffic and parking	20	3%
Community communication / engagement / education / awareness	19	3%
Addressing vaping, smoking, drinking, drugs (incl. shops)	18	3%
Council services / facilities (e.g. MCH, learning, libraries)	17	3%
Climate change / sustainability	14	2%
Planning and development	14	2%
Economic / financial support (e.g. cost of living pressure, subsidies)	13	2%
Domestic / family violence	12	2%
Public transport	12	2%
Support for local business / jobs / economic development / tourism	11	2%
Community art and culture	9	1%
Healthy, affordable food / markets	8	1%
Accessibility for all ages and abilities	7	1%
Community events / activities	7	1%
Bushfire and emergency management	6	1%
Less attention to social justice issues	6	1%
Cleanliness / maintenance / updating of	5	1%
General infrastructure / amenities (e.g. drains, taps, seating, toilet)	5	1%
Banning gambling / pokies	4	1%
Waste and recycling	4	1%
Better financial / cost management	3	0%
Recreation / leisure facilities	3	0%
Safety, security and policing	3	0%
Services and facilities for animals including pets and wildlife	3	0%
Support / services / facilities / activities for youth	3	0%
Banning / reduce fast food outlets	2	0%
Sustainable / renewable energy	2	0%
Indigenous issues	1	0%
Community transport	1	0%
All other issues	23	4%
<b>Total responses</b>	<b>590</b>	
<i>Respondents identifying at least one issue</i>	<b>276</b> <b>(46%)</b>	



### ***Pop-up consultation sessions feedback***

The following summary of key points raised by participants at the three Pop-Up sessions conducted by Council officers were as follows. The themes outlined by participants to the Pop-Up sessions were broadly consistent with the results from the self-selected online survey.

#### **Diamond Creek (no feedback provided)**

##### **Eltham**

- *Dogs / amenities* - Dogs and pets are important to health and wellbeing.
- *Connection* - Being connected is important for health and wellbeing.
- *Health* - Physical health shouldn't be focus of Health and Wellbeing Plan – need to focus on basic needs first, e.g. active living prevents physical ill health.
- *Mental health* - need housing to reduce mental health conditions, more support including peer support groups for mental health, anxiety for young people. School peer support.
- *Infrastructure* - Need to rely on GPs due to lack of services.
- *Cost of living* - Cost of living is an issue, more expensive to live in Nillumbik – higher prices of groceries. Pensioners travelling outside of Nillumbik to access more affordable and healthy food. Often go to Thomastown and Preston Market. Increase in families cutting back on community sport and other extracurricular activities due to financial struggles.
- *Disability* - Make it easier to get special consideration at school for people with disability, more support for people with autism and ADHD to navigate studies and school life.
- *Counselling* - More counselling services for young people – school based.

##### **Hurstbridge**

- *Sexual and reproductive health* – sperm count has dropped across the globe, sexual health needed for kids and youth.
- *Family violence* - this is a huge issue, under-reported, you wouldn't think it's happening in an area like this, but it is.
- *Elder Abuse* is an issue.
- *Education* - I want good alcohol and drug education for young people and a better alcohol culture to bring my kids up in.
- *Mental health* – it is important, it is a huge issue in Arthurs Creek.
- *Smoking* - is terrible, smells bad, secondary smoke is bad for the community.
- *Food* - More organic food, less junk food.
- *Gambling* - I don't think pokies is an issue, but online gambling is really becoming an issue.



## Barriers to people with disability accessing goods, services and facilities

Respondents were asked:

*“What, if any, ways would you like to see Council reduce barriers to people with disability accessing goods, services and facilities?”*

A total of 233 of the 601 respondents (39%) provided a total of 285 responses as to ways they would like to see Council reduce barriers to people with disability accessing goods, services, and facilities.

The most common ways that respondents feel Council could reduce barriers was in relation to accessibility in a physical sense, including for example footpaths / bike paths (6%), accessible buildings and facilities including shops, schools, and other facilities (6%), public transport accessibility including at stations and stops (4%), and accessibility in general (4%).

### Ways to reduce barriers to people with disability accessing goods, services, facilities Nillumbik Shire Council - 2025 Nillumbik Now and Beyond Consultation (Number and percent of total respondents)

Response	2025	
	Number	Percent
Footpaths and bike paths accessibility and maintenance	38	6%
Accessible buildings / facilities / shops / businesses / schools	37	6%
Public transport accessibility including bus stops	25	4%
More accessibility	22	4%
Communication / consultation / feedback with people with disability	20	3%
Disability parking spaces	16	3%
Education / awareness for general public and businesses	14	2%
Traffic, roads and parking	12	2%
Prioritise accessibility in planning and development	11	2%
Council support / assistance services / Auslan interpreters	10	2%
Equitable / non-discriminatory / inclusive practices and guidelines	9	1%
Employment opportunities	9	1%
Infrastructure / amenities (e.g. ramp, seating, rails)	7	1%
Community transport	5	1%
Grants / lower costs / funding	5	1%
Services / facilities for disabilities other than physical	5	1%
Not Council role	4	1%
Better signage	3	0%
Education / training for people with disability	2	0%
Support for business that employ people with disability	2	0%
Volunteering / mentoring opportunities	2	0%
All other issues	27	4%

**Total responses** **285**

Respondents identifying at least one issue **233**  
(39%)

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## Barriers to people with disability obtaining and maintaining employment

Respondents were asked:

*“What, if any, ways would you like to see Council reduce barriers to people with disability obtaining and maintaining employment, including education, training and volunteering opportunities?”*

A total of 168 of the 601 respondents (28%) provided a total of 191 responses as to ways they would like to see Council reduce barriers to people with disability obtaining and maintaining employment.

The most common ways that respondents feel Council could reduce barriers was in relation to employment opportunities (45), education and training for people with disability (4%), volunteering / mentoring (2%), and education / awareness for public and business (2%).

### **Ways to reduce barriers to people with disability obtaining and maintaining employment** **Nillumbik Shire Council - 2025 Nillumbik Now and Beyond Consultation** (Number and percent of total respondents)

Response	2025	
	Number	Percent
Employment opportunities	25	4%
Education / training for people with disability	24	4%
Not Council role	18	3%
Volunteering / mentoring opportunities	15	2%
Education / awareness for general public and businesses	13	2%
Equitable / non-discriminatory / inclusive practices and guidelines	9	1%
Public transport accessibility including bus stops	8	1%
Support for business that employ people with disability	8	1%
Council support / assistance services / Auslan interpreters	7	1%
Transparency of available support / programs	7	1%
More accessibility	6	1%
Council to work with community, sports groups, other social organisations	6	1%
Communication / consultation / feedback with people with disability	5	1%
Programs for people with disability	5	1%
Disability quota on committees / advisory groups	4	1%
Traffic, roads and parking	4	1%
Accessible buildings / facilities / shops / businesses	3	0%
Community bus	3	0%
Grants / lower costs / funding	3	0%
Communication and information on multiple channels	2	0%
Less attention to disability / equal treatment of all	2	0%
Services / facilities for disabilities other than physical	2	0%
All other issues	12	2%
<b>Total responses</b>	<b>191</b>	
<i>Respondents identifying at least one issue</i>	<b>168</b> (28%)	





## ***Ways to promote inclusion and participation in the community for people with disability***

Respondents were asked:

*“What, if any, ways would you like to see Council promote inclusion and participation in the community for people with disability?”*

A total of 159 of the 601 respondents (27%) provided a total of 169 responses as to ways they would like to see Council promote inclusion and participation in the community for people with disability.

The most common ways that respondents feel Council could encourage participation was via accessible and inclusive events and programs (5%), education and awareness for public and business (2%), communication and consultation with people with disability (2%), and communication and information provided via a variety of channels (2%).

### **Ways to promote inclusion and participation in the community for people with disability**

#### **Nillumbik Shire Council - 2025 Nillumbik Now and Beyond Consultation**

*(Number and percent of total respondents)*

Response	2025	
	Number	Percent
Accessible and inclusive events / programs	29	5%
Education / awareness for general public and businesses	14	2%
Communication / consultation / feedback with people with disability	10	2%
Communication and information (esp. via multiple channels)	10	2%
Employment opportunities	9	1%
Council to work with community, sports groups, other social organisations	9	1%
Not Council role	8	1%
Accessible buildings / facilities / shops / businesses	6	1%
Disability parking spaces	6	1%
Grants / lower costs / more funding	6	1%
More accessibility	6	1%
Public transport accessibility including bus stops	6	1%
Education / training for people with disability	5	1%
Equitable / non-discriminatory / inclusive practices and guidelines	4	1%
Social connection opportunities	4	1%
Council support / assistance services	3	0%
Support for business that employ people with disability	3	0%
Community transport	2	0%
Disability quota on committees / advisory groups	2	0%
Footpaths and bike paths accessibility and maintenance	2	0%
Volunteering / mentoring opportunities	2	0%
All other issues	23	4%

**Total responses** **169**

Respondents identifying at least one issue **159**  
(27%)





### **Best way to change attitudes and practices which discriminate against people with disability**

Respondents were asked:

*“What do you think is the best way to change attitudes and practices which discriminate against people with disability?”*

A total of 216 of the 601 respondents (36%) provided a total of 238 responses as to ways they think is the best way to change attitudes and practices which discriminate against people with disability. The most common way that respondents think that attitudes and practices can change was by education and awareness for the general public and business (11%), higher visibility / promotion of people with disability (5%), education and training for people with disability (3%), and social connection opportunities (3%).

**Best way to change attitudes and practices which discriminate against people with disability**  
**Nillumbik Shire Council - 2025 Nillumbik Now and Beyond Consultation**  
(Number and percent of total respondents)

Response	2025	
	Number	Percent
Education / awareness for general public and businesses	65	11%
Higher visibility / promotion of people with disability	30	5%
Education / training for people with disability	16	3%
Social connection opportunities	16	3%
Accessible and inclusive events / programs	13	2%
Not Council role	12	2%
Employment opportunities	11	2%
Communication / consultation / feedback with people with disability	10	2%
Communication and information ( <i>esp. via multiple channels</i> )	9	1%
Equitable / non-discriminatory / inclusive practices and guidelines	9	1%
More accessibility	6	1%
Inclusion in all aspects	5	1%
Lead by example	5	1%
Less attention to disability / equal treatment of all	5	1%
Promotion of inclusion and its benefits	3	0%
Support for business that employ people with disability	3	0%
Council support / assistance services	2	0%
Council to work with community / sports / social groups / LLCs	2	0%
Implementation / not tokenism	2	0%
Participation and access to leadership roles	2	0%
Stronger laws / stronger enforcement	2	0%
Volunteering / mentoring opportunities	2	0%
Work with State govt initiatives	2	0%
All other responses	6	1%
<b>Total responses</b>	<b>238</b>	
<i>Respondents identifying at least one issue</i>	<i>216</i> <i>(36%)</i>	



## Governance and community leadership

### Importance of selected aspects

Respondents were asked:

*“On a scale of 0 (lowest) to 10 (highest), how would you rate the importance of each of the following?”*

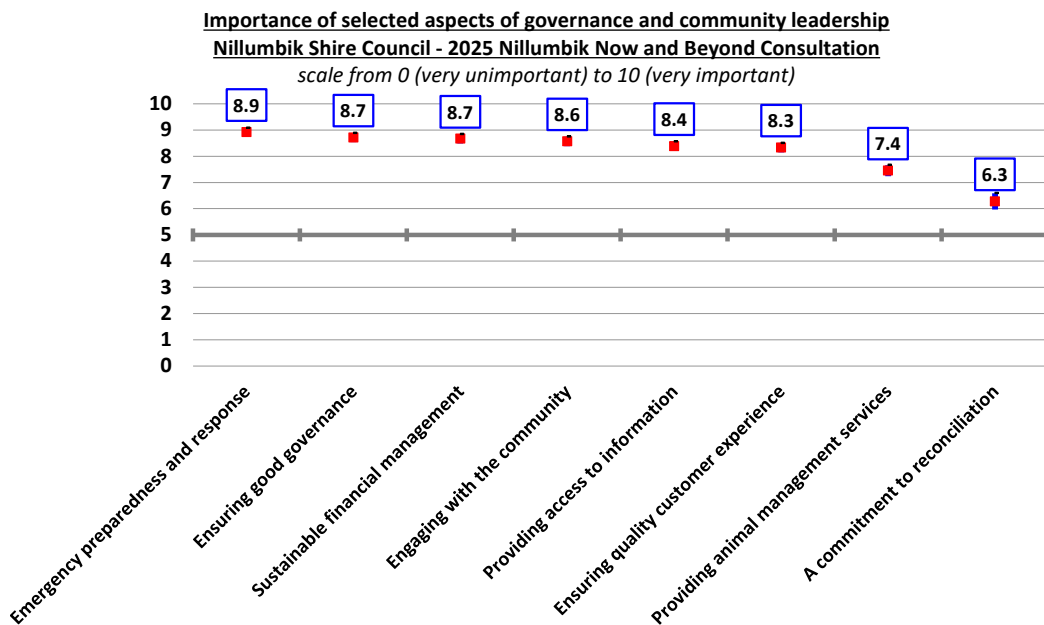
Respondents were asked to rate the importance of each of eight actions in relation to governance and community leadership.

The results of this question are presented in two formats, firstly the average importance of each of the eight aspects on a scale from zero (very unimportant) to 10 (very important).

This format provides both an average importance score for each action, as well as providing a ranking of the importance of the eight actions from most to least important.

The following graph displays the average importance of each of these eight actions, with measurable and significant variation from the most important (emergency preparedness and response at 8.9 out of 10) to the least important (a commitment to reconciliation at 6.3).

It is important to bear in mind that all eight actions were considered important by respondents, with importance scores of at least 6.3 out of 10.



*Nillumbik Shire Council – 2025 Nillumbik Now and Beyond Consultation*

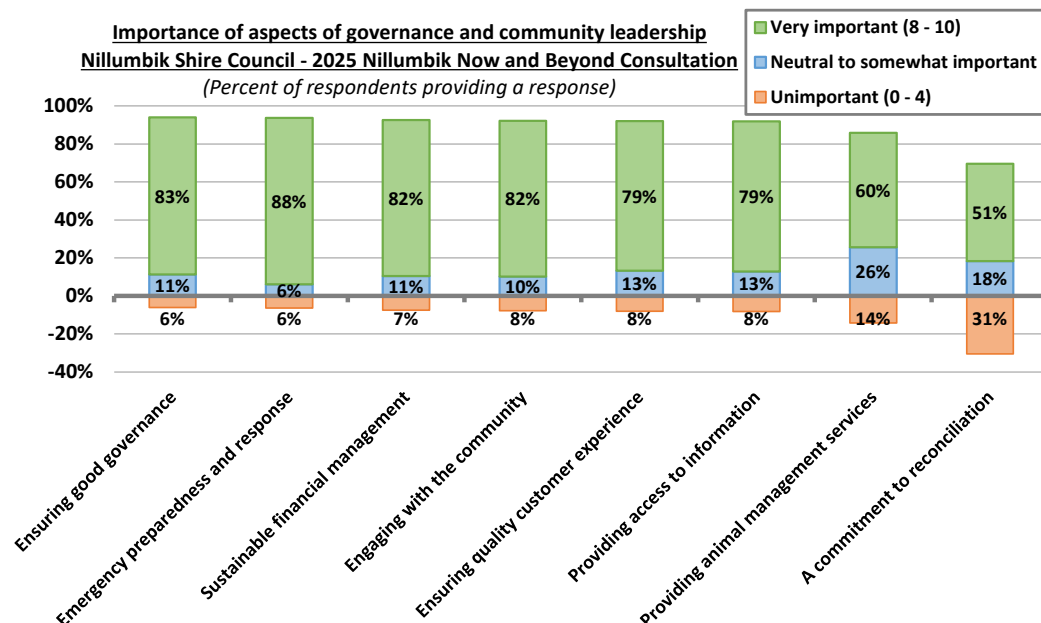
It is noted that emergency preparedness and response (8.9) was measurably more important than six of the seven other actions.

By contrast, a commitment to reconciliation (6.3) and providing animal management services (7.4) were both measurably less important than the six other actions, and the least important actions, although important, nonetheless.

The second format in which the results are presented is a breakdown of the proportion of respondents who considered each action to be “very important” (i.e., rated importance at eight or more out of 10), those who considered each action to be “neutral to somewhat important” (i.e., rated importance at between five and seven), and those who considered each action to be “unimportant” (i.e., rated importance at less than five out of 10).

It is noted that more than three-quarters of respondents (who provided a score) considered emergency preparedness and response (88%), ensuring good governance (83%), sustainable financial management (82%), engaging with the community (82%), ensuring quality customer service (79%), and providing access to information (79%) to be “very important”, whilst more than half of the respondents considered the other two actions to be “very important”.

Whilst the least important action, a majority (51%) of respondents still considered a commitment to reconciliation to be “very important”, whilst 31% considered it “unimportant”.



The following table provides a comparison of the average importance of each of these eight governance and community leadership related actions by each of the five Nillumbik Shire precincts.



The table also highlights results that were notably to measurably higher or lower than the average importance.

Metropolis Research notes that respondents from Eltham and to a lesser extent Eltham North tended to rate the importance of these actions somewhat higher than the municipal average, although, it is noted that respondents from Eltham rated a commitment to reconciliation somewhat lower than the municipal average.

It is noted that whilst respondents from the Rural precinct rated a commitment to reconciliation somewhat higher than the municipal average, they rated ensuring good governance (8.4), sustainable financial management (8.4), and ensuring good quality customer experience (8.0) somewhat less important than the municipal average, although still very important, nonetheless.

**Importance of selected aspects of governance and community leadership**  
**Nillumbik Shire Council - 2025 Nillumbik Now and Beyond Consultation**  
(Number and index score 0 - 10)

Statement	G'borough/ Plenty	Diamond Creek	Eltham	Eltham North	Rural	Nillumbik Shire
Emergency preparedness and response	8.9	9.0	9.1	9.1	8.7	8.9
Ensuring good governance	8.5	8.9	9.2	8.9	8.4	8.7
Sustainable financial management	8.7	9.1	8.9	9.0	8.4	8.7
Engaging with the community	7.9	8.9	8.9	8.8	8.5	8.6
Providing access to information	8.5	8.4	8.8	8.4	8.2	8.4
Ensuring quality customer experience	8.6	8.4	8.8	8.6	8.0	8.3
Providing animal management services	7.3	7.4	7.7	7.8	7.2	7.4
A commitment to reconciliation	5.8	6.3	5.9	6.8	6.6	6.3
<i>Average score</i>	8.0	8.3	8.4	8.4	8.0	8.2
<b>Total respondents</b>	<b>55</b>	<b>69</b>	<b>132</b>	<b>38</b>	<b>236</b>	<b>601</b>

### Aspects Council should prioritise

Respondents were asked:

*“What, if anything, do you believe council should prioritise in relation to governance and community leadership?”*

Respondents were provided an open-ended opportunity to outline up to three actions that they believed Council should prioritise in relation to governance and community leadership.

A little less than half (46%) of respondents nominated at least one action that they believed Council should prioritise, providing a total of 579 actions, at an average of approximately two actions per respondent.



These open-ended responses have been broadly categorised, as outlined in the following table, with the verbatim responses underlying these categories available on request.

The most common action nominated by respondents was in relation to community communication, consultation, engagement, and providing information (20%).

This result was consistent with results observed by Metropolis Research in the *Annual Community Satisfaction* survey, both for the Nillumbik Shire as well as elsewhere, that highlight how important the community considers it that their local council engage effectively with them across a broad range of services, facilities, and issues of importance.

The second most common action related to Council governance, management, and performance, with 15% of respondents nominating these actions. Again, these results reflect the generally held view that local government has an obligation to provide effective, transparent, and good governance, both the elected representatives, as well as Council management.

Metropolis Research does note that 26 respondents (4%) of respondents held they view that Council should pay less attention to broader social issues, a result that has been observed throughout this report across a wide range of social policy areas.

It is also noted that 10 respondents (2%) stated the view that this was not a role for Council, and / or that Council should ‘stick to the basics’.

It is noted that there were a wide range of other issues and actions provided by respondents, as outlined in the following table.



*Nillumbik Shire Council – 2025 Nillumbik Now and Beyond Consultation*

**Aspects Council should prioritise about governance and community leadership**

**Nillumbik Shire Council - 2025 Nillumbik Now and Beyond Consultation**

*(Number and percent of total respondents)*

Response	2025	
	Number	Percent
Community communication / consultation / engagement / information	123	20%
Council governance, management, performance	89	15%
Council financial management and priorities	45	7%
Less attention to social issues	26	4%
Transparency	24	4%
Support / partnership with community organisations / LLCs	22	4%
Rates, charges and fees	21	3%
Council customer service and responsiveness	19	3%
Environment, conservation, climate change	19	3%
Bushfire / emergency preparedness	16	3%
Indigenous issues	14	2%
Planning and development	11	2%
Education / awareness/ advocacy	10	2%
Not Council role / stick to basics	10	2%
Animal management and amenities	9	1%
More attention to social issues	8	1%
Avenues to report corruption / eliminate it	7	1%
Equal treatment of areas	7	1%
Roads and traffic	7	1%
Council services and facilities	6	1%
Participation and access to leadership roles	6	1%
Conservation / protection of wildlife	5	1%
Enforcement / update of local laws	5	1%
Programs / education for schools	5	1%
Cleanliness, maintenance and update of area	4	1%
Community art, events and activities	4	1%
Lobby / advocate with state government	4	1%
Parks, greenery, open spaces and biodiversity	4	1%
Support for local businesses	4	1%
Community atmosphere and feel	3	0%
Maintenance of heritage and character	3	0%
Advocacy and services for elderly and people with disability	2	0%
Council services and facilities	1	0%
Employment opportunities	1	0%
Safety, security and policing	1	0%
Waste, recycling and hard rubbish collection	1	0%
Sports and recreation	1	0%
All other issues	32	5%

**Total responses**

**579**

*Respondents identifying at least one issue*

275  
(46%)



### ***Pop-up consultation sessions feedback***

The following summary of key points raised by participants at the three Pop-Up sessions conducted by Council officers were as follows.

The themes outlined by participants to the Pop-Up sessions were broadly consistent with the results from the self-selected online survey.

#### **Diamond Creek**

- *Communication* - Nillumbik News should be more often, lack of communication.

#### **Eltham**

- *Governance* - North Warrandyte feels forgotten, no investment, stuff in Comms is always about investment and activities in other areas, government only work in their electoral span – and won't go further – need collaboration and cross-Council work.
- *Rates* - rates getting higher – hurting especially for people doing it hard, Manningham has lower rates and better services in comparison to Nillumbik.
- *Communication* - I never heard back from the submission I put in on transport, I never heard what happened to Fabbros Field, great to be included in Council's consultation, feels like young people have a voice. Council should do more pop-ups like this.
- *Disability* - Council should be incentivized by state / federal government to employ people with disability, need to have disability awareness training for staff managing community facilities and rec and leisure centres.

#### **Hurstbridge**

- *Online survey* – sometimes it was hard to know which section to write things in Haven't heard of this survey before, I'm not on Facebook – need to promote it better.
- *Communication* - Nillumbik News should be more frequent, monthly – because we don't have local paper anymore, don't know what's on.
- *Governance* - most people at Council have forgotten where Cottles Bridge is.
- *Rates* - I'm from Cottles Bridge, I pay rates, but it all goes to the southern / urban areas.





## Respondent profile

The following section provides the demographic profile of the respondents surveyed for the *Nillumbik Shire Council – 2025 Nillumbik Now and Beyond Consultation*.

Metropolis Research notes that it is important to bear in mind that these survey results reflect only the views of the respondents who were sufficiently engaged with Council and aware of the consultation to take the time to participate.

These results do not directly reflect the views of the underlying Nillumbik community, a finding that is highlighted by the fact that the demographic profile of these respondents does not closely reflect the profile of the underlying Nillumbik community.

Given the self-selected nature of the sample of survey respondents, the results have been presented in an unweighted format, i.e., they have not been corrected to reflect the age and gender weightings of the underlying population, as recorded in the 2021 *Census*.

### Age structure

The self-selected, online survey respondents were skewed towards older adults (aged 55 to 74 years), and significantly under-represented younger residents (aged 15 to 34 years).

Metropolis Research notes that younger people are always more difficult to engage with in relation to community consultation, and this tends to be exacerbated with self-selection consultation methodologies such as this survey.

**Age structure**  
**Nillumbik Shire Council - 2025 Nillumbik Now and Beyond Consultation**  
(Number and percent of respondents providing a response)

Age	Survey		2021 Census
	Number	Percent	
Adolescents (15 - 19 years)	5	1%	8%
Young adults (20 - 34 years)	40	7%	17%
Adults (35 - 44 years)	110	19%	17%
Middle-aged adults (45 - 54 yrs)	139	24%	22%
Older adults (55 - 74 years)	232	40%	30%
Senior citizens (75 yrs and over)	52	9%	6%
Not stated	23		
<b>Total</b>	<b>601</b>	<b>100%</b>	<b>100%</b>





*Nillumbik Shire Council – 2025 Nillumbik Now and Beyond Consultation*

## Gender

The self-selected, online survey respondents were skewed towards female over male respondents, with 65% female respondents compared to the 2021 *Census* of 50% female community members.

<b>Gender</b>			
<b><u>Nillumbik Shire Council - 2025 Nillumbik Now and Beyond Consultation</u></b>			
<i>(Number and percent of respondents providing a response)</i>			
Gender	Survey Number	Percent	2021 Census
Male	191	34%	48%
Female	361	65%	50%
Non-binary	3	1%	2%
Prefer to self describe	1	0%	0%
Prefer not to say / not stated	45		
<b>Total</b>	<b>601</b>	<b>100%</b>	<b>100%</b>

## Relationship with Nillumbik

The overwhelming majority (87%) of the self-selected online survey respondents reported that they live in Nillumbik Shire, with 31% reporting that they worked in Nillumbik Shire.

<b>Relationship to Nillumbik</b>		
<b><u>Nillumbik Shire Council - 2025 Nillumbik Now and Beyond Consultation</u></b>		
<i>(Number and percent of total respondents)</i>		
Response	2025 Number	Percent
Live	524	87%
Work	184	31%
Study	8	1%
Other	28	5%
<b>Total responses</b>	<b>744</b>	
<i>Respondents identifying at least one response</i>	581 (97%)	

The following table outlines the other relationships that survey respondents had with Nillumbik Shire.



*Nillumbik Shire Council – 2025 Nillumbik Now and Beyond Consultation*

**Other relationship to Nillumbik**  
**Nillumbik Shire Council - 2025 Nillumbik Now and Beyond Consultation**  
*(Number of total responses)*

<i>Response</i>	<i>Number</i>
Volunteer	7
Sport and recreation	3
Play	2
Retired	2
Activities and friendships / social activities	1
Briar Hill has no major shops, so Eltham is my go to centre. Like many people in B H I'm sure. I also walk my dog and eat a lot in Nillumbik. Don't forget the peripheral suburbs near Nillumbik as we support your local businesses	1
Community Organisation Member	1
Explore environment, shop and volunteer	1
Frequent open spaces, and a member of a community sports club	1
I attend the Living and Learning Centre Eltham	1
Live in Wollert	1
Live, work, play, learn, love, gather and help create community	1
Looking to live here in the next few months	1
My Community	1
My parents both lived in Nillumbik, and my dad was part of the Eltham Blues scene in the 60s - 70s. I lived in Diamond Creek until recently, then had to move to the North due to rent rises. If I could, I'd move back to Nillumbik in a heartbeat!	1
Regularly visit	1
Schools, community groups	1
Spend time in - walking, running	1
<b>Total</b>	<b>28</b>

***Diverse population groups***

A total of 75 of the 601 respondents (12%) identified with one of the four diverse population groups, including 49 respondents identifying with disability, 24 identifying as LGBTIQ+, and 18 speaking English as a second language.



*Nillumbik Shire Council – 2025 Nillumbik Now and Beyond Consultation*

**Diverse population groups**  
**Nillumbik Shire Council - 2025 Nillumbik Now and Beyond Consultation**  
(Number and percent of total respondents)

Response	2025	
	Number	Percent
With disability, inclusive of mental illness	49	8%
Identifying as LGBTQIA+ (Lesbian, Gay, Bisexual, Transgender, Intersex, Queer, Asexual)	24	4%
Speaking English as a second language	18	3%
Aboriginal or Torres Strait Islander descent	4	1%
Prefer not to say	88	15%
None of the above / not stated	526	88%
<b>Total responses</b>	<b>95</b>	
<i>Respondents identifying at least one response</i>	<i>75</i> <i>(12%)</i>	

**Language spoken at home**

The self-selected, online survey respondents reported a similar language other than English result as the 2021 *Census*, with 97% compared to the 2021 *Census* result of 94%.

**Language spoken at home**  
**Nillumbik Shire Council - 2025 Nillumbik Now and Beyond Consultation**  
(Number and percent of respondents providing a response)

Language	2025	
	Number	Percent
English	583	97%
German	2	0%
Afrikaans	1	0%
Chinese	1	0%
Dutch	1	0%
Filipino	1	0%
French	1	0%
Greek	1	0%
Hindi	1	0%
Italian	1	0%
Mandarin	1	0%
Persian	1	0%
Punjabi	1	0%
Spanish	1	0%
Vietnamese	1	0%
All other languages	3	0%
Not stated	0	
<b>Total</b>	<b>601</b>	<b>100%</b>



### Suburb of residence

The self-selected online survey respondents were drawn in approximately the appropriate proportions from across all the suburbs comprising the Nillumbik Shire.

**Suburb of residence**  
**Nillumbik Shire Council - 2025 Nillumbik Now and Beyond Consultation**  
(Number and percent of respondents providing a response)

Suburb	Survey		Population
	Number	Percent	
Eltham	132	24%	29%
Hurstbridge	77	14%	5%
Diamond Creek	69	13%	19%
Greensborough	40	7%	9%
Eltham North	38	7%	10%
Research	23	4%	4%
St Andrews	21	4%	2%
Panton Hill	18	3%	2%
Arthurs Creek	14	3%	1%
Wattle Glen	14	3%	3%
Bend of Islands	13	2%	0%
Cottles Bridge	12	2%	1%
Plenty	12	2%	4%
Kangaroo Ground	11	2%	2%
North Warrandyte	11	2%	5%
Smiths Gully	7	1%	1%
Strathewen	6	1%	0%
Doreen	4	1%	0%
Yarrambat	3	1%	2%
Christmas Hills	2	0%	1%
Nutfield	2	0%	0%
Watsons Creek	1	0%	0%
Other	17	3%	0%
Not stated	54		
<b>Total</b>	<b>601</b>	<b>100%</b>	<b>100%</b>



## Method of hearing the consultation

Respondents were asked:

*“How did you hear about this consultation?”*

A total of 425 of the 601 respondents (71%) provided a response as to how they heard about this consultation.

The most common methods were via Facebook (16%), a community group (15%), word of mouth (14%), an e-newsletter (14%), and the *Nillumbik News* (10%).

Metropolis Research makes the point that these results reinforce the key fact about self-selected consultation surveys such as this, that being that the results reflect only the views of those who were both aware of the consultation and sufficiently engaged with council and the local community to take the time to participate.

This is reinforced by these results, which show that many respondents came to the survey via information on Facebook, community groups, and word of mouth.

This highlights how community organising to encourage participation by like-minded people can influence the results, as the results can to some extent reflect the capacity of different interest-groups in the community to encourage their supporters to take the time to participate.

**Method of hearing the consultation**  
**Nillumbik Shire Council - 2025 Nillumbik Now and Beyond Consultation**  
(Number and percent of total respondents)

Response	2025	
	Number	Percent
Facebook	99	16%
Community group	92	15%
Word of mouth	87	14%
Enewsletter	85	14%
Nillumbik News	60	10%
Poster	18	3%
Community newspaper	16	3%
Real estate board	16	3%
Postcard	14	2%
Instagram	8	1%
Linkedin	1	0%
Other	51	8%
<b>Total responses</b>	<b>547</b>	
<i>Respondents identifying at least one response</i>	<i>425</i>	<i>(71%)</i>



The following table outlined the other methods by which respondents heard about the consultation. It is noted that a small number of respondents participated in the survey following interaction with Metropolis Research staff conducting the *Annual Community Satisfaction Survey*.

**Other method of hearing the consultation**  
**Nillumbik Shire Council - 2025 Nillumbik Now and Beyond Consultation**  
*(Number of total responses)*

<i>Response</i>	<i>Number</i>
Email	13
Eltham square event and handout	2
Person knocked on my door	2
Website	2
A council girl gave me a pamphlet in the Rotary Centennial Park Playground last Saturday	1
A guy came to the door doing a survey on behalf of Nillumbik	1
An Engagement email	1
At Community market from Council employees	1
At the community recreational centre	1
At the local shops	1
Community Hub	1
Direct email	1
Door to door pamphlet drop	1
ECCI	1
From Council staff	1
Given flyer at Diamond Creek netball on a Saturday morning	1
I was searching for something on your website and saw the survey link	1
Lady on trail	1
Library	1
Netball courts	1
Nillumbik Council internal communication	1
Nillumbik councillors came to Hurstbridge, to inform local people of this survey	1
Nillumbik health and wellness advisory	1
Park Ranger	1
Person handing out brochure	1
Plenty Valley FM community radio and Flow FM commercial radio	1
Pop up station by Nillumbik staff	1
Research Primary School	1
School due to widespread concerns of student safety on local roads	1
School principal	1
School publication	1
Signature block	1
Staff member handing out pamphlets on Saturday morning	1
Town square 16/2	1
We had the pamphlet delivered to our home	1
Work	1
<b>Total</b>	<b>51</b>



## Appendix One: More information about the Community Vision

Respondents were asked:

*“Would you like to provide more information on the Community Vision?”*

A total of 226 of the 601 respondents (38%) provided a response as to more information they would like to provide on the Community Vision.

These responses are included verbatim in the following table.

Metropolis Research has not categorised or coded these responses into a coding frame, as they do not lend themselves to that type of analysis.

The respondents have often provided extremely detailed responses outlining areas of interest or concern, or specific sets of actions that they would like to see implemented in some way.

It is incumbent on Council to consider these responses in their entirety, rather than a simpler splitting of them into broad issue groups.

**More information about the Community Vision**  
**Nillumbik Shire Council - 2025 Nillumbik Now and Beyond Consultation**  
*(Number of total responses)*

Response
A particular importance on nature in particular indigenous flora and fauna is very important to me living here
Accessibility in and around Eltham centre could be enhanced with a traffic bypass road plus a fleet of small buses circulating through the Shire frequently with the hub at the railway station
Address social and economic changes
Agree with the statement above in general but would like to see more emphasis on the sustainability of the unique environment that is Nillumbik. In particular I would like to see stronger messaging of the need to maintain suitable and healthy habitat for our wildlife and that in instances where the well-being of our local animals is in potential conflict with what the "community" would like to have, then the wildlife takes precedence. Members of a community can choose to live anywhere, but the animals that belong to this area cannot, and are dependent entirely on us acknowledging and accommodating their needs
Allow those in rural areas to have a second (large enough) granny flat on their acreage. Those in suburbia can knock down one house and put 4 on it. Those that have the room can put a shoebox living older shouldn't mean having to sell up!
Appreciate the free fitness and movement groups and health checks
Aspirational vision: however, the important part is how that is achieved and what are the actions that help deliver
At times progress seems to override community views and the way the community wants to live. Why people live where they live, and the changing demographic don't leave consideration for long term residents



Bike safe lanes, better parking options for families in Greensborough Plaza.

But what remains is that Council implements the plan without fear or favour, and resist the influence of diverse individuals, groups and woke hidden agendas.

Cannot have increasing density of built forms and maintain Green Wedge qualities. People are becoming increasingly noisy per capita, therefore increasing disrespect of flora and fauna, plus unchecked light spill pollution. Town planners need to get savvy with the physics of noise pollution

Changes to liveability is enabling increasing density of living in the Shire. Maintaining our Green Wedge and liveability is being impacted by the dramatic increase in the density of housing. Housing increases result in more traffic and a resultant destruction in the natural environment. The Community Vision should have a stronger focus on maintaining the character of our Shire and the Green Wedge

Climate change is the biggest threat to stability in future

Community aspirations for "protecting the environment and enhancing both the Green Wedge and tree canopy in urban areas" are increasingly betrayed by lack of Council practical action

Community coherence would be much improved by having more emphasis on the arts and cultural activities. Nillumbik has no cultural hub, unlike most other Shires.

Alongside sport, the arts provide a healthy outlet for personal expression and is an essential ingredient to promote mental and emotional health. I feel strongly that at the creative arts should be given equal consideration with sport

Community is extremely important to our family and one of the reasons we live in Nillumbik. While I support this vision, I do not see the vision realised with regards to support and engagement for culture which is successfully realised by many other Council through the arts. The area has an existing nationally recognised artistic legacy that is not being adequately supported or celebrated, and in not doing so we are missing out on significant economic development. It has been proved time and time again that investment in culture and the arts results in; economic growth with twice to three times to return on investment; increased tourism (especially if we connect with the Yarra Valley, Manningham Arts Trails); as well as increased boutique shops and commerce surrounding an activated arts site. I strongly believe the Nillumbik Art Museum's Committee's proposal is the best way to achieve this

Condos are invading our beautiful neighbourhoods. Bible is too far to go but a few complexes have already/being built. Government wants 12,000 new homes. Figure most homes have 2 cars, which means 24,000 more cars. Traffic is already terrible. Eltham has 2 lanes which can't handle the existing traffic. The Council has never been on the side of Eltham. Parks and sides of roads are overgrown. The river is natural, but all the dead trees are now making dams which will only create worse flooding in the future. We are a small green area which you and government want to change into Box Hill with condos. Show us you finally care about Eltham. So far you haven't. Hopefully the new Council will be different. Time will tell

Conservation and reinvigoration are the cornerstone of the Green Wedge as has been recognized by Council. Whilst urban growth is to be expected, the true value of living in this Shire is the fact that it has extensive Green Wedge spaces and protections. Council should ensure that the balance is not tipped so far that all the good work achieved since the inception of the Green Wedge is lost to inappropriate development

Cost of living challenges, including a growing struggle for affordable housing and transport in the Shire needs to be addressed

Council fails to value or fund culture; it fails to protect the environment and the tree canopy.

Council overlays (among a range of other means) represent an unwanted intrusion to ownership of private property and residents' lives, and place excessive power in the hands of unelected bureaucrats who may continue their private activism abusing the powers of Council roles at ratepayers' cost. There are many ways an experienced activist can manipulate interpretation and application of Council regulations to obtain a desired result, and the "groupthink" of Council is self-reinforcing. There is both unconscious and conscious bias at work in Council. Just one example is the vigorous application of regulations supporting "desired" outcome and the absence and avoidance of application of regulations which are "undesirable" to activist employees

Council should focus more on roads drains and rubbish





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Depends on which part of the Shire you're in as to how much this has been applied.

Disappointed with the introduction of fees to the Living & Learning Centres-this does not reflect the original ethos of Neighbourhood Houses when they were established in the 1970's, to be community hubs which provide access, education, support and opportunities for social connection

Don't know what the vision is

Eltham is a desirable area to live in. It also is a place that enables people to access other communities. However, it's not more special than any other desirable, sensitive environment. It's not Brigadoon. As such you do need to open up on accessibility for people by train and road. You need to accept you need duplication of rail and roads in and out to accommodate these other townships. You can't stop the increase in population, but you can do a lot to improve accessibility, so don't block it. (2 road lanes and railway lines in and out), that's all I'm saying, it's not all about Eltham

Encouragement of use of public transport and reducing car traffic e.g. in Eltham and Diamond Creek. Saturdays are chokkas with people taking kids to sports events. Great that they are participating but walking/using PT should be encouraged

Ensuring that the tree canopy and Green Wedge are protected are important to ratepayers. The Council has not protected either. We don't want Developers cutting down trees. We don't want to lose our Reserves. Often Ratepayers feel that the Council demonstrates the opposite

Environment must come first paramount. Once it's gone it's gone. Yes, protect trees over 50 years old (act if unlawfully removed or vandalised please) however a holistic approach is needed. For example, can't protect vulnerable species without protecting the other abiotic and biotic factors it relies on and managing threats from humans and feral plants and animals. Also changes to the landscape, for example corridors can have massive impacts

Extremely concerned with the increasing lack of adequate space for cars and pedestrians to coexist in Eltham

Fire reduction

Empowering landowners

Stop landowners from making property safe

Focus on brilliant basics - roads and rubbish, affordable rates, safety (crime/home invasions), bush fire safety (including fire brakes) and protecting the Green Wedge from inappropriate development

From what I see there is not sufficient care of the open spaces in Nillumbik especially in the further northeast

Fundamental services #1, green canopy #2, community like farmers market #3

Given the explosive increase in rates, we ever more need a strengthening of fundamental services - roads in particular, and less emphasis on the 'innovative' - at least as funded by Council

Goals reached against the plan

Good as far as it goes, but the vision makes no mention of the climate and biodiversity crisis that poses a massive threat to all that is mentioned in the above statement. I consider that the vision needs to include an acknowledgement that we are living in a climate and biodiversity crisis (not just 'pressures on liveability') which requires strong action. The community's aspirations for the future could read: In the future, Nillumbik will be:

- a carbon neutral Shire, with strong strategies, goals and targets in place to mitigate, and adapt to, the effects of the accelerating climate emergency
- a place where all living things have a right to exist, to thrive and to evolve within a biodiverse ecosystem and biosphere

Great to see the Council acknowledge the challenges between preserving the nature and environment of the area and pressure on liveability

Greater care should be taken at the planning stage to ensure that the aspiration that "places and spaces make an important contribution to health, wellbeing, culture, the environment" is supported. A major flaw is the absence of cut-throughs for walkers, in new estates, for example.

Housing is a problem. No single dwellings. No community housing

I agree with protecting the Green Wedge but also see room for development to assist with liveability pressures. I think this is more important than ever for future generations

I agree with this statement but believe that more infrastructure should be included as a key aspect of improvement



I am aware that Nillumbik Shire Council has not funded its environmental initiatives well enough in the past. This needs to be addressed in this budget

I am concerned about the definition of "pressures on liveability" and how the Council would "adapt to changing circumstances"

I am pleased see it includes a willingness to keep working to improve connectivity, liveability (therefore housing options) and environmental sustainability

I am unsure how much protection of the Green Wedge this involves

I am unsure what you mean by strengthening Nillumbik to adapt and change to changing circumstances. I feel very disheartened as I do not believe Council is doing enough to protect the treed canopy or environment in our area. Words can mean a lot of different things when they are worded as an umbrella statement - and they don't appear to have any certainty of protecting our wildlife or environment enough. I am already seeing multiple trees felled in my pocket and nothing is being done to stop this

I appreciate our green open spaces but am also aware that our townships probably need more development to support a wider range of housing options. Not every house needs 4 bedrooms, and we need more housing affordability

I appreciate the Community Vision's focus on engagement, connection, accessibility, and sustainability. However, I believe it does not fully reflect the needs of families and individuals with disabilities, particularly in terms of inclusion and support.

*Key areas for improvement:*

Recognition of carers – The survey does not ask whether the respondent is a carer, which overlooks the role of parents and caregivers in supporting people with disabilities. Recognising carers would align with the Council's aim to keep the community "engaged, connected, and supported."

Genuine disability inclusion – While accessibility is mentioned, there is no clear commitment to fostering true inclusion for neurodivergent individuals. This could include sensory-friendly spaces, inclusive playgrounds, and council programs designed with neurodivergent participation in mind  
Education and awareness – Community education initiatives could help build understanding and reduce barriers faced by people with autism and other disabilities

Practical supports – Greater access to specialist programs, therapy spaces, and flexible recreational opportunities would strengthen inclusion

I appreciate the requirement of Council to increase housing density to keep pace with other areas, however, there seems to be ever-reducing tree canopy and desire to maintain the character of the area. Public transport within Eltham is also increasingly difficult with no public transport to certain areas of Eltham, further increasing the reliance upon private transport. Sustainability goals should include access to public transport and increased services to reduce reliance upon private transportation

I believe every effort should be focused on preparing for climate change and this should be explicitly stated and underpin all decisions

I believe that there is not enough diversity of vision or willingness to change from the status quo. I find Council quite hypocritical on matters of development and environment and enhancement of recreational and sport facilities

I believe there should be bus stop shelters installed in the area also upkeep the parkland reserve especially before the summer season also the roads are very dirty and need truck sweepers to clean them and also civic Plaza needs to be upgraded

I believe within four years the Nillumbik community has changed and therefore I believe the Council should update their vision with the community

I can't speak on behalf of an entire community. I will say that part of the community I am most involved with 'biodiversity and ecosystem health' community often thinks more should be done for the environment in the Shire. Many of the reserves are going downhill and the works undertaken in reserves regularly don't seem to be the most important works to undertake if the Shire wants to improve the ecosystem health

I do not see any works to improve accessibility out in St Andrews



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I don't believe 'improving accessibility and connectivity, protecting the environment, and enhancing both the Green Wedge and tree canopy in urban areas.' Has been addressed, especially public transport to the less populated outer suburbs which have a progressively aging population and NO public transport. Also, the clearing of large swathes of 'bush blocks' in the name of "my fire protection", where repeatedly Nillumbik does nothing to halt or penalize or be available to keep in check is testimony to its increasingly poor record in this area. we're becoming less and less a 'Green Wedge'

I don't believe enough is being done to protect the tree canopy, environment, existing natural forms and keeping the Green Wedge safe. I live in this area specifically for this reason and feel this community vision is not paramount as it should be

I feel it does not reflect the need to strong environmental protection that it requires

I feel Nillumbik's artistic heritage makes it unique and needs to be part of the vision

I find it a little too general to say whether it is representative of community.

I have lived in the Hurstbridge area since 1974, although mostly out of town but Hursbridge was all ways our meeting place, and our children went to school here. We now live in the centre of the town. and it has become much busier over that time

I like it all except the last paragraph which is a bit of a motherhood statement. You could delete the words "goes further to deliver" with "delivers"

I love that Eltham's main focus is green. It's a special place and we must protect that.

I see very little personal consultation. The Council's responsibility of maintaining biodiversity and aesthetics in the township has been abandoned.

The traffic flow around Arthur Street has not been managed- there are dangerous turn-ins to car parks

Very little evidence of marketing Eltham township as a viable business precinct. More and more empty spaces.

Very little evidence of supporting shop local campaigns and efforts by small business to attract customers from across town and neighbouring suburbs

I state Unsure, the broad statement reads well for a healthy, inclusive ,active community, BUT

I believe that I and many in the community are looking for a stronger statement regarding the vision which needs to include a direction for positive action and outcomes.

An example of this is for the Council to demonstrate their commitment to implementing the newly approved Biodiversity Strategy as well as all other strategies which underlie the goals of the Green Wedge

I think at the end of the day, there is still so much work to be done, to implement, in particular to surrounding area

I think it has been written in a way that is so vague that it is difficult to say that it doesn't represent the community's aspirations for the future. The community does not want the kind of development that has been destroying the Green Wedge. See, for example. the monstrous building on the corner of Arthur and Bible St. That building, and ones like it, are absolutely not part of what the community want. So vague references to 'liveability' in the Community Vision are useful because they can be leveraged to push through planning and design that is barely liveable by anyone's standards and certainly not aligned with the existing community

I think it reflects some of the community aspirations, but it is a shame that there is no reference to the historical, and current, arts community that has called Nillumbik home for so long. Internationally recognised artists have helped make this Shire what it is, we should reflect and passionately advocate for those continuing this tradition

I think it's important to acknowledge within the vision the growing need for diversity in housing and reliable telecommunications and internet. Without this, many elderly folks may have to leave the Green Wedge that they could well have lobbied for or participated in developing

I think the climate emergency will test both Council and residents' ability to function as we would like.

I think the diversity of the community e.g. rural; metro is difficult to translate a vision into deliverables, but you do a good job trying to cover all bases



I think the statement is nothing more than a PR exercise in saying what residents want to hear but it has no integrity whatsoever. Nillumbik is already unliveable with overcrowding, appalling traffic congestion and consequent air and noise pollution. Residents are fed up with the over-development and multilevel dwellings that only congest the skyline, flood the area with far too many people and additional cars. The obscene traffic congestion has caused immense danger to wildlife, smog, and trying to access essentials like simply buying food locally is an exercise in frustration thanks to the inane civil planning in the main shopping precinct of Eltham; it's a study in applied stupidity. Nillumbik needs new leadership, and it definitely needs to sack the current CEO and appoint a new CEO who is paid according to performance measures that reflect residents' priorities and not corporate economic KPIs. Fed up with myopic economic priorities over environmentally sustainable and liveability concerns. An economy is not a society: they are not the same thing, and the former should serve the latter

I think the vision should be more explicit and stronger regards preparing for locked-in climate impacts and solving housing issues in a sustainable way through fostering more communal living options in Nillumbik.

I think there needs to be an acknowledgement also that the way we live, and work is changing, and that more residents are able to spend more time in the community on a daily basis

I think there needs to be more of a focus on climate change, natural values and biodiversity

I think there needs to be more state government funding to Council. Is there a grants officer?

I think this Shire seems to put environmental issues last. Removal of trees. Allowing huge subdivisions promotion of red plants, anti-wild fencing. Shipping containers everywhere

I think we need to prioritise our connection with nature, enhance biodiversity by protecting our natural environment and limiting any further development and incursions. The Council also needs to educate residents on how to responsibly respect the environment we live in. Through not dumping rubbish, keeping dogs on lead in parks unless in an off-lead area & driving carefully at dawn and dusk.

I would like Nillumbik to acknowledge the current housing crisis and allow those on acreage to have second dwellings

I would like to see a much stronger emphasis on native vegetation and biodiversity values protection.

I would like to see more clear and specific language in the vision

I would like to see more development in maintaining the green Wedge. We moved to Eltham for the feeling of community, space and greenery and have seen a lot of apartments going up in small blocks over the past few years. We should also make our train station align with our community vibe. It definitely needs an update. We pay a lot in rates to live here

I would like to see our community vision include reference to Wurundjeri Woi-wurrung as traditional owners of the lands and waterways of Nillumbik and a commitment to deepening our understanding and acknowledgement

I would prefer, in this Statement and in our decisions, more emphasis on the natural characteristics of the Green Wedge. Community is of course important but our responsibility to protect this area against development should be a guiding principle

I would say the environment is at the heart of Nillumbik, the community lives within it

Identifying as Green Wedge Shire is most important

I'm not sure it is happening in reality, but I would say most residents feel this way

Important to share our Nillumbik with others and play our role in providing varied and affordable accommodation options in this time of housing crises

In general, yes, I support this vision statement. However, I find the last paragraph of this sentence defeatist: "We acknowledge the pressures on liveability that in the future will likely challenge the way we live. "

Increasing low rise housing and a focus on small businesses in the Shire would be ideal. While unattainable, we also need to work towards a goal of zero for people experiencing homelessness and crime in the Shire

It didn't work

It has held up well over 4 years and still expresses all to which I am committed.

It is all just words with no clear practical meaning



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It is imperative to state the reason for the existence of Nillumbik is to ensure the longevity of the Green Wedge, a planning concept crucial to the future health of Victoria in a time of climate crisis.

It is interesting that 'economic success' comes a distant last in Nillumbik's places and spaces. It should be well a making a contribution to different aspects. It is more important than biodiversity and the environment at a local government level.

It requires clarification and some down to earth language so we can understand the vision better.

It seems that a lot of the community initiatives are granted to Diamond Creek and the residents and families of Plenty are often forgotten.

It would be great if Council could be more vocal on advocating to the State government for key issues that impact the liveability of the Shire- potholes & more trains through to Hurstbridge.

It would be great to see active transport or walkability get a mention in there.

It's a bit vague.

It's important as we make our Shire more liveable and welcome new business and residents that we still put the protection of the Green Wedge at the forefront. Nillumbik will lose its appeal and character without it. Biodiversity in Nillumbik is the reason I own property in this Shire.

It's a motherhood statement and says very little.

It's a wishy washy, nonsense statement, that means nothing to most people. You people get voted in and do little or nothing the whole time you are there. You need to get on with fixing the roads, removing the rubbish and reducing the rates. And as for that re-cycling centre on Plenty Rd, the lazy individuals that are there should have their employment terminated as soon as possible. Also, what's happening with the soft plastic re-cycling? You have no plan/strategy or anything else to deal with that whatsoever. Completely shameful.

It's fine, but if it's a 2040 vision it's not telling me where we want to be in the next 20 or so years. It's just telling me "We're trying" which isn't very aspirational. It more sounds like the statement for the 4-year plan and how it will contribute to the Vision.

It's ok. but a sustainable and resilient community should strive to feed itself, repurpose its own waste, make its own energy, collect its own water, provide its own jobs, and educate, entertain, and medicate itself.

Thereby Creating:

- . Robust local supply chains
- . Local circular economies
- . Local and meaningful employment
- . A hopeful vision for our children
- . Lower daily transport of people and goods
- . Recycled resources
- . Lower reliance on failing grid services
- . Community wellbeing

Our vision should be bigger than just protecting our local beauty, it should also be about being able to safely live, work, learn, and play within our community with little need or desire to leave.. and being more capable and resilient to increasingly volatile politics, social upheaval, and national supply chain disruption.

It's quite long and doesn't really say anything. Just a whole load of words without a clear message.

Sounds like it was written by a politician or a lawyer rather than a writer or editor.

Lacking an art gallery that honours the Nillumbik art history.

Management of costs and value.

Maybe include words that reflect the implications of the Vic Govt housing target for this Shire.

More emphasis on protecting the Green Wedge and focusing on making changes to reduce the climate crisis.

Recently Nillumbik has been removing too many trees for housing developments. The Green Wedge is why people choose to live here.

More needs to be researched in the outer suburbs not just the more residential areas.

More regularly assess trees in reserves & parks.





More to protect, enhance and develop biodiversity

Most is pretty good ( tree coverage). I think Council should consolidate their focus on protecting/improving our environment, deliver essential services (bins and roads). The scope when reading results is similar to a federal agenda

Need to acknowledge First Nations

Need to work on walking paths separate from roads to increase connectivity

Needs a stronger statement about protecting the indigenous environment

Needs no more subdivisions of land, spoiling area

Needs to balance community needs with Green Wedge and tree canopy expectations and what residents are doing

Nillumbik is aging, we need more support to continue to live in the Shire e.g. our support mechanisms must increase more handicap parking

Nillumbik's natural spaces are valued and cared for by its community who are proud of their Green Wedge purpose and actively work to support an environment that protects it's plants, animals and people

No mention of First Peoples

No time frame, when is this aspirational statement meant to be realised? In four years? Longer?

Anyway, it's too long winded. First paragraph captures most relevant info, keep it short and memorable, at the moment it reads like a novel, could add adaptability, innovation and trust to first paragraph and cull the rest.

Not enough detail in that statement to form a view if it is all relevant.

Not sure about the "Council goes further" bit. What does that even mean? And what does "pressures on liveability" mean? There are big statements in here with no definition of what they actually mean. Definitions would be helpful

Not sure this acknowledges those in rural areas who rely on the land to earn a living, or support livestock and who are most vulnerable to climate change, both economically and from threat of fire. Also, not sure economic success is really viewed as a priority by Council in rural areas, as hours of opening, signage limitations, lighting and noise restrictions really limited the investment that can seriously be made in our townships and areas in the Green Wedge. Also, not sure if mudbrick buildings are something that would be currently supported by our planners

Note - Council needs to continue to provide services and programs as well as supporting community initiatives that facilitate great community outcomes.

Social connection is another critical component of community life that requires emphasis and resourcing

Nothing has been done to improve accessibility; congestion is growing and a lack of open space living.

Nillumbik should be an environment with a 24-hour cat curfew to protect our fauna

Often parks, sidewalks, areas with lots of vegetation aren't maintained which is more fuel for potential bushfires, snakes etc

Only for residential not rural. Council does not do communication or sharing information very well at all! Only the small minority like Friends of Nillumbik provide a one sided very biased point of view and it should change! I only saw this because it was shared in a FB group! I'm only on FB every few days and it is the least reliable method of communication. I follow the Nillumbik page, but no information comes across my page. We used to get a newsletter and a newspaper, so information was truly shared but now Council is only interested in advertising their way.... if you don't know when to visit the website how do you find out information. Council is only interested in online; that's not really the best way to communicate. Take a step out of your office and speak to the locals in person!



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Overall, the Vision remains for purpose, however it could be strengthened by the inclusion of more explicit mention of equity and equitable approaches. For example, for all could be added to the final sentence; or equity could be woven into the second paragraph.

Paragraph 3 probably covers this, but I think it would be worth actually stating that the Shire recognizes that climate change will continue to impact the community and planning for this and building resilience and response procedures will be part of the Vision.

Planning permit conditions need to be considered better. e.g. making people build OSD tanks on their property is not always appropriate but seems to be a standard permit condition always added to certain permits

Please be inclusive of disabilities

Please don't write in jargon or cliches. Authentic writing is best

Preservation and enhancement of native tree canopy in reserves and urban areas is a key priority and should be a key consideration in and planning and development decisions. Improved pedestrian access to improve connectivity and encourage active forms of transport

Protecting the environment MUST include tree canopy retention and expansion throughout Nillumbik and particularly in urban areas

Protection of the Green Wedge is paramount, especially in light of the State Gov push for more housing. Housing must remain within the urban growth areas

An important contribution to the cultural success of the residents would be a state of the art, purpose-built Art Gallery

Ratepayers want Council to provide basic services, not a bureaucracy wasting ratepayers money on useless "Community Vision"

Refer biodiversity strategy for broader and more focused environmental vision

Retention and appreciation of our natural environment, what we and everything needs to live, is most important

Second last line of second paragraph should read after environment, by enhancing biodiversity, the Green Wedge and tree canopy across the Shire

Mention of Climate Change and the impacts need to be front and centre, by removing weak wording around "acknowledging pressures", "future will likely change" and "adapting to changing circumstances"

Seems like a lot of motherhood statements

Some acknowledgment of development of urban centres would also be appreciated by both those who live in/near those urban centres as well as those who visit

Some of the planning laws and regulations actually prohibit sustainable and environmentally conscious development. The limitations on multi-dwelling communities such as cohousing or eco villages prevents viable solutions to the housing crisis

Some things done well, others not. Some things have actually made living in Nillumbik more difficult, more isolating and more expensive, while others have helped connect community more

Sounds really great. But what does it actually mean, if anything?

Stop trucks and cyclists up the mountain road to Kinglake

That we will not definitely be facing climate-based challenges and disasters we have never imagined, and I would like to include a stronger ability to respond to disasters in this vision

The "Green Wedge" is being threatened by medium density housing construction that reduces the space available for trees and gardens

The "pressures of liveability" phrase is vague. Does it refer to higher housing density? I think it could be more explicit and include acknowledgement that residents and the community as a whole will need to mitigate and also take adaptive measures to cope with climate change

The community Vision is very bland and does not differentiate the Nillumbik from others



The cost of living is near insurmountable for most these days. While aspiring to these principles outlined in the vision above is good, it's no use to anyone if they cannot afford to live in it. Nillumbik rates are some of (if not the) highest in the state. Something needs to be done to address that, for the welfare and safety of everyone who lives within it

The Council should be focused on providing an efficient and effective support to its constituents. It should be focused on looking for cost savings as a means of running a surplus budget rather than seeking increases in rates and other fees to burden the community with their own cost of living pressures

The Council's vision for an engaged, connected, and active community reflects the aspirations of many, including those of the Hurstbridge Cricket Club. We strongly support this commitment and hope that Nillumbik will assist us in growing a truly inclusive community cricket club. Community is at the heart of Hurstbridge Cricket Club, and we are proud to contribute to the health, wellbeing, and connectedness of local residents through sport. As a growing club with a thriving female cricket program—including our five-time Division 1 women's team—we are dedicated to providing a safe, inclusive, and accessible environment for all players. However, our current training nets are unsafe and no longer meet the needs of our expanding club. To continue fostering participation, particularly among women and girls, we require upgraded facilities that align with Council's commitment to accessibility, safety, and sustainability in community spaces. Investing in improved training nets will not only support our club but will also reinforce Nillumbik's vision for active, engaged, and thriving communities. We would welcome the opportunity to work with Council to explore how we can achieve this important upgrade together

The environment, specifically biodiversity and natural areas are a major source of pride and inspiration to the local community. It has an enormous contribution to the local economy, lifestyle, artistic, health and wellbeing and identity of the community. This should be further recognised, particularly that within urban areas, there is more than trees, many special and common plants and animals live in these areas

The green space in Nillumbik is unique so close to the city. Since COVID more and more people are walking, cycling and visiting and there is now a big issue with roadside litter that needs a management plan as it sullies the green image

The Green Wedge is an oft mentioned aspect of but is a patchwork in some areas and poorly defined since the Nillumbik Shire was established

The Green Wedge principle is very important as it provides space and beautiful visual enjoyment. So, is the look of new structures. It seems some of the new residential buildings are not following the design standards and guidelines for the area. The look of Diamond Creek is changing with residential buildings with a visual more appropriate for inner suburbs. The new buildings on Edmonds / Fuller St are effectively more than 3 levels and the design does detract from the look of the adjacent buildings and area

The Living and Learning centre is built on this vision

The rate of which low standard high density abodes are going up in the area does not align with this vision. Trees and natural spaces are being allowed to be replaced with substandard dwellings that will not age well and detract from the Green Wedge directive, and overall health and wellbeing of Nillumbik community.





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The reality is that there are at least two very diverse populations in Nillumbik - rural and suburban. Rural people pay more in rates but aren't necessarily wealthier. The suburbs are getting more and more development which means more people need services and rural people are paying the price of this with increased rates and no benefit to them. The disparity is shocking. Some spaces are wonderful and have been a huge benefit to the community. But rural areas are neglected, and quite literally, left out in the cold without the ability to develop businesses and services and spaces to invite sustainable growth that enhances the whole of Nillumbik's lifestyle. I would like to see more development and tourism like the Yarra Valley Nillumbik is and always has seemed the poor cousin. I would like to see it easier to build and open accommodation like Airbnbs, small boutique hotels, balloon flights, wineries or small boutique tourism and or education facilities, school destinations, accessible walking tracks and indigenous history to be spread far and wide across Nillumbik. I would like to see a greater recognition of indigenous history like Corandirrk has become, but in our area. I would like to see great incentives for beautifying and rehabbing small rural lots and cooperatives for collective energy resources like small town batteries, and carbon conservation or plantation initiatives on small, 20-acre holdings. I would like lower speeds on small roads especially during active wildlife times of the day and night. I would like to see more financial support for wildlife carers like Nutfield Wildlife Shelter, Gretta spends over \$400 every fortnight of her own money caring for joeys that have been rescued from Nillumbik roads after cars, who drive too fast on small roads, hit their mothers and leave their bodies to rot. Driver education is not just lacking, it will save lives, insurance costs and trauma for wildlife carers. I would like to see Nillumbik help pensioners, single parents, people with a disability, who can't afford their rates, to actually help those people to not lose or have to leave their homes. I would love more Council run women's initiatives - where are our Women's Sheds? While there are some initiatives, there really isn't an equivalent to Men's Sheds and women are, every day in this Shire, suffering from isolation and desperation - and homelessness, or the inability to leave violent or abusive (including financial abuse) homes, because there is not enough housing, because building anything in Nillumbik is akin to pulling 4 teeth out with a doorknob then banging your face with the door. I know at least 3 women in abusive relationships who have no place to go because of the rental shortage - if they leave, they sleep in their cars because they are too embarrassed to ask for help. These are not isolated cases. I think Nillumbik needs to encourage more and sustainable tiny housing for people who cannot afford homes. There is no programme and no interest from the Council to help with this. I could go on. This is such a wonderful place to live. But it could be so much better

The Plan statement mentions 'culture' and 'built form' and 'economic success but it does not use the term 'Arts'. When it comes to the Arts, the policy is 'do more with what we have'. There are many residents in the Shire who wish to have a greater emphasis on the arts-heritage of the Shire... and in particular, a built form that re-establishes the perception that the Shire remains the most active area in Melbourne for painting, drawing, pottery, ceramics, sculpture, etc. An industry-standard, self-funding Art Museum, owned by the Council, would allow the existing collection to be exhibited, link with Baldessin Press/ Montsalvat/private and public art-institutions, provide spaces to accelerate artists from the Shire, acquire local works, exhibit world-standard artworks to educate and inspire, activate an all-inclusive arts focus, and stimulate the local economy in a sensitive controlled manner. This is what the Shire community has been calling for thirty+ years. The research has been done. It is time! Refer: Nillumbik Art Museum website...and social media.

The statement doesn't read like a vision. It reads like an election spiel, reinforcing what the Council wants us to believe that they are already doing. Quite odd, e.g. "We continue to strengthen the Shire's identity through reinforcing existing natural and built form...". I disagree that this is what is currently happening, especially in light of the significant overdevelopment of the area, to the increasing detriment of our tree canopy and so-called Green Wedge. It certainly doesn't read like a vision

The vision as written above gives no priority to improving or re-establishing the natural environment (only reinforcing existing natural form) There is a strong need to have improvement and re-establishment of the natural environment. This would particularly include a strong commitment to weed control and reclamation of natural areas

The vision is fine, but it's a lot of waffle. It's too long and doesn't really say much



The vision is still accurate but there has been insufficient (if any) action on enhancing the Green Wedge. The environment is key to Nillumbik, as reflected above, but appears an afterthought and seems to end up worse off whilst Council pursues shiny things

The vision statement does not place enough emphasis on conservation and the Green Wedge. It does not articulate the incredible qualities for which Nillumbik is renowned - that is, indigenous tree canopy in urban areas, indigenous flora and fauna, and community connected to, and working to protect and reinvigorate, biodiversity. It also does not reflect the imperative to acknowledge First Nations people and the direct link to environmental care as a foundation for respect, reconciliation and collaboration. A more appropriate vision statement could be: 'Conservation and reinvigoration of the natural environment is at the heart of the Shire of Nillumbik. This commitment is reflected in, and guides, all Shire activities. The Nillumbik community is highly engaged with this vision, honours the relationship and history of First Nations people to the area and is proud of our shared identity as the Green Wedge Shire. The community actively contributes to maintaining and building this shared vision. As a result, people in Nillumbik are strongly connected and supportive of one other as we build a healthy and sustainable future together.'

The word "sustainability" is a buzzword. As a community we are beyond the point of keeping things sustainable and actually need to find ways to give back to environment and community if we are to be truly resilient and protect the environment. "Regeneration" might be an alternative term. The Vision also tiptoes around what is actually happening with vague, indirect language in some parts. For example, in the line: "We acknowledge the pressures on liveability that in the future will likely challenge the way we live." The pressures are already here, already challenging us

There are some aspects of the above statement that are poorly worded. 1 "enhancing both the Green Wedge and tree canopy in urban areas": could be read as Green Wedge and tree canopy in urban areas are not relevant to non-urban areas. I realise this is unlikely, but the meaning as presented is contradictory. It definitely needs a comma after Green Wedge, but that doesn't resolve the lack of clarity around 'tree canopy' outside urban areas. 2. This statement about the environment does not go far enough. There needs to be more alignment with the Council Biodiversity Strategy, such as enhancing 'ecosystems and their interconnected components, including flora, fauna, fungi, soil and waterways'

There are still sections of Nillumbik which are underrepresented and supported

There is a community focus on environmental care and canopy cover in rural areas that is not captured by the vision. It is very concerning that urban is segregated from rural in only this aspect of the whole vision. This divisive vision does not reflect the communities' vision or aspirations. People move to rural areas for their love of environment, and canopy is an essential part of that. Nillumbik community want more focus on climate change mitigation which appears to be missing in the vision

There is a main focus on projects in Eltham for walk ability, but Research has major arterials that split the suburb N/S and E/W

There is frustration within the community that Council is not doing enough to appropriately resource biodiversity conservation

There is too much dictatorship within many Councils and is evident in Nillumbik Council. Ratepayers are often not respected or listened to. Many Council agendas are implemented on the personal bias of certain Council members and therefore cause hardship and offense to many rate payers. Therefore, to claim it is working for health and wellbeing in the community is a joke. Councils have completely lost sight of the fact that they work for the people who pay them but seem to take these Council positions to push their own personal agendas using public money. At the least this fraudulent practice is treasonous



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There needs to be a better framework for managing fire risk for residents within the Shire, especially as the population increases and roads are increasingly overwhelmed, even during routine activity. How this should be done whilst maintaining the Green Wedge habitats and ethos would require careful thought, but the Bushfire Royal Commission reports should be a valuable resource. I believe that planning to reduce the likelihood of roads becoming impassable (e.g. due to fallen trees) should be a priority, and if possible, developing alternate exit routes other than e.g. the one lane roads out of Eltham and Warrandyte, should be looked into. If there ever is a major fire event, large parts of the Shire's habitats could be destroyed in any case, and there should be policies in place to minimise loss of human life and to make sure that people's chances of escape are maximised. The present road systems are so crowded that it seems likely that the effects of any disaster would be amplified due to that factor, and the predictions about the possibility severity of future fires are grim. Better reduction of fuel loads around power lines should also be considered given how many fires have been started by power line incidents. Also, consistent and streamlined approaches to other preventative factors, such as annual creation of firebreaks and clearing of flammable debris where this is deemed appropriate, should be aimed for on both Council and private land

There needs to be a focus on financial sustainability. Rates go up every year and all we get for it are self-congratulatory Facebook posts and proposed cat bans

There needs to be more attention paid to clearing of house blocks. Too much of our tree canopy is being lost

Traffic through Eltham is horrendous due to too many subdivisions

There needs to be something about local adaptation to the warming climate and our struggling biosphere, we need Council to be preparing for worse outcomes

There should be more emphasis on protecting and enhancing the biodiversity of our Green Wedge. This is what sets Nillumbik apart from other areas and is the basis of our community spirit and purpose.

What is needed is Practical Action, not just words. For example, a significant increase in funding of environmental management funding, such as the LMIP program, which is a very cost-effective way to get residents to significantly contribute to positive outcomes

There was and is a very strong commitment by many that the environment in our Shire must be protected

These are best described as "motherhood statements"- vague general and uncontroversial with no specific directions' strategies or commitments. They can be interpreted in different ways, so it is not possible to agree/not agree or to see what the vision actually looks like and whether it is shared

Things have changed post COVID. I don't feel that 'Community is at the heart of the Shire of Nillumbik' anymore

This clearly focuses on the environment and not people. First of all, explain the above in easy-to-read language, most people have no idea what this means and interpret it in what action have you taken. All we see is our rates going up with little to see where it is spent

This is a long and generic statement. To be honest I tuned out halfway through reading it. It's ok, but it doesn't really say anything specific about Nillumbik itself or the people who live here. Other Councils probably have identical statements.

This is basically a motherhood statement giving very little direction to Council. This should be a vision for Nillumbik's sustainable future and should acknowledge that climate change is driving the concerns outlined in paragraph 3. Climate change should be acknowledged as a driver of environmental loss and biodiversity decline, and will have ongoing health and financial implications for not only those that live in Nillumbik

This is just empty words, means nothing and help nobody

This vision is too broad. While Council struggles to fix our roads, spray our weeds, stop rubbish dumping, Council's focus should be narrower. Get those things right first, then spread funds to other things



This vision is too long. A vision statement should be succinct. It currently has multiple components of Council all tacked together and talks in aspirational statements. A community vision should be written in the community mindset (not Council) and should be written like we already live like that. Assuming success if what makes a vision

This vision tries to do everything for everyone. Opportunity to have one single line, uncomplicated vision that unites us - something that shows the unique strength of Nillumbik. E.g. Nillumbik is the most green, healthy, and liveable Shire in Victoria

Though the statement encompasses the intent of the community the efforts of both community and local government are not reflective of the matter. Allowing once protected natural areas to be sold for development and subdivision is going against the Vision. Also, a lack of an environmental group that helps protect and preserve the natural space of Nillumbik. We are part of the Green Wedge but recently it does not feel as such

Times have changed - people want more privacy and are tired and I think it is outdated to presume people like to recreate with strangers or play sport

To a degree this Community Vision encapsulates the very broad strokes of representing the Shire aspirations however there is room for much more specificity, the detail of which is important to guide Council, provide actionable goals and accountability and help shape ways to measure progress and impact.

In particular, additions regarding "protection of the environment and enhancing the Green Wedge and tree canopy":

Conservation and reinvigoration of the natural environment is at the heart of the Shire of Nillumbik. This commitment is reflected in, and guides, all Shire activities.

The Nillumbik community is highly engaged with this vision, honours the relationship and history of First Nations people to the area and is proud of our shared identity as the Green Wedge Shire. The community actively contributes to maintaining and building this shared vision.

As a result, people in Nillumbik are strongly connected and supportive of one other as we build a healthy and sustainable future together.

With regard to "places and spaces make an important contribution to health, wellbeing, culture, the environment, biodiversity and economic success":

An excellent proposal addressing all of these components is the calling for the industry-standard Nillumbik Art Museum. An art museum of this quality will provide a landmark destination for the Nillumbik Shire, celebrating the strong artistic and architectural legacy of the area, as well as fostering economic growth through cultural tourism.

The proposed NAM is a venue that supports diverse forms of art: from dance to music, to literature, to performance, to design, to digital art, and the visual arts. It would provide a venue that supports and uplifts emerging, mid-career and established artists encapsulated in a building design that is sensitive to Nillumbik's environment and becomes a loved venue that enriches the wider community

To foster and promote local creative community of artists - visual artists performing artist, sculptors, ceramicists and public artist. Preserving the wonderful history of art in the Nillumbik Shire before it is lost, including artist buildings & studios. Creating new opportunities to help artists develop networks in Nillumbik community and mentor set ups to encourage artists. Nillumbik creating building a designated art gallery where local artists of all kinds can exhibit their works and be present and connected within the community of Nillumbik

Too much Green Wedge emphasis in urban areas. Not enough focus on liveability and adequate provision of basic services which are not up to standard

Too wordy. Need to be more succinct, clear and to the point. I also feel that the vision could be more ambitious, given the current state of the world

Traffic congestion is impacting liveability for people living in the area. The area is increasingly busier, and this shows on the main roads. The cost of living in the Shire also impacts residents' liveability, something that isn't covered above

Update last paragraph: With the trust and support within our community, Council goes further to deliver fundamental services and empower innovative programs that facilitate the best possible outcomes for the community



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We are losing very quickly the mantle of being a home to the arts with a rich history. We need to aspire to something stronger than the current words.

We can protect our environment but also allow more subdivision in semi-rural areas. The minimum subdivision rules in some areas are too low. Smaller lots can be allowed on the provision no trees are removed. Lots of open space already people could be living/building on without affecting the environment

We could further highlight the need to foster and develop Nillumbik's unique cultural and artistic communities, and how we can support the arts, and how the arts can in turn support us

We need more housing and easier access to housing. We need various styles of housing to suit changing life circumstances i.e. divorce and retirement and empty nester properties for those that wish to remain in rural areas but do not need a lot of land or a large 4 Br house. These properties need to be located near transport stations, walking tracks and other amenities. We also need better bus services in our Shire to allow for transport of kids to school and people not driving. Ie no public bus along Bannons Lane at all. How are children to get home from school when parents are working?

We should prioritise the natural environment, it's not just about preserving what's already there but also about growing the amount of green space and improving its quality. e.g. planting more native trees

We want less airy-fairy rubbish; more focus on delivering the core responsibilities of local government

We want to maintain our "Green Wedge", protect and hopefully improve biodiversity and have green spaces. Over the past few years, we have seen way too much development and nowhere near enough done for our biodiversity and green spaces

We worry about the threat of bushfire and there should be bushfire mitigation works done throughout the Shire including around homes. Tree canopy round homes is dangerous when bushfires inevitably threaten us

What vision. All you've said is a pathetic mission statement about sustainability with no plan.

Where is the vision for the future of historical connection and development

While the Vision may be reflective of the community's aspirations, I do not believe there is evidence that Council is genuinely reflecting nor following these values. There is little trust between the community and Council, and we do not feel listened to, nor represented by many of those on Council

Whilst the vision continues to be accurate reflection of community, we hope Council honours these hopes and vision. What recourse is there for residents if there is inadequate representation?

With increased building and construction activities, the Council's duties to protect the community from substandard building practices is a describe.

Graffiti is an overwhelming problem that the Council cannot keep up with. I believe we should have a safe space for artists and education program to improve artists quality of work

With increased building and construction activities, the Council's duties to protect the community from substandard building practices is a disgrace

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With increased building and construction activities, the Council's duties to protect the community from substandard building practices is a disgrace.

Graffiti is an overwhelming problem that the Council cannot keep up with. I believe we should have a safe space for artists and education program to improve artists quality of work.

With respect your pamphlet is packed with way too many words - It's a rather waffly and generalised advertisement for good intentions . More actions and less words

Would benefit from the addition of a final comment, something like "... fairly and equitably funded within affordability constraints."





Would like to see Council put 'Eltham Town' back into Eltham by celebrating heritage and environment

Would prefer to see more specific emphasis on protecting and caring for our environment rather than "sustainable environment" and "enhancing both the Green Wedge and tree canopy", which can both be interpreted as sops written by people with development in mind

Yes, however we really need that hospital

Yes, I feel that the community feels very strongly that the Shire should continue to be a place where the natural and relatively peaceful environment is preserved at all costs.

Yes, this Local Government does not represent its majority of Rural landowners who pay the majority of Rates in this community. As we don't represent numbers, we are consistently out voted in Council surveys and consideration. Yet, we own the majority of the land. This Council are hell bent on employing 'Greens'! They have no experience in owning the land in this Green Wedge and simply rely on media and textbook information

This Council, including CEO need to consider their audience and income revenue moving forward.

Yes. community vision covers local economy, sport, tourism and more

Yes. However, I feel there needs to be something included in the vision about keeping the community informed and communicating with the community. This doesn't mean that Council should consult with the community every time the Council does anything but inform. I believe I've only been well informed about Council activities in the last year of the previous Councils term.

Your tree before human lives is a danger to all that lives on our rural land



## **Appendix Two: Feedback from children**

In addition to the main, self-selected online survey, Council undertook a series of interactions with children to capture some feedback from this group about what they liked about where they lived, and what they need to be healthy and happy.

### ***Introduction and methodology***

As part of Nillumbik’s *Now and Beyond* engagement campaign, Council aimed to capture the thoughts of young children about their community.

In addition to engaging with our youngest residents at community pop-up events, a children’s survey was designed to gather their input.

Distributed through Council’s early years networks, the survey allowed children to be included and express their ideas through drawing and writing, while teachers recorded their spoken responses. This approach ensured that even the youngest members of the community could share their perspectives, providing insights for Council’s consideration.

This report captures the responses gathered through this process.

### ***Respondent profile***

The age structure of the 66 children included in the consultation is outlined in the following table, with most aged three to four years.

**Age structure**  
**Nillumbik Shire Council - 2025 Nillumbik Now and Beyond Consultation**  
*(Number and percent of respondents providing a response)*

<i>Age</i>	<i>Survey</i>	
	<i>Number</i>	<i>Percent</i>
3 years	13	23%
4 years	36	64%
5 years	5	9%
8 years	1	2%
Ten years	1	2%
Not stated	10	
<b>Total</b>	<b>66</b>	<b>100%</b>

The following table outlines the suburb of residence of the 66 children’s consultation, with Greensborough and Eltham accounting for almost half of the respondents.



*Nillumbik Shire Council – 2025 Nillumbik Now and Beyond Consultation*

**Suburb of residence**  
**Nillumbik Shire Council - 2025 Nillumbik Now and Beyond Consultation**  
(Number and percent of respondents providing a response)

Suburb	2025	
	Number	Percent
Greensborough	16	24%
Eltham	15	23%
Diamond Creek	6	9%
Doreen	6	9%
Panton Hill	6	9%
Hurstbridge	3	5%
Wattle Glen	3	5%
Bend of Islands	2	3%
Kangaroo Ground	2	3%
St Andrews	2	3%
Cottles Bridge	1	2%
Eltham North	1	2%
North Warrandyte	1	2%
Other	2	3%
Not stated	0	
<b>Total</b>	<b>66</b>	<b>100%</b>

### ***Aspects you liked about where you live***

Child respondents were asked:

*“What do you like about where you live?”*

A total of 62 of the 66 children (94%) who participated in the consultation provided a response as to what they liked about living where they live, at an average of approximately 1.5 responses each.

These responses have been broadly categorised, as outlined in the following table.

The most common responses related to the parks and playgrounds of Nillumbik (36%), along with family (12%) and their home (11%).

It is noted that there were also references made to the local community, including friends and neighbours, as well as a variety of responses around the local environment such as rivers, greenery, and birds.





*Nillumbik Shire Council – 2025 Nillumbik Now and Beyond Consultation*

**Aspects you liked about where you live**  
**Nillumbik Shire Council - 2025 Nillumbik Now and Beyond Consultation**  
(Number and percent of total respondents)

Response	2025	
	Number	Percent
Parks / playgrounds	24	36%
Family	8	12%
My home	7	11%
Dogs / pets	6	9%
Going for walks	6	9%
Restaurants / eateries	6	9%
Shops	6	9%
Trees	6	9%
Toys	5	8%
Neighbours / people	3	5%
Art and craft	2	3%
Cubby house	2	3%
Cycling / scooter	2	3%
Play equipment (slide, swings)	2	3%
Pool	2	3%
Birds	1	2%
Cars	1	2%
Dog parks	1	2%
Flowers / greenery	1	2%
Good area	1	2%
Playing in the street	1	2%
River	1	2%
Sports	1	2%
All other issues	4	6%
<b>Total responses</b>	<b>99</b>	
<i>Respondents identifying at least one issue</i>	<b>62</b> (94%)	

***Aspects you need to be happy and healthy***

Child respondents were asked:

*“What do you need to be happy and healthy?”*

A total of 62 of the 66 children (94%) who participated in the consultation provided a response as to what they need to be happy and healthy, at an average of approximately 1.5 responses each.

These responses have been broadly categorised, as outlined in the following table.

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*Metropolis*  
RESEARCH



The most common responses related to fruits (33%) and vegetables (30%), as well as food more generally (18%).

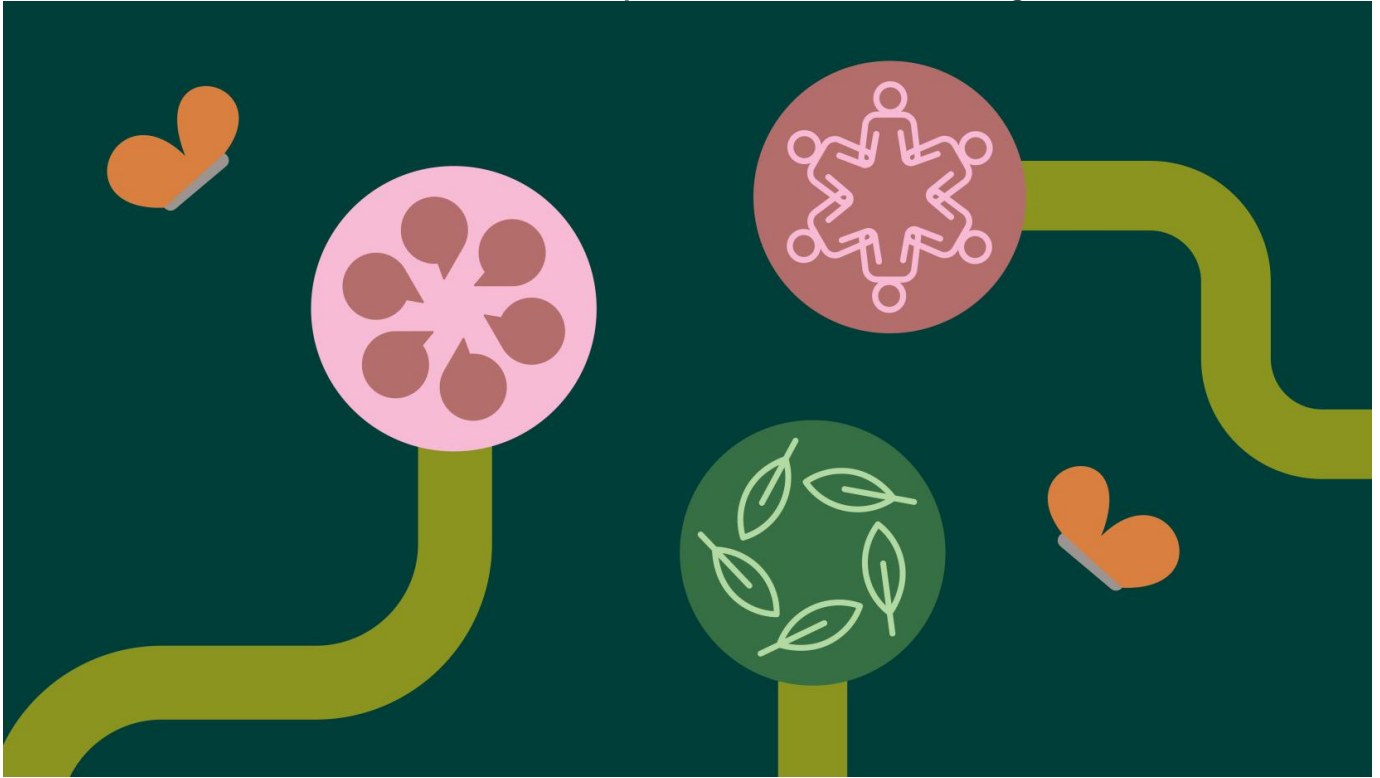
There were also references made to the natural environment, friends and the community, pets, exercise of various types, and recreational activities and hobbies.

**Aspects you need to be happy and healthy**  
**Nillumbik Shire Council - 2025 Nillumbik Now and Beyond Consultation**  
(Number and percent of total respondents)

Response	2025	
	Number	Percent
Fruits	22	33%
Vegetables	20	30%
Food	12	18%
Play	5	8%
Lollies / chocolate / ice cream	5	8%
Family	5	8%
Dogs / pets	4	6%
Exercise	4	6%
Eat healthy avoid chocolate	3	5%
Personal hygiene	3	5%
Rainbow	3	5%
Toys	3	5%
Dance	2	3%
Friends	2	3%
Parks	2	3%
Play equipment (slide, swings)	2	3%
Water	2	3%
Activities with family	1	2%
Going to toilet	1	2%
Good sleep	1	2%
Nature	1	2%
Scooter / bicycle	1	2%
Walks	1	2%
All other issues	3	5%
<b>Total responses</b>	<b>108</b>	
<i>Respondents identifying at least one issue</i>	<b>62</b> (94%)	

### Appendix Three: survey form





## Nillumbik Now and Beyond - Survey

### Introduction

We want to hear from you about your thoughts and aspirations to help shape the future of Nillumbik - Now and Beyond.

Your feedback will support the development of the Council Plan 2025- 2029, Health and Wellbeing Plan 2025 -2029, and help us review the existing Community Vision – Nillumbik 2040 and Financial Plan.

These plans will guide the direction of Council for the next four years and determine our goals and priorities.

Tell us what is important to you and what will make our Shire thrive.

### Share your thoughts by completing this survey.

You can also complete the survey online at Participate Nillumbik:  
[participate.nillumbik.vic.gov.au/now-and-beyond](https://participate.nillumbik.vic.gov.au/now-and-beyond)  
or scan the QR code.



Feedback closes at 11.59pm  
on Sunday 2 March 2025.

# Nillumbik Now and Beyond Survey

## Section 1 – Demographics

**Gender:**

Male	Prefer to self-identify: _____
Female	Prefer not to say
Non-binary	

**Age group:**

15 - 19 Years	45 – 54 Years
20 - 34 Years	55 – 74 Years
35 – 44 Years	75 Years or Over

**Relationship to Nillumbik:**

Live
Work
Study
Other (please specify)

**Access, equity and inclusion**

We value diversity and want to ensure our consultations are capturing the diversity existing in our community. With that in mind, please tell us a little more about you.

A person with disability, inclusive of mental illness	A person identifying as LGBTIQA+ (Lesbian, Gay, Bisexual, Transgender, Intersex, Queer, Asexual)
A person Aboriginal or Torres Strait Islander descent	A person speaking English as a second language
Prefer not to say	None of the above
What languages do you speak?	

**Suburb:** \_\_\_\_\_

**Provide your email address if you would like to be kept informed on this project**

\_\_\_\_\_

Section 2 – Our Community Vision

Four years ago we worked with the community to develop a “Community Vision”. We would now like to check in with you to see if this vision is still on-track.

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

*Nillumbik’s places and spaces make an important contribution to health, wellbeing, culture, the environment, biodiversity and economic success. We continue 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.*

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

*With the trust and support within our community, Council goes further to deliver fundamental services and innovative programs to facilitate the best possible community outcomes.*

The Community Vision outlined above reflects the community's aspirations for the future of the Shire and serves as the guiding framework for the Council Plan and associated strategies moving forward.

Do you think this Community Vision still represents the community’s aspirations for the future? (Required)

- ☐ Yes
- ☐ No
- ☐ Unsure

Would you like to provide more information? (Optional. Please keep in brief - 200 characters max)

Section 3 – Sustainable futures and healthy environments

‘Sustainable futures and healthy environments’ describes integrating sustainable practices into all aspects of community life, promoting environmental responsibility, enhancing the natural environment and fostering resilience through climate action.

This theme emphasises the importance of prioritising resource conservation, biodiversity protection and climate action in order to create a thriving ecosystem that supports both people and nature.

What, if anything, do you believe council should prioritise in relation to sustainable futures and healthy environments?

Response 1 (Optional. Please keep in brief - 200 characters max)

Response 2 (Optional. Please keep in brief - 200 characters max)

Response 3 (Optional. Please keep in brief - 200 characters max)

On a scale from zero (lowest) to 10 (highest), how would you rate the importance of each of the following?

1	Climate action	Rating out of 10
2	Environment planning and policy	Rating out of 10
3	Protecting agricultural land	Rating out of 10
4	Protection of biodiversity	Rating out of 10
5	Protection of urban tree canopy	Rating out of 10
6	Recycling programs	Rating out of 10
7	Urban tree canopy maintenance and growth	Rating out of 10
8	Waste management and recycling	Rating out of 10
9	Water quality and conservation	Rating out of 10

Section 4 – Inclusive living and participation

‘Inclusive living and participation’ aims to foster a supportive and inclusive environment where individuals of all ages and abilities can thrive. This theme focuses on delivering essential services and programs that promote wellbeing, lifelong learning, and social engagement.

This theme emphasises the importance of collaboration in cultivating inclusive and empowered communities where individuals can access the services and support that they need, to strengthen community ties and access opportunities to actively participate in shaping their community.

What, if anything, do you believe council should prioritise in relation to inclusive living and participation?

Response 1 (Optional. Please keep in brief - 200 characters max)

Response 2 (Optional. Please keep in brief - 200 characters max)

Response 3 (Optional. Please keep in brief - 200 characters max)

On a scale from zero (lowest) to 10 (highest), how would you rate the importance of each of the following?

1	Access to Libraries	Rating out of 10
2	Access to preschools and kindergartens	Rating out of 10
3	Community development opportunities	Rating out of 10
4	Community education programs	Rating out of 10
5	Maternal and Child Health services	Rating out of 10
6	Support for people with disability	Rating out of 10
7	Support for young people	Rating out of 10
8	Supporting ageing well	Rating out of 10
9	Volunteer opportunities	Rating out of 10

Section 5 – Thriving places and vibrant communities

‘Thriving places and vibrant communities’ describes well-planned spaces, housing that meets community needs, cultural heritage, resilient local economies, artistic expression and lively events that enhance the unique identity of our neighbourhoods; engaging both residents and visitors.

This theme emphasises the importance of creating accessible and adaptable environments for people of all ages and stages that reflect our history, embrace our future and celebrate our shared cultural life.

What, if anything, do you believe council should prioritise in relation to thriving places and vibrant communities?

Response 1 (Optional. Please keep in brief - 200 characters max)

Response 2 (Optional. Please keep in brief - 200 characters max)

Response 3 (Optional. Please keep in brief - 200 characters max)

On a scale from zero (lowest) to 10 (highest), how would you rate the importance of each of the following?

1	Arts and cultural programs	Rating out of 10
2	Festivals and events	Rating out of 10
3	Housing that meets community needs	Rating out of 10
4	Local employment opportunities	Rating out of 10
5	Protection of history and heritage	Rating out of 10
6	Protection of neighbourhood character	Rating out of 10
7	Protection of Public health	Rating out of 10
8	Strategic land use planning	Rating out of 10
9	Support to local businesses	Rating out of 10
10	Tourism development and activities	Rating out of 10



Section 6 – Connected, safe and active spaces

‘Connected, safe and active spaces’ describes connected spaces that encourage active lifestyles, provide easy access to nature and recreation and support the wellbeing of the community through quality social infrastructure and amenities.

This theme emphasises the importance of a well-integrated network of transport options, pedestrian pathways, and cycling routes that connect our neighbourhoods, parks, and recreational areas. It prioritises accessible public amenities that promote physical activity, social interaction, and overall wellbeing.

What, if anything, do you believe council should prioritise in relation to connected, safe and active spaces?

Response 1 (Optional. Please keep in brief - 200 characters max)

Response 2 (Optional. Please keep in brief - 200 characters max)

Response 3 (Optional. Please keep in brief - 200 characters max)

On a scale from zero (lowest) to 10 (highest), how would you rate the importance of each of the following?

1	Access to transport	Rating out of 10
2	Community facilities and halls	Rating out of 10
3	Drainage maintenance	Rating out of 10
4	Footpaths	Rating out of 10
5	Leisure centres	Rating out of 10
6	Play grounds	Rating out of 10
7	Public amenities (public toilets, seating, water fountains, shelter etc.)	Rating out of 10
8	Recreational trails	Rating out of 10
9	Road safety	Rating out of 10
10	Roads and roadside maintenance	Rating out of 10
11	School crossings	Rating out of 10
12	Sports grounds	Rating out of 10

## **Section 7 – Health and Wellbeing**

The *Public Health and Wellbeing Act 2008* requires councils to prepare a municipal health and wellbeing plan every four years.

Council plays an important role in ensuring Nillumbik is a place where everyone has the best opportunities to be physically and mentally well and socially connected as they grow, live, learn, work, play and age. The Nillumbik Public Health and Wellbeing Plan outlines our commitment and approach to address health and wellbeing priorities and reduce inequalities over the next four years.

**What, if anything, do you believe council should prioritise in relation to health and wellbeing?**

**Response 1** (Optional. Please keep in brief - 200 characters max)

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**Response 2** (Optional. Please keep in brief - 200 characters max)

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**Response 3** (Optional. Please keep in brief - 200 characters max)

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Below is a list of factors that contribute to good health and wellbeing.

**On a scale from zero (lowest) to 10 (highest), how would you rate the importance of each of the following health and wellbeing priorities?**

1	Preventing physical and chronic health conditions	Rating out of 10
2	Mental health	Rating out of 10
3	Promoting social inclusion and reducing isolation	Rating out of 10
4	Preventing discrimination	Rating out of 10
5	Food: healthy, affordable and sustainable	Rating out of 10
6	Increasing active living	Rating out of 10
7	Reducing harm from alcohol and other drugs	Rating out of 10
8	Reducing harm from gambling	Rating out of 10
9	Reducing harm from tobacco and vaping	Rating out of 10
10	Preventing falls and injuries	Rating out of 10
11	Preventing family violence	Rating out of 10
12	Preventing elder abuse	Rating out of 10
13	Promoting gender equality	Rating out of 10
14	Responding to the impacts of climate change on health	Rating out of 10
15	Improving sexual and reproductive health	Rating out of 10
16	Training and employment	Rating out of 10
17	Access to Transport	Rating out of 10
18	Access to education	Rating out of 10
19	Access to housing	Rating out of 10

The *Disability Act 2006* requires local government to prepare disability action plans. These plans need to describe how the Council will address access and inclusion barriers for people with disability, as both service users and employees.

**What, if any, ways would you like to see Council reduce barriers to people with disability accessing goods, services and facilities?**

**What, if any, ways would you like to see Council reduce barriers to people with disability obtaining and maintaining employment, including education, training and volunteering opportunities?**

**What, if any, ways would you like to see Council promote inclusion and participation in the community for people with disability?**

**What do you think is the best way to change attitudes and practices which discriminate against people with disability?**

Section 8 – Governance and community leadership

‘Governance and community leadership’ describes Council’s commitment to quality customer experience, responsiveness in council operations, sound financial and risk management, responsible use of resources, continuous improvement in information and technology, community engagement and a commitment to reconciliation and inclusion.

This theme emphasises the importance of delivering high standards in service delivery, participation, governance and advocacy to support a well-managed, innovative and engaged community where residents feel represented and valued.

What, if anything, do you believe council should prioritise in relation to governance and community leadership?

Response 1 (Optional. Please keep in brief - 200 characters max)

Response 2 (Optional. Please keep in brief - 200 characters max)

Response 3 (Optional. Please keep in brief - 200 characters max)

On a scale from zero (lowest) to 10 (highest), how would you rate the importance of each of the following?

1	Ensuring good governance	Rating out of 10
2	Engaging with the community	Rating out of 10
3	A commitment to reconciliation	Rating out of 10
4	Sustainable financial management	Rating out of 10
5	Providing access to information	Rating out of 10
6	Ensuring quality customer experience	Rating out of 10
7	Providing animal management services	Rating out of 10
8	Emergency preparedness and response	Rating out of 10

### **Privacy Collection Notice:**

Nillumbik Shire Council is collecting your personal information for the purposes of conducting the Nillumbik Now and Beyond Survey. The information captured in the survey will also be used to develop and keep you informed about key Council strategies and plans including the Council Plan, Health and Wellbeing Plan and Financial Plan. The personal information being collected is to ensure that Council has satisfied the community engagement principles outlined in the Local Government Act 2020.

The personal information you provide will not be shared without your consent, unless we are permitted or required to by law.

Anonymous quotes or responses from your survey may appear in Council business papers.

If you wish to 'Stay Informed' an email address will be required.

You have the right to access and correct your personal information. Enquiries for access or correction 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 Victoria 3088.

### **Submit**

To complete this survey online go to:

[participate.nillumbik.vic.gov.au/now-and-beyond](https://participate.nillumbik.vic.gov.au/now-and-beyond)

### **Return your survey by: mail**

Attn: Engagement Officer

Nillumbik Shire Council

Civic Drive (PO Box 476) Greensborough VIC 3088

Return your survey by email:

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



***Nillumbik Shire Council***  
***2025 Health and Wellbeing Plan***  
***Summary of Consultation Findings***

***April 2025***

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*Nillumbik Shire Council – 2025 Health and Wellbeing Consultation*

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## **Introduction**

In February 2025, Nillumbik Shire Council undertook a broad community survey, *Nillumbik Now and Beyond* to identify what is important to the community and inform high-level priority areas for Council. This is referred to as Phase 1 of this community engagement.

In addition to the *Nillumbik Now and Beyond* survey (Phase 1), Council also conducted a number of outreach community engagement activities during March and April 2025, this is referred to as Phase 2.

The Phase 2 activities included focus groups, drop-in sessions, and outreach with community groups, local services, community centres and schools. These activities aimed to targeted priority populations who may have been missed in the online survey in Phase 1.

This integrated engagement approach was designed to efficiently gather community insights to inform the development and review/update of key strategic plans, including the *Health and Wellbeing Plan 2025-2029*.

The *Nillumbik Now and Beyond* survey results and Phase 2 engagement findings will inform discussions at Council's upcoming *Community Forum*, where participants will explore key themes in depth to provide input into the plans for Council's consideration (as part of deliberative community engagement).

The insights from the Phase 1 and Phase 2 engagement will also assist Councillor and staff workshops, and Advisory Committee workshops throughout the drafting stage, in reviewing and developing strategic plans, ensuring community priorities are reflected in future decision-making.

## **Methodology**

### ***Online survey***

The *Nillumbik Now and Beyond* survey was conducted as a self-selection, self-completion, online survey available on the Council consultation platform via the Council website.

The survey was open for participation from the 1<sup>st</sup> of February to the 2<sup>nd</sup> of March 2025, and was open to all interested parties to complete.

The online survey was advertised to the Nillumbik community via a variety of methods, including:

- Social media posts
- Real estate signs
- Post cards



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- Posters
- X3 pop ups – spoke with over 550 people
- Staff sharing with networks
- Publications
- QR codes
- Staff email signoffs.

These efforts to advertise the survey to the community appear to have been relatively successful, with a total of 601 individuals choosing to participate. It is also noteworthy that the profile of these 601 respondents was relatively evenly distributed across the Shire.

Metropolis Research assisted Council in the design of the survey, largely in relation to the most effective way of capturing the feedback that Council officers were keen to obtain from the community to assist in the Council planning processes.

Given that this was a self-selection survey methodology, by which the individuals came to the survey themselves, following being [made aware of the survey via a variety of methods](#).

It is important to bear in mind that the results from this survey represent the views of those in the community who were both aware of the survey, and sufficiently engaged with Council or the issues covered, to take the steps necessary to participate.

This is fundamentally different to a random sample survey, by which individuals are randomly selected to participate, and cannot actively choose to take steps to participate if not selected.

This is an important distinction that should be borne in mind when interpreting the results outlined in this report.

Metropolis Research notes, however, that the sample of 601 respondents does reflect, relatively well, the geographical and demographic profile of the underlying Nillumbik community.

That said, it is noted that the sample over-represents older adults (aged 55 to 74 years) and female respondents. This is typical for a self-selection survey of this type.

The sample of respondents has not been weighted by suburb, age, or gender, as the sample is self-selected and cannot be interpreted as a representative sample.

## ***Phase 2***

In addition to the online survey, Council officers conducted a series of Pop-Up sessions, in Diamond Creek, Eltham, and Hurstbridge, as follows:

• Eltham Pop-Up	210
• Diamond Creek Pop-Up	217
• Hurstbridge Pop-Up	135



A summary of the feedback obtained from respondents is included in this report, however, this data does not provide detailed feedback on the number of participants making individual statements.

This data should be considered ancillary feedback, that provides a little more detailed insight into some community views.

Council officers also conducted a series of engagements with the general community at various events, as well as consultations with advisory committees, community groups, and other stakeholders, as follows:

• Nillumbik Health and Wellbeing Profile Workshop	98
• Health and Wellbeing Partnership Forum	59
• St Andrews Primary School	30
• Kangaroo Ground Primary School and outreach	28
• St Andrews Minifest	26
• Chinese Senior Citizens Group	25
• Early Years Services Committees of Management Training	20
• Wadambuk St Andrews Community Centre	20
• Community Partnerships Department	18
• St Andrews Men's Shed	16
• Edendale Volunteers Morning Tea	14
• Arthurs Creek Community Centre	12
• Best Start Partnership meeting	12
• Living & Learning Nillumbik – Eltham	11
• PAAC (Positive Ageing Advisory Committee)	11
• U3A	10
• Araluen Primed	9
• Nillumbik Neighbours (Social Support Group)	8
• Inclusion and Access Advisory Committee	8
• Health and Wellbeing Advisory Committee	7
• ESAC (Environment and Sustainability Advisory Committee)	7
• Araluen Diamond Creek	5
• Youth Council	3

These Phase 2 consultations covered a wide range of health and wellbeing related issues, with many including extensive information provision by Council officers in advance of a wide-ranging discussion around health and wellbeing related issues and expectations.

The report, where possible, provides a summary of the key issues that came out of these discussions, although additional detail is available from Council officers.



## Summary of key findings

### ***Nillumbik Now and Beyond***

The 10 (of 19) actions which *Nillumbik Now and Beyond* respondents considered to be the most important in relation to health and wellbeing were as follows:

• Access to transport	8.2 out of 10	75% very important, 10% unimportant
• Access to education	8.2 out of 10	74% very important, 10% unimportant
• Access to housing	7.9 out of 10	68% very important, 12% unimportant
• Food: healthy, affordable, and sustainable	7.9 out of 10	66% very important, 12% unimportant
• Preventing family violence	7.9 out of 10	71% very important, 15% unimportant
• Mental health	7.9 out of 10	69% very important, 14% unimportant
• Increasing active living	7.8 out of 10	66% very important, 12% unimportant
• Preventing elder abuse	7.7 out of 10	68% very important, 15% unimportant
• Promoting social inclusion, reduce isolation	7.6 out of 10	66% very important, 16% unimportant
• Prevent physical, chronic health condition	7.5 out of 10	65% very important, 16% unimportant.

The four most common suggestions from *Nillumbik Now and Beyond* for Council to prioritise in relation to health and wellbeing were as follows:

• Better / cheaper public health and medical services / facilities	15% of respondents
• Parks and gardens, natural environment, trees, biodiversity	6% of respondents
• Council support for people with need	6% of respondents
• Healthy lifestyle facilities e.g., sports and exercise equipment	5% of respondents.

### ***Voting on priority areas***

When asked to vote on priority health and wellbeing areas, community participants at the Pop-Ups and Phase 2 consultation activities reaffirmed the importance of many of the areas outlined above.

It is noted, however, that the voting results for key priority areas did have a greater emphasis on active living and mental health than was identified in *Nillumbik Now and Beyond*.

Metropolis Research notes that variation in the results between *Nillumbik Now and Beyond* and the Phase 2 consultation activities that were more focused on health and wellbeing, will naturally be somewhat different, and emphasise health and wellbeing related issues more.

### ***Partnerships / Advisory Committees feedback***

The qualitative feedback received from service delivery partners, as well as advisory committee members was broadly consistent with the results from the *Nillumbik Now and Beyond* and the community consultations as discussed above.



Different interest groups / service provider partners and others focused their input on their specific areas of interest; however, it was the case that the priority health and wellbeing areas identified by Council aligned with the partners views about Nillumbik, and their work.

It is specifically noted that the Health and Wellbeing Advisory Committee agreed that the six-priority health and wellbeing areas identified by Council aligned with the work of partners, and the Advisory Committee endorsed these priority areas and approach, as follows:

1. Improving mental wellbeing and social connection
2. Preventing discrimination and violence
3. Increasing active living
4. Improving food systems
5. Reducing harm from alcohol, drugs, vaping and gambling
6. Advocating for improving access to services, facilities and housing.

### ***Staff feedback***

The feedback received from staff was generally consistent with the themes that emerged from the community, groups, partners, and advisory committees, with some additional feedback received in relation to the impact of cost of living pressures on health and wellbeing, along with some concerns around social issues such as crime, anxiety, and other issues.

Feedback from staff did highlight a perception that they needed to strength external partnerships in relation to food and reducing harm from alcohol, drugs, and gambling.

### ***Disability related feedback***

This consultation report also provides detailed feedback from a variety of sources (including *Nillumbik Now and Beyond*, community consultations, and engagements with partners, community groups, advisory committees, and staff) in relation to disability related issues.

The report provides a summary of the feedback received, broken down into the four disability priority action areas, including access to goods and services; access to and maintaining employment training, education, and volunteering; inclusion and social participation; and changing attitudes and practices, and preventing discrimination.

A wide range of issues were raised by respondents and participants, with some focus on accessibility related issues raised by *Nillumbik Now and Beyond* respondents, such as footpaths, bike paths, accessible buildings, public transport accessibility, and similar issues.

There was also a strong focus both from the community and other feedback around communication, education and awareness of disability issues in the community, including as it relates to access to quality employment and education accessibility, such as education for employers.



## Nillumbik Now and Beyond

### Importance of selected aspects

Respondents were asked:

*“On a scale of 0 (lowest) to 10 (highest), how would you rate the importance of each of the following?”*

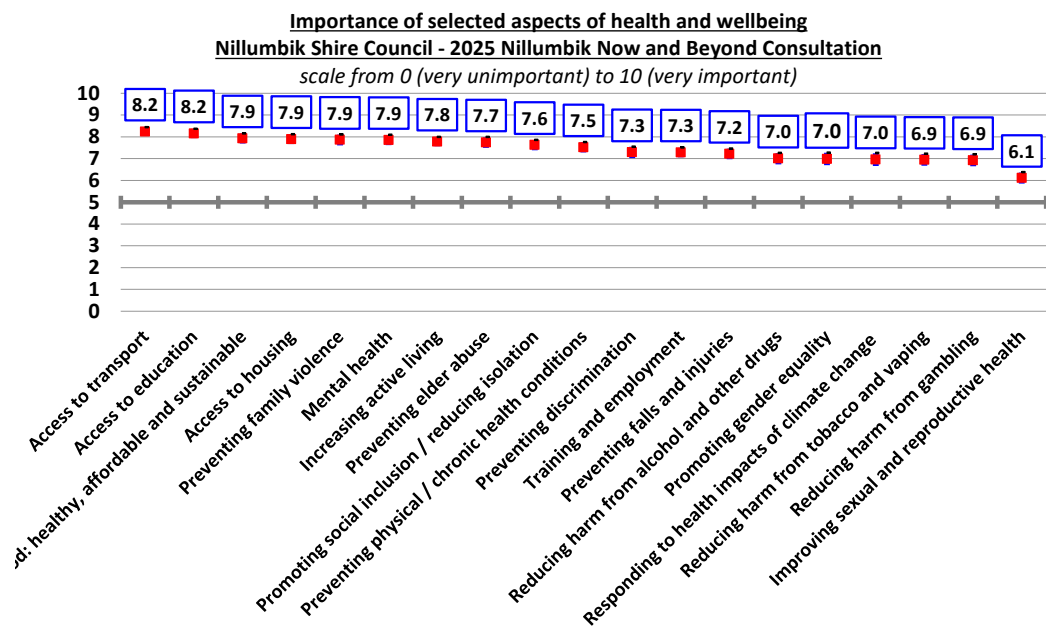
The *Nillumbik Now and Beyond* online survey respondents were asked to rate the importance of each of 19 actions in relation to health and wellbeing

The results of this question are presented in two formats, firstly the average importance of each of the 10 actions on a scale from zero (very unimportant) to 10 (very important).

This format provides both an average importance score for each action, as well as providing a ranking of the importance of the 19 actions from most to least important.

The following graph displays the average importance of each of these 19 actions, with measurable and significant variation from the most important (access to transport and access to education, both at 8.2 out of 10) to the least important (improving sexual and reproductive health at 6.1).

It is important to bear in mind that all 19 actions were considered important by respondents, with importance scores of at least 6.1 out of 10.





It is noted that access to transport (8.2) and access to education (8.2) were measurably more important than 11 of the 17 other actions.

By contrast, improving sexual and reproductive health (6.1) was measurably less important than all 18 other actions, and the least important action, although important, nonetheless.

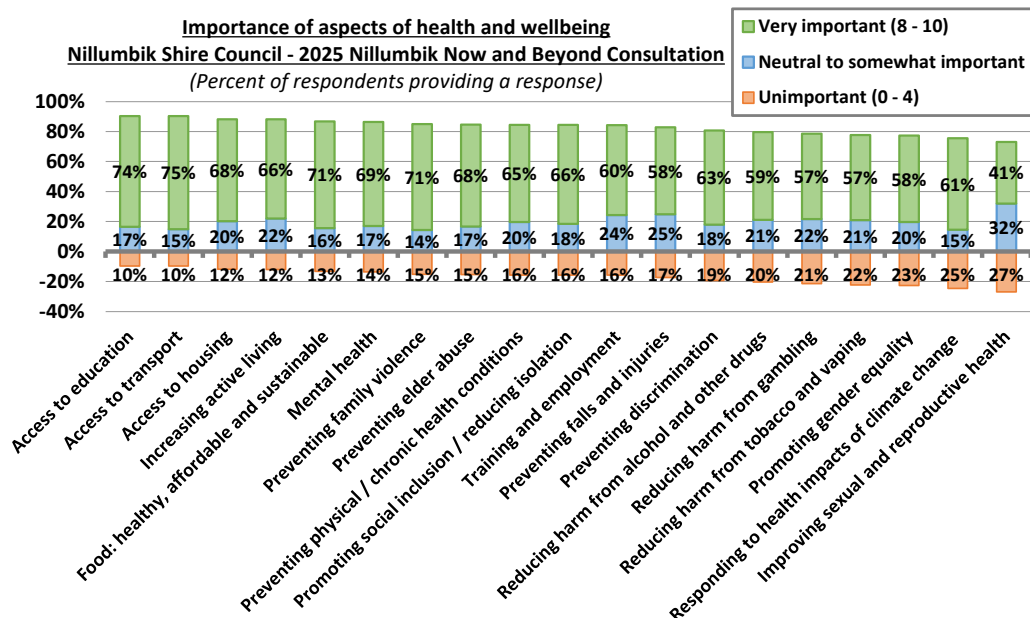
Both reducing harm from gambling (6.9) and reducing harm from tobacco and vaping (6.9) were measurably less important than 10 of the 17 other actions, although again, important, nonetheless.

The second format in which the results are presented is a breakdown of the proportion of respondents who considered each action to be “very important” (i.e., rated importance at eight or more out of 10), those who considered each action to be “neutral to somewhat important” (i.e., rated importance at between five and seven), and those who considered each action to be “unimportant” (i.e., rated importance at less than five out of 10).

It is noted that approximately three-quarters of respondents (who provided a score) considered access to transport (75%), access to education (74%), and preventing family violence (71%) to be “very important”, whilst more than half of the respondents considered 16 of the 17 other actions to be “very important”.

Whilst the least important action, 41% of respondents still considered improving sexual and reproductive health to be “very important”, whilst 27% considered it “unimportant”.

It is also noted that approximately one-fifth to one-quarter of respondents considered prevention of harm from drugs and alcohol, gambling, and smoking and vaping, discrimination, gender equity, and climate change to be “unimportant”.





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The following table provides a comparison of the average importance of each of these 19 health and wellbeing related actions by each of the five Nillumbik Shire precincts.

The table also highlights results that were notably to measurably higher or lower than the average importance.

It is noted that there was less variation in the average importance of these health and wellbeing related aspects observed across the five precincts comprising the Nillumbik Shire than was observed in relation to the other five broad areas covered in the survey.

This is an important finding, as it highlights a more uniform view about the relative importance of the health and wellbeing actions than is apparent in relation to other areas.

It is, however, noted that respondents from Greensborough / Plenty considered eight of the 19 actions to be somewhat less important than average, although still important, nonetheless.

**Importance of selected aspects of health and wellbeing**  
**Nillumbik Shire Council - 2025 Nillumbik Now and Beyond Consultation**  
(Number and index score 0 - 10)

Statement	G'borough/ Plenty	Diamond Creek	Eltham	Eltham North	Rural	Nillumbik Shire
Access to transport	8.0	8.5	8.6	8.1	8.0	8.2
Access to education	7.4	8.2	8.5	8.3	8.1	8.2
Food: healthy, affordable and sustainable	7.7	8.1	8.0	8.1	7.8	7.9
Access to housing	7.2	8.1	7.9	8.1	7.9	7.9
Preventing family violence	7.7	8.1	7.8	7.4	7.8	7.9
Mental health	7.9	8.0	7.8	7.8	7.8	7.9
Increasing active living	7.8	7.8	8.0	8.4	7.5	7.8
Preventing elder abuse	7.8	8.0	7.8	7.3	7.7	7.7
Promoting social inclusion / reducing isolation	7.1	7.8	7.7	8.0	7.6	7.6
Preventing physical / chronic health conditions	7.3	7.5	7.6	7.5	7.5	7.5
Preventing discrimination	6.6	7.7	7.3	7.6	7.2	7.3
Training and employment	7.2	7.3	7.4	7.3	7.2	7.3
Preventing falls and injuries	7.4	7.5	7.4	7.4	6.9	7.2
Reducing harm from alcohol and other drugs	6.5	6.9	7.1	6.8	7.1	7.0
Promoting gender equality	6.8	6.9	6.9	7.7	6.9	7.0
Responding to health impacts of climate change	6.6	6.6	7.1	7.4	7.0	7.0
Reducing harm from tobacco and vaping	6.3	7.0	7.1	6.8	6.9	6.9
Reducing harm from gambling	6.5	6.9	7.1	6.5	6.9	6.9
Improving sexual and reproductive health	6.1	6.2	6.0	6.0	6.1	6.1
Average score	7.2	7.5	7.5	7.5	7.4	7.4
Total respondents	55	69	132	38	236	601



### ***Aspects Council should prioritise***

Respondents were asked:

*“What, if anything, do you believe council should prioritise in relation to health and wellbeing?”*

Respondents were provided an open-ended opportunity to outline up to three actions that they believed Council should prioritise in relation to health and wellbeing.

A little less than half (46%) of respondents nominated at least one action that they believed Council should prioritise, providing a total of 590 actions, at an average of approximately two actions per respondent.

These open-ended responses have been broadly categorised, as outlined in the following table, with the verbatim responses underlying these categories available on request.

The most common action nominated by respondents was in relation to better / more public health and medical services and facilities, with 15% of respondents nominating these actions.

It is noted that there were a wide range of other issues and actions provided by respondents, as outlined in the following table.

It is also noted that five percent of respondents (31) stated the view that this was not a role for Council, and / or that Council should ‘stick to the basics’.

This indicates that there is an opportunity to strength the community’s understanding of Council’s legislated role to act in the health and wellbeing space.



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**Aspects Council should prioritise about health and wellbeing**  
**Nillumbik Shire Council - 2025 Nillumbik Now and Beyond Consultation**  
(Number and percent of total respondents)

Response	2025	
	Number	Percent
Better / cheaper public health and medical services / facilities	90	15%
Parks / gardens / natural environment / trees / biodiversity	39	6%
Council support for people with needs	38	6%
Not Council role / stick to basics	31	5%
Healthy lifestyle facilities (e.g. sports / exercise equipment)	28	5%
Community atmosphere / community gardens	26	4%
More attention to social justice issues	22	4%
Community groups / programs e.g. Allwood House, LLCs	21	3%
Active transport (e.g. walking, cycling, footpaths)	20	3%
Affordable housing	20	3%
Roads, traffic and parking	20	3%
Community communication / engagement / education / awareness	19	3%
Addressing vaping, smoking, drinking, drugs (incl. shops)	18	3%
Council services / facilities (e.g. MCH, learning, libraries)	17	3%
Climate change / sustainability	14	2%
Planning and development	14	2%
Economic / financial support (e.g. cost of living pressure, subsidies)	13	2%
Domestic / family violence	12	2%
Public transport	12	2%
Support for local business / jobs / economic development / tourism	11	2%
Community art and culture	9	1%
Healthy, affordable food / markets	8	1%
Accessibility for all ages and abilities	7	1%
Community events / activities	7	1%
Bushfire and emergency management	6	1%
Less attention to social justice issues	6	1%
Cleanliness / maintenance / updating of	5	1%
General infrastructure / amenities (e.g. drains, taps, seating, toilet)	5	1%
Banning gambling / pokies	4	1%
Waste and recycling	4	1%
Better financial / cost management	3	0%
Recreation / leisure facilities	3	0%
Safety, security and policing	3	0%
Services and facilities for animals including pets and wildlife	3	0%
Support / services / facilities / activities for youth	3	0%
Banning / reduce fast food outlets	2	0%
Sustainable / renewable energy	2	0%
First Nations / reconciliation issues	1	0%
Community transport	1	0%
All other issues	23	4%
<b>Total responses</b>	<b>590</b>	
<i>Respondents identifying at least one issue</i>	<b>276</b> (46%)	



## Pop-Up sessions

### Priority health and wellbeing areas

All participants at the Pop-Ups and Phase 2 consultation activities were asked to provide feedback on the priority health and wellbeing areas, as outlined in the following table.

Participants were provided with six stickers each and asked to place a sticker on each of the areas that they considered to be the highest priority areas.

The following table provides a summary of these results, with the percentages referring to the percentage of the total responses received. For example, of the 1,889 responses received, 10% of them (186) placed a high priority on active living.

**Priority Health and Wellbeing Areas**  
**Nillumbik Shire Council - 2025 Health and Wellbeing Consultation**  
(number and percent of total votes)

Area	All contributors Number	Percent	Children / Youth	Adults	Seniors	Disability
Active Living	186	10%	9%	11%	7%	12%
Mental health	181	10%	10%	11%	7%	10%
Access to transport	164	9%	4%	10%	11%	9%
Climate Change	141	7%	6%	9%	3%	3%
Social inclusion and isolation	135	7%	2%	7%	8%	10%
Access to housing	125	7%	5%	6%	9%	9%
Physical and chronic health	113	6%	4%	6%	10%	3%
Family Violence	112	6%	4%	7%	4%	5%
Food	107	6%	6%	4%	6%	5%
Training and Employment	88	5%	4%	5%	3%	8%
Access to education	85	4%	6%	5%	4%	3%
Falls and injuries	76	4%	4%	3%	9%	3%
Gender Equality	72	4%	9%	3%	4%	3%
Discrimination	64	3%	7%	2%	3%	5%
Tobacco and vaping	62	3%	7%	3%	2%	1%
Elder Abuse	58	3%	4%	2%	6%	3%
Alcohol and other drugs	51	3%	2%	3%	1%	3%
Gambling	45	2%	4%	2%	1%	3%
Sexual and reproductive health	24	1%	3%	1%	2%	4%
<b>Total responses</b>	<b>1,889</b>	<b>100%</b>	<b>247</b>	<b>1,098</b>	<b>240</b>	<b>77</b>

Metropolis Research notes that these results, whilst compiled in a very different manner, do broadly reflect the results of the *Nillumbik Now and Beyond* survey results.

It is noted, however, that these participants were more focused on both active living and mental health related issues than the online survey respondents.



Attention is drawn to the fact that the social and health related issues such as sexual and reproductive health, gambling, alcohol and drugs, tobacco and vaping, discrimination, and gender equity were of a substantially lower priority to these participants than other issues.

Given that these results were sourced from a set of consultations that focused on health and wellbeing aspects, it is not unreasonable to expect that broader issues such as transport, housing, and education tended to be somewhat less of a priority for these participants than for the online survey respondents.

The online survey respondents were asked to consider a wider range of policy areas, and that naturally will influence the priorities that they perceive in relation to health and wellbeing.

It is also important to note that these results include both the general community (self-selected but otherwise reflective of the community) as well as a variety of stakeholders, including service providers, Council staff, and advisory committees.

These groups will tend to focus more on the issues underpinning their areas of concern, rather than the broader focus that comes from research conducted of the underlying community.

Metropolis Research has grouped these participants into four sub-groups, as follows:

- **Adults** – including adult Pop-Up participants at Eltham, Diamond Creek, and Hurstbridge, as well as St. Andrews Outreach, St. Andrews Men's Shed, St. Andrews Festival, Arthurs Creek Outreach, and Kangaroo Ground Outreach.
- **Children and Youth** – including children and youth Pop-Up participants at Eltham, Diamond Creek, and Hurstbridge, as well as St. Andrews Festival, Kangaroo Ground Primary School, and the Youth Council.
- **Seniors** – including the Positive Ageing Advisory Committee, U3A, Nillumbik Neighbours, and the Chinese Senior Citizens Group.
- **Disability** – including the Inclusion and Access Advisory Committee and Araluen Disability Service.

Metropolis Research does note that the responses from children and youth were more likely than others to prioritise gender equity, discrimination, and tobacco and vaping.

By contrast, the results for seniors and related groups were more likely to prioritise access to housing and falls and injuries, and elder abuse, and less likely to prioritise active living, mental health, climate change, and family violence.

The small group from disability related groups were more likely to prioritise social inclusion and isolation, and training and employment related issues, and less likely to prioritise climate change and physical and chronic health conditions.



### ***Pop-up consultation sessions feedback***

The following summary of key points raised by participants at the three *Pop-Up* sessions conducted by Council officers were as follows. The themes outlined by participants to the *Pop-Up* sessions were broadly consistent with the results from the self-selected online survey.

#### **Diamond Creek**

- *Bike paths and infrastructure* – Bike paths are great, good trails, need wider trails.
- *Roads, traffic and public transport management* – Roads and traffic are an issue, school crossings are dangerous.
- *Planning housing and development* – Upkeep of rural houses and acreage is expensive especially for older people due to new regulations.
- *Wildlife / biodiversity protection* – more needs to be done to protect wildlife.
- *Dogs/ amenities* – Greater regulations around dogs on leads, more amenities.
- *Sports and recreation facilities* – More facilities for netball, gym and BMX parks.
- *Beautification and upgrade of area* – More effort to beautify area and upgrade equipment in playgrounds.
- *Parks and gardens* – better maintenance of parks and gardens, bin emptied.
- *Services for elderly* – more services and funding for elderly.
- *Community support* – more support needed.
- *Council services and amenities* – more toilets and drink fountains.
- *Bushfire / emergency management* – need expediated plans for bushfire.
- *Communication, information and engagement* – Nillumbik News needs to be more often.

#### **Eltham**

- *Dogs / amenities* - Dogs and pets are important to health and wellbeing.
- *Connection* - Being connected is important for health and wellbeing.
- *Health* - Physical health shouldn't be focus of Health and Wellbeing Plan – need to focus on basic needs first, e.g. active living prevents physical ill health.
- *Mental health* - need housing to reduce mental health conditions, more support including peer support groups for mental health, anxiety for young people. School peer support.



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- *Infrastructure* - Need to rely on GPs due to lack of services.
- *Cost of living* - Cost of living is an issue, more expensive to live in Nillumbik – higher prices of groceries. Pensioners travelling outside of Nillumbik to access more affordable and healthy food. Often go to Thomastown and Preston Market. Increase in families cutting back on community sport and other extracurricular activities due to financial struggles.
- *Disability* - Make it easier to get special consideration at school for people with disability, more support for people with autism and ADHD to navigate studies and school life.
- *Counselling* - More counselling services for young people – school based.

**Hurstbridge**

- *Sexual and reproductive health* – sperm count has dropped across the globe, sexual health needed for kids and youth.
- *Family violence* - this is a huge issue, under-reported, you wouldn't think it's happening in an area like this, but it is.
- *Elder Abuse* is an issue.
- *Education* - I want good alcohol and drug education for young people and a better alcohol culture to bring my kids up in.
- *Mental health* – it is important, it is a huge issue in Arthurs Creek.
- *Smoking* - is terrible, smells bad, secondary smoke is bad for the community.
- *Food* - More organic food, less junk food.
- *Gambling* - I don't think pokies is an issue, but online gambling is really becoming an issue.





## **Outreach Consultation session feedback**

The following section provides a summary of the key health and wellbeing related issues that arose from the outreach sessions.

### ***U3A (10 participants)***

- Digital / tech literacy and support
- Aged care system
- Health and medical
- Council services / support
- Availability of appropriate housing / retirement homes
- Activities
- Community transport
- Discrimination / visibility
- Financial assistance
- Volunteer dependence
- Environment
- Food delivery
- Planning and development
- Public transport
- Roads
- Services to rural areas
- Social connection
- Other issues

### ***Arthurs Creek Outreach (12 participants)***

- Communication / engagement
- Roads / potholes
- Rubbish / cleanliness
- Drug issues
- Council services
- Footpaths
- Other issues

### ***St. Andrews Men's Shed (16 participants)***

- Good for social interaction and connection
- Good for community projects
- Funding / finances / income issues
- Training / education / courses
- Transport issues
- Other issues





***St. Andrews Wadambuk Outreach (20 participants)***

- Aged care / disability services
- Public / community transport
- Social connection
- Access to health and medical services and facilities
- Active living
- Footpaths / walking trails
- More exercise classes
- Access to food / shops
- Aging in place
- Community transport
- Elder abuse
- Fear of isolation
- Other issues

***Kangaroo Ground Primary School and Outreach (28 participants)***

- Housing accessibility
- Food affordability
- Gambling
- Family violence
- Physical / mental health
- More focus on rural areas
- Alcohol / drug issues
- Footpaths / walking trails
- Waste management - tip

***Edendale Volunteers Morning Tea Outreach (14 participants)***

- Availability of appropriate / affordable housing
- Community gardens / farm
- Crime
- Footpaths
- Physical / mental health
- Public transport
- Other issues



## Advisory Committees sessions feedback

The following section provides a summary of the feedback from Advisory Committees in response to questions around health and wellbeing in the Nillumbik Shire. The questions asked of participants were tailored to the areas of interest of the Advisory Committees.

### ***Positive Ageing Advisory Committee (11 participants)***

- ***What should Council do to improve health and happiness for older people in Nillumbik*** – included communication, consultation and information (6 responses), public / community transport (4), social inclusion activities and programs (3), education / advocacy / awareness (2), access to amenities like toilets, taps, seating, shelter (1), activate community hubs (1), appropriate / affordable housing (1), community services (1), free leisure centre use (1), health and wellbeing themes (1), more trees / greenery (1), and safer roads and footpaths (1).
- ***Any health or community services that older people need and don't have*** – including health and medical services (2 responses), support services for elderly (2), emergency / bushfire services (1), and public / community transport (1).
- ***Things that older people in Nillumbik go without due to financial concerns*** – including health and medical services (2 responses), and climate change coping measures (1).

### ***Environment and Sustainability Advisory Committee (7 participants)***

- ***How climate change is impacting peoples' health and wellbeing in Nillumbik*** – included poor physical / mental health (3 responses), access to healthy food (2), misinformation and fear (2), water availability (1), biodiversity declining (1), financial stress (1), limitation on recreational activities (1), and global trends away from climate change action (1).
- ***What should Council do to reduce these impacts*** – included trees and biodiversity / landscape restoration and preservation (4 responses), education / awareness / advocacy (3), renewable energy (2), regenerative agriculture (1), sustainable planning and building (1), weed management (1), management of grazing pastures (1), and explore (1).

### ***Youth Council (3 participants)***

- ***Main health and wellbeing issues and needs for young people in Nillumbik*** – included limited female participation in sport (4 responses), smoking and vaping (4), cybersecurity (2), nutrition (2), social connection / loneliness / mental health (2), age transition / puberty (1), bullying (1), dating / relationships (1), higher stress at school (1), sexual and reproductive health for Queer people (1), and underage drinking (1).
- ***Health and community services that young people need and don't have*** – included health and medical services (3 responses), and lack of services for youth (3).



- ***What should Council do to reduce these impacts*** – included advocacy for mental health services (1 response), advocacy for Queer people (1), crackdown on vaping (1), and information / education on sexual and reproductive health (1).

### ***Inclusion and Access Advisory Committee (8 participants)***

- ***Barriers people with disability and / or carers in Nillumbik experience when accessing goods, services, facilities, employment, volunteering, education, and training and what should Council do to reduce these barriers*** – included home care / respite care (3 responses), communication and information (2), digital / tech literacy and support (2), disability friendly trails (2), violence (2), accessibility to stations, shops etc., (1), food (1), housing design (1), infrastructure (1), natural disaster support (1), parking (1), pedestrian crossings (1), social connection (1), social support groups (1), transport including riding sharing services (1), other (1).
- ***Barriers to inclusion and participation people with disability and / or carers in Nillumbik experience and what should Council do to reduce discrimination*** – included communication and information (3 responses), education / awareness / advocacy (2), social inclusion / connection (2), accessibility to amenities (1), accessibility to parks and playgrounds (1), recognition of relationship between ageing and disability (1), social stories (1), and zero tolerance policies (1).

### ***Health and Wellbeing Advisory Committee (7 participants)***

- ***Discussion around data and engagement findings*** - conversations held around some of the priority areas such as the data, mental health, training and employment, question around why culturally diverse communities were not strong focus, discussion regarding anti-social behaviour (mental health issues) at a number of services and the need to focus on training for staff who are not social workers, importance of gender lens in looking at the issues, and drivers of gender-based violence, increase of violence, increasing active living is something partners are focused on, and maybe applying a systems thinking approach could be beneficial – maybe an appendix so we can see our plan on a page, so it is accessible and use an opportunity to report back on why is important. Where do partners contribute the MPHWP and how can we emphasise.
- ***Proposed Priority areas*** – six priority areas were provided and discussed, as outlined below, with the view that these proposed areas align with the work of partners and Advisory Committee members endorsed these priority areas and approach:
  7. Improving mental wellbeing and social connection
  8. Preventing discrimination and violence
  9. Increasing active living
  10. Improving food systems
  11. Reducing harm from alcohol, drugs, vaping and gambling
  12. Advocating for access to housing and services.



## Partnership Forum

### ***Proposed priority areas align with know and hear about Nillumbik***

The majority of participants at the Partnership Forum agreed that the proposed priority areas strongly align with what they know and hear about Nillumbik, with none reporting that it did not align.

**Proposed priority areas align with what you know / hear about Nillumbik**  
**Nillumbik - 2025 Health and Wellbeing Staff Survey**  
(number and percent of participants)

Involvement	Partnerships	
	Number	Percent
Strongly aligns	27	64%
Aligns well	11	26%
Neutral	2	5%
Prefer not to say	2	5%
<b>Total responses</b>	<b>42</b>	<b>100%</b>

### ***Proposed priority areas align with what organisation / group will be doing***

The overwhelming majority (90%) of the Partnership Forum participants agreed that at least one of the proposed priority areas aligned with the work their organisation or group will be doing over the next four years.

**Proposed priority areas align the work your organisation/group will be**  
**doing over the next 4 years**  
**Nillumbik - 2025 Health and Wellbeing Staff Survey**  
(number and percent of participants)

Involvement	Partnerships	
	Number	Percent
Yes	38	90%
No	1	2%
Unsure	1	2%
Prefer not to say	2	5%
<b>Total responses</b>	<b>42</b>	<b>100%</b>



### ***Adequacy of partnerships in relation to various areas of operation***

Whilst a substantial proportion of the 42 Partnership Forum participants believed that they had strong partnerships in relation to networks, working groups, and meetings, as well as governance related, and community engagement related activities, it is noted that many participants felt that they would like to strengthen the partnership.

This view was strongest in relation to share communication, promotion, and referrals (38%), shared grant applications (33%), and shared advocacy submissions (33%).

**Adequacy of partnerships**  
**Nillumbik - 2025 Health and Wellbeing Partnerships Forum**  
*(Percent of 42 participants)*

<b>Area</b>	<i>Strong partnership</i>	<i>Adequate partnership</i>	<i>Would like to strengthen partnership</i>	<i>Neutral</i>	<i>Not applicable or unsure</i>	<i>Prefer not to say</i>
Networks, working groups, meetings	36%	14%	29%	2%	12%	7%
Governance <i>(e.g., Advisory Committees)</i>	31%	7%	19%	10%	21%	12%
Community Engagement <i>(e.g., today's Forum, recent survey and pop-ups)</i>	31%	17%	24%	5%	14%	10%
Resource sharing and collaboration projects	17%	24%	31%	10%	7%	12%
Shared communication, promotion and referrals	14%	24%	38%	5%	12%	7%
Shared grant applications	14%	14%	33%	12%	14%	12%
Shared advocacy submissions	12%	12%	33%	10%	14%	19%

### ***Evaluation of health and wellbeing projects and services***

The majority of Partnership Forum participants reported that they currently collect data on projects, and a majority were interested in working with Council to use shared measurement indicators to evaluate health and wellbeing projects and services.



**Evaluation of health and wellbeing projects and services**  
**Nillumbik - 2025 Health and Wellbeing Staff Survey**  
(number and percent of participants)

Involvement	Currently collect data		Interested in working with Council	
	Number	Percent	Number	Percent
Yes	28	67%	26	62%
No	2	5%	0	0%
Unsure	6	14%	10	24%
Prefer not to say	6	14%	6	14%
<b>Total responses</b>	<b>42</b>	<b>100%</b>	<b>42</b>	<b>100%</b>

***Other feedback about the proposed priority areas***

The following table outlines the additional feedback provided by the Partnership Forum participants in relation to the proposed priority areas.

**Other feedback on the proposed priority areas**  
**Nillumbik - 2025 Health and Wellbeing Partnership Forum**  
(number of responses)

Response	Number
Great capturing of vulnerable population groups- reducing harm from alcohol etc.,	1
Great work NSC	1
Interested to hear of previous initiatives related to these areas and what's been successful and has made a difference	1
It may be beneficial to understand the impact on some of these priorities on children especially things such as mental health, climate change, violence, food stems etc.	1
No all make sense and are based on data and evaluation	1
Really love the integrated lenses across all priority areas	1
Seems pretty sensible	1
The priority areas are very well planned and align strongly with the evidence base and legislation etc. and community engagement feedback	1
The research and investment that has been made to identify and communicate priority areas - to support the Nillumbik community - is commendable	1
The tough part is the role of Council for these priorities	1
Transportation for elderly people around the area	1
Well researched, reviewing state and local needs	1
<b>Total</b>	<b>12</b>



## Health and Wellbeing Advisory Committee - Partnership Evaluation

The following section provides feedback from the eight participants in the Health and Wellbeing Advisory Committee Partnership Evaluation process.

The involvement profile of these participants was as follows:

- Of the 10 participants in this process, seven had been personally involved in the Health and Wellbeing Partnership Forum, seven were working together to deliver and collaborate on actions and projects with Council and / or other partners, and four had attended Advisory Committee meetings.
- Of the 10 participants in this process, four had been personally involved in the partnership for less than one year, four had been involved for one to three years, and one had been involved since the commencement of the Municipal Health and Wellbeing Plan (4 years).

The overwhelming majority (9 of the 10) participants in the Partnership Evaluation process were “very satisfied” with the partnership, and one preferred not to say.

The following table provides details as to their level of engagement with diverse community groups. It is noted that the majority of these participants had targeted engagement with many of these diverse community groups.

**Engagement with diverse community groups**  
**Nillumbik - 2025 Health and Wellbeing Staff Survey**  
(Percent of 37 staff participants)

Group	Targeted engagement	Minimal engagement with this group	Not targeted, general approach	Unsure	Prefer not to say
Children and young people	8	0	0	2	0
LGBTIQ+	7	0	1	2	0
Women and girls	7	0	1	2	0
Gender diverse people	6	0	2	2	0
Older people	6	0	1	3	0
Culturally and linguistically diverse people	5	1	2	2	0
People with disability, chronic disease and / or mental illness	5	1	2	2	0
First Nations Peoples	4	2	2	2	0
People experiencing financial insecurity	4	1	3	2	0
People who live rurally or geographically isolated	3	3	2	2	0
Refugees and people seeking asylum	2	2	4	2	0
Carers	1	1	6	2	0





The following outlines the key responses provided by participants to questions posed to them:

- **Health and wellbeing opportunities or changes you would like to see in the next four-year partnership** – included a good quality calendar identifying what we do so we can promote it (1), A stronger focus on strengthening food systems, shared data processes, continue progressing the partnership with Nillumbik and NEPHU (1), Collaboration and partnership between NSC and NEPHU to continue to grow, increase in alignment and identification of high impact initiatives (1), Work together to source community groups and service provider networks to promote Gamblers Help services (1), Food systems, alignment to VKEW, Healthy Choices and Size inclusive approaches, movement for all, clubs for all, movement outside of dominant and standard settings that deliver physical activity, inclusion and celebration of diversity (1), Support for schools implementing the new RRRR curriculum, engaging parents and youth workers in understanding and facilitating affirmative consent education, increased engagement from men and boys in gender equity and violence prevention, mainstreaming of actions to address transphobia, homophobia and racial discrimination (1).
- **Public health and wellbeing priorities for the next 4 years in Nillumbik** - Mental health and wellbeing (3), Food / healthy eating (3), Active living (2), Sexual and reproductive health (2), Youth (1), Collaboration project lead by Aligned Leisure to develop and deliver a campaign to promote movement anywhere, anyhow and for anyone (1), Collaboration project lead by Aligned Leisure to increase participation in the United Minds Mental Health Walk (1), Days of Activism such as delivery of events such as TKC (cancer fundraiser), The Longest Day, Royal Childrens' fundraiser etc. (1), Families (1), Gambling harm (1), Gender equity (1), Health initiatives such as balance of green food and beverage items compared to red (1), Health initiatives such as programs such as Coreswing that engage non-traditional partners (1), Inclusive opportunities such as awareness initiatives for days such as RUOK day, Wear it Purple Day, 16, (1), Inclusive opportunities such as Rainbow Golf Day (1), Inclusive opportunities such as support of local clubs and community groups (1), Prevention of gender-based violence (1).
- **Any other comments** – included answers above are for this team only, there is broader work being done to address the other priorities but mainly in terms of clinical services not prevention (1), Social Planning and Policy Officer has been pivotal in bringing strong partnerships together, creating trust and allowing the health and wellbeing system to grow in Nillumbik, thank you (1), We highly value Nillumbik's role in the BRC and are always open to discussing how we can collaborate more deeply or effectively around shared priorities (1), We really value the work that Nillumbik is doing and the broader contributions that positively impact across the NEPHU catchment (1)





## Childrens' feedback

### *Aspects you need to be happy and healthy*

A total of 62 of the 66 children (94%) who participated in the *Nillumbik Now and Beyond* consultation provided a response as to what they need to be happy and healthy, at an average of approximately 1.5 responses each. These responses have been broadly categorised, as outlined in the following table.

The most common responses related to fruits (33%) and vegetables (30%), as well as food more generally (18%). There were also references made to the natural environment, friends and the community, pets, exercise of various types, and recreational activities and hobbies.

**Aspects you need to be happy and healthy**  
**Nillumbik Shire Council - 2025 Nillumbik Now and Beyond Consultation**  
(Number and percent of total respondents)

Response	2025	
	Number	Percent
Fruits	22	33%
Vegetables	20	30%
Food	12	18%
Play	5	8%
Lollies / chocolate / ice cream	5	8%
Family	5	8%
Dogs / pets	4	6%
Exercise	4	6%
Eat healthy avoid chocolate	3	5%
Personal hygiene	3	5%
Rainbow	3	5%
Toys	3	5%
Dance	2	3%
Friends	2	3%
Parks	2	3%
Play equipment (slide, swings)	2	3%
Water	2	3%
Activities with family	1	2%
Going to toilet	1	2%
Good sleep	1	2%
Nature	1	2%
Scooter / bicycle	1	2%
Walks	1	2%
All other issues	3	5%
<b>Total responses</b>	<b>108</b>	
<i>Respondents identifying at least one issue</i>	62 (94%)	



The following section provides a summary of the key points made by children participants, mostly via an art-based (drawings and writings) based exercises.

***Kangaroo Primary School childrens' feedback***

• Less school / homework	8 responses
• More trees / greenery	7
• More community gardens	5
• More sport activities	5
• Support for homeless people	5
• More animal management / shelters	4
• More play equipment (slide, swings)	4
• Address environment / climate change	3
• Ban cigarettes / vapes	3
• Cleanliness	3
• LGBTQIA+ support	3
• Support for community / kids	3
• Better mental / physical health	2
• Free food	2
• More / better community activities	2
• More / better parks and open spaces	2
• More / better playgrounds	2
• More elderly care	2
• More indoor play area	2
• Prevention of bullying	2
• Better footpaths	1
• Better traffic management	1
• Free public transport	1
• Less taxes	1
• Lower prices / cost of living	1
• More art / beautification	1
• More housing	1
• More public holidays	1
• Promote active lifestyle	1
• Support for First Nations people	1
• Other responses	4



### St. Andrews Primary School childrens' feedback

- More sport activities (particularly basketball) 15 responses
- More / better community activities 5
- More amenities (seating, BBQ, taps) 4
- More trees / greenery 4
- Address environment / climate change 3
- Library 3
- Better / more kindergartens 2
- Better waste and recycling management 1
- Cleanliness 1
- Conservation of land 1
- LGBTIQ+ support 1
- Renewable energy 1
- Other issues 2.

### Staff feedback

The following section provides a summary of the findings from both the staff survey and feedback sessions in relation to the Health and Wellbeing Plan.

### Familiarity with the Health and Wellbeing Plan

The overwhelming majority (83%) of the 37 surveyed staff agreed or strongly agreed that they were familiar with the *Health and Wellbeing Plan*.

**Agreement that they were familiar with the Health and Wellbeing Plan**  
**Nillumbik - 2025 Health and Wellbeing Staff Survey**  
(number and percent of participants)

Involvement	Staff	
	Number	Percent
Strongly Agree	9	24%
Agree	22	59%
Neutral	2	5%
Disagree	3	8%
Strongly Disagree	1	3%
Prefer not to say	0	0%
<b>Total responses</b>	<b>37</b>	<b>100%</b>



### ***Involvement in the Health and Wellbeing Plan***

The majority of the 37 surveyed staff members were involved in the implementation of the plan, such as by delivering actions in the annual plan (76%), were involved in the reporting (62%), or involved in the health and wellbeing team workshops (57%).

#### **Aspects of the Health and Wellbeing Plan respondent staff have been involved in?**

##### **Nillumbik - 2025 Health and Wellbeing Staff Survey**

(number and percent of participants)

<i>Involvement</i>	<i>Staff</i>	
	<i>Number</i>	<i>Percent</i>
Involved in the implementation (eg. delivering actions in the annual plan)	28	76%
Involved in reporting (ie. In the Portal)	23	62%
Involved in a health and wellbeing team workshops	21	57%
Attended the Health and Wellbeing Partnership Forum	10	27%
Involved in the engagement and development (4 years ago)	9	24%
Limited or no involvement	7	19%
<b>Total</b>	<b>98</b>	

### ***Have the external partnerships to deliver Health and Wellbeing Plan Actions***

The 37 surveyed staff members were most likely to report strong partnerships with the community around social inclusion and connection (30%) and gender equity and family violence prevention (22%) but were more likely to feel the need to strengthen external partnerships in relation to food (24%), reducing harm from alcohol, drugs, gambling (22%).

#### **Team have external partnerships needed to deliver Health and Wellbeing Plan Actions**

##### **Nillumbik - 2025 Health and Wellbeing Staff Survey**

(number and percent of participants)

<i>Response / action</i>	<i>Social Inclusion and connection</i>	<i>Community and Climate Resilience</i>	<i>Gender equity and family violence prevention</i>	<i>Physical activity</i>	<i>Food</i>	<i>Reduce harm from alcohol, drugs, and gambling</i>
Strong Partnerships	30%	11%	22%	8%	5%	8%
Adequate Partnerships	30%	32%	35%	35%	43%	38%
Need to strengthen	22%	30%	14%	14%	24%	22%
Not applicable or unsure	16%	24%	24%	38%	22%	24%
Missing (need to develop)	3%	0%	3%	3%	5%	5%
Not stated	0%	3%	3%	3%	0%	3%
<b>Total</b>	<b>37</b>	<b>37</b>	<b>37</b>	<b>37</b>	<b>37</b>	<b>37</b>



### **Engagement with priority groups in the community**

The 37 surveyed staff members were more likely to have targeted engagements with children and young people (51%), older people (38%), and rural or geographically isolated people (32%).

**Engagement with diverse community groups**  
**Nillumbik - 2025 Health and Wellbeing Staff Survey**  
(Percent of 37 staff participants)

<b>Group</b>	<b>Targeted engagement</b>	<b>Minimal engagement with this group</b>	<b>Not targeted, general approach</b>	<b>Unsure</b>	<b>Prefer not to say</b>
Children and young people	51%	19%	22%	3%	5%
Older people	38%	19%	32%	5%	5%
People who live rurally or are geographically isolated	32%	19%	41%	3%	5%
Women and girls	24%	14%	54%	3%	5%
Carers	22%	30%	35%	5%	8%
First Nations Peoples	22%	24%	46%	3%	5%
LGBTIQA+	22%	22%	49%	3%	5%
People with disability, chronic disease and / or mental illness	22%	14%	57%	3%	5%
People experiencing financial insecurity	19%	27%	46%	3%	5%
Culturally and linguistically diverse people	16%	24%	51%	3%	5%
Gender diverse people	16%	24%	51%	3%	5%
Refugees and people seeking asylum	0%	49%	43%	3%	5%

### **Barriers to engaging with priority groups**

The following table outlines the barriers identified by the 37 surveyed staff members in relation to engaging with priority groups with whom staff have minimal engagement.



**Barriers to engaging with priority groups that staff have minimal engagement with**  
**Nillumbik - 2025 Health and Wellbeing Staff Survey**  
(number of responses)

Barrier / response	Number
Not applicable (as our area of work is primarily with 12-25 year olds, not related to my department, not a target audience of our unit)	3
Limited resources / investment into these areas	2
Ability to reach minority groups through mainstream channels / response	1
Appropriate content to share with them	1
Capacity	1
Carers - perhaps better understanding of how to incorporate carers into the planning of opportunities	1
Community trust	1
Contact lists	1
Cross department support	1
For carers, First Nations and people seeking asylum I don't know how to access these groups directly and I'm not aware of my general approach having reached them	1
Funding	1
Generally we do not want to be seen prioritising one group over another	1
I have minimal engagement with young people and children directly but do target early years providers so a kind of indirect target	1
Lack of 'buy in' from management	1
Lack of connections more generally	1
Lack of resources to undertake projects that would increase engagement	1
Limitations set by organisation on my ability to engage with groups in the community, i.e. being told it is not part of my role to attend certain meetings being run by community groups / external organisations	1
Low demand	1
Need to increase self-value so that minority groups engage	1
Networks	1
No connections with local groups / organisations / leaders	1
Not demographically located in my area, time	1
Not having presence	1
Not sure how to engage or not applicable to the engagement	1
Not sure who the key groups or representatives are for each of these categories	1
Our service is very Anglo-Saxon and we work with families, so not the elderly	1
Relationships	1
Role specific requirements	1
We work on developing strategies and policy which requires input from many different lived experiences. The main barrier is time and budget to do targeted engagement with every group. We stick to general engagement methods and only target groups that may be missing or we need input from	1
Work area has specific age range	1
<b>Total</b>	<b>33</b>



### ***Ideas on how to better reach priority groups in the community***

The following table outlines the 25 ideas received from the 37 staff survey respondents as to how better to reach priority groups in the community.

**Ideas on how to better reach priority groups**  
**Nillumbik - 2025 Health and Wellbeing Staff Survey**  
(number of responses)

Response	Number
A consultation period sufficient to allow maximum reach for hardly reached groups	1
Think broadly about what are our other strengths that we can leverage off to engage different priority groups - e.g., LGBTIQ+ community - We have strong connections to older people and a number of existing groups / organisations / cause days / events etc., that we can leverage off to try connecting with this community. Likewise - connecting with families through MCH / Early Years services - what programs/events/services exist that could help identify and engage with LGBTIQ+ families - what are we hearing them say they need/want? Are there any leaders that want to drive community-led groups / projects / ideas?	1
Better internal engagement e.g. knowing who can help engage with each group	1
Build our database of contacts through community engagement by going to the spots that the particular are regulars, not where is convenient for us	1
CALD: easy English	1
CALD: connection to local religious and cultural groups	1
Departments across Council working closer with Living & Learning Hubs to deliver programs that can support priority groups	1
Doing more outreach to connect in with community groups in our area / neighbouring areas that these priority groups may use. Especially ones that these groups may go outside the shire for because there's no opportunity for community connection in Nillumbik	1
Don't forget the general public, can be forgotten sometimes	1
I find advisory groups and committees really valuable	1
If it doesn't already exist, it could be great to have an engagement map of specific teams and community groups to engage, with and any key contacts, for each of the categories above	1
Incentives / something to bring to the table like food or resources is good for engaging with priority groups to ensure council are giving back more than we are taking	1
It's hard to know what you don't know in terms of reaching / engaging groups	1
Key contact people identified both in Council and the community that are willing to work with us	1
LGBTIQ+ reference group or advisory committee	1
Mail drop for older people	1
Maybe some further advertising	1
More permanent community facing staff who can build trusted relationships	1
More staffing	1
Pop ups and festival / major event / library and leisure centre community engagement sessions	1
Show we are a culturally safe and inclusive organisation	1
Targeted engagement for groups that don't have a voice / advocacy platform	1
Use a community development approach (start with what you know) - start with mapping what we know as our 'strengths' and 'assets' - who are our key priority groups in Nillumbik (narrow it down as a starting point and then you can expand from there) - e.g., when we say cultural groups - what cultural groups mainly exist in Nillumbik? What existing community groups or organisations are there that we can tap into? Are there existing events / cultural days or anything else within Nillumbik that we can use as a springboard to engage with this community and build relationships / trust	1





We need to work with community leaders and key organisations so that we can better understand community needs and ways we can within our limited capacities enhance their impacts. It would be great to do more joint projects with them i.e. actions within the Health and Wellbeing Plan being geared towards joint initiatives that meet priorities identified by priority groups and that actively engage Council with external services to co-invest resources into projects

1

It would be great to do more joint projects with community leaders and key organisations i.e. actions within the Health and Wellbeing Plan being geared towards joint initiatives that meet priorities identified by priority groups and that actively engage Council with external services to co-invest resources into projects

Young People: Ensuring deliverables and consultation is conducted broadly not just with youth council

1

Young People: ensuring information is engaging and relevant to young people

**Total**

**25**

### ***Cost of living impacts on the Nillumbik community***

The following table outlines the 34 responses received from the 37 staff survey respondents as to the impacts of cost of living pressures on the Nillumbik community.

**Cost of living impacts on the Nillumbik community**  
**Nillumbik - 2025 Health and Wellbeing Staff Survey**  
*(number of responses)*

<i>Response</i>	<i>Number</i>
Causing stress in families	1
Climate change	1
Community is engaging in more low cost or free opportunities than paid ones	1
Cost of energy	1
Cost of groceries	1
Cost of new development has increased significantly in the past few years	1
Depression	1
EBA negotiations	1
Food insecurity a big issue - schools seeing an uptake in breakfast programs	1
funding that we provide is never enough	1
Grandparents are more involved to help out	1
Hearing a lot about food insecurity, and the desire for greater support with this - identifying locally available affordable food/meals, and food banks, etc.	1
Hearing a lot of gratitude from families for free / low-cost school holiday activities and seeing more younger engagement. Potentially school holiday programs / childcare a cost-of-living barrier?	1
Huge struggles financially, cost of living impacting many activities people are able to engage in	1
I don't know as I have limited access to the community	1
Impacting on hospitality businesses	1
Impacting on retail businesses	1
Increased need for food support & vouchers	1
Lots of Nillumbik residents accessing support services in neighbouring Local Government Areas (Manningham, Whittlesea and Banyule)	1





*Nillumbik Shire Council – 2025 Health and Wellbeing Consultation*

Many older young people I am working with are delaying moving out of home due to lack of local rentals and affordability	1
Parents going back to work earlier	1
Parents going back to work for more hours than they would have liked to	1
People are having to seek services and help that they have not had to before and are struggling to find the right service. Awareness of services is very low in people that have not used them before	1
Preventative health and recreational activities associated with maintaining mental health are the first to drop off as money gets tight	1
Preventing children/young people from accessing activities they would usually access	1
Salaries going up by 0%-2% per annum, but cost of goods and services is going up by 10%+ per annum	1
Services are generally at capacity within Nillumbik meaning people need to travel. This is a challenge for those already struggling	1
Significant increase in community members having to access food relief and emergency relief support services for the first time	1
Stop wasting Council funds	1
That they have lost the ability to make decisions, basic necessities mean they have to make a decision they otherwise wouldn't	1
There is still much stigma in our community about people doing it tough - there is a perception amongst some in the community that this issue doesn't affect our residents. I feel it's a very invisible issue in Nillumbik	1
We are seeing increased usage of food pantries in the area, sometimes up to 3x the amount of use from 12-24 months ago. 80 families per week visit the Diamond Creek Rotary Food swap. Food pantries are struggling to provide whole foods and healthier options due to cost. Hurstbridge pantry is by far the most used, indicating rural areas have a lack of available food options and a rising food insecurity problem	1
We have heard from families that the cost of living is impacting their choices on early education of their children, and we are seeing it to a small degree in the lunches/snacks provided to the children attending early years services	1
When will we get support	1
<b>Total</b>	<b>34</b>



### ***Other health and wellbeing issues heard about from the Nillumbik community***

The following table outlines the 26 responses received from the 37 staff survey respondents as to other health and wellbeing issues that have heard about from the Nillumbik community.

**Other health and wellbeing issues staff are hearing about from the Nillumbik community**  
**Nillumbik - 2025 Health and Wellbeing Staff Survey**  
(number of responses)

<i>Response</i>	<i>Number</i>
Knife crime (esp. young people)	2
Anxiety	1
Burnout from volunteering	1
Challenges accessing employment that is affecting social connection	1
Climate/weather related health and socio-economic issues; fear of bushfire;	1
Cost of living is number 1 by a long long way	1
Eating disorders	1
Families are still finding it difficult to access allied health supports due to the long wait lists	1
Filling in your day when retired and trying to keep up with what others are doing or portraying yourself as worthwhile.	1
Food insecurity	1
Gambling in young people	1
General social-media addiction	1
Homelessness is on the rise	1
Impacts of social media addiction	1
Insufficient availability of local psychologists	1
Lack of affordable housing	1
Lack of referral pathways to generalist youth mentoring / 1:1 for young people that need goal setting support but don't qualify for CHYMS / waitlist is too long at headspace	1
Ongoing lack of transport options in rural Nillumbik	1
Parking issues - not being able to park in areas close to facilities	1
Problem gambling - pokies and web-based	1
Social isolation for young people who have left the supportive structure of school and have lost their friendship base	1
Stress of living alone and the broader family supporting those living alone	1
Toxic masculinity and increase in revenge porn / teachers being targeted (photoshop images at schools)	1
Vaping	1
Vaping is now on the down at schools since the new legislation came in	1
<b>Total</b>	<b>26</b>



### ***Health and Wellbeing staff group discussion***

The following section provides a summary of the key points from a Health and Wellbeing staff group discussion around health and wellbeing issues and priorities.

- ***Main health and wellbeing needs or concerns in Nillumbik*** – included housing availability / affordability (6 responses), food insecurity (5), drug / alcohol abuse (4), access to health and medical services (3), youth wellbeing (3), cost of living (2), healthy eating (2), lack of services (2), safety on roads and bike paths (2), social isolation (2), community awareness (1), gaps in youth family violence services (1), job security and availability (1), lack of funding (1), public transport (1), social inclusion (1), wealth inequity (1).
- ***Population groups or townships in Nillumbik that Council should focus on to ensure the Health and Wellbeing Plan has equitable outcomes*** – included townships / rural areas of Nillumbik (8 responses), non-English speaking / culturally diverse (4), the elderly (2), women over 50 (2), LGBTIQ+ (2), women and girls (2), youth and young people (2), community garden (1), gender diverse people (1), immigrants (1), and sibling to sibling conflict (1), along with a range of service / support groups (15 responses).
- ***Organisations or community groups Council should collaborate with over the four years of the Health and Wellbeing Plan*** – included Anglicare (2), HealthAbility (2), libraries (2), local schools (2) other councils (2), better connecting with Living Learning Centres (1), Big Group Hug (1), Centrelink (1), Chatterbox (1), co-designed programs (1), community service providers (1), DC Rotary (1), Dunmoochin (1), DVCS (1), Eltham Rotary / Encompass Care (1), Food Bank (1), Food connect (1), Headspace (1), KidsFirst (1), Lions Club (1), Living and Learning (1), rural community centres (1), Nillumbik Leaders Alumni (1), No Centrelink (1), Northern Community Support Group Australian Multicultural Federation (1), the ones with money (1), Open Studios (1), Open Table (1), Rotary Club (1), Second Bite (1), smaller niche groups (1), sports clubs – engage older players / way of life (1), WHiN (1).
- ***First Nations, culturally diverse, or LGBTIQ+ community members or groups that Council should take to about the Health and Wellbeing Plan in Phase 2 of the community engagement*** – included Araluen (1), Big Coloured Sky – Director lives in Eltham (1), Creative Cooperative - women of colour living in Eltham and surrounds (1), Environmental Walking Group (1), NAIDOC week – engage specific groups (1), Nillumbik Leaders Alumni (1), primary schools for First Nations students (1), high schools for First Nations students (1), Rainbow groups within schools (1), Rainbow playgroup (1), sporting clubs (1), Thorne Harbour – for any data / stats (1), Youth Hub Rainbow Groups (1).



## Disability related feedback

### *Community Pop-Ups and discussions / Araluen discussion*

The following section provides a summary of the feedback from community Pop-Ups and discussions, as well as feedback from Araluen, in relation to the six disability priority areas.

#### Access to Goods and Services

- **Community feedback** – included communication / information (10 responses), Council services and facilities (10), footpaths / walking trails (9), community amenities / infrastructure (7), affordable and appropriate housing (6), access to parking (5), community spaces (5), roads / traffic (5), access to public transport (4), sports / recreation facilities (4), community support (3), education / awareness for businesses (3), appropriate building design standards (2), maintenance, cleaning / update of area (2), ramp access (2), school / early years / kinder support (2), health and medical services (1), public / community transport (1), bike trails (1), and other issues (2).
- **Araluen feedback** – included public and community transport options / accessibility (17 responses), communication / information / signage (10), Council services, facilities and amenities (9), roads / traffic / pedestrian accessibility (5), disability parking spaces and access (3), better footpaths (2), lack of consideration for people with mobility aids (1), funding for mental and allied health (1), less escalators in buildings (1), maintenance, cleaning and update of area (1), mobility and other disability aids, hearing loop (1), recharge program for electric scooters (1), and appropriate housing availability and accessibility (1).

#### Access to and maintaining employment training and education, volunteering

- **Community feedback** – included employment support (4 responses), school / early years / kinder support (2), affordable and appropriate housing (1), community support (1), education / awareness for businesses (1), education / school support (1), financial support / funding (1), online support (1), specialised support (1), training programs and support (1), and transport support (1).
- **Araluen feedback** – included lack of volunteer opportunities (4 responses), impact of online courses (2), lack of employment opportunities (2), threat of losing disability pension / support (2), difficulty in organising paperwork (1), lack of polytechnic funding (1), low participation rates (1), more real opportunities needed (1), parents as a barrier (1), training and funding for online and technology (1), training and funding for support workers (1), transport accessibility / affordability (1), and work experience programs (1).



### **Inclusion and social participations**

- **Community feedback** – included community activities / events (11 responses), social inclusion programs and activities (9), education / advocacy / awareness (6), general positive (4), support social / community groups (4), Council services and facilities (3), financial support / funding (3), training programs and support (3), communication / information (1), community spaces (1), school / early years / kinder support (1), and other (1).
- **Araluen feedback** – included community activities / events (13), social / community groups (6 responses), sports and recreation activities (3), financial support / funding and access (2), communication / information (1), Council services and facilities (1), and social inclusion programs and activities (1).

### **Changing attitudes and practices, and preventing discrimination**

- **Community feedback** – included education / advocacy / awareness (11 responses), communication / information (4), and anti-bullying programs (1).
- **Araluen feedback** – included education / advocacy / awareness (2 responses).

### ***Nillumbik Now and Beyond feedback on disability***

The following section provides a summary of the open-ended responses received from the self-selected online survey respondents participating in the *Nillumbik Now and Beyond* survey.

Metropolis Research notes that these results provide a richer set of more detailed feedback on a range of issues around reducing barriers to people with disability in the community.

In general terms, however, the issues and ideas raised by community members through the *Nillumbik Now and Beyond* consultation were generally consistent with the feedback obtained from the Pop-Ups and discussions with community members and Araluen.



## Barriers to people with disability accessing goods, services and facilities

Respondents were asked:

*“What, if any, ways would you like to see Council reduce barriers to people with disability accessing goods, services and facilities?”*

A total of 233 of the 601 respondents (39%) provided a total of 285 responses as to ways they would like to see Council reduce barriers to people with disability accessing goods, services, and facilities.

The most common ways that respondents feel Council could reduce barriers was in relation to accessibility in a physical sense, including for example footpaths / bike paths (6%), accessible buildings and facilities including shops, schools, and other facilities (6%), public transport accessibility including at stations and stops (4%), and accessibility in general (4%).

### Ways to reduce barriers to people with disability accessing goods, services, facilities

#### Nillumbik Shire Council - 2025 Nillumbik Now and Beyond Consultation

(Number and percent of total respondents)

Response	2025	
	Number	Percent
Footpaths and bike paths accessibility and maintenance	38	6%
Accessible buildings / facilities / shops / businesses / schools	37	6%
Public transport accessibility including bus stops	25	4%
More accessibility	22	4%
Communication / consultation / feedback with people with disability	20	3%
Disability parking spaces	16	3%
Education / awareness for general public and businesses	14	2%
Traffic, roads and parking	12	2%
Prioritise accessibility in planning and development	11	2%
Council support / assistance services / Auslan interpreters	10	2%
Equitable / non-discriminatory / inclusive practices and guidelines	9	1%
Employment opportunities	9	1%
Infrastructure / amenities (e.g. ramp, seating, rails)	7	1%
Community transport	5	1%
Grants / lower costs / funding	5	1%
Services / facilities for disabilities other than physical	5	1%
Not Council role	4	1%
Better signage	3	0%
Education / training for people with disability	2	0%
Support for business that employ people with disability	2	0%
Volunteering / mentoring opportunities	2	0%
All other issues	27	4%

**Total responses**

**285**

Respondents identifying at least one issue

233  
(39%)

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## Barriers to people with disability obtaining and maintaining employment

Respondents were asked:

*“What, if any, ways would you like to see Council reduce barriers to people with disability obtaining and maintaining employment, including education, training and volunteering opportunities?”*

A total of 168 of the 601 respondents (28%) provided a total of 191 responses as to ways they would like to see Council reduce barriers to people with disability obtaining and maintaining employment.

The most common ways that respondents feel Council could reduce barriers was in relation to employment opportunities (45), education and training for people with disability (4%), volunteering / mentoring (2%), and education / awareness for public and business (2%).

### Ways to reduce barriers to people with disability obtaining and maintaining employment

#### Nillumbik Shire Council - 2025 Nillumbik Now and Beyond Consultation

(Number and percent of total respondents)

Response	2025	
	Number	Percent
Employment opportunities	25	4%
Education / training for people with disability	24	4%
Not Council role	18	3%
Volunteering / mentoring opportunities	15	2%
Education / awareness for general public and businesses	13	2%
Equitable / non-discriminatory / inclusive practices and guidelines	9	1%
Public transport accessibility including bus stops	8	1%
Support for business that employ people with disability	8	1%
Council support / assistance services / Auslan interpreters	7	1%
Transparency of available support / programs	7	1%
More accessibility	6	1%
Council to work with community, sports groups, other social organisations	6	1%
Communication / consultation / feedback with people with disability	5	1%
Programs for people with disability	5	1%
Disability quota on committees / advisory groups	4	1%
Traffic, roads and parking	4	1%
Accessible buildings / facilities / shops / businesses	3	0%
Community bus	3	0%
Grants / lower costs / funding	3	0%
Communication and information on multiple channels	2	0%
Less attention to disability / equal treatment of all	2	0%
Services / facilities for disabilities other than physical	2	0%
All other issues	12	2%

**Total responses** **191**

Respondents identifying at least one issue **168**  
(28%)





## Ways to promote inclusion and participation in the community for people with disability

Respondents were asked:

*“What, if any, ways would you like to see Council promote inclusion and participation in the community for people with disability?”*

A total of 159 of the 601 respondents (27%) provided a total of 169 responses as to ways they would like to see Council promote inclusion and participation in the community for people with disability.

The most common ways that respondents feel Council could encourage participation was via accessible and inclusive events and programs (5%), education and awareness for public and business (2%), communication and consultation with people with disability (2%), and communication and information provided via a variety of channels (2%).

### Ways to promote inclusion and participation in the community for people with disability

#### Nillumbik Shire Council - 2025 Nillumbik Now and Beyond Consultation

(Number and percent of total respondents)

Response	2025	
	Number	Percent
Accessible and inclusive events / programs	29	5%
Education / awareness for general public and businesses	14	2%
Communication / consultation / feedback with people with disability	10	2%
Communication and information (esp. via multiple channels)	10	2%
Employment opportunities	9	1%
Council to work with community, sports groups, other social organisations	9	1%
Not Council role	8	1%
Accessible buildings / facilities / shops / businesses	6	1%
Disability parking spaces	6	1%
Grants / lower costs / more funding	6	1%
More accessibility	6	1%
Public transport accessibility including bus stops	6	1%
Education / training for people with disability	5	1%
Equitable / non-discriminatory / inclusive practices and guidelines	4	1%
Social connection opportunities	4	1%
Council support / assistance services	3	0%
Support for business that employ people with disability	3	0%
Community transport	2	0%
Disability quota on committees / advisory groups	2	0%
Footpaths and bike paths accessibility and maintenance	2	0%
Volunteering / mentoring opportunities	2	0%
All other issues	23	4%
<b>Total responses</b>	<b>169</b>	
<i>Respondents identifying at least one issue</i>	<i>159</i>	<i>(27%)</i>





## Best way to change attitudes and practices which discriminate against people with disability

Respondents were asked:

*“What do you think is the best way to change attitudes and practices which discriminate against people with disability?”*

A total of 216 of the 601 respondents (36%) provided a total of 238 responses as to ways they think is the best way to change attitudes and practices which discriminate against people with disability. The most common way that respondents think that attitudes and practices can change was by education and awareness for the general public and business (11%), higher visibility / promotion of people with disability (5%), education and training for people with disability (3%), and social connection opportunities (3%).

### **Best way to change attitudes and practices which discriminate against people with disability** **Nillumbik Shire Council - 2025 Nillumbik Now and Beyond Consultation** (Number and percent of total respondents)

Response	2025	
	Number	Percent
Education / awareness for general public and businesses	65	11%
Higher visibility / promotion of people with disability	30	5%
Education / training for people with disability	16	3%
Social connection opportunities	16	3%
Accessible and inclusive events / programs	13	2%
Not Council role	12	2%
Employment opportunities	11	2%
Communication / consultation / feedback with people with disability	10	2%
Communication and information (esp. via multiple channels)	9	1%
Equitable / non-discriminatory / inclusive practices and guidelines	9	1%
More accessibility	6	1%
Inclusion in all aspects	5	1%
Lead by example	5	1%
Less attention to disability / equal treatment of all	5	1%
Promotion of inclusion and its benefits	3	0%
Support for business that employ people with disability	3	0%
Council support / assistance services	2	0%
Council to work with community / sports / social groups / LLCs	2	0%
Implementation / not tokenism	2	0%
Participation and access to leadership roles	2	0%
Stronger laws / stronger enforcement	2	0%
Volunteering / mentoring opportunities	2	0%
Work with State govt initiatives	2	0%
All other responses	6	1%
<b>Total responses</b>	<b>238</b>	
<i>Respondents identifying at least one issue</i>	<b>216</b> (36%)	



## Respondent profile

The following section provides the demographic profile of the respondents surveyed for the *Nillumbik Shire Council – 2025 Nillumbik Now and Beyond Consultation*.

Metropolis Research notes that it is important to bear in mind that these survey results reflect only the views of the respondents who were sufficiently engaged with Council and aware of the consultation to take the time to participate.

These results do not directly reflect the views of the underlying Nillumbik community, a finding that is highlighted by the fact that the demographic profile of these respondents does not closely reflect the profile of the underlying Nillumbik community.

Given the self-selected nature of the sample of survey respondents, the results have been presented in an unweighted format, i.e., they have not been corrected to reflect the age and gender weightings of the underlying population, as recorded in the 2021 *Census*.

### Age structure

The self-selected, online survey respondents were skewed towards older adults (aged 55 to 74 years), and significantly under-represented younger residents (aged 15 to 34 years).

Metropolis Research notes that younger people are always more difficult to engage with in relation to community consultation, and this tends to be exacerbated with self-selection consultation methodologies such as this survey.

**Age structure**  
**Nillumbik Shire Council - 2025 Nillumbik Now and Beyond Consultation**  
(Number and percent of respondents providing a response)

Age	Survey		2021 Census
	Number	Percent	
Adolescents (15 - 19 years)	5	1%	8%
Young adults (20 - 34 years)	40	7%	17%
Adults (35 - 44 years)	110	19%	17%
Middle-aged adults (45 - 54 yrs)	139	24%	22%
Older adults (55 - 74 years)	232	40%	30%
Senior citizens (75 yrs and over)	52	9%	6%
Not stated	23		
<b>Total</b>	<b>601</b>	<b>100%</b>	<b>100%</b>



*Nillumbik Shire Council – 2025 Health and Wellbeing Consultation*

## Gender

The self-selected, online survey respondents were skewed towards female over male respondents, with 65% female respondents compared to the 2021 *Census* of 50% female community members.

<b>Gender</b>			
<b><u>Nillumbik Shire Council - 2025 Nillumbik Now and Beyond Consultation</u></b>			
<i>(Number and percent of respondents providing a response)</i>			
Gender	Survey Number	Percent	2021 Census
Male	191	34%	48%
Female	361	65%	50%
Non-binary	3	1%	2%
Prefer to self describe	1	0%	0%
Prefer not to say / not stated	45		
<b>Total</b>	<b>601</b>	<b>100%</b>	<b>100%</b>

## Relationship with Nillumbik

The overwhelming majority (87%) of the self-selected online survey respondents reported that they live in Nillumbik Shire, with 31% reporting that they worked in Nillumbik Shire.

<b>Relationship to Nillumbik</b>		
<b><u>Nillumbik Shire Council - 2025 Nillumbik Now and Beyond Consultation</u></b>		
<i>(Number and percent of total respondents)</i>		
Response	2025 Number	Percent
Live	524	87%
Work	184	31%
Study	8	1%
Other	28	5%
<b>Total responses</b>	<b>744</b>	
<i>Respondents identifying at least one response</i>	581 (97%)	

The following table outlines the other relationships that survey respondents had with Nillumbik Shire.



**Other relationship to Nillumbik**  
**Nillumbik Shire Council - 2025 Nillumbik Now and Beyond Consultation**  
*(Number of total responses)*

<i>Response</i>	<i>Number</i>
Volunteer	7
Sport and recreation	3
Play	2
Retired	2
Activities and friendships / social activities	1
Briar Hill has no major shops, so Eltham is my go to centre. Like many people in B H I'm sure. I also walk my dog and eat a lot in Nillumbik. Don't forget the peripheral suburbs near Nillumbik as we support your local businesses	1
Community Organisation Member	1
Explore environment, shop and volunteer	1
Frequent open spaces, and a member of a community sports club	1
I attend the Living and Learning Centre Eltham	1
Live in Wollert	1
Live, work, play, learn, love, gather and help create community	1
Looking to live here in the next few months	1
My Community	1
My parents both lived in Nillumbik, and my dad was part of the Eltham Blues scene in the 60s - 70s. I lived in Diamond Creek until recently, then had to move to the North due to rent rises. If I could, I'd move back to Nillumbik in a heartbeat!	1
Regularly visit	1
Schools, community groups	1
Spend time in - walking, running	1
<b>Total</b>	<b>28</b>

***Diverse population groups***

A total of 75 of the 601 respondents (12%) identified with one of four diverse population groups, including 49 respondents identifying with disability, 24 identifying as LGBTIQ+, and 18 speaking English as a second language.



*Nillumbik Shire Council – 2025 Health and Wellbeing Consultation*

**Diverse population groups**  
**Nillumbik Shire Council - 2025 Nillumbik Now and Beyond Consultation**  
*(Number and percent of total respondents)*

Response	2025	
	Number	Percent
With disability, inclusive of mental illness	49	8%
Identifying as LGBTIQ+ (Lesbian, Gay, Bisexual, Transgender, Intersex, Queer, Asexual)	24	4%
Speaking English as a second language	18	3%
Aboriginal or Torres Strait Islander descent	4	1%
Prefer not to say	88	15%
None of the above / not stated	526	88%
<b>Total responses</b>	<b>95</b>	
<i>Respondents identifying at least one response</i>	<i>75</i> <i>(12%)</i>	

***Language spoken at home***

The self-selected, online survey respondents reported a similar language other than English result as the 2021 *Census*, with 97% compared to the 2021 *Census* result of 94%.

**Language spoken at home**  
**Nillumbik Shire Council - 2025 Nillumbik Now and Beyond Consultation**  
*(Number and percent of respondents providing a response)*

Language	2025	
	Number	Percent
English	583	97%
German	2	0%
Afrikaans	1	0%
Chinese	1	0%
Dutch	1	0%
Filipino	1	0%
French	1	0%
Greek	1	0%
Hindi	1	0%
Italian	1	0%
Mandarin	1	0%
Persian	1	0%
Punjabi	1	0%
Spanish	1	0%
Vietnamese	1	0%
All other languages	3	0%
Not stated	0	
<b>Total</b>	<b>601</b>	<b>100%</b>



### Suburb of residence

The self-selected online survey respondents were drawn in approximately the appropriate proportions from across all the suburbs comprising the Nillumbik Shire.

**Suburb of residence**  
**Nillumbik Shire Council - 2025 Nillumbik Now and Beyond Consultation**  
(Number and percent of respondents providing a response)

Suburb	Survey		Population
	Number	Percent	
Eltham	132	24%	29%
Hurstbridge	77	14%	5%
Diamond Creek	69	13%	19%
Greensborough	40	7%	9%
Eltham North	38	7%	10%
Research	23	4%	4%
St Andrews	21	4%	2%
Panton Hill	18	3%	2%
Arthurs Creek	14	3%	1%
Wattle Glen	14	3%	3%
Bend of Islands	13	2%	0%
Cottles Bridge	12	2%	1%
Plenty	12	2%	4%
Kangaroo Ground	11	2%	2%
North Warrandyte	11	2%	5%
Smiths Gully	7	1%	1%
Strathewen	6	1%	0%
Doreen	4	1%	0%
Yarrambat	3	1%	2%
Christmas Hills	2	0%	1%
Nutfield	2	0%	0%
Watsons Creek	1	0%	0%
Other	17	3%	0%
Not stated	54		
<b>Total</b>	<b>601</b>	<b>100%</b>	<b>100%</b>



## Method of hearing about Nillumbik Now and Beyond

Respondents were asked:

*“How did you hear about this consultation?”*

A total of 425 of the 601 respondents (71%) provided a response as to how they heard about this consultation.

The most common methods were via Facebook (16%), a community group (15%), word of mouth (14%), an e-newsletter (14%), and the *Nillumbik News* (10%).

Metropolis Research makes the point that these results reinforce the key fact about self-selected consultation surveys such as this, that being that the results reflect only the views of those who were both aware of the consultation and sufficiently engaged with council and the local community to take the time to participate.

This is reinforced by these results, which show that many respondents came to the survey via information on Facebook, community groups, and word of mouth.

This highlights how community organising to encourage participation by like-minded people can influence the results, as the results can to some extent reflect the capacity of different interest-groups in the community to encourage their supporters to take the time to participate.

**Method of hearing the consultation**  
**Nillumbik Shire Council - 2025 Nillumbik Now and Beyond Consultation**  
(Number and percent of total respondents)

Response	2025	
	Number	Percent
Facebook	99	16%
Community group	92	15%
Word of mouth	87	14%
Enewsletter	85	14%
Nillumbik News	60	10%
Poster	18	3%
Community newspaper	16	3%
Real estate board	16	3%
Postcard	14	2%
Instagram	8	1%
Linkedin	1	0%
Other	51	8%
<b>Total responses</b>	<b>547</b>	
<i>Respondents identifying at least one response</i>	<i>425</i>	<i>(71%)</i>



The following table outlined the other methods by which respondents heard about the consultation. It is noted that a small number of respondents participated in the survey following interaction with Metropolis Research staff conducting the *Annual Community Satisfaction Survey*.

**Other method of hearing the consultation**  
**Nillumbik Shire Council - 2025 Nillumbik Now and Beyond Consultation**  
*(Number of total responses)*

<i>Response</i>	<i>Number</i>
Email	13
Eltham square event and handout	2
Person knocked on my door	2
Website	2
A council girl gave me a pamphlet in the Rotary Centennial Park Playground last Saturday	1
A guy came to the door doing a survey on behalf of Nillumbik	1
An Engagement email	1
At Community market from Council employees	1
At the community recreational centre	1
At the local shops	1
Community Hub	1
Direct email	1
Door to door pamphlet drop	1
ECCI	1
From Council staff	1
Given flyer at Diamond Creek netball on a Saturday morning	1
I was searching for something on your website and saw the survey link	1
Lady on trail	1
Library	1
Netball courts	1
Nillumbik Council internal communication	1
Nillumbik councillors came to Hurstbridge, to inform local people of this survey	1
Nillumbik health and wellness advisory	1
Park Ranger	1
Person handing out brochure	1
Plenty Valley FM community radio and Flow FM commercial radio	1
Pop up station by Nillumbik staff	1
Research Primary School	1
School due to widespread concerns of student safety on local roads	1
School principal	1
School publication	1
Signature block	1
Staff member handing out pamphlets on Saturday morning	1
Town square 16/2	1
We had the pamphlet delivered to our home	1
Work	1
<b>Total</b>	<b>51</b>





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## Councillor Internal Resolution Procedure

Version Number	1
Approved by	Council Resolution
Approval date	Insert date
Effective date	Insert date
Date of last revision	N/A
Date of next review*	Insert date

\* Unless replaced, this policy will still apply beyond the review date.

Related internal policies, procedures and guidelines	<ul style="list-style-type: none"> <li>Model Code of Conduct</li> </ul>
Related legislation	<ul style="list-style-type: none"> <li><i>Local Government Act 2020 (Vic)</i></li> <li>Local Government (Governance and Integrity) Regulations 2020 (Vic)</li> </ul>

## 1. Purpose

This Internal Resolution Procedure (**Procedure**) is adopted under and in accordance with section 140 of the *Local Government Act 2020 (Act)* and regulation 12A of the *Local Government (Governance and Integrity) Regulations 2020*.

This Procedure will be observed when dealing with alleged breaches of the Model Councillor Code of Conduct.

## 2. Internal Resolution Procedure

Disputes between Councillors may arise in a variety of circumstances. This Procedure is to apply to those disputes in which one Councillor (**the Complainant**) alleges that another Councillor (**the Respondent**) has breached the Model Councillor Code of Conduct.

This Procedure provides both parties to a dispute with support and encouragement to resolve the dispute in a manner that enables the Councillors to move forward and maintain effective working relationships.

This Procedure is designed to minimise cost and disruption of disputes to Council and individual Councillors and, where possible, avoid disputes escalating and becoming the subject of an internal arbitration.

It is acknowledged that this Procedure will not be suitable for resolution of all disputes between Councillors.

An overview of the Procedure is annexed, in the form of a flowchart.

## 3. First Stage of Internal Resolution Procedure – Discussion

A Complainant is encouraged to raise their issue directly with the Respondent in a respectful and courteous manner, either in person or in writing, where they feel comfortable to do so.

Councillors are encouraged to recognise that:

- (a) certain behaviours and communications may be perceived by others to be causing issues or offence that may not have been intended;
- (b) it can provide useful insight to reflect on their own behaviour or motivation and possible contribution to the dispute, whether intended or not; and
- (c) dealing with the dispute early is more likely to avoid the issue escalating and resolve it before it threatens the effective operation of Council.

It is useful to frame any issue from the Councillor's perspective (eg "I felt disrespected when you said / did ..."), rather than accusing another person of holding a particular position or taking a negative action deliberately. A Councillor should let the other Councillor know how they feel and ask for an explanation, rather than making accusations or assumptions.

#### **4. Second Stage of Internal Resolution Procedure – Conciliation**

Where a direct conversation between Councillors has not been successful in resolving the dispute, or a Councillor does not feel comfortable communicating directly with another Councillor, the second stage of this Procedure is conciliation.

##### **4.1 Initiating conciliation**

A Complainant initiating conciliation must notify the Mayor and the Respondent of the dispute by completing a **Conciliation Application Form**. That form (see Attachment 1 to this Procedure) must:

- (a) specify the names of the Complainant and Respondent;
- (b) specify the provision (or provisions) of the Model Councillor Code of Conduct alleged to have been breached;
- (c) detail what was said or done by the Respondent to constitute a breach of the Model Councillor Code of Conduct;
- (d) attach any supporting information to provide examples of the behaviour complained of (eg screenshots or emails); and
- (e) be dated and signed by the Complainant.

##### **4.2 Participating in conciliation**

Councillors are not obliged to engage in conciliation but should only decline to participate if they honestly and reasonably believe that their participation would adversely affect their health or wellbeing or would otherwise be unsafe.

A Respondent declining to participate in the conciliation must advise the Complainant and the Mayor of their unwillingness to participate, and the reasons for it. That advice must be provided no more than one week after receiving the Conciliation Application Form.

##### **4.3 Conduct of conciliation**

Conciliation is to be conducted by the Mayor except when the Mayor is a party to the dispute or otherwise unavailable to conduct conciliation. In that case the Deputy Mayor will assume the role of the Mayor in the conciliation process.

If both the Mayor and the Deputy Mayor are parties to the dispute or otherwise unavailable to conduct the conciliation, the role of the Mayor must be performed by a Councillor jointly chosen for the purpose by the parties.

When, in this Procedure, reference is made to the Mayor it includes:

- (a) the Deputy Mayor; and
- (b) a Councillor jointly chosen for the purpose by the parties,

when the Mayor and/or the Deputy Mayor are parties to the dispute or otherwise unavailable to conduct a conciliation.

#### **4.4 Roles and responsibilities**

The role of the Mayor is to provide guidance to the parties to the dispute about the Standards of Conduct in the Model Councillor Code of Conduct, and actively explore whether the dispute can be resolved by agreement between them.

The role of the Complainant and Respondent is to explain their respective positions and, in a show of goodwill, actively explore the possibility of resolving the dispute by agreement.

All Councillors are responsible for conducting themselves in a courteous and respectful manner at all times during the conciliation.

The role of the Councillor Conduct Officer is to provide the Mayor with the administrative support necessary to arrange and conduct the conciliation.

#### **4.5 Support from Council**

Council, through the Councillor Conduct Officer, will provide administrative assistance to the Mayor when arranging a time and place for conciliation, including any technical assistance that may be required. Council will make a venue available to the Councillors within Council's offices that is private and suited to the conciliation process.

Council will not provide any substantive guidance or advice about the subject matter of the dispute, or pay the costs of legal advice or representation for any Councillor in connection with this Procedure. Parties to a dispute may seek their own legal or other advice at their own cost, if they choose to do so.

#### **4.6 End or termination of conciliation**

Conciliation will end or be terminated if any of the following occurs:

- (a) the parties cannot jointly choose a Councillor to conduct the conciliation within one week of being asked to do so;

- (b) the Respondent notifies the Mayor that they do not wish to participate in conciliation, and the reasons for it, within one week of receiving the Conciliation Application Form;
- (c) the Respondent does not respond to the Conciliation Application Form at all within two weeks of receiving it;
- (d) conciliation has not occurred within four weeks of the Complainant submitting the Conciliation Application Form;
- (e) conciliation has occurred and the parties have been unable to resolve the dispute; or
- (f) the dispute has been resolved.

The time for conciliation may be extended by agreement between the parties to the dispute, whether or not the matter has been escalated to one of the formal dispute resolution procedures outlined in the Act.

#### **4.7 Confidentiality**

Parties and other participants are expected to maintain confidentiality concerning the dispute and the operation of this Procedure.

#### **4.8 Record of outcome**

The Mayor must document any agreement that is reached between the Complainant and Respondent. The agreement must be signed by the Complainant, Respondent and Mayor. Copies must be provided to the Complainant and Respondent, and the original must be retained by the Mayor. Again, parties and the Mayor are expected to maintain the confidentiality of the agreement reached.

### **5. Internal Resolution Procedure does not Apply in these Circumstances**

The following disputes are not covered by this Procedure:

- (a) differences between Councillors in relation to policy or decision making, which are appropriately resolved through discussion and voting in Council meetings;
- (b) complaints made against a Councillor or Councillors by a member or members of Council staff, or by any other external person;
- (c) allegations of sexual harassment;
- (d) disclosures made about a Councillor under the *Public Interest Disclosures Act 2012*, which can only be made to the Independent Broad-based Anti-corruption Commission; and

- (e) allegations of criminal misconduct, which should be immediately referred to Victoria Police or the relevant integrity authority.

## **6. Formal Dispute Resolution Procedure**

This Procedure operates alongside, and does not replace, the formal dispute resolution procedures outlined in the Act.

The formal dispute resolution procedure applies to misconduct, serious misconduct and gross misconduct.

Section 141 of the Act provides for an internal arbitration process concerning a breach of the Standards of Conduct set out in the Model Councillor Code of Conduct.

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**Attachment 1      Conciliation Application Form**

<b>Complainant:</b>	
<b>Respondent:</b>	
<b>Provisions of Model Councillor Code of Conduct breached:</b>	
<b>Action constituting breach:</b>	
<b>(Include dates, times and detailed descriptions of the action complained of. Attach further documents as necessary.)</b>	

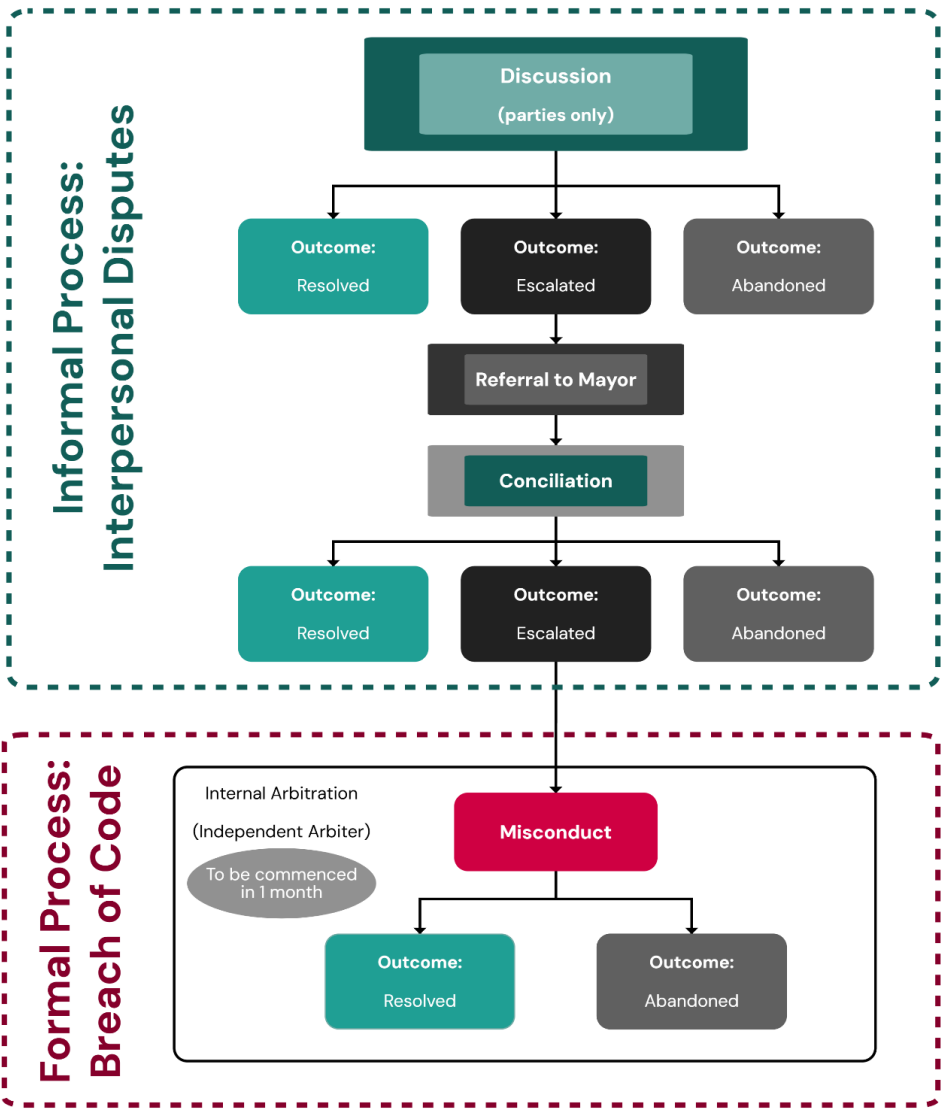
**Signed by** )  
 ..... )  
 )  
 )

on  
 .....



Annexure

INTERNAL RESOLUTION PROCEDURE FLOWCHART



## Councillor Use of Social Media Policy

Version Number	1
Approved by	Council resolution
Approval date	27 May 2025
Effective date	27 May 2025
Date of last revision	Not applicable
Date of next review*	May 2029

\* Unless replaced, this policy will still apply beyond the review date.

Related internal policies, procedures and guidelines	<ul style="list-style-type: none"> <li>• Councillor Confidentiality Policy</li> <li>• Privacy and Data Protection Policy</li> <li>• Acceptable use guidelines for computer and communications equipment</li> </ul>
Related legislation	<ul style="list-style-type: none"> <li>• <i>Copyright Act 1968 (Cth)</i></li> <li>• <i>Criminal Code Act 1995 (Cth)</i></li> <li>• <i>Crimes Act 1958 (Vic)</i></li> <li>• <i>Defamation Act 2005 (Vic)</i></li> <li>• <i>Equal Opportunity Act 2000 (Vic)</i></li> <li>• <i>Freedom of Information Act 1982 (Vic)</i></li> <li>• <i>Health Records Act 2001 (Vic)</i></li> <li>• <i>Local Government Act 2020 (Vic)</i></li> <li>• <i>Privacy and Data Protection Act 2014 (Vic)</i></li> <li>• <i>Summary Offences Act 1966 (Vic)</i></li> <li>• Local Government (Governance and Integrity) Regulations 2020 (Vic)</li> </ul>

**1. Purpose**

- 1.1 To outline the benefits and risks of social media use by Councillors and provide guidance on its appropriate use and specific provisions which must be observed.

**2. Introduction**

- 2.1 Councillors, as potential social media users, need to understand that information provided by them or their representatives on social media can be seen by the public.
- 2.2 Social media is a powerful tool to maintain connections between Councillors and members of the public. The use of social media can foster an environment of open communication between Councillors and the Nillumbik community.
- 2.3 When engaging in social media, councillors need to be clear about who they are representing, taking responsibility for ensuring that any references to Council are factually correct and accurate, do not breach confidentiality requirements, and show respect for the individuals and communities with which they interact.
- 2.4 The Model Councillor Code of Conduct, affirmed by all Nillumbik councillors prescribes standards of conduct that apply to all councillor interactions, including in the use of social media platforms.
- 2.5 Used well, social media can be used by Councillors to:
- 2.5.1 strengthen community engagement
  - 2.5.2 foster transparency and trust
  - 2.5.3 provide a trusted voice in the social media environment
  - 2.5.4 distinguish the role of the individual Councillor from that of Nillumbik Shire Council
  - 2.5.5 provide another avenue to contact the Councillor directly
  - 2.5.6 enable Councillors to hear from members of the community that may otherwise be difficult to reach
  - 2.5.7 promote Council's programs and services.
- 2.6 Councillor social media use also presents risks for Councillors, including:
- 2.6.1 the exposure to trolling, cyberbullying and other abusive behaviour

- 2.6.2 the creation of a platform for the dissemination of misinformation
- 2.6.3 the creation of an expectation about the 24/7 availability of a Councillor
- 2.6.4 a significant administrative workload associated with managing a platform
- 2.6.5 the risk of inadvertently disclosing confidential information
- 2.6.6 an exposure to legal liability.

### 3. Definitions

In this policy:

Confidential information	The same meaning as at section 3 of the <i>Local Government Act 2020 (Vic)</i>
Council	Nillumbik Shire Council
Council officer	Any individual acting for or on behalf of Council, including employees, volunteers and contractors
Councillors	An elected and currently serving Nillumbik Shire Council Councillor
Health information	Has the same meaning as at section 3 of the <i>Health Records Act 2001 (Vic)</i>
Social media	<p>Means online interactive technologies through which individuals, communities and organisations can share, co-create, discuss, and modify user-generated content or pre-made content posted online.</p> <p>Social media may include but is not limited to:</p> <ul style="list-style-type: none"> <li>(i) social networking websites (eg Facebook, LinkedIn, Yammer, Threads)</li> <li>(ii) video and photo sharing websites (eg Flickr, Instagram, Snapchat, TikTok, Vimeo, YouTube)</li> <li>(iii) blogs, including corporate blogs and personal blogs</li> <li>(iv) blogs hosted by media outlets (eg 'comments' on news articles)</li> <li>(v) micro-blogging (eg Mastadon, Truth Social, X)</li> <li>(vi) wikis and other online community generated forums (eg Wikipedia)</li> <li>(vii) forums, discussion boards and groups (eg Google groups)</li> <li>(viii) vodcasting and podcasting</li> </ul>

	<ul style="list-style-type: none"> <li>(ix) group messaging technologies/apps (eg WhatsApp, SMS)</li> <li>(x) streaming platforms (eg Twitch, Mixer)</li> <li>(xi) geospatial tagging (eg Foursquare, Facebook checkin)</li> <li>(xii) any other tool or emerging technology that allows individuals to publish or communicate in a digital environment (excluding website content).</li> </ul>
Model Councillor Code of Conduct	Has the same meaning as at section 3 of the <i>Local Government Act 2020 (Vic)</i>
Personal information	Has the same meaning as at section 3 of the <i>Privacy and Data Protection Act 2014 (Vic)</i> .

#### 4. Councillor use of social media

This part clarifies that while Councillors are not required to have a social media presence, they have the right to do so. It also outlines the rights and responsibilities for those who choose to be active.

- 4.1 Councillors are under no obligation to maintain a social media presence.
- 4.2 Councillors who choose to maintain a social media presence:
  - 4.2.1 do so of their own volition
  - 4.2.2 have a right to express an independent view consistent with the *Charter of Human Rights and Responsibilities Act 2006*
  - 4.2.3 acknowledge that they are required to adhere to the **Model Councillor Code of Conduct**.
- 4.3 Councillors who choose to maintain a social media presence are responsible for:
  - 4.3.1 compliance with this policy
  - 4.3.2 administration of the social media platform
  - 4.3.3 moderation of community content on their social media accounts on their pages
  - 4.3.4 compliance with the terms of service of the social media platform in use.

- 4.4 The provisions applicable to Councillor social media also apply to a social media presence operated by another person who, with the Councillor's authorisation, administers, moderates, or uploads content on the Councillor's behalf.
- 4.5 Councillors must remove the reference to their role as a Councillor within seven days of ending their role as Councillor.

## **5. Council resources and support**

This part outlines the support available from the organisation to Councillors who choose to maintain a social media presence. It also explains the prohibition on the use of Council resources for certain social media activity.

- 5.1 Councillors who choose to maintain a social media presence will reasonably be provided with:
  - 5.1.1 technical support for Council provided hardware
  - 5.1.2 training in social media obligations as part of the mandatory Councillor induction and ongoing professional development programs
  - 5.1.3 generic collateral (such as graphics, images and suggested copy) that promotes Council programs for councillors to use on social media from time to time
  - 5.1.4 access to Council's employee assistance program - a voluntary and confidential service designed to assist Councillors with personal concerns that affect their personal wellbeing and/or performance as a Councillor.
- 5.2 Councillors will not be provided with:
  - 5.2.1 technical or other support for the use of social media platforms
  - 5.2.2 social media monitoring or reporting services
  - 5.2.3 legal advice regarding social media content.
- 5.3 Councillors must not use Council resources, including Council facilities, computer equipment, smartphones and internet connections for social media activity:
  - 5.3.1 to gain or attempt to gain, directly or indirectly, an advantage for themselves or for any other person
  - 5.3.2 to cause, or attempt to cause, detriment to the Council or another person

- 5.3.3    in a way that is intended to, or is likely to, affect the result of an election under the *Local Government Act 2020 (Vic)*
- 5.3.4    in a way that is intended to, or is likely to, affect the result of an election for a state or federal parliament
- 5.3.5    in the furtherance of private business or commercial activity.

## **6.    Good faith behaviour**

This part sets out a requirement for Councillors to act in good faith on social media, and to uphold their obligation to ensure that their behaviour does not bring discredit upon the Council.

- 6.1    The Model Councillor Code of Conduct affirmed by all Nillumbik Councillors requires that Councillors act with integrity, exercise reasonable care and diligence, and take reasonable steps to avoid any action which may diminish the public's trust and confidence in the integrity of local government.

For Councillors who maintain a social media presence this means:

- 6.1.1    not posting content which could be perceived to be an official comment on behalf of the Council (noting that Councillors are free to link or re-post social media content that has been published by the Council, including the addition of their own perspective or commentary)
- 6.1.2    not creating a social media presence purporting to represent a Council auspiced entity, such as an advisory committee, reference group, steering committee or similar
- 6.1.3    not posting anonymously, or by using a fake or intentionally misleading identity
- 6.1.4    not engaging in trolling, harassment, personal attacks or similar behaviour
- 6.1.5    not intentionally publishing misinformation, falsehoods or misleading material
- 6.1.6    not engaging in doxing
- 6.1.7    not engaging in cyberbullying
- 6.1.8    not publishing defamatory material.

## 7. Freedom of expression

This part sets out the lawful restrictions reasonably necessary to ensure Councillor expression is consistent with the Model Councillor Code of Conduct and with various laws applicable to social media content. It makes clear that the right of Councillors to freely express their views is not otherwise limited.

- 7.1 Councillors enjoy the human right to freedom of expression which includes the freedom to seek, receive and impart information and ideas of all kinds, subject to any lawful restrictions reasonably necessary.
- 7.2 Subject to this part, Councillors are free to express an independent view on social media, provided it is made clear to the audience that it is their personal view and does not represent the Council.

This includes, but is not limited to:

- 7.2.1 expressing a personal view that differs from that of the Council
  - 7.2.2 stating a desire for change to a Council policy or position
  - 7.2.3 expressing an opinion on a matter that is to come before the Council (without expressing a pre-determined decision)
  - 7.2.4 encouraging members of the public to participate in the decision-making process
  - 7.2.5 expressing disappointment or dissatisfaction or stating that they do not support a Council position or decision
  - 7.2.6 explaining why they voted on a matter in the way that they did in a meeting that was open to the public
  - 7.2.7 otherwise engaging in robust public debate.
- 7.3 Councillors must not post content on their social media that, if posted, would be contrary to the Model Councillor Code of Conduct in that it:
    - 7.3.1 could reasonably be perceived to be an official comment on behalf of the Council where the Councillor has not been authorised by the mayor to make such a comment
    - 7.3.2 is demeaning, abusive, obscene, threatening or of a sexual nature
    - 7.3.3 intentionally causes or perpetuates stigma, stereotyping, prejudice or aggression against a person or class of persons
    - 7.3.4 constitutes discrimination or vilification



- 7.3.5 undermines the Council when applying the Council's community engagement policy to develop respectful relationships and partnerships with traditional owners, Aboriginal community controlled organisations, and the Aboriginal community
- 7.3.6 undermines the Council in fulfilling its obligation under the Act or any other Act (including the *Gender Equality Act 2020*) to achieve and promote gender equality
- 7.3.7 is not in line with the Council's policies and procedures as a child safe organisation and obligations under the *Child Wellbeing and Safety Act 2005* to the extent that they apply to Councillors
- 7.3.8 adversely affects the health and safety of other persons
- 7.3.9 would bring discredit upon the Council
- 7.3.10 would deliberately mislead the Council or the public about any matter related to the performance of the Councillor's public duties
- 7.3.11 makes Council information publicly available where public availability of the information would be contrary to the public interest
- 7.3.12 expressly or impliedly requests preferential treatment for themselves or a related person or entity
- 7.3.13 is otherwise contrary to the Model Councillor Code of Conduct.
- 7.4 Councillors must not post content on their social media where publication would be contrary to law, including, but not limited to:
  - 7.4.1 the *Local Government Act 2020 (Vic)*, insofar as it relates to misuse of position, including the disclosure of confidential information
  - 7.4.2 the *Privacy and Data Protection Act (Vic) 2014*, insofar as it relates to the disclosure of personal information
  - 7.4.3 the *Health Records Act 2001 (Vic)*, insofar as it relates to the disclosure of health information
  - 7.4.4 the *Defamation Act 2005 (Vic)*, in a manner that constitutes defamation
  - 7.4.5 the *Copyright Act 1968 (Cth)*, in a manner that constitutes an infringement of copyright
  - 7.4.6 the *Summary Offences Act 1966 (Vic)*, in a manner that is obscene, indecent or uses threatening language and behaviour etc

7.4.7 the *Crimes Act 1958 (Vic)*, in a manner that constitutes stalking

7.4.8 the *Criminal Code Act 1995 (Cth)*, in relation to the use of a carriage service to menace or harass.

7.5 Councillors shall not post content that creates a reasonable apprehension of bias in relation to matters to subject to, or potentially subject to, Council decisions.

## **8. Customer requests**

This part sets out the process for dealing with customer requests and other inquiries sent to Councillors that are intended for the Council. This part recognises that Council's privacy obligations do not ordinarily enable it to collect personal information via a third party.

8.1 From time to time, Councillors may receive service requests, complaints, feedback or other correspondence intended for the Council (customer requests) from members of the public via social media channels.

8.2 The receipt and handling of customer requests is an operational function of the Council.

Councillors in receipt of customer requests may:

8.2.1 pass on customer requests to Council's centralised customer request handling process

8.2.2 provide the customer with details of the Council's official communication channels

8.2.3 refer a customer to Council's website which sets out the official communication channels, or

8.2.4 determine to take no action.

8.3 Councillors shall not solicit customer requests or otherwise encourage members of the public to bypass the Council's official communication channels.

## **9. Moderation of community content**

Councillor social media pages are not official communication channels of the Council and are privately hosted by individual Councillors. This part sets out the rights and obligations of Councillors to moderate content and limit participation on their social media platform.

- 9.1 Councillors have an absolute right to moderate community content on their social media platforms, including comments, reactions and other contributions.
- 9.2 Councillors must remove comments or posts on their social media page that, if published by the Councillor, would be contrary to the Model Councillor Code of Conduct.
- 9.3 Councillors have an absolute right to block or ban persons from their social media platform at their sole discretion.

## **10. Record keeping**

Councillors are not employed by a public office and are therefore not public officers as defined by the *Public Records Act 1973 (Vic)*. This part clarifies that a Councillor does not have any record keeping obligations in respect of social media content.

- 10.1 Documents made or received by Councillors are not public records (regardless of the content) unless they are then received by an employee of the Council.
- 10.2 Councillors are not required to maintain records of social media content for record-keeping purposes.

## **11. Clarification statements**

This part provides a series of clarification statements for inclusion on a Councillor's social media platform (in the 'about me', 'biography', 'impressum' or similar place). The statements required will depend on the content hosted by the Councillor, and the inclusion of multiple or all of the statements may be required.

- 11.1 Councillors who maintain a social media presence must ensure their profile clarifies that their social media presence is not an official platform of the Council.

For example:

"This page is hosted by me in my capacity as an individual. This is not an official page of Nillumbik Shire Council and should not be used for making service or maintenance requests or otherwise contacting Council. Council can be contacted at [nillumbik.vic.gov.au](http://nillumbik.vic.gov.au)."

- 11.2 Councillors who use their social media presence to comment on Council matters must ensure their profile makes it clear that they are speaking in an individual capacity, and not on behalf of the Council.

For example:

"The views expressed on this social media platform are my own and not necessarily that of the Council."

- 11.3 Councillors who enable community content on their social media presence should include a statement asserting the Councillor's right to control access to the page and to moderate third-party content.

For example:

"As the host of this page, I endeavour to maintain a safe, positive space for the discussion of Council issues and I reserve the right to hide or delete content and to block or ban users."

- 11.4 Councillors who use their social media presence to publish electoral material must include an authorisation statement in accordance with the *Local Government Act 2020 (Vic)*, noting that this obligation applies at all times, not just during a formal election period. Councillors may not use a Council address for this purpose.

For example:

"Authorised by J Citizen, 123 Main Street SUBURB VIC 9999."

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## Councillor Confidentiality Policy

Version Number	1
Approved by	Council Resolution
Approval date	27 May 2025
Effective date	27 May 2025
Date of last revision	Not applicable
Date of next review *	May 2029

\* Unless replaced, this policy will still apply beyond the review date

Related internal policies, procedures and guidelines	<ul style="list-style-type: none"> <li>• Information Privacy Policy</li> <li>• Public Transparency Policy</li> </ul>
Related legislation	<ul style="list-style-type: none"> <li>• <i>Freedom of Information Act 1982 (Vic)</i></li> <li>• <i>Health Records Act 2001 (Vic)</i></li> <li>• <i>Local Government Act 2020 (Vic)</i></li> <li>• <i>Privacy and Data Protection Act 2014 (Vic)</i></li> <li>• Local Government (Governance and Integrity) Regulations 2020 (Vic)</li> </ul>

## 1 Purpose

- 1.1 To protect Council information that is provided to Councillors to assist them in the performance of their role but that needs to be managed securely prior to a Council decision on the matter being made.

## 2 Introduction

- 2.1 The Model Councillor Code of Conduct requires that Councillors diligently use Council processes to become informed about matters which are subject to Council decisions.
- 2.2 To assist Councillors in fulfilling this obligation, they are provided with the information necessary to enable them to fully understand matters on which decisions are to be made. This includes information relating to decisions intended to be presented to Council meetings, meetings of delegated committees and to decisions to be made by an officer under delegation.
- 2.3 The public availability of information leading to Council decisions is to be facilitated in accordance with the public transparency principles in the *Local Government Act 2020*. However, the confidentiality of this information is important in some circumstances, as the provision of information in confidence enables Council officers to provide frank and fearless advice to Councillors and facilitates open and candid discussion. It is also necessary to comply with confidentiality provisions in law relating to confidential, personal or health information.
- 2.4 This policy provides a mechanism for the provision of information subject to confidentiality restrictions to Councillors and places controls on the disclosure of that information in accordance with the LG Act.

## 3 Definitions

In this policy:

Confidential information	Has the same meaning as at section 3 of the <i>Local Government Act 2020 (Vic)</i>
Exempt matter	Has the same meaning as at section 3 of the <i>Freedom of Information Act 1982 (Vic)</i>
Health information	Has the same meaning as at section 3 of the <i>Health Records Act 2001 (Vic)</i>
HR Act	Means the <i>Health Records Act 2001 (Vic)</i>

Internal documents	Means those documents listed at section 6.4 of this policy and any documents so classified under the provisions of section 9 of this policy
LG Act	Means the <i>Local Government Act 2020 (Vic)</i>
Model Councillor Code of Conduct	Has the same meaning as at section 3 of the <i>Local Government Act 2020 (Vic)</i>
PDP Act	Means the <i>Privacy and Data Protection Act 2014 (Vic)</i>
Personal information	Has the same meaning as at section 3 of the <i>Privacy and Data Protection Act 2014 (Vic)</i>

#### 4 Public Transparency

*This part reinforces the public transparency principle that Council information should be available except in specific circumstances as provided by law. It specifically identifies the provisions of the LG Act, PDP Act and HR Act that restrict the disclosure of information.*

- 4.1 The LG Act contains nine overarching governance principles, which a Council must give effect to in the performance of its role. One of the principles is that “the transparency of Council decisions, actions and information is to be ensured”.
- 4.2 The requirement for transparency is core to the democratic system and is one way that Councils are held accountable to their communities. However, the transparency of Council information is not absolute, and may be subject to reasonable limitations in some circumstances.
- 4.3 The LG Act provides that Council information be publicly available unless:
  - 4.3.1 the information is confidential; or
  - 4.3.2 public availability of the information would be contrary to the public interest.
- 4.4 The PDP Act requires that Councils collect, hold, manage, use, disclose and transfer personal information in accordance with the Information Privacy Principles set out in that act.
- 4.5 The HR Act provides that Councils must not do an act, or engage in a practice, that is an interference with the privacy of an individual.



## 5 Confidential information

*This part replicates the provisions of section 125 of the LG Act in relation to the unlawful disclosure of confidential information.*

- 5.1 A Councillor must not intentionally or recklessly disclose confidential information, unless the Council has determined that it should be publicly available (except in the circumstances set out at section 125 of the LG Act). Confidential information is defined as:
- 5.1.1 Council business information, being information that would prejudice the Council's position in commercial negotiations if prematurely released;
  - 5.1.2 security information, being information that if released is likely to endanger the security of Council property or the safety of any person;
  - 5.1.3 land use planning information, being information that if prematurely released is likely to encourage speculation in land values;
  - 5.1.4 law enforcement information, being information which if released would be reasonably likely to prejudice the investigation into an alleged breach of the law or the fair trial or hearing of any person;
  - 5.1.5 legal privileged information, being information to which legal professional privilege or client legal privilege applies;
  - 5.1.6 personal information, being information which if released would result in the unreasonable disclosure of information about any person or their personal affairs;
  - 5.1.7 private commercial information, being information provided by a business, commercial or financial undertaking that relates to trade secrets; or if released, would unreasonably expose the business, commercial or financial undertaking to disadvantage;
  - 5.1.8 confidential meeting information, being the records of meetings closed to the public under section 66(2)(a) of the LG Act;
  - 5.1.9 internal arbitration information, being information specified in section 145 of the LG Act;
  - 5.1.10 Councillor Conduct Panel confidential information, being information specified in section 169 of the LG Act;

5.1.11 information prescribed by the regulations to be confidential information for the purposes of this definition; and

5.1.12 information that was confidential information for the purposes of section 77 of the *Local Government Act 1989*.

5.2 Confidential information may not be disclosed by Councillors unless it is information that the Council has determined should be publicly available in accordance with section 125 of the LG Act or where its disclosure is otherwise permitted or required by law. Disclosure in any other circumstances constitutes a breach of this policy and the *Local Government Act 2020 (Vic)*.

## **6 Documents where public availability would be contrary to the public interest**

*This part defines the documents which should be subject to access controls as a matter of good governance on the basis that their disclosure would be contrary to the public interest.*

6.1 In order to support Council's deliberative process, it is necessary to provide Councillors with information which, if disclosed, would be contrary to the public interest. This includes, but is not limited to, documents which contain confidential information.

6.2 The Model Councillor Code of Conduct provides that a Councillor "must act with integrity, exercise reasonable care and diligence and take reasonable steps to avoid any action which may diminish the public's trust and confidence in the integrity of local government, including by ... not making Council information publicly available where public availability of the information would be contrary to the public interest."

6.3 Documents where public availability would be contrary to the public interest are classified as internal documents.

6.4 Internal documents are:

6.4.1 documents containing confidential information;

6.4.2 documents containing exempt matter;

6.4.3 documents provided to Councillors in relation to Councillor Briefings, including meeting agendas, officer briefing papers and their attachments, handouts and presentations;

6.4.4 drafts of officer reports prepared for Council meetings or meetings of delegated committees;

- 6.4.5 opinion or advice prepared by an officer, or consultation or deliberation that has taken place between officers and a Councillor in relation to the deliberative processes of the Council, including in the form of emails, memos and other communications between Council officers and Councillors; and
  - 6.4.6 documents classified as an internal document by the Chief Executive Officer in accordance with section 9 of this policy.
- 6.5 Internal documents (or part thereof) may not be disclosed by Councillors unless the Council or the Chief Executive Officer has determined that they should be publicly available. Disclosure in any other circumstances constitutes a breach of this policy and the Model Councillor Code of Conduct.

## 7 Personal Information

*This part applies the provisions of the PDP Act insofar as they apply to Councillors.*

- 7.1 Councillors may be provided with personal information about individuals in order to inform them about matters which are to be subject to Council decisions.
- 7.2 Personal information is information or an opinion (including information or an opinion forming part of a database), that is recorded in any form and whether true or not, about an individual whose identity is apparent, or can reasonably be ascertained, from the information or opinion.
- 7.3 A Councillor must not use or disclose personal information about an individual for a purpose (the secondary purpose) other than the primary purpose of collection, unless one of the following apply:
  - 7.3.1 The secondary purpose is directly related to the primary purpose of collection and the individual would reasonably expect the Councillor to use or disclose the information for the secondary purpose.
  - 7.3.2 The individual has consented to the use or disclosure.
  - 7.3.3 The use or disclosure is required or authorised by or under law.
- 7.4 Personal information should not be disclosed by Councillors other than in accordance with this policy. Disclosure in any other circumstances constitutes a breach of this policy and the *Privacy and Data Protection Act 2014 (Vic)*.

## 8 Health Information

*This part applies the provisions of the HR Act insofar as they apply to Councillors.*

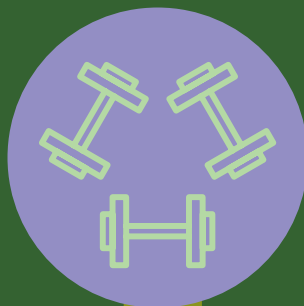
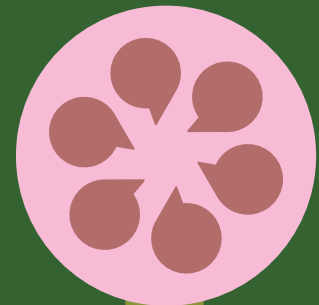
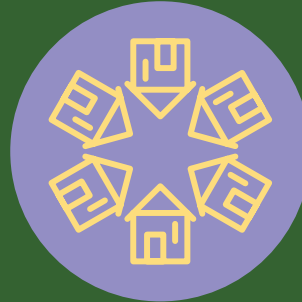
- 8.1 Councillors may be provided with health information about individuals in order to inform them about matters which are to be subject to Council decisions.
- 8.2 Health information is any of the following:
  - 8.2.1 Information or an opinion about the physical, mental or psychological health (at any time) of an individual; or a disability (at any time) of an individual; or an individual's expressed wishes about the future provision of health services to him or her; or a health service provided, or to be provided, to an individual - that is also personal information; or
  - 8.2.2 Other personal information collected to provide, or in providing, a health service.
  - 8.2.3 Other personal information about an individual collected in connection with the donation, or intended donation, by the individual of his or her body parts, organs or body substances.
  - 8.2.4 Other personal information that is genetic information about an individual in a form which is or could be predictive of the health (at any time) of the individual or of any of his or her descendants.
- 8.3 Health information does not include health information, or a class of health information or health information contained in a class of documents, that is prescribed as exempt health information for the purposes of the HR Act generally or for the purposes of specified provisions of the HR Act.
- 8.4 A Councillor must not use or disclose health information about an individual for a purpose (the secondary purpose) other than the primary purpose of collection, unless one of the following apply:
  - 8.4.1 The secondary purpose is directly related to the primary purpose of collection and the individual would reasonably expect the Councillor to use or disclose the information for the secondary purpose.
  - 8.4.2 The individual has consented to the use or disclosure.
  - 8.4.3 The use or disclosure is required or authorised by or under law.
- 8.5 Health information must not be disclosed by Councillors other than in accordance with this policy. Disclosure in any other circumstances constitutes a breach of this policy and the *Health Records Act 2001 (Vic)*.

## 9 Classification of internal documents

*This part provides a mechanism for the Chief Executive Officer to classify documents as 'internal documents', making them subject to restrictions on disclosure. It provides that documents can only be classified in this way in limited circumstances and only after an assessment has been conducted that disclosure would be contrary to the public interest.*

- 9.1 In addition to those documents listed at section 6.4, a document may be classified as an internal document by the Chief Executive Officer.
- 9.2 In determining whether a document should be classified as an internal document, the Chief Executive Officer must commence the assessment from the position of acknowledging the presumption in favour of documents remaining unclassified.
- 9.3 A document may be classified as an internal document only if:
  - 9.3.1 it contains matter in the nature of opinion, advice or recommendation prepared by an officer or member of the council, or consultation or deliberation that has taken place between officers, member of the council, or an officer and a member of the council, in the course of, or for the purpose of, the deliberative processes involved in the functions of the Council or member of the council; and
  - 9.3.2 the public availability of the information would be contrary to the public interest.
- 9.4 In determining whether a document should be classified as an internal document, the Chief Executive Officer must identify any relevant public interest factors favouring disclosure and nondisclosure, balance the relevant factors favouring disclosure and nondisclosure; and decide whether disclosure of the information would, on balance, be contrary to the public interest.
- 9.5 In making a public interest assessment, the following considerations shall be regarded as irrelevant to the assessment and not be used to influence the outcome:
  - 9.5.1 Whether the information could cause embarrassment to, or a loss of confidence in, the Council; and
  - 9.5.2 The extent to which the document may be misinterpreted or misunderstood by the public.
- 9.6 If unsure about a document classification, Councillors should seek guidance from the relevant Director prior to disclosing information.

# Draft Asset Plan 2025-2035



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### **Acknowledgement of Country**

Nillumbik Shire Council respectfully acknowledges the Wurundjeri Woi-wurrung people as the Traditional Owners of the Country 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 past, present and future, and extend that respect to all First Nations People.

We respect the enduring strength of the Wurundjeri Woi-wurrung and acknowledge the ongoing impacts of past trauma and injustices from European invasion, massacres and genocide committed against First Nations People. We acknowledge that sovereignty was never ceded.

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 and Australia's identity; from their cultural heritage and care of the land and waterways, to their ongoing contributions in many fields including academia, agriculture, art, economics, law, sport and politics.



## Glossary

Term	Definition
Accumulated Depreciation	Depreciation is the reduction in the value of an asset due to usage, passage of time, environmental factors, wear and tear, obsolescence, depletion or inadequacy. Accumulated depreciation is the total amount of that reduction in value of an asset from when it was first recognised as an asset to a given point in time.
Acquisition	The acquisition or obtainment of an asset through the purchase of the asset or any other means.
Asset	An item, thing or entity that has actual or potential value to an organisation.
Asset Management	The systematic and coordinated activities and practices of an organisation to realise the value of an asset.
Condition	Physical state of an asset.
Customer	Any person who uses the asset or service, is affected by it or has an interest in it either now or in the future. This definition does not necessarily require that payment is made for use of the asset.
Expansions	Extends the capacity of an existing asset to provide benefits to new users at the same standard as is provided to existing beneficiaries.
Financial Plan	The Financial Plan provides a long-term view of the resources that we expect to be available and how these will be allocated and prioritised over the next ten years.
Levels of Service	The parameters or combination of parameters that reflect social, political economic and environmental outcomes that the organisation delivers.
Operational & Maintenance	Actions required for retaining practical asset condition to deliver required function.

Term	Definition
Renewals	Works to replace existing assets or facilities with assets or facilities of equivalent capacity or performance capability.
Replacement Value	Cost the entity would incur to acquire the asset on the date that is reported. The cost is measured by reference to the lowest cost at which the gross future economic benefits could be obtained in the normal course of business or the minimum it would cost, to replace the existing asset with a new modern equivalent asset with the same economic benefits allowing for any differences in the quantity and quality of output and in operating costs.
Risk	The effect of uncertainty on objectives. Risk events are events which may compromise the delivery of the organisation's strategic objectives.
Risk Management	Coordinated activities to direct and control an organisation with regards to risk.
Upgrades	Capital works carried out on an existing asset to provide a higher level of service. This is different to renewal which restores an asset to its original condition.
Valuation	The process of determining the worth of an asset or liability. Assessed asset value which may depend on the purpose for which the valuation is required.
Written Down Value	The Gross Replacement Value of an asset less the Accumulated Depreciation, calculated on the basis of such cost to reflect the consumed or expired future benefits of the asset.

## 1. Introduction

Many of the services provided to the Nillumbik community are underpinned by different sets of physical assets that are required to be managed.

As custodian of these assets, Council has the responsibility of managing these assets in the most effective way, ensuring they are safe, fit for purpose and sustainable in the delivery of reliable services for current and future generations.

Council responds to this responsibility by managing all of the community's assets through their lifecycle: from creation and acquisition, through maintenance and operation to rehabilitation or disposal.

This Asset Plan provides a strategic and financial view of how Council will manage those assets over the next ten years. It defines high-level strategic asset management priorities and addresses all aspects of the lifecycle management of those assets.

Community feedback obtained through various surveys such as *Help Shape Nillumbik Now and Beyond* have influenced the development of this Plan.

### 1.1 What is an asset?

In the simplest of definitions, it is something that provides value.

There are two types of assets: tangible and intangible.

Tangible assets can be seen and touched, like roads, footpaths and ovals; intangible assets are non-physical in nature, but they can still be appreciated, their existence acknowledged - intellectual property being an example.

This Asset Plan deals with the tangible assets that Council owns and controls on behalf of the community like buildings, roads, playgrounds, sports fields, trails and drains.


These assets have been classified into four major categories:

Category	Assets included
Buildings	Civic centres, sports pavilions, libraries, neighbourhood house, recreation, community and leisure centres, public toilets
Drainage	Swales, open drains, underground pipes, pits
Open Space	Playgrounds, fitness parks, playing surfaces, trails, walkways, public and sporting shelters
Transport	Bridges, major culverts, car parks, footpaths, kerbs, roads

Buildings Portfolio	Quantity	Value	
Facilities	411 No	\$240M	
			\$240M

Drainage Network	Quantity	Value	
Surface Drainage	13 ha	\$5M	
Stormwater Pits	19354 No	\$65M	
Stormwater Drains	408 km	\$142M	
			\$212M

Open Space Network	Quantity	Value	
Playground & Fitness Parks	99 No	\$9M	
Trail & Walkways	89 km	\$16M	
Playing Surfaces	96 No	\$40M	
Public & Sporting Shelters	180 No	\$2M	
			\$67M

Transport Network	Quantity	Value	
Roads (Sealed)	487 km	\$138M	
Roads (Unsealed)	302 km	\$65M	
Footpaths	299 km	\$40M	
Kerbs	709 km	\$31M	
Car Parks	241 No	\$5M	
Bridge & Major Culverts	121 No	\$21M	
			\$300M

## 1.2 What is Asset Management and why is it important?

Asset management refers to the series of activities that, properly coordinated, monitor and maintain the value of these assets, and the services that these assets provide are efficient and welcomed by the community, over their entire lifespan.

Also, effective asset management is the way that those tangible assets are managed and evaluated in such a way that they continue to deliver the services that the community needs and expects to be delivered in an effective economic way, made to last and perform at their best.

## 2. Strategic Asset Management Framework

The diagram below shows the linkage between Council's strategic objectives and asset planning at the strategic, tactical, and operational levels. Council's asset management framework aims to ensure that a systematic approach to asset management delivers prudent and efficient outcomes to meet both community and asset management objectives.



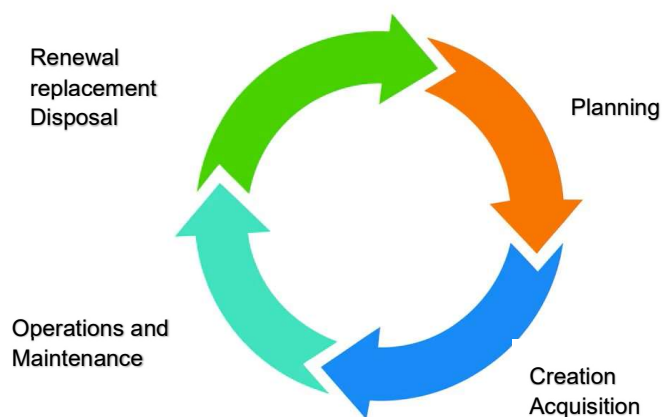
Document	Role
Community Vision	Describes the community's aspirations for the future. It helps council to understand the community's priorities, guides strategic planning and decision-making.
Council Plan	The Council Plan sets the strategic direction of the four-year Council term. It guides the organisation's work to deliver on priorities, manage and deliver services for the community during the Council term.
Financial Plan	A forecast view of the financial sustainability of Council over 10 years, outlining the financial resources necessary to implement the objectives and strategies of the Council Plan to achieve the Community Vision.
Asset Plan	Provides a high level strategic and financial view on how Council intends to manage its transport, building, drainage, and open space asset categories over the next ten financial years within compliance of the Local Government Act 2020.
Asset Management Policy	Provides a framework and direction for asset management by identifying Council's asset management objectives and tactics required to link them to organisational strategic objectives.
Asset Management Plan	Outlines the current state of Council's asset portfolio, asset management system and forecasts the improvements required to meet the level of service required by the community as described in the Council Plan and Asset Management Policy.

### 3. Lifecycle Management

The ultimate objective of an effective asset management system is to ensure that assets deliver the required level of service in the most cost-effective manner through their entire lifecycle. Key elements for this effective asset management are:

- Adopting a formalised asset management system with a life-cycle approach
- Developing cost-effective asset management strategies for the long term based on defined and agreed levels of service
- Monitoring performance
- Understanding the impact of the change on the community's service needs
- Managing risk associated with asset failures
- Continually improving asset management processes and practices

The asset management industry best-practice includes the following four key stages in the asset lifecycle:



#### 3.1 Lifecycle Strategies

Each of these lifecycle stages has its own delivery activities. This delivery strategy includes Council's approach to ensure that each stage systematically and consistently achieves its own objectives.

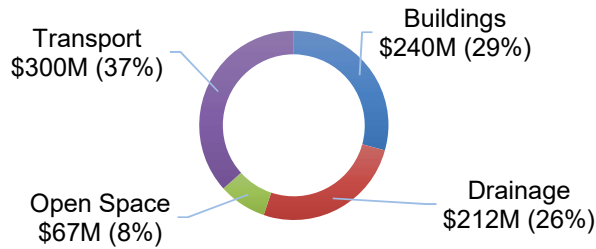
Stage	Activities
Planning	<p>Needs assessments are conducted to ensure assets are fit-for-purpose and meet the service needs of the community.</p> <p>Future asset planning and service design consider and balance the key principles of affordability, equity and the environment.</p> <p>Council uses transparent, informed decision-making processes that consider the whole-of-life implications of acquiring, operating, maintaining and disposing of an asset.</p>
Creation / Acquisition	<p>Asset-creation projects are comprehensively defined so that their objectives are clear.</p> <p>Appropriate procurement strategies are designed to ensure we work with the right project partners and achieve value for money.</p> <p>We integrate environmentally sustainable approaches to the design and construction of assets.</p> <p>Newly acquired/created/adopted assets are checked for quality before they are put into service.</p>
Operations and Maintenance	<p>Assets are operated, inspected and maintained to ensure:</p> <ul style="list-style-type: none"> <li>- They continue delivering the service they were designed for over their useful life</li> <li>- They are safe and compliant</li> <li>- The risk of critical asset failure is minimised</li> <li>- Their ongoing lifecycle costs are met</li> </ul> <p>Through its Asset Management System, Council records the information on its assets and monitors performance.</p>
Renewal, Replacement, Disposal	<p>Council periodically assess the condition of its assets.</p> <p>We aim to optimise the timing of the renewal or replacement of our assets so that they remain safe and functional and to minimise overall lifecycle costs.</p>



#### 4. Valuations

Council manages a significant portfolio of assets that have a replacement value of \$819 million as at 30 June 2024. This amount covers buildings, drainage, open space and transport assets.

The replacement value by category is:

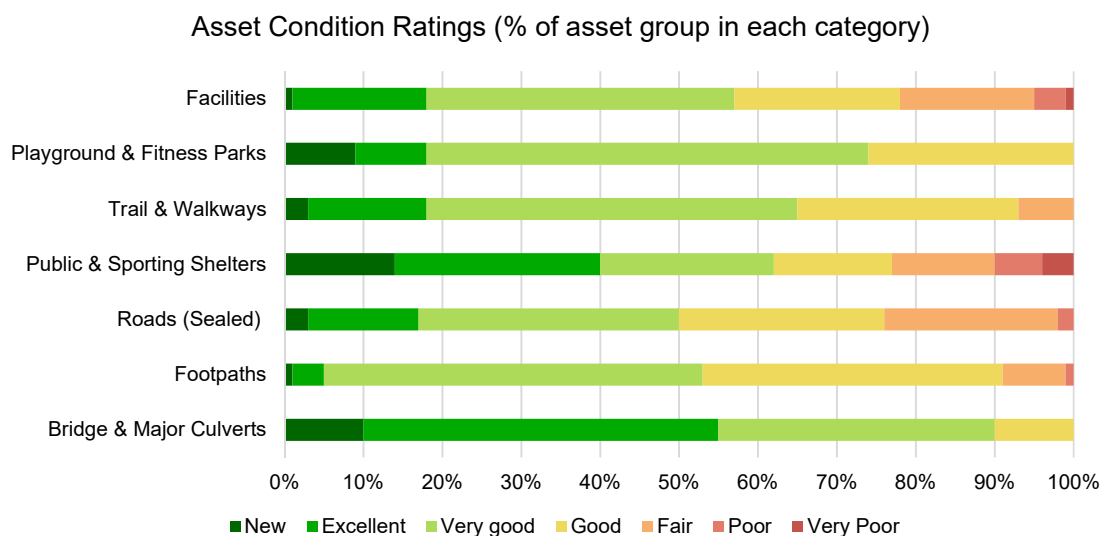


Assets	Replacement Value \$ (Million)	Accumulated Depreciation \$ (Million)	Written Down Value \$ (Million)
Facilities	\$240	\$86	\$154
Surface Drainage	\$5	\$5	\$0
Stormwater Pits	\$65	\$22	\$43
Stormwater Drains	\$142	\$54	\$88
Playground & Fitness Parks	\$9	\$4	\$5
Trail & Walkway	\$16	\$9	\$7
Playing Surfaces	\$40	\$11	\$29
Public & Sporting Shelters	\$2	\$1	\$1
Roads (Sealed)	\$138	\$46	\$92
Roads (Unsealed)	\$65	\$32	\$33
Footpaths	\$40	\$22	\$18
Kerbs	\$31	\$15	\$16
Car Parks	\$5	\$2	\$3
Bridge & Major Culverts	\$21	\$8	\$13
<b>TOTAL</b>	<b>\$819</b>	<b>\$317</b>	<b>\$502</b>

## 5. Current State of Assets

The constant use of these assets mean they deteriorate and get damaged over time; depending on their usage some more quickly than others.

To assess the level of deterioration and determine maintenance, replacement, renewal or expansion levels, Council has inspection regimes to ensure these assets can continue delivering services to the community. The standard to which they are maintained and the extent to which they are grown and improved are key considerations in setting and delivering on our Community Vision and Council Plan.



Condition Rating	Description
New	Brand new asset
Excellent	Fit for purpose, very low maintenance required
Very Good	Minor maintenance required in addition to programmed maintenance cycle
Good	Moderate maintenance required in addition to programmed maintenance cycle
Fair	Significant maintenance required. Capital renewal maybe required within the next five years
Poor	Significant renewal works required to restore the capacity and service levels, or extend the asset life
Very poor	End of asset life; no service potential

## 6. Levels of Service

### Buildings

Category	Customer Values
Buildings	Buildings are accessible and have equal access for all users
	Buildings are fit for their intended purposes
	Buildings are safe for use and occupation

Category	Level of Service	Service Attributes	Service Standard	Delivery Mode
Buildings	Technical	Sustainability	• Provide buildings that are climate-considerate, water and energy-efficient and cost-effective	• Climate Action Plan
		Operation & Maintenance	• Buildings are maintained to meet service requirements	• Maintenance program
		Upgrade	• Buildings are fit for purpose • Buildings are accessible by all users	• Asset assessment program • Early Years Infrastructure Plan • Master plans • Recreation and Leisure Strategy • Climate Action Plan
		Renewal	• Building components are in good condition to meet service requirements	• Identifying renewals through life-cycle modelling
		Disposal	• Buildings that are excess to service delivery or obsolete in nature are disposed	• Asset Sale and Disposal Policy
		Asset Re-purpose	• Excess or redundant assets are re-purposed for community requirements	• Master plans and service plans

Category	Level of Service	Service Attributes	Service Standard	Delivery Mode
Buildings	Community	Function	• Building features such as layout, thermal comfort, ventilation, furniture and equipment meet user requirements and support the services the building intend to provide	• Asset assessment program
		Quality	• Buildings are in good condition and provide comfortable amenity for all users	• Asset assessment program
		Accessibility (Disability)	• Buildings cater for disability access	• Asset assessment program • Upgrading buildings to be compliant at the time of renewal as much as possible
		Safety	• Buildings are safe for occupation	• Essential service program
		Availability	• Public buildings are available at the times required except for planned shutdowns	• Website information

### Drainage

Category	Customer Values
Drainage	Drainage network remains free of obstructions and blockages
	Integrate drainage systems into natural water storage areas effectively
	Limit flooding of public and private properties

Category	Level of Service	Service Attributes	Service Standard	Delivery Mode
Drainage	Technical	Operation & Maintenance	<ul style="list-style-type: none"> <li>Drainage network is maintained to meet service requirements</li> <li>Assets are inspected and responded to in a pre-determined frequency or on an as-required basis</li> </ul>	<ul style="list-style-type: none"> <li>Annual roadside pit inspection program</li> <li>Reactive maintenance program</li> </ul>
		Upgrade	<ul style="list-style-type: none"> <li>Upgrade existing drainage network to reduce flood risk</li> </ul>	<ul style="list-style-type: none"> <li>Drainage design guidelines</li> <li>Drainage network flood modelling study</li> </ul>
		Renewal	<ul style="list-style-type: none"> <li>Drainage network is kept in good condition to meet service requirements</li> </ul>	<ul style="list-style-type: none"> <li>Identifying renewals through life-cycle modelling program or customer requests</li> </ul>
		Acquisition	<ul style="list-style-type: none"> <li>New assets are acquired to meet community requirements when needed</li> </ul>	<ul style="list-style-type: none"> <li>Special Rate and Special Charge Policy and guidelines</li> <li>Capital improvement program</li> </ul>
	Community	Capacity	<ul style="list-style-type: none"> <li>The drainage network is able to transport stormwater generated by frequent rainfalls (one in ten year rainfall event)</li> </ul>	<ul style="list-style-type: none"> <li>Drainage design guidelines</li> <li>Drainage network flood modelling study</li> </ul>
		Function	<ul style="list-style-type: none"> <li>Any disruption caused by drainage blockages will be resolved quickly and allow for safe use of adjoining roads, pathways, and reserves</li> </ul>	<ul style="list-style-type: none"> <li>Reactive maintenance program</li> </ul>
		Quality	<ul style="list-style-type: none"> <li>The drainage network is in good condition and limits flooding caused by rainfall events or blockages</li> </ul>	<ul style="list-style-type: none"> <li>Roadside pit inspection and cleaning program</li> <li>Drainage design guidelines</li> </ul>

## Open Space

Category	Customer Values
Open Space	Open space network is fit for purpose
	Playgrounds are up to modern standards
	Trails are well connected and in a good condition

Category	Level of Service	Service Attributes	Service Standard	Delivery Mode
Open Space	Technical	Operation & Maintenance	<ul style="list-style-type: none"> <li>Open space network is maintained to meet service requirements</li> <li>Assets are inspected on a pre-determined, frequent or as-required basis</li> <li>Defects identified as above intervention levels are fixed and hazards are addressed within pre-determined response times</li> </ul>	<ul style="list-style-type: none"> <li>Northern Regional Trails Strategy</li> <li>Trail operating levels of service</li> <li>Proactive maintenance inspection program</li> <li>Open space level of service</li> </ul>
		Upgrade	<ul style="list-style-type: none"> <li>Upgrade existing playgrounds including play equipment to meet legislative requirements and modern standards</li> </ul>	<ul style="list-style-type: none"> <li>Asset assessment program</li> </ul>
		Renewal	<ul style="list-style-type: none"> <li>Open space network is kept in a good condition to meet service requirements</li> </ul>	<ul style="list-style-type: none"> <li>Identifying renewals through life-cycle modelling program</li> <li>Asset assessment program</li> </ul>
		Expansion (New)	<ul style="list-style-type: none"> <li>Expand current trail networks to accommodate missing links</li> </ul>	<ul style="list-style-type: none"> <li>Northern Regional Trails Strategy</li> </ul>
		Acquisition	<ul style="list-style-type: none"> <li>New recreational trails, playing surfaces and playgrounds are acquired in areas where there are no provision</li> </ul>	<ul style="list-style-type: none"> <li>Northern Regional Trails Strategy</li> <li>Green Wedge Management Plan</li> <li>Open Space Strategy</li> </ul>

Category	Level of Service	Service Attributes	Service Standard	Delivery Mode
Open Space	Community	Function	• Play equipment is fit for purpose and up to modern standard	• Asset assessment program
			• Residents have access to recreational trails, ovals and playgrounds within reasonable distance from their homes	• Recreation and Leisure Strategy • Green Wedge Management Plan • Health and Wellbeing Plan
			• Trails and playgrounds are accessible (disability) and pram compliant	• Upgrading any non-compliant assets to - as much as possible - be compliant at the time of renewal
		Quality	• Open Space network is in good condition and meets user requirements	• Asset assessment program
		Safety	• Open space network is safe for all users	• Trail operating levels of service

### Transport

Category	Customer Values
Transport	Transport network is safe and hazard-free
	Transport network provides connectivity within the shire
	Transport network provides smooth and comfortable pedestrian and vehicular movement

Category	Level of Service	Service Attributes	Service Standard	Delivery Mode
Transport	Technical	Operation & Maintenance	<ul style="list-style-type: none"> <li>• Transport network hazards/defects are inspected and responded to within reasonable timeframes</li> <li>• Grading of unsealed roads</li> </ul>	<ul style="list-style-type: none"> <li>• Road Management Plan</li> </ul>
		Upgrade	<ul style="list-style-type: none"> <li>• Bridges are upgraded to cater for increase in traffic and load limits</li> <li>• Unsealed roads are upgraded to meet community requirements when needed</li> </ul>	<ul style="list-style-type: none"> <li>• Master plans</li> <li>• Asset assessment program</li> <li>• Unsealed Roads Improvement Prioritisation Policy</li> <li>• Special Rate and Special Charge Policy and guidelines</li> <li>• Developer contribution program</li> </ul>
		Renewal	<ul style="list-style-type: none"> <li>• Transport network is kept in a good condition to meet service requirements</li> </ul>	<ul style="list-style-type: none"> <li>• Identifying renewals through life-cycle modelling program</li> <li>• Asset assessment program</li> </ul>
		Expansion (New)	<ul style="list-style-type: none"> <li>• Expand current footpath and trail networks to accommodate missing links</li> </ul>	<ul style="list-style-type: none"> <li>• Nillumbik footpath missing links</li> <li>• Green Wedge Management Plan</li> </ul>
		Acquisition	<ul style="list-style-type: none"> <li>• New footpaths are acquired in areas where there is no footpath provision</li> </ul>	<ul style="list-style-type: none"> <li>• Integrated Transport Strategy</li> <li>• Footpath Strategy</li> <li>• Nillumbik footpath missing links</li> <li>• Green Wedge Management Plan</li> </ul>



Category	Level of Service	Service Attributes	Service Standard	Delivery Mode
Transport	Community	Capacity	<ul style="list-style-type: none"> <li>• Bridges are structurally sound and meet acceptable load capacities</li> </ul>	<ul style="list-style-type: none"> <li>• Asset assessment program</li> </ul>
		Function	<ul style="list-style-type: none"> <li>• Transport network is adequate to handle amount of traffic and users and can get to places within a reasonable time based on speed limits</li> </ul>	<ul style="list-style-type: none"> <li>• Traffic count monitoring program</li> <li>• Local Area Traffic Management Plan</li> <li>• Northern Regional Trails Strategy</li> </ul>
			<ul style="list-style-type: none"> <li>• Footpaths and bus shelters are accessible (disability) and pram compliant</li> </ul>	<ul style="list-style-type: none"> <li>• Capital works plan</li> <li>• Upgrade non-compliant assets to be compliant at the time of renewal where possible and appropriate</li> </ul>
		Quality	<ul style="list-style-type: none"> <li>• Transport network is accessible to users and provides connectivity across the shire, allowing efficient traffic and pedestrian movement</li> </ul>	<ul style="list-style-type: none"> <li>• Integrated Transport Strategy</li> <li>• Green Wedge Management Plan</li> </ul>
			<ul style="list-style-type: none"> <li>• Signage is adequate across the network and easily seen and understood by all users</li> </ul>	<ul style="list-style-type: none"> <li>• Road Management Plan</li> </ul>
			<ul style="list-style-type: none"> <li>• Transport network is in good condition and provides comfortable walk /ride quality to all users</li> </ul>	<ul style="list-style-type: none"> <li>• Asset assessment program</li> </ul>
			<ul style="list-style-type: none"> <li>• Transport network is maintained clean, free from debris and excessive vegetation</li> </ul>	<ul style="list-style-type: none"> <li>• Road Management Plan</li> <li>• Street sweeping program</li> </ul>
		Safety	<ul style="list-style-type: none"> <li>• Transport network is safe for all users</li> </ul>	<ul style="list-style-type: none"> <li>• Road Management Plan</li> <li>• Road safety program</li> <li>• Box clearance program</li> <li>• Black spot program</li> </ul>

## 7. Legislative & Council Requirements

Asset management is not a stand-alone exercise. The planning, design, creation, operation/maintenance and renewal/upgrade/expansion/disposal of assets that meet the needs of a community are related to a significant number of legislative and council documents and requirements. These are:

### Buildings

Type: Legislative

Documentation	Category	Requirements
Building Act 1993	Buildings	The Act sets out the framework for the regulation of building construction, building standards and the maintenance of specific building safety features.
Building Code Australia (BCA)	Buildings	The goal of the BCA is to enable the achievement of nationally consistent, minimum necessary standards of relevant: health; safety (including structural safety and safety from fire); and amenity and sustainability objectives, efficiently.
Children Services Act 1996	Buildings	Aims to reduce poverty. Supporting parents to find and keep work increases the child's environment and living circumstances, thereby reducing inequalities among children most at risk of poverty via deprivation/disadvantages and promoting social mobility.
Children, Young and Families Act 2005	Buildings	The Act builds on the foundations of the Child Wellbeing and Safety Act 2005 (CWSA) to provide guidance on additional considerations in promoting positive outcomes for children who are vulnerable as a result of their family circumstances.
Children's Services Regulations 2020	Buildings	The objective of these Regulations is to regulate the licensing and operation of children's services.

Documentation	Category	Requirements
Green Building Council Australia green star rating	Buildings	Assesses the sustainable design, construction and operation of buildings, fit outs and communities.

Type: Council

Documentation	Category	Requirements
Early Years Infrastructure Plan	Buildings	Addresses long term supply and demand, functionality and quality solutions for Council's early years' infrastructure facilities.
Ecologically Sustainable Development Policy	Buildings	Provides direction for sustainable building and maintenance activities, including those related directly to the project and those for ongoing use of the asset.
Edendale Farm Master Plan	Buildings	Directs the future development and operation of Edendale Farm and enhances its ability to grow to a regional centre for environmental sustainability.
Public Toilet Strategy	Buildings	Guides the planning and decision making in relation to the provision of public toilets in public open space throughout Nillumbik Shire.
Water Tank Policy for Council owned/managed land	Buildings	Articulates the administrative requirements for the installation of water tanks on Council owned/managed land to ensure installations occur in an effective manner and to a high standard.

## Drainage

Type: Legislative

Documentation	Category	Requirements
All other relevant Australian standards, regulations and codes of practice	Drainage	<p>Australian Rainfall and Runoff guideline (2019). Provides 'Australian designers with the best available information on design flood estimation' and in turn provides 'a sound basis for the sizing of works and structures that are subject to floods.'</p> <p>Australian standard – Design charts for stormwater and sewerage AS2200-2006. This document provides design charts for fluids in pipes.</p>
Building Act 1993 and Building Regulations 2018	Drainage	<p>To provide for the regulation of building and building standards (S1) Provides for:</p> <ul style="list-style-type: none"> <li>- Consent from Council to build over easements vested in Council (reg. 130);</li> <li>- A report to be gained from Council on the points of discharge (reg. 133); and</li> <li>- Control of buildings in flood prone areas (reg. 153).</li> </ul>
Catchment and Land Protection Act 1994	Drainage	<p>Includes setting up a framework for the integrated management and protection of catchments (S1).</p> <p>The Act establishes the catchment management authorities (S11).</p>

Documentation	Category	Requirements
Nillumbik planning scheme	Drainage	Clause 56.07-4 covers the discharge of urban run-off. This clause requires minimal damage and inconvenience to residents from urban run-off, ensures that streets operate adequately during major storm events and provides for public safety, minimises increases in stormwater run-off and protects environmental values and physical characteristics of receiving waters from degradation by urban run-off. Only applies to urban areas.
Water Act 1989	Drainage	Includes the integrated management of all elements of the terrestrial phase of water (S1). The Act gives the rights and responsibilities for the use, flow and control of water. The Act creates waterway management authorities (e.g. Melbourne Water).

Type: Council

Documentation	Category	Requirements
Building Over Easement Policy	Drainage	Guidelines for the reporting and consent process for works proposed over or within easements vested in Council.
Drainage design guidelines	Drainage	Design principles for the efficient, environmentally sensitive and cost effective control of stormwater runoff to ensure a high level of safety and amenity for the public at all times.
Drainage of unserviced allotments	Drainage	Describes the application of on-site absorption in the event an underground Council drainage system does not service an allotment.

Documentation	Category	Requirements
Integrated Water Management Strategy	Drainage	Promotes the integration of multi-functional infrastructure that progressively reduces reliance on mains supply.
Water sensitive urban design (WSUD) and wetland maintenance guidelines	Drainage	Provides a series of maintenance standards for wetlands and WSUD assets.

### Open Space

Type: Legislative

Documentation	AP Category	Requirements
All other relevant guidelines, Australian standards and codes of practice	Open Space	AS 4685.0:2017, Playground equipment and surfacing – Part 0: Development, installation, inspection, maintenance and operation. AS 4373:2007 Pruning amenity trees. AS 2550.10 2006 Elevated working platforms. Code of Practice on electrical safety for the distribution businesses in the Victorian Electricity Supply Industry.
Electricity Safety (Electric Line Clearance) Regulations 2020	Open Space	Code of practice for electrical line clearance.
Flora and Fauna Guarantee Act 1988, Amendment Act 2019	Open Space	Provides procedures for the conservation, management or control of Victoria's native flora and fauna.

Type: Council

Documentation	Category	Requirements
Northern Regional Trails Strategy	Open Space	Identifies a strategic direction for Council to the future provision of shared recreation trails within the Nillumbik Shire to accommodate equestrian, cyclists, walking and land care groups.
Open Space Strategy	Open Space	Identifies opportunities for future open space and highlights ways to more effectively link existing conservation areas and trails. The strategy also provides the criteria for acquiring and managing open space.
Lifetime Play Strategy	Open Space	Provides a framework for the long term re-imagining of public play spaces across the Nillumbik Shire.
Recreation and Leisure Strategy	Open Space	Provides strategic priorities and objectives that will inform the development of sport and active recreation in Nillumbik.
Trail operating levels of service and service standards	Open Space	Details the standards of service and maintenance required for trails within the Nillumbik Shire.

## Transport

Type: Legislative

Documentation	Category	Requirements
Road Management (General) Regulations 2016	Transport	Sets out general regulations for the management of roads.
Road Management (Works and Infrastructure) Regulations 2015	Transport	Sets out works and infrastructure requirements for management of roads.

Documentation	Category	Requirements
Road Management Act 2004	Transport	Establish and promote safe and efficient state and local public road networks.
Road Safety Act 1986	Transport	Sets out safe, efficient and equitable road use.
Road Safety Road Rules 2017	Transport	Establishes rules to be observed by road users.
Transport Act 1983	Transport	Outlines Council's responsibility for main roads within its municipal district (is modified according to the Road Management Act 2004).
Transport Integration Act 2010	Transport	Provides the framework for the provision of an integrated and sustainable transport system in Victoria.

Type: Council

Documentation	Category	Requirements
Footpath Strategy	Transport	Aims to promote walking as a healthy and safe way of exercising and accessing community services and facilities. The strategy is concerned with the provision of new footpaths on roads that do not currently have footpaths.
Integrated Transport Strategy	Transport	Aims to quantify and qualify action targets to improve and integrate land-use-related activity with transport options and requirements.



Documentation	Category	Requirements
Road Management Plan	Transport	Outlines Council's road management responsibilities, lists the road assets and details the standards of service and maintenance for roads within the Nillumbik Shire.
Unsealed Roads Improvement Prioritisation Policy	Transport	Provides a strategic framework for the assessment and prioritisation of unsealed roads across the municipality for future sealing and improvement.

#### Legislative Requirements for All Asset Categories

Documentation	Requirements
All local laws and relevant policies of the Council	Infrastructure Assets Local Law Clause 9. Asset protection. Clause 11. Equipment and materials delivery. Clause 14. Stormwater protection. Clause 15. Drains and water courses. Clause 16. Stormwater drainage connections. Clause 17. Construction of a vehicle crossing. Amenity local law. Clause 10. Council signs. Clause 20. Actions affecting Council land. Clause 21. Removal of vegetation on Council land. Clause 29. Trees and plants not to obstruct or obscure.
Asset Management Accountability Framework (AMAF), (Department of Treasury and Finance Victoria)	The AMAF details mandatory asset management requirements as well as general guidance for agencies responsible for managing assets.
Disability Discrimination Act 1992	Sets out the responsibilities of Council and staff in dealing with access and use of public infrastructure.

Documentation	Requirements
Emergency Management Act 2013	<p>The Emergency Management Act 2013 (the Act) establishes Emergency Management Victoria (EMV), which consists of:</p> <p>The Emergency Management Commissioner (EMC) who is responsible for coordinating the response to major emergencies (including ensuring appropriate control arrangements are in place) and operating effectively during Class 1 and Class 2 emergencies. The EMC is also responsible for co-ordinating consequence management and recovery for all major emergencies.</p> <p>The Chief Executive of Emergency Management Victoria who is responsible for the day-to-day management of Emergency Management Victoria, and the coordination of investment planning for large scale strategic projects for the responder agencies including major procurement and communications and information systems.</p>
Environment Protection Act 2017	<p>To provide a legislative framework for the protection of the environment in Victoria having regard to environment protection principles (S1A).</p> <p>Establishes the Environment Protection Authority (EPA) and details the powers, duties and functions of that authority (Part II).</p>
Heritage Act 2017	<p>The purpose of the Act is to provide protection and conservation of the cultural heritage of Victoria. The Act creates a framework to identify the most important non-Aboriginal heritage in Victoria, and regulates changes to those places. The Act also creates offences and other enforcement measures to protect and conserve heritage.</p>
Local Government Act 1989 Local Government Act 2020	<p>Sets out the responsibilities of Council and staff in dealing with access and use of public infrastructure.</p>
Local Government Finance and reporting Regulations 2004	<p>Sets out role, purpose, responsibilities and powers of local governments including a requirement for the preparation of 10-year asset plans.</p>

Documentation	Requirements
Native Title Act 1993	Provides for the recognition and protection of native title as well as establishing ways in which future dealings affecting native title may proceed and to set standards for those dealings.
Occupational Health and Safety Act 2004	Aims to secure the health, safety and welfare of people at work. It lays down general requirements that must be met at places of work in Victoria. The provisions of the Act cover every place of work in Victoria. The Act covers self-employed people as well as employees, employers, students, contractors and other visitors.
Occupational Health and Safety Regulations 2017	Outlines minimum actions to be taken to comply with the OH&S Act. It explains plant and equipment such as lifts, boilers maintenance, inspection and testing and WorkCover registration requirements.
Planning and Environment Act 1987	Planning and Environment Act 1987. Sets the legislative requirements for planning and environmental concerns in new and upgraded areas. Allows for the impact of asset construction and growth and sets parameters to trigger Council activities/actions.
Subdivisions Act 1988	Requires engineering plans to be provided for developments in accordance with relevant standards.
Workplace Health and Safety Act 2011	The objective of this Act is to prevent a person's death, injury or illness being caused by a workplace, a relevant workplace area, work activities, or by plant or substances for use at a relevant place.

### Council Requirements for All Asset Categories

Documentation	Requirements
Asset Management Policy and Strategy	Provides a framework and direction for asset management by identifying Council's asset management objectives and tactics required to move asset management within the organisation forward.
Asset Sale and Disposal Policy	Documents the process involved in the sale or disposal of assets, appropriate methods of disposal, the type of public consultation required (if any), delegations of authority, and the documentation required during the process.
Climate Action Plan	Provides a response to climate change with a focus on the roles and responsibilities of Council. It includes actions Council will take relevant to its operations and services.
Conditions of use - Shire sports grounds and pavilions	The purpose of the Conditions of Use policy is to provide sport and recreation clubs with clear guidelines and responsibilities for the effective management and maintenance of Council owned sporting facilities.
Council Plan	Outlines Council's values and describes how services will be planned and delivered. The plan is reviewed annually and revised during each council term.
Diamond Creek Major Activity Centre / Structure Plan	Sets out the overall vision, objectives, strategies and actions for the town centre of Diamond Creek. It provides the scope for change, renewal and identifies the means of providing future physical infrastructure and community facilities.
Disability Action Plan	Provides the framework for Council to address disability and other access issues, across all areas of the organisation's operations and to support Council to meet its requirements under relevant legislation.

Documentation	Requirements
Eltham Lower Park Masterplan	Provides a strategic direction for the future development of the park by establishing a priority works plan to meet the needs of Council, permanent tenants and casual visitors.
Eltham Major Activity Centre / Structure Plan	Sets out the overall vision, objectives, strategies and actions for the town centre of Eltham. It provides the scope for change, renewal and identifies the means of providing future physical infrastructure and community facilities.
Eltham North Reserve Masterplan	Masterplans provide a strategic direction for the future development specified areas and aim to balance the needs of permanent tenants and casual visitors as well as passive and active recreational and environmental concerns.
Green Wedge Management Plan	Directs Council policy and planning decisions relating to the Nillumbik Green Wedge and is a reference document in the Nillumbik planning scheme.
Health and Wellbeing Plan	A guide for Council's medium to long term approach to planning and service provision needs for older people living in Nillumbik Shire. The framework establishes and prioritises service standards and delivery in response to increasing demands for improved infrastructure and to increase facilities and activities where people can socialise and to support health and wellbeing.
Heritage Strategy	Provides guidance for the advancement of heritage protection and interpretation within the Nillumbik Shire.
Hurstbridge Township Strategy	Provides a framework for the planning and delivery of capital works in the Hurstbridge township area, landscape and urban design initiatives and environmental works projects.

Documentation	Requirements
Kangaroo Ground War Memorial Park Management Plan	Outlines a range of capital and operational improvement works that would maintain and enhance the existing character and function of the park.
Local laws, standards and policies	Adherence to established practices and guidelines regarding asset management.
Municipal Emergency Management Plan	The aim of this plan is to detail the arrangements for the privation and preparedness for response to and recovery from emergencies within Nillumbik Shire. Council recognises it has a key role in prevention and mitigation activities. Council's policies on land management, building codes, regulations and urban planning are combined to ensure that all possible measures are addressed to reduce the likelihood and impact of emergencies.
Municipal Fire Management Plan	Seeks to prevent and mitigate against the occurrence of unplanned fires and includes priority risk environment categories, which include, but are not exclusive: accommodation (including special accommodation, aged care, residences, hotels, motels, boarding houses, caravan parks) and places of assembly and institutions (health care, education, public halls and entertainment venues).
Plenty War Memorial Park Masterplan	Provides a strategic direction for the future development of the park by establishing a priority works plan to meet the needs of Council, permanent tenants and casual visitors.
Project plans	These plans are prepared for major projects and assets. They include benefit cost ratios, expected strengths, weaknesses, opportunities and threats to the project or asset. By developing a project plan, it is intended to identify projects that return the most benefit to the community and ensure that major assets continue to provide value for money.

Documentation	Requirements
Risk Management Policy	Outlines objectives to achieve better risk management and greater accountability. These principles are incorporated in the Asset Management Plan to enable informed decisions regarding the management of risks associated with council's assets.
Soccer Strategy	Provides a guide to the current and future demand for soccer in Nillumbik and the surrounding region and facility development/redevelopment opportunities, including indicative capital cost estimates.
Standard drawings	Details typical design standard drawings for road and drainage infrastructure.
Special Rate and Special Charge Policy and guidelines	Guides the implementation of special charge schemes for road and drainage infrastructure.
St Andrews Township Plan	Aims to guide land use, community development and infrastructure improvements and provide an opportunity for the community of St Andrews to shape the future of the township.
Strategic Resource Plan	This plan incorporates the financial forecast and resource allocation in a standard statement format which are required to help deliver the Council Plan.
Sustainable Water Management Plan	Aims to reduce Council's water consumption and to establish targets for the quality of stormwater discharged within the Nillumbik Shire.
Wattle Glen Township Strategy	Provides a framework for the planning and delivery of capital works in the Wattle Glen township, environmental education initiatives and environmental works projects.
Yarrambat Local Structure Plan	Provides the framework for the co-ordinated development of rural residential land at Yarrambat.

## 8. Future Demands

The ability to predict future demand for services, enables Council to plan ahead and identify the best way of meeting that demand. This section analyses the various drivers influencing the services supported by major asset classes.

### Demographics, Current and Future

Age Category	Age Group	2021	2046
Children	0 to 4	3,340	3,187
	5 to 9	3,985	3,796
	10 to 14	4,675	4,091
	15 to 19	4,645	4,329
	<b>Total</b>	<b>16,645</b>	<b>15,403</b>
Young Adults	20 to 24	3,874	4,196
	25 to 29	2,663	2,775
	30 to 34	3,043	2,754
	<b>Total</b>	<b>9,580</b>	<b>9,725</b>
Adults	35 to 39	3,712	3,591
	40 to 44	4,064	4,032
	45 to 49	4,892	4,688
	50 to 54	5,023	5,258
	55 to 59	4,745	5,591
	<b>Total</b>	<b>22,436</b>	<b>23,160</b>
Older people	60 to 64	4,568	5,249
	65 to 69	3,676	4,512
	70 to 74	2,878	4,145
	75 to 79	1,879	3,601
	80 - 84	965	2,971
	85+	860	4,323
	<b>Total</b>	<b>14,826</b>	<b>24,801</b>
<b>Summary</b>		<b>63,487</b>	<b>73,089</b>

Suburb	2021 Dwellings	2046 Dwellings	Dwelling Change	Dwelling % Change
Diamond Creek	4,370	5,068	698	15.97%
Eltham (Central)	3,384	4,518	1,134	33.51%
Eltham (East)	1,333	1,426	93	6.98%
Eltham (Edendale)	1,104	1,192	88	7.97%
Eltham (South)	1,173	1,397	224	19.10%



Suburb	2021 Dwellings	2046 Dwellings	Dwelling Change	Dwelling % Change
Eltham North	1,559	1,695	136	8.72%
Greensborough	1,883	1,906	23	1.22%
Hurstbridge	1,304	1,411	107	8.21%
Kangaroo Ground - Wattle Glen	393	393	0	0.00%
North Warrandyte	1,043	1,178	135	12.94%
Panton Hill - St Andrews	858	1,036	178	20.75%
Plenty - Yarrambat	1,333	1,495	162	12.15%
Research	934	1,026	92	9.85%
Rural East	478	478	0	0.00%
<b>Total</b>	<b>21,149</b>	<b>24,219</b>	<b>3,070</b>	<b>14.52%</b>

### Buildings

Demand Driver	Category	Change in Demand	Impact of Services
Climate change - Zero emission targets and reduction of CO2 emissions	Buildings	<ul style="list-style-type: none"> <li>• Parts of Nillumbik are within fire prone areas, where asset loss is a major concern for council.</li> <li>• Continuous improvement of energy efficient buildings.</li> <li>• Global warming impact.</li> </ul>	<ul style="list-style-type: none"> <li>• Increased upfront costs for specialised materials, equipment, fittings and products.</li> <li>• Building upgrades and a Climate Action funding program.</li> <li>• Weather change may lead to increased need for reactive maintenance from storm and flood damage repair.</li> <li>• Assets will need to be built and renewed to a standard that can withstand at least 1.5 degrees of warming. This may require different materials, methods of construction and other innovative approaches.</li> </ul>
Consumer preference / change in society expectations / cultural change	Buildings	<ul style="list-style-type: none"> <li>• Some facilities are by their nature more popular than others, because they provide better service or are better located.</li> </ul>	<ul style="list-style-type: none"> <li>• Adjustment of facilities opening hours depending on usage and popularity.</li> </ul>

Demand Driver	Category	Change in Demand	Impact of Services
Demographic profiles change	Buildings	<ul style="list-style-type: none"> <li>Population of older residents (over 60) is expected to have the largest proportional increase (relative to its population size), with a forecast growth of 9,975 persons by 2046.</li> <li>The number of children (aged under 19) is forecast to decrease, whereas adult (aged 20 to 59) age groups are expected to slightly increase by 2046.</li> </ul>	<ul style="list-style-type: none"> <li>Increase in age-based facilities, appropriate sporting pavilions and disability access across sites, service changes due to demographics.</li> </ul>
Population change	Buildings	<ul style="list-style-type: none"> <li>Nillumbik's residential population of 63,487 in 2021 is forecast to grow by approximately 15% to 73,089 by 2046.</li> </ul>	<ul style="list-style-type: none"> <li>Council may need to expand services and facilities to cater for the community growth.</li> </ul>

## Drainage

Demand Driver	Category	Change in Demand	Impact of Services
Climate change: annual rainfall volume within South-east Australia	Drainage	<ul style="list-style-type: none"> <li>Annual rainfall expected to decrease 10% by 2030 and 35% by 2070.</li> </ul>	<ul style="list-style-type: none"> <li>Less rainwater will increase the demand for uptake of stormwater for reuse. This may require upgrades to existing infrastructure, or acquisitions, to fulfil these demands.</li> </ul>
Climate change: variance in daily rainfall	Drainage	<ul style="list-style-type: none"> <li>An expected increase in single-day rainfall volume.</li> </ul>	<ul style="list-style-type: none"> <li>Larger variance in rainfall implies more frequent flooding and expectant increase for drainage protection.</li> </ul>
Commercial & industrial development	Drainage	<ul style="list-style-type: none"> <li>Currently there are no plans for industrial expansion within the municipality.</li> </ul>	<ul style="list-style-type: none"> <li>Minimal impact on services.</li> </ul>

Demand Driver	Category	Change in Demand	Impact of Services
Cultural change	Drainage	<ul style="list-style-type: none"> <li>Community awareness and involvement in sustainable and environmental issues has risen over the last two decades. Stormwater reuse is receiving attention due to the dual pressures of water sustainability and environmental awareness.</li> </ul>	<ul style="list-style-type: none"> <li>As the community focuses on reusing stormwater, the network's ability to re-uptake stormwater will need to increase. This may require upgrades to existing infrastructure, or acquisitions, to fulfil these demands.</li> </ul>
Demand for increased services in areas where drainage is not currently provided	Drainage	<ul style="list-style-type: none"> <li>The demand for expanding the drainage network is expected to increase as community expectations change.</li> </ul>	<ul style="list-style-type: none"> <li>Serviceability of the drainage network is unlikely to meet customer values, which may lead to increased pressure for drainage network extension.</li> </ul>
Increase in impervious areas	Drainage	<ul style="list-style-type: none"> <li>Currently there are no plans for industrial expansion within the municipality.</li> </ul>	<ul style="list-style-type: none"> <li>Most multi-lot and smaller subdivisions are required to either construct drainage or absorb stormwater on site to limit discharge rates from the property, whereby the effects of increased impervious area are mitigated.</li> </ul>

Demand Driver	Category	Change in Demand	Impact of Services
Residential development	Drainage	<p>The number of dwellings in Nillumbik is forecast to grow from 21,149 in 2021 to 24,219 in 2046 (14.5% increase).</p> <ul style="list-style-type: none"> <li>Residential development within the municipality is heavily constrained due to state government and Council planning controls.</li> <li>Most of the municipality lies outside the urban growth boundary, defined by Melbourne 2030, which prevents land from being developed for residential use.</li> </ul>	<ul style="list-style-type: none"> <li>The adequacy of Council's existing drainage network will be challenged due to the projected increase in residential development, placing pressure on Council to upgrade and extend the drainage network to support this additional growth.</li> </ul>
Town planning requirements	Drainage	<ul style="list-style-type: none"> <li>The current requirement of providing drainage services to all properties in new subdivisions is expected to continue.</li> </ul>	<ul style="list-style-type: none"> <li>Existing un-serviced drainage areas may need to be reconsidered for drainage provision at the time of redevelopment. This is, however, difficult to achieve on a single lot basis.</li> <li>The location of the redevelopment (i.e., urban or green wedge) may also influence the need for town planning instruction.</li> </ul>

### Open Space

Demand Driver	Category	Change in Demand	Impact of Services
Changes in customer expectation	Open Space	<ul style="list-style-type: none"> <li>Nillumbik residents enjoy relatively high socioeconomic and educational status compared to surrounding councils. Residents' expectations on council delivered services are relatively high.</li> </ul>	<ul style="list-style-type: none"> <li>Providing high quality open space assets that are up to modern standards will lead to an increase in renewal, upgrade and expansion costs.</li> </ul>

Demand Driver	Category	Change in Demand	Impact of Services
Climate change	Open Space	<ul style="list-style-type: none"> <li>Increased intensity and frequency of extreme weather events.</li> </ul>	<ul style="list-style-type: none"> <li>Increased flooding will see frequent flooding of trails, playgrounds and open spaces making them inaccessible.</li> <li>Some footbridges are susceptible to flooding inducing trail closures.</li> <li>In the longer-term, there may be greater community demand for weather protection, for sports and leisure activities that have traditionally occurred outdoors.</li> </ul>
Demographic profile	Open Space	<ul style="list-style-type: none"> <li>Population of older residents (over 60) is expected to have the largest proportional increase (relative to its population size), with a forecast growth of 9,975 persons by 2046.</li> <li>The number of children (aged under 19) is forecast to decrease, whereas adult (aged 20 to 59) age groups are expected to slightly increase by 2046.</li> </ul>	<ul style="list-style-type: none"> <li>The demographic profile change is not expected to impact the open space network significantly, however Council should continue to focus on providing infrastructure that promotes access and equity.</li> </ul>
Increased awareness of healthy lifestyles	Open Space	<ul style="list-style-type: none"> <li>Growth in people using recreational space.</li> </ul>	<ul style="list-style-type: none"> <li>Increase in trail usage and demand for open space where activities such as yoga and pilates can be carried out.</li> </ul>
Increased female participation and gender diversity in sports	Open Space	<ul style="list-style-type: none"> <li>Growing number of female participation in all sports and a gradual increase in previously male-dominated sports such as cricket and football.</li> </ul>	<ul style="list-style-type: none"> <li>Council may need to expand services and upgrade facilities such as change room and toilets.</li> </ul>
Population growth	Open Space	<ul style="list-style-type: none"> <li>Nillumbik's residential population of 63,487 in 2021 is forecast to grow by approximately 15% to 73,089 by 2046.</li> </ul>	<ul style="list-style-type: none"> <li>Council may need to expand the open space network to cater for community growth.</li> </ul>

Demand Driver	Category	Change in Demand	Impact of Services
Technology changes - increased trend in going back to nature play	Open Space	<ul style="list-style-type: none"> <li>Increased demand for a diverse range of accessible, attractive, challenging and complementary play spaces offering experiences for all ages and abilities within a natural setting.</li> </ul>	<ul style="list-style-type: none"> <li>Increased cost in upgrading traditional playgrounds.</li> </ul>

### Transport

Demand Driver	Category	Change in Demand	Impact of Services
Change in customer expectation	Transport	<ul style="list-style-type: none"> <li>Nillumbik residents enjoy relatively high socioeconomic and educational status compared to surrounding councils. Resident's expectations on council delivered services are relatively high.</li> </ul>	<ul style="list-style-type: none"> <li>Expectation of high quality transport network will continue.</li> </ul>
Climate change	Transport	<ul style="list-style-type: none"> <li>Climate change will see an increase in risk of extreme weather events including storm events, drought, flooding and fire.</li> </ul>	<ul style="list-style-type: none"> <li>Insufficient kerb and channel capacity impacting road users.</li> <li>Table drains on unsealed roads are prone to high level of erosion from intense rainfall and flooding.</li> <li>Loss of vegetation due to bushfires can lead to abutment/embankment erosion.</li> </ul>

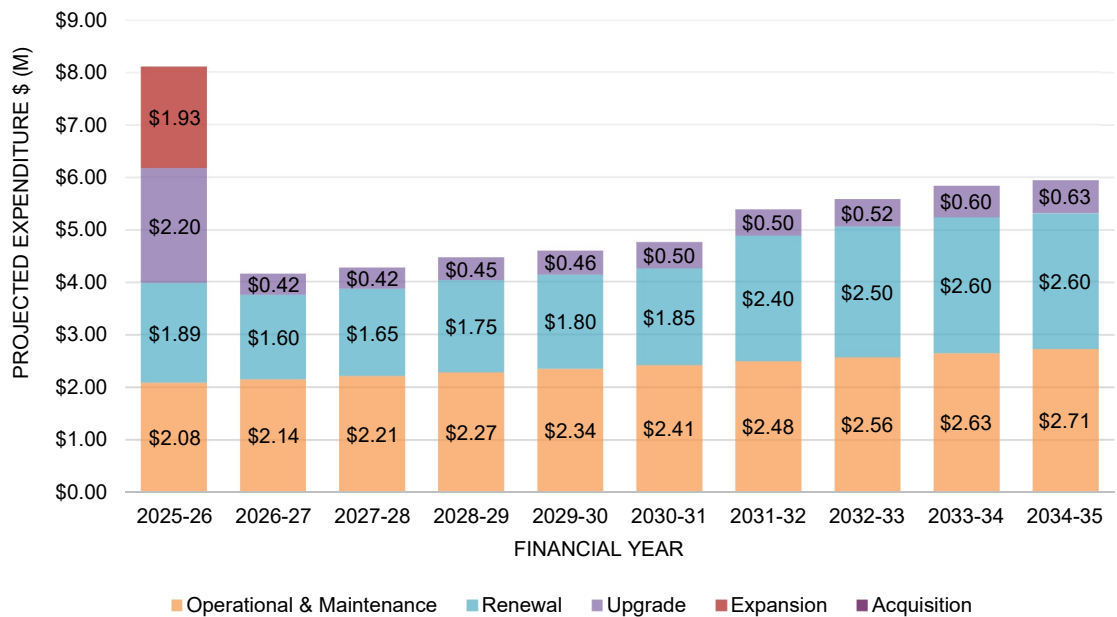
Demand Driver	Category	Change in Demand	Impact of Services
Demographic profile change	Transport	<ul style="list-style-type: none"> <li>Population of older residents (over 60) is expected to have the largest proportional increase (relative to its population size), with a forecast growth of 9,975 persons by 2046.</li> <li>The number of children (aged under 19) is forecast to decrease, whereas adult (aged 20 to 59) age groups are expected to slightly increase by 2046.</li> </ul>	<ul style="list-style-type: none"> <li>The demographic profile change is not expected to impact on the transport network significantly, however Council should continue to focus on providing infrastructure that promotes access and equity.</li> </ul>
Increased awareness of sustainability and healthy lifestyles	Transport	<ul style="list-style-type: none"> <li>Growth in public transport, carpooling, cycling or walking as a mode to get to places.</li> </ul>	<ul style="list-style-type: none"> <li>Decrease in vehicular usage and increased demand for safe, accessible and interesting walking routes for people of all abilities.</li> </ul>
Population change	Transport	<ul style="list-style-type: none"> <li>Nillumbik's residential population of 63,487 in 2021 is forecast to grow by approximately 15% to 73,089 by 2046.</li> </ul>	<ul style="list-style-type: none"> <li>Population growth will be mostly supported by green-field developments resulting in a greater number of new road and footpath assets being gifted to Council, leading to increased maintenance costs in the future.</li> </ul>
Technology change	Transport	<ul style="list-style-type: none"> <li>Development of new sustainable technologies.</li> </ul>	<ul style="list-style-type: none"> <li>New road renewal materials or efficient cars that can alter the renewal costs and useful lives of the assets.</li> </ul>

## 9. Funding Levels

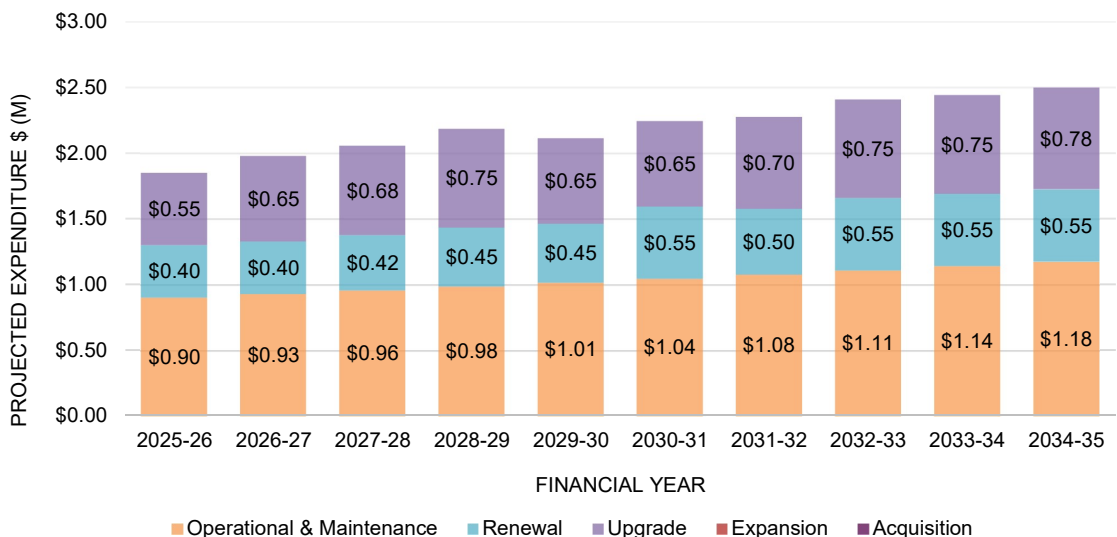
Council's 10-year Financial Plan 2025-2035 provides a forecast view of the financial sustainability of Council over 10 years, with services to be maintained at current levels and continued management of Council's significant asset portfolio.

In line with the Financial Plan, this Asset Plan outlines the projected expenditure requirements for Council's infrastructure assets over the next ten years.

### Buildings

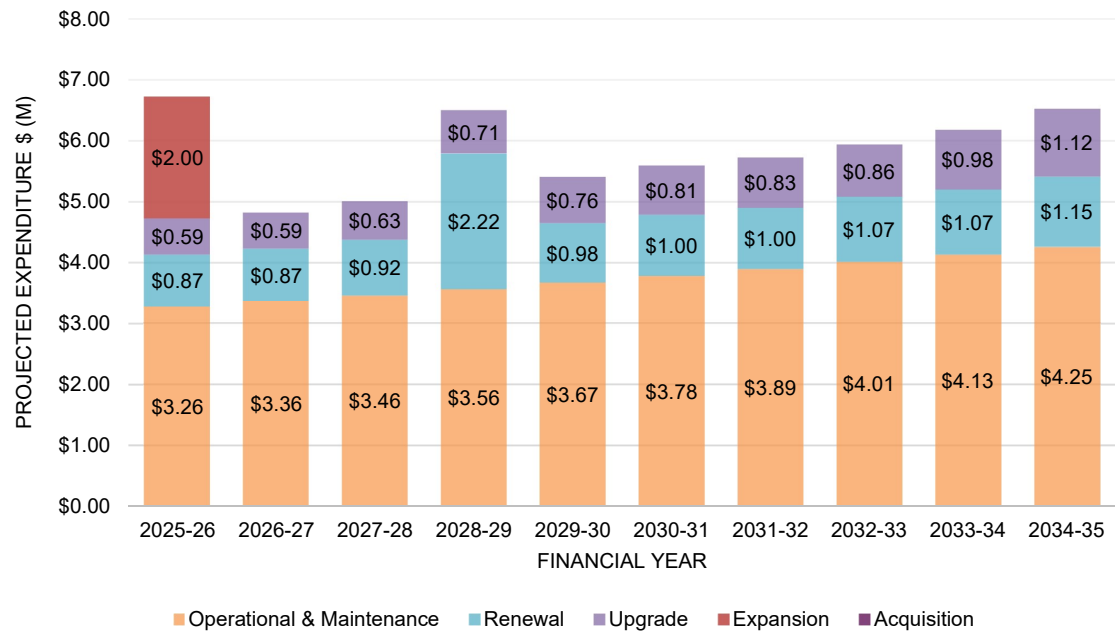


### Drainage

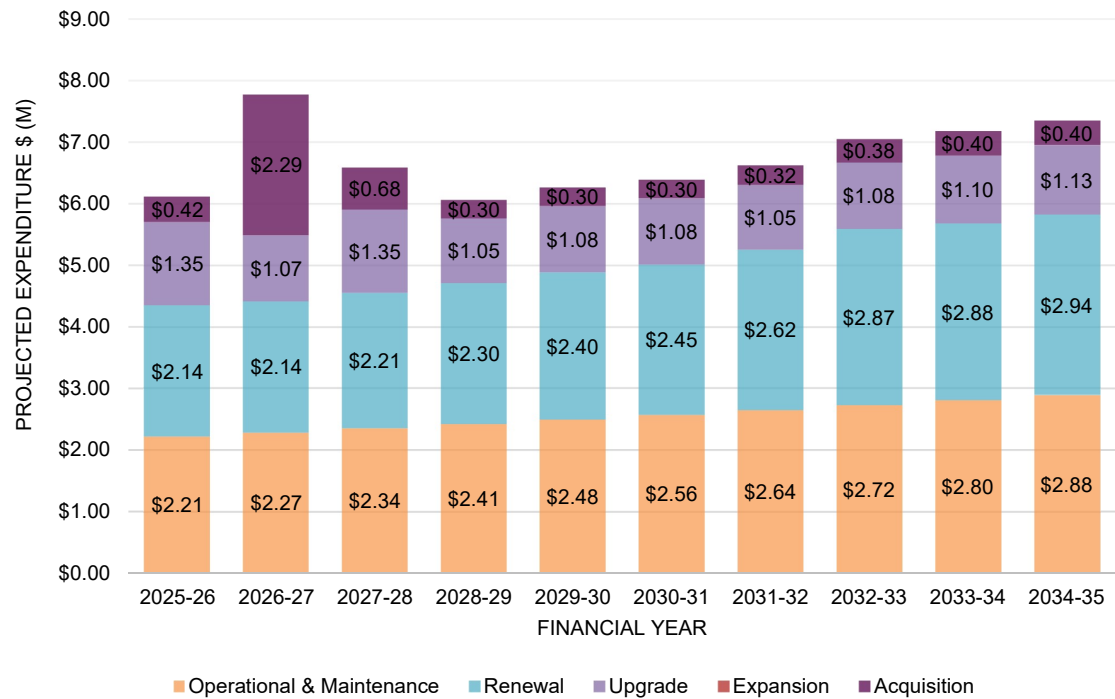




Open Space



Transport



## 10. Risk Management

Council's Risk Management Policy sets the overall framework for addressing risk within the framework of ISO31000-2018. This section of the Asset Plan enables informed decisions to be made regarding the management of risks associated with Council assets.

Risk	Consequence	Cause	Controls
Failure to manage Council's community assets	<ul style="list-style-type: none"> <li>Community infrastructure does not meet current service requirements or operate as originally designed or intended</li> <li>Potential for litigation against Council</li> <li>High life-cycle costs</li> <li>Increasing asset vulnerability in supporting service delivery</li> <li>Premature asset failure</li> <li>Accelerated asset deterioration</li> <li>Assets requiring frequent renewal or maintenance</li> <li>Personal safety risk</li> <li>Loss of an asset</li> </ul>	<ul style="list-style-type: none"> <li>Failure to execute asset renewal and or maintenance works in a timely manner</li> <li>Lack of planning to develop and deliver the renewal program</li> <li>Delaying decisions to dispose of transport assets or undertake renewal works</li> <li>Deferral of acquisition/upgrade/renewal/expansion asset projects due to changing priorities</li> <li>Inappropriate or outdated asset design guidelines, installations or environmental impacts</li> <li>Various climate change scenarios such as more frequent extreme weather events (heavy rainfall, bush fires and droughts) and global warming</li> <li>Increase costs in asset upgrade, renewal, operation and maintenance</li> <li>Increase in user and community expectations for Council to provide climate resilient asset network</li> </ul>	<ul style="list-style-type: none"> <li>Implementation of ongoing condition audit programs</li> <li>Preparation of renewal programs based on asset life-cycle modelling</li> <li>Financial Plan</li> <li>Dedicated maintenance funding</li> <li>Monitor works through asset management system</li> <li>Asset Management Plans</li> <li>Council strategies and structure plans</li> <li>Community Engagement Policy</li> <li>Capital works program</li> <li>Asset maintenance system monitoring failures and optimised renewal program</li> <li>Planning controls</li> <li>Climate Action Plan</li> </ul>

## **11. Continuous Improvement**

To ensure Council's asset management approach is effective, improvement plans are prepared during asset management planning.

Continuous improvement in asset management processes and systems will also improve Council's ability to plan for future funding accurately.

This Asset Plan will be reviewed every four years by 31 October in the year following a Council election.

**Document Control**

**Draft Asset Plan 2025 – 2035**

Date	Reviewed By	Summary of Changes	Version No.
14/03/2025	Nadine Sinclair	Preliminary draft for initial review	1.0

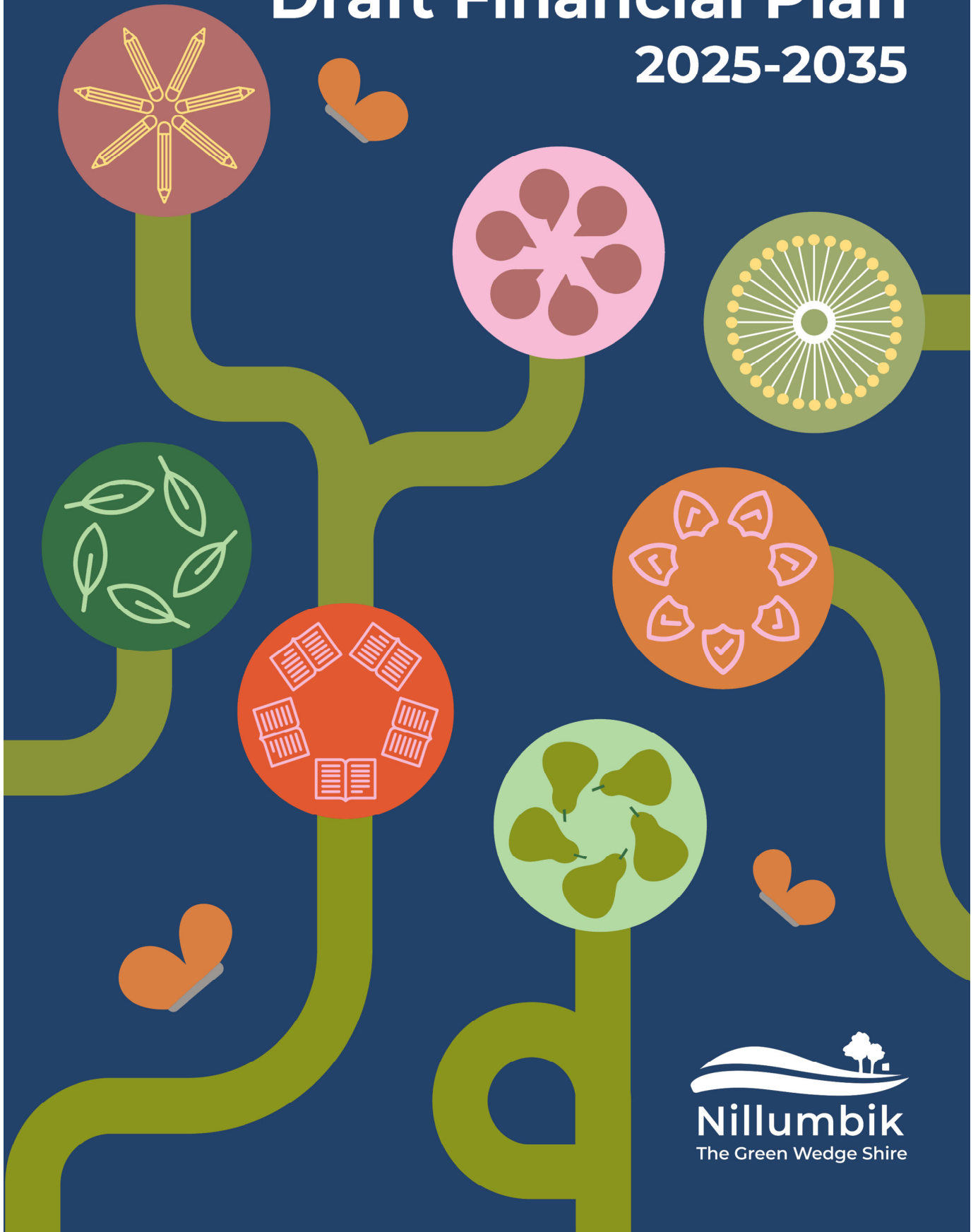


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# Draft Financial Plan 2025-2035



## **Acknowledgement of traditional owners**

Nillumbik Shire Council respectfully acknowledges the Wurundjeri Woi-wurrung people as the Traditional Owners of the Country 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 past, present and future, and extend that respect to all First Nations People.

We respect the enduring strength of the Wurundjeri Woi-wurrung and acknowledge the ongoing impacts of past trauma and injustices from colonial invasion, massacres and genocide committed against First Nations People. We acknowledge that sovereignty was never ceded.

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 and Australia's identity; from their cultural heritage and care of the land and waterways, to their ongoing contributions in many fields including academia, agriculture, art, economics, law, sport and politics.

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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.

### Strategic planning framework

<b>Authorisation</b>	Legislation and regulation	
<b>Aspiration</b>	Community Vision – Nillumbik 2040	
<b>Position</b>	Access, Equity and Inclusion Policy	Community Engagement Policy
	Complaints Handling Policy	Information Privacy Policy
<b>Strategic Planning</b>	Annual Budget	Asset Plan
	Council Plan	Financial Plan
	Municipal Planning Strategy	Revenue and Rating Plan
	Nillumbik Health and Wellbeing Plan (incorporating the Disability Action Plan and Ageing Well Plan)	
<b>Strategies and plans</b>	<b>Inclusive living and participation</b>	<b>Sustainable futures and healthy environments</b>
	<a href="#">Early Years Infrastructure Plan</a> <a href="#">Gender Equality Action Plan</a> <a href="#">Reflect Reconciliation Action Plan</a>	<a href="#">Climate Action Plan</a> <a href="#">Integrated Water Management Plan</a> <a href="#">Onsite Wastewater Management Plan</a> <a href="#">Roadside Management Plan</a> <a href="#">Urban Tree Canopy Strategy</a>
	<b>Liveable and connected communities</b>	<b>Responsible governance and community leadership</b>
	<a href="#">Biodiversity Strategy</a> <a href="#">Diamond Creek Major Activity Centre Structure Plan</a> <a href="#">Economic Development Strategy</a> <a href="#">Eltham Major Activity Centre Structure Plan</a> <a href="#">Equine in Nillumbik</a> <a href="#">Green Wedge Management Plan</a> <a href="#">Housing Strategy</a> <a href="#">Integrated Transport Strategy</a> <a href="#">Neighbourhood Character Strategy</a> <a href="#">Open Space Strategy</a> <a href="#">Recreation and Leisure Strategy</a> <a href="#">Road Management Plan</a>	<a href="#">Advocacy Plan</a> <a href="#">Communication Strategy</a> <a href="#">Domestic Animal Management Plan</a> <a href="#">Municipal Emergency Management Plan*</a> <a href="#">Municipal Fire Management Plan*</a> <a href="#">Municipal Relief and Recovery Plan*</a> <a href="#">Municipal Storm and Flood Emergency Management Plan*</a>
<b>Action and implementation</b>	Action and implementation plans	
	Department business plans	
	Nillumbik Planning Scheme	

\* Denotes a multi-agency plan

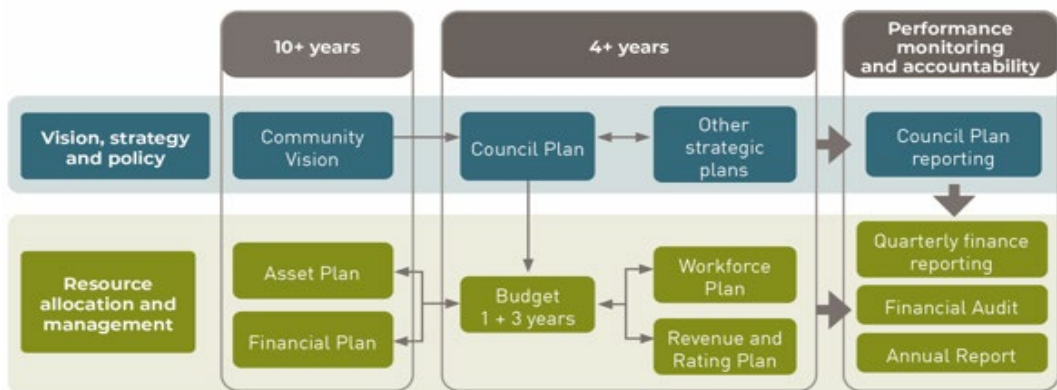
Image: Council's Strategic Planning Framework



Image: Council's Strategic Planning Framework

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

#### Council's 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.
- Advocacy and collaboration are considered to be an important aspect when reviewing cost management and exploring any opportunities to increase revenue.

## **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 accounting standards.
- 1.2.2 Management of the following financial risks:
  - a) the financial viability of Council (refer to section 2.1 Financial Policy Statements).
  - b) the management of current and future liabilities of Council. The estimated 10 year-liabilities are disclosed in section 3.2 Balance Sheet projections.
  - c) the management of risk also extends to social, climate, environmental and economic risks potentially impacting Council.
- 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 2025-2029 has been informed by community engagement through the 'Nillumbik Now and Beyond' community engagement initiative undertaken in February 2025, results from the 2025 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 2025-2035 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 June 2025 Council meeting for a period of 28 day and calling for public submissions;
- c) Community engagement may be conducted using local news outlets and social media;
- d) Hearing of public submissions to the Financial Plan in August 2025;
- e) Financial Plan, including any revisions, presented to in September 2025 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 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 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	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32	2032-33	2033-34	2034-35
Consistent underlying surplus results	Adjusted underlying result	>5%	0.28%	0.94%	1.28%	1.43%	1.72%	2.27%	2.84%	3.02%	3.93%	4.10%
Ensure Council maintains sufficient working capital to meet its debt obligations as they fall due.	Current Assets / Current Liabilities	>1.5	1.32	1.32	1.40	1.56	1.70	1.88	2.05	2.18	2.46	2.66
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%	117.6%	81.5%	88.7%	85.8%	90.1%	94.7%	98.3%	103.0%	109.7%	97.3%
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%	19.7%	15.5%	11.8%	8.4%	6.4%	4.4%	2.9%	1.7%	0.5%	0.2%
Council maintains sufficient unrestricted cash to ensure ongoing liquidity as well as to address unforeseen cash imposts if required.	Unrestricted cash / current liabilities	>80%	34.3%	-0.9%	0.9%	6.8%	16.8%	31.3%	45.6%	61.6%	79.8%	97.4%
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%	20.1%	12.8%	11.9%	10.8%	11.0%	11.1%	11.0%	11.0%	11.3%	9.5%

## 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 2025/2026. 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 reach and then exceed a ratio of 1.5.
3. That rates funded 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, and that grant funding is actively sought to address the need or desire for new and expanded community infrastructure.
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 2025-26 to 2034-35.

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	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32	2032-33	2033-34	2034-35
CPI	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
Growth (assessments)	130	130	130	130	130	130	130	130	130	130
Rates and charges	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
Statutory fees and fines	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
User fees	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
Grants - operating	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
Grants - capital	<i>Capital grants are forecast in line with anticipated capital works.</i>									
Interest revenue	0.50%	0.50%	0.50%	0.50%	0.50%	0.50%	0.50%	0.50%	0.50%	0.50%
Contributions - monetary	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
Other income	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
Employee costs	2.75%	2.75%	3.00%	3.25%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
Materials and services	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
Depreciation & amortisation	<i>Budgeted depreciation and amortisation is based on current depreciation, plus an increase based on budgeted capital works, less a retirement/ renewal factor.</i>									
Other expenses	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%

The above factors are used in combination with specific growth factors when modelling operational expenditure, particularly where contracts are in place or other known cost escalations exist.

### **2.3.1 Rates and charges**

Rate revenue will increase by 3.00% for the 2025-26 year, based on the state government rate cap, with estimated future annual increases of 3.00% 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 27.83 percent or \$2.22 million. This is mainly due to a large number one-off non-recurrent grants received in 2024-25.

### **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 2.75 percent increase. The superannuation rate for the 2025-26 financial year has been increased to 12 percent to reflect changes in the superannuation guarantee legislation.

This is reflective of budgeted annual increases of 2.75 percent for 2026-27, 3.0 percent for 2027-28, 3.25 percent for 2028-29 and 3.0 percent up to 2034-35 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, remittance of the emergency services and volunteers fund, audit costs and other costs associated with the day to day running of Council.

### 3. Financial Statements

This section presents information in regard to the Financial Statements and Statement of Human Resources. The budget information for the year 2025-2026 has been supplemented with projections to 2034-2035.

This section includes the following financial statements prepared in accordance with the *Local Government Act 2020* and the *Local Government (Planning and Reporting) Regulations 2020*.

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 2030

	<b>Financial Plan Projections</b>				
	<b>2025-26</b>	<b>2026-27</b>	<b>2027-28</b>	<b>2028-29</b>	<b>2029-30</b>
	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>
<b>Income / Revenue</b>					
Rates and charges	83,361	86,237	88,821	91,495	93,321
Statutory fees and fines	2,077	2,140	2,204	2,270	2,338
User fees	19,267	19,845	20,440	21,053	21,685
Grants - operating	5,750	5,922	6,100	6,283	6,472
Grants - capital	5,348	1,904	1,478	1,478	1,478
Contributions - monetary	104	107	110	113	116
Contributions - non-monetary	-	-	-	-	-
Net gain/(loss) on disposal of property, infrastructure, plant and equipment	-	-	-	-	-
Fair value adjustments for investment property	-	-	-	-	-
Share of net profits/(losses) of associated and joint ventures	-	-	-	-	-
Other income	2,078	2,033	1,991	2,014	2,038
<b>Total income / revenue</b>	<b>117,985</b>	<b>118,188</b>	<b>121,144</b>	<b>124,706</b>	<b>127,448</b>
<b>Expenses</b>					
Employee costs	43,723	45,175	46,640	48,036	49,474
Materials and services	46,355	47,770	49,203	50,650	52,139
Depreciation	14,354	14,191	14,169	13,972	13,893
Allowance for impairment losses	0	0	0	0	0
Depreciation - right of use assets	572	456	542	475	519
Borrowing costs	800	759	608	467	355
Finance costs - leases	204	182	178	141	102
Other expenses	6,208	6,554	6,688	7,616	7,205
<b>Total expenses</b>	<b>112,216</b>	<b>115,087</b>	<b>118,028</b>	<b>121,357</b>	<b>123,687</b>
<b>Surplus / (deficit) for the year</b>	<b>5,769</b>	<b>3,101</b>	<b>3,116</b>	<b>3,349</b>	<b>3,761</b>
<b>Other comprehensive income</b>					
<b>Items that will not be reclassified to surplus or deficit in future periods</b>					
Net asset revaluation gain /(loss)	-	-	-	-	-
Share of other comprehensive income of associates and joint ventures	-	-	-	-	-
<b>Items that may be reclassified to surplus or deficit in future periods</b>					
<b>Total comprehensive result</b>	<b>5,769</b>	<b>3,101</b>	<b>3,116</b>	<b>3,349</b>	<b>3,761</b>

**Comprehensive Income Statement Forward Estimates**

For the five years ending 30 June 2035

	Financial Plan Projections				
	2030-31	2031-32	2032-33	2033-34	2034-35
	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Income</b>					
Rates and charges	96,187	99,118	102,189	105,369	108,019
Statutory fees and fines	2,408	2,481	2,555	2,632	2,711
User fees	22,335	23,005	23,696	24,406	25,139
Grants - operating	6,666	6,866	7,072	7,284	7,502
Grants - capital	1,478	1,478	1,478	1,478	1,478
Contributions - monetary	120	124	127	131	135
Contributions - non-monetary	-	-	-	-	-
Net gain/(loss) on disposal of property, infrastructure, plant and equipment	-	-	-	-	-
Fair value adjustments for investment property	-	-	-	-	-
Share of net profits/(losses) of associated and joint ventures	-	-	-	-	-
Other income	2,069	2,100	2,133	2,166	2,200
<b>Total income</b>	<b>131,263</b>	<b>135,172</b>	<b>139,250</b>	<b>143,466</b>	<b>147,184</b>
<b>Expenses</b>					
Employee costs	50,955	52,481	54,052	55,671	57,338
Materials and services	53,673	55,253	56,881	58,557	60,284
Depreciation	13,765	13,549	13,282	13,137	12,855
Allowance for impairment losses	-	-	-	-	-
Depreciation - right of use assets	431	431	431	431	431
Borrowing costs	271	190	125	64	20
Finance costs - leases	77	77	77	77	77
Other expenses	7,552	7,794	8,643	8,338	8,604
<b>Total expenses</b>	<b>126,724</b>	<b>129,775</b>	<b>133,491</b>	<b>136,275</b>	<b>139,609</b>
<b>Surplus (deficit) for the year</b>	<b>4,539</b>	<b>5,397</b>	<b>5,759</b>	<b>7,191</b>	<b>7,575</b>
<b>Other comprehensive income</b>					
<b>Items that will not be reclassified to surplus or deficit in future periods</b>					
Net asset revaluation gain /(loss)	-	-	-	-	-
Share of other comprehensive income of associates and joint ventures	-	-	-	-	-
<b>Items that may be reclassified to surplus or deficit in future periods</b>	-	-	-	-	-
<b>Total comprehensive result</b>	<b>4,539</b>	<b>5,397</b>	<b>5,759</b>	<b>7,191</b>	<b>7,575</b>

# **Balance Sheet**

For the five years ending 30 June 2030

	Financial Plan Projections				
	2025-26	2026-27	2027-28	2028-29	2029-30
	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Current assets</b>					
Cash and cash equivalents	22,222	22,430	23,943	26,391	29,790
Trade and other receivables	7,079	7,091	7,269	7,482	7,647
Prepayments	-	-	-	-	-
Other financial assets	250	250	250	250	250
Non-current assets classified as held for sale	-	-	-	-	-
Other assets	33	33	33	34	34
<b>Total current assets</b>	<b>29,584</b>	<b>29,804</b>	<b>31,495</b>	<b>34,157</b>	<b>37,721</b>
<b>Non-current assets</b>					
Trade and other receivables	456	365	292	234	187
Other financial assets	5	5	5	5	5
Investments in associates and joint arrangement and subsidiaries	1,650	1,650	1,650	1,650	1,650
Property, infrastructure, plant & equipment	1,065,188	1,064,636	1,063,132	1,061,196	1,059,720
Right-of-use assets	1,865	1,294	1,739	1,432	1,351
Investment property	-	-	-	-	-
Intangible assets	-	-	-	-	-
<b>Total non-current assets</b>	<b>1,069,164</b>	<b>1,067,950</b>	<b>1,066,818</b>	<b>1,064,517</b>	<b>1,062,913</b>
<b>Total assets</b>	<b>1,098,748</b>	<b>1,097,754</b>	<b>1,098,313</b>	<b>1,098,674</b>	<b>1,100,634</b>
<b>Current liabilities</b>					
Trade and other payables	5,999	6,198	6,383	6,634	6,776
Trust funds and deposits	3,729	3,729	3,729	3,729	3,729
Provisions	8,506	8,665	8,827	8,992	9,161
Contract and other liabilities	802	286	222	222	222
Interest-bearing liabilities	3,028	2,947	2,759	1,696	1,774
Lease liabilities	321	721	615	621	508
<b>Total current liabilities</b>	<b>22,385</b>	<b>22,546</b>	<b>22,535</b>	<b>21,894</b>	<b>22,170</b>
<b>Non-current liabilities</b>					
Provisions	15,764	15,216	14,668	14,121	13,574
Interest-bearing liabilities	13,392	10,445	7,686	5,990	4,217
Lease liabilities	1,544	573	1,124	810	843
<b>Total non-current liabilities</b>	<b>30,700</b>	<b>26,234</b>	<b>23,478</b>	<b>20,921</b>	<b>18,634</b>
<b>Total liabilities</b>	<b>53,085</b>	<b>48,780</b>	<b>46,013</b>	<b>42,815</b>	<b>40,804</b>
<b>Net assets</b>	<b>1,045,663</b>	<b>1,048,974</b>	<b>1,052,300</b>	<b>1,055,859</b>	<b>1,059,830</b>
<b>Equity</b>					
Accumulated surplus	421,333	424,435	427,550	430,900	434,660
Reserves	624,330	624,539	624,750	624,959	625,170
<b>Total equity</b>	<b>1,045,663</b>	<b>1,048,974</b>	<b>1,052,300</b>	<b>1,055,859</b>	<b>1,059,830</b>

# **Balance Sheet Forward Estimates**

For the five years ending 30 June 2035

	Financial Plan Projections				
	2030-31	2031-32	2032-33	2033-34	2034-35
	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Current assets</b>					
Cash and cash equivalents	33,277	37,367	41,249	45,781	50,995
Trade and other receivables	7,876	8,110	8,355	8,608	8,831
Prepayments	-	-	-	-	-
Other financial assets	250	250	250	250	250
Non-current assets classified as held for sale	-	-	-	-	-
Other assets	34	35	35	35	36
<b>Total current assets</b>	<b>41,437</b>	<b>45,762</b>	<b>49,889</b>	<b>54,674</b>	<b>60,112</b>
<b>Non-current assets</b>					
Trade and other receivables	150	120	96	77	61
Other financial assets	5	5	5	5	5
Investments in associates and joint arrangement and subsidiaries	1,650	1,650	1,650	1,650	1,650
Property, infrastructure, plant & equipment	1,058,854	1,058,694	1,059,288	1,060,501	1,062,489
Right-of-use assets	1,098	1,613	1,244	1,109	1,109
Investment property	-	-	-	-	-
Intangible assets	-	-	-	-	-
<b>Total non-current assets</b>	<b>1,061,757</b>	<b>1,062,082</b>	<b>1,062,283</b>	<b>1,063,342</b>	<b>1,065,314</b>
<b>Total assets</b>	<b>1,103,194</b>	<b>1,107,844</b>	<b>1,112,172</b>	<b>1,118,016</b>	<b>1,125,426</b>
<b>Current liabilities</b>					
Trade and other payables	6,988	7,195	7,461	7,632	7,864
Trust funds and deposits	3,729	3,729	3,729	3,729	3,729
Provisions	9,333	9,508	9,687	9,870	10,056
Contract and other liabilities	222	222	222	222	222
Interest-bearing liabilities	1,308	1,170	1,231	248	260
Lease liabilities	508	508	508	508	508
<b>Total current liabilities</b>	<b>22,088</b>	<b>22,332</b>	<b>22,838</b>	<b>22,209</b>	<b>22,639</b>
<b>Non-current liabilities</b>					
Provisions	13,027	12,481	11,935	11,389	10,844
Interest-bearing loans and borrowings	2,909	1,739	508	260	-
Lease liabilities	590	1,105	735	601	601
<b>Total non-current liabilities</b>	<b>16,526</b>	<b>15,325</b>	<b>13,178</b>	<b>12,250</b>	<b>11,445</b>
<b>Total liabilities</b>	<b>38,614</b>	<b>37,657</b>	<b>36,016</b>	<b>34,459</b>	<b>34,084</b>
<b>Net assets</b>	<b>1,064,580</b>	<b>1,070,187</b>	<b>1,076,156</b>	<b>1,083,557</b>	<b>1,091,342</b>
<b>Equity</b>					
Accumulated surplus	439,200	444,597	450,356	457,547	465,122
Reserves	625,380	625,590	625,800	626,010	626,220
<b>Total equity</b>	<b>1,064,580</b>	<b>1,070,187</b>	<b>1,076,156</b>	<b>1,083,557</b>	<b>1,091,342</b>

### Statement of Changes in Equity

For the five years ending 30 June 2030

\* 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>2025 Forecast Actual</b>				
Balance at beginning of the financial year	1,025,902	399,771	590,134	35,997
Surplus / (deficit) for the year	15,795	15,795	-	-
Net asset revaluation gain / (loss)	20,600	-	20,600	-
Transfer to other reserves	2,276	-	-	2,276
Transfer from other reserves	(22,876)	-	-	(22,876)
<b>Balance at end of the financial year</b>	<b>1,041,697</b>	<b>415,566</b>	<b>610,734</b>	<b>15,397</b>
<b>2026</b>				
Balance at beginning of the financial year	1,041,697	415,566	610,734	15,397
Surplus / (deficit) for the year	5,769	5,769	-	-
Net asset revaluation gain / (loss)	-	-	-	-
Transfer to other reserves	2,276	-	-	2,276
Transfer from other reserves	(4,079)	-	-	(4,079)
<b>Balance at end of the financial year</b>	<b>1,045,663</b>	<b>421,335</b>	<b>610,734</b>	<b>13,594</b>
<b>2027</b>				
Balance at beginning of the financial year	1,045,663	421,335	610,734	13,594
Surplus / (deficit) for the year	3,101	3,101	-	-
Net asset revaluation increment / (decrement)	-	-	-	-
Transfer to other reserves	2,290	-	-	2,290
Transfer from other reserves	(2,080)	-	-	(2,080)
<b>Balance at end of the financial year</b>	<b>1,048,974</b>	<b>424,436</b>	<b>610,734</b>	<b>13,804</b>
<b>2028</b>				
Balance at beginning of the financial year	1,048,974	424,436	610,734	13,804
Surplus / (deficit) for the year	3,116	3,116	-	-
Net asset revaluation gain / (loss)	-	-	-	-
Transfer to other reserves	1,527	-	-	1,527
Transfer from other reserves	(1,317)	-	-	(1,317)
<b>Balance at end of the financial year</b>	<b>1,052,300</b>	<b>427,552</b>	<b>610,734</b>	<b>14,014</b>
<b>2029</b>				
Balance at beginning of the financial year	1,052,300	427,552	610,734	14,014
Surplus / (deficit) for the year	3,349	3,349	-	-
Net asset revaluation gain / (loss)	-	-	-	-
Transfer to other reserves	527	-	-	527
Transfer from other reserves	(317)	-	-	(317)
<b>Balance at end of the financial year</b>	<b>1,055,859</b>	<b>430,901</b>	<b>610,734</b>	<b>14,224</b>
<b>2030</b>				
Balance at beginning of the financial year	1,055,859	430,901	610,734	14,224
Surplus / (deficit) for the year	3,761	3,761	-	-
Net asset revaluation gain / (loss)	-	-	-	-
Transfer to other reserves	527	-	-	527
Transfer from other reserves	(317)	-	-	(317)
<b>Balance at end of the financial year</b>	<b>1,059,830</b>	<b>434,662</b>	<b>610,734</b>	<b>14,434</b>

### Statement of Changes in Equity Forward Estimates

For the five years ending 30 June 2035

\* 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>2031</b>				
Balance at beginning of the financial year	1,059,830	434,662	610,734	14,434
Surplus / (deficit) for the year	4,539	4,539	-	-
Net asset revaluation gain / (loss)	-	-	-	-
Transfer to other reserves	527	-	-	527
Transfer from other reserves	(316)	-	-	(316)
<b>Balance at end of the financial year</b>	<b>1,064,580</b>	<b>439,201</b>	<b>610,734</b>	<b>14,645</b>
<b>2032</b>				
Balance at beginning of the financial year	1,064,580	439,201	610,734	14,645
Surplus / (deficit) for the year	5,397	5,397	-	-
Net asset revaluation gain / (loss)	-	-	-	-
Transfer to other reserves	527	-	-	527
Transfer from other reserves	(317)	-	-	(317)
<b>Balance at end of the financial year</b>	<b>1,070,187</b>	<b>444,598</b>	<b>610,734</b>	<b>14,855</b>
<b>2033</b>				
Balance at beginning of the financial year	1,070,187	444,598	610,734	14,855
Surplus / (deficit) for the year	5,759	5,759	-	-
Net asset revaluation gain / (loss)	-	-	-	-
Transfer to other reserves	527	-	-	527
Transfer from other reserves	(317)	-	-	(317)
<b>Balance at end of the financial year</b>	<b>1,076,156</b>	<b>450,357</b>	<b>610,734</b>	<b>15,065</b>
<b>2034</b>				
Balance at beginning of the financial year	1,076,156	450,357	610,734	15,065
Surplus / (deficit) for the year	7,191	7,191	-	-
Net asset revaluation gain / (loss)	-	-	-	-
Transfer to other reserves	527	-	-	527
Transfer from other reserves	(317)	-	-	(317)
<b>Balance at end of the financial year</b>	<b>1,083,557</b>	<b>457,548</b>	<b>610,734</b>	<b>15,275</b>
<b>2035</b>				
Balance at beginning of the financial year	1,083,557	457,548	610,734	15,275
Surplus / (deficit) for the year	7,575	7,575	-	-
Net asset revaluation gain / (loss)	-	-	-	-
Transfer to other reserves	527	-	-	527
Transfer from other reserves	(317)	-	-	(317)
<b>Balance at end of the financial year</b>	<b>1,091,342</b>	<b>465,123</b>	<b>610,734</b>	<b>15,485</b>



### Statement Cash Flows

For the five years ending 30 June 2030

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

	Financial Plan Projections				
	2025-26	2026-27	2027-28	2028-29	2029-30
	\$'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	83,931	86,318	88,752	91,382	93,236
Statutory fees and fines	2,105	2,139	2,195	2,259	2,330
User fees	19,295	19,844	20,431	21,042	21,677
Grants - operating	5,487	5,818	6,078	6,272	6,464
Grants - capital	4,211	1,490	1,418	1,467	1,470
Contributions - monetary	104	107	110	113	116
Interest received	1,350	1,283	1,218	1,218	1,218
Dividends received	-	-	-	-	-
Trust funds and deposits taken	-	-	-	-	-
Other receipts	728	751	773	796	820
Net GST refund / payment	-	-	-	-	-
Employee costs	(43,551)	(44,999)	(46,461)	(47,853)	(49,287)
Materials and services	(52,924)	(48,128)	(49,577)	(50,959)	(52,554)
Trust funds and deposits repaid	-	-	-	-	-
Other payments	(6,208)	(6,554)	(6,688)	(7,616)	(7,205)
<b>Net cash provided by / (used in) operating activities</b>	<b>14,529</b>	<b>18,068</b>	<b>18,250</b>	<b>18,122</b>	<b>18,285</b>
<b>Cash flows from investing activities</b>					
Payments for property, infrastructure, plant and equipment	(21,600)	(13,526)	(12,888)	(11,991)	(12,482)
Proceeds from sale of property, infrastructure, plant and equipment	271	91	427	159	269
Payments for investments	-	-	-	-	-
Proceeds from sale of investments	-	-	-	-	-
Loan and advances made	-	-	-	-	-
Payments of loans and advances	-	-	-	-	-
<b>Net cash provided by / (used in) investing activities</b>	<b>(21,329)</b>	<b>(13,435)</b>	<b>(12,461)</b>	<b>(11,832)</b>	<b>(12,213)</b>
<b>Cash flows from financing activities</b>					
Finance costs	(800)	(759)	(608)	(467)	(355)
Proceeds from borrowings	2,100	-	-	-	-
Repayment of borrowings	(2,746)	(3,028)	(2,947)	(2,759)	(1,696)
Interest paid - lease liability	(204)	(182)	(178)	(141)	(102)
Repayment of lease liabilities	(572)	(456)	(542)	(475)	(519)
<b>Net cash provided by / (used in) financing activities</b>	<b>(2,223)</b>	<b>(4,425)</b>	<b>(4,276)</b>	<b>(3,842)</b>	<b>(2,672)</b>
<b>Net increase / (decrease) in cash &amp; cash equivalents</b>	<b>(9,023)</b>	<b>208</b>	<b>1,513</b>	<b>2,448</b>	<b>3,401</b>
Cash and cash equivalents at the beginning of the financial year	31,245	22,222	22,430	23,943	26,391
<b>Cash and cash equivalents at the end of the financial year</b>	<b>22,222</b>	<b>22,430</b>	<b>23,943</b>	<b>26,391</b>	<b>29,792</b>

### Statement of Cash Flows Forward Estimates

For the five years ending 30 June 2035

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

	Financial Plan Projections				
	2030-31	2031-32	2032-33	2033-34	2034-35
	\$'000	\$'000	\$'000	\$'000	\$'000
	Inflows /	Inflows /	Inflows /	Inflows /	Inflows /
	(Outflows)	(Outflows)	(Outflows)	(Outflows)	(Outflows)
<b>Cash flows from operating activities</b>					
Rates and charges	96,041	98,960	102,017	105,185	107,855
Statutory fees and fines	2,397	2,469	2,543	2,619	2,700
User fees	22,324	22,993	23,684	24,393	25,128
Grants - operating	6,655	6,854	7,060	7,271	7,491
Grants - capital	1,467	1,466	1,466	1,465	1,467
Contributions - monetary	120	124	127	131	135
Interest received	1,224	1,231	1,237	1,243	1,249
Dividends received	-	-	-	-	-
Trust funds and deposits taken	-	-	-	-	-
Other receipts	845	869	896	923	951
Net GST refund / payment	-	-	-	-	-
Employee costs	(50,765)	(52,287)	(53,854)	(55,469)	(57,132)
Materials and services	(54,022)	(55,604)	(57,176)	(58,941)	(60,612)
Trust funds and deposits repaid	-	-	-	-	-
Other payments	(7,552)	(7,794)	(8,643)	(8,338)	(8,604)
<b>Net cash provided by / (used in) operating activities</b>	<b>18,734</b>	<b>19,281</b>	<b>19,357</b>	<b>20,482</b>	<b>20,628</b>
<b>Cash flows from investing activities</b>					
Payments for property, infrastructure, plant and equipment	(12,984)	(13,288)	(13,736)	(14,497)	(14,711)
Proceeds from sale of property, infrastructure, plant and equipment	289	102	63	350	72
Payments for investments	-	-	-	-	-
Proceeds from sale of investments	-	-	-	-	-
Loan and advances made	-	-	-	-	-
Payments of loans and advances	-	-	-	-	-
<b>Net cash provided by / (used in) investing activities</b>	<b>(12,695)</b>	<b>(13,186)</b>	<b>(13,673)</b>	<b>(14,147)</b>	<b>(14,639)</b>
<b>Cash flows from financing activities</b>					
Finance costs	(271)	(190)	(125)	(64)	(20)
Proceeds from borrowings	-	-	-	-	-
Repayment of borrowings	(1,774)	(1,308)	(1,170)	(1,231)	(248)
Interest paid - lease liability	(77)	(77)	(77)	(77)	(77)
Repayment of lease liabilities	(431)	(431)	(431)	(431)	(431)
<b>Net cash provided by / (used in) financing activities</b>	<b>(2,553)</b>	<b>(2,006)</b>	<b>(1,803)</b>	<b>(1,803)</b>	<b>(776)</b>
<b>Net increase / (decrease) in cash &amp; cash equivalents</b>	<b>3,487</b>	<b>4,090</b>	<b>3,882</b>	<b>4,532</b>	<b>5,214</b>
Cash and cash equivalents at the beginning of the financial year	29,790	33,277	37,367	41,249	45,781
<b>Cash and cash equivalents at the end of the financial year</b>	<b>33,277</b>	<b>37,367</b>	<b>41,249</b>	<b>45,781</b>	<b>50,995</b>

**Statement of Capital Works**

For the five years ending 30 June 2030

	<b>Financial Plan Projections</b>				
	<b>2025-26</b>	<b>2026-27</b>	<b>2027-28</b>	<b>2028-29</b>	<b>2029-30</b>
	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>
<b>Property</b>					
Land	-	-	-	-	-
Land improvements	-	-	-	-	-
<b>Total land</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
Buildings	4,178	2,250	2,320	2,480	2,558
Heritage buildings	-	-	-	-	-
Building improvements	-	-	-	-	-
Leasehold improvements	-	-	-	-	-
<b>Total buildings</b>	<b>4,178</b>	<b>2,250</b>	<b>2,320</b>	<b>2,480</b>	<b>2,558</b>
<b>Total property</b>	<b>4,178</b>	<b>2,250</b>	<b>2,320</b>	<b>2,480</b>	<b>2,558</b>
<b>Plant and equipment</b>					
Heritage plant and equipment	-	-	-	-	-
Plant, machinery and equipment	1,614	469	1,896	480	1,493
Fixtures, fittings and furniture	-	-	-	-	-
Computers and telecommunications	-	-	-	-	-
Library books	-	-	-	-	-
<b>Total plant and equipment</b>	<b>1,614</b>	<b>469</b>	<b>1,896</b>	<b>480</b>	<b>1,493</b>
<b>Infrastructure</b>					
Roads	2,830	2,880	2,940	3,020	3,070
Bridges	285	2,160	560	175	200
Footpaths and cycleways	630	580	580	620	650
Drainage	950	1,050	1,100	1,200	1,100
Recreational, leisure and community facilities	6,973	1,738	1,565	2,605	1,385
Waste management	2,792	1,763	1,000	-	-
Parks, open space and streetscapes	635	640	680	765	790
Aerodromes	-	-	-	-	-
Off street car parks	-	-	-	-	-
Other infrastructure	570	605	890	1,270	1,878
<b>Total infrastructure</b>	<b>15,666</b>	<b>11,416</b>	<b>9,316</b>	<b>9,655</b>	<b>9,073</b>
<b>Total capital works expenditure</b>	<b>21,457</b>	<b>14,135</b>	<b>13,532</b>	<b>12,614</b>	<b>13,124</b>
<b>Represented by:</b>					
New asset expenditure	2,645	2,563	960	630	610
Asset renewal expenditure	9,774	6,054	7,364	6,417	7,886
Asset expansion expenditure	1,956	-	-	-	-
Asset upgrade expenditure	7,108	5,518	5,208	5,567	4,628
<b>Total capital works expenditure</b>	<b>21,484</b>	<b>14,135</b>	<b>13,532</b>	<b>12,614</b>	<b>13,124</b>
<b>Funding sources represented by:</b>					
Grants	5,348	1,904	1,478	1,478	1,478
Contributions	-	-	-	-	-
Council cash	14,036	12,231	12,054	11,136	11,646
Borrowings	2,100	-	-	-	-
<b>Total capital works expenditure</b>	<b>21,484</b>	<b>14,135</b>	<b>13,532</b>	<b>12,614</b>	<b>13,124</b>

**Statement of Capital Works Forward Estimates**

For the five years ending 30 June 2035

	Financial Plan Projections				
	2030-31 \$'000	2031-32 \$'000	2032-33 \$'000	2033-34 \$'000	2034-35 \$'000
<b>Property</b>					
Land	-	-	-	-	-
Land improvements	-	-	-	-	-
<b>Total land</b>	-	-	-	-	-
Buildings	2,655	3,260	3,405	3,595	2,558
Heritage buildings	-	-	-	-	-
Building improvements	-	-	-	-	-
Leasehold improvements	-	-	-	-	-
<b>Total buildings</b>	<b>2,655</b>	<b>3,260</b>	<b>3,405</b>	<b>3,595</b>	<b>2,558</b>
<b>Total property</b>	<b>2,655</b>	<b>3,260</b>	<b>3,405</b>	<b>3,595</b>	<b>2,558</b>
<b>Plant and equipment</b>					
Heritage plant and equipment	-	-	-	-	-
Plant, machinery and equipment	1,192	580	240	1,302	1,493
Fixtures, fittings and furniture	-	-	-	-	-
Computers and telecommunications	-	-	-	-	-
Library books	-	-	-	-	-
<b>Total plant and equipment</b>	<b>1,192</b>	<b>580</b>	<b>240</b>	<b>1,302</b>	<b>1,493</b>
<b>Infrastructure</b>					
Roads	3,120	3,290	3,450	3,450	3,070
Bridges	200	200	220	230	200
Footpaths and cycleways	650	695	830	850	650
Drainage	1,200	1,200	1,300	1,300	1,100
Recreational, leisure and community facilities	1,440	1,445	1,530	1,625	1,385
Waste management	-	-	-	-	-
Parks, open space and streetscapes	815	820	870	940	790
Aerodromes	-	-	-	-	-
Off street car parks	-	-	-	-	-
Other infrastructure	2,372	2,467	2,573	1,913	1,878
<b>Total infrastructure</b>	<b>9,797</b>	<b>10,117</b>	<b>10,773</b>	<b>10,308</b>	<b>9,073</b>
<b>Total capital works expenditure</b>	<b>13,644</b>	<b>13,957</b>	<b>14,418</b>	<b>15,205</b>	<b>13,124</b>
<b>Represented by:</b>					
New asset expenditure	610	645	740	790	610
Asset renewal expenditure	8,057	8,138	8,301	9,136	7,886
Asset expansion expenditure	-	-	-	-	-
Asset upgrade expenditure	4,977	5,175	5,377	5,279	4,628
<b>Total capital works expenditure</b>	<b>13,644</b>	<b>13,957</b>	<b>14,418</b>	<b>15,205</b>	<b>13,124</b>
<b>Funding sources represented by:</b>					
Grants	1,478	1,478	1,478	1,478	1,478
Contributions	-	-	-	-	-
Council cash	12,166	12,479	12,940	13,727	13,949
<b>Total capital works expenditure</b>	<b>13,644</b>	<b>13,957</b>	<b>14,418</b>	<b>15,205</b>	<b>15,427</b>

For the five years ending 30 June 2030

Financial Plan Projections					
	2025-26	2026-27	2027-28	2028-29	2029-30
	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Staff expenditure</b>					
Employee costs - operating	42,429	43,702	45,013	46,364	47,755
Employee costs - capital	-	-	-	-	-
	EFT	EFT	EFT	EFT	EFT
Permanent EFT numbers	333.31	333.31	333.31	333.31	333.31
Limited tenures	2.00	2.00	2.00	2.00	2.00
<b>Total staff numbers</b>	<b>335.31</b>	<b>335.31</b>	<b>335.31</b>	<b>335.31</b>	<b>335.31</b>

#### Statement of Human Resources Forward Estimates

For the five years ending 30 June 2035

Financial Plan Projections					
	2030-31	2031-32	2032-33	2033-34	2034-35
	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Staff expenditure</b>					
Employee costs - operating	49,187	50,663	52,183	53,748	55,361
Employee costs - capital	-	-	-	-	-
	EFT	EFT	EFT	EFT	EFT
Permanent EFT numbers	333.31	333.31	333.31	333.31	333.31
Limited tenures	2.00	2.00	2.00	2.00	2.00
<b>Total staff numbers</b>	<b>335.31</b>	<b>335.31</b>	<b>335.31</b>	<b>335.31</b>	<b>335.31</b>

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

Directorate	Composition				
	Budget	Permanent		Casual	Temp
	2025-26	Full time	Part time		
	\$'000	\$'000	\$'000	\$'000	\$'000
Operations	13,695	13,545	150	-	-
Planning, Environment and Strategy	9,026	8,141	885	-	-
Community Services	7,535	4,064	3,203	-	268
Culture and Performance	5,362	4,340	1,022	-	-
Governance, Communications and	6,812	5,372	1,440	-	-
<b>Total expenditure</b>	<b>42,429</b>	<b>35,462</b>	<b>6,700</b>	<b>-</b>	<b>268</b>

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

Directorate	Compositio			
	Budget	Permanent	Temp	
	2025-26	Full time	Part time	
Operations	113.60	112.00	1.60	-
Planning, Environment and Strategy	69.02	61.00	8.02	-
Community Services	57.50	29.00	26.50	2.00
Culture and Performance	41.40	32.00	9.40	-
Governance, Communications and	53.79	38.00	15.79	-
<b>Total staff</b>	<b>335.31</b>	<b>272.00</b>	<b>61.31</b>	<b>2.00</b>

**Summary of Planned Human Resources Expenditure**

For the five years ending 30 June 2030

	Budget	Projections			
	2025-26	2026-27	2027-28	2028-29	2029-30
	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Operations</b>					
Permanent - Full time	13,545	13,951	14,370	14,801	15,245
Female	4,528	4,664	4,804	4,948	5,096
Male	9,017	9,287	9,566	9,853	10,149
Self-described gender	-	-	-	-	-
Permanent - Part time	150	155	159	163	167
Female	45	46	47	48	49
Male	106	109	112	115	118
Self-described gender	-	-	-	-	-
<b>Total Operations</b>	<b>13,696</b>	<b>14,106</b>	<b>14,529</b>	<b>14,964</b>	<b>15,412</b>
<b>Planning, Environment and Strategy</b>					
Permanent - Full time	8,141	8,385	8,636	8,895	9,162
Female	3,993	4,113	4,236	4,363	4,494
Male	4,043	4,165	4,290	4,419	4,552
Self-described gender	104	107	110	113	116
Permanent - Part time	885	911	938	966	995
Female	787	811	835	860	886
Male	97	100	103	106	109
Self-described gender	-	-	-	-	-
<b>Total Planning, Environment and Strategy</b>	<b>9,026</b>	<b>9,296</b>	<b>9,574</b>	<b>9,861</b>	<b>10,157</b>
<b>Community Services</b>					
Permanent - Full time	4,064	4,187	4,313	4,442	4,575
Female	3,205	3,301	3,400	3,502	3,607
Male	735	757	780	803	827
Self-described gender	125	129	133	137	141
Permanent - Part time	3,470	3,574	3,681	3,791	3,905
Female	3,470	3,574	3,681	3,791	3,905
Male	-	-	-	-	-
Self-described gender	-	-	-	-	-
<b>Total Community Services</b>	<b>7,534</b>	<b>7,761</b>	<b>7,994</b>	<b>8,233</b>	<b>8,480</b>
<b>Culture and Performance</b>					
Permanent - Full time	4,256	4,384	4,515	4,651	4,790
Female	1,753	1,805	1,859	1,915	1,972
Male	2,504	2,579	2,656	2,736	2,818
Self-described gender	-	-	-	-	-
Permanent - Part time	1,022	1,053	1,084	1,117	1,151
Female	814	839	864	890	917
Male	208	214	220	227	234
Self-described gender	-	-	-	-	-
<b>Total Culture and Performance</b>	<b>5,278</b>	<b>5,437</b>	<b>5,599</b>	<b>5,768</b>	<b>5,941</b>
<b>Governance, Communications and Community Safety</b>					
Permanent - Full time	5,353	5,514	5,680	5,851	6,026
Female	4,008	4,128	4,252	4,380	4,511
Male	1,345	1,386	1,428	1,471	1,515
Self-described gender	-	-	-	-	-
Permanent - Part time	1,440	1,483	1,528	1,574	1,621
Female	989	1,019	1,050	1,082	1,114
Male	451	464	478	492	507
Self-described gender	-	-	-	-	-
<b>Total Governance, Communications and Community Safety</b>	<b>6,793</b>	<b>6,997</b>	<b>7,208</b>	<b>7,425</b>	<b>7,647</b>

### Summary of Planned Human Resources Expenditure

For the five years ending 30 June 2035

	Forward Estimates				
	2030-31 \$'000	2031-32 \$'000	2032-33 \$'000	2033-34 \$'000	2034-35 \$'000
<b>Operations</b>					
Permanent - Full time	15,702	16,173	16,658	17,158	17,673
Female	5,249	5,406	5,568	5,735	5,907
Male	10,453	10,767	11,090	11,423	11,766
Self-described gender	-	-	-	-	-
Permanent - Part time	172	178	184	190	196
Female	50	52	54	56	58
Male	122	126	130	134	138
Self-described gender	-	-	-	-	-
<b>Total Operations</b>	<b>15,874</b>	<b>16,351</b>	<b>16,842</b>	<b>17,348</b>	<b>17,869</b>
<b>Planning, Environment and Strategy</b>					
Permanent - Full time	9,437	9,721	10,013	10,313	10,623
Female	4,629	4,768	4,911	5,058	5,210
Male	4,689	4,830	4,975	5,124	5,278
Self-described gender	119	123	127	131	135
Permanent - Part time	1,020	1,043	1,067	1,091	1,124
Female	908	928	949	970	999
Male	112	115	118	121	125
Self-described gender	-	-	-	-	-
<b>Total Planning, Environment and Strategy</b>	<b>10,457</b>	<b>10,764</b>	<b>11,080</b>	<b>11,404</b>	<b>11,747</b>
<b>Community Services</b>					
Permanent - Full time	4,712	4,853	4,998	5,148	5,303
Female	3,715	3,826	3,941	4,059	4,181
Male	852	878	904	931	959
Self-described gender	145	149	153	158	163
Permanent - Part time	4,022	4,143	4,267	4,395	4,527
Female	4,022	4,143	4,267	4,395	4,527
Male	-	-	-	-	-
Self-described gender	-	-	-	-	-
<b>Total Community Services</b>	<b>8,734</b>	<b>8,996</b>	<b>9,265</b>	<b>9,543</b>	<b>9,830</b>
<b>Culture and Performance</b>					
Permanent - Full time	4,934	5,082	5,235	5,392	5,554
Female	2,031	2,092	2,155	2,220	2,287
Male	2,903	2,990	3,080	3,172	3,267
Self-described gender	-	-	-	-	-
Permanent - Part time	1,186	1,221	1,257	1,295	1,334
Female	945	973	1,002	1,032	1,063
Male	241	248	255	263	271
Self-described gender	-	-	-	-	-
<b>Total Culture and Performance</b>	<b>6,120</b>	<b>6,303</b>	<b>6,492</b>	<b>6,687</b>	<b>6,888</b>
<b>Governance, Communications and Community Safety</b>					
Permanent - Full time	6,206	6,392	6,584	6,782	6,985
Female	4,646	4,785	4,929	5,077	5,229
Male	1,560	1,607	1,655	1,705	1,756
Self-described gender	-	-	-	-	-
Permanent - Part time	1,669	1,719	1,770	1,823	1,878
Female	1,147	1,181	1,216	1,252	1,290
Male	522	538	554	571	588
Self-described gender	-	-	-	-	-
<b>Total Governance, Communications and Community Safety</b>	<b>7,875</b>	<b>8,111</b>	<b>8,354</b>	<b>8,605</b>	<b>8,863</b>

**Summary of Planned Human Resources Expenditure**

For the five years ending 30 June 2030

	Budget	Projections			
	2025-26	2026-27	2027-28	2028-29	2029-30
	FTE	FTE	FTE	FTE	FTE
<b>Operations</b>					
Permanent - Full time	112.00	112.00	112.00	112.00	112.00
Female	35.00	35.00	35.00	35.00	35.00
Male	77.00	77.00	77.00	77.00	77.00
Self-described gender	-	-	-	-	-
Permanent - Part time	1.60	1.10	1.10	1.10	1.10
Female	1	-	-	-	-
Male	1.10	1.10	1.10	1.10	1.10
Self-described gender	-	-	-	-	-
<b>Total Operations</b>	<b>113.60</b>	<b>113.10</b>	<b>113.10</b>	<b>113.10</b>	<b>113.10</b>
<b>Planning, Environment and Strategy</b>					
Permanent - Full time	61.00	61.00	61.00	61.00	61.00
Female	30.00	30.00	30.00	30.00	30.00
Male	30.00	30.00	30.00	30.00	30.00
Self-described gender	1.00	1.00	1.00	1.00	1.00
Permanent - Part time	8.02	8.02	8.02	8.02	8.02
Female	7.13	7.13	7.13	7.13	7.13
Male	0.89	0.89	0.89	0.89	0.89
Self-described gender	-	-	-	-	-
<b>Total Planning, Environment and Strategy</b>	<b>69.02</b>	<b>69.02</b>	<b>69.02</b>	<b>69.02</b>	<b>69.02</b>
<b>Community Services</b>					
Permanent - Full time	29.00	29.00	29.00	29.00	29.00
Female	22.00	22.00	22.00	22.00	22.00
Male	6.00	6.00	6.00	6.00	6.00
Self-described gender	1.00	1.00	1.00	1.00	1.00
Permanent - Part time	28.50	28.50	28.50	28.50	28.50
Female	28.50	28.50	28.50	28.50	28.50
Male	-	-	-	-	-
Self-described gender	-	-	-	-	-
<b>Total Community Services</b>	<b>57.50</b>	<b>57.50</b>	<b>57.50</b>	<b>57.50</b>	<b>57.50</b>
<b>Culture and Performance</b>					
Permanent - Full time	32.00	32.00	32.00	32.00	32.00
Female	15.00	15.00	15.00	15.00	15.00
Male	17.00	17.00	17.00	17.00	17.00
Self-described gender	-	-	-	-	-
Permanent - Part time	9.40	9.40	9.40	9.40	9.40
Female	7.40	7.40	7.40	7.40	7.40
Male	2	2	2	2	2
Self-described gender	-	-	-	-	-
<b>Total Culture and Performance</b>	<b>41.40</b>	<b>41.40</b>	<b>41.40</b>	<b>41.40</b>	<b>41.40</b>
<b>Governance, Communications and Community Safety</b>					
Permanent - Full time	38.00	38.00	38.00	38.00	38.00
Female	30.00	30.00	30.00	30.00	30.00
Male	8.00	8.00	8.00	8.00	8.00
Self-described gender	-	-	-	-	-
Permanent - Part time	15.79	15.79	15.79	15.79	15.79
Female	10.49	10.49	10.49	10.49	10.49
Male	5	5	5	5	5
Self-described gender	-	-	-	-	-
<b>Total Governance, Communications and Community Safety</b>	<b>53.79</b>	<b>53.79</b>	<b>53.79</b>	<b>53.79</b>	<b>53.79</b>



**Summary of Planned Human Resources Expenditure**

For the five years ending 30 June 2035

	Forward Estimates				
	2030-31 FTE	2031-32 FTE	2032-33 FTE	2033-34 FTE	2034-35 FTE
<b>Operations</b>					
Permanent - Full time	112.00	112.00	112.00	112.00	112.00
Female	35.00	35.00	35.00	35.00	35.00
Male	77.00	77.00	77.00	77.00	77.00
Self-described gender	-	-	-	-	-
Permanent - Part time	1.10	1.10	1.10	1.10	1.10
Female	-	-	-	-	-
Male	1.10	1.10	1.10	1.10	1.10
Self-described gender	-	-	-	-	-
<b>Total Operations</b>	<b>113.10</b>	<b>113.10</b>	<b>113.10</b>	<b>113.10</b>	<b>113.10</b>
<b>Planning, Environment and Strategy</b>					
Permanent - Full time	61.00	61.00	61.00	61.00	61.00
Female	30.00	30.00	30.00	30.00	30.00
Male	30.00	30.00	30.00	30.00	30.00
Self-described gender	1.00	1.00	1.00	1.00	1.00
Permanent - Part time	8.02	8.02	8.02	8.02	8.02
Female	7.13	7.13	7.13	7.13	7.13
Male	0.89	0.89	0.89	0.89	0.89
Self-described gender	-	-	-	-	-
<b>Total Planning, Environment and Strategy</b>	<b>69.02</b>	<b>69.02</b>	<b>69.02</b>	<b>69.02</b>	<b>69.02</b>
<b>Community Services</b>					
Permanent - Full time	29.00	29.00	29.00	29.00	29.00
Female	22.00	22.00	22.00	22.00	22.00
Male	6.00	6.00	6.00	6.00	6.00
Self-described gender	1.00	1.00	1.00	1.00	1.00
Permanent - Part time	28.50	28.50	28.50	28.50	28.50
Female	28.50	28.50	28.50	28.50	28.50
Male	-	-	-	-	-
Self-described gender	-	-	-	-	-
<b>Total Community Services</b>	<b>57.50</b>	<b>57.50</b>	<b>57.50</b>	<b>57.50</b>	<b>57.50</b>
<b>Culture and Performance</b>					
Permanent - Full time	32.00	32.00	32.00	32.00	32.00
Female	15.00	15.00	15.00	15.00	15.00
Male	17.00	17.00	17.00	17.00	17.00
Self-described gender	-	-	-	-	-
Permanent - Part time	9.40	9.40	9.40	9.40	9.40
Female	7.40	7.40	7.40	7.40	7.40
Male	2	2	2	2	2
Self-described gender	-	-	-	-	-
<b>Total Culture and Performance</b>	<b>41.40</b>	<b>41.40</b>	<b>41.40</b>	<b>41.40</b>	<b>41.40</b>
<b>Governance, Communications and Community Safety</b>					
Permanent - Full time	38.00	38.00	38.00	38.00	38.00
Female	30.00	30.00	30.00	30.00	30.00
Male	8.00	8.00	8.00	8.00	8.00
Self-described gender	-	-	-	-	-
Permanent - Part time	15.79	15.79	15.79	15.79	15.79
Female	10.49	10.49	10.49	10.49	10.49
Male	5	5	5	5	5
Self-described gender	-	-	-	-	-
<b>Total Governance, Communications and Community Safety</b>	<b>53.79</b>	<b>53.79</b>	<b>53.79</b>	<b>53.79</b>	<b>53.79</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	
			2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32	2032-33	2033-34	2034-35	+o/-	
Operating position														
Adjusted underlying result	Adjusted underlying surplus (deficit) / Adjusted underlying revenue	1	0.28%	0.94%	1.28%	1.43%	1.72%	2.27%	2.84%	3.02%	3.93%	4.10%	o	
Liquidity														
Working Capital	Current assets / current liabilities	2	132.2%	132.2%	139.8%	156.0%	170.1%	187.6%	204.9%	218.4%	246.2%	265.5%	o	
Obligations														
Loans and borrowings	Interest bearing loans and borrowings / rate revenue	4	19.7%	15.5%	11.8%	8.4%	6.4%	4.4%	2.9%	1.7%	0.5%	0.2%	+	
Loans and borrowings	Interest and principal repayments on interest bearing loans and borrowings / rate revenue		4.3%	4.4%	4.0%	3.5%	2.2%	2.1%	1.5%	1.3%	1.2%	0.2%	+	
Indebtedness	Non-current liabilities / own source revenue		28.7%	23.8%	20.7%	17.9%	15.6%	13.4%	12.1%	10.1%	9.1%	8.3%	+	
Asset renewal	Asset renewal and upgrade expense / Asset depreciation	5	117.6%	81.5%	88.7%	85.8%	90.1%	94.7%	98.3%	103.0%	109.7%	97.3%	-	
Stability														
Rates concentration	Rate revenue / adjusted underlying revenue	6	74.1%	74.2%	74.3%	74.3%	74.2%	74.2%	74.2%	74.2%	74.3%	74.2%	o	
Rates effort	Rate revenue / CIV of rateable properties in the municipality		0.31%	0.31%	0.32%	0.33%	0.33%	0.34%	0.35%	0.36%	0.36%	0.37%	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
			2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32	2032-33	2033-34	2034-35	+o/-
<b>Efficiency</b>													
Expenditure level	Total expenses/ no. of property		\$4,622	\$4,715	\$4,810	\$4,919	\$4,988	\$5,083	\$5,179	\$5,300	\$5,382	\$5,486	o
Revenue level	Total rate revenue / no. of property assessments		\$3,397	\$3,499	\$3,604	\$3,712	\$3,823	\$3,938	\$4,056	\$4,178	\$4,303	\$4,432	o
Workforce turnover	No. of permanent staff resignations & terminations / average no. of permanent staff for the financial year		10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	o
<b>Sustainable Capacity</b>													
Population	Total expenses/ Municipal population		\$1,730	\$1,766	\$1,804	\$1,847	\$1,874	\$1,912	\$1,949	\$1,997	\$2,030	\$2,071	o
Population	Value of infrastructure / Municipal population		\$16,420	\$16,340	\$16,246	\$16,147	\$16,055	\$15,973	\$15,903	\$15,844	\$15,795	\$15,759	o
Population	Municipal population / Kilometres of local roads		83.60	83.96	84.33	84.69	85.06	85.43	85.79	86.16	86.52	86.88	o
Own-source revenue	Own source revenue / Municipal population		\$1,646	\$1,692	\$1,734	\$1,778	\$1,809	\$1,855	\$1,903	\$1,953	\$2,004	\$2,048	o
Recurrent grants	Recurrent grants / Municipal population		\$89	\$91	\$93	\$96	\$98	\$101	\$103	\$106	\$108	\$111	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.    Debt compared to rates**

The results illustrate Council's commitment to pay down existing loans.

**4.    Asset renewal**

A strong focus is placed on Council's capital works program with asset renewal playing a significant role. The trend indicates Council will work towards increasing the amount of renewal spending to a sustainable level over the next ten years.

**5.    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 reliance on rate revenue compared to all other revenue sources. No significant changes are projected to Council operations, with the reliance on rates projected to remain consistent indicating no significant growth in rateable assessments.

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

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

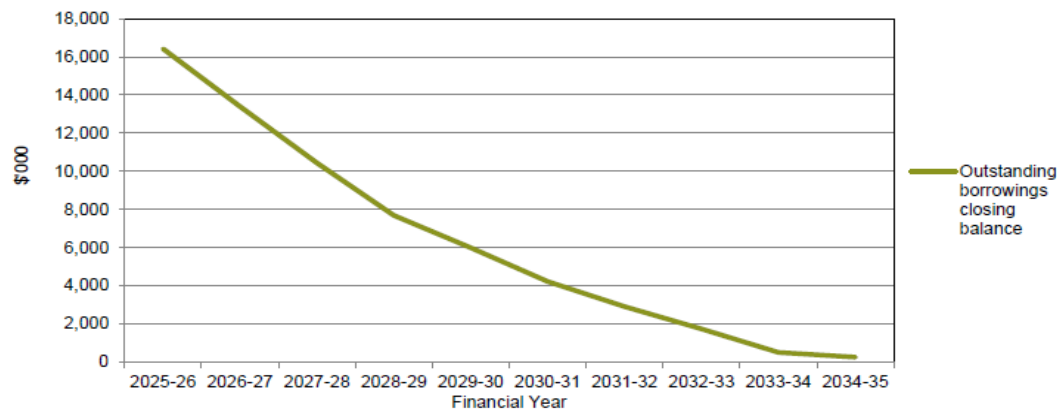
<b>Adjusted Underlying Result</b>	<b>2025-26</b>	<b>2026-27</b>	<b>2027-28</b>	<b>2028-29</b>	<b>2029-30</b>	<b>2030-31</b>	<b>2031-32</b>	<b>2032-33</b>	<b>2033-34</b>	<b>2034-35</b>
	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>
Total Income	117,985	118,188	121,144	124,706	127,448	131,263	135,172	139,250	143,466	147,184
Total expenses	112,216	115,087	118,028	121,357	123,687	126,724	129,775	133,491	136,275	139,609
<b>Surplus/(deficit) for the year</b>	<b>5,769</b>	<b>3,101</b>	<b>3,116</b>	<b>3,349</b>	<b>3,761</b>	<b>4,539</b>	<b>5,397</b>	<b>5,759</b>	<b>7,191</b>	<b>7,575</b>
<b>Less non-operating income and expenses</b>										
Grants - Capital (non-recurrent)	(5,348)	(1,904)	(1,478)	(1,478)	(1,478)	(1,478)	(1,478)	(1,478)	(1,478)	(1,478)
Contributions - monetary (capital)	(104)	(107)	(110)	(113)	(116)	(120)	(124)	(127)	(131)	(135)
Contributions - non-monetary	-	-	-	-	-	-	-	-	-	-
<b>Adjusted underlying surplus/(deficit)</b>	<b>317</b>	<b>1,090</b>	<b>1,528</b>	<b>1,758</b>	<b>2,167</b>	<b>2,941</b>	<b>3,795</b>	<b>4,154</b>	<b>5,582</b>	<b>5,962</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 \$2.1 million dollars in new borrowings in 2025-2026 loan funds will be used to fund part of the new capital works program. Council has set aside \$1.33 million 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 anticipated total amount borrowed as at 30 June 2025 is 17.066 million.

#### 5.1.2 Future Borrowing Requirements

		2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32	2032-33	2033-34	2034-35
		\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Opening balance</b>		17,066	16,420	13,392	10,445	7,686	5,990	4,216	2,908	1,738	507
Plus New loans		2,100	-	-	-	-	-	-	-	-	-
Less Principal repayment		(2,746)	(3,028)	(2,947)	(2,759)	(1,696)	(1,774)	(1,308)	(1,170)	(1,231)	(248)
<b>Closing balance</b>		16,420	13,392	10,445	7,686	5,990	4,216	2,908	1,738	507	259
Interest payment		800	759	608	467	355	271	190	125	64	20

Borrowing Performance Indicators	Target	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32	2032-33	2033-34	2034-35
Total borrowings / Rate revenue	<b>Below 60%</b>	19.70%	15.53%	11.76%	8.40%	6.42%	4.38%	2.93%	1.70%	0.48%	0.24%
Debt servicing / Rate revenue	<b>Below 5%</b>	4.25%	4.39%	4.00%	3.53%	2.20%	2.13%	1.51%	1.27%	1.23%	0.25%
Debt commitment / Rate revenue	<b>Below 10%</b>	4.25%	4.39%	4.00%	3.53%	2.20%	2.13%	1.51%	1.27%	1.23%	0.25%
Indebtedness / Own source revenue	<b>Below 60%</b>	28.75%	23.79%	20.69%	17.91%	15.61%	13.44%	12.09%	10.09%	9.10%	8.29%

## 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
- 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
- Leisure facilities - Council resolution in place for the replacement of Eltham North soccer pitch
- 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.

## 5.2.2 Reserve Usage Projections

<b>Reserves</b>	<b>2025-26</b>	<b>2026-27</b>	<b>2027-28</b>	<b>2028-29</b>	<b>2029-30</b>	<b>2030-31</b>	<b>2031-32</b>	<b>2032-33</b>	<b>2033-34</b>	<b>2034-35</b>
	<b>\$000's</b>	<b>\$000's</b>	<b>\$000's</b>	<b>\$000's</b>	<b>\$000's</b>	<b>\$000's</b>	<b>\$000's</b>	<b>\$000's</b>	<b>\$000's</b>	<b>\$000's</b>
<b>Statutory</b>										
Carparks	97	97	97	97	97	97	97	97	97	97
Public open space	5,897	5,977	6,057	6,137	6,217	6,297	6,377	6,457	6,537	6,617
Yarrambat drainage	653	658	664	669	675	680	686	691	697	702
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
Development planning overlay - open space	4,737	4,797	4,856	4,916	4,975	5,035	5,094	5,154	5,213	5,273
Development planning overlay - infrastructure	757	812	867	922	978	1,033	1,088	1,143	1,199	1,254
Development contribution construction	196	201	205	209	213	217	222	226	230	234
Native vegetation	436	442	449	455	462	468	475	481	488	494
<b>Discretionary</b>										
Cricket Pitch Replacement	35	35	35	35	35	35	35	35	35	35
Public arts program	262	262	262	262	262	262	262	262	262	262
Leisure facilities	380	380	380	380	380	380	380	380	380	380
Bridgeford Estate	38	37	37	36	35	34	34	33	32	32



## 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.

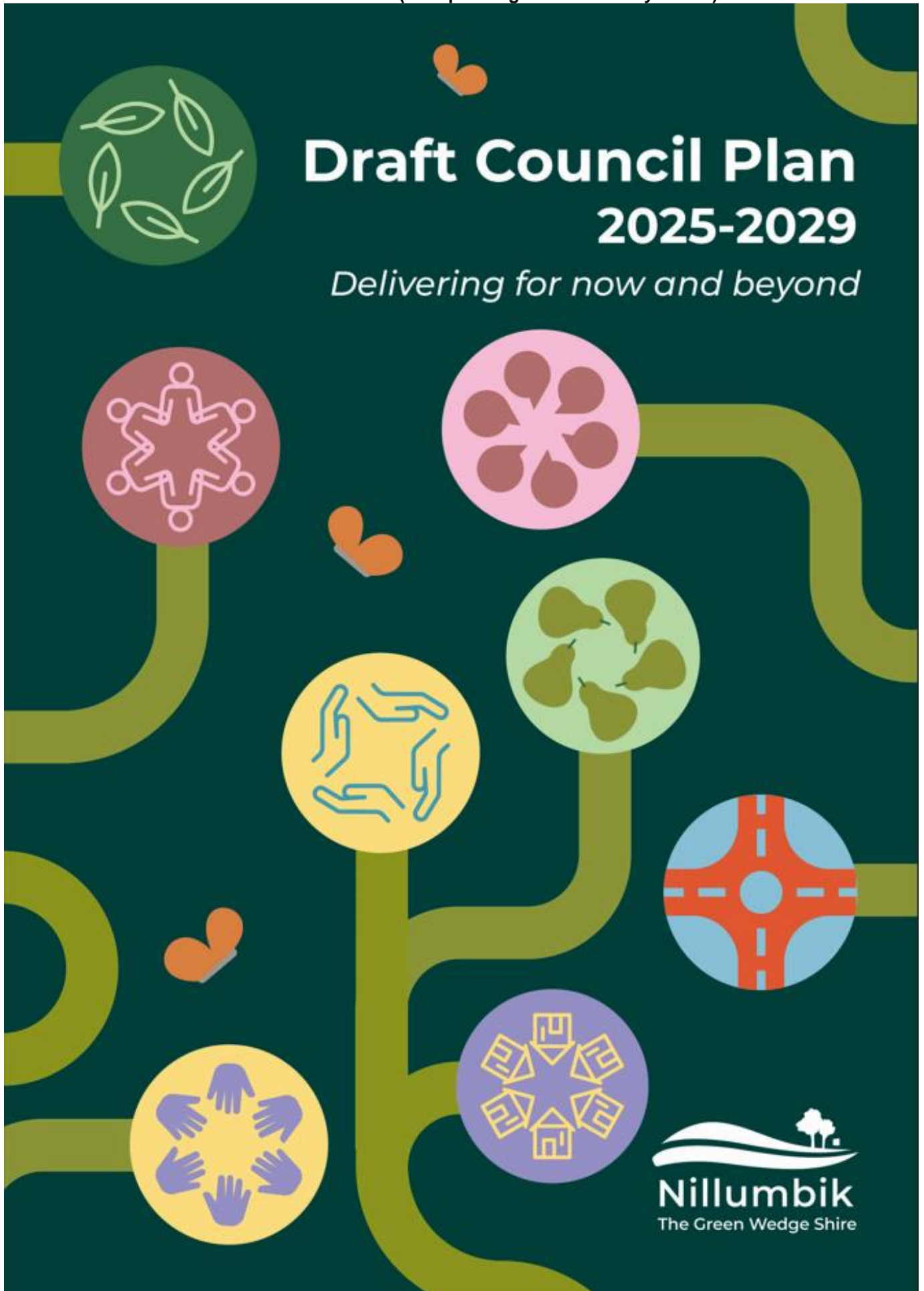
**Asset renewal**

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.

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### **Acknowledgement of Traditional Owners**

We acknowledge the Wurundjeri Woi-wurrung people as the Traditional Owners of the Country on which Nillumbik is located, we pay our respects to Elders past, present and future, and extend that respect to all First Nations People. We respect the enduring strength of the Wurundjeri Woi-wurrung and acknowledge that sovereignty was never ceded.

### **Inclusion statement**

Nillumbik Shire Council is committed to creating a fair, equitable and inclusive community where human rights are respected, participation is facilitated, barriers are addressed and diversity is celebrated. We support the rights of all people regardless of age, gender, sexuality, ability or cultural identity. We value the diverse and changing nature of our community and understand that some groups and individuals experience more barriers than others.







## Message from our Councillors

It is our great pleasure to present the Draft Council Plan 2025-2029, a plan that was developed through the valuable contributions and insights of our community. It reflects a shared vision for Nillumbik, a Shire that is inclusive, connected, sustainable and proud of its unique identity.

Since being elected in November 2024, we have been committed to developing a Council Plan that strongly aligns with the needs, priorities and sentiment of our community. To support this goal, we have introduced a more robust plan development process and taken the time to engage broadly and deliberatively to understand what matters most. This has included:

- broad-based community engagement through the Nillumbik Now and Beyond campaign (in February 2025), which involved surveys and community pop-up consultations;
- a 2-day deliberative community forum (held in May 2025) where a randomly selected, representative group of 20 residents came together to deliberate on broader community themes and Council priorities, and community contributions regarding recent council projects and consultations.

The culmination of this feedback has shaped the strategies and priority actions of this Council Plan.

Throughout our engagement with the community, we heard consistent messages. Our community wants to feel safe and supported, particularly in the face of increasing climate-related risks. Strengthening our emergency preparedness and response capabilities emerged as a clear priority, along with maintaining local roads, footpaths, and roadside vegetation, needs that are particularly pronounced in rural and bushfire-prone areas.

Improving safety on our roads for drivers, cyclists and pedestrians was also a key concern, with strong emphasis on school zones and high-traffic areas. The community also expressed a desire for improved public transport, stronger local connections, and better accessibility to support full participation in community life, particularly for older adults and residents in our townships.

Our community deeply values Nillumbik's environment, natural beauty, heritage and creative spirit. Protecting local waterways, sustaining our urban tree canopy, and conserving biodiversity were identified as essential to long-term liveability and environmental wellbeing. Celebrating what makes Nillumbik distinctive, including its rich history, local stories and vibrant arts is also important, as it fosters civic pride and strengthens our identity.

Underlying all of this is the need for strong, accountable leadership. Good governance, clear communication, sound financial management and genuine community engagement are essential to delivering on the aspirations of our residents.

We thank everyone who contributed to the development of this plan. Together, we will continue to build a thriving, resilient and inclusive Nillumbik, one that protects what we value today while preparing for the challenges and opportunities of tomorrow.

We look forward to receiving your feedback on our Draft Council Plan 2025-2029 and working with you to make our Shire an even better place to live, work and play.





## 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 63,500 people who enjoy a healthy, safe and family-friendly lifestyle. The Shire 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% of the total area of the Shire and is host to a number of state and national parks. Approximately 15,665 residents which represents those living in both the Rural Green Wedge (12,639) and the Urban Green Wedge (3,026). 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 contains an array of peri-urban areas, bushland, 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, active lifestyles and tourism.

Much of Nillumbik is characterised by open grassy woodland, with relatively shallow soils dominated by long leaved 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 retain many stands of ancient eucalypts. Nillumbik's suburbs and townships benefit from a generally high extent of tree canopy, with an average urban canopy coverage of 39%. This places Nillumbik's urban canopy cover as the second-highest in all of Melbourne.<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, platypus and echidnas to a wonderful array of birds, and to rare Brush-tailed Phascogales, Eltham Copper Butterflies, 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 is also a common activity 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.

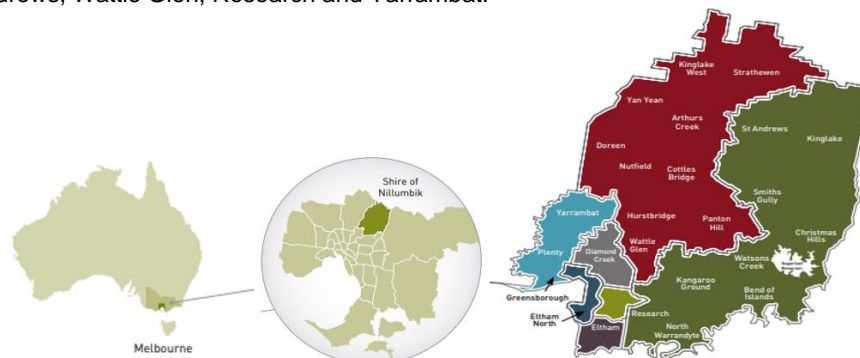
The strength of Nillumbik's artistic traditions, commencing with the early Australian Impressionist painters, the mudbrick movement and through to current practice in contemporary arts, is evident in Nillumbik's artist communities including Baldessin Press, Butterfly Studios, Dunmoochin and Montsalvat 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.

### Economy

Nillumbik has a diverse economy that generates \$2.55 billion in gross regional product with 37,330 employed residents. Our three largest industries by employment are construction, health care, social assistance and education and training.

Our 6,400 businesses create more than 16,700 local jobs. Nillumbik's key employment areas are predominantly concentrated in the major activities centres Eltham and Diamond Creek. There are also smaller neighbourhood centres such as Hurstbridge and the local centres of Greensborough, Panton Hill, Smiths Gully, St. Andrews, Wattle Glen, Research and Yarrambat.



<sup>1</sup> Nillumbik Shire Council (2024) Nillumbik Urban Tree Canopy 2024-2040, p.7.



**Nillumbik by numbers** (to be converted to Infographics)

Land area by square kilometres: 432
Estimated residential population: 63,693
Female residents: 50.6%
Male residents: 49.4%
Forecasted population to 2036: Approximately 70,000
Aboriginal and Torres Strait Islander population: 0.6%
Overseas born: 16%
Language spoken at home other than English: 10%
Median age: 42 years
Residents aged 0-17 years: 23%
Residents aged 18-49 years: 37.7%
Residents aged 50-69 years: 28.6%
Residents aged 70-84 years: 9.3%
Residents aged 85+: 1.4%
Medium and high-density housing: 7%
Median weekly household income: \$2,482
Households with a mortgage: 47%
Households renting: 9%
University qualification: 32%
Trade qualification (certificate): 19%
Unemployment rate: 3.5%
Travel to work by car (as a driver or passenger): 50%
Public transport to work: 2.2%
Social-Economic Indexes for Areas (SEIFA) of disadvantage: 1093
1 in 5 residents (21%) sought professional help for a mental health problem in the last year
Almost 3 in 5 residents are overweight or obese
Volunteering: 16.9%
1,300 indigenous flora species
55 threatened indigenous flora species indigenous flora species
370+ indigenous fauna species
65 indigenous fauna species are threatened

Source: Australian Bureau of Statistics 2021 collated by .idcommunity Demographic Resources ([Population highlights | Nillumbik Shire | Community profile \(id.com.au\)](#))

Additional information about Nillumbik's native plants can be found at [nillumbik.vic.gov.au/native-plants](http://nillumbik.vic.gov.au/native-plants).

Additional information about Nillumbik's native animals can be found at [nillumbik.vic.gov.au/native-animals](http://nillumbik.vic.gov.au/native-animals).

## Our Community Vision – Nillumbik 2040

Under the *Local Government Act 2020*, the Council Plan must align with our community vision, which is an aspirational description, looking at least 10 years into the future, of what a community values and wants for the future.

The Nillumbik Community Vision – Nillumbik 2040 (the Vision) represents the shared aspirations of our community. Developed in partnership with the community, and subsequently adopted by Council in October 2021, the Vision guides Council's long-term planning and decision-making, ensuring we stay focused on the things that truly matter.

### Our vision statement

#### Our people

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

#### Our place

Nillumbik's places and spaces make an important contribution to health, wellbeing, culture, the environment, biodiversity and economic success. We continue 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.

#### Our future

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

#### Our Council

With the trust and support within our community, Council goes further to deliver fundamental services and innovative programs to facilitate the best possible community outcomes.

To ensure the Vision remains relevant and aligned with community needs, Council undertook a review of the vision statement in 2025. This was informed by questions in the Nillumbik Now and Beyond community engagement survey and 2025 Annual Community Survey. The community feedback confirmed that this vision statement remains strong and meaningful, while also acknowledging evolving challenges — such as climate resilience, housing diversity, transport access and social connection.

This Council Plan sets out how we will respond to those challenges and deliver on the Vision over the next four years. It translates the long-term vision into strategies and actions over this term of Council.

The framework for the Council Plan has been designed using the following four themes aligned to our community vision, Nillumbik 2040.





## Our Council Plan

The Council Plan 2025-2029 (the Plan) is Council's roadmap for the next four years, setting out the strategies and actions that will guide how we serve and support the Nillumbik community. Shaped through extensive community engagement, including online surveys, local precinct 'pop-up' sessions, internal workshops, and a deliberative community forum as part of the Nillumbik Now and Beyond campaign, this Plan reflects what our community told us matters most.

Every Victorian council is required to adopt a Council Plan within the first year of a new Council term, under *the Local Government Act 2020*. Our Plan responds directly to the community's long-term aspirations outlined in our Community Vision.

The Council Plan is structured around four key themes, each aligned with the Community Vision:

1. Inclusive living and participation
2. Liveable and connected communities
3. Sustainable futures and healthy environments
4. Responsible governance and community leadership.

These themes are supported by:

- Objectives – the outcomes we aim to achieve
- Strategies – how we will work towards our objectives
- Priority actions – what we will focus on
- Strategic indicators – how we will measure this.

Each year, we put this Plan into action through an Annual Action Plan, which sets out what we will deliver that year. Progress is reported quarterly and in our Annual Report, helping us stay transparent and accountable.

We also prepare an Annual Budget to support the delivery of the Council Plan. This outlines how we will fund our services and projects, making sure we balance community needs with financial sustainability.

Some of our performance measures are also published through the **Know Your Council** website, so our community can see how we're tracking compared to other councils.







## 1. Our people – Inclusive living and participation

### Our shared vision

Community is at the heart of the Shire of Nillumbik. We work to keep our community engaged, connected, active and supported in a healthy, safe and sustainable environment.<sup>2</sup>

### Our objective

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.

### How will Council achieve this?

Welcoming and inclusive communities	
Strategy <i>How will Council work towards its objective?</i>	Priority actions <i>What will Council focus on?</i>
1.1 Advance equity and inclusion across the Shire by addressing barriers to participation and supporting opportunities for all people to contribute to, and benefit from community life, regardless of age, ability, identity or background.	1a) Strengthen Council's capability to embed equity and inclusion in decisions, services, and engagement through delivery of the: <ul style="list-style-type: none"><li>• Access, Equity and Inclusion Policy</li><li>• Gender Equality Action Plan</li><li>• Nillumbik Health &amp; Wellbeing Plan.</li></ul> 1b) Deliver targeted improvements to services, infrastructure and programs to remove barriers and enable equitable access for all community members across every life stage. 1c) Explore Council's role in supporting and advocating for the services and amenities that residents need to live well and stay in Nillumbik as they move through different life stages. 1d) Implement Council's <i>Reflect</i> Reconciliation Action Plan and continue to advance reconciliation.
1.2 Improve equitable access to inclusive services, infrastructure and opportunities across all life stages that support physical and mental wellbeing.	
1.3 Support lifelong learning through accessible community programs, libraries and neighbourhood houses to enhance social connection, build skills and support mental wellbeing across all life stages.	
1.4 In partnership with the Wurundjeri Woi-wurrung people as the Traditional Owners of Nillumbik, protect Aboriginal cultural heritage and work together towards reconciliation, through trust, education, and celebration.	
Community empowerment and participation	
Strategy <i>How will Council work towards its objective?</i>	Priority actions <i>What will Council focus on?</i>
1.5 Strengthen inclusive participation in decision-making by empowering individuals and communities to influence matters that affect their lives, recognising and valuing their lived experience and local knowledge.	1e) Enable community leadership through supported networks and committees (including Council's Advisory Committees). 1f) Expand opportunities for community involvement through volunteering, including the Shire's 'Friends of' groups.
1.6 Support volunteering and community involvement to build strong connections, improve wellbeing, and create welcoming, active places for everyone.	

<sup>2</sup> From our community vision statement (page 8)



1.7 Create meaningful opportunities for participation and proudly celebrate the invaluable role volunteers and friends-of groups play in enriching community life.	1g) Support historical societies and community groups to preserve and share local knowledge, cultural heritage and shared histories. 1h) Explore initiatives such as a Parks Alive! Program to activate neighbourhood parks and reserves through locally-led events, volunteers and activities that foster community connection and wellbeing.
<b>Health, equity and community connection</b>	
<b>Strategy</b> <i>How will Council work towards its objective?</i>	<b>Priority actions</b> <i>What will Council focus on?</i>
1.8 Address the social determinants of health by supporting initiatives that promote safe housing, education, community connection and food environments.	1i) Work in partnership with the Northern Councils Alliance (NCA) to advocate to the State Government to strengthen policy to support delivery of Affordable Housing in Nillumbik. 1j) Provide targeted financial support to local food pantries within Council Living and Learning Hubs aimed at enhancing their capacity to deliver healthy, and reliable food relief to residents in need.
1.9 In partnership with local organisations, agencies and service providers, deliver coordinated health and wellbeing outcomes.	1k) Work towards developing and securing funding for a Food Systems Strategy. 1l) Provide a range of community-based educational programs tailored to various age groups and life stages through Living & Learning Nillumbik, Neighbourhood Houses, Community Hubs, Nillumbik Youth Hub, Maternal Child Health Centres, libraries, and Edendale Community Environment Farm.
1.10 Strengthen local food systems to increase access to nutritious food and reduce food insecurity.	1m) Support Men's Sheds, Wadambuk St Andrews Community Centre and Allwood House.

### How will we measure this?

<b>Strategic indicators</b>
<p>Number of Reconciliation Action Plan (RAP) actions delivered (Council records, Target: Increase)</p> <p>Number of Council volunteers (Council records, Target: Annual increase)</p> <p>% pre-school participation rate (Council records, Target: Maintain or increase)</p> <p>Proportion of the municipal population that are active library members (LGPRF, Target: Increase)</p> <p>Number of visits to local libraries (per population) (Council records, Target: Increase)</p> <p>Total enrolments in Living &amp; Learning Nillumbik programs (Council records, Target: Increase)</p> <p>% of population who have worried about food insecurity (NEPHU annual, Target: Decrease)</p>

### Services we deliver

Service	Description
Ageing well	We promote healthy ageing and support older people to stay active, connected and independent, including by helping them access local services and opportunities.
Community development	We build strong, connected communities by working alongside local groups, residents and services to support inclusion, participation, wellbeing and resilience.
Community facilities	We look after community centres and halls so people have welcoming spaces to gather, learn and connect.
Disability inclusion and volunteering	We deliver programs that support inclusion for people with disability, encourage volunteering, and raise awareness of access and equity in everything we do.
Early years	We provide services and support for young children and families, including early learning programs, parenting advice, and access to welcoming play and learning spaces.
Libraries	We offer welcoming library spaces and services that support lifelong learning, reading, digital access and social connection for people of all ages.
Living and Learning Nillumbik	We deliver inclusive lifelong learning through our neighbourhood houses, helping people connect socially, gain new skills and take part in community life.
Maternal and child health	We support families with young children through free health checks, immunisations and parenting advice, with a focus on healthy child development and early support.
Social planning and equity	We promote fairness, inclusion and wellbeing by leading work in public health, gender equity, inclusion and reconciliation.
Youth services	We support young people in Nillumbik through programs, events and services that promote connection, wellbeing, leadership and positive development.





## 2. Our place – Liveable and connected communities

### Our shared vision

Nillumbik's places and spaces make an important contribution to health, wellbeing, culture, the environment, biodiversity and economic success. We continue 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.<sup>3</sup>

### Our objective

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 Nillumbik's unique character and the needs of our community.

### How will Council achieve this?

Vibrant, safe and liveable activity centres and neighbourhoods	
Strategy <i>How will Council work towards its objective?</i>	Priority actions <i>What will Council focus on?</i>
2.1 Advocate for planning outcomes that balance housing needs with the protection of local neighbourhood character and the unique identity of our communities.	2a) In response to State Government housing targets (additional 6,500 new dwellings by 2050), advocate for housing and planning reforms that protect local neighbourhood character.
2.2 Plan for community infrastructure and diverse amenities in our activity centres and townships to support growth, liveability, and a vibrant, accessible precinct.	2b) Update and finalise the Nillumbik Housing Strategy to support diverse housing options near transport hubs and within our activity centres and townships to create connected, sustainable communities that support our community to 'age in place'.
2.3 Support the concept of 'living locally' by making it easier for the community to meet most daily needs within the Shire.	2c) Complete the Diamond Creek Community Infrastructure Master Plan to inform infrastructure and service options for the community.
2.4 Enhance the transport network to improve safety, accessibility and connectivity.	2d) Undertake a parking audit and assessment in the Diamond Creek and Eltham Major Activity Centres, to identify and improve parking infrastructure to make it safer and more efficient.
2.5 Improve local road infrastructure to meet community needs while respecting neighbourhood character.	2e) Optimise car parking around the Diamond Valley Sports and Fitness Centre, particularly on occasions with large attendance at the stadium.
2.6 Encourage design in Council and community projects that respects and fits with Nillumbik's neighbourhood and rural character.	2f) Implement the Diamond Creek and Eltham Activity Centre Structure Plans to improve access and connectivity within Major Activity Centres.
	2g) Prioritise pedestrian safety improvements to help inform capital works delivery by developing the following: <ul style="list-style-type: none"> <li>• Road Safety Strategy</li> <li>• Safe Pedestrian Crossing Plan</li> <li>• Shire-wide Walking and Pedestrian Strategy.</li> </ul>

<sup>3</sup> From our community vision statement (page 8)

	<div>2h) Review and deliver on the footpath prioritisation program to optimise footpath network connectivity and accessibility.</div> <div>2i) Undertake a traffic and pedestrian safety audit and assessment of each of the Shire's 27 primary and secondary schools to identify priorities and inform future capital delivery projects.</div> <div>2j) Undertake a Shire-wide Bus Network Review to identify connectivity and frequency improvements, particularly in rural areas.</div> <div>2k) Advocate for a pedestrian rail crossing and associated connections linking Coolabah Drive (Eltham) with the Diamond Creek Trail.</div> <div>2l) Prepare an issues and options paper around potential guidelines regarding nature strips and roadside planting that prioritises indigenous species.</div>
Rural character and communities	
Strategy <div>How will Council work towards its objective?</div>	Priority actions <div>What will Council focus on?</div>
2.7 Foster a strong connection to the Green Wedge by promoting its value and acknowledging its diverse activities and lifestyles.	<div>2m) Continue to implement the Green Wedge Management Plan, Biodiversity Strategy and the recommendations of the Nillumbik Planning Scheme Review.</div> <div>2n) Implement Land Management Incentive Programs to landholders to adopt sustainable and regenerative agricultural practices.</div> <div>2o) Advocate for improved public transport services, including to better connect rural communities through improved bus services by implementing the Integrated Transport Strategy, outcomes of the Bus Network Review and through shared advocacy with the Northern Councils Alliance (NCA).</div> <div>2p) Deliver an education campaign to support respectful use of shared public spaces both within the Green Wedge and in our urban environments.</div>
2.8 Protect the environmental values, heritage and rural character of the Shire through sustainable land use practices, biodiversity conservation and responsible land-use planning.	
2.9 Support the viability of rural activities and diverse lifestyles by encouraging sustainable agriculture and land stewardship that respect the landscape.	
2.10 Strengthen transport connections across the Shire by collaborating with partners and advocating for improved public transport, with a focus on enhancing rural bus services to support younger residents and reduce car dependence.	
2.11 Enhance and expand shared trail networks to support community access, recreation and enjoyment of the Shire.	
Protection of biodiversity	
Strategy <div>How will Council work towards its objective?</div>	Priority actions <div>What will Council focus on?</div>
2.12 Protect and enhance the Shire's natural environment and biodiversity to preserve the unique character, heritage and ecological health of our community.	<div>2q) Continue to implement the Biodiversity Strategy including to:</div> <div><div>• advocate for increased State and Federal government support to better manage pest plants, weeds and animals</div></div>

<p>2.13 Ensure consistent and effective enforcement of the planning scheme, including matters such as illegal dumping (including industrial waste and fill dumping), vegetation removal, and unauthorised land use or development.</p>	<ul style="list-style-type: none"> <li>• continue to carry out long-term wildlife monitoring to assess the health of Nillumbik's wet and dry forests</li> <li>• foster multi-agency and community partnerships including with environmental volunteers.</li> </ul> <p>2r) Advocate to the State Government for funding to trial virtual fencing to protect wildlife along roadsides and vehicle safety.</p> <p>2s) Strengthen enforcement of planning and building matters by fulfilling Council's obligations under the <i>Planning and Environment Act 1987</i> and <i>Building Act 1993</i>.</p>
<p><b>Open spaces and active places</b></p>	
<p><b>Strategy</b> <i>How will Council work towards its objective?</i></p>	<p><b>Priority actions</b> <i>What will Council focus on?</i></p>
<p>2.14 Promote active participation in sports, leisure, and recreation, with a focus on providing well-planned facilities to meet the needs of the community.</p>	<p>2t) Continue to review and innovate offerings and services at Council's contracted leisure facilities to increase participation and support health and wellbeing outcomes across the community.</p> <p>2u) Deliver capital works projects, including (but not limited to):</p> <ul style="list-style-type: none"> <li>• Change room upgrade at Yarrambat War Memorial Park, Yarrambat</li> </ul>
<p>2.15 Prioritise the ongoing enhancement and expansion of the Shire's shared trail network, with a focus of improving connectivity.</p>	<ul style="list-style-type: none"> <li>• Extension to Diamond Creek Men's Shed at Challenger Street Reserve, Diamond Creek</li> <li>• New Community Recreation Park (BMX) at Challenger Street Reserve, Diamond Creek</li> <li>• Upgrade to Diamond Creek Outdoor Pool, Diamond Creek</li> <li>• New Hurstbridge Community Shed in Fergusons Paddock, Hurstbridge</li> </ul>
<p>2.16 Plan, maintain, and improve open spaces, streetscapes, and public places to enhance safety, accessibility and amenity.</p>	<ul style="list-style-type: none"> <li>• Open Space Plan implementation at Graysharps Road, Hurstbridge</li> <li>• Improvements to park pavilion at Eltham Lower Park, Eltham</li> <li>• Upgrade to the Eltham Rugby pitch, Eltham</li> <li>• New shared trail bridge at Alister Knox Park, Eltham.</li> </ul> <p>2v) Seek funding opportunities for future capital works projects, balancing community need with budget constraints, including (but not limited to):</p> <ul style="list-style-type: none"> <li>• Dedicated dog park at Diamond Hills Reserve, Greensborough</li> <li>• Equestrian pavilion upgrade at Yarrambat Park, Yarrambat</li> <li>• Tennis court upgrades at Challenger Street, Diamond Creek</li> <li>• Pavilion upgrade at Coventry Oval, Diamond Creek</li> <li>• Completion of the Graysharps Road precinct development, Hurstbridge</li> </ul>

	<ul style="list-style-type: none"> <li>Upgrades to sports infrastructure facilities in Panton Hill, Wattle Glen and Hurstbridge</li> <li>Upgrade Alan Marshall Reserve, Eltham.</li> </ul> <p>2w) To further the Northern Recreation Trails Strategy, undertake a feasibility study to construct new section of trail connecting the Plenty River Trail (near Lear Court) to the Diamond Creek Trail at Allendale Road, east along the Maroondah Aqueduct across Diamond Creek Road.</p> <p>2x) Implement a 'rapid response' framework to better respond to cleanliness and maintenance of public amenities and spaces, helping to create welcoming and well cared-for places and spaces.</p> <p>2y) Develop a masterplan for Yarrambat Park to guide future improvements and use.</p> <p>2z) Design an amenity and concept plan for Alan Marshall Reserve (Eltham) to support recreation and community needs.</p>
<b>Distinctive and creative communities</b>	
<b>Strategy</b> <i>How will Council work towards its objective?</i>	<b>Priority actions</b> <i>What will Council focus on?</i>
2.17 Support local art, culture and placemaking initiatives that enrich everyday community spaces and experiences.	2aa) Support placemaking initiatives, including public art projects, to enhance public spaces and community identity.
2.18 Encourage the development of creative infrastructure in Nillumbik that celebrates local stories, heritage and artistic expression.	2ab) Implement Nillumbik's Creative Infrastructure Framework to optimise the use of existing Council facilities and build partnerships with local artists and creative organisations to support diverse forms of creativity.
2.19 Strengthen Nillumbik's local economy by supporting businesses, growing local industries, attracting investment, and promoting vibrant events.	2ac) Promote Nillumbik as a tourism destination, celebrating its natural, cultural and creative assets through our Visitor Economy partnership with Yarra Ranges and Cardinia Shire councils. 2ad) Increase the use of local suppliers and services through procurement processes, in Council operations and capital works.

### How will we measure this?

<b>Strategic indicators</b>
Percentage of Council planning decisions upheld at VCAT (LGPRF, Target: Increase)
Community satisfaction with the appearance and quality of newly constructed developments (Annual Community Survey, Target: Increase)
Percentage of annual capital works program completed (Council records, Target: Minimum 90%)
Total visitation at leisure and aquatic facilities (LGPRF, Bi-annually, Target: Increase)
Community satisfaction with on and off-road bike paths (Annual Community Survey, Target: Increase)

Community satisfaction with provision and maintenance of parks and gardens  
*(Annual Community Survey, Target: Increase)*

Number of attendees at Council events and festivals  
*(Council records, Target: Increase)*

Community satisfaction with arts and cultural programs, activities and events  
*(Annual Community Survey, Target: Increase)*

Number of place-making projects implemented  
*(Council records, Target: Increase)*

Community satisfaction with support for local businesses  
*(Annual Community Survey, Target: Increase)*

### Services we deliver

Service	Description
Arts and culture	We support arts and culture by managing local art, exhibitions and public art, and by creating opportunities for people to enjoy and take part in creative activities across the Shire.
Building maintenance	We keep Council buildings safe and in good condition through regular maintenance and safety checks.
Building safety and regulation	We make sure buildings are safe by checking plans, inspecting construction, and issuing building permits and safety certificates.
Capital works	We deliver building and infrastructure projects like roads, paths, playgrounds and community facilities by managing construction, upgrades and repairs across the Shire.
Community safety and local laws	We help keep the community safe by managing local laws, patrolling public areas, handling animal management, and regulating parking.
Design and development	We design roads, bridges, drainage and landscaping, and check the engineering side of planning applications and subdivision works.
Events and place	We plan and support local events and place-based initiatives that bring people together, celebrate culture and creativity, and activate public spaces across Nillumbik.
Open space maintenance	We care for parks, sportsgrounds, street trees, reserves and roadsides to keep them clean, safe and green.
Recreation and leisure	We look after sportsgrounds, recreation trails, playgrounds, and leisure centres so everyone can stay active and enjoy the outdoors.
School crossings	We help keep children safe by providing school crossing supervisors across the Shire.
Statutory planning	We manage the planning scheme by assessing applications, ensuring developments follow the rules, and supporting good planning outcomes for the Shire.
Tourism and business support	We support local businesses and tourism by offering guidance, networking opportunities, and promotional activities to help the local economy thrive.
Traffic and transport	We plan and manage transport and traffic projects to help people move around safely and easily.





### 3. Our future – Sustainable futures and healthy environments

#### Our shared vision

We acknowledge the pressures on liveability that in the future will likely challenge the way we live. We continue to strengthen Nillumbik's ability to manage and adapt to changing circumstances, to ensure the Shire and our community remain sustainable and resilient.<sup>4</sup>

#### Our objective

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.

#### How will Council achieve this?

Local climate action	
Strategy <i>How will Council work towards its objective?</i>	Priority actions <i>What will Council focus on?</i>
3.1 Recognise and respond to climate change as both an environmental and financial priority for Council.	3a) Integrate climate risk into Council's financial and strategic planning.
3.2 Act locally on climate change by reducing Council's emissions and supporting our community to do the same, through a wide range of initiatives that promote clean energy, sustainable transport, efficient buildings, and climate-resilient practices.	3b) Strengthen governance and accountability for climate action through implementation of the Climate Action Plan.
3.3 Build capacity for climate-related emergencies by enhancing preparedness, information sharing and responsive infrastructure.	3c) Explore full electrification and low-emissions upgrades for Eltham Leisure Centre.
3.4 Advance sustainable procurement and waste minimisation practices that align with circular economy outcomes, low-emissions goals and green development.	3d) Progress delivery of a Nillumbik Environmental Climate Action Hub at Edendale Community Environment Farm.
3.5 Support the transition to a net zero-emission future by 2030, by enabling electric vehicle infrastructure and exploring electrification opportunities for key community facilities.	3e) Enable climate resilient and positive sustainability outcomes in the maintenance, renewal and construction of Council assets.
	3f) Facilitate third-party electric vehicle charging infrastructure at Council carparks or other carparks where appropriate.
	3g) Establish a Circular Economy Framework to guide Council and community action towards reducing waste, maximising resource recovery, and supporting local circular industries.
	3h) Advocate for the elimination of the State Government's fourth (purple) glass bin initiative due to insufficient evidence considering broader environmental impacts and lack of service cost feasibility.
Protection and enhancement of the tree canopy	
Strategy <i>How will Council work towards its objective?</i>	Priority actions <i>What will Council focus on?</i>
3.6 Enhance the Shire's urban tree canopy as a means of climate adaptation, improving	3i) Protect mature trees to reduce canopy loss, revegetate suitable areas with low tree coverage

<sup>4</sup> From our community vision statement (page 8)

neighbourhood character and habitat, as well as liveability.	and support biodiversity through implementation of the Urban Tree Canopy Strategy.
3.7 Foster community stewardship of the urban tree canopy.	3j) Supply annual indigenous seedling vouchers for community to support sustainable planting and improving habitat on private land.
<b>Future planning and sustainable development</b>	
<b>Strategy</b> <i>How will Council work towards its objective?</i>	<b>Priority actions</b> <i>What will Council focus on?</i>
3.8 Strengthen environmental sustainability through integrated planning that prioritises long-term resilience, low-impact development, and climate-responsive design.	3k) Promote sustainable development through environmental impact assessments and green building practices by developing an Environmentally Sustainable Development (ESD) Policy.
3.9 Enhance climate resilience by sustainably managing water resources through upgrading drainage infrastructure and stormwater systems, increasing water capture and reuse and reducing flood risk to protect our community, natural environment and build assets.	3l) Progress the flood modelling process in partnership with Melbourne Water and embed flooding extents and mapping into the Nillumbik Planning Scheme.
3.10 Promote sustainable food systems by enhancing agriculture's role in climate resilience, using water-sensitive practices, and supporting low-emission methods for long-term sustainability.	3m) Review the Integrated Water Management Plan including a review of water-sensitive urban design principles and strategies to improve water security, reduce flood risk and build climate resilience.
	3n) Establish a plan to upgrade critical infrastructure including drainage and sewerage to support public health, sustainable development, population growth, climate change adaptation, and improved environmental outcomes.
	3o) Strengthen Council's capacity to support agriculture and food system initiatives through dedicated programs, workshops, and demonstration projects as identified in the Future of Agriculture in Nillumbik plan.

### How will we measure this?

<b>Strategic indicators</b>
Community satisfaction with Council's performance in delivering climate action leadership and initiatives ( <i>Annual Community Survey, Target: Increase</i> )
Percentage of tree canopy cover within the Shire ( <i>Council records, Target: Increase %</i> )
Number of trees planted in streets and parks to maintain tree canopy ( <i>Council records, Target: Increase</i> )
Volume of annual greenhouse gas emissions emitted within the Shire ( <i>Ironbark snapshot, Target: Progress towards net-zero emissions by 2035</i> )
Volume of annual greenhouse gas emissions emitted by Council facilities and operations ( <i>Council records, Target: Progress towards net-zero emissions by 2030</i> )
Volume of greenhouse gas emissions emitted by Council fleet vehicles ( <i>Council records, Target: 100% zero emissions by 2030</i> )
Community satisfaction in meeting responsibilities in relation to the environment ( <i>Annual Community Survey, Target: Increase</i> )

Kerbside collection waste diverted from landfill  
*(Council records, Target: Increase)*

### Services we deliver

Service	Description
Edendale Community Environment Farm	We operate the farm as a hub for environmental education, offering programs, demonstrations, and a plant nursery to connect the community with sustainable practices.
Environment and conservation	We protect and enhance our natural areas by managing bushland reserves, providing conservation advice, and controlling invasive plants and animals to support local biodiversity.
Environmental health	We protect public health by regulating food safety, managing septic systems, and addressing issues like noise and pollution to ensure a safe environment for all.
Road and drainage maintenance	We maintain local roads, footpaths, trails, bus shelters, and bridges, and manage stormwater drains to keep our community safe and connected. We also handle street cleaning and the collection of deceased animals.
Strategic planning	We guide the future of our Shire by planning land use, urban design, and development, ensuring growth aligns with our community's values and vision.
Strategic waste and circular economy	We develop and implement strategies to manage waste effectively, aiming to reduce environmental impact and promote recycling and reuse within the community.
Sustainability	We promote sustainable living by supporting initiatives that reduce waste, conserve resources, and encourage environmentally friendly practices across the community.
Waste management and recycling	We oversee the collection of household waste, recycling, green waste, and hard waste, and coordinate programs to educate and reduce landfill use.





## 4. Our Council – Responsible governance and community leadership

### Our shared vision

With the trust and support within our community, Council goes further to deliver fundamental services and innovative programs to facilitate the best possible community outcomes.<sup>5</sup>

### Our objective

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.

### What we will do to get us there

Good governance, communication and engagement	
Strategy <i>How will Council work towards its objective?</i>	Priority actions <i>What will Council focus on?</i>
4.1 Make transparent, well-informed decisions that prioritise the community's best interests through practising good governance.	4a) Improve how we collect, manage and share data across the organisation to support evidence-based decision-making.  4b) Through an updated Communications Strategy: <ul style="list-style-type: none"><li>• Build community understanding of Council roles, services and decision-making</li><li>• Create meaningful engagement opportunities that build trust, reflect community priorities, and support active participation in Council decisions</li><li>• Provide updates that show how community engagement has been considered in decision-making, to ensure engagement processes remain transparent and meaningful.</li></ul> 4c) Review and update financial plans to ensure they support strategic priorities, balances budgets, and accommodates future infrastructure needs.
4.2 Ensure transparent communication of Council's role and decisions, reflecting community values and priorities, to build trust and alignment with Council's purpose.	
4.3 Build strong community relationships through clear, consistent communication and meaningful engagement.	
4.4 Strengthen financial sustainability to support long-term service delivery and community infrastructure.	
4.5 Use data and evidence to drive innovative decision-making and identify future opportunities.	
Strengthening advocacy	
Strategy <i>How will Council work towards its objective?</i>	Priority actions <i>What will Council focus on?</i>
4.6 Proactively advocate to all levels of government and key stakeholders to secure investment and support for community-prioritised projects.	4d) Review Council's approach to advocacy to positively influence Nillumbik's funding opportunities and legislative reform.  4e) Review advocacy priorities annually and report on key activities to the community.  4f) Continue to advocate to secure funding and support for priority projects, including: <ul style="list-style-type: none"><li>• Coolabah Rail Reserve Crossing (Eltham)</li><li>• Civic Drive/Diamond Creek Road Roundabout (Greensborough)</li><li>• Improved public transport in rural areas</li><li>• Northern Trails Strategy priorities</li></ul>
4.7 Identify and pursue innovative funding sources to enhance Council services and delivery of key infrastructure projects.	

<sup>5</sup> From our community vision statement (page 8)



	<ul style="list-style-type: none"> <li>• Key community infrastructure projects.</li> </ul> <p>4g) Advocate for the Yan Yean Road Upgrade Stage 2 to minimise negative impacts to the local community and consider the objectives of Council's 2020 submission to the State Government.</p> <p>4h) Enable community-led action by developing tools and resources that support local advocacy, build capacity, and empower residents to address local needs independently.</p>
<b>Responsive and efficient services</b>	
<b>Strategy</b> <i>How will Council work towards its objective?</i>	<b>Priority actions</b> <i>What will Council focus on?</i>
4.8 Continuously improve service delivery with a strong focus on customer experience and operational excellence.	4i) Strengthen Council's commitment to continuous improvement by using customer feedback and complaints to drive service enhancements, innovation, and an enhanced customer experience.
4.9 Ensure equity, accessibility and inclusion are embedded across all Council services and communications.	4j) Build capacity to explore emerging technologies that can improve services and reduce costs.
4.10 Maintain a supportive and inclusive workplace that attracts and retains high-performing staff and strengthens accountability across the organisation.	4k) Drive innovation, continuous improvement and efficiency in Council service delivery. 4l) Maintain Nillumbik's reputation as an employer of choice through leadership, culture, and staff delivering purposeful and meaningful work.
<b>Risk management and emergency preparedness</b>	
<b>Strategy</b> <i>How will Council work towards its objective?</i>	<b>Priority actions</b> <i>What will Council focus on?</i>
4.11 Enhance community safety, public health, amenity and the environment by promoting robust, fair and transparent approaches to maintaining compliance and enforcement.	4m) Strengthening Council's cyber security posture through tools and awareness and governance aligned with frameworks such as the Essential 8 Maturity Model.
4.12 Strengthen organisational resilience through proactive identification, assessment and management of strategic risk.	4n) Strengthen partnerships to deliver community emergency planning and preparedness workshops, enhancing local resilience and safety.
4.13 Support community resilience and safety by fulfilling emergency management responsibilities in collaboration with our partners.	4o) Provide accessible information about local laws and compliance processes, promoting voluntary compliance through education.
4.14 Ensure community wellbeing and safety during emergencies through inclusive relief and recovery support.	4p) Maintain and regularly review the strategic risk register to ensure emerging risks are identified, assessed and managed.
4.15 Prepare for the risks and impacts of a changing climate on our community, environment, infrastructure and services, and support our community to do the same.	4q) Implement fire and flood mitigation measures in line with Council's endorsed plans and risk frameworks (with other agencies), including ongoing review and monitoring of high-risk programs such as the roadside vegetation management (slashing) program.

### How will we measure this?

Strategic indicators
Community satisfaction with Council making decisions in the best interests of the community (Annual Community Survey, Target: Increase)
Community satisfaction with Council's consultation and engagement (Annual Community Survey, Target: Increase)
Number of engagements and advocacy priorities (information) shared with local Members of Parliament and other influential stakeholders (Council records, Target: Increase)
Rates as a proportion of revenue (LGPRF, Target: Decrease)
Asset renewal and upgrade compared to depreciation (LGPRF, Target: Increase)
Percentage of successful grant applications applied for by Council (Council records, Target: % increase)
Community satisfaction with Council services (Annual Community Survey, Target: Increase)
Community satisfaction with customer service (Annual Community Survey, Target: Increase)
Community satisfaction in meeting responsibilities in relation to bushfire and emergency management (Annual Community Survey, Target: Increase)

### Services we deliver

Service	Description
Advocacy, communications and engagement	We advocate for funding and support to deliver major projects the community values, and we engage with the community to ensure Council decisions reflect their needs and priorities.
Asset management	We plan for the long-term care of Council's roads, footpaths, and infrastructure. We schedule maintenance and renewal works and develop strategies to guide how we manage community assets now and into the future.
Corporate information and integrity	We manage Council's information and records to make sure they are handled properly and meet legal standards. We also look after incoming and outgoing mail, freedom of information requests, integrity policies, and infringement reviews.
Customer experience	We provide frontline support to residents, ratepayers, and visitors, helping them access information and services, and leading initiatives to improve the customer experience.
Emergency management	We work with partners and the community to prepare for and respond to emergencies, ensuring safety and resilience in times of crisis.
Finance and procurement	We manage Council's financial systems to make sure payments are accurate and on time. We look after budgeting, financial reporting, payroll, purchasing, rates collection, and property valuations to support responsible and sustainable financial management.
Governance	We manage Council's governance responsibilities, including organising Council meetings, supporting elections, ensuring we meet legal requirements, and providing resources and support to the Mayor and Councillors.
Human resources	We manage recruitment, staff development, and workplace relations to ensure Council has a capable, supported, and well-trained workforce.



Information technology	We provide reliable and secure technology, online services, and telecommunications to support Council operations. We manage systems, networks, and applications throughout their life to make sure they stay up to date and meet our needs.
Organisational performance	We provide performance reporting, occupational health and safety, risk management and insurance, and lead business transformation initiatives to ensure Council is aligned, efficient, and continuously improving.
Property	We manage Council-owned property, including buying, selling, leasing, and licensing land and buildings to support community and operational needs.



## Implementation and reporting

We are committed to keeping the community informed about how we are delivering on the Council Plan 2025-2029.

The Council Plan also connects with other Council strategies and plans, ensuring our work is aligned across the organisation. These documents are guided by our Strategic Planning Framework, which supports a consistent and coordinated approach to planning and reporting.

In line with the *Local Government Act 2020*, this approach helps us link our long-term Community Vision, Council Plan, and other key documents. It ensures all our work is heading in the same direction, with a clear focus on what matters to the community.

### Strategic planning framework

<b>Authorisation</b>	Legislation and regulation	
<b>Aspiration</b>	Community Vision – Nillumbik 2040	
<b>Position</b>	Access, Equity and Inclusion Policy	Community Engagement Policy
	Complaints Handling Policy	Information Privacy Policy
<b>Strategic Planning</b>	Annual Budget	Asset Plan
	Council Plan	Financial Plan
	Municipal Planning Strategy	Revenue and Rating Plan
	Nillumbik Health and Wellbeing Plan (incorporating the Disability Action Plan and Ageing Well Plan)	
<b>Strategies and plans</b>	<b>Inclusive living and participation</b>	<b>Sustainable futures and healthy environments</b>
	<a href="#">Early Years Infrastructure Plan</a> <a href="#">Gender Equality Action Plan</a> <a href="#">Reflect Reconciliation Action Plan</a>	<a href="#">Climate Action Plan</a> <a href="#">Integrated Water Management Plan</a> <a href="#">Onsite Wastewater Management Plan</a> <a href="#">Roadside Management Plan</a> <a href="#">Urban Tree Canopy Strategy</a>
	<b>Liveable and connected communities</b>	<b>Responsible governance and community leadership</b>
<b>Action and implementation</b>	<a href="#">Biodiversity Strategy</a> <a href="#">Diamond Creek Major Activity Centre Structure Plan</a> <a href="#">Economic Development Strategy</a> <a href="#">Eltham Major Activity Centre Structure Plan</a> <a href="#">Equine in Nillumbik</a> <a href="#">Green Wedge Management Plan</a> <a href="#">Housing Strategy</a> <a href="#">Integrated Transport Strategy</a> <a href="#">Neighbourhood Character Strategy</a> <a href="#">Open Space Strategy</a> <a href="#">Recreation and Leisure Strategy</a> <a href="#">Road Management Plan</a>	<a href="#">Advocacy Plan</a> <a href="#">Communication Strategy</a> <a href="#">Domestic Animal Management Plan</a> <a href="#">Municipal Emergency Management Plan*</a> <a href="#">Municipal Fire Management Plan*</a> <a href="#">Municipal Relief and Recovery Plan*</a> <a href="#">Municipal Storm and Flood Emergency Management Plan*</a>
	Action and implementation plans	
	Department business plans	
	Nillumbik Planning Scheme	

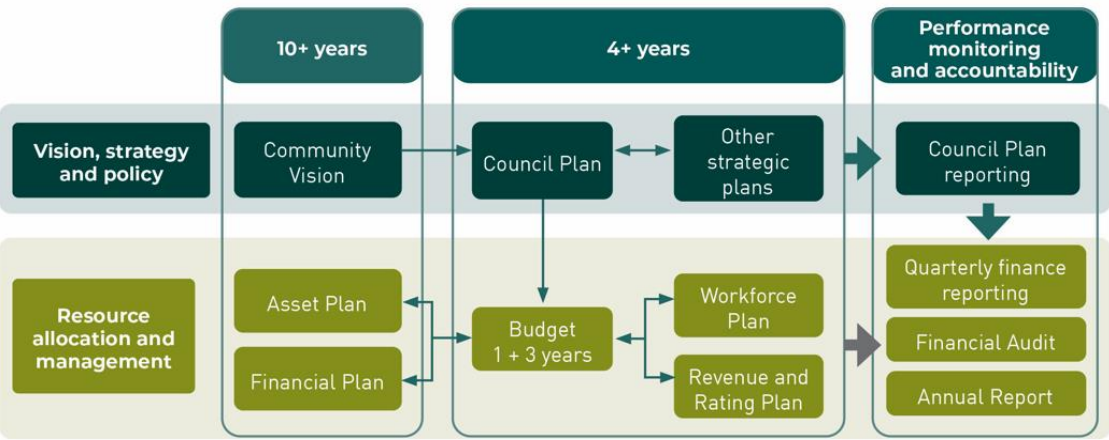
\* Denotes a multi-agency plan

- The benefits of this integrated approach include:
- a clear and coordinated direction for Council’s work
  - better use of resources and reduced duplication
  - more transparent and accountable reporting
  - easy-to-understand plans and actions with clear outcomes and performance measures.

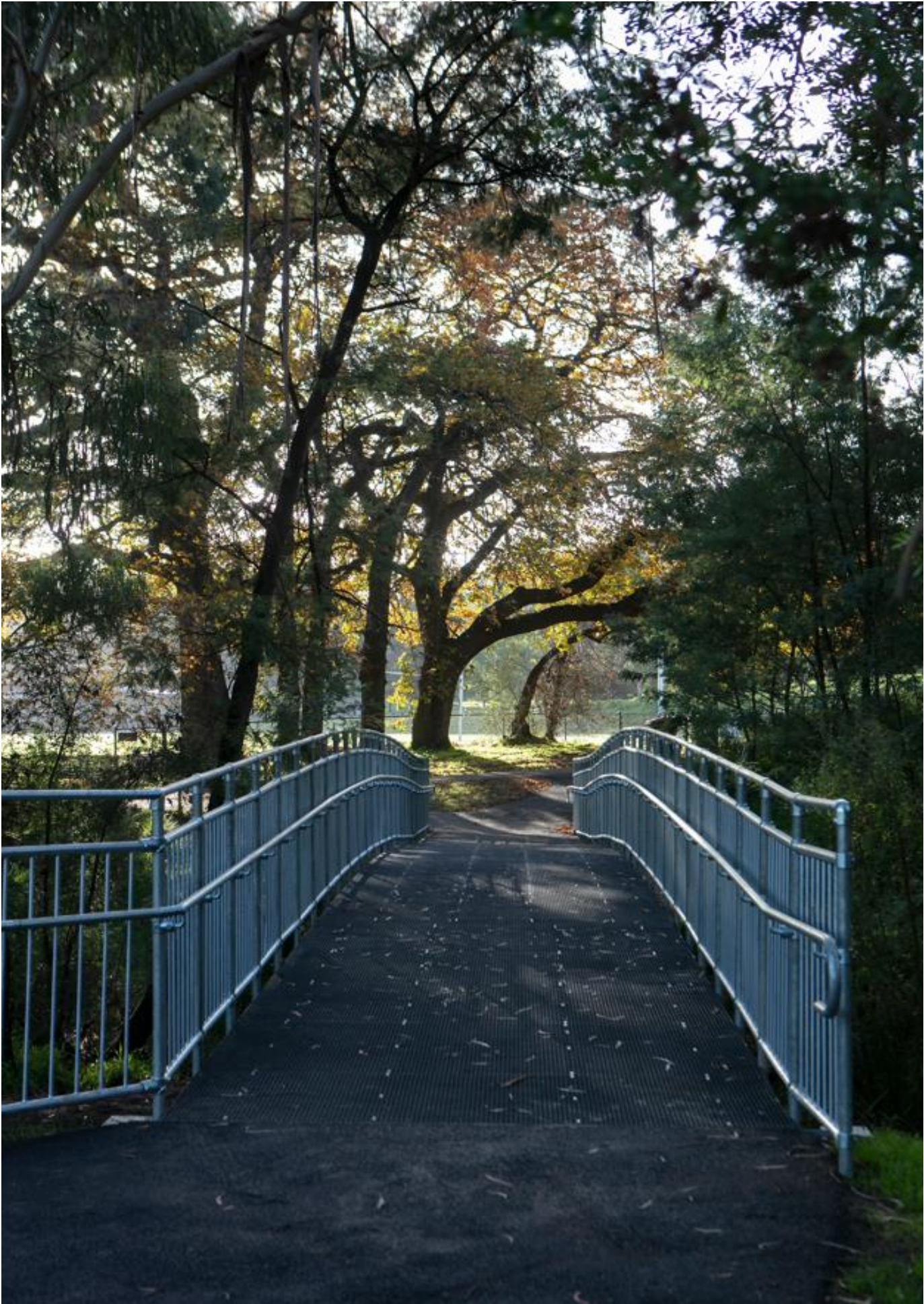
Each year, we create an Annual Action Plan that outlines the specific actions we will take to achieve the objectives in the Council Plan. Progress on these actions is reported every quarter at our public Council Meeting and a full update is provided each year in our Annual Report.

By tracking and sharing our progress, we make sure the community can see the results of Council’s work and how we are delivering on the things that matter most to Nillumbik.

Council’s planning and reporting framework







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# Revenue and Rating Plan 2025-2029





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### Acknowledgement of Country

Nillumbik Shire Council acknowledges the Wurundjeri Woi-wurrung people as the Traditional Owners of the Country on which Nillumbik is located. We pay our respects to Elders past, present and future, and extend that respect to all First Nations People. We respect the enduring strength of the Wurundjeri Woi-wurrung and acknowledge that sovereignty was never ceded.

### 1. Purpose

The purpose of the Revenue and Rating Plan is to determine the rating and revenue strategy which, in conjunction with other income sources, will adequately finance the objectives proposed in the Council Plan.

### 2. Summary

Nillumbik Shire Council requires sufficient revenue to maintain its service delivery needs and fund its infrastructure needs. The most important sources of these funds are:

- general rates
- government grants
- fees and charges.

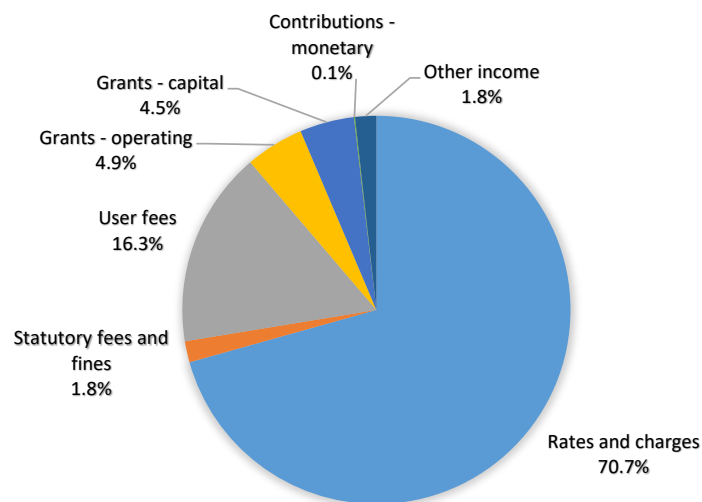
General Rates are levied annually, in compliance with the Fair Go Rating System.

Council advocacy is an ongoing priority to obtain external grant funds, particularly for community infrastructure capital works programs.

Council has reviewed all fees and charges and increased/decreased the levels consistent with application of the user pays principle – that is, so far as is possible, the cost of providing a direct service will be met by the fees charged.

A schedule of the current user fees and charges is presented in the annual budget. Also included is a selection of council services and their costs compared to the income received for their provision.

### 2025-2026 BUDGETED INCOME



### 3. General Rates Income

General Rates are levied annually, in compliance with the Fair Go Rating System, the *Local Government Act 1989* and the *Local Government Act 2020*.

The Fair Go Rates System (FGRS) sets out the maximum amount councils may increase rates in a year. The cap applies to general rates and is calculated on the basis of council's average rates and charges.

The rating system is based on property valuations, which are carried out annually by the Valuer-General Victoria or their nominated representatives. Rates are levied based on these valuations.

Council has several means by which it can vary the amounts which are levied, including:

- a general rate
- a municipal charge
- differential rates
- service rates and charges
- special rates and charges
- rebates, deferments, concessions and exemptions.

Several propositions are considered in developing the most suitable rating system. This entailed giving consideration to a number of factors, such as:

- equity of the system
- efficiency of application
- the link between rate levied and benefit to be derived.
- the valuation base of rates
- A differential rating system with and without a municipal charge
- The use of rebates and deferment schemes
- Policy approaches for exemptions and concessions
- Rating of cultural and recreational land.

#### 3.1 Valuation Base

In raising Council rates, Council is required to use the valuation of the rateable property to levy rates, with the valuation updated annually.

The *Local Government Act 2020* (the Act) permits councils to use three valuation basis; Site Value (SV), Capital Improved Value (CIV) and Net Annual Value (NAV).

**Capital Improved Value** – the total market value of the land plus buildings and other improvements.

**Net Annual Value** – the current value of a property's net annual rent (by law, Net Annual Value must be at least 5% of the Capital Improved Value for commercial property and exactly 5% of Capital Improved Value for residential property).

**Site Value** – the market value of the land only.

Capital Improved Value (CIV) better reflects capacity to pay than the other two bases as it incorporates the developed value of properties i.e. the total value. Most Victorian councils use the Capital Improved Value to levy rates.

#### Basis of Valuation

The basis of valuation currently used by Nillumbik is the Capital Improved Value (CIV), in compliance with the Fair Go Rates System and the Act.

### 3.2 Differential rates

Differential rates are where councils set different rates in the dollar for different categories of rateable land. Councils are able to levy either a uniform rate across all properties, or one or more differential rates. Council may, for example, have differential rates for farm land, various categories of residential property or commercial/industrial properties – each paying a higher or lower rate in the dollar.

Differential rates are usually used to achieve greater equity or efficiency.

The highest differential rate cannot be more than four times the lowest differential rate declared by a council.

Details of the objectives of each differential rate, the types of classes of land, which are subject to each differential rate and the uses of each differential rate, are set out below.

**Commercial land** - any land used for commercial purposes.

Occupied for the principal purpose of carrying out the trade in goods and services or unoccupied but zoned commercial under the State Planning Scheme

**Industrial** – any land used for industrial purposes

Occupied for the principal purpose of carrying out the manufacture or production of or unoccupied but zoned industrial under the State Planning Scheme.

**Farm land** – Land not less than two hectares in area; that is used primarily for grazing (including agistment), dairying, pig-farming, poultry-farming, tree farming, bee-keeping, viticulture, horticulture, fruit-growing or the growing of crops of any kind or for any combination of those activities; that is used by a business.

Land that has a significant and substantial commercial purpose or character; and that seeks to make a profit on a continuous or repetitive basis from its activities on the land; and that is making a profit from its activities on the land, or that has a reasonable prospect of making a profit from its activities on the land if it continues to operate in the way that it is operating.

**Farm land with Sustainable Agriculture Rebate** – Used by the applicant for a single farm enterprise must comprise and aggregate of a minimum 30 hectares;

The property in respect of which the rebate is sought is classified as Farm Land; the applicant shall satisfy detailed criteria relating to sustainable farming practices and land care principles as developed by Council.

**Other land** – Unoccupied land which is not farm land, commercial/industrial land or vacant land - residential and specified low density residential zones.

**Vacant Land** – Residential and Specified Low Density Residential Zones

General Residential / Activity Centre Zone / Neighbourhood Residential Zones and Low Density Residential Zones (LDRZ) to which Development Planning Overlay 4 applies, on which no habitable dwelling exists.

Lots greater than 8,000 square metres in the Plenty LDRZ are excluded.

This is a higher differential to encourage construction of new dwellings in preferred locations across the Shire.

Rateable land under this definition includes Vic Roads land that is not used for transport or for residential properties.

**Cultural and Recreational Land** – Council is required to determine an amount payable as rates in respect to recreational lands.

Recreational lands are described as lands which are:

- Vested in or occupied by a body-corporate or un-incorporate which exists for the purpose of providing or promoting cultural or sporting recreational facilities or objectives.
- Which applies its profits in promoting its objectives and prohibits the payment of dividend or amount to members used for outdoor sporting recreational or cultural purposes or similar outdoor activities.

### 3.3 Proposed rating system

Rate in the dollar, proposed draft budget 2025-2026

Type or class of land	2025-26 Rate in Dollar
General	0.002384
Farm Land	0.002026
Commercial/Industrial	0.002765
Vacant Land - Residential and Specified Low Density Residential Zones	0.003576
Cultural and Recreational Land	0.000930

Rates levied, proposed draft budget 2025-2026

Rate Type	No.	Capital Improved Value 000'	Share of Capital Improved Value
Residential	22,914	26,185,755	94.16%
Farm Land	144	317,975	1.14%
Commercial / Industrial	1,003	1,130,586	4.07%
Vacant Land - Residential and Specified Low Density Residential Zones	220	170,240	0.61%
Cultural and Recreational Land	2	5,100	0.02%
<b>Total</b>	<b>24,283</b>	<b>27,809,656</b>	<b>100%</b>

Past and proposed rate levels

Year	Rates Levied	Assessments	Adopted % Increase	Rate Cap %	Rates per Assessment
2025-2026 *	66,810,649	24,283	3.00%	3.00%	2,751.33
2024-2025	64,569,068	24,208	2.75%	2.75%	2,667.26
2023-2024	62,510,440	24,129	3.50%	3.50%	2,590.68
2022-2023	60,196,396	24,087	1.75%	1.75%	2,499.12
2021-2022	58,780,166	23,972	1.50%	1.50%	2,452.03

*\*2025-2026 proposed rates to be levied*

### 3.4 Supplementary Rates

Supplementary rates apply to properties where valuations and revaluations are conducted between general revaluations as a result of properties physically changing such as when a building is constructed, renovated, extended, altered or demolished. It may also apply when land is subdivided, amalgamated or portions are sold off or rezoned.

### 3.5 State Government Pensioner Rebate

Pensioners may qualify for a maximum 50% State Government rate rebate (to a gazetted maximum) for the home in which they are living. A rebate will apply for the Fire Services Property Levy. To be eligible, a ratepayer must hold one of the following concession cards:

- Pensioner Concession Card from Centrelink or Veterans' Affairs
- Gold Card from Department of Veterans Affairs specifying War Widow (WW) or Totally and Permanently Incapacitated (TPI).

Other than administrative costs this State Government Rebate scheme is cost neutral to Council as this is fully funded by the State Government.

### 3.6 Waste Service Charge

The waste management charge captures all known costs associated with the provision of the service.

Council's approach to the service charge is compliant with section 162 of the *Local Government Act 1989*. The Essential Services Commission is capturing the data on the waste management charge.

Currently the charge levied to residents captures the cost of service provision including known costs for the landfill rehabilitation sites.

The waste service charge levied is dependent on the level of service the ratepayer elects to receive.

Current and proposed waste service charges

Type of Charge	2024-25 \$	2025-26 \$
Waste Management - Residential - Standard service	658.35	679.87
Waste Management - 80 litre landfill bin	526.68	543.90
Waste Management - 2 x 120 litre landfill bin	921.69	951.82
Waste Management - 140 litre landfill bin - fortnightly collection	724.19	747.86
Waste Management - 120 litre landfill bin – weekly collection	1,185.03	1,223.77
Waste Management - Elderly persons units - bin	164.59	169.97

### 3.7 Rate instalment due dates

Rates and charges are due on a quarterly instalment basis. The due dates for the 2025-26 financial year will be:

- 30 September 2025,
- 30 November 2025,
- 28 February 2026 and
- 31 May 2026

(if any of these dates fall on a weekend, the due date will be the following Monday).

### 3.8 Rates – summary

In council's view the proposed revenue and rating strategy puts due emphasis on equity. The budget projections have been prepared on the basis of a 3.00 percent rate increase in 2025-2026 followed by increases of 3.00 percent in each of the following years.

## 4. Fees and Charges

Council provides a wide range of services, to the community, often for a fee or charge. The nature of these fees and charges generally depends on whether they relate to compulsory or discretionary services. Some of these, such as statutory planning fees, are set by state government statute and are commonly known as 'regulatory fees'. In these cases, councils usually have no control over service pricing.

The *Local Government Act 1989* gives Council the power to set these fees and charges at a level that recovers the full cost of providing the services, unless there is an overriding policy or imperative in favour of subsidisation.

A schedule of the current user fees and charges is presented in Council's annual budget. Council periodically reviews all fees and charges and adjusts the levels consistent with application of the user pays principle – the cost of providing a direct service will be met by the fees charged where possible.

### 4.1 Principles

Council has developed a range of principles to determine the level of fees and charges to be applied to each service. These principles are:

- Fees and charges are set in line with other like services through benchmarking.
- Fees and charges are set at a level that is deemed to be fair and equitable to enable the majority of residents to access the services.
- Full cost or direct cost recovery is achieved where possible.
- Fees are charged in line with State or Federal government legislation or Local Laws.
- Fees are charged in line with State or Federal government funding requirements.
- Fees and charges are comparable to private industry.

### 4.2 Full Service Costing

#### Cost recovery

Setting fees and charges is often determined by a notion that the fee charged for a service should correspond with the cost of providing the service; that is, the costs borne by the council are fully recovered.

#### Council operations attracting fees and charges

All council services are reviewed to assess whether they are appropriate to attract user fees and charges. Attributes of a service that can affect the ability for a council to place a fee or charge include whether the operation is a public or private good in nature and if there is any state & federal government legislation or funding conditions prohibiting or setting ceilings for pricing. Examples of such charges are found below:

#### Examples of council fees and charges

Area	Significant or typical fee or charge	Examples of Constraints
Business and Economic	Planning application fees	Many fee levels set by Victorian Government
Traffic and Streets	Parking fees and fines	Nil
Recreation and Culture	Leisure centre entrance fees	Competition (if any) from other centres
	Library fees	Basic services free as condition of State Government funding
Family and Community	Child care centres	Constraints from funding agreements
		Competition from private providers
Waste Management	Maternal and child health	Basic services free as part of State Government funding
	Kerbside collection fees	Nil
Aged and Disabled	Tip disposal fees	Influenced by Environment Protection Act 1970 provisions
	HACC services fees	Maximums set by State Government
Governance	Local Laws fees or fines	Related to penalty units set annually by State Government

#### Full cost

The full cost of delivering a service or providing a facility include both:

- **direct costs** – those costs that can be readily and unequivocally attributed to a service or activity because they are incurred exclusively for that particular product/activity
- **indirect Costs (often referred to as overheads)** – those costs that are not directly attributable to an activity, but support a range of activities across the council.

#### Direct Costs

Council has systems for calculating the direct costs of providing services. These include:

- labour – the wages and salaries of all staff directly working on the service.
- materials and supplies – supplies used in providing the service.
- capital equipment and assets used in providing the service – this may include plant hire or, where a council owns the equipment and assets, allowance for asset replacement and depreciation.

#### Indirect Costs

Every council has a range of back office operations that are not directly tied to any service delivery. Nonetheless, these involve real costs that are incurred in supporting the delivery of direct services. Two widely used methods to allocate indirect costs are:

- activity-based costing – links an organisation's outputs or goods and services to the activities used to produce them, and then assigns a cost to each output based on the rate of consumption of associated activities
- the pro-rata approach – allocates indirect costs on a proportionate basis by using measures that are easily available, such as staff involved in the activity as a percentage of total staff, or the service unit's share of total office space.



#### 4.3 Pricing Policy

After a council has calculated the full costs of a service, another series of questions require answers before prices are decided. These include:

- Do any external constraints apply? Possibilities include:
  - either the State or Commonwealth Government sets a statutory price for that service; and if the service has private sector competitors AND is a “significant business activity”, the council needs to check competitive neutrality conditions. How would the service users respond to any price changes?
- Is a price based on the full cost of the service competitive with other suppliers (nearby councils and/or private competitors)?
- Does the council have a specific policy either:
  - to subsidise this service (setting prices below full costs)?
  - to use the service as a taxation mechanism (setting prices above the full cost level)?

If a competitive neutrality assessment is required, the following steps are recommended by the Victorian Government’s National Competition Policy (the Policy) and Local Government Statement:

- Determine whether the operation is a “significant business activity” and, therefore, subject to the policy
- Assess the full costs of providing the services, including all overheads
- Identify any aspect whereby the operation gains a net commercial benefit from being government owned.

If this analysis shows that a significant business does enjoy a net competitive benefit, the council is expected to set prices that include competitive neutral adjustments. However, under the policy this is not required if the council:

- decides that the costs of applying competitive neutrality outweigh the benefits
- conducts and documents a public interest test, which involves public consultation on costed options, and identifies clear public policy objectives for providing the service at below competitive neutral prices.

The policy aims to identify subsidies, make them transparent to the community, and explain why the council is providing cross-subsidisation. Cross-subsidisation implies that one group may pay higher/lower prices than another group. Cross-subsidisation exists in a number of forms:

- cross-subsidisation between the fees and charges paid by different users for a specific service – a cross subsidy between users
- cross-subsidisation between fees and charges and rates – a cross subsidy between users and ratepayers or from one service to another service
- cross-subsidisation between the amounts of rates paid by various classes of ratepayers.

The final step in a pricing policy is identifying what council services or service areas are “public goods” and therefore most appropriate for funding via general rate revenue. This need not be an exacting exercise, and as often noted, few council services fall exclusively into the public or private goods category. But it is important for a council to make recommendations that as far as possible allow judgements to be made and a rationale for pricing decisions to be expressed in the rating and revenue strategy.

The final step in a pricing policy is identifying what council services or service areas are “public goods” and therefore most appropriate for funding via general rate revenue.

## **5. Government Grants**

Council pursues all avenues to obtain external grant funds for prioritised works. A large proportion (64%) of government grants is made up of the Financial Assistance Grants provided by the Commonwealth Government under the Local Government (Financial Assistance) Act 1995 (Commonwealth) and distributed annually to 79 local governing bodies within Victoria.

The Financial Assistance Grant program consists of two components:

- A general purpose component, which is distributed between the states and territories according to population (i.e., on a per capita basis), and
- An identified local road component, which is distributed between the states and territories according to fixed historical shares.

Both components of the grant are un-tied, allowing councils to spend the grants according to local priorities. Council applies the local roads component to road rehabilitation projects in its Capital Works Program, and utilises the general purpose component to fund Council operations and Capital works.

## **6. Other Income**

Council receives income from other sources, including interest on investments, rent received, reimbursements and insurance refunds.

## **7. Review**

The next review of this document is scheduled for completion by 30 June 2029 as part of the next Council Plan development process.

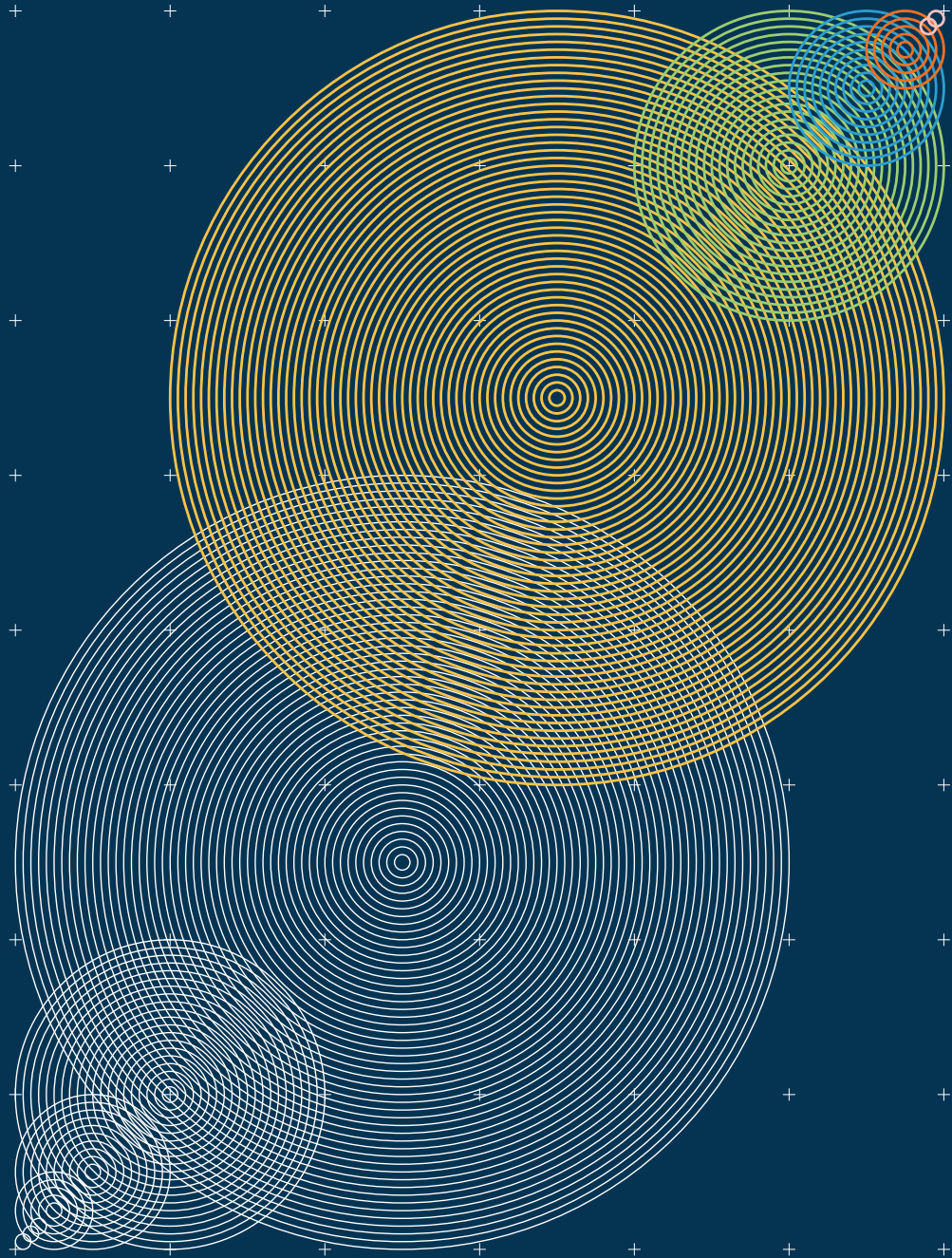
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# **Election report**

## **Nillumbik Shire Council**

### 2024 Local government elections

April 2025



**Letter of Transmittal**

14 April 2025

Mr Carl Cowie  
Chief Executive Officer  
Nillumbik Shire Council  
PO Box 476  
Greensborough VIC 3088

Dear Mr Cowie

Pursuant to Regulation 83 of the Local Government (Electoral) Regulations 2020, I submit this report to the Chief Executive Officer of Nillumbik Shire Council on the general election held in October 2024.

Yours sincerely

A handwritten signature in black ink, appearing to read 'S. Bluemmel', with a stylized flourish at the end.

**Sven Bluemmel**  
Electoral Commissioner

**Acknowledgement of Country**

The Victorian Electoral Commission (VEC) acknowledges the Aboriginal and Torres Strait Islander people of this nation, as the traditional custodians of the lands on which the VEC works and where we conduct our business. We pay our respects to ancestors and Elders, past, present, and emerging. The VEC is committed to honouring Aboriginal and Torres Strait Islander peoples' unique cultural and spiritual relationships to the land, waters and seas and their rich contribution to society.

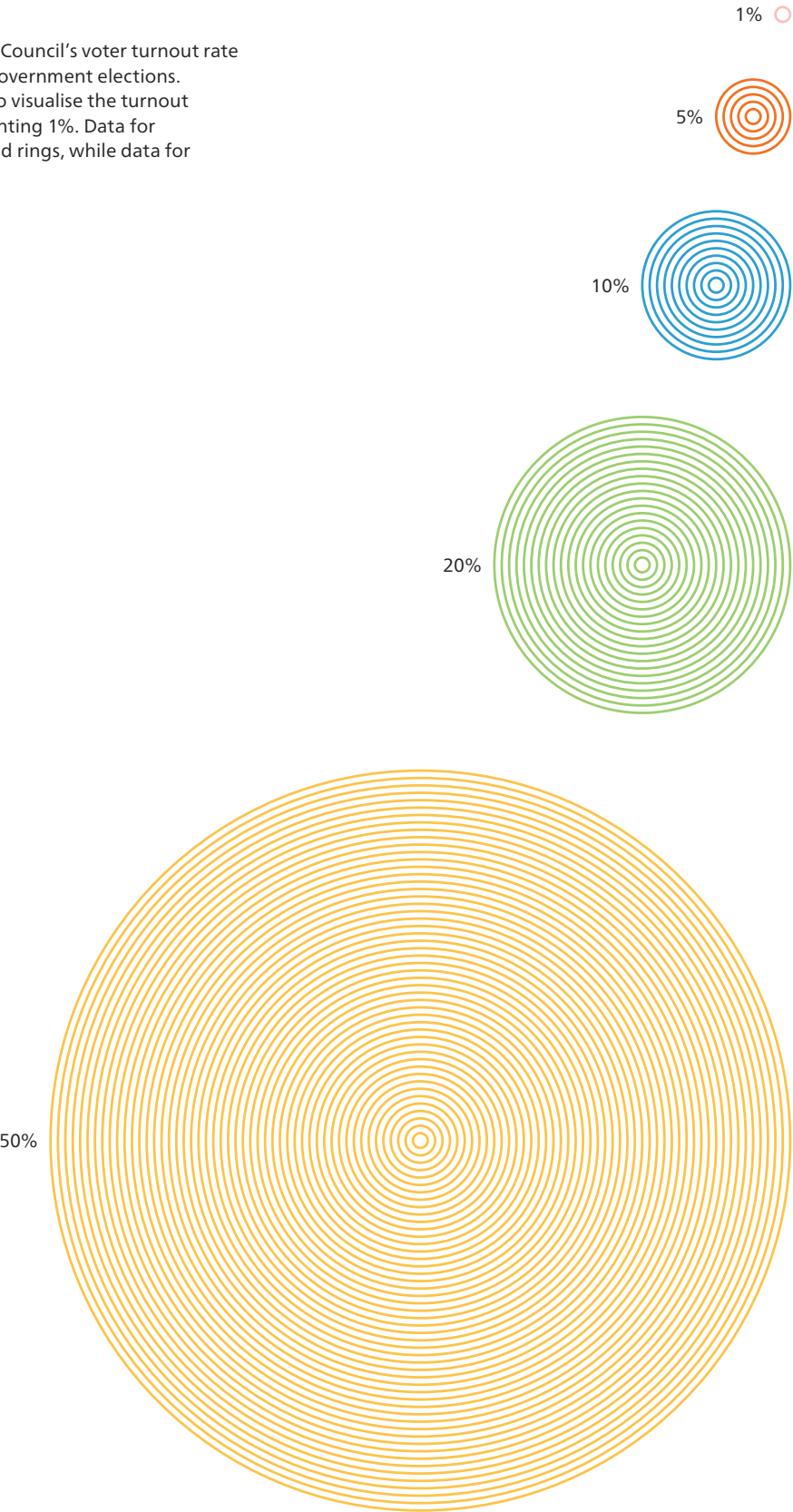
**Election report**  
**Nillumbik Shire Council**  
2024 Local government elections

Voter turnout (front cover)

Graphic representation of the Council’s voter turnout rate for the 2024 and 2020 Local Government elections. Rings are grouped into units to visualise the turnout percentage, each ring representing 1%. Data for 2024 is depicted using coloured rings, while data for 2020 is shown in white.

Nillumbik Shire Council

Turnout (2024): 86.66%  
Turnout (2020): 88.16%



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# 1. Introduction

The Victorian local government general elections are held every 4 years as set out in the *Local Government Act 2020* (Vic) (**LG Act**). In 2024, general elections were held for 78 of the 79 Victorian councils with Saturday 26 October marking election day. In accordance with section 263(1) of the LG Act, the Victorian Electoral Commission (**VEC**) is the statutory election service provider for the conduct of local government elections in Victoria.

This report provides information on the 2024 Nillumbik Shire Council general election including details of the end-to-end service delivery of electoral activities throughout the election timeline. This report also provides details of post-election activities including compulsory voting enforcement.

## About the Victorian Electoral Commission

The VEC is an independent statutory authority established under the *Electoral Act 2002* (Vic) (**Electoral Act**). The VEC's principal functions are to conduct State elections, local government elections, certain statutory elections and polls, commercial and community elections, and to support electoral representation processes for local councils and the Electoral Boundaries Commission for State electoral boundaries. The VEC is also responsible for maintaining the Victorian register of electors and administering political funding and donation disclosure laws. The VEC has a mandated role to conduct electoral research, provide communication and education services, and inform and engage Victorians in the democratic process.

Sven Bluemmel is the appointed Electoral Commissioner and Dana Fleming is the appointed Deputy Electoral Commissioner. The Electoral Commissioner and Deputy Electoral Commissioner report to the Victorian Parliament in relation to the VEC's operations and activities.

The Electoral Commissioner heads the VEC's Executive Management Group that comprises the Deputy Electoral Commissioner, the Executive Director, Corporate Services and 7 Directors, each leading the main functional areas of the VEC. Each Director acts as subject matter experts and oversees legislative responsibilities under the LG Act and the Electoral Act.

The VEC has a dedicated local government election program framework that incorporates a range of programs, projects and activities that are supported through strategic planning, project management, and process mapping. The program is overseen by the VEC's Delivery Group and has sponsorship from the Executive Management Group.

## 2. Key changes

### Changes in legislation

The *Local Government Amendment (Governance and Integrity) Act 2024* (Vic) received royal assent on 25 June 2024 and introduced a number of changes to local government electoral legislation.

The VEC implemented the necessary changes to the 2024 local government election program in response to the reforms as they applied to the elections.

Key changes from <i>Local Government Amendment (Governance and Integrity) Act 2024</i>	
Close of roll	<p>The date for the close of roll was extended from 57 days to 80 days before the election. For all elections after the October 2024 general elections, including by-elections, the date for the close of roll will be 73 days before election day.</p> <p>The previous timelines were no longer viable due to an increase in the scale and complexity of local government elections, including changes to enrolment entitlements, population growth, higher number of wards, likely increase in the number of candidates, and reduction in mail services offered by Australia Post.</p> <p>By moving this date earlier, other key dates including nomination day, the lodgement date for candidate statements and questionnaires, and the period for mailing out of ballot materials have been brought forward through the <i>Local Government (Electoral) Regulations 2020</i> (Vic) (<b>LG Regulations</b>) providing more time to ensure they are sustainable.</p>
Certification of the roll	<p>The timeframe for roll certification was increased to 23 business days (previously 13 business days) to ensure CEOs (or their delegates) and the VEC have adequate time to process enrolment applications and complete related roll certification processes.</p>
Candidate statement word limit	<p>In response to the pandemic, the LG Regulations permitted candidate statements to be increased from 200 to 300 words for the 2020 local government elections, acknowledging that candidates at the 2020 elections would face restrictions in campaigning.</p> <p>As candidates would no longer face pandemic-based barriers to campaigning activities, the word limit was reverted to 200 words. Equivalent amendments were also applied to the <i>City of Melbourne (Electoral) Regulations 2022</i> (Vic).</p> <p>Returning to the original word limit allowed the VEC to produce smaller candidate statement booklets, reducing associated printing costs and administrative burden.</p>
Rejection and amendment of candidate statements	<p>The time allowed for a candidate to amend their statement was reduced by one day to now be the day after the close of nominations (or 38 days before election day). This aligned the periods for rejections and amendments with the earlier deadline for lodging a candidate statement, allowing additional time to print ballot packs.</p>
Close of candidate statements, photos and questionnaires	<p>The deadline for submitting a candidate statement, photograph and questionnaire was amended to close the same day as the close of nominations at 12 noon, facilitating a more efficient process for candidates and allowing the VEC more time to print ballot packs.</p>
Mailout of ballot pack	<p>The timeline for conducting the mailout of ballot materials was extended from occurring over 3 business days to 4 business days, allowing the VEC to manage the risk of mail service level reductions and provide additional safeguards against election fraud.</p>

### 3. Election dates

Key timelines for the 2024 local government elections	
Deadline fixed by the VEC for council primary enrolment data	Monday 15 July 2024
Close of roll	4 pm Wednesday 7 August 2024
Opening of the election office to the public	Monday 9 September 2024
Certification of the voters’ roll and opening of nominations	Monday 9 September 2024
Close of nominations	12 noon Tuesday 17 September 2024
*Deadline for lodging candidate statements, photographs and questionnaires	12 noon Tuesday 17 September 2024
*Ballot draw	From 10 am Wednesday 18 September 2024
*General mail out of ballot packs to voters	Monday 7 October to Thursday 10 October 2024
*Close of voting	6 pm Friday 25 October 2024
Day prescribed as Election Day	Saturday 26 October 2024
*Close of extended postal vote receipt period	12 noon Friday 1 November 2024
Declaration of election results	No later than Friday 15 November 2024

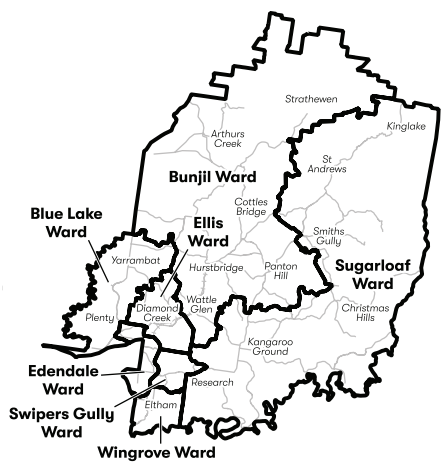
\*Dates with asterisks relate to contested elections only.

## 4. About Nillumbik Shire Council

Nillumbik Shire Council is comprised of 7 councillors elected from a subdivided structure.

The structure was last reviewed in accordance with the *Local Government Act 1989* through an electoral representation review in 2019.

Figure 1: The electoral structure of Nillumbik Shire Council at the general election held on 26 October 2024.



## 5. Voters' roll

The VEC prepared the voters' roll for the election under section 8(2)(c) of the Electoral Act and in accordance with section 249 of the LG Act. The close of roll for the election was 4 pm on Wednesday 7 August 2024. Pursuant to section 249(4) of the LG Act, the VEC certified the voters' roll on Monday 9 September 2024.

At certification, the voters' roll for the 2024 Nillumbik Shire Council general election included 47,465 enrolled voters.

### Composition of the voters' roll

Section 249 of the LG Act specifies that the voters' roll for a local government election is formed by combining 2 separate lists of voters:

1. The Electoral Commissioner's list (EC list) – list of State electors that are enrolled within that local government area.
2. The Chief Executive Officer's list (CEO list) – list of council-entitled voters.

Refer to **Appendix 1** for a breakdown of the Nillumbik Shire Council general election voters' roll.

### Amendments to the voters' roll

In accordance with section 250 of the LG Act, the VEC is able to amend any error or omission in the preparation, printing or copying of the voters' roll, or correct any misnomer or inaccurate description of any person, place or thing on the voters' roll. Amendments to the voters' roll are to be certified by the VEC.

All voters added to the roll were issued with a ballot pack. Where a voter was removed from the roll after the mail-out of ballot material, the VEC had systems in place to ensure that returned ballot papers from the deleted voters could be identified and excluded from the extraction and count. Where roll amendments were required, the total number of voters on the roll was updated.

Following the close of roll, the VEC made 6 amendments to the voters' roll, zero additions and 6 deletions.

## 6. Advertising and communication campaign

### State-wide advertising

The VEC delivered a state-wide advertising campaign to maximise public awareness and participation amongst all eligible voters. Campaign activities and consistent messaging were delivered across 2 phases – enrolment and voting – and through multiple traditional and emerging mediums, including radio, digital and social media, and offline/outdoor advertising.

### Public notices

The VEC published a series of public notices on the VEC website throughout the election as required by the LG Act. The notices included critical information relevant to each milestone of the election timeline.

For the 2024 general election, Council did not nominate newspapers for the public notices.

Refer to **Appendix 2** for further information in relation to the public notices.

### VEC website

The VEC provided council specific information regarding the election on its website. The VEC website went live for the local government elections in early July 2024. Whilst some council-specific data remained static during the election, the website was regularly updated with content relevant to the election and at each key milestone such as close of roll, nominations, voting and results.

### Media liaison

An online media briefing was held on Monday 29 July 2024. The briefing was made available to view on the VEC website for media representatives unable to join the live event. The media briefing provided an overview of the planning, timeline, legislative changes and other key information for the 2024 local council elections.

Media outlets were provided with a media handbook that outlined the election timeline and key information, and provided the VEC's head office media contacts. This was made available along with other resources from the VEC's media centre webpage. The VEC's communication team supported each election manager with managing media interest locally in their council area.

The VEC's media liaison program principally featured scheduled state-wide and tailored council-specific media releases aimed at highlighting key milestones during the election and capitalise on existing general news coverage.

More information on the VEC's media release schedule is available at **Appendix 3**.

The media program also involved a responsive media enquiry service, as well as the translation and distribution of 3 key media releases for multiple non-English news outlets in Victoria.

### Social media campaign

As part of its state-wide advertising campaign, the VEC used paid promotions on social media platforms including Facebook, Instagram, Snapchat, TikTok and WeChat, targeting voters through audience segmentation.

This advertising was supported by a defined timeline of organic social media posts on the VEC's channels, designed to cover each of the key messages of the communication campaign to further extend the reach to the community and promote conversation about the democratic process.

### VoterAlert advisories

State-enrolled voters can sign up to VoterAlert, our free SMS and email service, to receive reminder messages about elections that affect them. They can subscribe to messages via SMS, email, or both.

During the general election, we used VoterAlert to send direct messages on:

**Wednesday 17 to Wednesday 31 July 2024 –**  
25,296 voters were contacted by VoterAlert messages sent by SMS and/or email reminding voters to enrol or update their details by the close of roll.

**Monday 7 October to Monday 14 October 2024 –**  
25,385 voters were contacted by VoterAlert messages sent by SMS and/or email advising that we had commenced posting ballot packs.

**Tuesday 22 October to Wednesday 23 October 2024 –**  
16,907 voters were contacted by VoterAlert messages sent by SMS and/or email reminding voters that it was the last week to post their ballot material back to us.

More information on VoterAlert is available at **Appendix 4**.

### Voter engagement

The VEC delivered an extensive voter engagement program throughout Victoria, specific to local demographics.

**Appendix 5** contains the full list of initiatives for the 2024 local government elections.

### **Democracy ambassadors**

The VEC delivered education sessions conducted by our Democracy Ambassadors to a range of councils. The sessions focused on enrolment and voting for the election. These sessions were offered to councils in priority areas and delivered at no cost to council. Where resourcing allowed, requests for sessions that were not in the priority area were also fulfilled.

The VEC did not deliver any sessions for the Nillumbik Shire Council election.

### **Blind and low-vision services**

Braille and large print ballot material was available to blind and low-vision voters who registered for these products by 5 pm on Tuesday 17 September 2024.

The VEC received and processed no requests for braille ballot material and one request for large print ballot material for Nillumbik Shire Council.

### **Interpreting services**

The VEC engaged the Victorian Interpreting and Language Services' Language Loop to provide a telephone interpreting service for telephone enquiries from voters who had a first language other than English. The VEC advertised direct lines for 20 languages other than English and a general line for all other languages.

### **Public enquiry service**

A centralised contact centre was established to respond to telephone public enquiries. This ensured consistency in messaging, early identification of themes and trends along with the opportunity to enable election offices to focus on election administration. The call centre was also responsible for emails received during the local government elections. Any calls regarding CEO list applications were referred to the relevant councils. Outside the call centre hours of operation, a recorded service was available that provided information on enrolment and voting.

Election offices fielded phone queries from local candidates on issues directly related to their candidacy (as separate to general queries about running as a candidate).

A total of 399 telephone calls were recorded for Nillumbik Shire Council during the 2024 local government elections. An overall total of 11,758 email queries were received for all councils.



## 7. Election manager

The VEC maintains a pool of trained senior election officials from across Victoria to fill election management roles for State and local government elections. Election-specific training is provided to senior election officials before they are appointed for each election.

The size of election management teams depends on the size of the council. Under the LG Act, an election manager is appointed to conduct each council's election and is supported by one or more assistant election managers.

In accordance with regulation 21(1) of the LG Regulations, the VEC appointed Doug Hocking as the election manager for the 2024 Nillumbik Shire Council general election.

The appointed assistant election managers were Richard Smith and Ray Fritz.

## 8. Election office

The election manager was responsible for establishing and managing the election office at 970 Main Road, Eltham. The premises were provided by the VEC.

## 9. Candidates

Nominations opened at 9 am on Monday 9 September and closed at 12 noon on Tuesday 17 September 2024. Candidates were required to lodge their nomination forms in person at the election office. The nomination fee was \$250.

### Candidate information

The VEC developed resources to support prospective candidates with the nomination process, including a candidate handbook. From mid-July, candidates could access information about nominating as a candidate for the election. The online Candidate Helper, accessible via the VEC website, went live on Tuesday 20 August 2024. Candidate Helper enabled candidates to complete most of their nomination forms and other forms online before lodging them in person with the election manager.

For the Nillumbik Shire Council 2024 elections, the VEC's candidate information sessions were delivered in person by the election manager. Additionally, a candidate information video was available on the VEC website from Tuesday 20 August 2024.

### Nominations

At the close of nominations, 36 candidates had successfully nominated for the elections, which includes any candidates who retired after the close of nominations. Candidates who withdrew before the close of nominations are not included.

The following is a breakdown of candidate nominations per ward:

- › Blue Lake Ward - 2 nominations
- › Bunjil Ward - 7 nominations
- › Edendale Ward - 7 nominations
- › Ellis Ward - 4 nominations
- › Sugarloaf Ward - 5 nominations
- › Swipers Gully Ward - 3 nominations
- › Wingrove Ward - 8 nominations

Ballot draws to determine the order of the names on the ballot paper were held at the election office following the close of nominations using the VEC's computerised ballot draw application.

See **Appendix 6** for the list of candidates in ballot draw order.

### Candidate statements and photos

In accordance with regulation 39 of the LG Regulations, candidates were able to submit a 200-word statement and a recent photograph for inclusion in the ballot packs sent to voters. The deadline for these items was 12 noon on Tuesday 17 September 2024.

See **Appendix 6.1** for a breakdown of submitted statements and photos and **6.2** for sample ballot material.

### Candidate questionnaires

In accordance with regulation 43 of the LG Regulations, candidates could also submit answers to a set of prescribed questions. The election manager accepted questionnaires from 27 of the 36 candidates at the election.

Voters could read the completed questionnaires on the VEC website or access them by contacting the election office.

### Retirement of a candidate

In accordance with the LG Regulations, at any time after the close of nominations and before election day, a candidate may retire, or be retired by the VEC. A candidate can only retire if it will result in an uncontested election or if they are not qualified to be a Councillor. If the VEC believes a candidate was not entitled to nominate, it must formally query the candidate's qualification and invite written reasons why they are entitled. If the VEC remains satisfied that the candidate is not entitled, it must retire the candidate from the election.

When a candidate is retired from an election, the VEC is required to take all practicable steps to remove the retired candidate's name from ballot papers. If it is not practicable to do so, during the counting of votes the retired candidate's votes are passed on to other candidates according to voters' preferences.

### Retirements

In accordance with regulation 29 of the LG Regulations, candidate Bill Penrose was retired from the Bunjil Ward election on 26 September as the VEC was satisfied they were not entitled to nominate as a candidate. The VEC published a statutory notice of the candidate's retirement on 7 October in accordance with regulation 27(7) of the LG Regulations.

As the candidate was retired after ballot papers had been printed, the VEC could not remove their name from the ballot papers sent to voters. Voters were advised to follow the instructions on their ballot pack to cast a formal vote.

When counting the votes for the Bunjil Ward election, votes for the retired candidate were passed on to other candidates according to voters’ preferences, in accordance with regulation 27(8)(b) of the LG Regulations. The VEC provided additional training to election managers in councils where a retired candidate’s name remained on the ballot paper. Scrutineers received a ballot paper formality guide outlining the counting process and formality rules for elections with a retired or deceased candidate.

## 10. Voting

### Ballot pack preparation and redirection

Artwork for ballot papers and candidate statements is generated using the VEC's automation tool. This tool selects from a range of pre-defined artwork templates and populates them with the relevant candidate information directly from the VEC's election management system database.

Following an extensive quality assurance process, print-ready artwork files were securely transmitted directly to the VEC's contracted ballot material printer ready for production. The VEC's contracted mail house directly printed the voters' addresses (mailing and entitlement address) and barcodes on the ballot paper envelopes in preparation for assembly and delivery of ballot packs. The VEC utilised multiple third party providers to assemble the ballot packs prior to the mail house lodging with Australia Post. The mail house allocated a secure area within its operations that was used solely for the printing, insertion, and dispatch of ballot material. This ensured the highest standards of security were met.

Electors could apply to have their ballot material redirected to an address other than their entitlement address. Voters had until the certification day for the voters' roll (also the day that nominations open) to apply for their ballot material to be redirected. The VEC arranged for ballot material to be delivered to any voter applying for redirection to the address specified in their request. For the 2024 local government elections, voters had until Monday 9 September 2024 to submit redirection requests.

The election manager received 20 requests for redirection of ballot packs for the election.

### Early votes

Voters could request an early postal ballot envelope (early vote) before the general mail out of ballot packs. The election manager processed requests and issued early votes where the request was assessed as reasonable. Requests for early votes could be processed from Wednesday 18 September 2024, the day after nominations closed, until the start of the general mail out of ballot packs on Monday 7 October 2024.

Due to the timing of early votes, some early voters may not have had access to the candidate statements, photographs or questionnaires.

The election manager issued a total of 81 early votes for the election.

### Mail-out of ballot packs

The VEC mailed 47,461 ballot packs between Monday 7 and Thursday 10 October 2024.

See **Appendix 7** for a breakdown of the packs sent on each day of the general mail out. The VEC did not mail ballot packs to voters who passed away between the close of roll and generation of the mail-out file.

This included 20 ballot packs which were redirected to alternative addresses for voters who had applied to redirect their ballot pack by Monday 9 September 2024.

In accordance with regulation 49(3) of the LG Regulations, no more than 35% of ballot packs were mailed or delivered to voters on any one day during the mail-out period. All ballot packs were lodged with Australia Post under the priority paid delivery timetable.

The VEC liaised closely with Australia Post during the mail-out period to confirm that ballot packs had been delivered to voters. Australia Post confirmed all ballot packs had been delivered by Tuesday 15 October 2024.

During the voting period, 554 ballot packs were returned to the election office by Australia Post as return-to-sender mail. In most cases, this was likely due to the addressee no longer residing at the address.

### Unenrolled votes

The election manager issued unenrolled votes to people whose names could not be found on the voters' roll but said they were entitled to vote at the election. The unenrolled ballot pack included a declaration for the voter to sign. The election manager assessed the declaration and decided to admit or disallow the vote.

The election manager issued one unenrolled vote and following relevant checks, none were admitted to the count.

### Replacement ballot packs

Following the general mail out of ballot packs, a voter who claimed that their ballot pack had not been received, or had been lost, spoiled, or destroyed, could apply for a replacement vote by completing an online application form or contacting the public enquiry service.

A centralised team processed applications and mailed replacement ballot packs to the postal address provided. Voters also had the option to attend the election office in the council for which they hold entitlement, to have a replacement vote issued over the counter.

1,142 replacement ballot packs across all wards during the voting period were issued. Please refer to **Schedule 1** for further information on replacement ballot packs issued.

## 11. Return of ballot paper envelopes

VEC provided voters with a priority reply paid envelope to return their completed ballot paper and ballot paper envelope. The return mail was delivered to the election office from local postal facilities or mail distribution centres. Voters could also put their ballot papers and envelope in a ballot box at the election office.

As ballot paper envelopes were returned, they were progressively checked by the election manager to ensure they had been signed by the voter. Additionally, processes were in place to ensure that only one returned ballot paper from any one voter could proceed to the extraction and count.

The election manager received a total of 35,548 returned ballot paper envelopes across all wards by the close of voting at 6 pm on Friday 25 October 2024.

In accordance with regulation 57(3) of the LG Regulations, the election manager could accept returned ballot paper envelopes until 12 noon on the Friday following the close of voting, if they thought the voter had signed the envelope before voting closed.

The election manager accepted 6,353 ballot paper envelopes across all wards during the extended postal vote receipt period.

The total returned ballot paper envelopes for Nillumbik Shire Council was 41,901.

The election manager set aside 641 returned ballot paper envelopes that were not admitted to the extraction and counting process due to the voter not having signed the declaration envelope or, in the case of unenrolled declaration votes, an entitlement was not found for the person, or the declaration envelope was not returned with the vote.

Refer to **Schedule 1** for the total certified record of ballot papers and declaration envelopes across all wards for Nillumbik Shire Council.

## 12. Results

### Extraction

The extraction process involved separating the declaration flaps containing voters' details from each admitted ballot paper envelope, and then extracting the ballot papers from the envelopes. This 2-stage process maintains anonymity and ensures the VEC can track the number of envelopes for ongoing reconciliation.

A total of 41,260 ballot paper envelopes were admitted to the extraction process.

Ballot papers were extracted at Melbourne Convention and Exhibition Centre from Wednesday 30 October 2024. The extraction of all admitted ballot paper envelopes was completed on Thursday 7 November 2024, following the close of the extended postal vote receipt period.

If the VEC found any returned ballot paper envelopes that did not contain a ballot paper, contained more than one ballot paper, or did not contain the correct ballot paper, these were required to be rejected and not counted. There were 128 returned ballot paper envelopes rejected during the extraction activity.

Following the extraction of ballot papers from the ballot paper envelopes, a total of 41,132 ballot papers proceeded to the count.

### Manual count

After extraction, the VEC counted ballot papers for all wards manually at Melbourne Convention and Exhibition Centre (MCEC) using the preferential method of counting.

The ballot papers were sorted to first preference votes for each candidate and to informal votes. At this point, the VEC counted the ballot paper votes sorted to first preferences.

If a candidate had not achieved an absolute majority of votes (>50%) on first preference votes, the VEC conducted a preference distribution. Preference distributions were required for Bunjil Ward, Edendale Ward, Ellis Ward, Sugarloaf Ward, Swipers Gully Ward and Wingrove Ward.

The VEC published provisional results on its website as they became available. Results were updated as finalised once declarations had taken place.

For a breakdown of first preference results by ward, refer to **Appendix 8**.

### Recounts

At any time before a candidate is declared elected, the election manager or a candidate may initiate a recount. Election managers initiate recounts if margins in a preference distribution are close or critical. Candidates must ask for a recount in writing, with the reasons for their request. The election manager and head office staff assess candidate recount requests and either accept or deny them.

The election manager did not receive any requests for a recount following the count.

### Scrutineers

Scrutineers help deliver fair and transparent elections by observing election activities. They contribute to electoral integrity and help build public trust. Scrutineers can observe all activities involved in ballot paper and envelope processing.

Candidates are not permitted in election venues during extraction and counting activities and instead appoint scrutineers. Each candidate could appoint one scrutineer per election official involved in an activity. To appoint scrutineers, candidates completed a hardcopy 'Appointment and declaration of scrutineer form', which the candidate signed and submitted to the election manager. All scrutineers then had to sign the form's formal declaration in front of an election official. The declaration meant the scrutineers committed to eligibility and legal requirements and the VEC's conditions of entry.

A *Scrutineer handbook* was made available to all candidates and scrutineers with information on the role and responsibility of scrutineers during election activities. It included overviews of the activities so that scrutineers could understand what to expect during election activities they may attend. When scrutineers attended election venues they were briefed on their responsibilities and the processes they would witness. Scrutineers were instructed when and how they could challenge activities when ballot paper formality was being decided and votes were being counted. Scrutineers were allowed to notify election managers if they disagreed with the decision made by an election official on ballot paper formality or whether votes were counted for the selected candidate. Election managers reviewed the challenge and made a final decision on the ballot paper.

### Declaration of results

In the Service Plan, the VEC committed to complete all results declarations by Friday 15 November 2024.

The results of the 2024 Nillumbik Shire Council general election were declared at 3:30 pm on Friday 8 November 2024 at Nillumbik Shire Office, 32 Civic Drive, Greensborough for all wards.

The VEC website was updated following the declaration to reflect the elected candidates.



## 13. Election statistics

### Participation

Participation is measured by the number of voters marked off the roll as a percentage of the total enrolment and can vary from turnout. The overall participation rate in the Nillumbik Shire Council election was 87.86%, which is higher than the state average of 83.79% (excluding Melbourne City Council) and lower than the 89.86% rate at the 2020 Nillumbik Shire Council general election.

Analysis of voter participation for the different enrolment categories shows that participation is lower for voters who are enrolled on the EC's list (87.86%) compared to voters enrolled on the CEO's list (88.03%).

Refer to **Appendix 9** for further information on participation, including a breakdown by enrolment category.

### Turnout

Voter turnout is measured by the number of formal and informal ballot papers counted in the election as a percentage of voters on the voters' roll for the election.

The overall voter turnout for the 2024 Nillumbik Shire Council general election was 86.66%. This is compared to the state average turnout of 81.46% (excluding Melbourne City Council). The voter turnout at the 2020 general election for the council was 88.16%.

### Informality

The overall informal voting rate recorded at the 2024 Nillumbik Shire Council general election was 3.08%, compared with the State average of 3.47%. An informality rate of 3.59% was recorded at the Nillumbik Shire Council general election held in October 2020.

## 14. Complaints

### Type of complaints

At local government elections, complaints generally fall into 2 broad categories:

#### 1. Election Administration

Complaints about the conduct of the election and services to voters.

#### 2. Election participation and conduct

Complaints about candidates and other participants in the election, at times alleging a breach of the LG Act or local laws.

Most complaints at the 2024 local government elections related to the second category, and often alleged inappropriate or illegal action by a person or group associated with the election.

### Complaints process

The VEC have a streamlined complaints process during elections, developed with local councils and enforcement agencies. Complaints must be lodged in writing, then processed at head office. For the 2024 local government elections, customers could provide feedback and complaints online.

Complaints alleging a breach of the LG Act are forwarded to the Local Government Inspectorate. Complaints relating to local laws are referred to council. Complaints about the VEC's services, or the behaviour or actions of VEC staff and election officials, are the responsibility of the VEC.

The VEC is committed to responding to each complaint within 5 working days.

### Complaints received

The VEC received 10 written complaints relating to the election for Nillumbik Shire Council.

Please see **Appendix 10** for a description of complaints received by the VEC.

## 15. Post-election activities

### Storage of election material

The VEC will keep all records from the election safely and secretly in accordance with regulation 79 of the LG Regulations.

### Refund of nomination fees

Nomination fees were refunded to eligible candidates on Tuesday 17 December 2024. Eligible candidates include those elected or who received at least 4% of the first preference vote. Any forfeited nomination fees were remitted to the council on Tuesday 17 December 2024.

### Courts and tribunals

The Victorian Civil and Administrative Tribunal (VCAT) is responsible for hearing disputes on the validity of an election under section 311 of the LG Act.

Applications for a review of the declaration of the results of an election must be lodged within 14 days of the declaration and can be made by a candidate in the election, 10 persons who were entitled to vote at the election, or the VEC.

There were no applications to VCAT disputing the result of the Nillumbik Shire Council general election.

## 16. Non-voter follow up

In accordance with section 267 of the LG Act, the VEC has commenced its compulsory voting enforcement program. Any person who was required to vote at the election and failed to vote will be issued with an 'Apparent failure to vote' notice in February/March. Apparent non-voters have 28 days to respond.

People who do not respond to the notice, or do not provide a satisfactory response, may be issued with an infringement notice in April/May that will incur a penalty. Further follow-up with a penalty reminder notice in July may also occur – this stage includes the original penalty and a penalty reminder notice fee. Penalties collected on behalf of council will be reimbursed at the end of the infringement and reminder notice stages.

Additionally, during the infringement and penalty reminder notice stages, non-voters may ask for their matter to proceed directly to the Magistrates' Court.

These requests will be actioned at the conclusion of the infringement and penalty reminder notice stages. The VEC will lodge the file of any remaining non-voters with Fines Victoria at the end of the penalty reminder notice stage.

## 17. Evaluating VEC services

The VEC is committed to providing high quality election services to its local government clients. Through a formal feedback and debriefing program, the VEC can gauge its performance and seek advice for future local government election projects.

### Feedback from councils

The VEC invited feedback from councils on its services in December 2024 and acknowledges the receipt of feedback provided by Nillumbik Shire Council. Additional feedback can be provided to the LG2024 Program Manager by emailing [LGProgram2024@vec.vic.gov.au](mailto:LGProgram2024@vec.vic.gov.au)

### Internal debriefing program

After every electoral event, the VEC conducts an internal debriefing program that includes input from all areas of its workforce. Internal debriefing following the local government elections began in December 2024. The VEC will publish a consolidated report on its performance and key statistics from the elections. This will be tabled in Parliament and available on the VEC website.

Appendices

Schedule 1: Record of  
ballot papers and  
declaration envelopes

Blue Lake Ward election	
Ballot papers printed	
Victorian Electoral Commission	9,000
Election manager	10
Total	9,010
Ballot papers issued	
General mail out	7,254
Early and replacement votes	156
Unenrolled declaration votes	0
Spoilt	0
Sub total	7,410
Unused	1,600
Total	9,010
Declarations returned	
General mail out admitted to the extraction	6,223
Early and replacement votes admitted to the extraction	117
Unenrolled declaration votes admitted to the extraction	0
Returned declarations unable to be admitted to the extraction	83
Declarations returned to sender	85
Sub total	6,508
Declarations not returned	902
Total	7,410

Schedule 1: Record of ballot papers and declaration envelopes

Nillumbik Shire Council

<b>Bunjil Ward election</b>	
<b>Ballot papers printed</b>	
Victorian Electoral Commission	8,000
Election manager	5
<b>Total</b>	<b>8,005</b>
<b>Ballot papers issued</b>	
General mail out	6,456
Early and replacement votes	174
Unenrolled declaration votes	0
Spoilt	0
Sub total	6,630
Unused	1,375
<b>Total</b>	<b>8,005</b>
<b>Declarations returned</b>	
General mail out admitted to the extraction	5,447
Early and replacement votes admitted to the extraction	118
Unenrolled declaration votes admitted to the extraction	0
Returned declarations unable to be admitted to the extraction	78
Declarations returned to sender	108
Sub total	5,751
Declarations not returned	879
<b>Total</b>	<b>6,630</b>

Edendale Ward election	
Ballot papers printed	
Victorian Electoral Commission	9,000
Election manager	20
Total	9,020
Ballot papers issued	
General mail out	6,991
Early and replacement votes	168
Unenrolled declaration votes	1
Spoilt	0
Sub total	7,160
Unused	1,860
Total	9,020
Declarations returned	
General mail out admitted to the extraction	6,040
Early and replacement votes admitted to the extraction	122
Unenrolled declaration votes admitted to the extraction	0
Returned declarations unable to be admitted to the extraction	95
Declarations returned to sender	81
Sub total	6,338
Declarations not returned	822
Total	7,160



Schedule 1: Record of ballot papers and declaration envelopes

Nillumbik Shire Council

<b>Ellis Ward election</b>	
<b>Ballot papers printed</b>	
Victorian Electoral Commission	9,000
Election manager	21
<b>Total</b>	<b>9,021</b>
<b>Ballot papers issued</b>	
General mail out	7,048
Early and replacement votes	188
Unenrolled declaration votes	0
Spoilt	0
Sub total	7,236
Unused	1,785
<b>Total</b>	<b>9,021</b>
<b>Declarations returned</b>	
General mail out admitted to the extraction	5,930
Early and replacement votes admitted to the extraction	135
Unenrolled declaration votes admitted to the extraction	0
Returned declarations unable to be admitted to the extraction	95
Declarations returned to sender	82
Sub total	6,242
Declarations not returned	994
<b>Total</b>	<b>7,236</b>

Sugarloaf Ward election	
Ballot papers printed	
Victorian Electoral Commission	8,000
Election manager	10
Total	8,010
Ballot papers issued	
General mail out	6,262
Early and replacement votes	158
Unenrolled declaration votes	0
Spoilt	0
Sub total	6,420
Unused	1,590
Total	8,010
Declarations returned	
General mail out admitted to the extraction	5,178
Early and replacement votes admitted to the extraction	127
Unenrolled declaration votes admitted to the extraction	0
Returned declarations unable to be admitted to the extraction	90
Declarations returned to sender	80
Sub total	5,475
Declarations not returned	945
Total	6,420

Schedule 1: Record of ballot papers and declaration envelopes

Nillumbik Shire Council

<b>Swipers Gully Ward election</b>	
<b>Ballot papers printed</b>	
Victorian Electoral Commission	9,001
Election manager	15
<b>Total</b>	<b>9,016</b>
<b>Ballot papers issued</b>	
General mail out	7,176
Early and replacement votes	184
Unenrolled declaration votes	0
Spoilt	0
Sub total	7,360
Unused	1,656
<b>Total</b>	<b>9,016</b>
<b>Declarations returned</b>	
General mail out admitted to the extraction	6,177
Early and replacement votes admitted to the extraction	134
Unenrolled declaration votes admitted to the extraction	0
Returned declarations unable to be admitted to the extraction	112
Declarations returned to sender	66
Sub total	6,489
Declarations not returned	871
<b>Total</b>	<b>7,360</b>

Wingrove Ward election	
Ballot papers printed	
Victorian Electoral Commission	8,000
Election manager	25
Total	8,025
Ballot papers issued	
General mail out	6,274
Early and replacement votes	195
Unenrolled declaration votes	0
Spoilt	0
Sub total	6,469
Unused	1,556
Total	8,025
Declarations returned	
General mail out admitted to the extraction	5,378
Early and replacement votes admitted to the extraction	134
Unenrolled declaration votes admitted to the extraction	0
Returned declarations unable to be admitted to the extraction	88
Declarations returned to sender	52
Sub total	5,652
Declarations not returned	817
Total	6,469

## Schedule 2:

### Certification statement

In accordance with Regulation 77, I certify that Schedule 1 of this report on the conduct of the 2024 Nillumbik Shire Council local government election is a true and correct account of the number of ballot papers issued, returned and not used in this election and declarations not returned.



**Sven Bluemmel**  
Electoral Commissioner

## Appendix 1: Breakdown of the voters' roll

Nillumbik Shire Council election	Voters enrolled through an entitlement under section 241 of the LG Act	Voters enrolled through entitlements under sections 242–245 of the LG Act	Total voters enrolled
Nillumbik Shire Council	47,319	146	47,465
Blue Lake Ward	7,240	14	7,254
Bunjil Ward	6,431	25	6,456
Edendale Ward	6,979	14	6,993
Ellis Ward	7,019	29	7,048
Sugarloaf Ward	6,242	22	6,264
Swipers Gully Ward	7,152	24	7,176
Wingrove Ward	6,256	18	6,274

# Appendix 2:

## Public notices

### Schedule of public notices

Close of roll notice	
VEC website/public notices	24 July 2024
Notice of election	
VEC website/public notices	13 August 2024
Voting details notice	
VEC website/public notices	20 September 2024
Notice of retirement	
VEC website/public notices	7 October 2024
Notice of result	
VEC website/public notices	8 November 2024

Appendix 2.1: Sample public notices

Close of roll

Sample Council postal election

My council, my vote

Sample Council logo

You must be enrolled to vote

A general election for Sample Council will be held in October 2024. To be able to vote in the election, you must be enrolled by the close of roll at **4 pm on Wednesday 7 August 2024**. Two categories of voters can be enrolled to vote in the Sample Council election: State-enrolled voters and Council-enrolled voters.

State-enrolled voters

Am I enrolled to vote?

You are automatically enrolled for this election if:

- you will be 18 years of age or over on **Saturday 26 October 2024** and
- you live in the Sample Council and you are on the State electoral roll for your current address.

You need to enrol if:

- you are an Australian citizen aged 18 or over on **Saturday 26 October 2024** and
- you live in the Sample Council and you are not on the State electoral roll or
- you have lived at your current residential address within the Sample Council for at least a month and have not yet updated your enrolment details, including any changes to your postal address.

How do I enrol?

You can enrol online at [vec.vic.gov.au](#)

You can also download an enrolment form from the website.

All enrolment applications must be received by the Victorian Electoral Commission by the close of roll at **4 pm on Wednesday 7 August 2024**.

How can I check my State enrolment?

You can check your enrolment details online at [vec.vic.gov.au](#) at any time, or call 131 832.

Council-enrolled voters

Am I enrolled to vote?

To be a Council-enrolled voter, you must be:

- 18 years of age or over on **Saturday 26 October 2024** and
- not a State-enrolled voter within the Sample Council.

New rules mean you are no longer automatically enrolled if you are a non-resident property owner (e.g. a landlord or a business owner that pays rates). If you are a non-resident property owner within the Sample Council, you need to apply to enrol if you wish to vote in the Sample Council election.

Who else can enrol & vote?

You may also apply to enrol if:

- you have purchased a rateable property within the Sample Council location since the last election but you are not a resident of the Sample Council, or
- you are not an Australian citizen and you live in, and pay rates for, a property within the Sample Council location, or
- you pay rates on a property you occupy within the Sample Council and have no other voting entitlement within the Sample Council, for example you are a shop tenant and pay rates to the Council for your tenancy, and you have no other voting entitlement within the Sample Council, or
- you are a director or company secretary of a corporation within the Sample Council that pays rates to Sample Council and you have no other voting entitlement within the Sample Council.

How do I apply to be a Council-enrolled voter?

If you meet any of the above criteria and wish to enrol, contact Sample Council on 0000 0000 for a council enrolment form. Council enrolment forms must be received by the Council by the close of roll at **4 pm on Wednesday 7 August 2024**.

How can I check if I am Council-enrolled?

You can check your enrolment details by contacting the Council on 0000 0000.

Thinking about standing for election?

To nominate as a candidate for Sample Council, you must:

- be an Australian citizen and enrolled on the voters' roll for Sample Council and
- be eligible to become a councillor and
- have completed the mandatory candidate training provided by Local Government Victoria before lodging your nomination with the Election Manager.

For further information, visit [vec.vic.gov.au](#)

Enrolment closes

**4 pm Wednesday 7 August 2024**

State-enrolled voters can register for free VoterAlert SMS and email reminders at [vec.vic.gov.au](#)




vec.vic.gov.au | 131 832


For enquiries in languages other than English:

\* Arabic (Arabic) 9209 0100 • Assyrian (Assyrian) 9209 0160 • Burmese (Burmese) 9209 0161 • 普通话 (Mandarin) 9209 0106 • 廣東話 (Cantonese) 9209 0101 • Hrvatski (Croatian) 9209 0102 • ڊار (Dari) 9209 0163 • **Thư giãn** (Dinka) 9209 0119 • Ελληνικά (Greek) 9209 0103 • Հայեր (Hazaragi) 9209 0162 • Italiano (Italian) 9209 0104 • Kinyarwanda (Kinyarwanda) 9209 0105 • 한국어 (Korean) 9209 0104 • Македонски (Macedonian) 9209 0105 • नेपाली (Nepali) 9209 0163 • فارسی (Persian) 9209 0195 • ภาษาไทย (Thai) 9209 0164 • Türkçe (Turkish) 9209 0110 • 越南语 (Vietnamese) 9209 0111 • All other non-English languages 9209 0112

Authorised by S. Blumenthal, Electoral Commissioner, 530 Collins Street, Melbourne, Victoria.

@electionsvic



 Victorian Electoral Commission

Notice of election

Sample Council postal election

My council, my vote

Sample Council logo

Vote by post this October

Ballot packs will be mailed to voters enrolled in the Sample Council general election from Monday 7 October. Complete and return your ballot material ASAP. Ballot material must be in the mail or delivered to the election manager by **6 pm on Friday 25 October**.

If you will be away

If you will be away when ballot packs are mailed, or your address has changed since Wednesday 7 August, you can request for your ballot pack to be redirected by completing the online redirection form at [vec.vic.gov.au/redirections](#), or call 131 832.

Requests for redirection must be received by 5 pm on Monday 9 September.

Large print and braille ballot papers

Large print or braille ballot papers are available for voters who are blind or have low vision—please register by 5 pm Tuesday 10 September. To register, call 03 8620 1314 during business hours.

Early votes

If you will be away during the voting period (7–25 October), you can go to your local election office to vote in person, from 10 am on Wednesday 18 September.

The Sample Council election office is at:

Sample election office address

How to nominate as a candidate

To nominate as a candidate, you must:

- be an Australian citizen and enrolled on the voters roll for Sample Council AND
- be eligible to become a councillor should you be elected AND
- have completed the mandatory candidate training before lodging your nomination with the election manager.

To nominate, complete the nomination form and lodge it with the election manager together with the \$250 nomination fee. Nomination forms can be lodged by appointment during business hours from Monday 9 September until 12 noon on Tuesday 17 September at the election office.

Visit [vec.vic.gov.au](#) for more information and to pre-complete your nomination form using the online Candidate Helper. The online Candidate Helper will be available from Tuesday 20 August.

If you use the online Candidate Helper, print your pre-completed form and make an appointment to lodge it with the election manager along with the nomination fee.

Call the election manager from Monday 9 September on 131 832 to make a nomination appointment.


**Nominations close 12 noon Tuesday 17 September.**

Candidate information session

Sample time sample date at sample venue name, sample address

Candidate information kits containing nomination forms and other electoral information will be available online and from the election manager.




State-enrolled voters can register for free VoterAlert SMS and email reminders at [vec.vic.gov.au](#)




For enquiries in languages other than English:

العربية (Arabic) 9209 0100 • ܐܝܬܝܪܝܐ (Assyrian) 9209 0160 • မြန်မာစာ (Burmese) 9209 0161 • 普通话 (Mandarin) 9209 0106 • 廣東話 (Cantonese) 9209 0101 • Hrvatski (Croatian) 9209 0102 • ڊار (Dari) 9209 0163 • **Thư giãn** (Dinka) 9209 0119 • Ελληνικά (Greek) 9209 0103 • Հայեր (Hazaragi) 9209 0162 • Italiano (Italian) 9209 0104 • Kinyarwanda (Kinyarwanda) 9209 0105 • 한국어 (Korean) 9209 0104 • Македонски (Macedonian) 9209 0105 • नेपाली (Nepali) 9209 0163 • فارسی (Persian) 9209 0195 • ภาษาไทย (Thai) 9209 0164 • Türkçe (Turkish) 9209 0110 • 越南语 (Vietnamese) 9209 0111 • All other non-English languages 9209 0112

[vec.vic.gov.au](#) | 131 832 | @electionsvic



 Victorian Electoral Commission

Victorian Electoral Commission

35

Attachments - 535



Voting details notice

### Sample Council postal election

My council, my vote

An election will be held for Sample Council.

**Check the mail for your ballot pack**

Ballot packs containing voting material will be mailed to enrolled voters from **Monday 7 October**.

This is a postal election only.

If you do not receive your ballot pack by **Tuesday 15 October** please visit **vec.vic.gov.au** to complete the online replacement form, or call **131 832** to arrange a replacement.

**Candidates**

Candidates who have nominated for election are listed in the ballot packs and at **vec.vic.gov.au**

A photo and candidate statement will also be included if provided by candidates. Responses to a candidate questionnaire, if provided, are available at **vec.vic.gov.au**

**How to vote correctly**

You must complete your ballot paper correctly for your vote to count. Put the number **1** in the box next to the candidate you want to see elected, then number all the other boxes in order of your choice. You must number **every box** and only use each number once.

**vec.vic.gov.au | 131 832**

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\* Arabic (Arabic) 9209 0100 \* Azərbaycan (Azerbaijani) 9209 0160 \* বাংলা (Burmese) 9209 0161 \* 普通话 (Mandarin) 9209 0106 \* 廣東話 (Cantonese) 9209 0101

\* Hrvatski (Croatian) 9209 0102 \* Dari (Dari) 9209 0103 \* Tshigajig (Dinka) 9209 0119 \* Ελληνικά (Greek) 9209 0103 \* Հայեր (Hazaragi) 9209 0162 \* Italiano (Italian) 9209 0104

\* Khmer (Khmer) 9209 0162 \* 한국어 (Korean) 9209 0164 \* македонски (Macedonian) 9209 0165 \* नेपाली (Nepali) 9209 0163 \* پارسی (Persian) 9209 0195 \* မြန်မာ (Thai) 9209 0164

\* Türkçe (Turkish) 9209 0110 \* Urdu (Urdu) 9209 0165 \* Tiếng Việt (Vietnamese) 9209 0111 \* All other non-English languages 9209 0112

Authorised by S. Blumenthal, Electoral Commissioner, 530 Collins Street, Melbourne, Victoria.

Sample Council logo

**How to return your ballot pack**

Put your completed ballot paper in the ballot paper envelope, complete the declaration, then post it ASAP using the reply-paid envelope provided, or hand deliver it during election office hours to:

Sample election office address

**Voting is compulsory**

Voting is compulsory for all voters who were enrolled at 4 pm on Wednesday 7 August. This includes state-enrolled and council-enrolled voters.

If you don't vote and don't have a valid excuse, you may be fined.

Your completed ballot pack must be in the mail or hand delivered by **6 pm Friday 25 October**.

State-enrolled voters can register for free VoterAlert SMS and email reminders at **vec.vic.gov.au**

@electionsvec

Victorian Electoral Commission

Reminder notice

### Sample Council postal election

My council, my vote

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**vec.vic.gov.au | 131 832**

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\* Arabic (Arabic) 9209 0100 \* Azərbaycan (Azerbaijani) 9209 0160 \* বাংলা (Burmese) 9209 0161 \* 普通话 (Mandarin) 9209 0106 \* 廣東話 (Cantonese) 9209 0101

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\* Khmer (Khmer) 9209 0162 \* 한국어 (Korean) 9209 0164 \* македонски (Macedonian) 9209 0165 \* नेपाली (Nepali) 9209 0163 \* پارسی (Persian) 9209 0195 \* မြန်မာ (Thai) 9209 0164

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Sample Council logo

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State-enrolled voters can register for free VoterAlert SMS and email reminders at **vec.vic.gov.au**

@electionsvec

Victorian Electoral Commission

Declaration of results

Sample Council election  
Declaration of results

Sample Council logo

The following candidates were elected to Sample Council at the general election held in October 2024:




<b>Sample Ward 1</b> Sample elected candidate 1	Sample elected candidate 4	<b>Sample Ward 8</b> Sample elected candidate 8
<b>Sample Ward 2</b> Sample elected candidate 2	<b>Sample Ward 5</b> Sample elected candidate 5	<b>Sample Ward 9</b> Sample elected candidate 9
<b>Sample Ward 3</b> Sample elected candidate 3	<b>Sample Ward 6</b> Sample elected candidate 6	
<b>Sample Ward 4</b>	<b>Sample Ward 7</b> Sample elected candidate 7	

Further details about the results are available at [vec.vic.gov.au](#)


**Sample Election Manager name**  
Election Manager

Sample declaration date

vec.vic.gov.au | 131 832 | @electionsvic



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 Victorian Electoral Commission

## Appendix 3: Schedule of media releases and advisories

### Nillumbik Shire Council council-specific media releases and advisories

Enrol now for the Nillumbik Shire Council election	Monday 29 July 2024
Call for candidates for Nillumbik Shire Council election	Thursday 22 August 2024
Ballot packs mailed for Nillumbik Shire Council election	Monday 7 October 2024
Voting closes soon for Nillumbik Shire Council election	Tuesday 15 October 2024
New councillors for Nillumbik Shire Council	Friday 8 November 2024

### Statewide media releases and advisories

Victorians urged to enrol for upcoming local council elections	Monday 22 July 2024
Media advisory: 2024 local council elections briefing	Monday 22 July 2024
Last chance to enrol for Victorian council elections	Friday 2 August 2024
News alert: Enrolment closes tomorrow for October's council local elections	Tuesday 6 August 2024
Nominations open soon for Victorian local council elections	Monday 26 August 2024
Media advisory: Accessing candidate information for the 2024 Victorian local council elections	Friday 6 September 2024
Nominations for the 2024 Victorian local council elections now open	Monday 9 September 2024
Over 4.6 million enrolled for local council elections	Tuesday 10 September 2024
Time is running out to nominate for this year's local council elections	Monday 16 September 2024
Electoral Commissioner calls for transparency in the use of AI in upcoming local council elections	Tuesday 17 September 2024
Media advisory: Media attendance at local council election ballot draw	Tuesday 17 September 2024
Nominations are in for October local council elections	Wednesday 18 September 2024
Democracy ambassadors help community voices 'Be Heard'	Thursday 19 September 2024
VEC retires 16 local council election candidates	Monday 30 September 2024
Voting starts next week for Victoria's local council elections	Friday 4 October 2024

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**Statewide media releases and advisories**

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Police investigate break-in at the Ballarat election office	Thursday 10 October 2024
Voters urged to request a replacement ballot pack following van theft	Friday 18 October 2024
Local council elections voting deadline looms	Monday 21 October 2024
Voters urged to request a replacement ballot pack following theft	Thursday 24 October 2024
Final day of voting	Friday 25 October 2024
Media advisory: Results timelines for Victorian local council elections	Friday 25 October 2024
Media advisory: Media attendance at results declarations	Wednesday 6 November 2024
Suspected postal vote tampering in 2 local council elections referred for inquiry	Wednesday 13 November 2024
Didn't vote in the 2024 local council elections?	Monday 17 February 2025
Non-voters asked to explain why they didn't vote in the 2024 local council elections	Friday 7 March 2025
Infringements sent to 2024 local council election non-voters	Scheduled for Monday 14 April 2025
Act on penalty reminder notice or risk enforcement action	Scheduled for Thursday 1 July 2025

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## Appendix 4: VoterAlert advisories

### Appendix 4.1: SMS alerts

**Close of roll – sent from Wednesday 17 July to  
Wednesday 31 July 2024**

VoterAlert: Vic council elections will be held by post this Oct. Make sure your details are correct before 4pm Wed 7 Aug. More info <https://vec.vic.gov.au/LG24>. If you'd rather not open links in this message, look up the VEC website or call 131 832 to check. Unsubscribe <https://vec.vic.gov.au/voteralert>

**Reminder close of voting – sent from Tuesday  
22 October to Wednesday 23 October 2024**

VoterAlert: return your council election ballot pack by 6pm Fri Oct 25. If your ballot pack hasn't arrived, find out how to get a replacement at <https://vec.vic.gov.au/LG24>. Ignore if you've already voted or asked for a replacement. If you'd rather not visit links in this message, look up the VEC website or call 131 832. Unsubscribe: <https://vec.vic.gov.au/voteralert>

**Uncontested election – sent from Wednesday  
25 September to Tuesday 1 October 2024**

VoterAlert: the election in your area is uncontested, as only one person nominated per vacancy. You do not need to vote. More info: <https://vec.vic.gov.au/LG24>. If you'd rather not visit links in this message, look up the VEC website or call 131 832. Unsubscribe: <https://vec.vic.gov.au/voteralert>

**Mail-out of ballot packs – sent from Monday 7 October  
to Monday 14 October 2024**


VoterAlert: ballot packs for the local council elections are on their way, arriving by 15 Oct. Complete and return before 6pm on Fri 25 Oct. For more info visit <https://vec.vic.gov.au/LG24>, look up the VEC website or call 131 832. Unsubscribe: <https://vec.vic.gov.au/voteralert>

Appendix 4.2: Email alerts

Close of roll email

Do not reply to this email. Replies go to an unmonitored inbox. Contact us with any questions.

VoterAlert



Hi

Victorian local council elections are being held by post this October. You must be correctly enrolled by **4 pm on Wednesday 7 August**.

**What you need to do**

Not sure if your enrolment details are up to date? You can check online at [vec.vic.gov.au/enrolment](https://vec.vic.gov.au/enrolment)

If you've changed your address or name since you last voted in an election, you should update your details. Please also check the postal address listed on your enrolment, as this is where we will send your ballot pack.

CHECK MY DETAILS

If your details **haven't changed** since the last time you voted, get ready to vote. All voting in this election is by post. We will start posting ballot packs out from Monday 7 October.

The full list of candidates will be available on our website from 12 noon on Tuesday 17 September.

[Find out more about your council election.](#)

Voting is compulsory – don't risk a fine.

**If you own properties in more than one Victorian council**

Some people are eligible to enrol in more than one council. If you own or pay rates on a property in a Victorian council other than where you normally live, you can apply to enrol with that council. This is known as council enrolment.

Contact the council directly for more information about council enrolment.

[Find out more about council enrolment.](#)

You **must** vote for all councils you are enrolled in.

**Electoral structure changes**

Over half of Victoria's local councils have new electoral structures or have changed internal ward boundaries. You may be voting in a new ward this October.

You can check your council's ward boundaries on our [interactive map](#).

**Information in your language**

You can find election information in 20 languages other than English on our website.

[Find in-language information.](#)

**Security**

If you would rather not click any links in this email, all this information and more is on our website at [vec.vic.gov.au](https://vec.vic.gov.au). You can also hover over links to confirm they go to a [vic.gov.au](https://vec.vic.gov.au) website before you click them.

Be aware of scams: all emails we send you will have 'Victorian Electoral Commission <[voteralert@info.vec.vic.gov.au](mailto:voteralert@info.vec.vic.gov.au)>' as the sender. We will never ask you to enter credit card details or make payments through a website.

**More information**




Visit [vec.vic.gov.au](https://vec.vic.gov.au) or call us on [131 832](tel:131832) between 8:30 am and 5 pm Monday to Friday.

Authorised by S. Bluemmel, Electoral Commissioner, 530 Collins Street, Melbourne, Victoria.

Our mailing address is:  
Level 11, 530 Collins Street, Melbourne VIC 3000

This message was sent to you by the Victorian Electoral Commission because your contact details are listed on the Victorian electoral roll. Responses are not monitored.

UNSUBSCRIBE




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Uncontested election email

Do not reply to this email. Replies go to an unmonitored inbox. Contact us with any questions.

VoterAlert



Hi

The , Ward election is uncontested as there were the same number of candidates as vacancies at the close of nominations.

You are not required to vote this October.

**If you own properties in any other Victorian councils**

You will still get a ballot pack for any other councils you are enrolled in. Please complete and return all ballot packs you receive before **6 pm on Friday 25 October**.

If you don't vote you may risk a fine.

Check your enrolment online or contact the council directly to check your enrolment details.

Check my enrolment

**Security**

If you would rather not click any links in this email, all this information and more is on our website at [vec.vic.gov.au](https://vec.vic.gov.au). You can hover your mouse over links to make sure they go to a [vic.gov.au](https://vec.vic.gov.au) website before you click them.

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Victorian Electoral Commission


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Attachments - 541

Ballot pack mail-out email

Do not reply to this email. Replies go to an unmonitored inbox. [Contact us](#) with any questions.

VoterAlert

 Victorian Electoral Commission

Hi

You are enrolled to vote in the 2024 local council elections.

Your vote matters. Local council elections are your chance to vote on who represents you on the local community issues that you care about.

**How to vote**

Voting in these elections is by **post**.

We have started posting ballot packs to all enrolled voters. They will arrive by **Tuesday 15 October**.

Please follow the instructions in your ballot pack to complete your vote and mail it back to us as soon as possible.

If you're unsure, you can learn [how to fill out a ballot paper](#) on our website.

Voting closes at **6 pm on Friday 25 October**, but your local mail collection times may be earlier than this. We recommend you return your completed vote as soon as possible.

You can also drop your vote off at your local election office.

**If you don't get a ballot pack**

Ballot packs are in the mail and will arrive by **Tuesday 15 October**.

If you don't get a ballot pack by then, you can ask us to send you a replacement by calling **131 832** between 8:30 am and 5 pm, Monday to Friday.

**Moved house or away from your address**

If you are away from your mailing address you can request a replacement ballot pack. You can:

- call us on **131 832** between 8:30 am and 5 pm, Monday to Friday
- visit the election office of your **old address** to get a replacement on the spot. If you will be away during the election, you can fill in your vote there and return it straight away.

Find my election office

**Find candidates**

Information about candidates, including statements and candidate questionnaire responses are on our website.

Find candidates

**Information in your language**

Our website has information in more than 20 languages. There are also videos explaining how to vote in 10 different languages.

Find information in your language

**Security**

If you would rather not click any links in this email, all this information and more is on our website: [vec.vic.gov.au](#). You can hover your mouse over links to confirm they go to a [vic.gov.au](#) website before you click them.

Be aware of scams: all emails we send you will have 'Victorian Electoral Commission <[voteralert@info.vec.vic.gov.au](mailto:voteralert@info.vec.vic.gov.au)>' as the sender. We will never ask you to enter credit card details or make payments through a website.

**More information**




For more information visit [vec.vic.gov.au](#) or call us on **131 832** between 8:30 am and 5 pm, Monday to Friday.

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Level 11, 530 Collins Street, Melbourne VIC 3000

This message was sent to you by the Victorian Electoral Commission because your contact details are listed on the Victorian electoral roll. Responses are not monitored.

UNSUBSCRIBE




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Last week to vote email

Do not reply to this email. Replies go to an unmonitored inbox. [Contact us](#) with any questions.

VoterAlert

 Victorian Electoral Commission

**Reminder:** voting for the 2024 local council elections closes at 6 pm this Friday 25 October.

Please ignore this email if you've already voted or asked for a replacement ballot pack.

**How to vote**

Voting in these elections is by **post**.

Please follow the instructions in your ballot pack to complete your vote and mail it back to us as soon as possible. You can find instructions on [how to fill out a ballot paper](#) on our website.

Voting closes at **6 pm on Friday 25 October**, but your local mail collection times may be earlier than this. We recommend you return your completed vote as soon as possible.

You can also drop your vote off at your local election office.

Find my election office

**If you don't get a ballot pack**

If you haven't received your ballot pack in the mail yet, you can ask us to send you a replacement by:

- visiting your election office\* to get a replacement on the spot. You can fill in your vote there and return it straight away.
- calling us on **131 832** between 8:30 am and 6 pm, Monday to Friday
- filling in our [online form](#).

\*This must be the election office for your enrolled address. [Check your enrolment details](#) if you've recently moved.

Find my election office

**Information in your language**

Our website has information in more than 20 languages. There are also videos explaining how to vote in 10 different languages.

Find information in your language

**Security**

If you would rather not click any links in this email, all this information and more is on our website: [vec.vic.gov.au](#). You can hover your mouse over links to confirm they go to a [vic.gov.au](#) website before you click them.

Be aware of scams: all emails we send you will have 'Victorian Electoral Commission <[voteralert@info.vec.vic.gov.au](mailto:voteralert@info.vec.vic.gov.au)>' as the sender. We will never ask you to enter credit card details or make payments through a website.

**More information**




For more information visit [vec.vic.gov.au](#) or call us on **131 832** between 8:30 am and 6 pm, Monday to Friday.

Authorised by S. Bluemmel, Electoral Commissioner, 530 Collins Street, Melbourne, Victoria.

Our mailing address is:  
Level 11, 530 Collins Street, Melbourne VIC 3000

This message was sent to you by the Victorian Electoral Commission because your contact details are listed on the Victorian electoral roll. Responses are not monitored.

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Victorian Electoral Commission

Attachments - 542

## Appendix 5: Voter engagement program and initiatives

Program	Program details
Be Heard Democracy Ambassador program	This program provides free peer-led electoral education and information sessions to those under-represented in the electoral process. This includes people with disability and their carers, culturally and linguistically diverse (CALD) communities, people experiencing homelessness and young people. A total of 238 sessions were provided across the state reaching over 10,000 participants.
Specialist mobile enrolment	This program delivered peer-led enrolment sessions in prisons, homeless services, schools and tertiary education settings to reach young people and Aboriginal community settings across Melbourne and regional Victoria.
CALD in-language social media videos	This project produced a series of videos in 11 different languages including Auslan. Languages were chosen to reach language groups most in need of additional support. The videos provided electoral information on how to enrol, how to vote by post, and how to respond to an Apparent Failure to Vote Notice. These were widely distributed and shared through the VEC's social media platforms, community networks, and partner organisations.
Active Citizenship program	Electoral and civics education workshops were delivered to CALD community leaders in 3 locations across regional Victoria.
Aboriginal engagement	This program delivered information and engagement sessions across the greater Melbourne area and regional Victoria. These were designed to raise awareness that voting was compulsory and taking place via post. Culturally appropriate resources were produced to provide information on how to respond to an Apparent Failure to Vote Notice, including a video which was distributed and shared through the VEC's social media platforms and partner organisations.
Easy English guide	This was produced for people with low English proficiency and designed as a co-read product where a person supports the reader. These were distributed by Democracy Ambassadors as a key resource, and also available for download from the VEC's website.



## Appendix 6: Final list of candidates in ballot paper order

The candidates, in ballot paper order, were as follows:

### Blue Lake Ward election

BROOKER, Grant

SMITH, David

### Bunjil Ward election

YAROSZ, Steve

EGAN, Karen

PENROSE, Bill - RETIRED

JOINER, Naomi

MORGAN, Rosie

VEERMAN, Brian

HUNTER, Sarah

### Edendale Ward election

GREGORY, Chris

GRIMES, Alex

BAKOS, Andrew

JOY, Kelly

JACOBS, Tim

DAHL, Robyn

SCHILLACI, Michael

### Ellis Ward election

STOCKMAN, Maria

ZILIC, Darren

PERKINS, Peter

MARCHIO, Joe

### Sugarloaf Ward election

COPE, Kim

STEED, Christopher

CAMPBELL, Narelle

STOREY, Rosemary

PATERNOSTER, Murray

### Swipers Gully Ward election

McKAY, Kate

HASZLER, Henry

MITROPOULOS, Terry

### Wingrove Ward election

BALLENGER, Vivian

KINRADE, Wayne

GALLAGHER, Eve

O'CALLAGHAN, Roma

GRAVES, John

DUMARESQ, John

MCLEAN, Malcolm

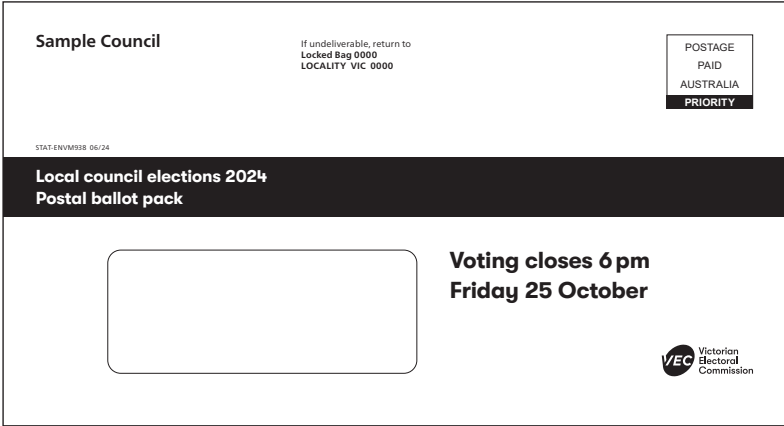
RANCIE, Rae

Appendix 6.1: Candidate statements  
and photographs

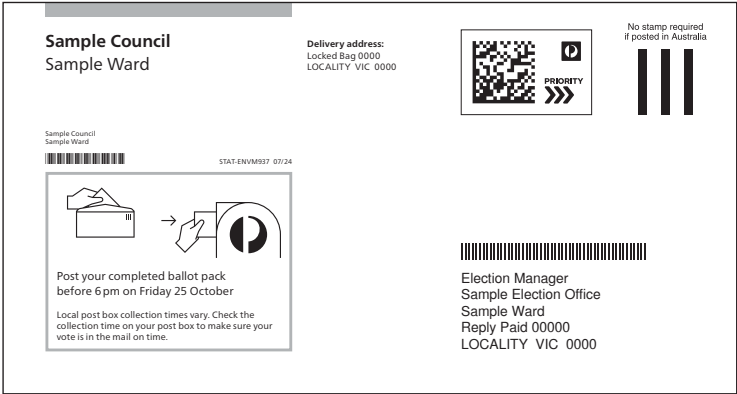
Nillumbik Shire Council election	Total number of candidates at close of nominations	Number of candidates that lodged a candidate statement	Number of candidates that lodged a candidate photograph
Blue Lake Ward	2	2	2
Bunjil Ward	7	7	7
Edendale Ward	7	7	7
Ellis Ward	4	4	4
Sugarloaf Ward	5	5	5
Swipers Gully Ward	3	3	3
Wingrove Ward	8	8	8

Appendix 6.2: Sample ballot material

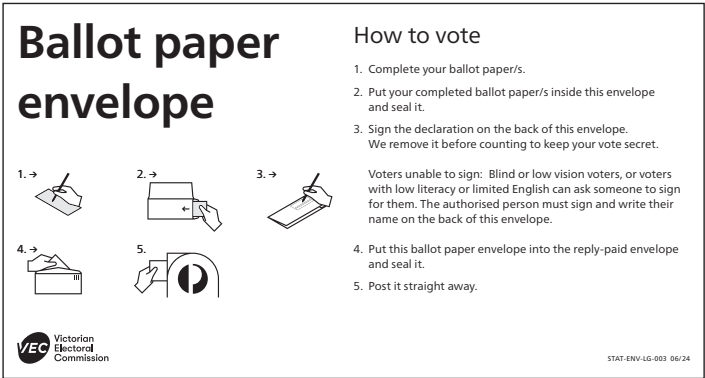
Outer envelope



Reply-paid envelope



Ballot paper envelope



Candidate leaflet

Voting closes

6 pm Friday

25 October 2024

All voting in this election is by post.

Post your vote before voting closes.

We cannot accept late votes.

Local post box collection times vary. Check the collection time on your post box to make sure your vote is in the mail on time.

You can also drop your vote off during business hours to:

Address line 1

Address line 2

Address line 3

For more information, visit [vec.vic.gov.au](#) or call 131 832 during business hours.

Voting is compulsory

You are enrolled to vote in this election.


Voting is your right. By voting, you get to have a say in who represents you on your local council.

Voting is also a responsibility. If you don't vote, you may get a fine.

If your enrolment details have changed, it is your responsibility to update them. Visit [vec.vic.gov.au/update](#) for more information.

Sample Council


Sample Ward



Candidate leaflet

Sample Council election 2024


Sample Ward



Notice


The contents of candidate statements are provided by the candidates. Any enquiries about candidate statements should be directed to the relevant candidate. Candidate statements are not verified or endorsed by the election manager. Candidate statements are also available at [vec.vic.gov.au](#).

Candidates may also provide answers to a questionnaire. Responses are available at [vec.vic.gov.au](#).

 Victorian Electoral Commission

How to vote multi-language leaflet  
If applicable


How to vote leaflet



Language support

Visit [vec.vic.gov.au/languages](#) for more information in your language.

For interpreter assistance, call us. See the phone numbers on the next page.

 Victorian Electoral Commission

Ballot paper

Sample Council

Sample Ward

Election of 1 Councillor

Number the boxes 1 to 4 in the order of your choice.

Number every box to make your vote count.

You must not use any number more than once.

☐ CANDIDATE, Name

☐ CANDIDATE, Name

☐ CANDIDATE, Name

☐ CANDIDATE, Name

Appendix 6.3: Sample uncontested ward leaflet

Sample Council election 2024

Sample Ward

At the close of nominations for the Sample Council, Sample Ward election, one nomination was received for one vacancy. Therefore, Candidate Name will be elected unopposed.

You are not required to vote.

Election Manager Name

Election Manager

For more information call 131 832

VEC

Victorian  
Electoral  
Commission

Appendix 7:

Daily breakdown of  
the general mail out

Nillumbik Shire Council election	7 October 2024	8 October 2024	9 October 2024	10 October 2024	Total general mail out
Nillumbik Shire Council	16,136	16,136	7,595	7,594	47,461
Blue Lake Ward	2,466	2,466	1,161	1,161	7,254
Bunjil Ward	2,195	2,195	1,033	1,033	6,456
Edendale Ward	2,377	2,377	1,119	1,118	6,991
Ellis Ward	2,396	2,396	1,128	1,128	7,048
Sugarloaf Ward	2,129	2,129	1,002	1,002	6,262
Swipers Gully Ward	2,440	2,440	1,148	1,148	7,176
Wingrove Ward	2,133	2,133	1,004	1,004	6,274

Appendix 8:

Result information

Blue Lake Ward count summary		
Enrolment	7,253	
Formal votes	6,021	
Informal votes	289 (4.58% of the total votes)	
Voter turnout	6,310 (87.00% of the total enrolment)	
Candidates (in ballot paper order)	First preference votes	Percentage
BROOKER, Grant	4,152	68.96%
SMITH, David	1,869	31.04%
Successful candidates		
BROOKER, Grant		
Bunjil Ward count summary		
Enrolment	6,456	
Formal votes	5,394	
Informal votes	144 (2.60% of the total votes)	
Voter turnout	5,538 (85.78% of the total enrolment)	
Candidates (in ballot paper order)	First preference votes	Percentage
YAROSZ, Steve	379	7.03%
EGAN, Karen	1,502	27.85%
JOINER, Naomi	2,390	44.31%
MORGAN, Rosie	457	8.47%
VEERMAN, Brian	237	4.39%
HUNTER, Sarah	429	7.95%
Successful candidates		
JOINER, Naomi		

Edendale Ward count summary		
Enrolment	6,993	
Formal votes	5,929	
Informal votes	222 (3.61% of the total votes)	
Voter turnout	6,151 (87.96% of the total enrolment)	
Candidates (in ballot paper order)	First preference votes	Percentage
GREGORY, Chris	590	9.95%
GRIMES, Alex	1,393	23.49%
BAKOS, Andrew	402	6.78%
JOY, Kelly	1,656	27.93%
JACOBS, Tim	447	7.54%
DAHL, Robyn	478	8.06%
SCHILLACI, Michael	963	16.24%
Successful candidates		
JOY, Kelly		

Ellis Ward count summary		
Enrolment	7,045	
Formal votes	5,895	
Informal votes	152 (2.51% of the total votes)	
Voter turnout	6,047 (85.83% of the total enrolment)	
Candidates (in ballot paper order)	First preference votes	Percentage
STOCKMAN, Maria	1,456	24.70%
ZILIC, Darren	905	15.35%
PERKINS, Peter	2,885	48.94%
MARCHIO, Joe	649	11.01%
Successful candidates		
PERKINS, Peter		



Appendix 8: Result information		Nillumbik Shire Council
Sugarloaf Ward count summary		
Enrolment	6,264	
Formal votes	5,164	
Informal votes	126 (2.38% of the total votes)	
Voter turnout	5,290 (84.45% of the total enrolment)	
Candidates (in ballot paper order)	First preference votes	Percentage
COPE, Kim	1,600	30.98%
STEED, Christopher	325	6.29%
CAMPBELL, Narelle	1,098	21.26%
STOREY, Rosemary	516	9.99%
PATERNOSTER, Murray	1,625	31.47%
Successful candidates		
COPE, Kim		
Swipers Gully Ward count summary		
Enrolment	7,176	
Formal votes	6,117	
Informal votes	176 (2.80% of the total votes)	
Voter turnout	6,293 (87.70% of the total enrolment)	
Candidates (in ballot paper order)	First preference votes	Percentage
McKAY, Kate	2,851	46.61%
HASZLER, Henry	1,417	23.16%
MITROPOULOS, Terry	1,849	30.23%
Successful candidates		
McKAY, Kate		
Wingrove Ward count summary		
Enrolment	6,274	

Wingrove Ward count summary		
Formal votes	5,342	
Informal votes	158 (2.87% of the total votes)	
Voter turnout	5,500 (87.66% of the total enrolment)	
Candidates (in ballot paper order)	First preference votes	Percentage
BALLENGER, Vivian	323	6.05%
KINRADE, Wayne	606	11.34%
GALLAGHER, Eve	769	14.40%
O'CALLAGHAN, Roma	376	7.04%
GRAVES, John	273	5.11%
DUMARESQ, John	1,490	27.89%
MCLEAN, Malcolm	1,236	23.14%
RANCIE, Rae	269	5.04%
Successful candidates		
DUMARESQ, John		

## Appendix 9: Election participation statistics

Participation is measured by the number of marks on the roll as a percentage of total enrolment and can vary from turnout (total ballot papers counted as a percentage of total enrolment).

Nillumbik Shire Council election participation	2020	2024	Statewide LG 2024 – excluding Melbourne City Council
18–19	94.83%	91.24%	86.64%
20–24	91.46%	88.87%	80.02%
25–29	86.63%	83.43%	74.09%
30–34	81.95%	79.76%	73.31%
35–39	84.80%	81.50%	76.18%
40–44	87.66%	81.63%	78.99%
45–49	88.69%	86.17%	81.92%
50–54	90.71%	88.99%	84.69%
55–59	92.98%	90.93%	87.46%
60–64	93.67%	91.19%	89.16%
65–69	94.04%	92.38%	90.41%
70+	90.82%	91.25%	88.77%
Voters enrolled through section 241 of the LG Act	90.68%	87.86%	86.27%
Voters enrolled through sections 243–245 of the LG Act	57.97%	88.03%	60.96%
Total voters enrolled	89.86%	87.86%	84.12%

Blue Lake Ward election participation	2024	Statewide LG 2024 – excluding Melbourne City Council	Bunjil Ward election participation	2024	Statewide LG 2024 – excluding Melbourne City Council
18–19	89.19%	86.64%	18–19	87.94%	86.64%
20–24	90.50%	80.02%	20–24	88.50%	80.02%
25–29	83.15%	74.09%	25–29	84.30%	74.09%
30–34	79.54%	73.31%	30–34	79.53%	73.31%
35–39	83.15%	76.18%	35–39	84.44%	76.18%
40–44	83.36%	78.99%	40–44	77.61%	78.99%
45–49	87.19%	81.92%	45–49	83.64%	81.92%
50–54	91.61%	84.69%	50–54	88.31%	84.69%
55–59	92.33%	87.46%	55–59	88.81%	87.46%
60–64	91.16%	89.16%	60–64	90.85%	89.16%
65–69	94.17%	90.41%	65–69	92.64%	90.41%
70+	88.48%	88.77%	70+	90.09%	88.77%
Voters enrolled through section 241 of the LG Act	88.23%	86.27%	Voters enrolled through section 241 of the LG Act	87.06%	86.27%
Voters enrolled through sections 243–245 of the LG Act	100.00%	60.96%	Voters enrolled through sections 243–245 of the LG Act	88.00%	60.96%
Total voters enrolled	88.25%	84.12%	Total voters enrolled	87.07%	84.12%

<b>Edendale Ward election participation</b>	<b>2024</b>	<b>Statewide LG 2024 – excluding Melbourne City Council</b>	<b>Ellis Ward election participation</b>	<b>2024</b>	<b>Statewide LG 2024 – excluding Melbourne City Council</b>
18–19	90.00%	86.64%	18–19	95.89%	86.64%
20–24	90.88%	80.02%	20–24	85.27%	80.02%
25–29	87.10%	74.09%	25–29	81.50%	74.09%
30–34	80.70%	73.31%	30–34	81.51%	73.31%
35–39	80.36%	76.18%	35–39	82.74%	76.18%
40–44	84.89%	78.99%	40–44	80.95%	78.99%
45–49	88.46%	81.92%	45–49	85.36%	81.92%
50–54	91.41%	84.69%	50–54	88.66%	84.69%
55–59	91.64%	87.46%	55–59	91.91%	87.46%
60–64	91.05%	89.16%	60–64	90.64%	89.16%
65–69	92.64%	90.41%	65–69	93.19%	90.41%
70+	91.04%	88.77%	70+	91.48%	88.77%
Voters enrolled through section 241 of the LG Act	89.14%	86.27%	Voters enrolled through section 241 of the LG Act	86.95%	86.27%
Voters enrolled through sections 243–245 of the LG Act	78.57%	60.96%	Voters enrolled through sections 243–245 of the LG Act	73.08%	60.96%
Total voters enrolled	89.12%	84.12%	Total voters enrolled	86.90%	84.12%

<b>Sugarloaf Ward election participation</b>	<b>2024</b>	<b>Statewide LG 2024 – excluding Melbourne City Council</b>
18–19	90.54%	86.64%
20–24	87.12%	80.02%
25–29	82.57%	74.09%
30–34	74.61%	73.31%
35–39	75.67%	76.18%
40–44	77.78%	78.99%
45–49	85.53%	81.92%
50–54	84.88%	84.69%
55–59	89.67%	87.46%
60–64	91.79%	89.16%
65–69	87.89%	90.41%
70+	90.00%	88.77%
Voters enrolled through section 241 of the LG Act	85.69%	86.27%
Voters enrolled through sections 243–245 of the LG Act	90.91%	60.96%
Total voters enrolled	85.71%	84.12%

<b>Swipers Gully Ward election participation</b>	<b>2024</b>	<b>Statewide LG 2024 – excluding Melbourne City Council</b>
18–19	92.95%	86.64%
20–24	88.87%	80.02%
25–29	85.04%	74.09%
30–34	82.47%	73.31%
35–39	83.97%	76.18%
40–44	82.77%	78.99%
45–49	86.15%	81.92%
50–54	88.30%	84.69%
55–59	91.58%	87.46%
60–64	92.14%	89.16%
65–69	92.20%	90.41%
70+	94.37%	88.77%
Voters enrolled through section 241 of the LG Act	88.95%	86.27%
Voters enrolled through sections 243–245 of the LG Act	95.83%	60.96%
Total voters enrolled	88.98%	84.12%

Wingrove Ward election participation	2024	Statewide LG 2024 – excluding Melbourne City Council
18–19	92.16%	86.64%
20–24	90.94%	80.02%
25–29	80.32%	74.09%
30–34	79.94%	73.31%
35–39	80.18%	76.18%
40–44	84.07%	78.99%
45–49	86.83%	81.92%
50–54	89.79%	84.69%
55–59	90.54%	87.46%
60–64	90.71%	89.16%
65–69	93.96%	90.41%
70+	93.29%	88.77%
Voters enrolled through section 241 of the LG Act	88.73%	86.27%
Voters enrolled through sections 243–245 of the LG Act	94.44%	60.96%
Total voters enrolled	88.75%	84.12%

## Appendix 10: Complaints

### Written complaints received by the VEC

Where an outcome is a follow-up response, the customer may have replied to the VEC’s response and the VEC has therefore replied to that follow-up email.

Where an outcome has no action taken, this could be an anonymous submission that doesn’t contain feedback and therefore can’t be passed on to another team.

Date	Nature of complaint	Action taken by the VEC
Tuesday 3 September 2024	VEC Complaint - Conduct of staff member	Response provided
Tuesday 17 September 2024	VEC Complaint - Signage local laws	Response provided
Friday 20 September 2024	VEC Complaint - Location of signs; Signage local laws	Response provided
Monday 30 September 2024	VEC Complaint - Location of signs	Response provided
Tuesday 8 October 2024	VEC Complaint - Information sent to electors; Information about candidates	Response provided
Wednesday 9 October 2024	VEC Complaint - Postal voting process	Response provided
Monday 14 October 2024	LGI Complaint - False claims in material	Referred to LGI
Tuesday 22 October 2024	LGI Complaint - Misleading and deceptive material	Referred to LGI
Wednesday 23 October 2024	VEC Complaint - Postal voting process; Removal from roll	Response provided
Monday 28 October 2024	VEC Complaint - Conduct of staff member	Response provided





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April 2025

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## Informal Meeting of Councillors Record

The Meeting commenced at 9:30am

<b>MEETING DETAILS:</b>	<b>Title:</b>	Health and Wellbeing Advisory Committee
	<b>Date:</b>	Thursday 15 May 2025
	<b>Location:</b>	Candlebark 2, Civic Centre
<b>PRESENT:</b>	<b>Councillors:</b>	Cr Kelly Joy
	<b>Council Staff:</b>	Corrienne Nichols, Nichole Johnson, Cassie Zurek and Loretta Bellato
	<b>Other:</b>	Eliza Pitson (healthAbility), Jo Mithen (North Eastern Public Health Unit), Matt Weisheit (Yarrambat Golf Course), Jeff Halliburton (Diamond Valley Community Support), Jackie Babington (Aligned Leisure).
<b>APOLOGIES:</b>		Councillor Grant Brooker, Jules Jay (community representative), Yarra Plenty Regional Libraries (Matt van Hasselt, Kate Hansen), Gamblers Help, Holstep Health (Missy Ali), Department of Health, Victoria Police, Deanna Finn (community representative)

<b>MATTERS CONSIDERED</b>		<b>DISCLOSURES AND COMMENTS</b>
<b>1</b>	Welcome <ul style="list-style-type: none"> <li>• Acknowledgement of Country</li> <li>• Inclusion Statement</li> <li>• Housekeeping</li> <li>• Conflict of interest – no conflicts declared</li> <li>• Minutes from previous meeting</li> <li>• Ice-breaker activity</li> </ul>	No disclosures were made
<b>2</b>	Update on progress and timeframe	No disclosures were made

MATTERS CONSIDERED		DISCLOSURES AND COMMENTS
3	Municipal Public Health and Wellbeing Plan Structure and Vision	No disclosures were made
4	Discussion: Priority Area strategies	No disclosures were made
5	Thank you and Close	No disclosures were made

**The Meeting concluded at 11:30am**

<b>RECORD COMPLETED BY:</b>	<b>Officer Name:</b>	Nichole Johnson
	<b>Officer Title:</b>	Manager Community Partnerships

## Informal Meeting of Councillors Record

The Meeting commenced at 7:00pm

<b>MEETING DETAILS:</b>	<b>Title:</b>	Arts and Cultural Advisory Committee
	<b>Date:</b>	Monday, 19 May 2025
	<b>Location:</b>	Council Chambers, Civic Centre, Greensborough and via Zoom
<b>PRESENT:</b>	<b>Councillors:</b>	Cr. Kim Cope
	<b>Council Staff:</b>	Nichole Johnson (Manager Community Partnerships), Saleh Hadi (Coordinator Arts & Cultural Development), Sarah Hammond (Arts Program Officer), Emily Wubben (Curator & Collections Management Officer), Jacqueline Felstead (Curator & Collections Management Officer), Renee Cosgrave (Exhibitions Officer).
	<b>Other:</b>	Sandra Miller, Yu Fang Chi, Sammaneh Pourshafighi, Cassie May, Leanne Ipsen, Ni Li, Svetlana Matovski, Olivia Morris.
<b>APOLOGIES:</b>		Corrienne Nichols (Director Communities), Ignacio Zamora (Arts Development Officer), Simone Thomson, Jennifer Johnsen, Mel Paine

MATTERS CONSIDERED		DISCLOSURES AND COMMENTS
1	<b>Matters Arising</b> n/a	No disclosures were made
2	<b>Arts &amp; Cultural Development Updates</b> <ul style="list-style-type: none"> <li>Arts and Culture Strategy</li> <li>Creative Infrastructure Framework Implementation Plan</li> </ul>	No disclosures were made
3	<b>Arts &amp; Cultural Advisory Committee</b> <ul style="list-style-type: none"> <li>EOI for 2025-27 Committee</li> </ul>	No disclosures were made
3	<b>Officer Updates</b> <ul style="list-style-type: none"> <li>Eltham Library Community Gallery &amp; Socials</li> <li>Arts Development - Public Art</li> <li>Arts Programs</li> <li>Curator &amp; Collections Management</li> </ul>	No disclosures were made
4	<b>ACAC Members Discussion</b> <ul style="list-style-type: none"> <li>Sustainability and Creative Practice by Sammaneh Pourshafighi</li> </ul>	No disclosures were made
5	<b>Other Business</b>	No disclosures were made
6	<b>2025 Meetings</b>	No disclosures were made

The Meeting concluded at 9.08 pm

<b>RECORD COMPLETED BY:</b>	<b>Officer Name/Title:</b>	Sarah Hammond, Arts Program Officer
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## Informal Meeting of Councillors Record

The Meeting commenced at 5.32pm

<b>MEETING DETAILS:</b>	<b>Title:</b>	Councillor Briefing
	<b>Date:</b>	Tuesday 20 May 2025
	<b>Location:</b>	Council Chamber
<b>PRESENT:</b>	<b>Councillors:</b>	Cr Grant Brooker, Cr Naomi Joiner, Cr Kelly Joy, Cr Peter Perkins, Cr Kim Cope, Cr Kate McKay and Cr John Dumaresq
	<b>Council Staff:</b>	Carl Cowie, Claire Quinlan, Blaga Naumoski, Corrienne Nichols, Jeremy Livingston, Frank Vassilacos, Katia Croce, Mike Dean, Emma Christensen, Michele Purtle, Melika Sekunda
	<b>Other:</b>	Jim Connor - President, Eltham District Historical Society Jean Verso – President, Nillumbik Historical Society Kris Miller – General Manager of Operations Belgravia Leisure Matt Weisheit – Manager Yarrambat Public Golf Course
<b>APOLOGIES:</b>		

<b>MATTERS CONSIDERED</b>		<b>DISCLOSURES AND COMMENTS</b>
1	Strategic Communications update to Councillors	No disclosures were made
2	Yarra Plenty Heritage Group presentation	No disclosures were made
3	Belgravia Leisure Presentation	No disclosures were made
4	Councillor Internal Resolution Procedure	No disclosures were made
5	Councillor Use of Social Media Policy	No disclosures were made
6	Councillor Confidentiality Policy	No disclosures were made
7	Debt Management and Hardship Policy	No disclosures were made
8	Draft Financial Plan and Draft Asset Plan 2025-2035	No disclosures were made

The Meeting concluded at 9.50pm

<b>RECORD COMPLETED BY:</b>	<b>Officer Name:</b> <b>Officer Title:</b>	Blaga Naumoski Director Governance Communications and Community Safety
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## Informal Meeting of Councillors Record

The Meeting commenced at 5.32pm

<b>MEETING DETAILS:</b>	<b>Title:</b>	Council Meeting Pre-Meet
	<b>Date:</b>	Tuesday 27 May 2025
	<b>Location:</b>	Council Chamber
<b>PRESENT:</b>	<b>Councillors :</b>	Cr Grant Brooker, Cr Naomi Joiner, Cr Kelly Joy, Cr Peter Perkins (5.36pm), Cr Kim Cope, Cr Kate McKay and Cr John Dumaresq
	<b>Council Staff:</b>	Carl Cowie, Claire Quinlan, Blaga Naumoski, Nichole Johnson, Jeremy Livingston, Tania Treasdure, Mike Dean, Craig King, James Hartigan, , Robert Malignaggi, Narelle Hart, Angela Lampard, Stephanie Vassilios, Saleh Hadi, Katia Croce
	<b>Other:</b>	
<b>APOLOGIES:</b>		

MATTERS CONSIDERED		DISCLOSURES AND COMMENTS
1	Strategic Communications update to Councillors	No disclosures were made
2	Confirmation of Minutes Council Meeting held Tuesday 29 April 2025	No disclosures were made
3	Advisory Committee Report - 27 May 2025	No disclosures were made
4	Committee Report Consideration of Submissions - Draft Budget 2025-2026	No disclosures were made
5	Adoption of Budget 2025-2026, declaration of rates and Charges	No disclosures were made
6	2025 Annual Community Survey Results	No disclosures were made
7	Proposed sale of Council land at 311A Yan Yean Road, Plenty	No disclosures were made
8	Indara lease proposal for telecommunications infrastructure at Eltham Lower Park	No disclosures were made
9	Council Plan Quarterly Performance Report 2024-2025 - Quarter 3	No disclosures were made
10	BMX dirt jumps and Community Recreation Park project	No disclosures were made



MATTERS CONSIDERED		DISCLOSURES AND COMMENTS
11	Proposal to rename a section of Duffs Road, Panton Hill to Welton View	No disclosures were made
12	Endorsement of new Youth Council 2025-2027	No disclosures were made
13	Positive Ageing Advisory Committee - endorsement of new membership	No disclosures were made
14	Inclusion and Access Advisory Committee - endorsement of new membership	No disclosures were made
15	Endorsement of Recreation Trails Advisory Committee 2025-2027	No disclosures were made
16	Expression of Interest Process - Arts and Culture Advisory Committee	No disclosures were made
17	Tender Report - Contract 2425-002 Bulk Fuels and Fuel Cards via Procurement Australia Agency Arrangement	No disclosures were made
18	Tender Report - Contract 2425-010 Eltham North Reserve Car Park Extension - Construction	No disclosures were made
19	Instrument of Appointment and Authorisation (Planning and Environment Act 1987)	No disclosures were made
20	Informal Meetings of Councillors Records - 27 May 2025	No disclosures were made

**The Meeting concluded at 6.15pm**

<b>RECORD COMPLETED BY:</b>	<b>Officer Name:</b> <b>Officer Title:</b>	Katia Croce Manager Governance and Property
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## Informal Meeting of Councillors Record

The Meeting commenced at 4:30pm

<b>MEETING DETAILS:</b>	<b>Title:</b>	Nillumbik Youth Council June Meeting
	<b>Date:</b>	Monday 2 June 2025
	<b>Location:</b>	Nillumbik youth Hub
<b>PRESENT:</b>	<b>Councillors:</b>	Cr Kate Mckay
	<b>Council Staff:</b>	Nichole Johnson, Frances Biggar, Nate Sutton
	<b>Other:</b>	Orianna Edmonds, Aashini Rastogi, Alexandra Laidlaw, Ang Gartland, Anushka Gupta, Eleanor Risley, Gianna Andreoli, Jessica Brown, Kris van de Kamp, Lucas Fox, Rose Jarvis, Samuel Lochner, Sonya Radchenko, Soren Kean, Tahlia Edmonds
<b>APOLOGIES:</b>		None

MATTERS CONSIDERED		DISCLOSURES AND COMMENTS
1	Youth Council Introduction	No disclosures were made
2	Youth Priorities Data Feedback	No disclosures were made
3	Youth Priorities Consultation	No disclosures were made

The Meeting concluded at 6:30pm

<b>RECORD COMPLETED BY:</b>	<b>Officer Name:</b>	Nicola Clutton
	<b>Officer Title:</b>	Team Leader youth Development

## Informal Meeting of Councillors Record

The Meeting commenced at 5:35pm

<b>MEETING DETAILS:</b>	<b>Title:</b>	Councillor Briefing
	<b>Date:</b>	Tuesday 3 June 2025
	<b>Location:</b>	Council Chamber
<b>PRESENT:</b>	<b>Councillors:</b>	Cr Grant Brooker, Cr Naomi Joiner, Cr Kelly Joy, Cr Peter Perkins, Cr Kim Cope, Cr Kate McKay and Cr John Dumaresq
	<b>Council Staff:</b>	Carl Cowie, Claire Quinlan, Corrienne Nichols, Jeremy Livingston, Tania Treasure, Michele Purtle, Nichole Johnson, Rob Malignaggi, Mike Dean, Daniel Tarquinio, Melinda Miles, Kirsten Reedy, Anna Maio, Kirstie McKenzie
	<b>Other:</b>	Nick Yannakis (Beca)
<b>APOLOGIES:</b>		Blaga Naumoski

<b>MATTERS CONSIDERED</b>		<b>DISCLOSURES AND COMMENTS</b>
1	Strategic Communications update to Councillors	No disclosures were made
2	Community Energy Upgrades Fund Round 2 - Eltham Leisure Centre	No disclosures were made
3	Review of the Planning and Consultation Committee Delegation and Terms of Reference	No disclosures were made
4	Presentation of the draft Health and Wellbeing Plan 2025-2029	No disclosures were made
5	2025/26 Nillumbik Community Fund Outcomes and Funding Allocations	No disclosures were made
6	Community Assessment Panel	No disclosures were made

The Meeting concluded at 9:03pm

<b>RECORD COMPLETED BY:</b>	<b>Officer Name:</b> <b>Officer Title:</b>	Jeremy Livingston Director Culture and Performance
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