Council Meeting

to be held at the Council Chamber, 32 Civic Drive, Greensborough
on Tuesday 28 October 2025 commencing at 7:00 PM.

Attachments

Carl Cowie
Chief Executive Officer

Thursday 23 October 2025

Distribution: Public

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Nillumbik
The Green Wedge Shire

Nillumbik Shire Council

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Council Meeting

held at the Council Chamber, 32 Civic Drive, Greensborough
on Tuesday 30 September 2025 commencing at 7:00 PM.

Minutes

Carl Cowie
Chief Executive Officer

Friday 3 October 2025

Distribution: Public

Civic Drive, Greensborough
PO Box 476, Greensborough 3088
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Nillumbik
The Green Wedge Shire

Nillumbik Shire Council

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Nillumbik Shire Council

Minutes of the Meeting of Nillumbik Shire Council held Tuesday 30 September 2025. The meeting commenced at 7.01pm.

Councillors present:

Cr John Dumaresq	Wingrove Ward **(Mayor)**
Cr Naomi Joiner	Bunjil Ward **(Deputy Mayor)**
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
Corrienne Nichols	Director Communities
Jeremy Livingston	Director Culture and Performance
Robert Malignaggi	Acting Chief Financial Officer
Renae Ahern	Acting Director Planning, Environment and Strategy
Katia Croce	Manager Governance and Property
Elishia Jansz	Manager Community Safety I Municipal Recovery Manager
Heath Gillett	Manager Operations Centre

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 Kelly Joy.

4. Prayer

A prayer was read by Ashley Proctor, Minister at Salvation Army Greensborough, accompanied by Allison Footer.

5. Apologies\Leave of Absence

Nil

6. Declarations of conflict of interest

Cr Kim Cope declared a general conflict of interest in item CM.113/25 – Review of Road Management Plan.

Carl Cowie, Chief Executive Officer declared a general conflict of interest in item CM.123/25 – CEO Employment Matters – CEO Performance Plan 2025/2026.

7. Presentations

Nil

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Council Meeting Minutes **30 September 2025**

8. Confirmation of Minutes

COM.001/25 Confirmation of Minutes Council Meeting held Tuesday 26 August 2025

Confirmation of the Minutes of the Council Meeting and Confidential Council Meeting held on Tuesday 26 August 2025.

Council Resolution

MOVED: Cr Peter Perkins
SECONDED: Cr Naomi Joiner

That Council:

1. Confirms the Minutes of the Council Meeting (**Attachment 1**) and Confidential Council Meeting (**Attachment 2**) held on Tuesday 26 August 2025
2. Resolves that the Confidential Council Meeting Minutes (**Attachment 2**) remain confidential in accordance with section 3(1) (f) and (h) of the *Local Government Act 2020.*

CARRIED UNANIMOUSLY

8. Confirmation of Minutes

COM.001/25 Confirmation of Minutes Council Meeting held Tuesday 26 August 2025

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9. Petitions

Nil

10. Questions from the gallery

Nil

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11. Reports of Advisory Committees

AC.007/25 Advisory Committee Report 30 September 2025

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. Environment & Sustainability Advisory Committee (ESAC) Minutes meeting held 20 August 2025;
2. Inclusion and Access Advisory Committee Minutes meeting held 22 August 2025;
3. Recreation Trails Advisory Committee Minutes meeting held 27 August 2025; and
4. Youth Council Minutes meeting held 1 September 2025.

Council Resolution

MOVED: **Cr Kate McKay**
SECONDED: **Cr Kim Cope**

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

CARRIED UNANIMOUSLY

11. Reports of Advisory Committees

AC.007/25 Advisory Committee Report 30 September 2025

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12. Officers' reports

CM.103/25 Quarterly Risk and Safety Report - June 2025

Distribution: **Public**

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

Author: **David Taylor, Risk and Safety Lead**

Summary

This report provides a summary of Council's Risk and Safety Report for the quarter ending June 2025.

The report is presented in accordance with the *Local Government (Planning and Reporting) Regulations 2020*, which requires the presentation of a report to Council at least every six months, detailing the strategic risks, operational risks, the consequences and likelihood of occurrence, and risk mitigation strategies.

Risk and Safety reporting to Council is tabled each quarter following consideration by Council's Audit and Risk Committee, which occurred on 1 September 2025.

The full confidential Risk and Safety Report for June 2025 is attached to this report (**Attachment 1**) and provides detailed information for Council's consideration.

Council Resolution

MOVED: **Cr Naomi Joiner**
SECONDED: **Cr Grant Brooker**

That Council:

1. Notes the summary of the confidential Risk and Safety Report for the quarter ending June 2025.
2. Resolves that the Quarterly Risk and Safety Report – June 2025 (**Attachment 1**) remains confidential in accordance with section 3(1)(a) and (f) of the *Local Government Act 2020*.

CARRIED UNANIMOUSLY

12. Officers' reports

CM.103/25 Quarterly Risk and Safety Report - June 2025

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12. Officers' reports

CM.104/25 Audit and Risk Committee Meeting - September 2025

Distribution: **Public**

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

Author: **Robert Malignaggi, Acting Chief Financial Officer**

Summary

In accordance with section 53 of the *Local Government Act 2020* and good governance principles, councils must have an Audit and Risk Committee.

As resolved at the 25 June 2024 Ordinary Council Meeting, the minutes of an Audit and Risk Committee meeting are to be reported and presented to a subsequent Council Meeting.

The Audit and Risk Committee met on 1 September 2025. The minutes for the meeting are shown in **Attachment 1**.

Council Resolution

MOVED: **Cr Naomi Joiner**
SECONDED: **Cr Grant Brooker**

That Council notes the Minutes of the Audit and Risk Committee meeting held on 1 September 2025 (**Attachment 1**).

CARRIED UNANIMOUSLY

12. Officers' reports

CM.104/25 Audit and Risk Committee Meeting - September 2025

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12. Officers' reports

CM.105/25 Annual Financial Report and Performance Statement 2024-2025

Distribution: **Public**

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

Author: **Robert Malignaggi, Acting Chief Financial Officer**

Summary

Council is required to produce an Annual Financial Report, containing audited financial statements and an audited Performance Statement pursuant to the requirements and process outlined in the *Local Government Act 2020* (the Act) and the *Local Government (Planning and Reporting) Regulations 2020*.

The draft 2024-2025 financial statements and the draft 2024-2025 performance statement have been reviewed by Council's external auditors on behalf of the Victorian Auditor General.

For the 2024-2025 financial year, Council has reported an operating surplus of $1.083 million on an accrual basis.

This report recommends that Council approves in principle the 2024-2025 financial statements and performance statement and appoints the Mayor, Deputy Mayor and Chief Executive Officer to sign the 2024-2025 financial statements and the 2024-2025 performance statement.

Council has produced a performance statement in accordance with the Local Government Performance Reporting Framework. This provides results on a range of prescribed indicators of service performance, financial performance and sustainable capacity.

The draft statements have been presented to Council's Audit and Risk Committee which has recommended that Council give in principle approval for the statements pursuant to section 99 of the Act, prior to formal presentation to the Victorian Auditor General.

Council Resolution

MOVED: **Cr Kate McKay**
SECONDED: **Cr Grant Brooker**

That Council:

1. Approves 'in principle' the 2024-2025 Annual Financial Report (**Attachment 1**) and 2024-2025 Performance Statement (**Attachment 2**).
2. Authorises the Mayor, Deputy Mayor and the Chief Executive Officer to sign the 2024-2025 Annual Financial Report and the 2024-2025 Performance Statement in their final form after any changes recommended, or agreed to, by the auditor have been made.

CARRIED UNANIMOUSLY

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12. Officers' reports

CM.106/25 Adoption of Council Plan 2025-2029 and re-adoption of the Community Vision - Nillumbik 2040

Distribution: **Public**

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

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

Summary

This report presents the Council Plan 2025-2029, incorporating the Community Vision, (**Attachment 1**) for adoption. This follows public consultation, receipt of submissions and refinements to the plan in response to the submissions received.

This report also presents the Annual Action Plan 2025-2026 (**Attachment 2**) for adoption, which comprises 55 actions that align with the adopted Annual Budget 2025-2026 and supports the first year delivery of the new Council Plan. Reporting updates will be received by Council on a quarterly basis that will demonstrate in a practicable and tangible way how the Council Plan 2025-2029 is being delivered to the community.

The Council Plan is the Council's primary strategic document for its four-year term, and is the elected Council's statement of its priorities for the Nillumbik community. The Council Plan is a requirement under section 90 of the *Local Government Act 2020* (the Act) and must be adopted by 31 October 2025.

The information and community feedback gathered through the Nillumbik Now and Beyond community engagement program undertaken in February and March of this year has helped inform the development of the Council Plan. A two-day Community Forum in May 2025 brought together a randomly selected, representative group of 20 residents to explore key themes and priorities in depth. A series of workshops and briefings with Councillors were also undertaken in the development of the Council Plan. The Draft Council Plan 2025-2029 was then subject to public exhibition and community consultation between 18 June to 9 July 2025.

The Planning and Consultation Committee considered a report outlining the 16 written submissions received, and at the meeting on 12 August 2025 the Committee heard verbal submissions from 6 presenters.

Having considered the feedback from the written and verbal submissions, some refinements to the Council Plan have been made, and these are documented in this report.

The above-mentioned community feedback also identified strong support for the existing Community Vision, which has now been incorporated into the Council Plan and is proposed to remain unchanged. However, in order to meet the requirements of Section 88(4) of the Act, the Community Vision requires re-adoption.

12. Officers' reports

CM.106/25 Adoption of Council Plan 2025-2029 and re-adoption of the Community Vision - Nillumbik 2040

Council Resolution

MOVED: Cr Kelly Joy
SECONDED: Cr Naomi Joiner

That Council:

1. Adopts the Council Plan 2025-2029 (**Attachment 1**) containing amendments and suggestions in response to the submissions received following public consultation.
2. Adopts the Annual Action Plan 2025-2026 (**Attachment 2**) and notes that Council will receive quarterly updates on progress of actions in accordance with this plan.
3. Authorises the Director Culture and Performance to make any further minor changes to the Council Plan that may be necessary and are inconsequential in nature.
4. Notes that the Community Vision has been reviewed, is now incorporated into the Council Plan, and is re-adopted as required by Section 88(4) of the *Local Government Act 2020*, with no changes made.
5. Makes the adopted Council Plan 2025-2029 and accompanying Annual Action Plan 2025-2026 publicly available on Council's website.
6. Thanks submitters and advises them of the outcome of the consultation process.

CARRIED UNANIMOUSLY

12. Officers' reports

CM.107/25 Communications Strategy - Action Plan update

Distribution: **Public**

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

Author: **Michele Purtle, Manager Advocacy Communications and Engagement**

Summary

The Communications Strategy 2022-2025 (**Attachment 1**) was adopted by Council on 26 July 2022 as a priority action of the Council Plan 2021-2025.

Its aim is to enhance the connection between Nillumbik's residents and the information they seek regarding Council programs, services and decisions.

The Strategy outlines an Action Plan with 36 priority actions of which nine actions were included in the Year 3 Action Plan (including seven ongoing actions carried forward from the Year 2 Action Plan).

The purpose of this report is to present the Year 3 Action Plan Outcomes Report (**Attachment 2**) to Council and conclude the Communications Strategy 2022-2025 with a review of the key achievements of the Strategy as identified in the Highlights Report - From then to now (2021-22 to 2024-25) (**Attachment 3**). Learnings from this Strategy will be built into the new communications strategy that will be developed late 2025 to reflect the actions of the new Council Plan 2025-2029.

Council Resolution

MOVED: **Cr Kate McKay**
SECONDED: **Cr Kim Cope**

That Council endorses the Communications Strategy 2022-2025 Year 3 Action Plan Outcomes Report and the Communications Strategy 2022-2025 Highlights Report which provides an overview of the key achievements of the Strategy.

CARRIED UNANIMOUSLY

12. Officers' reports

CM.107/25 Communications Strategy - Action Plan update

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12. Officers' reports

CM.108/25 Indara Corporation P/L Lease proposal for Optus telecommunications infrastructure at Eltham Lower Park

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File: **FOL/23/6177**

Distribution: **Public**

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

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

Summary

At its Council Meeting on 27 May 2025, Council resolved 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 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.

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.

Community consultation occurred between Friday 30 May to Sunday 22 June 2025.

In response to the community engagement process, Council received 66 submissions, with 27 (40.9%) in support, 36 (54.56%) objected and 3 (4.54%) were unsure. All submissions are included in **Attachment 2 (redacted)** and **Attachment 3 (unredacted)**.

Council considered these submissions at the Planning and Consultation Committee Meeting held on 12 August 2025. Five submitters spoke on behalf of their submission at this meeting.

12. Officers' reports

CM.108/25 Indara Corporation P/L Lease proposal for Optus telecommunications infrastructure at Eltham Lower Park

Four of these presenters did not support the lease proposal. Downer had a representative speak to the Committee and answer a number of questions raised.

This proposal is only to consider the lease with Indara as the public land manager. The lease would then be subject to Indara/Downer submitting a planning permit to Council for the telecommunications facility through a separate process under the *Planning and Environment Act 1987.*

Following evaluation of all responses received, it is recommended that Council does not enter into a lease with Indara Corporation Pty Ltd (Indara) at Eltham Lower Park for the terms and conditions outlined in the Recommendation.

Council Resolution

MOVED: Cr Naomi Joiner
SECONDED: Cr Kate McKay

That Council:

1. Having completed the community engagement process in accordance with section 115 of the *Local Government Act 2020* (the Act) and Council's community engagement policy regarding the lease proposal 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**, notes;
   a) the 66 submissions received in **Attachment 2** (redacted) and **Attachment 3** (unredacted), and
   b) that 27 of these are in support, 36 object and 3 were unsure of the lease proposal.
2. Having considered all submissions received, resolves to not enter into a lease with Indara Corporation P/L for the area shown 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.
   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.

12. Officers' reports

CM.108/25 Indara Corporation P/L Lease proposal for Optus telecommunications infrastructure at Eltham Lower Park

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.

3. Notes its commitment to addressing the telecommunications blackspot in the Eltham area and requests Indara to consider an alternative option for the siting of telecommunications infrastructure, either within Eltham Lower Park or at another suitable nearby location, that balances improved connectivity with the protection of the natural environment and present to Council for consideration.

4. Thanks all submitters and relevant parties and advises them of the outcome on the Indara Corporation Pty Ltd lease proposal at Eltham Lower Park.

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

CARRIED

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

Against: Crs Kelly Joy and Peter Perkins

12. Officers' reports

CM.108/25 Indara Corporation P/L Lease proposal for Optus telecommunications infrastructure at Eltham Lower Park

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12. Officers' reports

CM.109/25 Seeking adoption of Council's Advocacy Priorities 2025

Distribution: **Public**

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

Author: **Michele Purtle, Manager Advocacy Communications and Engagement**

Summary

This report provides a strategic overview of Council's advocacy activities and recommends a refreshed approach to strengthen Nillumbik's capacity to influence government policy and secure external funding. It outlines the current advocacy approach, examines the changing political and funding landscape, and proposes a more coordinated and forward-looking strategy. Central to this is resetting Council's advocacy platform to reflect evolving community needs and to leverage emerging opportunities in the lead-up to future State and Federal elections.

To achieve this, the report seeks Council endorsement on the establishment of an Advocacy Framework and four-year Action Plan to guide Council's advocacy efforts and presents a draft set of 2025–2026 advocacy priorities for Council's consideration.

Council Resolution

MOVED: **Cr Kelly Joy**
SECONDED: **Cr Kate McKay**

That Council:

1. Endorses the Advocacy Framework (**Attachment 1**).
2. Endorses the 2025–2026 Advocacy Priorities (**Attachment 2**).
3. Endorses the four-year Advocacy Action Plan (**Attachment 3**) and requests officers commence implementation of the Action Plan.
4. Requests officers to progress early advocacy initiatives aligned with the adopted 2025–2026 Advocacy Priorities, including the identification and preparation of suitable projects for upcoming State and Federal budget processes and election commitments.

CARRIED UNANIMOUSLY

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12. Officers' reports

CM.110/25 Adoption of the Nillumbik Health and Wellbeing Plan 2025-2029

Distribution: **Public**

Manager: **Corrienne Nichols, Director Communities**

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

Summary

This report presents the Nillumbik Health and Wellbeing Plan 2025-2029 (the Plan) **(Attachment 1)** for adoption, following public consultation and refinements in response to community feedback.

This report also presents the Annual Action Plan 2025-2026 **(Attachment 2)** for adoption which supports the first-year delivery of the new Nillumbik Health and Wellbeing Plan 2025-2029 (the Plan). Reporting updates will be received by Council on a quarterly basis, demonstrating practicable and tangible ways the Nillumbik Health and Wellbeing Plan is delivering key health and wellbeing outcomes for the community.

Council Resolution

MOVED: **Cr Kelly Joy**
SECONDED: **Cr Grant Brooker**

That Council:

1. Adopts the Nillumbik Health and Wellbeing Plan 2025-2029 **(Attachment 1)**.
2. Adopts the Annual Action Plan 2025-2026 **(Attachment 2)**.
3. Authorises the Director Communities to make any further minor changes to the Plan and Action Plan that may be necessary and are inconsequential in nature.
4. Publishes the adopted Plan and Annual Action Plan 2025-2026 publicly on Council's website.
5. Thanks contributors to the Plan and advises them of the outcome of the consultation process.

CARRIED UNANIMOUSLY

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12. Officers' reports

CM.111/25 Adoption of Asset Plan 2025-2035

Distribution: **Public**

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

Author: **Robert Malignaggi, Acting Chief Financial Officer**

Summary

This report presents the Asset Plan 2025-2035 (**Attachment 1**) for adoption, following public consultation, receipt of submissions and refinements to the plan in response to the submissions received.

The Asset Plan is a requirement under section 92 of the *Local Government Act 2020* and must be adopted by 31 October 2025. The Asset Plan provides a high level strategic and financial view of how Council intends to manage its transport, building, drainage and open space assets over the next ten (10) financial years.

The Asset Plan 2025-2035 was subject to public exhibition and community consultation between 18 June to 9 July 2025. At its meeting on 12 August 2025, the Planning and Consultation Committee considered a report outlining the four written submissions received. The Committee did not hear any verbal submissions.

Having considered the feedback from the written and verbal submissions, some refinements to the Asset Plan have been made, and these are documented in this report.

Council Resolution

MOVED: **Cr Peter Perkins**
SECONDED: **Cr Kim Cope**

That Council:

1. Adopts the Asset Plan 2025-2035 (**Attachment 1)** containing amendments and suggestions in response to the submissions received following public consultation.
2. Authorises the Director Culture and Performance to update legislative and Council requirements listed in the Asset Plan 2025–2035 which may occur over the life of the Asset Plan.
3. Makes a copy of the adopted Asset Plan 2025–2035 publicly available on Council's website.
4. Thanks submitters and advises them of the outcome of the consultation process.

CARRIED UNANIMOUSLY

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12. Officers' reports

CM.112/25 Adoption of Financial Plan 2025-2035

Distribution: **Public**

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

Author: **Robert Malignaggi, Acting Chief Financial Officer**

Summary

This report presents the Financial Plan 2025–2035 **(Attachment 1)** for adoption, following public consultation, receipt of submissions and refinements to the plan in response to the submissions received.

The purpose of the Financial Plan is to demonstrate Council's financial sustainability in order to fund the aspirations of the Community Vision and the Council Plan.

The Financial Plan has been prepared in compliance with the *Local Government Act 2020*, the Department of Jobs, Precincts and Regions' Financial Plan Better Practice Guide and model, and the Australia Accounting Standards Board accounting standards.

The information and community feedback gathered through the 'Nillumbik Now and Beyond' community engagement program has been considered throughout the development of the Financial Plan.

The Financial Plan 2025– 2035 was subject to public exhibition and community consultation between 18 June to 9 July 2025. At its meeting on 12 August 2025, the Planning and Consultation Committee considered a report outlining the four written submissions received. The Committee did not hear any verbal submissions.

Having considered the feedback from the written and verbal submissions, some minor refinements to the Financial Plan have been made, and these are documented in this report.

Council Resolution

MOVED: **Cr Grant Brooker**
SECONDED: **Cr Kate McKay**

That Council

1. Adopts the Financial Plan 2025–2035 **(Attachment 1)**.
2. Authorises the Director Culture and Performance to make any further minor changes to the Financial Plan that may be necessary and are inconsequential in nature.
3. Makes a copy of the adopted Financial Plan 2025–2035 publicly available on Council's website.
4. Thanks submitters and advises them of the outcome of the consultation process.

CARRIED UNANIMOUSLY

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12. Officers' reports

Cr Kim Cope declared a general conflict of interest in the following item and temporarily left the meeting prior to the item being heard at 8:13pm.

CM.113/25 Review of Road Management Plan

Distribution: **Public**

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

Author: **Heath Gillett, Manager Operations Centre**

Summary

Nillumbik Shire Council (Council) is reviewing and updating its Road Management Plan, as required by the *Road Management At 2004*. In accordance with these requirements Council advertised its review on 17 July 2025 and invited submissions to the proposed amendments.

19 submissions were received in total.

Council's Planning and Consultative Committee considered these submissions at its meeting on 9 September 2025.

Having received and considered the submissions, there are no recommendations to significantly alter the plan from what was advertised. However, there are some minor amendments to the plan recommended, based on further internal review of the document.

This report recommends that Council endorses the amended Road Management Plan (**Attachment 1**), following the review process.

Council Resolution

MOVED: **Cr Peter Perkins**
SECONDED: **Cr Naomi Joiner**

That Council:

1. Adopts the Road Management Plan 2025 as shown in **Attachment 1**.
2. Publishes the adopted Road Management Plan 2025 on the Council website.
3. Advises all submitters (that provided contact details) of the adopted Road Management Plan 2025.

CARRIED UNANIMOUSLY

Cr Kim Cope returned to the meeting at the conclusion of this item at 8:20pm.

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12. Officers' reports

CM.114/25 BMX Jumps and Community Recreation Park Concept Plan Consultation

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File: **FOL/25/14144**

Distribution: **Public**

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

Author: **Stewart Broussard, Manager Recreation and Leisure**

Summary

The purpose of this report is to seek approval to consult on the BMX Jumps and Community Recreation Park concept plan **(Attachment 1).**

Community consultation on the community recreation park is proposed to commence on 1 October 2025 and conclude on 21 October 2025. Submissions received during this period will be considered by the Planning and Consultation Committee on 11 November 2025.

Community will be given the opportunity to speak to their submission at the Planning and Consultation meeting on 11 November 2025.

Council Resolution

MOVED: **Cr Kelly Joy**
SECONDED: **Cr Peter Perkins**

That Council:

1. Endorses the attached BMX Jumps and Community Recreation Park Concept Plan for the purpose of community consultation.
2. Approves Council officers to undertake community consultation for the period of 1 October 2025 to 21 October 2025, inviting written submissions for the BMX Jumps and Community Recreation Park in line with the endorsed concept plan.
3. Considers all public submissions at the Planning and Consultation Committee meeting to be held on 11 November 2025.

CARRIED UNANIMOUSLY

Heath Gillett, Manager Operations Centre left the meeting during discussion of this item at 8:21pm and did not return.

12. Officers' reports

CM.114/25 BMX Jumps and Community Recreation Park Concept Plan Consultation

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Council Meeting Minutes **30 September 2025**

12. Officers' reports

CM.115/25 Procurement Policy - Review and update

Distribution: **Public**

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

Author: **Robert Malignaggi, Acting Chief Financial Officer**

Summary

Under Section 108 (5) of the *Local Government Act 2020*, Council is required to undertake a review of its Procurement Policy at least once during each four-year term.

The current version of the Procurement Policy 2021-2025 was adopted by Council in June 2021. The current policy was developed in collaboration with the Northern Council Alliance in compliance with the *Local Government Act 2020*.

The review of the current policy has been undertaken by Council's procurement officers and the Chief Financial Officer.

The updated Procurement Policy was presented to the Audit and Risk Committee on 1 September 2025.

The updated Procurement Policy (**Attachment 1**) is presented to Council for endorsement.

Recommendation

That Council:

1. Adopts the Procurement Policy 2025-2029 (**Attachment 1**).
2. Makes the Procurement Policy available on Council's website

Motion

MOVED: **Cr Grant Brooker**
SECONDED: **Cr Kim Cope**

That Council:

1. Adopts the Procurement Policy 2025–2029 (**Attachment 1**), **subject to the following change on page 22, Attachment 1, clause B, first dot point:**
   - **"Where the cumulative variation ~~contract~~ value ~~(all variations plus the original contract sum)~~ exceeds the original delegation approval authority:**
     - **The next highest delegation authority must review the contract and approve the variation in order to proceed."**
2. Makes the Procurement Policy available on Council's website.

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

12. Officers' reports

CM.115/25 Procurement Policy - Review and update

Council Resolution

MOVED: Cr Grant Brooker
SECONDED: Cr Kim Cope

That Council:

2. Adopts the Procurement Policy 2025–2029 (Attachment 1), subject to the following change on page 22, Attachment 1, clause B, first dot point:
    - "Where the cumulative variation value exceeds the original delegation approval authority:
        - The next highest delegation authority must review the contract and approve the variation in order to proceed."
2. Makes the Procurement Policy available on Council's website.

CARRIED UNANIMOUSLY

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12. Officers' reports

CM.116/25 Investment Policy and Loan & Borrowing Policy

Distribution: **Public**

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

Author: **Robert Malignaggi, Acting Chief Financial Officer**

Summary

This report presents an updated Investment Policy and new Loan and Borrowing Policy for Council's endorsement.

Council's Investment Policy provides guidance for the investment of Council's cash holdings. The policy takes a conservative approach to investment, in accordance with the requirements section 103 of the *Local Government Act 2020*. Updates include references to the *Local Government Act 2020*, review of counterparty limits and a more detailed consideration of investment priorities.

Council's Loan and Borrowing Policy is a new policy, to provide Councillors and officers with a framework of underling principles to consider when making decisions and undertaking borrowing processes.

Council Resolution

MOVED: **Cr Grant Brooker**
SECONDED: **Cr Naomi Joiner**

That Council:

1. Endorses the updated Investment Policy (**Attachment 1**).
2. Endorses the new Loan and Borrowing Policy (**Attachment 2**).

CARRIED UNANIMOUSLY

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Council Meeting Minutes **30 September 2025**

12. Officers' reports

CM.117/25 Planning Scheme Amendments C143nill (Eltham Activity Centre) and C144nill (Diamond Creek Activity Centre)

Distribution: **Public**

Manager: **Frank Vassilacos, Director Planning, Environment and Strategy**

Author: **Amanda Kern, Manager Strategic Planning, Transport and Environment**

Summary

This report seeks to progress Planning Scheme Amendments C143nill (Eltham Major Activity Centre) and C144nill (Diamond Creek Major Activity Centre), which implement the adopted 2020 Structure Plans for both activity centres into the Nillumbik Planning Scheme.

Amendment C143nill (Eltham) has been split into two parts:

- Part A – Eltham Town Centre
- Part B – Bridge Street Business Area (BSBA), where further work is required to address economic development opportunities and potential land contamination in the existing Industrial Precinct.

For Amendment C144nill (Diamond Creek), officers recommend that unresolved submissions be referred to an independent Planning Panel for review.

The Structure Plans were adopted in 2020 and the associated amendments were exhibited for community feedback in June–July 2024. Fourteen (14) submissions were received (seven for each centre). Council has considered the feedback, made changes where appropriate, and recommend referring remaining unresolved matters for Diamond Creek to a Planning Panel to ensure transparency. This includes the proposed removal of notice and review exemptions.

The Structure Plans do not propose major changes to the built form or character of either centre. Key elements include:

- Maintaining existing building height limits (3–5 storeys).
- Improving public spaces through clearer design controls.
- Enhancing transparency and participation by removing exemptions from notice and review.

Overall, the current planning provisions are considered appropriate to guide development and growth in both centres over the next 5–10 years. This includes to satisfactorily accommodate demand for future dwellings in response to the Housing Targets which stipulate the need for 6,500 new dwellings across the Shire by 2051.

Council Meeting Minutes **30 September 2025**

12. Officers' reports

CM.117/25 Planning Scheme Amendments C143nill (Eltham Activity Centre) and C144nill (Diamond Creek Activity Centre)

Council Resolution

MOVED: Cr Kate McKay
SECONDED: Cr Peter Perkins

That Council:

1. Progresses Planning Scheme Amendments C143nill and C144nill to implement the Eltham and Diamond Creek Activity Centre Structure Plans into the Nillumbik Planning Scheme by:

   a) Resolving to split amendment C143nill (Eltham MAC) into Part A and Part B.

   b) Resolving to adopt C143nill - Part A (as in **Attachment 1**) and submit to the Minister for Planning, pursuant to Section 23 of the *Planning and Environment Act 1987.*

   c) Resolving to delay Part B (as in **Attachment 2**) to enable further work, pursuant to Section 23 of the *Planning and Environment Act 1987.*

   d) Resolving to refer C144nill (Diamond Creek MAC) (as in **Attachment 3**) to an independent Planning Panel to deal with unresolved submissions (as in **Attachment 4**), pursuant to Section 23 of the *Planning and Environment Act 1987*.

CARRIED UNANIMOUSLY

Robert Malignaggi, Acting Chief Financial Officer left the meeting during discussion of this item at 8:38pm and did not return.

12. Officers' reports

CM.118/25 Nillumbik Planning Scheme Review 2025 - Final Endorsement

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Distribution: **Public**

Manager: **Frank Vassilacos, Director Planning, Environment and Strategy**

Author: **Amanda Kern, Manager Strategic Planning, Transport and Environment**

Summary

This report presents the Final Planning Scheme Review (PSR) 2025 (**Attachment 1**) for Council's endorsement and outlines the changes made to finalise the document in response to community and internal engagement.

Community engagement was conducted from 9 May 2025 to 6 June 2025, with one submission received. Submissions were presented to Council at its 9 September Planning and Consultation Committee (PCC) meeting. In response, relevant changes have been made to the PSR 2025, including removing reference to buffer zones.

Overall, the findings of the Review identified that the Nillumbik Planning Scheme was found to be operating effectively and most of the previously identified projects and amendments in the 2019 review were completed. Planning services and compliance work is being completed satisfactorily and continuous improvement is having a positive impact. At the same time, the PSR 2025 has identified opportunities to enhance and strengthen policy objectives and required future strategic work.

The final PSR, updated with any changes as directed by Council, will be presented to the Minister for Planning in accordance with Section 12B(5) of the *Planning and Environment Act 1987*. Following adoption, priority projects such as the Eltham and Diamond Creek Activity Centre amendments, the Nillumbik Housing Strategy and Neighbourhood Character Strategy will be further progressed. The priorities are also aligned to the actions of the new Council Plan 2025-2029.

Council Resolution

MOVED: **Cr Peter Perkins**
SECONDED: **Cr Kate McKay**

That Council:

1. Notes the recent changes made to the Final Planning Scheme Review 2025 as in **Attachment 5,** and in response to feedback provided at the 9 September 2025 Planning and Consultation Committee (PCC) meeting.
2. Endorses the Planning Scheme Review 2025 **(Attachment 1)** and the Appendices **(Attachment 2).**
3. Supports Council Officers to submit the adopted document to the Minister for Planning in accordance with Section 12B(5) of the *Planning and Environment Act 1987.*
4. Authorises the Director Planning, Environment and Strategy to make any typographical or minor corrections to the Planning Scheme Review 2025 that may be necessary and are inconsequential in nature.

CARRIED UNANIMOUSLY

12. Officers' reports

CM.118/25 Nillumbik Planning Scheme Review 2025 - Final Endorsement

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Council Meeting Minutes **30 September 2025**

12. Officers' reports

CM.119/25 Seeking Adoption of the Domestic Animal Management Plan 2025-2029

Distribution: **Public**

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

Author: **Elishia Jansz, Manager Community Safety (Municipal Recovery Manager)**

Summary

The purpose of this report is to seek Council endorsement of the Domestic Animal Management Plan 2025–2029 (DAMP 2025–2029) (**Attachment 1**), developed in accordance with section 68A of the *Domestic Animals Act 1994.*

The *Domestic Animals Act 1994* requires councils to develop and implement a Domestic Animal Management Plan (DAMP) every four years, addressing key animal management priorities. The DAMP 2025–2029 reflects Council's legislative obligations and incorporates updated strategies in response to evolving community needs, consultation feedback, and best practice across the sector.

The DAMP outlines Council's strategic direction for domestic animal management over the next four years, in accordance with the *Domestic Animals Act 1994*, and must be adopted by October 2025. The DAMP 2025-2029 has been developed through extensive community engagement, benchmarking with other councils, and cross-departmental collaboration.

The DAMP 2025-2029 has been shaped by community feedback and includes several new initiatives. Key changes proposed include a Section 25 Cat Confinement Order, introducing 24-hour confinement with a 12-month education and transition period before enforcement begins and a revised Section 26 Dogs and Cats in Public Places Order, clarifying off-leash areas and dog access to ovals when not in sporting use.

Other key elements focus on stronger enforcement of animal-related offences, clearer guidance such as signage and definitions, and improved education through social media, pop-ups, and partnerships with organisations like the RSPCA. Practical measures include additional dog poo bag dispensers and bins, more park patrols, and refined processes for issues such as barking dogs and dog attacks. The plan also places greater emphasis on responsible pet ownership, with initiatives to promote desexing (including reduced-cost options).

This report also seeks Council endorsement on a new Animal Registration Refund Policy (**Attachment 4**), aimed at improving fairness principles and transparency in application of animal registration processes.

Motion

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

That Council:

1. Endorses the Domestic Animal Management Plan 2025-2029 (**Attachment 1**) prepared in accordance with section 68A of the *Domestic Animals Act 1994.*

12. Officers' reports

CM.119/25 Seeking Adoption of the Domestic Animal Management Plan 2025-2029

2. Resolves to make the following Order pursuant to section 25 of the *Domestic Animals Act 1994*:
   a) cats within the municipality are to be confined to the owner's property, or the property where they are kept at all times. Cats may leave the property if they are securely confined with an appropriate cat carrier or other reasonable means of constraint as detailed in **Attachment 2**.
3. Resolves to make the follow Orders pursuant to section 26(2) of the *Domestic Animals Act 1994:*
   a) prohibit the presence of dogs (and/or cats, where relevant) in specified public places, and/or require dogs to be on a leash in designated areas, as detailed in the **Attachment 3**.
4. Maintains mandatory desexing of cats requirement as per section 10A of *Domestic Animal Act 1994.*
5. Adopts the Animal Registration Refund Policy (**Attachment 4**).
6. Authorises the Chief Executive Officer (or delegate) to:
   a) give public notice of the Orders in in Victorian Government Gazette accordance with the requirements of the *Domestic Animals Act 1994* and on Councils Website.
   b) undertake any administrative or procedural steps necessary to bring the Orders into effect; and
   c) submit a copy of the Domestic Animal Management Plan 2025-2029 to the Secretary of the Department of Energy, Environment and Climate Action (DEECA) as required.

Cr Kelly Joy proposed to the Mover and Seconder an Amendment to point 1 of the Motion.

This was not accepted by the Mover Cr Kate McKay.

Cr Kelly Joy moved an Amendment.

Amendment

MOVED: Cr Kelly Joy
SECONDED: Cr Naomi Joiner

That Council:

1. Endorses the Domestic Animal Management Plan 2025-2029 (**Attachment 1**) prepared in accordance with section 68A of the *Domestic Animals Act 1994* **with changes to reflect a two year transition period for the new 24/7 cat confinement order and any actions impacted by this transition period be updated accordingly.**
2. Resolves to make the following Order pursuant to section 25 of the *Domestic Animals Act 1994*:

a) cats within the municipality are to be confined to the owner's property, or the property where they are kept at all times. Cats may leave the property if they are securely confined with an appropriate cat carrier or other reasonable means of constraint as detailed in **Attachment 2**.

3. Resolves to make the follow Orders pursuant to section 26(2) of the *Domestic Animals Act 1994:*

   a) prohibit the presence of dogs (and/or cats, where relevant) in specified public places, and/or require dogs to be on a leash in designated areas, as detailed in the **Attachment 3**.

4. Maintains mandatory desexing of cats requirement as per section 10A of *Domestic Animal Act 1994.*

5. Adopts the Animal Registration Refund Policy (**Attachment 4**).

6. Authorises the Chief Executive Officer (or delegate) to:

   a) give public notice of the Orders in in Victorian Government Gazette accordance with the requirements of the *Domestic Animals Act 1994* and on Councils Website.

   b) undertake any administrative or procedural steps necessary to bring the Orders into effect; and

   c) submit a copy of the Domestic Animal Management Plan 2025-2029 to the Secretary of the Department of Energy, Environment and Climate Action (DEECA) as required.

CARRIED

For: Crs Grant Brooker, Naomi Joiner, Kelly Joy and Peter Perkins

Against: Crs Kim Cope, John Dumaresq and Kate McKay

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

Council Resolution

MOVED: Cr Kate McKay
SECONDED: Cr Naomi Joiner

That Council:

1. Endorses the Domestic Animal Management Plan 2025-2029 (**Attachment 1**) prepared in accordance with section 68A of the *Domestic Animals Act 1994* with changes to reflect a two year transition period for the new 24/7 cat confinement order and any actions impacted by this transition period be updated accordingly.

2. Resolves to make the following Order pursuant to section 25 of the *Domestic Animals Act 1994*:

   a) cats within the municipality are to be confined to the owner's property, or the property where they are kept at all times. Cats may leave the property if they

are securely confined with an appropriate cat carrier or other reasonable means of constraint as detailed in **Attachment 2**.

3. Resolves to make the follow Orders pursuant to section 26(2) of the *Domestic Animals Act 1994:*
   a) prohibit the presence of dogs (and/or cats, where relevant) in specified public places, and/or require dogs to be on a leash in designated areas, as detailed in the **Attachment 3**.
4. Maintains mandatory desexing of cats requirement as per section 10A of *Domestic Animal Act 1994.*
5. Adopts the Animal Registration Refund Policy (**Attachment 4**).
6. Authorises the Chief Executive Officer (or delegate) to:
   a) give public notice of the Orders in in Victorian Government Gazette accordance with the requirements of the *Domestic Animals Act 1994* and on Councils Website.
   b) undertake any administrative or procedural steps necessary to bring the Orders into effect; and
   c) submit a copy of the Domestic Animal Management Plan 2025-2029 to the Secretary of the Department of Energy, Environment and Climate Action (DEECA) as required.

CARRIED

For: Crs Kim Cope, John Dumaresq, Naomi Joiner, Kelly Joy and Kate McKay

Against: Crs Grant Brooker and Peter Perkins

Jeremy Livingston, Director Culture and Performance temporarily left the meeting during discussion of this item at 9:12pm and returned at 9:13pm.

Elishia Jansz, Manager Community Safety I Municipal Recovery Manager left the meeting after the vote at 9:30pm and did not return.

Council Meeting Minutes **30 September 2025**

12. Officers' reports

CM.120/25 Tender Report - Contract 2425-059 IT Hardware and Infrastructure - End User Computing

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Distribution: **Public**

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

Author: **Daniel Tarquinio, Manager Information Technology**

Summary

This report recommends the awarding of a lease contract for the provision of laptops and services for the existing fleet of laptop (End User Computing) units.

The current fleet End User Computing equipment is three years old and was acquired via a previous leasing contract term with Hewlett Packard. The current lease arrangement in now ending and the existing equipment has reached its end-of-life cycle and warranty coverage.

As part of the original terms of the lease, the equipment will be returned to Hewlett Packard.

As per the specifications of the tender documents, the proposed lease arrangement would include the following:

- A three-year contract term;
- Provision and deployment of the new units;
- Next business day on-site warranty support; and
- Collection of units, secure data destruction and recycling at the end of the lease period.

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

Recommendation

That Council:

1. Accepts the tender submitted by the **preferred tenderer** for the sum of **$[Redacted]** (inclusive of GST) and enter into the following contract:

   Number: 2425-059

   Title: IT Hardware and Infrastructure - End User Computing

   Term: 3 years from date of acceptance of equipment
2. Authorises the Director Culture and Performance to finalise and execute the contract documentation.
3. Authorises the Director Culture and Performance to approve changes to operational requirements throughout the term of the contract.
4. Advises all tenderers accordingly.
5. Makes public the decision regarding this contract but the Tender Evaluation Report (**Attachment 1**) remain confidential on the grounds specified in the definition of confidential information in section 3(1)(g) of the *Local Government Act 2020*.
6. Resolves that the preferred tenderer be named.

12. Officers' reports

CM.120/25 Tender Report - Contract 2425-059 IT Hardware and Infrastructure - End User Computing

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Council Resolution

MOVED: Cr Peter Perkins
SECONDED: Cr Kim Cope

That Council:

1. Accepts the tender submitted by the preferred tenderer Hewlett Packard PPS Australia Pty Ltd for the sum of $586,586.88 (inclusive of GST) and enter into the following contract:

   Number: 2425-059

   Title: IT Hardware and Infrastructure - End User Computing

   Term: 3 years from date of acceptance of equipment

2. Authorises the Director Culture and Performance to finalise and execute the contract documentation.
3. Authorises the Director Culture and Performance to approve changes to operational requirements throughout the term of the contract.
4. Advises all tenderers accordingly.
5. Makes public the decision regarding this contract but the Tender Evaluation Report (**Attachment 1**) remain confidential on the grounds specified in the definition of confidential information in section 3(1)(g) of the *Local Government Act 2020*.
6. Resolves that the preferred tenderer be named.

CARRIED

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

Against: Crs Kelly Joy and Kate McKay

12. Officers' reports

CM.121/25 Updated Complaint Handling Policy

Distribution: **Public**

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

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

Summary

Section 107 of the *Local Government Act 2020* requires all councils to adopt and maintain a complaints policy. This ensures a clear and consistent framework is in place for managing complaints, providing the community with confidence that concerns will be handled fairly and transparently.

Council's Complaints Handling Policy has now been updated in line with the Victorian Ombudsman's *Good Practice Guide to Complaint Handling for Victorian Public Sector Organisations* (April 2025). This update not only ensures the policy meets legislative requirements but also reflects best practice in complaint management as outlined by the Victorian Ombudsman.

The current Complaint Handling Policy was adopted by Council in December 2021, in line with the then new *Local Government Act 2020* and Victorian Ombudsman's guidance around complaint handling. While the current policy has operated effectively, it is prudent to review and update with the minor changes set out in the Ombudsman's update guidance.

This operational policy relates to the management of complaints made to Council, by any person who has been affected by an action, inaction or decision of Council. The policy provides a framework which outlines the organisation's commitment to complaint handling.

The policy does not apply to complaints about individual Councillors. However, where it does relate to Councillors, it specifies that when a Councillor receives a complaint from a member of the community, the Councillor will refer it to the Council administration for appropriate action and response in accordance with this policy.

Complaints are 'free feedback' for Council about its services and can highlight needs for improvement. The policy also supports a maturing approach to recording, handling and reporting on complaints.

Once adopted, the updated policy will be published on Council's website.

Council Resolution

MOVED: **Cr Kate McKay**
SECONDED: **Cr Kim Cope**

That Council adopts the Complaint Handling Policy **(Attachment 1).**

CARRIED UNANIMOUSLY

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12. Officers' reports

CM.122/25 Informal Meetings of Councillors Records - 26 August 2025

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 26 August 2025.

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

1. Councillor Briefing held 19 August 2025;
2. Environment and Sustainability Advisory Committee held 20 August 2025;
3. Inclusion and Access Advisory Committee held 22 August 2025;
4. Council Meeting Pre-Meet held 26 August 2025;
5. Recreation Trails Advisory Committee held 27 August 2025;
6. Youth Council Meeting held 1 September 2025;
7. Councillor Briefing held 2 September 2025
8. CEO Employment Matters held 9 September 2025; and
9. Planning and Consultation Committee Pre-Meet held 9 September 2025.

Council Resolution

MOVED: Cr Kim Cope
SECONDED: Cr Kate McKay

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

12. Officers' reports

CM.122/25 Informal Meetings of Councillors Records - 26 August 2025

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13. Notices of Motion

Nil

14. Delegates' Reports

Nil

15. Supplementary and urgent business

Nil

16. Confidential reports

Carl Cowie Chief Executive declared a general conflict of interest in the following item and left the meeting prior to the item being heard at 9:39pm.

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

CM.123/25 CEO Employment Matters - CEO Performance Plan 2025/2026

This item is confidential because it is personal information, being information which if released would result in the unreasonable disclosure of information about any person or their personal affairs pursuant to paragraph (f) of the definition of confidential information under section 3(1) of the *Local Government Act 2020*. This ground is applied because it is information that, if publicly released at the time, is likely to be inappropriately detrimental to the Council or any person (natural or corporate).

Council Resolution

MOVED: Cr Naomi Joiner
SECONDED: Cr Grant Brooker

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

CARRIED UNANIMOUSLY

The meeting reopened to the public at 9:50pm.

17. Close of Meeting

The meeting closed at 9:50pm.

Confirmed: _____

Cr John Dumaresq, Mayor

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Youth Council Formal Meeting

Minutes

Date:	Monday 6 October 2025
Time:	4.30pm – 6.30pm
Venue:	Nillumbik Youth Hub
Chair:	Tahlia Edmonds
Minute Taker:	Nichole Johnson
Committee Members:	Alexandra Laidlaw, Ang Gartland, Gianna Andreoli, Kris van de Kamp, Lucas Fox, Rose Jarvis, Samuel Lochner, Soren Kean, Tahlia Edmonds, Eleanor Risley
Councillor Representative	Cr Kate McKay
Other:	Nichole Johnson, Krystle Kalomakaefu, Sarah Dunn
Apologies:	Corrienne Nichols, Yasmin Green, Anushka Gupta, Jessica Brown, Aashini Rastogi

Order of business

1. Welcome (2 minutes) 4:30pm

Observers are reminded their role is to observe only, unless called upon by the Chairperson to participate.

2. **Acknowledgment of Country (2 minutes) 4:32pm –** *completed by Alexandra*

We respectfully acknowledge and recognise the Wurundjeri Woi-wurrung as the Traditional Owner of the land on which Nillumbik is located. We pay tribute to all First Peoples living in Nillumbik Shire, give respect to Elders, children, and young people of past, present, and future generations.

We honor their enduring strength, continuing connection and care for the land and waters, and the truth that sovereignty was never ceded. We acknowledge all Bubups – children and their right to play, learn and have a voice on Country.

We acknowledge the past and walk together for our shared future.

3. Ice breaker (5 minutes) 4:34pm

The icebreaker question of the meeting everyone responded to was: Recommend a movie, tv show or book that you've read/watched recently"

4. Conflict of Interest and Informal Meetings of Councillors Record

Conflict of interest provisions are contained in sections 126-131 of the *Local Government Act 2020,* the Councillor Code of Conduct, the Employee Code of Conduct and the Advisory Committee Members Code of Conduct.

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

No conflicts of interest declared

5. Minutes of previous meeting

That the minutes of the meeting held 1 September 2025 are confirmed as a true and accurate record of the meeting.

Minutes moved by: Alexandra

Minutes seconded by: Lucas

6. Outstanding Action Items

Waiting to receive payment templates from some Youth Councillors.

Action: Krystle to send out form again

7. Item of business 1: Bike riders at Temple Ridge Reserve (20 minutes) 4:45pm

Sarah Dunn, Environmental Works Officer

Officer will present information on the environmental importance of the Temple Ridge Reserve and concerns over mountain bike riders in the area. Youth Council will be asked to consider ideas of how to prevent bike riding in the area.

See PowerPoint Presentation

- 17 hectares near Hurstbridge with environmental significance
- Lots of mountain bike trails – 16 years on eastern slope
- Tracks are not Council approved
- New tracks have been built tearing up native vegetation
- Friends of Group since 2023 – focus on boneseed removal to allow natives to grow back however bike riding also has impact.
- Impacts outlined in presentation
- Photos of tracks shown
- Complicated issue

Feedback from Youth Council:

- Understand both sides e.g. bike riders doing something they love but also see the disruption to environment – promote designation of bike riding areas.
- Have you tried permanent signage? Yes, however signs get pulled down even if placed in concrete.

- More educational based signage with photos
- More hands-on approach – involving the community
- Sarah noted that we can't officially endorse mountain bike riding due to risks and requirements for an endorsed site (e.g. toilet facilities)
- Could the signage includes maps?

Group 1 – focus on physical interventions to prevent creation of new tracks and damage at Temple Ridge:

- Temporarily section off most impacted areas to allow regeneration allowing access for cars if needed
- Plant more denser bushes, plants to discourage bike riding
- Photos of impacts

Group 2 – focus on some messaging for broader campaign for riders and conservation areas:

- Respect each other
- Maps showing where not to ride
- We respect your areas, please respect ours
- Show damage to new growth
- Stop regrowth happening and see where new tracks might be and put signs
- Some sort of pamphlet or advert in Council newsletter about damage to environment
- Signage showing effects of riding/trails and signage explaining significance of environment
- Map of park that shows areas that have undergone environmental work and bike riding would be damaging in these areas.
- Tape off spaces with new growth
- Is there a space to build BMX Park for them close by?

8. Item of business 2: Upcoming Youth Council meetings (5 minutes) 5:05pm

Krystle Kalomakaefu, Team Leader Youth Development

Officer will lead a discussion about Youth Council meetings over the coming months. Youth Council will be asked to consider adjustments to meetings given upcoming public holidays.

Action: Decided to cancel November Youth Council meeting which was scheduled for the day prior to Cup Day – exams and people going away, however there may be informal working groups e.g. 16 days of activism.

BREAK (5 minutes) 5:10pm

9. Item of business 3: 16 Days of Activism Project (20 minutes) 5:15pm

Krystle Kalomakaefu, Team Leader Youth Development

Officer will support Youth Council to start planning elements of their chosen 16 Days of Activism project.

Planning ideas:

- Thank-you for voting and thanks to Alexandra and Gianna for organising
- Landed on packing party for Share the Dignity
- 25 November to 10 December – agreed on the 10th (afternoon and evening session)
- Could we encourage schools to participate? Yes – Council could act as a collection point if this supports schools involvement.
- Who do we want involved – combination Youth Council and open to other Young People e.g. Nillumbeats and Rainbow Group
- We do have funding – do we also have donation of a hygiene/sanitary product? Yes – 'entry fee' is a product
- Could set up a box for donations over the next month
- Maybe we could add information re accessing local services in the packs with message provided e.g. hand written notes
- We could have a speaker to attend to provide education
- Bags from Boomerang Bags
- **Action:** Flyer will be created and sent around to Youth Council for feedback

10. Item of business 4: Youth Councillor reports from attended events (15 minutes) 5.35pm

Youth Councillors

Youth Councillors will be given an opportunity to report back on events and activities they have attended as part of their Youth Councillor duties.

- Victorian Youth Strategy Forum – Alexandra Laidlaw, Gianna Andreoli
    - Mentioned Youth Hubs have been funded under their youth priorities
    - Minister for Youth was there
    - Panel – Tom Saxton (former Youth congress member), Gerry Goswell (Executive Director, Department Families Fairness and Housing). Bonnie Dukakis (CEO Koori Youth Council)

- Highlights: Discussion regarding flooding and natural disaster - important to have up front.
- Sense of meaning and purpose to explore interest – Sagalee Omar (Founder Locationist, Shooters Shoot Foundation) - discussed opportunities for Young people to engage and express themselves
- Impacts that are more prominent for First Peoples – how do we reach this population in Nillumbik?
- Young people want to volunteer
- Let young people lead and sense of empowerment
- Next year, transport free for under 18's. Driver's License fees now free for Learners and concession for apprentices.
- Asked to reflect on communities – does our community know what is available to them? Are we reaching all young people?
- Held during school holidays and not as many young people in attendance as we thought there would be
- Impactful and important event – were able to talk to Youth Hub and services it has available.
- Parliament was really cool

- Other activities/events attended:
  - Tahlia represented Youth Council with small speech at Nillumbik Community Awards and MC at the Seniors Festival.

11. Item of business 4: Youth Development Updates (5 minutes) 5:50pm

Krystle Kalomakaefu, Team Leader Youth Development

- Frances on leave until late October – please contact Krystle if you need anything
- Nillumbik Short Film Festival – 15 submissions and have extended until next Saturday 11 October to encourage further submissions with some additional socials.
- Youth Wrap Up – Changing from Council report to zine (small magazine) that young people contribute to – youth lead project – arts and writing opportunities and young person doing the graphic design – teachers can submit on behalf of student
- Youth Council payments – please remember to complete
- Open Day – 100 people through the space, artwork completed with template provided by Lukas Kasper (street artist), badge making, music performance and BNLLEN attended to talk about the L2P program – lots of good conversations regarding what services the Youth Hub provides.
- Krystle asked if projects like 16 days of Activism are something Youth Council are interested in doing more of and the answer was yes.

12. Item of business 5: Council Meetings (5 minutes) 5:55pm

Cr Kate McKay

Upcoming Council Briefings, Meetings and PCC speaking opportunities.

Number of key plans endorsed at last week Council Meeting (30 September 2025)

- Council Plan
- Nillumbik Health and Wellbeing Plan
- Domestic Animal Management Plan (DAMP) - voted for 24 hour cat confinement (cats aren't able to leave your property like a dog) - with two year grace period. Enforcement is by requesting a trap or catching the cat and calling Council – owner could be fined. This is about making a change.
- Asset plan
- Telecommunications black spot – Indara – wanting to install a 5G tower in Eltham Lower Park in replacement of a current light pole, however Hohnes Hill has a colony of Eltham Copper Butterflies. Council have rejected and have requested Indara look at another location. Another location recommended is near a Scarred Tree (scars on trees created by Aboriginal people by removing bark for various purposes eg to make canoes).
- Current opportunities to have your say with the BMX jumps & recreation park and Living and Learning (community Neighbourhood House that provides training)
    - Youth Council can consider if they want to make a joint submission for BMX
- Next Planning and Consultation meeting scheduled for 14 October - Council will hear submission on the Parks & Open Space Service Standards and Hurstbridge Dog Park Upgrade Community Consultation. For further information visit: Planning and Consultation Committee meetings - Nillumbik Shire Council

13. Other Business (2 minutes) 6:27pm

No other business discussed

14. Next meeting date and location

Youth Council Advisory Committee Meeting Monday 1 December 2025, 4:30 – 6:30pm at Nillumbik Youth Hub – 32-34 Elizabeth Street, Diamond Creek

Financial Report

30 September 2025

Nillumbik
The Green Wedge Shire

Financial Report - 30 September 2025

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Income Statement

For the financial year to date 30 September 2025

	YTD Budget	YTD Actuals	YTD Variance Fav / (Unfav)		Annual Budget
	$	$	$	%	$
Income					
Rates	66,437,176	66,422,803	(14,373)	(0.02)	67,693,310
Waste management charge	15,657,280	15,714,986	57,706	0.37	15,657,280
Government grants-recurrent	1,013,232	1,038,753	25,521	2.52	5,883,380
Government grants-non-recurrent	7,135,643	7,785,473	649,830	9.11	18,987,788
User charges	3,069,494	3,201,929	132,435	4.31	19,224,656
Statutory fees and fines	503,645	594,972	91,327	18.13	2,077,490
Reimbursements	-	25,064	25,064	100.00	57,031
Interest income	157,000	164,826	7,826	4.98	1,350,000
Capital contributions	-	(1,491)	(1,491)	(100.00)	1,201,592
Other revenue	108,718	273,061	164,343	151.16	713,359
Contributions	33,900	32,655	(1,245)	(3.67)	103,500
Total income	**94,116,088**	**95,253,031**	**1,136,943**	**1.21**	**132,949,386**
Expenses					
Employee benefits	9,950,845	9,643,272	307,573	3.09	43,793,048
External contracts	4,263,711	4,338,262	(74,551)	(1.75)	24,967,229
Materials and related costs	6,310,779	6,434,832	(124,053)	(1.97)	20,466,050
Other expenditure	1,929,982	2,014,371	(84,389)	(4.37)	7,706,167
Interest expenditure	132,734	132,734	-	-	800,186
Financial year projects allocation	238,714	274,005	(35,291)	(14.78)	2,288,779
Total expenses	**22,826,765**	**22,837,476**	**(10,711)**	**(0.05)**	**100,021,459**
Earnings before Depreciation	**71,289,323**	**72,415,555**	**1,126,232**	**1.58**	**32,927,927**
Depreciation	3,588,500	3,588,500	-	-	14,354,000
Net Surplus	**67,700,823**	**68,827,055**	**1,126,232**	**1.66**	**18,573,927**

Financial Report - 30 September 2025

Balance Sheet

For the financial year to date 30 September 2025

	30-Sep-25 $	30-Jun-25 $
ASSETS		
Current assets		
Cash assets	24,641,836	29,681,000
Other Financial Assets	5,700,000	9,000,000
Receivables	89,732,432	16,009,000
Accrued income	2,062,130	2,248,000
Prepayments	91,932	1,435,000
Inventories	30,074	31,000
Total current assets	**122,258,404**	**58,404,000**
Non-current assets		
Investments in associates	1,726,135	1,726,000
Other Financial Assets	5,000	5,000
Property, infrastructure, plant & equipment		
At cost	1,365,443,764	1,365,503,000
Accumulated depreciation	(353,644,330)	(350,056,000)
Work in progress	18,145,159	12,589,000
Right of use assets	714,444	714,000
Total non-current assets	**1,032,390,172**	**1,030,481,000**
TOTAL ASSETS	**1,154,648,576**	**1,088,885,000**
LIABILITIES		
Current liabilities		
Creditors	11,966,875	1,120,000
Trust funds	2,364,751	4,534,000
Prepaid income	784,130	681,000
Unearned Income	-	6,645,000
Accrued expenses	101,587	4,367,000
Provisions	7,830,225	13,968,000
Borrowings	2,072,374	2,746,000
Lease liabilities	298,693	299,000
Total current liabilities	**25,418,635**	**34,360,000**
Non-current liabilities		
Provisions	18,577,364	12,700,000
Borrowings	14,320,091	14,320,000
Lease liabilities	521,220	521,000
Total non-current liabilities	**33,418,675**	**27,541,000**
TOTAL LIABILITIES	**58,837,310**	**61,901,000**
NET ASSETS	**1,095,811,266**	**1,026,984,000**
Presented by:		
Accumulated surplus	406,204,301	406,204,000
YTD surplus/(deficit)	68,827,055	-
Asset revaluation reserve	590,188,151	590,188,000
Other reserves	30,591,759	30,592,000
TOTAL EQUITY	**1,095,811,266**	**1,026,984,000**

Financial Report - 30 September 2025

Statement of Cash Flows

For the financial year to date 30 September 2025

	30-Sep-25 YTD $	30-Jun-25 * $
Inflows from operating activities		
Rates	17,173,478	79,393,000
Statutory fees & fines	594,972	1,928,000
User charges	3,201,929	17,158,000
Grants	2,357,661	13,240,000
Contributions	88,078	1,946,000
Interest	164,826	1,869,000
Other receipts	248,646	7,652,000
Total inflows from operating activities	**23,829,590**	**123,186,000**
Outflows from operating activities		
Payments to suppliers	(14,506,580)	(64,035,000)
Payments to employees	(9,643,272)	(40,788,000)
Trust	299,288	(89,000)
Other payments	(2,014,371)	(8,642,000)
Total outflows from operating activities	**(25,864,935)**	**(113,554,000)**
Movement in operating activities	**(2,035,345)**	**9,632,000**
Inflows from investing activities		
Proceeds from sale of assets	59,136	249,000
Proceeds from investments	3,300,000	1,000,000
Outflows from investing activities		
Payments for property, infrastructure, P&E	(5,556,287)	(17,624,000)
Payments for investments	-	-
Movement in investing activities	**(2,197,151)**	**(16,375,000)**
Inflows from financing activities		
Proceeds from borrowings	-	-
Outflows from financing activities		
Repayment of borrowings	(673,934)	(2,617,000)
Borrowing costs	(132,734)	(929,000)
Interest paid - lease liabilities	-	(55,000)
Repayment of lease liabilities	-	(386,000)
Movement in financing activities	**(806,668)**	**(3,987,000)**
TOTAL CASH MOVEMENT FOR PERIOD	**(5,039,164)**	**(10,730,000)**
Opening bank balance	29,681,000	40,411,000
Net increase/(decrease) in cash and cash equivalents	(5,039,164)	(10,730,000)
CLOSING BANK BALANCE	**24,641,836**	**29,681,000**

*Comparative reflective of annual report which has been rounded to the nearest thousand

Financial Report - 30 September 2025

1. Income Statement Variance Analysis

a. Operating Income year to date

	YTD Budget	YTD Actuals	YTD Variance Fav / (Unfav)		Annual Budget
	$	$	$	%	$
Income					
Rates	66,437,176	66,422,803	(14,373)	(0.02)	67,693,310
Waste management charge	15,657,280	15,714,986	57,706	0.37	15,657,280
Government grants-recurrent	1,013,232	1,038,753	25,521	2.52	5,883,380
Government grants-non-recurrent	7,135,643	7,785,473	649,830	9.11	18,987,788
User charges	3,069,494	3,201,929	132,435	4.31	19,224,656
Statutory fees and fines	503,645	594,972	91,327	18.13	2,077,490
Reimbursements	-	25,064	25,064	100.00	57,031
Interest income	157,000	164,826	7,826	4.98	1,350,000
Capital contributions	-	(1,491)	(1,491)	(100.00)	1,201,592
Other revenue	108,718	273,061	164,343	151.16	713,359
Contributions	33,900	32,655	(1,245)	(3.67)	103,500
Total Operating Income	**94,116,088**	**95,253,031**	**1,136,943**	**1.21**	**132,949,386**

Significant variance commentary:

Rates and Waste Management Charge $43,333.

• Reflective of supplementary valuations.

Recurrent Government Grants $25,521.

• Additional funding received from Department of Education, Skills and Employment $18,830.

Non-Recurrent Government Grants $649,830.

• New funding received from Department of Jobs, Precincts and Regions $351,159.
• Additional funding received from Department of Energy, Environment and Climate Action $256,032.

User Charges $132,435.

• Leisure facilities income $107,170.

Statutory Fees and Fines $91,327.

• Council elections non-voter fine income $93,238.

Reimbursements $25,064.

• Insurance claim refunds $20,064.

Other Revenue $164,343.

• Recycling collection - container deposit scheme refunds $104,382.

Financial Report - 30 September 2025

b. Operating Expenditure year to date

	YTD Budget $	YTD Actuals $	YTD Variance $	YTD Variance %	Annual Budget $
Expenditure					
Employee benefits	9,950,845	9,643,272	307,573	3.09	43,793,048
External contracts	4,263,711	4,338,262	(74,551)	(1.75)	24,967,229
Materials and related costs	6,310,779	6,434,832	(124,053)	(1.97)	20,466,050
Other expenditure	1,929,982	2,014,371	(84,389)	(4.37)	7,706,167
Interest expenditure	132,734	132,734	-	-	800,186
Financial year projects allocation	238,714	274,005	(35,291)	(14.78)	2,288,779
Total operating expenditure	**22,826,765**	**22,837,476**	**(10,711)**	**(0.05)**	**100,021,459**

Significant variance commentary:

Employee Benefits $307,573.

• Year to date variances resulting from position vacancies due to resignations, staff being on secondment or long service leave.

External Contracts ($74,551).

• External consultants engaged to provide specialised services ($87,154).
• Agency and temporary staff engaged to backfill vacant roles ($52,689).
• Leisure facilities expenditure ($44,354).
• Disposal costs for:
  - Recycling $35,128.
  - Organics $34,734.
• Hard waste collection services $19,040.

Materials and Related Costs ($124,053).

• Legal fees ($86,389).
• Traffic Enforcement parking overstay detection sensors software ($42,369).

Other Expenditure ($84,389).

• Emergency Services and Volunteer Fund (ESVF) levy on Council owned properties ($44,521)
• Victorian Electoral Commission complusory voting enforcement ($36,841).

Financial Year Projects ($35,291).

• Eltham North Pavilion carpark extension ($23,111).

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2. Statement of Capital Works
For the financial year to date 30 September 2025

Asset Class	YTD Budget	YTD Actuals	YTD Variance Fav / (Unfav)		Annual Budget
	$	$	$	%	$
Bridges	10,200	10,951	(751)	(7.36)	285,000
Children's playground equipment	-	365	(365)	(100.00)	315,000
Commercial centres/major streetscapes	292,170	293,853	(1,683)	(0.58)	1,055,015
Digital transformation projects	128,285	146,085	(17,800)	(13.88)	178,285
Disability access works	-	-	-	-	100,000
Drainage	342,180	345,742	(3,562)	(1.04)	1,339,301
Footpaths	258,850	268,251	(9,401)	(3.63)	846,679
Landfill closure/regional park	465,500	465,406	94	0.02	3,472,781
Major leisure centres & community halls	9,430	9,430	-	-	100,459
Other council buildings	664,955	685,031	(20,076)	(3.02)	7,955,483
Other infrastructure	1,420	9,617	(8,197)	(577.25)	225,412
Plant & vehicle replacement	220,836	220,897	(61)	(0.03)	2,313,772
Public open space	46,050	46,051	(1)	(0.00)	462,579
Recreation, leisure & community	891,400	891,579	(179)	(0.02)	7,970,481
Recreation trails	383,750	381,389	2,361	0.62	5,667,004
Roads	831,887	864,970	(33,083)	(3.98)	5,226,768
Special charge schemes	10,000	10,025	(25)	(0.25)	423,286
Sportsfields & pavilions	415,345	440,848	(25,503)	(6.14)	5,501,232
Traffic works	457,376	458,045	(669)	(0.15)	1,484,953
Various/miscellaneous capital	-	9,000	(9,000)	(100.00)	140,000
Total	**5,429,634**	**5,557,535**	**(127,901)**	**(2.36)**	**45,063,490**
Renewal	1,557,915	1,576,100	(18,185)	(1.17)	11,555,529
New	1,387,018	1,427,270	(40,252)	(2.90)	9,784,823
Upgrade	2,193,196	2,243,229	(50,033)	(2.28)	20,135,163
Expansion	291,505	310,936	(19,431)	(6.67)	3,587,975
Total	**5,429,634**	**5,557,535**	**(127,901)**	**(2.36)**	**45,063,490**

Commentary:

The 2025-26 annual capital works program is underway and is tracking well, with a total spend variance of 2.36% percent ahead of budget. This remains within annual budget projections.

Projects currently under construction:
- Youngs Road upgrade - The sealing of Youngs Road, Yarrambat.
- Hurstbridge community shed – Construction of a new community shed with workshop, social space and amenities.
- Eltham North preschool improvements – Upgrade works including a new DDA compliant toilet, children's amenities and kitchenette.
- Diamond Creek outdoor pool – Improvement works including accessibility upgrades, improvements to the main pavilion and repairs to the pool concourse.
- Eltham Lower Park pavilion – Improvements to the social space, amenities and change rooms.
- Research preschool extension – Extension to the existing building to provide more storage and office space.

Projects recently completed:

- Eltham North Reserve car park
- Panton Hill tennis court reconstruction
- Broad Gully Road and Bellbird Road intersection upgrade
- Construction of new footpaths – Walsh Street and Andrew Street, Eltham and 1450 Main Road, Research.

The overall financial position of the capital works portfolio spend continues to be closely monitored.

Financial Report - 30 September 2025

3. Treasury

a. Loans

Financial Institution	Start date	Term (years)	End date	Principal $	Interest Rate %	Current Balance $
NAB	28/06/2007	20	28/06/2027	2,200,000	6.96%	313,907
NAB	27/06/2008	20	27/06/2028	3,647,000	7.87%	860,612
TCV	22/06/2022	7	22/06/2029	7,000,000	4.42%	4,016,066
NAB	10/06/2011	20	10/06/2031	2,120,000	7.91%	972,129
NAB	21/06/2021	10	21/06/2031	3,303,000	2.03%	1,899,225
ANZ	29/06/2012	20	29/06/2032	2,373,000	5.88%	1,122,168
TCV	3/05/2024	10	3/05/2034	8,000,000	5.13%	7,208,357
Total						**16,392,464**

b. Investment activities

Council carries out investment activities according to Section 143 of the Victorian Local Government Act 1989. All Council funds are invested with Authorised Deposit Taking Institutions (ADI's), in either cash, at call or term deposits. The following tables provide our investment portfolio by maturity and rating type.

Financial Institution	Green Investment	S & P Rating	Investment Type	Principal $	Maturity Date	Term (days)	Interest Rate %
AMP	*Yes*	A2	11:00am	3,000,000			4.25%
CBA		A1+	11:00am	5,000,000			3.20%
Macquarie		A1	11:00am	2,554,827			4.15%
NAB		A1+	Term Deposit	3,500,000	1/12/2025	91	4.10%
NAB		A1+	Term Deposit	2,000,000	8/12/2025	91	4.15%
Westpac		A1+	Term Deposit	5,000,000	11/06/2026	365	4.17%
Westpac		A1+	Term Deposit	700,000	11/06/2026	314	4.16%
Total				**21,754,827**	**Weighted average**		**3.94%**

Financial Institution Rating	Investment	Portfolio
A1+	16,200,000	74.47%
A1	2,554,827	11.74%
A2	3,000,000	13.79%
Total	**21,754,827**	**100%**

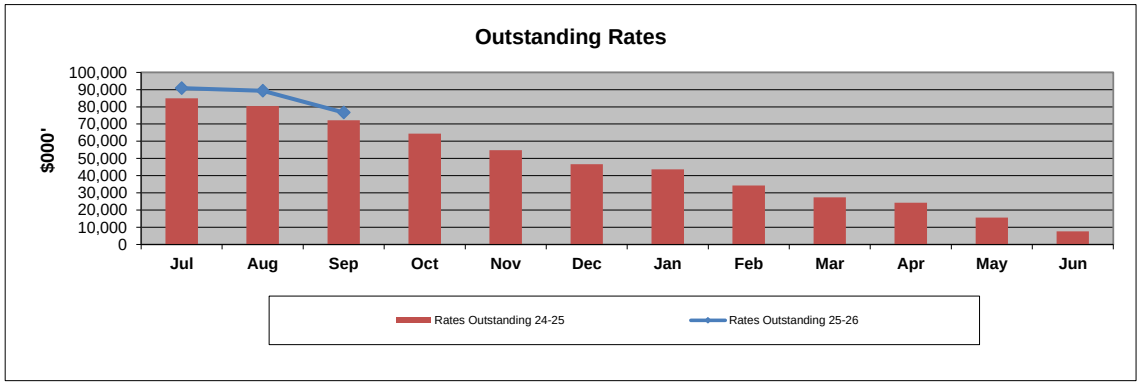
Council's current average rate of return on investments for the 2025-26 financial year is 3.94 percent and is compliant with Council's investment policy.

The portion of investment portfolio currently invested with green institutions is 13.79 percent. Green institutions are defined as being fully divested from fossil fuels, that is, having no direct or indirect investment in the fossil fuel industry.

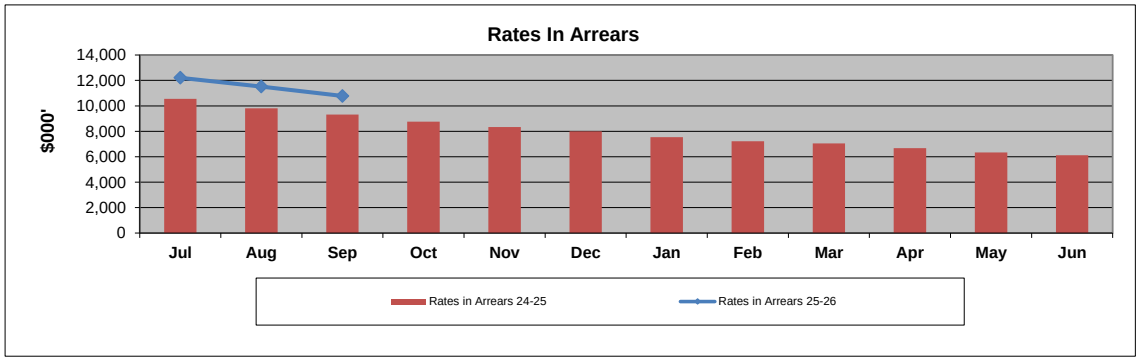
Financial Report - 30 September 2025

4. Rates Analysis

	YTD Actual 30-Sep-24 $000'	YTD Actual 30-Sep-25 $000'	Variance $000'	Variance %
Rates Outstanding	72,153	76,692	(4,539)	(6.29)
Rates in Arrears (prior years)	9,323	10,780	(1,457)	(15.63)



When Council adopts the budget, rates are levied on properties and the full amount due is treated as income at that point. As payments are received the level of rates debtors reduces. The major reductions in debtor levels occur with quarterly receipts for instalments.



Supplementary Valuations

Between the annual revaluation cycle, supplementary valuations are conducted to:
- record changes made to properties that affect property value,
- record changes to the rateability status, and
- consider any planning amendments made within the cycle.

Growth in the number of rateable assessments predominantly occurs as a result of developments within the Shire, creating assessments through subdivision of land and/or buildings.

Rateable properties at 1 July 2025	24,283
2025-26 growth	28
Rateable properties at 30 September 2025	24,311

Financial Report - 30 September 2025

5. Grant Activity

The following table provides a summary of grant funding, greater than $50,000, received for Council activities during the period 1 July 2024 to 30 September 2025.

Project Description	2024-25 Actuals YTD $	Funding Body
Recurrent		
Maternal & Child Health universal funding	108,905	Department of Health (Vic)
Grants Commission - roads	196,167	Department of Jobs, Precincts and Regions
Grants Commission - general purpose	285,069	Department of Jobs, Precincts and Regions
Total Recurrent	**590,141**	
Non-Recurrent		
Council Plan / Grant Funded Initiatives		
Nillumbik deer control 2025-27	160,000	Department of Energy, Environment and Climate Action
Emergency Management Officer	80,000	Department of Government Services
Youth Engagement - Edendale	75,443	Department of Social Services
Diamond Creek platypus habitat enhancement	150,000	Melbourne Water
Capital Works		
Eltham Woods Childcare Co-operative	165,000	Department of Education and Training
Diamond Creek dog park upgrade	150,000	Department of Energy, Environment and Climate Action
Roads and carpark renewal (Roads To Recovery)	162,238	Department of Infrastructure, Transport, Regional Development, Communications and the Arts
North East Link tree offset program	195,390	Department of Transport and Planning
Total Non-Recurrent	**1,138,071**	

Financial Report - 30 September 2025

6. Defined Benefit Superannuation Update

Council has an obligation to contribute to any funding shortfalls within the Local Authorities Superannuation Fund (LASF) Defined Benefit Plan.

The Australian Prudential Regulation Authority (APRA) standard SPS160 uses the Vested Benefits Index (VBI) as its primary measure of fund solvency. The VBI measures the market value of assets in a defined benefit portfolio against the benefits that members would have been entitled to if they had all resigned on the same day.

The independent Actuary to the fund calculates the VBI at 30 June each year. It is necessary for the VBI to be 100% or greater at 30 June each year.

Vision Super produces interim quarterly VBI estimates based on actual quarterly assets and membership.

The recent history of the LASF VBI is shown below:

Estimated Vested Benefit Index

Year	30 Sept (estimated) %	31 Dec (estimated) %	31 Mar (estimated) %	30 Jun (actual) %
2025/26	**			
2024/25	107.30	106.50	105.00	110.50
2023/24	102.30	103.80	106.30	105.40
2022/23	101.50	101.70	104.20	104.10

** The 30 September 2025 estimated figure is not yet available from Vision Super.



Annual Report 2024-2025

Nillumbik
The Green Wedge Shire



Flags at the Civic Centre, Greensborough

Acknowledgement of Country

Nillumbik Shire Council respectfully acknowledges and recognises the Wurundjeri Woi-wurrung as the Traditional Owner of the land on which Nillumbik is located. We pay tribute to all First Peoples living in the Nillumbik Shire, give respect to Elders past, present and emerging, and extend our respect to all First Peoples.

We recognise the enduring strength of the Wurundjeri Woi-wurrung despite the ongoing impacts of past trauma and injustices from colonial invasion, massacres and genocide committed against First Peoples. We value the significance of the Wurundjeri people's history as essential to the unique character of the Shire.

Wurundjeri Woi-wurrung people are deeply entwined to these lands and waterways, and we celebrate the distinctive place of First Peoples in the identity of Nillumbik Shire and across Australia. Nillumbik recognises the valuable contributions of First Peoples in all aspects of Australian society.

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, ability or background. 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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BELOW

The previous five Nillumbik Shire Council Annual Reports have received Gold Awards in the Australasian Reporting Awards

COVER

Nillumbik Volunteers





Nillumbik's Green Wedge landscape



Report overview

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CEO's message 19

About our Annual Report

Nillumbik Shire Council is proud to present the annual report for the financial year to 30 June 2025.

This report is an important part of Council's commitment to open and accountable governance. The report informs our community and stakeholders – including residents, ratepayers, customers, businesses, prospective staff, government agencies and other interested groups – and reflects Council's commitment to making Nillumbik a better place for current and future generations.

The Annual Report is an overview of the Council's performance in the 2024-2025 financial year against the four themes set out in the Council Plan 2021-2025, along with the annual budget

The report details Council's operations and performance during the financial year, including the State Government's Local Government Performance Reporting Framework (LGPRF) which can also be found at **knowyourcouncil.vic.gov.au**.

The report highlights achievements and challenges in key operational areas and provides comprehensive corporate governance information as well as audited financial statements. It includes issues impacting the sustainability of the Shire and our organisation, as well as our financial and sustainability performance.

Case studies are used throughout the report to provide practical, personal examples of the various Council projects and initiatives, and their impacts on, and benefits to the Nillumbik community.

The report also includes statutory reporting and legislative information and fulfils Council's statutory responsibilities under the *Local Government Act 2020* and other legislation. Further detail on the Acts in operation can be found on page 208 of this report.

The structure of this report

This report is divided into five broad sections:

1. An overview of the report, the Shire and Council performance (pages 4-77)
2. An overview of our community and our organisation (pages 79-117)
3. Our performance against the four themes of the Council Plan 2021-2025 (pages 119-179)
4. Corporate governance and statutory reporting (pages 181-209)
5. Financial and performance statements (pages 211-287).

How to obtain a copy of this Annual Report

Additional copies of this Annual Report can be obtained by:

- Visiting Council's website at **nillumbik.vic.gov.au/annual-report**
- Telephoning Customer Service on 9433 3111
- Sending an email to **nillumbik@nillumbik.vic.gov.au**
- Writing to Nillumbik Shire Council, PO Box 476, Greensborough VIC 3088.

Council welcomes your feedback and ideas about this report. If you want to provide feedback or would like more information on any matters contained in this report, please contact Council's Business Performance team on 9433 3111 or email **nillumbik@nillumbik.vic.gov.au.**

If you would like this report in an alternative format, please contact Customer Service on 9433 3111.

A summary version of the report is available on our website. The summary conveys key messages using simplified concepts and design elements. It is particularly beneficial for people with low English literacy, people with intellectual disability and people who speak English as a second language.



To access the Translator and Interpreter Service, visit **tisnational.gov.au**. If you need an interpreter, please call TIS National on 131 450 and ask them to contact Council on 9433 3111.



National Relay Service

If you are deaf or have a hearing or speech impairment, please contact us through the National Relay Service. TTY dial 133 677 or Speak & Listen 1300 555 727 or **relayservice.gov.au**, then enter 9433 3111.

2024-2025 At a glance



Council Plan theme: Community and connection Page 121

Achievements Page 123

- Completed implementation of the final year actions in the Health and Wellbeing Plan 2021-2025, highlighted by the delivery of a successful Ageing Well Expo in October which attracted 350 attendees, in partnership with Banyule Council.
- Implemented key actions in Council's Disability Action Plan 2020-2024, with a highlight being the annual Volunteer Recognition Evening with a focus on inclusive practices, with 180 volunteers attending.
- Opened Council's first Youth Hub in Diamond Creek, providing a dedicated space for the Shire's young people.
- Implemented key actions in Council's Gender Equality Action Plan 2022-2025, with a highlight being the undertaking of 35 Equity Impact Assessments on a variety of Council activities and services.

Challenges Page 124

- The Victorian Government's Best Start, Best Life reforms continues to challenge councils to meet increased demand, address workforce shortages, and upgrade infrastructure to ensure equitable access and quality services.
- The Commonwealth's transition of aged care services has challenged Victorian councils to maintain access, quality, and consistent service delivery for older residents amidst complex reforms.
- While affordable housing is not within the Council's direct remit, we recognise its importance and continue to monitor policy developments and advocacy opportunities to advance affordable housing outcomes in the Shire.
- Continue to raise awareness and advocate for gender equality in the workplace and the community, to promote access, equity and inclusion in all Council services, programs and activities.

The year ahead Page 125

- Finalise, adopt and implement the Nillumbik Health and Wellbeing Plan 2025-2029, which expands in scope to now include the remit of the now expired Disability Action Plan.
- Develop a new Gender Equity Action Plan 2026-2029 to be submitted to the Public Sector Gender Equality Commissioner, as required by the *Gender Equality Act 202*0.
- Deliver inclusive educational programs across life stages in partnership with community facilities and services to meet the evolving needs of families, older adults, and creative communities.
- Research Council's role in food insecurity and advocate for funding to develop and implement a Food Systems Strategy.



Council Plan theme: Place and space Page 139

Achievements Page 142

- Adopted Council's Biodiversity Strategy 2024-2034 and Urban Tree Canopy Strategy 2024-2040, completing a long list of strategy development throughout this Council term.
- Implemented key actions in Council's Arts and Culture Strategy 2022-2026, including delivery of the 2025 Summer Sounds and 2025 Nillumbik Prize for Contemporary Art events.
- Adopted Council's Integrated Transport Strategy 2024-2029, which provides a strategic framework to guide transport planning, sustainability and advocacy priorities.
- Council provided feedback on the State Government's Plan for Victoria, highlighting Nillumbik's Green Wedge, environmental and transport constraints, and successfully advocated for sustainable, context-sensitive housing growth, leading to the target being reduced from 12,000 to 6,500 new dwellings by 2051.

Challenges Page 144

- Delivery of a number of strategic planning actions in regards to housing were delayed as Council awaited State Government advice on proposed state-wide planning reforms and clarity on housing targets.
- Road maintenance and repairs, bushfire maintenance and repairs, traffic management and provision and maintenance of street trees were the top four issues of concern for Nillumbik residents, based on 2025 Annual Community Survey results.
- Without the legislation to assist Council with issuing more substantial penalties, the unauthorised (illegal) dumping of soil on private rural properties continues to pose a threat on our Green Wedge values.
- Continuing to effectively manage 100 bushland and wetland reserves, covering an area of around 500 hectares, and 1,200 km of roadsides within existing resources.

The year ahead Page 145

- Implement key actions in Council's Biodiversity Strategy 2024-2034 and Urban Tree Canopy Strategy 2024-2040.
- Refine, finalise and exhibit Council's Housing Strategy having regard to the State Government's planning reforms.
- Progress planning for pedestrian safety by developing a Road Safety Strategy and scoping of a future Safe Pedestrian Crossing and Shire-wide Walking and Pedestrian Strategy.
- Implement Council's Creative Infrastructure Framework, including new projects for the delivery and development of creative spaces in the Shire.



Council Plan theme: Sustainable and resilient Page 151

Achievements Page 153

- Implemented key actions from Council's Climate Action Plan 2022-2032, including Rethink Nillumbik and Power Up Nillumbik campaigns, helping residents improve energy efficiency, lower bills, reduce waste, and cut household emissions across the Shire.
- Continued to establish Edendale Community Environment Farm as a climate action hub, highlighted by the establishment of a monthly Repair Café at the farm.
- Installed four high-speed Electric Vehicle charging stations in Eltham's Arthur Street carpark, funded through the Federal Government's Future Fuels Fund, responding to growing community demand for local charging infrastructure.
- Implemented key actions in Council's Economic Development Strategy 2020-2030, highlighted by more than 130 people attending the fifth annual Women in Business Networking event.

Challenges Page 154

- Council's Climate Action Plan sets an ambitious goal to reach net-zero community emissions by 2035, 10 years ahead of the State Government's target for Victoria.
- Readiness to effectively respond to emergency events such as bushfires, storms, floods and power outages that follow.
- Council is committed to supporting community sustainability initiatives such as solar programs and energy efficiency, however limited budgets and reliance on external funding has slowed progress.
- Residents and local businesses are facing a challenging economic situation, especially with the current pressures from the cost of living.

The year ahead Page 155

- Continue to implement key actions in Council's Climate Action Plan 2022-2032.
- Continue partnering with Melbourne Water to progress flood modelling and mapping across the Shire.
- Develop and prepare an Indigenous seedling voucher program to support sustainable planting and habitat improvement on private land.
- Continue to establish a climate action hub at Edendale Community Environment Farm to assist the community achieve net zero emissions targets as outlined in Council's Climate Action Plan.



Council Plan theme: Responsible and accountable Page 165

Achievements Page 167

- Council rated number 1 overall across a range of industry sectors (and out of over 200 organisations) in the Customer Service Benchmarking Australia's (CSBA) telephone mystery shopping program.
- The Victorian Electoral Commission (VEC) successfully conducted the 2024 Council general election in November, resulting in a valid election outcome.
- Drafted a new four-year Council Plan (2025-2029) for public exhibition which commenced in June 2025.
- The plan's development process included for the first time a Community Forum to undertake deliberative community engagement.
- Completed implementation of the Nillumbik Customer First Strategy 2023-2026, highlighted by significant improvements seen in both service performance and customer experience.

Challenges Page 168

- High industry costs and limited consultant availability are creating significant risks for the capital works program. These factors continue to adversely impact project budgets, design timeframes and pre-planning activities before works can begin.
- A key priority continues to be preparing the community for bushfires and other emergencies, especially during the summer.
- The Victorian Government's rate-capping framework limits Council's ability to increase revenue while expenses surge. This creates a persistent gap between community expectations and available funding.
- Council is actively reinforcing its cybersecurity defences and educating staff on the potential impact of attacks to address increasing threats.

The year ahead Page 169

- Finalise, adopt and commence implementing key Council documents, including the Council Plan 2025-2029, Financial Plan 2025-2035 and Asset Plan 2025-2035.
- Develop and implement an advocacy framework and annual action plan to guide the Council in securing funding and influencing legislative reform.
- Develop a new Communications Strategy to strengthen community understanding of Council's role, enhance transparency, and support meaningful engagement.
- Finalise an Artificial Intelligence (AI) Policy to increase staff awareness, capability and risk management in use of AI tools, and identify targeted opportunities to improve business performance and customer experience.

Awards and recognition

Council received a number of awards during 2024-2025, including:

Award / Recognition	Summary
Yarrambat Public Golf Course – Inclusive Initiative Award	Yarrambat Public Golf Course (YPGC) received the Inclusive Initiative Award from Golf Victoria during an awards ceremony at Southern Golf Club on 31 October 2024. YPGC was recognised for this prestigious award by demonstrating excellence and innovation within the golfing community for inclusive initiatives. In partnership with Council, the 'Rainbow Golf' event ran for the second time in February 2024 – celebrating diversity on the course, and aimed at uniting LGBTIQA+ golfers and allies.
Gold Award – 2025 Australasian Reporting Awards (ARAs)	Council received its fifth consecutive Gold Award in the Australasian Reporting Awards (ARAs) held in Melbourne on 29 May 2025. The award was for the 2023-2024 Annual Report. The ARAs were introduced in 1950 to improve the quality of annual reporting and to raise public awareness of the purposes of organisations and their achievements. The ARA assists organisations to communicate more effectively to their stakeholders and recognises those organisations that achieve excellence in reporting.
Customer Service Benchmarking Assessment Mystery Shopping	Council continues to participate in the Customer Service Benchmarking Australia Pty Ltd (CSBA) Mystery Shopping Program, a national program measuring the quality of customer service phone call interaction. In 2024-2025, Council was again rated as the top organisation overall (out of over 200 organisations), as well as the best council in the local government sector.
Edendale Community Environment Farm Accessible Work Experience (AWE) inclusive volunteering program	Edendale Community Environment Farm's dedication to inclusion was recognised with the team's inclusive volunteering program, along with volunteer participants, program partners St John of God Accord and the Mayor attending the 2025 Volunteering Victoria Awards as finalists in the Inclusive Volunteering category. While they did not take home the award, this recognition is a testament to the passion and hard work of the team who have created a program where volunteers can grow, gain confidence, and thrive as part of a supportive team. Through commitment and innovation, Council continues to reduce barriers for people with disability.
Local Government Professionals (LGPro) 2025 Award for Environmental Sustainability	Council was a finalist and received a High Commendation in Environmental Sustainability at the LGPro Awards for Excellence, which promote and celebrate the outstanding work being undertaken by teams working in Local Government in Victoria. Council was recognised for our outstanding and collaborative work in saving the Charming Spider-orchid (Caladenia amoena). With fewer than 50 wild plants remaining, it is one of Australia's most endangered plant species. Aligned with Council's Biodiversity Strategy and its target of 'no local extinctions', these works demonstrate how local government can lead innovative, science-based conservation to protect our unique natural environment for future generations.
Local Government Professionals (LGPro) 2025 Award for Nillumbik Youth Hub	Council was also a finalist and received a High Commendation in the Community Assets and Infrastructure: Projects Under $5 Million at the LGPro Awards for Excellence, which promote and celebrate the outstanding work being undertaken by teams working in Local Government in Victoria. The Youth Hub is a vibrant, inclusive space for young people aged 12-25, and is designed to foster social connection, inclusion and wellbeing. The Hub's design promotes equity and accessibility, and supports collaboration with Council, local services and the community.



Council staff undertaking community consultation

Nillumbik Now and Beyond community engagement campaign

Council's Communications and Engagement, Communities, and Business Performance teams collaborated to deliver a coordinated community engagement campaign for the Council Plan 2025-2029 and the Municipal Public Health and Wellbeing Plan 2025-2029.

The campaign called for our community to 'Help shape Nillumbik - Now and Beyond', celebrating our Shire and seeking feedback from the community about what is important to them and their future priorities. The Nillumbik - Now and Beyond campaign was developed to streamline efforts and minimise engagement fatigue, enabling joint data collection through the main survey, alongside a dedicated children's survey to ensure younger voices were also heard.

The campaign's visual identity was designed to stand out to audiences, using iconography to represent important themes and aspects of our community and council.

Key findings from Phase 1 engagement from 2 February to 3 March 2025 included:

- Over 1,000 voices captured
- 2,790 page views on Participate Nillumbik
- 601 surveys completed
- 562 people participate in three pop-ups
- 18 people contributing to the Council Plan Community Forum
- 42 people contributing to the Health and Wellbeing Partnership Forum.

Engagement was sought through a variety of mediums and forums, including:

- Community publications
- Fact sheets
- Participate Nillumbik website
- Postcards
- Posters
- Real estate boards
- Social media and videos.

The Council Plan 2025-2029 and Nillumbik Health and Wellbeing Plan 2025-2029 are scheduled to be adopted by Council in September 2025.

About Nillumbik

Nillumbik by numbers

Land Area

Area: 432 square kilometres



Housing



7.0%	Medium and high-density housing
$2,482	Median weekly household income
47%	Households with a mortgage
9%	Households renting

Employment and education



32%	University qualification
19%	Trade qualification (certificate)
3.5%	Unemployment rate

Travel and transport



2.2%	Public transport to work
50%	Travel to work by car (as driver or passenger)

Socio-economic status



1093	SEIFA index of disadvantage



Population and demographics

63,693 population

70,000 is the forecasted population by 2036

50.6%	Female residents
49.4%	Male residents
0.6%	Aboriginal and Torres Strait Islander Population
16%	Overseas born
10%	Language spoken at home other than English
42 years	Median age
23%	Residents aged 0-17 years
37.7%	Residents aged 18 – 49 years
28.6%	Residents aged 50-69 years
9.3%	Residents aged 70-84 years
1.4%	Residents aged 85+

Volunteers



16.9%	of Shire population are volunteers

Environment



1,300	Indigenous flora species
55	Threatened indigenous flora species
370+	Indigenous fauna species
65	Threatened indigenous fauna species

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.**
Additional information about Nillumbik's native animals can be found at **nillumbik.vic.gov.au/native-animals.**

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 63,690 people who enjoy a healthy, safe and family-friendly lifestyle. Nillumbik is a collection of townships and villages, each with its own unique identity and heritage.

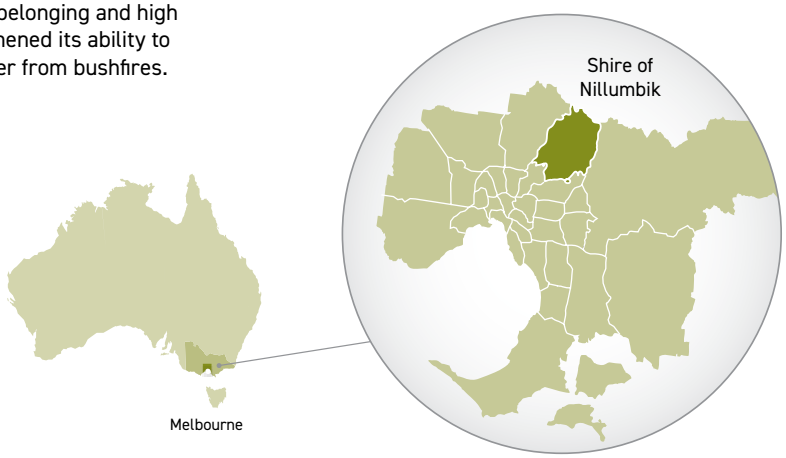
Nillumbik offers residents and visitors distinctive village-style shopping, access to professional services, public transport and places to meet and socialise. Rural properties, rich agricultural land, shared trail networks, orchards and award-winning wineries complement the Shire's unique and diverse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

Green Wedge

Melbourne has 12 Green Wedges, widely known as the "lungs of Melbourne". The Nillumbik Green Wedge covers 91 per cent of the total area of the Shire and is host to a number of state and national parks.

Nillumbik's Green Wedge is home to approximately 12,639 residents and is highly valued locally and regionally because of its biodiversity, natural beauty, recreation opportunities, visitor experiences, mixed-use trails, grazing land and agriculture.
It offers residents and visitors a unique rural environment of bushland, small farms, rivers and forest.

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



Environment

The Shire of Nillumbik contains an array of peri-urban areas, 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.

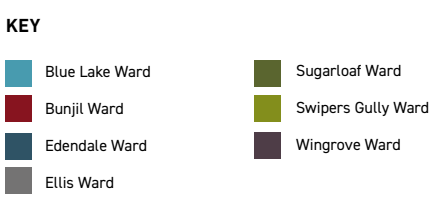
Much of Nillumbik is characterised by open grassy woodland, with relatively shallow soils dominated by long leafed and red box eucalypts, and with the fertile soils of an old volcano at Kangaroo Ground offering localised rich farming land. The Arthurs Creek and Strathewen areas have seen a long history of orchards and cattle farming, yet still retain many stands of ancient eucalypts. The tree canopy cover in Nillumbik is more extensive than the average for metropolitan areas with 39% tree canopy cover in Nillumbik compared with 16.2% for metropolitan areas.[1]

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

Active lifestyles

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

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



Artistic and cultural identity

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

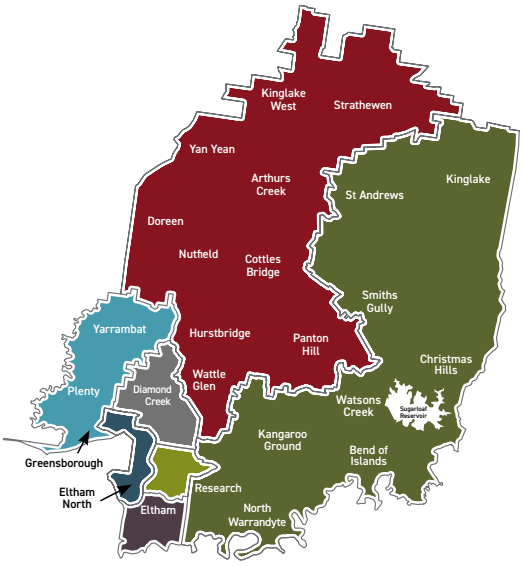
The strength of Nillumbik's artistic traditions, commencing with the early Australian Impressionist painters, the mudbrick movement and through to current practice in contemporary arts, is evident in Nillumbik's artist communities including Baldessin Press, Butterfly Studios, Dunmoochin and Montsalvat as well as the very popular Artists Open Studio weekends.

Nillumbik also has strong links to the performing arts and is proud to be home to acclaimed and emerging authors, photographers, filmmakers and musicians. Nillumbik's contribution to arts and culture is regularly showcased at local, regional and international forums.

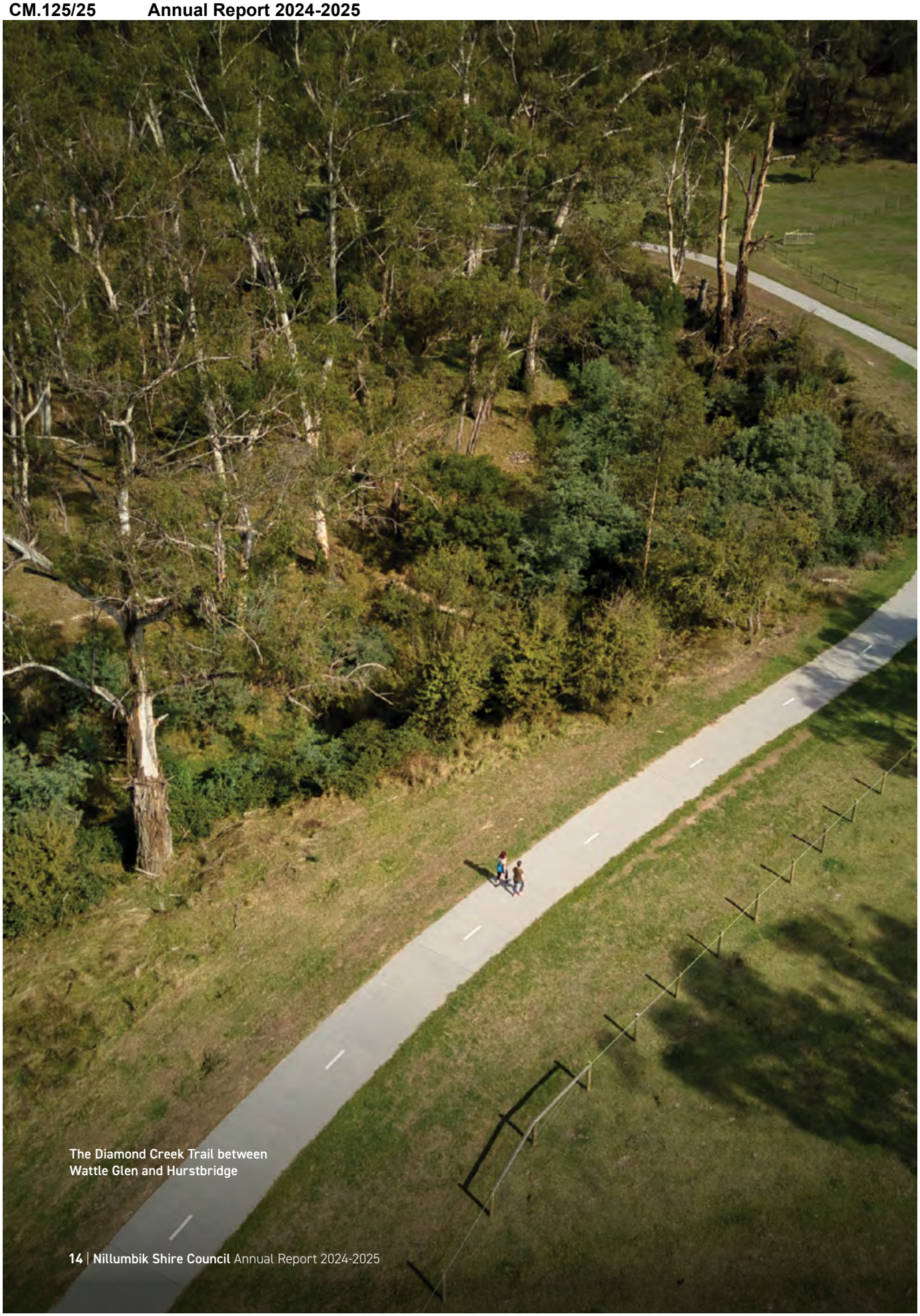
Economy

Nillumbik has a diverse economy that generates $2.5 billion in gross regional product with 37,330 employed residents. Our three largest industries by employment are Construction, Health Care and Social Assistance and Education and Training.

Our 6,400 businesses create 16,500 local jobs. Nillumbik's key employment areas are predominantly concentrated in Eltham and Diamond Creek. There are also neighbourhood centres such as Hurstbridge and the local centres of Greensborough, Panton Hill, Smiths Gully, St. Andrews, Wattle Glen, Research and Yarrambat.

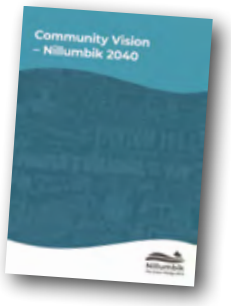


1 Urban Tree Canopy Strategy 2024-2040



The Diamond Creek Trail between Wattle Glen and Hurstbridge

About Nillumbik



Our Vision Our Community Vision – Nillumbik 2040, adopted by Council in October 2021, includes the following 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.

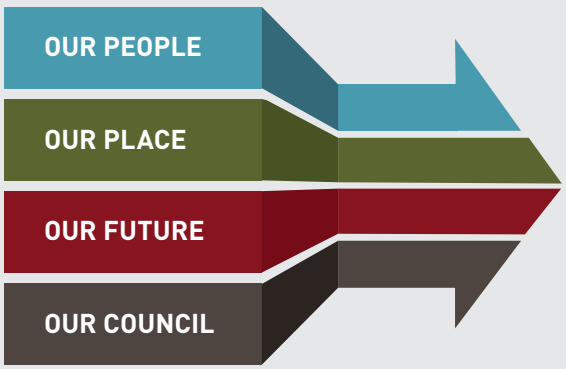
Our Council
With the trust and support within our community, Council goes further to deliver fundamental services and innovative programs to facilitate the best possible community outcomes.

Our Mission Collaborate with our community for a thriving, sustainable future

Our Values Respect, Integrity, Collaboration, Adaptability, Community

Reflecting our community's priorities and needs in the shorter term, the themes from our Community Vision – Nillumbik 2040 have been translated into our four-year Council Plan (as outlined in the image below).

Our Council Plan is our key mechanism to work towards the Community Vision over the next four years.



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

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

SUSTAINABLE AND RESILIENT
To manage and adapt to changing circumstances that affect our community to ensure it remains sustainable and resilient, both now and into the future.

RESPONSIBLE AND ACCOUNTABLE
To facilitate the best possible outcomes for our community by demonstrating string leadership and working actively to achieve the community's objectives.

Read the Community Vision and Council Plan at our website: **nillumbik.vic.gov.au/strategies-policies**



Nillumbik's many recreation trails are valued by our community

Our planning and accountability framework

The Council Plan 2021-2025 was the key strategic document guiding the direction of the Council during 2024-2025. The Council Plan plays a key role in setting the strategic direction of Council for the four-year Council term. It guides the organisation's work to deliver on the priorities of the Council and the community, and to manage and deliver services for the Nillumbik community.

Council Plan

Adopted by Council in October 2021, the Council Plan 2021-2025 is divided into four themes:

1. Community and connection
2. Place and space
3. Sustainable and resilient
4. Responsible and accountable.

Each theme has an objective, and a series of strategies and priority actions to meet that objective. Our progress in implementing these strategies is formally reported to Council on a quarterly basis. Each theme also has a set of strategic indicators that measure progress towards the objectives.

This annual report provides an update on progress of delivery of the fourth and final year actions and strategies in the Council Plan 2021-2025. The Council Plan can be viewed on Council's website: **nillumbik.vic.gov.au/council-plan.**

Annual Action Plan

Council operationalises the Council Plan annually through an Annual Action Plan, which details the specific actions we commit to delivering each year to achieve the objectives and strategies across the four years. Progress against the Annual Action Plan 2024-2025 is detailed in this Annual Report, with project and service highlights reported to Council in a quarterly progress report.

Annual Budget

Council prepares an annual budget each financial year which seeks to balance the demand for services and infrastructure with the community's capacity to pay. The Budget includes information about the rates and charges to be levied, major initiative funding, borrowings, operating results, cash and investments, capital works, financial position and financial sustainability. The Budget can be viewed on Council's website: **nillumbik.vic.gov.au/budget**

Department Business Plans

Department Business Plans are developed by managers and staff, alongside the budget process to ensure that the activities of the team, including Council Plan deliverables, major initiatives and continuous improvement in service delivery can be adequately funded, resourced and delivered.

Nillumbik's Planning and Reporting Framework



Council Plan 2021-2025
4 year plan

Annual Action Plan 2024-2025
1 year plan

Annual Budget 2024-2025
1 year plan

Annual Report 2024-2025
1 year performance review

Read the Council Plan, Annual Budget, Annual Action Plan and our Annual Reports at our website: **nillumbik.vic.gov.au/strategies**

Mayor's message

On behalf of Nillumbik Shire Council, I'm pleased to present our Annual Report for 2024-2025, highlighting the achievements of this past year.

The 2024-2025 year sees the conclusion of a number of major Council plans and strategies, including the Council Plan 2021-2025. More than 90 per cent of the actions set out in the plan are on track or complete – a strong result to finish before the forthcoming Council Plan 2025-2029 is finalised.

Several capital works projects, including the completion of the Ryans Reserve upgrade in Diamond Creek, Eltham North Adventure Playground car park sealing, Kangaroo Ground Tennis Club carpark upgrades and Herberts Lane Playspace in Diamond Creek were achieved in 2024-2025.

The delivery of the first Nillumbik Youth Hub, Diamond Creek Netball Court roof construction, and preparatory work for other significant projects, including Diamond Creek Outdoor Pool improvements, updates to Research and Eltham Woods preschools, the upcoming BMX park precinct and dog park refurbishments, reflects the vast range of work undertaken by Council to deliver what matters to the community.

Climate action continues to be a vital consideration for Council in the implementation of our actions and strategies, as well as our day-to-day operations. Following the July 2024 endorsement of Council's Year 3 Climate Action Implementation Plan (2024-2025), 95 per cent of actions are complete or on track. Highlights for the year include continued work to establish Edendale Community Environment Farm as a climate action hub. Works completed included installation of a shade sail over the amphitheatre, the launch of the Edendale Repair Café, and the roll-out of worm-farming and composting workshops.

Milestones in the climate action space include a doubling of Council's electric vehicle fleet, and Council's solar energy capacity reaching one megawatt – set to increase as more projects are completed in the coming months and years.

Successful advocacy to the Victorian and Federal Governments is an important part of operating as a council with a relatively small population and budget. Council representatives including councillors meet with local and visiting Members of Parliament to advocate for the community, and in 2025, Council sent a delegation to Canberra to discuss bushfire risk and mitigation as well as funding opportunities for sustainability initiatives. Nillumbik is a member of the Northern Councils Alliance (NCA); a seven-member strong group of councils that pools its resources and ideas to bolster advocacy efforts to the Victorian Government.

Council has strongly advocated against the introduction of a glass kerbside bin; Yan Yean Road Stage 2; the implementation of the Emergency Services and Volunteer Fund, and proposed housing targets for the Shire. Advocacy remains a central focus for us to enable us to respond to community wants and needs.

Lastly, thank you to our community. The role of mayor is a privilege, and it is an honour to serve my local community – and the broader community – in this role.



Cr John Dumaresq
Mayor

CEO's message

This Annual Report outlines the outstanding depth and breadth of work Council has undertaken in 2024-2025 in service to our community.

It is with great pleasure I present to you this report providing a comprehensive overview of our performance, achievements and strategic initiatives. Council remains committed to providing outstanding service to our residents, ratepayers and key stakeholders.

Our major source of community feedback is presented via the Annual Community Survey, which gathers feedback on Council services from a diverse and proportionally representative range of residents throughout the Shire.

A standout from the 2025 survey was the continued improvement in satisfaction with customer service recorded at historically high levels – up 4% to be ranked 7.6 out of 10.

A source of pride for all of us at Council is that Nillumbik was judged 'best in local government sector' in the Customer Service Benchmarking Australia (CSBA) Mystery Shopping Program for 2024-2025. Serving the community is the core function of local government and results like this indicate that we're focused on the right things.

Satisfaction with local business support and environmental programs and facilities increased – up 9% and 7% respectively. As is the case for many councils, satisfaction with the maintenance and repair of local roads declined. Road improvements are a fundamental focus for Council, with one of the most significant budget allocations assigned to traffic, roads, and footpaths ($14.65 out of every $100 of rates collected).

Providing a safe, flexible workplace with a focus on employee wellbeing is a priority for our Executive Leadership Team, and for me as CEO. Diversity and inclusion is paramount to creating a culture in which everyone feels welcome and can excel. We have designated Mental Health First Aid Officers, encourage activity through programs like the 15 Minute Challenge, and hold regular 'Bring your dog to work' days when staff can work in the office in the company of their canine companion.

In 2024-2025, almost 30 staff celebrated work anniversaries ranging from 10 to 35 years – a testament to the commitment of our people, and a reflection of the positive culture we all work hard to cultivate and maintain.

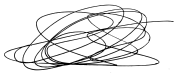
Another significant staff highlight was our Youth and Environment teams achieving high commendations in the 2025 LGPro Awards, which celebrate outstanding work in the Victorian Local Government sector.

The next year will bring with it challenges and opportunities. The soon-to-be adopted Council Plan 2025-2029 will refocus priorities across the spectrum and enable teams to drive their business planning and actionable projects.

Delivering for the community while balancing the budget will persist as a challenge, and the potential use of AI technology will remain an ongoing conversation for Council, as it will for many public and private organisations across the board.

I look forward to another successful year delivering for the community and engaging our exceptional workforce.





Carl Cowie
Chief Executive Officer
[he/him]



A family enjoying Alistair Knox Park in Eltham



Our performance: 2024-2025 – an overview

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A child enjoying the On the Hill Festival in Panton Hill

Our performance: 2024-2025 in summary

Council's performance for the 2024-2025 financial year has been reported against each theme of the Council Plan 2021-2025 to demonstrate how Council is performing in delivering on the Council Plan.

Key results achieved over the course of the 2024-2025 financial year included:

- Of the 30 priority actions in the 2024-2025 Annual Action Plan, 83% were either completed or are on track to be completed within timeframes and budgets
- Of the 56 strategic performance indicators in the 2021-2025 Council Plan, 75% either improved or maintained performance against stated targets
- Council continued to maintain a strong financial position in terms of its cash balances, net assets and ability to cover short-term obligations
- Council delivered 87% of the 2024-2025 capital works program, despite ongoing industry troubles including labour and material supply shortages causing project delays
- Council recorded a decline in community satisfaction, based on the results of the 2025 Annual Community Survey, although satisfaction with services increased, as well as in customer service.

Performance has been measured as follows:

- our financial results against the stated budget (pages 24-25)
- our major projects completed or underway as part of Council's capital works program (pages 26-32)
- our results achieved in relation to the strategic indicators in the Council Plan (pages 35-43)
- our progress towards achieving the strategies of the Council Plan through our priority actions (pages 44-59)
- our sustainability initiatives – both environmental and social (pages 60-77)
- our annual community survey (page 91)
- services funded in the budget and the persons or sections of the community who are provided those services (pages 122, 140, 152 and 166)
- our governance and management checklist (pages 196-197)
- our results against the prescribed service performance indicators and measures under the State Government's Local Government Performance Reporting Framework (LGPRF) (pages 136-137, 148-149, 163 and 176-179).

2024-2025 at a glance...

Council Plan			
Strategic indicators	**(56)**	**Priority actions**	**(30)**
Achieved	26	Completed	22
NNo change (within +/- 2% threshold)	16	On track	3
Not achieved / Not measured	14	Minor issues	5

The overall financial outlook for 2024-2025 places Council in a strong position to continue operating in a financially sustainable manner.

2024-2025 summary		
Income	**Expenditure**	**Net surplus /(deficit)**
$120.37m	$119.34m	$1.03m

Chief Financial Officer overview

Council remains committed to the active management of its financial resources, with sustainability at the core of all decision-making processes, especially amid the ongoing economic uncertainty. A key ongoing challenge is securing alternative funding sources to support Council's investment into infrastructure assets, and to ensure the long-term needs of the community are met, all while upholding sustainability across every area of operations.

Council continues to encounter a range of challenges, many of which are heightened by the unpredictable economic environment. Navigating these complexities, while preserving service levels and delivering on strategic objectives, remains a priority, underpinned by maintaining strong financial stability.

Despite financial sustainability indicators reflecting a stable financial standing, all councils face persistent pressure to strategically plan and deploy financial resources in a way that sustains service delivery aligned with local community expectations.

At the conclusion of the 2024–2025 financial year, Council maintained a steady cash position, holding $39 million in cash balances. These funds are invested in accordance with the *Local Government Act 202*0, comprising $30 million in cash and cash equivalents, and $9 million in term deposits categorised as other financial assets.

Council's overall debt levels continue to be closely monitored. No new borrowings were undertaken in the 2024–2025 financial year, and Council continues to meet its debt servicing obligations with confidence, with no foreseeable risk to its capacity to repay existing loans.

The balance sheet continues to demonstrate a strengthening financial position, underpinned by growth in net assets. This growth is largely attributed to ongoing investment in Council's substantial property and infrastructure portfolio, currently valued at $1.03 billion, supporting enhancements and expansions that benefit the community.

The scale of the infrastructure and property assets under Council's stewardship requires consistent financial oversight to ensure they remain functional, safe, and accessible. Continued delivery of the capital works program reflects Council's dedication to maintaining and developing these assets to meet evolving community needs.

Council's sound financial position at year end is further supported by its capacity to meet short-term financial commitments. The liquidity ratio result confirms that sufficient cash is available to cover short-term obligations, with the ratio reflecting the movement in cash balances over time.
The positive outlook is a key measure in affirming Council's financial ability to maintain operations moving forward.



Melika Sukunda
Chief Financial Officer

Triple bottom line sustainability

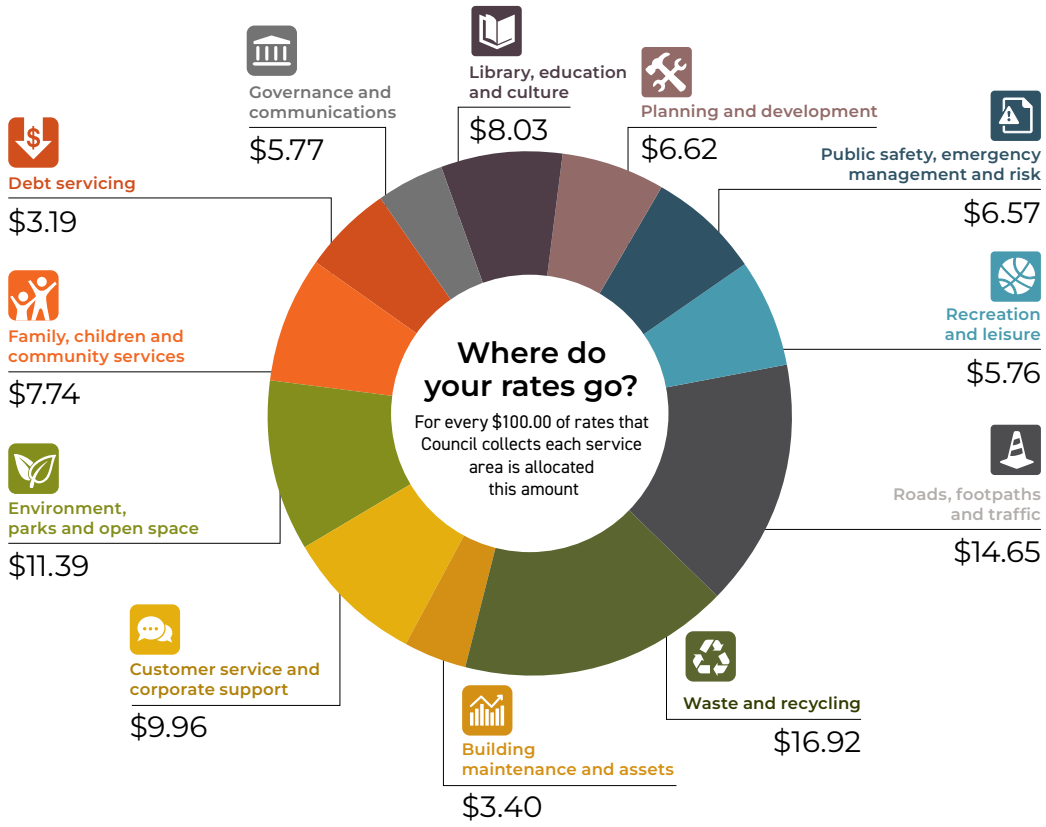
Financial sustainability is addressed in the overview on pages 23-25.

A summary of Council's environmental sustainability initiatives is on pages 60-72 of this report.

A summary of Council's social sustainability initiatives is on pages 73-77 of this report.

Where do your rates go?

The chart below provides an indication of how Council allocates its expenditure across the main services to be delivered. It shows how much is allocated to each service area for every $100.00 of rates that Council collects.



5 year summary: Key financial results

	2024-2025 $'000	2023-2024 $'000	2022-2023 $'000	2021-2022 $'000	2020-2021 $'000
Surplus	1,030	(8,298)	2,503	14,346	13,709
Cash	29,681	40,410	52,099	51,633	22,153
Debt	17,066	19,683	13,580	16,922	13,387
Net assets	1,026,984	1,025,903	920,358	917,854	960,175
Liquidity	1.69	1.84	1.71	1.72	1.45

Expenditure by themes of the Council Plan	Expenditure $'000	Revenue $'000	Net cost $'000
Community and connection	$14,986	$3,872	$11,114
Place and space	$45,733	$20,765	$24,968
Sustainable and resilient	$15,471	$929	$14,542
Responsible and accountable	$24,713	$9,051	$15,662
TOTAL	**$100,903**	**$34,617**	**$66,285**

Major capital works

Council delivered a significant capital works program in 2024-2025. Key projects and works undertaken in the program, as well as planned works for 2025-2026, are as follows:

Works completed in 2024-2025

Project name	Description	Budget	Progress
Local Roads and Community Infrastructure Program – Phase 4 Various locations	The LRCI program is a federally funded grant program for Local Road and Community Infrastructure Projects. The following projects have been delivered under Phase 4 of the program. • Accessibility Improvements – Diamond Creek Youth Hub and Diamond Valley Library - $140,000 • Kangaroo Ground Tennis Club Carpark Upgrade - $201,000. The following projects were delivered in 2023-2024 as part of LRCI Phase 4. • Diamond Creek Parkrun Shelter - $37,000 • Road Pavement Rehabilitation - $485,000 • Footpath Construction – Various locations - $143,000. All projects for Phase 4 of this program have now been delivered.	**Total Budget:** $1,165,509 **Federal Government Local Roads and Community Infrastructure Program:** $1,165,509	Phase 4 of the LRCI is the final phase of the program and is now completed.
Diamond Hills Preschool Re-development Project Greensborough	The design and construction of a new building to replace the two portable rooms onsite. The new building includes; • New accessible amenities • New staff offices and amenities • New and improved learning areas for 3- and 4-year-old kinder • New kitchen area for staff and children • New storage space • New artwork in building façade • Landscaping and construction of a new outdoor space • New car parking (25 spaces and accessible parking).	**Total Budget:** $4,656,347 **Council:** $1,676,230 **Growing Suburbs Fund:** $2,915,117 **Diamond Hills Preschool:** $65,000	Preschool building completed and ready for use in June 2024. Landscaping work and the construction of the new play space were finished and the total project completed in August 2024.
Nillumbik Youth Hub Diamond Creek	Redevelopment of the Diamond Creek Senior Citizen building with new accessible amenities, allied health consultation rooms, two activity rooms and outdoor social space for youth groups.	**Total Budget:** $1,341,000 **Council:** $886,000 **Local Roads and Community Infrastructure Grant:** $155,000 **State Government:** $300,000	Works were completed at the end of July 2024 and officially opened in September 2024.

Project name	Description	Budget	Progress
Diamond Valley Library Outdoor Space Rejuvenation Greensborough	This project included: • Accessibility improvements to the library entrance and car parking area • The creation of a revitalised outdoor space to allow library services to expand outdoors • The provision of outdoor learning opportunities and activities on nature and the health and wellbeing benefits of growing food, sustainability • The development of a space that promotes equity, Inclusion and participation.	**Total Budget:** $819,000 **Council:** $166,000 **Growing Suburbs Fund**: $438,000 **Local Roads and Community Infrastructure Phase 4:** $140,000 **Yarra Plenty Regional Library Service**: $75,000	Works were completed in February 2025 and officially opened in August 2025.
Alistair Knox Park Changing Places, Toilets and Universal Design Eltham	The project provided Nillumbik's first registered Changing Places facility and associated works for landscaping, car parking and access, based on universal design principles of equitable access for all. A Changing Places facility is a larger, specially equipped restroom designed for people with high support needs and their carers, who cannot use standard accessible toilets. Works included: • The demolition of the existing toilets, including the disconnection of all services • The construction a new modular style toilet and registered changing places facility, including two accessible toilets nearer the playground and car park area • The design and construction of access paths, lighting, car parking and other key infrastructure to provide accessible connections to all key elements of the park in keeping with Universal Design principles • The provision of new park furniture and other landscaping features • The connection of all required services.	**Total Budget:** $1,226,564 **Council:** $813,133 **Changing Places Funding Program 2022 – Changing Places:** $180,000 **Changing Places Funding Program 2022 – Universal Design**: $233,431	Works were completed in April 2025.
Diamond Creek Netball Court Roof Structure Diamond Creek	Works involved the construction of a roof over Courts 1 and 2 to improve useability throughout the year. The structure provides protection from the elements to players and supporters, providing facility users with more flexibility and caps off a series of major works in this sporting complex.	**Total Budget:** $1,520,000 **Council:** $520,000 **State Government:** $1,000,000	Works were completed in July 2024 with the official opening in August 2024.
Ex-CFA Site Open Space Improvements Plenty	The activation and beautifying of the open space created by the relocation of the CFA in Plenty. Works included: • Drainage improvements through site • Construction of new walking paths • Installation of park furniture • Rustic timber fencing • Planting and landscaping.	**Total Budget:** $130,000 **Council:** $130,000	Works were completed in November 2024.

Project name	Description	Budget	Progress
Ryans Reserve Rejuvenation Project  Diamond Creek	Works included: • Construction of new shade sail over the existing playground • Improvements to existing playground area and play equipment • Construction of new public toilets, including new services connections • Construction of interconnecting paths traversing the reserve • Installation of new exercise equipment • Drainage improvements • Associated landscaping, including a new irrigated grassed area.	**Total Budget:** $1,542,995 **Growing Suburbs Fund:** $1,190,837 **Council:** $352,158	Works were completed in late February 2025.
Herberts Lane Play Space construction  Diamond Creek	Funded through a Developer Contribution Scheme, the project involved the creation of a new linear play space off the shared path near Herberts Lane, Diamond Creek, adjacent to Scrubby Creek. • Works included the construction of: • Junior and senior play areas • A Parkour course • A BBQ, shelter and water fountain • Associated landscaping.	**Total Budget:** $480,000 **Developer Contribution Scheme:** $480,000	Works were completed in March 2025.
Eltham North Adventure Playground Carpark Upgrade  Eltham North	This project involves asphalt sealing of the existing gravel parking area, drainage improvements, traffic control and line-marking.	**Total Budget:** $239,000 **Council:** $239,000	Works were completed February 2025.
Diamond Creek Tennis Court Resurfacing  Diamond Creek	The resurfacing of two courts at Diamond Creek Tennis Club, including drainage improvements and fencing.	**Total Budget:** $575,000 **Council:** $275,000 **Local Sport and Infrastructure Fund**: $300,000	Works were completed in March 2025.

Projects in progress at end of 2024-2025

Project name	Description	Budget	Progress
Diamond Creek Recreation Precinct (BMX Park) Diamond Creek	Construction of a new recreation precinct including: • A new BMX track • New carpark area • Public amenities • Interconnecting trails • Water Sensitive Urban Design features • Associated landscaping.	**Total budget:** $2,813,424 **Council:** $650,000 **Growing Suburbs Fund:** $2,163,424	The project has been delayed due to issues encountered at the original site selected, with new cultural heritage and Melbourne Water flood mitigation measures meaning the project could not proceed at that location. A new location within the Challenger Reserve precinct is currently being considered and subject to community consultation and Council approval, works are planned to commence in late 2025.
Graysharps Road Open Space Precinct Upgrade Hurstbridge	Implementation of the Graysharps Road Open Space Masterplan including: • Construction of a new nature play space • Construction of a new amphitheatre • Construction of shelters, furniture, and BBQ areas • Landscaping and planting of indigenous vegetation throughout • Reconstruction of the Hurstbridge Hub carpark with increased parking • Reconstruction of the netball courts with LED sports lighting.	**Total Budget:** $2,925,000 **Council:** $925,000 **Growing Suburbs Fund:** $2,000,000	Significant delays have been encountered due to cultural heritage investigations of the site. With approvals, pending, works are scheduled to commence in late 2025.
Hurstbridge Community Shed construction Hurstbridge	Construction of a new Community Shed with accessible amenities, workshop area and social space for members.	**Total Budget:** $1,182,252 **Council**: $718,252 **Growing Suburbs Fund:** $364,000 **Community Bank Hurstbridge:** $100,000	Construction is due to commence in July 2024 pending Melbourne Water and Planning approvals.
Diamond Creek Dog Park Upgrade Diamond Creek	Works include: • Upgrade and improvements to the existing fencing • Extension of the dog park area • Installation of interconnecting paths • Construction of shelters.	**Total Budget:** $300,000 **Grant Funded:** $300,000	Following community consultation, the project entered the detailed design process. Pending Council's final approval, works are expected to commence in late 2025.

Project name	Description	Budget	Progress
Eltham North Pavilion Carpark Expansion Eltham North	Works include the extension of the existing parking space near Eltham North Oval. Including drainage, signage and line-marking.	**Total Budget:** $700,000 **Council:** $700,000	Works are progressing well and are scheduled to be completed in September 2025.
Eltham Lower Park Precinct Improvements Eltham	Works include: • Construction of a new dog park • Improvements to the Horse and Pony Club area • Improvements to the existing sports pavilion • Revegetation works	**Total Budget:** $2,000,000 **Federal Government**: $2,000,000	Works for this project Commenced in 2024 and are ongoing. The pavilion upgrade is currently underway and the dog park and open space works are nearing completion.
Diamond Creek Outdoor Pool Improvements Diamond Creek	Works include: • Accessibility improvements • Construction of a new children's splash play area • Improvements to the change facilities • Redevelopment of the swim club rooms • Landscaping and beautification works.	**Total Budget:** $2,300,000 **Council:** $800,000 **Federal Government:** $1,500,000	Works are currently underway with the pool to be opened in November 2025. Plant upgrades will take place in 2026.
Panton Hill Tennis Court Upgrade Panton Hill	The reconstruction of the two courts at Panton Hill Tennis club. New courts to be acrylic surface with pickleball and tennis line marking.	**Total Budget:** $484,137 **Council**: $184,137 **Grant Funded:** $300,000	Scheduled for completion in September 2025.
Kangaroo Ground Landfill Rehabilitation Kangaroo Ground	The project involves recapping the closed landfill at the end of Graham Road, Kangaroo Ground to comply with new EPA regulations for closed landfills.	**Total Budget (Year 5):** $3,541,220 **Council:** $3,541,220	Construction is in progress and is scheduled for completion in late 2026.
Broad Gully Road and Bellbird Road Intersection Upgrade Diamond Creek	The reconstruction of the North end of Bellbird Road and upgrade of the intersection at Broad Gully Road.	**Total Budget:** $1,150,602 **Council (Developer Contribution Plan):** $1,150,602	Works to be completed in July 2025.

Works scheduled for 2025-2026

Project name	Description	Budget	Progress
Eltham Rugby Pitch Reconstruction Eltham	Reconstruction of the Bridge Street sports ground in Eltham including re-leveling, drainage installation, and a new irrigation system. Once completed, the upgraded sports ground will serve as a multi-use sporting venue.	**Total Budget:** $1,222,206 **Council**: $922,206 **Grant Funded:** $250,000 **Club Contribution:** $50,000	Designs are complete and permits and approvals are underway. Works are due to commence in September 2026 with completion in early 2027.
Hurstbridge Dog Park Upgrade Hurstbridge	Upgrades to the existing dog park and improvements to the new enclosed area including paths, shelters and furniture.	**Total Budget:** $500,000 **Council**: $200,000 **Grant Funded:** $300,000	Works are expected to commence in May 2026.
Eltham Bowls Club Lighting Upgrade Eltham	Construction of new LED lighting infrastructure to service both bowling greens.	**Total Budget:** $233,629 **Council:** $93,452.00 **Grant Funded:** $140,17	Works are due to be completed in October 2025.
Research Preschool Extension Research	Extension of the Research Preschool building to improve the staff office space and increase storage.	**Total Budget:** $400,000 **Grant Funded:** $400,000	Designs are underway with works scheduled to commence in September 2025.
Eltham Woods Preschool Extension Eltham	Extension of the Eltham Woods preschool including improved staff off space and break out room, increased kitchen and laundry space and new amenities including DDA compliant facilities.	**Total Budget:** $1,500,000 **Grant Funded:** $1,500,000	Designs are underway with works scheduled to commence in late 2025.

Project name	Description	Budget	Progress
Yarrambat War Memorial Park Car Park Upgrade Yarrambat	Upgrade of the existing unsealed parking area around the Yarrambat War Memorial Park precinct.	**Total Budget:** $550,000 **Council:** $550,000	Designs are underway with works scheduled to commence in late 2025.
Yarrambat War Memorial Park change room redevelopment Yarrambat	The redevelopment of the away change rooms to accommodate four female friendly change rooms with amenities, and umpire change facilities.	**Total Budget:** $1,802,207 **Council**: $901,104 **Grant Funded:** $901,103	Designs are underway with works scheduled to commence in early 2026 (pending permits and approvals).
Diamond Creek Men's Shed Redevelopment Diamond Creek	The redevelopment of the existing Men's Shed including a new social space, increased workshop, amenities and kitchen.	**Total Budget:** $1,956,193 **Council**: $991,097 **Grant Funded:** $965,096	Designs are underway with works to be scheduled.

More information, including a comprehensive list of current and planned projects and works across the Shire, can be found on our website at **nillumbik.vic.gov.au/projects-and-works**.



Yarrambat War Memorial Park



Herberts Lane Playspace
in Diamond Creek

Council projects funded through Developer Contribution Plans

What much of the community may not be aware of is that Council often undertakes the construction of community facilities as directed by Developer Contribution Plans, or DCP's as they are commonly referred to.

All works completed under a DCP are funded through developer contributions.

Sometimes referred to as a Developer Contribution Scheme, a Developer Contribution Plan is a mechanism used by local councils to fund infrastructure and services needed to support new developments. Essentially, developers contribute financially or through the provision of community infrastructure to offset the increased demand on public resources created by their projects and the influx of new residents.

DCPs are designed to ensure that new developments contribute to the cost of infrastructure and services needed to service the new community generated through new residential land developments. They shift some of the financial burden of infrastructure development from the council and the existing community to the developers who are creating the need for it.

These contributions help fund a range of public amenities, including roads, parks, playgrounds, shared trails and more, which are necessary to support the growing population in the area. DCPs are usually tied to a specific area or precinct and outline the infrastructure projects planned for that area. They are often established as legal agreements between the council and developers.

Recent projects undertaken by Council and fully funded by Council include Herberts Lane Playspace and Broadgully Road/Bellbird Road Intersection works and road widening.

Upcoming DCP funded projects that are currently in planning or design phase include:

- Bellbird Road Reserve Shared Path between Vale Road and Herberts Lane in Diamond Creek
- Browns Lane Reserve Shared Path in Plenty
- Mclennans Road Sealing between River Avenue and Memorial Drive in Plenty.



Planting at a National Tree Day event in the Shire

Performance against the Council Plan 2021-2025

The following statement reviews the performance of Council against the Council Plan 2021-2025, including the results achieved in relation to the strategic indicators included in the Council Plan, along with priority actions for the year as set out in the Annual Action Plan for 2024-2025.

Strategic indicators

Strategic indicators help us measure how progress towards our Council Plan is evaluated. In 2024-2025, of the 56 strategic indicators in the Council Plan, 26 improved on the previous year, a further 16 measures recorded no significant change, and 12 measures decreased during the reporting period. Two indicators were not measured due to the relevant survey not being undertaken in the reporting period.

The results indicate that Council is meeting the majority of its performance targets in the Council Plan 2021-2025, with targets for 75% of indicators being met.

Council Plan theme: Community and connection

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

Strategic indicator	Year					Target	Result
	2021	2022	2023	2024	2025		
Importance for Council to address the needs of LGBTIQA+ residents	7.10	7.18	NA*	8.00	**8.10**	↑	↑
Community satisfaction with community services	7.62	7.81	7.80	7.80	**8.00**	↑	↑

Source: 2025 Annual Community Survey *Scale from 0 (very dissatisfied) to 10 (very satisfied)*

Strategic indicator	Year			Target	Result
	2022	2024	2025		
Percentage of people who think multiculturalism makes life in their area better (acceptance of diverse cultures)	60.4%	60.4%	**68.4%**	↑	↑
Percentage of people who say they feel valued by society	57.4%	57.4%	**53.4%**	↑	↓
Percentage of people engaged in assisting/helping a local group (volunteering)	16.9%	16.9%	**16.9%**	↑	→

Source: Victorian Population Health Survey – Nillumbik Local Government Area

Increasing ↑ Decreasing ↓ No change →



Volunteers at Council's Volunteer Recognition Evening

Council Plan theme: Community and connection

Strategic indicator	Year					Target	Result
	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025		
Number of reconciliation activities delivered	NM	15	10	27	**31**	↑	↑
Number of Council volunteers	360	316	306	327	**339**	↑	↑
Number of Council auspice "Friends of" groups	21	21	20	20	**22**	↑	↑
Number of total enrolments in programs at Living & Learning Nillumbik	1,196	1,708	2,242	3,372	**3,149**	↑	↓

Source: Council records

Strategic indicator	Year					Target	Result
	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025		
Proportion of the municipal population that are active library members	27.0%	25.2%	25.8%	45.7%	**52.5%**	↑	↑
Annual immunisation coverage rate for children aged 0 to 5	94.2%	98.9%	97.2%	92.5%	**92.5%**	↑	→
Participation in the maternal and child health service (percentage of the children enrolled, and those who attended the service at least once)	81.7%	80.0%	79.6%	77.0%	**78.4%**	↑	→

Source: Local Government Performance Reporting Framework

Increasing ↑ Decreasing ↓ No change →

Council Plan theme: Place and space

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

Strategic indicator	Year					Target	Result
	2021	2022	2023	2024	2025		
Community satisfaction with arts and cultural events, programs and activities	7.63	7.77	7.62	7.70	**8.10**	↑	↑
Community satisfaction with the appearance and quality of newly constructed developments	6.85	7.01	7.36	7.20	**7.40**	↑	↑
Community satisfaction with provision and maintenance of parks and gardens	7.41	7.47	7.51	7.60	**7.80**	↑	↑
Community satisfaction with aquatic and leisure centres	7.79	8.18	8.17	7.90	**8.10**	↑	↑
Community satisfaction with local traffic management	6.55	6.44	7.00	7.00	**7.30**	↑	↑
Community satisfaction with grading of unsealed roads	6.39	6.21	6.95	6.70	**6.60**	↑	→

Source: 2025 Annual Community Survey *Scale from 0 (very dissatisfied) to 10 (very satisfied)*

Community perception of public safety during:							
Day	9.01	8.95	9.03	8.80	**8.80**	↑	→
Night	7.77	7.74	7.90	7.90	**7.70**	↑	→

Source: 2025 Annual Community Survey *Scale from 0 (very unsafe) to 10 (very safe)*

Strategic indicator	Year					Target	Result
	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025		
Number of participants in arts and cultural programs and activities	61,912	96,900	189,248	259,189	**713,303**	↑	↑
Number of trees planted in streets and parks to maintain tree canopy	218	417	322	555	**318**	↑	↓
Number of Land Management Incentive Program grants provided to the community for control of noxious and environmental weeds	35	37	27	22	**29**	↑	↑
Number of dead animals collected by Council	359	349	425	483	**747**	↓	↑
Number of infringements issued following investigation of littering or rubbish dumping	3	2	8	0	**0**	↑	→
Percentage of capital works program delivered	82%	96%	87%	86%	**87%**	↑	→
Attendance at leisure and aquatic facilities	304,230	498,268	1,416,460	1,690,966	**1,643,510**	↑	↓

Source: Council records

Increasing ↑ Decreasing ↓ No change →



The Diamond Creek Netball Roof was built as part of Council's 2024-2025 Capital Works Program

Council Plan theme: Place and space (continued)

Strategic indicator	Year					Target	Result
	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025		
Percentage of VCAT decisions upholding Council's determined position	75%	64%	46%	49%	**37%**	↑	↓
Percentage of planning applications determined within required timeframes	66.1%	60.4%	56.0%	64.0%	**67.5%**	↑	↑
Percentage of sealed local roads maintained to condition standards	83.8%	95.1%	95.2%	95.5%	**77.1%**	↑	↓

Source: Local Government Performance Reporting Framework

Increasing ↑ Decreasing ↓ No change →

Council Plan theme: Sustainable and resilient

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

Strategic indicator	Year					Target	Result
	2021	2022	2023	2024	2025		
Community satisfaction with Council meeting responsibilities to the environment	6.72	6.90	7.32	7.30	**7.30**	↑	→
Community satisfaction with environmental programs and facilities	8.30	8.16	8.25	7.90	**8.60**	↑	↑
Community satisfaction with regular waste collections	8.04	7.97	8.24	8.10	**8.40**	↑	↑
Community satisfaction with support for local business	7.23	7.35	7.71	7.40	**8.20**	↑	↑

Source: 2025 Annual Community Survey *Scale from 0 (very dissatisfied) to 10 (very satisfied)*

Strategic indicator	Year					Target	Result
	2019-20	2020-21	2021-22	2022-23	2023-24		
Number of participants in environmental programs and events	1,003	2,469	2,162	2,723	**3,100**	↑	↑
Number of program participants and visitors at Edendale Community and Environment Farm	70,000	60,000	123,000	132,000	**130,000**	↑	↓
Percentage of contamination in waste bins:							
Recycling	15.8%	18.2%	28.1%	25.5%	**22.0%**	↓	↓
Organics	1.9%	5.1%	5.9%	9.4%	**5.4%**	↓	↓

Source: Council records

Strategic indicator	Year		Target	Result
	2024	2025		
Number of jobs available in the Shire	13,138	**13,055**	↑	→
Number of local residents who work within the Shire	7,999	**7,999**	↑	→
Gross Regional Product	$2.55b	**$2.56b**	↑	→

Source: Census Data

Strategic indicator	Year					Target	Result
	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025		
Percentage of kerbside waste collections diverted from landfill	72.9%	72.7%	72.2%	70.6%	**69.0%**	↑	→

Source: Local Government Performance Reporting Framework

Increasing ↑ Decreasing ↓ No change →

Council Plan theme: Responsible and accountable

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

Strategic indicator	Year					Target	Result
	2021	2022	2023	2024	2025		
Community satisfaction with Council making decisions in the best interests of the community	6.30	6.26	6.77	6.90	**6.60**	↑	↓
Community satisfaction with Council's consultation and engagement	6.14	6.21	6.93	6.90	**6.80**	↑	→
Community satisfaction with Council's responsiveness to local community needs	6.32	6.20	6.83	6.90	**6.50**	↑	↓
Community satisfaction with fire prevention works	6.68	6.22	7.07	7.30	**7.10**	↑	↓
Community satisfaction with customer service	7.24	6.33	7.24	7.20	**7.60**	↑	↑

Source: 2025 Annual Community Survey

Scale from 0 (very dissatisfied) to 10 (very satisfied)

Strategic indicator	Year			Target	Result
	2022	2024	2025		
Percentage of people feeling they have the opportunity to have their say	72.0%	72.0%	**72.0%**	↑	→

Source: Victorian Population Health Survey – Nillumbik Local Government Area

Strategic indicator	Year					Target	Result
	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025		
Percentage of fire prevention notices that resulted in compliance	96%	99%	99%	99%	**99.5%**	↑	→
Percentage of issued infringement notices expiated	88%	74%	71%	90%	**81.7%**	↑	↓
Number of visitors to Council's website*	309,000	358,618	359,233	393,530	**399,056**	↑	↑
Number of followers on Council's social media channels	17,562	19,463	22,067	23,945	**24,429**	↑	↑
Percentage of successful grants applications provided by Council	NM	83%	67%	75%	**81%**	↑	↑

Source: Council records
** Changes to Google Analytics user metrics have resulted in a different figure (393,530) being reported compared to the 2023-2024 Annual Report (443,945).*

Increasing ↑ Decreasing ↓ No change →



Council staff provide animal management services throughout the Shire

Strategic indicator	Year					Target	Result
	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025		
Customer satisfaction score from direct customers	6.3	6.1	6.1	NM	**NM**	↑	**NM**
Satisfaction score of customer visits to Council's website	6.1	6.4	6.4	NM	**NM**	↑	**NM**

Source: Biannual Customer Experience Survey

NM – survey not undertaken in 2024-2025 due to operational budget reduction

Strategic indicator	Year					Target	Result
	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025		
Time taken to action food complaints (days)	1.47	1.70	1.93	1.70	**1.00**	↓	↓
Percentage of animals reclaimed from the regional pound	82.4%	78.7%	81.2%	66.8%	**68.7%**	↑	↑

Source: Local Government Performance Reporting Framework

Increasing ↑ Decreasing ↓ No change →

Note: A +/- 2% threshold has been applied to the indicator change results (i.e. if the % change falls within +/- 2%, the status is recorded as 'no change'). This is due to the diversity of data sources and measurement scales used across the 56 indicators.



A pedestrian bridge crossing the Diamond Creek in Eltham

Local Government Performance Reporting Framework – Measures and targets

For the second time in 2024-2025, performance against a number of Local Government Performance Reporting Framework (LGPRF) indicators was measured against stated targets. Targets were determined based on previous results for those measures.

The following table highlights Council's current and projected performance across a selection of targeted service and financial performance indicators. These indicators provide a useful analysis of Council's intentions and performance and should be interpreted in the context of the organisation's objectives.

The targeted performance indicators below are the prescribed financial performance indicators contained in Schedule 4 of the *Local Government (Planning and Reporting) Regulations 2020*. Results and commentary against these indicators and targets are also reported in Council's Performance Statement on page 271 in this Annual Report.

Indicator	Measure	Actual	Target	Actual Result	Target Met
		2023-2024	2024-2025	2024-2025	
Governance Satisfaction with community consultation and engagement	Community satisfaction rating out of 100 with the consultation and engagement efforts of Council	69.7	69.7	**68.0**	✗
Roads Sealed local roads maintained to condition standards	Number of kms of sealed local roads below the renewal intervention level set by Council/Kms of sealed local roads	95.47%	95.35%	**77.10%**	✗
Statutory planning Planning applications decided within required timeframes	Number of planning application decisions made within the relevant required time/Number of decisions made	64.00%	54.50%	**67.53%**	✓
Waste management Kerbside collection waste diverted from landfill	Weight of recyclables and green organics collected from kerbside bins/Weight of garbage, recyclables and green organics collected from kerbside bins	70.60%	72.43%	**68.95%**	✗

Council Plan Priority actions: 2024-2025 Annual Action Plan – status summary

In 2024-2025, Council progressed delivery of 30 actions aligned to the Council Plan 2021-2025, as part of its Annual Action Plan 2024-2025. This is set out in the following table. Of these 30 actions, 22 actions were completed, a further 3 actions are still in progress and on track and 5 actions are experiencing minor issues affecting delivery.

The actions below also cover the major budget initiatives for Council in 2024-2025, as outlined in the 2024-2025 Annual Budget.

Council Plan theme: Community and connection

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

Equity and Inclusion

Action	Progress update	Status
Finalise a Reflect Reconciliation Action Plan, and continue to work towards reconciliation with the Wurundjeri and other First Nations communities	Council unanimously endorsed its first Reconciliation Action Plan at the August 2024 Council Meeting. Finalisation of the Reflect Reconciliation Action Plan is currently awaiting endorsement from the Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation. The endorsed plan will then be submitted to Reconciliation Australia for final review and approval.	Minor issues
Continue to implement the Disability Action Plan 2020-2024	Actions delivered to implement the Disability Action Plan included: • Delivered the annual Volunteer Recognition Evening with a focus on inclusive practices, with 180 volunteers attending • Supported local community groups to apply for seven International Day of People with Disability grants (grant pool is $7,000) • The Accessible Work Experience (AWE) program based at Edendale Community Environment Farm and the Eltham Leisure Centre is now also available at the Diamond Valley Sports and Fitness Centre • Opening of Nillumbik's first Changing Places facility at Alistair Knox Park, in partnership with the Inclusion and Access Advisory Committee and mural artists • Endorsement of the 2025-2027 Inclusion and Access Advisory Committee membership • Work undertaken to embed Council's Disability Action Plan within Council's 2025-2029 Health and Wellbeing Plan, including support to ensure all Health and Wellbeing Plan engagement information and promotion was accessible.	Complete

On track | Deferred | Minor issues | Complete | Abandoned

Council Plan theme: Community and connection

Equity and Inclusion

Action	Progress update	Status
Continue to implement the Gender Equality Action Plan 2022-2025 (GEAP)	Actions delivered to progress implementation of the GEAP included: • Completion of 35 Equity Impact Assessments (formerly called Gender Impact Assessments) on Council projects, programs and activities • Facilitation of the "People Matter" employee experience survey, with the data obtained being a key source informing the mandatory GEAP Progress Report to the Commission for Gender Equality in the Public Sector • As a key workplace gender equality indicator, a key priority area for focus as identified by the Commission for Gender Equality in the Public Sector is implementing meaningful and effective measures that aim to reduce incidences of sexual harassment.	✓

Health and Wellbeing

Action	Progress update	Status
Implement annual actions in the Nillumbik Health and Wellbeing Plan 2021-2025	The implementation of the four-year Nillumbik Health and Wellbeing Plan is now complete. The majority of actions this year were either fully delivered or remain on track as part of ongoing work. • Notable actions completed during 2024-2025 include: • Older People Expo (focusing on health, service access and social connection) • Food Festival (focusing on food systems, nutrition and sustainability for families) • Delivery of the International Women's Day Event • 16 Days of Activism Against Gender-based Violence events and grants program • Gambling harm research completed with young people throughout the Shire. A comprehensive review was also undertaken to inform the development of the new Nillumbik Public Health and Wellbeing Plan 2025.	✓
Commit resources to and implement an expanded program of environmental volunteering	An internal working group continued to develop and implement ways to increase visibility and promotion of volunteer groups throughout the Shire in 2024-2025. Council has been advertising activity dates in Nillumbik's Environment and Sustainability e-News and environmental volunteering page on the Council website, as well as setting groups up to be able to promote their events through Nillumbik's events calendar. An Artificial Intelligence training workshop for Environmental Volunteers was completed to help groups increase their capabilities of creating posts, posters and invites for Friends of Group activities to encourage new people to join the volunteering program.	✓

On track Deferred Minor issues Complete Abandoned



The Living & Learning Nillumbik Hub in Panton Hill

Council Plan theme: Community and connection

Ages and Stages

Action	Progress update	Status
Continue to implement the Youth Strategy 2022-2026 in partnership with our Youth Council	The Youth Strategy 2022-2026 continued to be implemented by Council's Youth Development team with support from various Council teams and the Nillumbik Youth Council. A key deliverable this year was the opening of the Nillumbik Youth Hub in Diamond Creek. The Youth Strategy is due to be completed in December 2025 and a report to Council will be presented to Council through the 'Youth Wrap Up' report in February 2026. A review of the current Strategy identified that many of the actions are now 'business as usual' and reflected either in the Youth Development business plan or other plans and strategies, and therefore a dedicated Youth Strategy is no longer required.	✓
Continue to innovate Living & Learning Nillumbik offerings and services to support health and wellbeing outcomes across the community, and provide life-long learning opportunities	Living & Learning Nillumbik continued to innovate its programs and services this year, resulting in strengthened community engagement, enhanced health and wellbeing outcomes, and increased participation in lifelong learning opportunities across the Shire.	✓

On track | Deferred | Minor issues | Complete | Abandoned

Council Plan theme: Place and space

To protect, enhance, maintain, plan and design places and spaces that strengthen identity, reinforce character, improve accessibility, encourage social connection and enjoyment, support biodiversity and respect the environment

Identity

Action	Progress update	Status
Continue to implement annual actions in the Arts and Culture Strategy 2022-2026	Notable actions completed to implement the strategy included: • Successful delivery of the Nillumbik Prize for Contemporary Art 2025 • Development of the Creative Infrastructure Framework implementation plan • Delivery of the Nillumbik Summer Sounds Program at Edendale Community and Environment Farm, and initiated an Expression of Interest (EOI) process for next year's program • Completion of the EOI process for the 2026 Eltham Library Community Gallery Program.	✓
Seek authorisation from the Minister for Planning to prepare and exhibit an amendment to include the adopted Municipal Planning Strategy into the planning scheme	The State Government planning reforms and housing targets have impacted the progression of the Municipal Planning Strategy (MPS). Councillors have now been briefed on the Planning Scheme Review (PSR), which sets the direction for the strategic planning program in light of major State Government planning reforms. The PSR is scheduled for adoption in September 2025. This ensures any future work aligns with the State Government reforms, including the MPS planning scheme amendment. It is an action of the PSR to implement the MPS into the Planning Scheme as a high priority (within the 2025-2026 financial year).	!
Implement annual actions in support of the Green Wedge Management Plan 2019	No funding was allocated to the implementation of the Green Wedge Management Plan (GWMP) as a 'stand-alone' initiative in 2024-2025, therefore actions were funded through grants or allocation to projects that support the actions. Council has been briefed on the GWMP implementation status. Many of the actions contained in the GWMP are duplicated and embedded/aligned in other recent strategies and plans, such as the Biodiversity Strategy 2024, Climate Action Plan 2022, Integrated Transport Strategy 2024 and the Health and Wellbeing Plan. As such, no new actions are specifically proposed for the GWMP Implementation for future years.	✓

On track Deferred Minor issues Complete Abandoned



Mural artwork on the Changing Places facility at Alistair Knox Park in Eltham

Council Plan theme: Place and space

Natural Environment

Action	Progress update	Status
Finalise and adopt the new Biodiversity Strategy, including an investigation into measures to establish and enhance the urban tree canopy and protect wildlife	Council's new Biodiversity Strategy and Urban Tree Canopy Strategy were adopted in the first quarter of this year. 40 of the 44 Year 1 Biodiversity Strategy actions are completed or are on track. 11 of the 13 Year 1 Urban Tree Canopy Strategy actions are completed or are on track. Key actions undertaken to implement the Biodiversity Strategy include: • Success in obtaining $170,000 in grant funding to improve waterway habitat in the Shire • Delivered over 40 land management, biodiversity and nature events to over 820 people • Supported around 300 properties with sustainable land management and biodiversity advice • Expanded the Forest Health Program into Council Reserves, adding 10 monitoring site. Key actions undertaken in the Urban Tree Canopy Strategy include: • Council was awarded a North-East Link grant of $857,000 to plant 1,800 trees in Eltham Lower Park and Challenger Street Reserve over the next two years • 220 street trees and 98 park/reserve trees were planted within the Urban Growth Boundary • 177 street tree requests were received (up from an average of 10-15 requests in previous years).	✓

On track | Deferred | Minor issues | Complete | Abandoned

Council Plan theme: Place and space

Open Space

Action	Progress update	Status
Continue to implement the Recreation and Leisure Strategy 2022-2030	Actions undertaken to progress implementation this year included: Grants submitted: • Successful in receiving funding through the Local Sports Infrastructure Fund for lighting at Eltham Bowling Club and an oval upgrade at Eltham Rugby Club • Successful in receiving funding under the New and Upgraded Dog Parks Program Round 2 for Hurstbridge Dog Park. Infrastructure projects: • Installation of ball screen fences at Coventry Oval, Diamond Creek and Ben Frilay Oval, Hurstbridge • Completion of the Diamond Creek Tennis Club court resurfacing • Commencement of construction of the Eltham Lower Park Dog Park • New accessible paths at Coolabah Drive Reserve (in Eltham), Glen Park Reserve (Eltham North), James Cook Drive Reserve (Diamond Creek) and Treetops Reserve (Plenty) • Completion of the Herberts Lane Playspace in Diamond Creek. Events/Campaigns: • Women in Sport Breakfast in November 2024 • Nillumbik Children's Mini Food Fair event at Edendale Community Environment Farm in Eltham.	✓

Neighbourhood Character

Action	Progress update	Status
Complete and adopt the Wattle Glen Public Realm Framework, subject to approval from other agencies including Department of Transport & Planning and VicTrack	This action was completed in the first quarter of this year. Council adopted the Wattle Glen Public Realm Framework at the August 2024 Council Meeting. In principle support for the framework was also received from the Department of Transport and Planning (DTP). The Council resolution noted that in endorsing the framework, any development of DTP assets will require Council to advocate to DTP to ensure the Wattle Glen community's aspirations to maintain and enhance their township's much loved 'rural feel' and sense of place are advanced.	✓
Continue to implement the adopted placemaking framework to support shared outcomes between community and Council	Actions completed through the place-making framework this year included delivery of 9 festive grant initiatives, 3 large event grants, and 7 small place activation grants. Some examples of the projects included: • New garden beds for the Research Community Garden • Revitalising Commercial Place in Eltham with new plants and greenery • Installation of signage to promote Ellis Cottage and the Nillumbik Historical Society in Diamond Creek • Implementing a 'story scapes' creative audio trail of local stories at Allwood House in Hurstbridge. Council's Place team continues to support and guide applicants in delivering these initiatives.	✓

On track Deferred Minor issues Complete Abandoned

Council Plan theme: Place and space

Neighbourhood Character

Action	Progress update	Status
Complete the development of a Housing Strategy for the Shire	In February 2025, the State Government released the final Housing Targets and the Plan for Victoria. Council officers are working through what these significant policy reforms mean for the draft Housing Strategy. Further reforms are expected into the 2025-2026 financial year, which are likely to impact on the Housing Strategy. Council has been briefed on the Planning Scheme Review (PSR) which sets the direction for the strategic planning program in light of these major planning reforms. The Housing Strategy has been identified as a high priority action and will progress in 2025-2026.	Minor issues

Movement and Place

Action	Progress update	Status
Progress the planning scheme amendment process to implement the Major Activity Centre structure plans for Diamond Creek and Eltham into the planning scheme	Council officers are actively progressing these amendments, following a momentary pause while officers worked to understand the impacts of the State Government planning reforms and housing targets on the amendments.	Complete
Continue to develop a masterplan for community facilities in Diamond Creek, including recreation, social and cultural infrastructure	A formal tender is underway to appoint a consultant to prepare the Diamond Creek Community Facilities Masterplan. This work is on track and expected to continue throughout 2025-2026.	On track
Complete and adopt a new Integrated Transport Strategy	The Integrated Transport Strategy 2024-2029 was adopted in the first quarter of this year. The new strategy will guide transport planning and advocacy priorities in Nillumbik over the next five years, and will promote more sustainable transport outcomes. Some of the actions undertaken to implement the strategy this year include: • Commenced the development of Council's Road Safety Strategy. This included a workshop with key stakeholders including Victoria Police, adjoining Council officers, emergency services and key Council staff • Worked with Bicycle Network to participate in the Super Tuesday bicycle counts to monitor cycling commuter numbers in the Shire and inform a future cycle/ pedestrian plan for Council • Advocated to the State Government to improve safety at the Greensborough Bypass/Diamond Creek Road roundabout in Greensborough.	Complete

On track Deferred Minor issues Complete Abandoned

Council Plan theme: Sustainable and resilient

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

Climate Change

Action	Progress update	Status
Continue to implement annual actions in the Climate Action Plan 2022-2032	In July 2024, the Year 3 (2024-2025) Climate Action Implementation Plan was endorsed. The plan included 69 cross-council initiatives that were aimed at supporting Council to progressively achieve the goals and objectives of the overarching 10-year Climate Action Plan. Of these: • 95% (66 actions) are 'complete' or 'on track' • 5% (3 actions) experienced delays/issues which are being considered and re-programmed. Key achievements to implement the strategy this year included: • Progressive implementation of Council's Net-Zero Emissions Roadmap to help achieve our target of achieving net-zero operational emissions by 2030 • Launch of the new 'REthink Nillumbik' series of fun, interactive workshops designed to create a more sustainable and liveable Nillumbik. Sessions are collaborative, hands-on and help people take small actions that can lead to serious, positive change in the climate action space • The staged transition of Council's passenger/light fleet vehicles to Electric Vehicles (EV) was completed – 100% (9) vehicles are now electric vehicles • Community climate adaptation and resilience initiatives such as community bushfire safety and emergency-preparedness drop-in sessions, and heat health and fire danger communications were delivered.	Complete
Continue to establish a climate action hub at Edendale Community Environment Farm	Notable actions undertaken this year included: • An Implementation Plan was endorsed outlining over 60 key priorities and actions • Successful in receiving a 2-year grant from the Commonwealth Government to continue to develop and deliver youth engagement programs in partnership with Open House and OzHarvest • Continued to roll out environment and climate action focussed workshops • Continued to grow the Edendale Repair Café, promoting waste reduction, skill-sharing, and community connection by providing free repairs for household items and fostering conversations around "Rethink, Reduce, Reuse" • Installation of a shade sail over the main amphitheatre for improved infrastructure adaptation • Delivery of Compost and Worm farming workshops for residents and visitors • Hosting of four films in the Community film night series 'Carbon - the unauthorised biography'. This past year has been a period of significant achievement and growth for Edendale Community Environment Farm, demonstrating its role in fostering community engagement, environmental stewardship, and inclusivity. The Nillumbik Environment Climate Action Hub (NECAH) is now a major driver of our service delivery focused on environment and climate action themes.	On track

On track Deferred Minor issues Complete Abandoned

Council Plan theme: Sustainable and resilient

Sustainability

Action	Progress update	Status
Continue to participate at a regional level around placement opportunities for electric vehicle charging stations, while exploring targeted placement opportunities for electric charging stations in the Shire	Nillumbik's first public high-speed Electric Vehicle charging stations located on Council land (in the Eltham Major Activity Centre) became operational in May 2025. They are operated by Evie Networks and located on four carpark spaces that are being leased from Council in the Eltham Activity Centre precinct. Installation of the charging stations supports Council's overarching target of net zero community emissions by 2035.	✓
Consider sustainable materials and product selection as part of the holistic review of Council's Procurement Policy, in line with the *Local Government Act 2020*	There is currently no function within Council's financial systems to measure, identify or report on what sustainable products are purchased as part of day-to-day purchasing activities. Apart from the work underway within the Capital Works business function, there will be a statement in the reviewed Procurement Policy (July 2025 to June 2029) which will talk to consideration of use of sustainable materials and products, but there will be no targets set in the Procurement Policy in relation to this due to the issues outlined above.	!
Develop a roadmap regarding ESD principles into the planning scheme, subject to the State Government's impending changes to the Victorian Planning Provisions and subsequent review of such changes	No timeline has been identified by the State Government for further Ecologically Sustainable Development (ESD) policy changes (Stage 2). The State Government have included minor ESD improvements through the codification of ResCode, however, no further updates about Stage 2 have been provided by the State Government. This work cannot progress until guidance is provided from the State Government, which we understand is still in progress.	!
Complete a review of the Integrated Water Management Strategy	A grant application for the appointment of a new Integrated Water Management Officer to coordinate the development of the new strategy was submitted in Quarter 4, 2024-2025. Melbourne Water is currently assessing the application. No further action can be undertaken until the result of the grant application is known.	⟳

On track Deferred Minor issues Complete Abandoned

Council Plan theme: Sustainable and resilient

Business and Tourism

Action	Progress update	Status
Continue to implement annual actions in the Economic Development Strategy 2020-2030	Key work undertaken as part of the Economic Development Strategy included: • The 'Nillumbik Small Business Week 2025' provided a dynamic week of events designed to strengthen local business capability. The festival of small business events was extremely well received by our business community with a 4.7/5 satisfaction rating • More than 130 people attended the fifth annual 'Women in Business' networking event with guest speaker Kristina Karlsson, founder of kikki.K and Dream Life • The Creative Industries Networking event provided a thought-provoking topic on the impact of AI on creative writing • 'Produced in Nillumbik' maps have been developed showcasing who our producers are and where to access their products throughout the Shire • Council has partnered with Cardinia Shire Council and Yarra Ranges Shire Council to create a new Tourism East visitor economy partnership • Visit Nillumbik social media continues to grow. Followers to both channels have increased with 2,939 followers on Instagram and 5,000 followers to Facebook • Business in Nillumbik e-newsletters were distributed to over 1,800 businesses.	✓

On track | Deferred | Minor issues | Complete | Abandoned



Edendale Community Environment Farm



Nillumbik's Women in Business networking event

Council Plan theme: Responsible and Accountable

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

Good Governance

Action	Progress update	Status
Continue to advocate on key issues in line with Council's Advocacy Plan	Council continues to explore grant opportunities and advocate to the State and Federal Governments to work in partnership to deliver essential services and much needed community infrastructure. Key actions undertaken this year included: • Development of an Advocacy Framework and four-year Action Plan to strengthen Nillumbik's ability to influence and secure external funding and policy outcomes • Continued to advocate strongly to the Federal Government, and attending the 2025 Australian Local Government Assembly in Canberra • Continued to advocate to local MPs and candidates on key priorities in the lead up to the Federal Election. Council presented its advocacy priorities to Liberal and Labor candidates for the Jagajaga and McEwen electorates • Advocating to the State Government on Council's position on the Kerbside glass recycling service, Yan Yean Road Stage 2 development, the Emergency Services and Volunteer Fund and Housing targets.	✓
Report quarterly on the annual budget	Council's Quarterly Financial Report was presented to Council at four Council Meetings, and also at Council's quarterly Audit and Risk Committee meetings. The quarterly report provided an update on progress and performance on the 2024-2025 Annual Budget. Council's overall financial position at the end of 2024-2025 is stable, with pro-active budget monitoring of operating items remaining a key focus.	✓

On track | Deferred | Minor issues | Complete | Abandoned

Council Plan theme: Responsible and Accountable

Services and Programs

Action	Progress update	Status
Continue to deliver our capital works program	The 2024-2025 Capital Works program has progressed well and is slightly ahead of the targeted 80% completion with a confirmed 87% program completion as of 30 June 2025. Industry costs are still relatively high, which has impacted some project budgets. Consultant availability is also a risk, which is impacting design timeframes and pre-planning activities prior to works commencing. The other ongoing concern is the long lead times being experienced when seeking approvals or works from other authorities such as electrical, water and gas utilities. Council officers are working hard to reduce these lead times with early engagement and provision of additional information wherever possible. The biggest time delay being encountered is the time taken to progress any Cultural Heritage Assessments or Cultural Heritage Management Plans if required. Key projects delivered this year included: • Nillumbik Youth Hub • Diamond Creek Netball Roof • Diamond Hills Pre School • Ryans Reserve Upgrade • Alistair Knox Park Changing Places and Universal Design • Eltham North Adventure Playground Car Park Sealing • Kangaroo Ground Tennis Club Car Park Upgrade • Diamond Creek Tennis Courts Rejuvenation • Herberts Lane Playspace.	
Continue to implement the Communications Strategy 2022-2025	Evaluation of the three-year Communications Strategy is underway and a report drafted for Council to be briefed in August 2025. The report closes out the current Communications Strategy and identifies actions that may need to be included in the new Communications Strategy – which will be drafted in response to achieving our new Council Plan priorities. Notable achievements in the strategy this year included: • Finalising and publishing the Writing Style Guide to make communications consistent, simple and easy to understand, including improving search capabilities on the website • Increasing awareness of Nillumbik eNews and Participate Nillumbik and lifting subscriber numbers of our e-newsletters • Completing a draft Council employee Social Media Policy • Undertaken an audit of community noticeboards.	

 On track  Deferred  Minor issues Complete  Abandoned

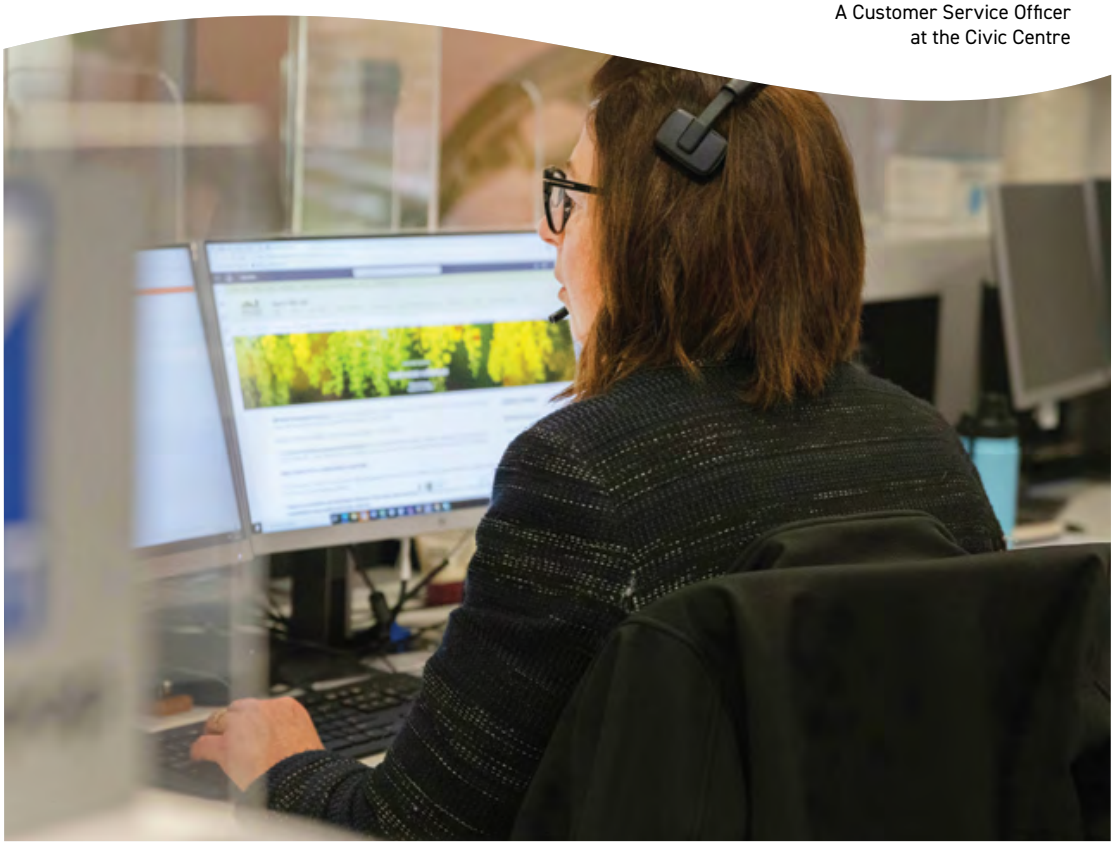
Council Plan theme: Responsible and Accountable

Services and Programs

Action	Progress update	Status
Continue to implement the Nillumbik Customer First Strategy 2023-2026 through Council's operations	Delivery of the Customer First Strategy 2023-2026 has now been finalised, with significant improvements seen in both service performance and customer experience. Since implementation began in 2023, Council has achieved: • A number one national ranking in the CSBA customer service benchmarking program in all sectors • Increased customer satisfaction (from 6.3/10 in 2022 to 7.6/10 in 2025) • Improved first point of contact resolution (from 73.5% to 80%) • A 98% reduction in overdue requests • A 5.6% decrease in complaints. Key outcomes have included an uplift in online service use, enhanced digital content, and streamlined processes for key services including bin requests and food trader payments. New systems have also strengthened service resilience and improved internal efficiency. Improving staff capability has also been a focus, with over 180 team members completing targeted customer training. Council's complaints handling framework has also matured, embedding a culture of continuous improvement and more responsive service delivery across Council.	

On track Deferred Minor issues Complete Abandoned

A Customer Service Officer at the Civic Centre



Council Plan 2021-2025: Key achievements across four years

The Council Plan 2021-2025 elapsed on 30 June 2025. The table below provides a summary of the key achievements against each strategic objective in the plan, across the four years.

Council Plan theme: Community and connection

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

Key achievements	
• Adopted and implemented Council's first Access, Equity and Inclusion Policy demonstrating our commitment to equitable and inclusive practices across all Council activities.	• Implemented a new Inclusive Sports Pavilion Framework to provide guidance on the renewal and upgrade of existing sporting pavilions and reserves, to support investment decisions around the inclusiveness and accessibility of facilities.
• Implementation of actions in key documents including the Disability Action Plan, Gender Equality Action Plan and Health and Wellbeing Plan.	• Developed Council's first Reflect Reconciliation Action Plan to support reconciliation in the Shire.
• Adopted Council's first ever Youth Strategy 2022-2026, and opened Council's first Youth Hub, providing a dedicated space for the Shire's young people.	• Implemented the Ageing Well in Nillumbik Plan in response to community need in providing advocacy, information and support programs to older people through the COVID-19 pandemic.
• Implemented Council's Community Grants Policy to ensure clear, consistent and equitable approaches to allocation and acquittal of grants.	• Completed key infrastructure projects across various life stages, including the Diamond Hills Preschool redevelopment.

Council's first Youth Hub in Diamond Creek



Council Plan theme: Place and space

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

Key achievements	
• Adopted and commenced implementing Council's Biodiversity Strategy 2024-2034 to demonstrate our commitment to protecting and enhancing the Shire's biodiversity and environment for the future.	• Endorsed the Recreation and Leisure Strategy 2022–2030, which renews Council's commitment to sport and active recreation across the Shire.
• Adopted the Urban Tree Canopy Strategy 2024-2040, providing a framework for strategic action, focused on growing Nillumbik's urban canopy on both Council land and on private land.	• Adopted a place-making framework, which empowers local communities and stakeholders to shape their own places, solve local problems, and lead change they want to see.
• Developed and implemented the Neighbourhood Character Strategy, which guides new development in the Shire, ensuring it respects and responds to our unique local neighbourhood character.	• Implemented the Arts and Culture Strategy 2022-2026, providing a clear set of priorities for the enrichment of arts and culture facilities and programs across the Shire.
• Completed development of a Creative Infrastructure Framework to explore existing opportunities and new projects for the delivery and development of creative spaces across the Shire.	• Completed key infrastructure projects including the Diamond Creek Trail and the Diamond Valley Sports and Fitness Centre redevelopment.
• Completed the Eltham Gateway Project, rehabilitating and enhancing areas along Main Rd, Eltham.	• Adopted the Integrated Transport Strategy, to guide transport planning and advocacy in the Shire, and aiming to improve the Shire's public and active transport network and road safety.

Council Plan theme: Sustainable and resilient

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

Key achievements	
• Developed and implemented the Climate Action Plan 2022-2032, which guides our response to the challenges posed by climate change and outlines a twofold response, involving mitigation and adaptation. In doing so, Council also declared a climate emergency.	• Developed Council's Net Zero Roadmap, transitioned its fleet to electric vehicles, and commenced establishing Edendale Community Environment Farm as a climate action hub for the community.
• Continued to promote the transition of Council's vehicle fleet to electric vehicle and explored further placement opportunities for electric vehicle charging stations throughout the Shire.	• Participated in the Department of Health's Council Rapid Antigen Tests (RATs) Distribution Program, providing community members (with a focus on 'vulnerable residents') with free RATs.
• Implemented the Economic Development Strategy 2020-2030 to strengthen the economy and facilitate job creation in the Shire.	• Implemented the adopted Nillumbik Community Pandemic Recovery Plan to support the community and local economy post COVID-19.
• Implemented the Better Business Approvals Program to make it easier for local businesses to obtain planning and building permits.	• Continued an ongoing partnership with Yarra Ranges Tourism to promote tourism and optimise visitor economy within the Shire.

Council Plan theme: Responsible and accountable

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

Key achievements

- Advocated on key issues in line with Council's Advocacy Plan, providing a framework for Council, on behalf of its community, to advocate at all levels of government for the best possible outcomes for our community.
- Successfully responded to the challenges of the COVID-19 pandemic, accommodating varying forms of Council meetings – physical, virtual and hybrid, and ensuring ongoing service delivery through pandemic lockdowns.
- Implemented Council's Communications Strategy 2022-2025 to ensure we keep our community connected to, and informed about, our programs, services and decisions.
- Adopted Council's Onsite Wastewater Management Plan, which outlines the responsibilities of landowners and occupiers and relevant management strategies, regulations and standards to effectively manage wastewater in the Shire.
- Completed delivery of Council's Bushfire Mitigation Strategy to guide Council's role and interaction with the community to prepare for and respond to local bushfire events.
- Developed and implemented Council's Complaints Policy, to ensure a transparent, fair and accountable approach to complaints handling and response across all services of Council.
- Completed the Transformation@Nillumbik (T@N) program - a multi-faceted program covering a three-pillar approach - our people (customers and staff), our processes and our systems (digital) in order to optimise service delivery provision and customer outcomes.
- Completed delivery of Council's first ever Customer First Strategy (2019-2022) and developed and implemented the Nillumbik Customer First Strategy 2023-2026 to ensure customer experiences that are consistent, reliable, inclusive, easy to use, and meet the needs and expectations of our customers and our community.



Council staff at the Operations Centre in Plenty

Sustainability initiatives

A summary of key climate action, environmental and social sustainability initiatives undertaken in 2024-2025 is provided below.

Climate action

Work is continuing to help achieve the goals and targets of Council's ambitious ten-year Climate Action Plan 2022-2032.

Council's endorsed climate emergency declaration is as follows:

"As a Green Wedge Shire, Nillumbik Shire Council is acutely aware of the multiple threats facing all communities and ecosystems as a result of climate change. This requires urgent action by all levels of government, including local government. Council therefore declares a Climate Emergency, commits to a climate emergency response, and will proactively integrate climate change mitigation and adaptation into all Council actions."

Our goals focus on climate change mitigation and adaptation – for both Council operations and broader community action, and our eight focus areas for climate action are:

1. Strong climate leadership and culture
2. Having a climate resilient, adaptive and safe community
3. Having a climate-resilient natural environment
4. Having climate responsive Council services, facilities, buildings and infrastructure
5. Achieving Council and community zero-emissions energy use
6. Enhancing sustainable transport
7. Achieving a zero waste and circular economy
8. Integrated Water Management.

In July 2024, our Year 3 (2024-2025) Climate Action Implementation Plan was endorsed. The plan included 69 cross-council initiatives that were aimed at supporting Council to progressively achieve the goals and objectives of the overarching 10-year Climate Action Plan. Of these:

- 95% (66 actions) are 'complete' or 'on track'
- 5% (3 actions) experienced delays/issues which are being considered and re-programmed.



An electric vehicle charging station at the Diamond Valley Sports and Fitness Centre

Key highlights in the climate action space this year included:

- Adoption of Council's Urban Tree Canopy Strategy 2024-2040
- Progressive implementation of Council's Net-Zero Emissions Roadmap to help achieve our target of achieving net-zero operational emissions by 2030 – including a focus this year on preparing for next steps
- Launch of the new 'REthink Nillumbik' series of fun, interactive workshops designed to create a more sustainable and liveable Nillumbik. Sessions are collaborative, hands-on and help people take small actions that can lead to serious, positive change
- The staged transition of Council's passenger/light fleet vehicles to Electric Vehicles (EV) was completed – 100% (9) vehicles are now electric vehicles
- Community climate adaptation and resilience initiatives such as community bushfire safety and emergency-preparedness drop-in sessions, and heat health and fire danger communications were delivered
- Flood mapping commenced, with modelling scenarios based on the Australian Rainfall and Runoff: A Guide to Flood Estimation Guidelines. These guidelines provide guidance on how to consider climate change when planning for future floods
- Council's new Nillumbik Events Guide now includes a focus on sustainability recommendations, and information on the sustainability aspects of Council's hireable facilities is now on Council's website
- Participated in the Greenhouse Alliances adaptive community assets research project, looking at economic estimates of climate impacts to roads, buildings, drainage and open space under 'business as usual 'BAU' conditions
- Collection hubs for small e-waste continued to be provided in Hurstbridge, Diamond Creek, Eltham and Greensborough, and Council's Recycling Centre in Plenty continued to provide a wide range of recycling options, supported by an on-site Reuse Shop
- Zero waste and circular economy initiatives, such as the introduction of a recycling bin inspection program (which provided direct feedback to 10,000 households to help reduce recycling contamination in kerbside bins); 8,237 hard waste collections; involvement in a circular economy leadership program; and the launch of the Edendale Repair Café at the Edendale Community Environment Farm.

A comprehensive overview of progress of all of this year's 69 actions is available on Council's website at **nillumbik.vic.gov.au/climate-action**.

Progress in achieving our target of net-zero community emissions by 2035

Our Climate Action Plan includes an ambitious target of achieving net-zero community emissions by 2035. This is 10 years sooner than the State Government's community target for all of Victoria.

Community emissions decreased between 2019 (our pre-Covid baseline year) and 2022-2023 (the most recent period that data is currently available for) – down from 536,000 tonnes CO2e to 452,000 tonnes CO2e which is encouraging. However, there remains an enormous volume of emissions to eliminate. The State Government is taking the lead in enabling this.

At the local level, to help our community reduce their carbon emissions, the following types of initiatives were delivered by Council this year:

- Expanded Council's Sustainability Advisory Service to be available to businesses as well as residents. People received tailored advice about government rebates, solar power, battery storage, going electric, electric vehicles, heat pump hot water systems, induction cooking, building and renovation designs, and understanding energy bills
- Introduced the 'PowerUp Nillumbik' electrification program and delivered 11 informative community events
- Delivered many sustainability orientated sessions for youth and adults at Edendale Community Environment Farm and other venues
- Installed four high speed EV chargers on Council car park spaces in Eltham Town Centre (grant funded).

Progress in achieving our target of net-zero Council emissions by 2030

Moderate progress in emissions reduction was achieved this year (as shown in the comparison graph on page 62), however good progress was made in preparing for big emissions reductions soon.

Council energy use and associated greenhouse gas emissions

The largest sources of Council greenhouse gas emissions (scope 1 and 2)* are currently the Eltham Leisure Centre (35%), our streetlights (19%), fuel for our heavy fleet and plant (13%) and the Civic Centre (7%).

To help reduce Council's energy use and associated greenhouse gas emissions, the following types of initiatives were undertaken during 2024-2025.

Preparation works to enable reduced emissions in the near future:

- Negotiated a new green-electricity contract. All of Council's electricity procurement will transition to a green-electricity supplier by 1 January 2026
- Gas replacement feasibility studies have been undertaken for Eltham Leisure Centre (ELC) and Diamond Creek Outdoor Pool (DCOP). As an outcome, electrification works are scheduled at DCOP in mid-2026 (funded by Council); and a very significant federal grant has been applied for to hopefully co-fund the transition off gas at the ELC
- Gas replacement feasibility audits were also taken at 11 small sites to inform potential future works. These sites included Eltham Central Pavilion, Eltham Woods Childcare / Preschool / Maternal Child Health Centre, Hurstbridge Hall and Kangaroo Ground Tennis Pavilion
- Of note, some sites would require a power supply upgrade to facilitate electrification (costly barrier)
- Advocacy has resulted in the Australian Energy Regulator requiring Ausnet to commence a replacement of remaining inefficient streetlights with LEDs from July 2026 onwards (including 3,100 compact fluorescent lights in Nillumbik). AusNet will have 6 years to complete these works on a cost-recovery basis which favours Council
- Council applied for a federal grant to co-fund an upgrade to the energy supply to our Operations Centre (in Plenty) in preparation for a future electric heavy vehicle fleet (which will reduce emissions currently generated by our fleet's use of fuel). This grant was unsuccessful so alternative funding /delivery options will be pursued.

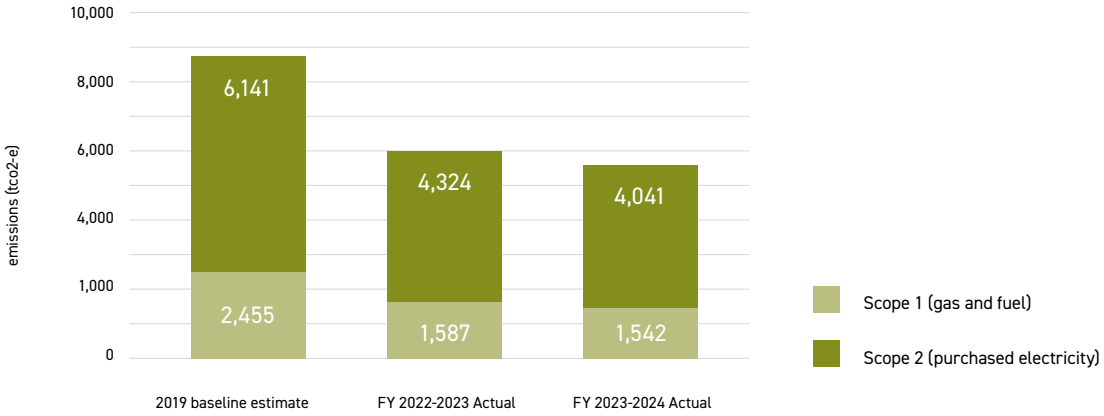
Recently completed works:

- Expansion of rooftop solar and battery installations to consist of 55 systems totalling 1,023kW solar PV and 255kWh battery storage
- Delivery of thermal and energy-efficiency upgrades at 25 sites including: all toilet blocks, Edendale Community Environment Farm, Civic Centre in Greensborough, Eltham and Eltham North Maternal and Child Health Centres, Eltham North Preschool, Eltham War Memorial Hall, Research Maternal and Child Health Centre and Preschool, Yarrambat Football and Cricket Pavilion, Meruka Childcare, Ferguson Park Preschool, St Andrews Hall, Kangaroo Ground Hall, Eltham Senior Citizens Centre, Wadambuk St Andrews Community Centre, Diamond Creek Outdoor Pool and various carparks. Works included replacing gas cooking with electric; installing efficient electric heat-pump hot water systems; gas abolishments; additional rooftop solar; and lighting efficiency upgrades.
- Changed practices to reduce idling of heavy fleet vehicles.

Council is making progress in reaching our target of net-zero Council emissions by 2030. There is much still to be done, including substantial works that will commence next year.

The graph below depicts Council's emission reductions ('equivalent tonnes of carbon dioxide') between the 2019 baseline year and 2023-2024. Data is not yet available for 2024-2025. Insufficient data is available to report on scope 3* emissions yet.

Nillumbik Shire Council operational Greenhouse Gas emissions comparison - 2019 to 2023-2024



Council's Climate Action Plan includes indicators that assist in measuring progress over time, in reaching our net-zero emissions and other adopted targets. They include:

Climate Action Plan indicators	2021-2022	2022-2023	2023-2024	2024-2025	Target	Result
Community satisfaction with Council's performance in delivering climate action leadership and initiatives	6.33 / 10	6.92 / 10	6.90 / 10	**6.70 / 10**	↑	↓
Percentage of Nillumbik residents that have made changes to their home or lifestyle to help reduce climate change and its impacts	64.7%	57.6%	58.0%	**47.0%**	↑	↓
Nillumbik resident rating of their household's ability to cope with climate related risks and impacts (such as fire, drought, extreme heat and heavy rainfall)	6.95 /10	7.45 / 10	7.20 / 10	**7.50 / 10**	↑	↑

Source: 2025 Annual Community Survey - Scale from 0 (very dissatisfied) to 10 (very satisfied)

Emissions indicators	2019 Baseline	2022-2023	2023-2024	2024-2025	Target	Result
Volume of annual greenhouse gas emissions emitted by Council facilities and operations (scope 1 & 2 emissions). Target net-zero by 2030.	8,596 tonnes CO2e	5,911 tonnes CO2e	5,766 tonnes CO2e	**Not yet available***	↓	NA
Volume of greenhouse gas emissions emitted by Council fleet vehicles. Target zero emissions by 2030.	1,520 tonnes CO2e	848 tonnes CO2e	902.6 tonnes CO2e	**863.9 tonnes CO2e**	↓	↓

Note:
- Scope 1 emissions are "direct emissions" from sources that are owned or controlled by the entity (i.e fleet vehicles).
- Scope 2 emissions are the emissions released into the atmosphere from the use of purchased energy. These are called "indirect emissions" because the actual emissions are generated at another facility such as a power station.
- Scope 3 emissions include all other indirect emissions that occur across the value chain and are outside of the organisation's direct control.

Energy and water use indicators	2019 Baseline	2022-2023	2023-2024	2024-2025	Target	Result
Percentage of Council's stationary energy use (gas & electricity) that is supplied via a renewable energy source. Target 100% by 2030.	-	23.35%	23.62%	**Not yet available***	↑	NA
Percentage of Council's electricity use that is supplied via a renewable energy source. Target 100% by 2030.	-	43.66%	44.57%	**Not yet available***	↑	NA
Number of Council facilities where climate efficiency projects/programs have been delivered	-	14	15	**25**	NA	NA
Council's potable water use	-	82,418.35 kL	101,584.79 kL	**Not yet available***	↓	NA
Percent of total area of active public open space supported by an alternative water source. Target 18% by 2030 and 50% by 2050.	-	18.10%	21.54%	**21.54%**	↑	→

** Results not available due to time-lag in receiving the data.*

Read the Climate Action Plan 2022-2032, and updates on what is being implemented and achieved each year, on the Council website at **nillumbik.vic.gov.au/climate-action.**

Environmental sustainability

Council undertakes a range of activities that help enhance and protect the health of Nillumbik's environment. They are funded by Council budget and external grants.

The works include biodiversity protection, environmental and strategic planning and policy, land and invasive species management, education and awareness raising, advocacy, managing a native vegetation offset site, and facilitating landscape-scale conservation and land management across multiple land tenures.

In delivering these initiatives, Council partners with many organisations and the community to achieve the best outcomes.

Our new Biodiversity Strategy 2024-2034 was adopted

In July 2024, the Biodiversity Strategy 2024-2034 was adopted that will guide Council action over a 10-year period to achieve positive environmental outcomes. It has two goals that align with Victorian Government biodiversity objectives:

1. That the biodiversity of Nillumbik is healthy (Target: achieve a net gain in extent, connectivity and condition of habitat by 2034); and
2. That Nillumbik's community values and cares for nature (Target: 70% of residents care for nature by 2034).

Four focus areas for action and associated objectives set the direction for what work will be undertaken each year:

- Focus Area 1: Leadership and advocacy
- Focus Area 2: People and partnerships
- Focus Area 3: Species and habitat enhancement
- Focus Area 4: Mitigating threatening processes and impacts.

The following indicators will help measure progress over the 10-year period of the strategy and inform future action.

Biodiversity Strategy indicators: Goal 1 – The biodiversity of Nillumbik is healthy	Baseline		2024-2025	Target	Result
Shire-wide extent of native vegetation (based on EVCs) (measured by Vic Govt approximately every 10 years)		68% 29,296ha	-	↑	-
Shire-wide extent of tree canopy cover (2 metres+)		51% 21,969ha	48% 20,592ha	↑	↓
Number of new local extinctions		-	Zero	Zero	↑
Proportion of Forest Health Monitoring sites that three or more native fauna indicator species were detected at	2017: 57%	2020: 50%	40%	↑	↓
Proportion of Forest Health Monitoring sites that rabbits and/or foxes are detected at	2017: 63%	2020: 40%	46.7%	↑	↓
Number of Council bushland reserves ranked as being of each of the following levels of conservation significance:					
National significance		-	35	-	-
State significance		-	28	-	-
Regional significance		-	11	-	-
Local significance		-	12	-	-
Basic reserve		-	16	-	-
Scored condition of habitat in Council bushland reserves		-	+19	↑	↑
Number of indigenous plants planted on Council land (in streets, parks and reserves)		-	11,110	↑	-
Number of partners working collaboratively to support biodiversity gain. Target 20+		-	68	20+	↑

Source: Nillumbik Biodiversity Strategy 2024-2034

Biodiversity Strategy indicators: Goal 2 – Nillumbik's community values and cares for nature	2024-2025	Target	Result
Percentage of people acting to care for/protect Nillumbik's natural environment. Target 70% (Includes cat containment, dogs on lead, visiting a bushland reserve, planting natives and removing weeds, purchasing green products, picking up litter, advocating for the environment, and/or collecting citizen science data)	92%	70%	↑
Number of nature/environment/land management community-focused programs and events delivered, and number of attendees	42 events 2,213 people	↑	-
Number of properties supported by Council to undertake biodiversity actions	389	↑	-
Number and total area of permanently protected areas of private land (Trust for Nature covenants)	64 properties 502.28ha	↑	-
Number of indigenous plants sold by Edendale Indigenous Plant Nursery. Target 80,000 per year, including 50% for local projects	80,000 plants 50% local	97,000 50% local	↑

Source: Nillumbik Biodiversity Strategy 2024-2034

Further detail on these indicators, including data sources and baseline years, and a list of how individual bushland reserves scored, is available on Council's website at **nillumbik.vic.gov.au/biodiversity-strategy**.

Every year, a 12-month implementation plan is prepared. Our Year 1 Implementation Plan contained 44 actions. Of these:

- 91% (40 actions) are 'complete' or 'on track'
- 9% (4 actions) experienced delays/issues largely due to unsuccessful grant applications.

Some of the actions delivered this year to help achieve the biodiversity goals and targets are on the previous page and in the table above.

Deer control occurs throughout the year in Nillumbik



Managing Council's 100+ conservation bushland reserves

Council looks after 103 bushland and 17 wetland reserves, covering an area of around 500 hectares. In a fragmented urban and peri-urban landscape, these reserves provide an important refuge for Nillumbik's unique range of plants and animals. They are also places where residents can spend time in nature.

Council is responsible for conserving and enhancing the values of this land for future generations. Works include weed control, pest animal management, habitat enhancement, threatened species management, revegetation and fuel reduction. Additionally, volunteers from across the Shire work together on most weekends to help care for many of these reserves as part of a Friends Group.

To help inform our management priorities, we assess the vegetation condition and conservation significance of our reserves. This is done on a rolling annual basis, with a third assessed each year. As shown in the indicator table, overall the average condition of the reserves assessed improved slightly (+19). Around 45% scored higher than in 2020, 45% scored lower, and 10% kept the same condition.

Amazingly, 63% of our reserves are of national or state significance, and another 11% are of regional significance. Their significance ranking corresponds to the species of flora and fauna found in the reserves, how rare they are, and the respective legislated levels of status and protections afforded to them.

Work to achieve 'no local extinctions'

Council was a finalist and received a High Commendation in the 2025 Local Government Professionals Award for Excellence in Environmental Sustainability. This was for our collaborative work in saving the Charming Spider-orchid (Caladenia amoena), which, with fewer than 50 wild plants remaining, is one of Australia's most endangered plant species.

Aligned with Council's Biodiversity Strategy and its target of 'no local extinctions', these works demonstrate how local government can lead innovative, science-based conservation to protect our unique natural environment.

Concerns about vehicle wildlife-strikes

The issue of wildlife strikes is a significant one in Nillumbik. Council receives community communications about this on a regular basis.

Our landscape and vast array of wildlife (342 recorded indigenous fauna species and 26 introduced fauna species) presents significant wildlife-safety and driver-safety issues along our extensive road network which includes 302km of unsealed roads and 487km of sealed roads.

Council made a submission to the 2025 Parliamentary Inquiry into Wildlife Strikes, and made a variety of recommendations including that:

- The State Government should fund virtual fencing trials and installations along Nillumbik roadsides
- The State Government should consider providing greater support for wildlife injury/rescue volunteers
- Greater investment is needed into habitat management and restoration
- The VicRoads Fauna Sensitive Road Design Guidelines require review, and consideration is needed into how to strengthen requirements for their implementation
- Opportunities to introduce variable speed limits at dusk/evening in targeted locations should be enabled
- Consideration should be given to strengthening state/regional policy in planning schemes to consider the impact of development on wildlife road strike risk
- The introduction of a standardised format of recording wildlife road strike data is needed
- Major road upgrades (e.g. Yan Yean Road Stage 2) need to elevate consideration of wildlife safety in their design.

Supporting the community with deer control

Wild deer in the Shire are affecting biodiversity, water quality, public safety, agricultural assets and Aboriginal cultural heritage. Over the past 12 months, deer enquires have been the number one issue of concern for residents contacting Council for land management advice and support, up by 435% from 23 calls to 123 calls.

Fortunately, Council has been successful in securing another deer control funding boost from the State Government. This will enable us to continue to organise and fund deer control works on private property and in some Council reserves.

Simultaneously, deer control is being organised by Parks Victoria and Melbourne Water, and by our neighbouring councils on land bordering Nillumbik in Yarra Ranges and Manningham.

During the 2024-2025 year, 360 deer were culled via our Nillumbik Deer Control Project. The deer control is targeted to multiple 'sectors' (groups of properties) within the defined project areas where:

- Safe shooting is possible
- Multiple and neighbouring properties express interest
- Productive shooting is possible
- There is good access
- There is evidence of deer impact
- There is strategic benefit.

Native Vegetation Over-the-Counter Offset Program

Council is a native vegetation offset provider. Native vegetation offset credits can be purchased from our over-the-counter offset program, and the sales income will help to fund, in perpetuity, the management of the Chase Reserve in North Warrandyte.

Information on quotes and sales generated via this program is provided below. It is anticipated that all remaining offset credits will be sold next year.

Year	Quotes provided	Total sales	Internal Council project sales	Internal sales Income ex GST	External sales	External sales Income ex GST	NSC permit applicants	Other council permit applicants	Credits sold
2020-2021	28	8	8	$179,342.65	0	0	8	0	1.04 GHU
2021-2022	21	8	3	$2,553.93	5	$50,943.39	7	1	0.232 GHU 0.140 SHU
2022-2023	10	5	2	$31,214.70	3	$2,185.03	4	1	0.214 GHU
2023-2024	9	4	0	0	4	$10,925.15	3	1	0.077 GHU
2024-2025	2	1	0	0	1	$851.31	1	0	0.006 GUH

Note: GHU – General Habitat Units; and SHU - Species Habitat Units

Chase Reserve in North Warrandyte



Supporting sustainable land management on private land

Council provides advice, grants and rate rebates to private landholders and community groups to support and encourage sustainable land management.

The tables below summarise the land management incentives provided over the past five years, and the types of land management advice that is being provided. The advice is tailored, responding directly to the specific needs and circumstances of each landholder seeking assistance.

Incentive	Measure	2020 -2021	2021 -2022	2022 -2023	2023 -2024	2024 -2025
Land Management Incentive Program grants	Number of grants to individuals or community groups	35	37	27	22	**43**
	Value of grants	$73,599	$68,241	$64,441	$62,164	**$59,978**
Sustainable Agriculture Rebate	Number of agricultural businesses receiving the rebate	40	40	40	39	**31**
	Value of rebate	$35,204	$35,204	$35,204	$34,803	**$31,206**
Trust for Nature Covenant Rebate	Number of properties receiving the rebate	56	57	57	58	**58**
	Value of rebate	$16,914	$17,178	$17,178	$17,444	**$17,465**

Land Management advice provided to landholders*					
Key Topics	**No. landholders**				
	2020 -2021	2021 -2022	2022 -2023	2023 -2024	2024 -2025
Foxes	19	20	22	22	**17**
Rabbits	45	32	29	46	**31**
Deer	17	16	39	23	**123**
Queensland Fruit Fly	#	32	2	1	**1**
Weeds:					
· Blackberry	44	30	34	28	**9**
· Other weeds	40	48	59	31	**13**
Erosion	1	2	0	2	**0**
Revegetation	17	4	7	4	**3**
Pasture management	4	3	0	3	**0**
Sustainable Agriculture	6	2	2	4	**0**
Other (mixed advice on matters such as nest boxes, native animals, vegetation clearance, water, and Trust for Nature)	90	20	56	38	**47**
Total	**273**	**209**	**250**	**202**	**244**

* Advice provided via phone, email and at the landholder's property

Incorporated within 'other'

Environment and sustainability events and education

A varied program of environment and sustainability events and education sessions were hosted and/or funded this year within various parks and bushland reserves, at Edendale Community Environment Farm, Living & Learning Nillumbik hubs, the Hurstbridge Hub, libraries, and online - with topics covering sustainable living, nature connection and land management matters.

A list of events and programs in 2024-2025 is provided in the table below. Over 3,100 participants took part in these events and programs. These events play an important part of Council's role in helping to raise awareness of climate-action that people can take, of ways to appreciate nature, and of how people can get involved in helping to protect and enhance our natural environment

Environment and sustainability events and programs held in 2024-2025	
Platypus youth walks and habitat planting days	REthink Nillumbik energy workshops
Indigenous cultural stories at Kangaroo Ground	Lost skills workshops (circular economy)
Spotlight walks, including for Southern Toadlet	Kintsugi ceramic repair workshops
Nature and vegetation ID walks	Planet Friendly Fashion days
Moth surveys	Community Sharing workshop and launch of Edendale Repair Cafe
Weekday bird walks	Make your own DIY cleaning products
Fungi Forays	Reusable nappy workshops
Forest Health monitoring demonstrations	Electric Vehicle webinar and Climate film screenings
National Tree Day plantings	Home composting for beginners
Clean Up Australia Day	Summer and winter fruit tree pruning events
World Rat Day webinar	Worm Farming workshops
Blackberry removal demonstration day	Horticulture and Permaculture workshops and training
Rabbit control demonstrations	'Plant me Instead' weed avoidance demonstration workshop
Watsons Creek catchment community strategic planning	Gardening with indigenous plants demonstration days



Council adopted its first ever Urban Tree Canopy Strategy this year

Council's first Urban Tree Canopy Strategy

In Nillumbik, we are very fortunate to have so many trees in our suburbs and townships. With an average of 39% urban canopy coverage, Nillumbik's urban canopy cover is the second highest in all of Melbourne.

In August 2024, Council adopted its first ever strategy that has a focus on growing and caring for this tree canopy.

The Urban Tree Canopy Strategy 2024-2040 provides a 15-year plan, focusing on both Council land and private land. In another first, we asked our Youth Council to set the vision for Nillumbik's urban tree canopy through our strategy.

The strategy's Year 1 Implementation Plan contained 13 actions, of which 11 are complete or on track and two experienced issues. Detail on the outcome of all 2024-2025 actions is available on Council's website at **nillumbik.vic.gov.au/urban-tree-canopy-strategy**.

Outcomes this year included:

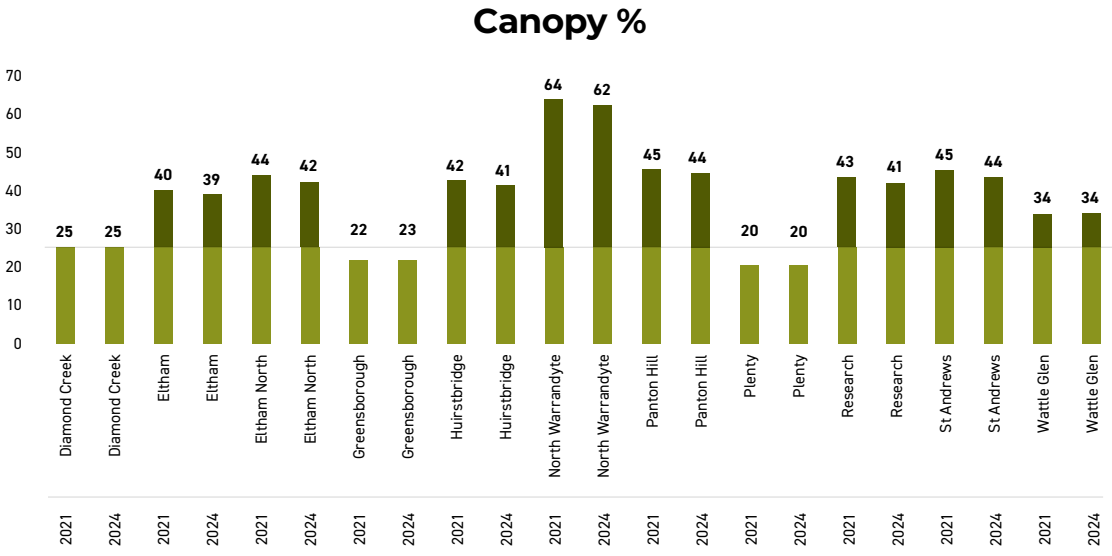
- 318 trees were planted in streets (220) and parks (98)
- A new Tree Establishment Officer position was created
- An audit of bus-stop shade was undertaken
- A campaign was launched inviting people to 'request a street tree', which resulted in 177 street tree requests (up from an average of 10-15 in previous years)
- Council was awarded a North East Link grant of $857,000 to plant 1,800 trees over the next two years with three years of maintenance.



A bushland reserve in Nillumbik's Green Wedge

Urban tree canopy

Urban Tree Canopy - targets	2021	2024	Result
Average of 40% urban tree cover within Nillumbik's Urban Growth Boundary	39%	38%	
Minimum of 25% urban tree cover in every township	Refer to graph below	Refer to graph below	





Participants at a REthink workshop

Helping our community rethink energy and waste

Council has contracted Going Green Solutions, a local community organisation, to deliver REthink Nillumbik, a three-year program of fun, interactive workshops designed to create a more sustainable and liveable Nillumbik.

Sessions include collaborative and practical activities to help local residents reimagine our collective approach to energy and waste and rethink everyday choices and behaviours.

In its inaugural year, 20 in-person and online workshops were delivered. Topics included hot water heat pump systems, draught proofing, PowerUp sessions on how to electrify your home, tips on how to improve window thermal efficiency, electric vehicles, how to start a community sharing project, planet friendly fashion, and a lost skills series. The aim is that people leave each session feeling motivated and empowered to make change.

Sessions tailored to the needs of community groups such as the Lions Club, Men's Shed and local Scout groups are also offered.

Many more workshops will be delivered next year. By working together we can create a more sustainable future for ourselves and generations to come.

Nillumbik edendale

REthink Nillumbik
Positive change through local action

GOING GREEN SOLUTIONS

Social sustainability

Nillumbik recognises the important role that local government plays in promoting access, equity and inclusion.

Access, equity and inclusion

Council's Access, Equity and Inclusion Policy outlines Council's commitment to accessible, equitable and inclusive practice across all Council activities. The policy was informed by legislation, evidence, local context, strategic commitments and best-practice, as well as community feedback. Council adopted this policy at the July 2022 Council Meeting. The policy includes:

- an Inclusion Statement (to be used in Council publications alongside an Acknowledgement of Country and demonstrate our policy commitment)
- purpose, context and principles (leadership, community, equity, intersectionality, human rights and social justice)
- our policy commitments
- details on how the policy will be applied and implemented.

There are three phases identified to successfully embed access, equity and inclusion principles and policy commitments across Council:

- Phase 1: Initiate – establish our policy commitment and undertake community engagement to confirm opportunities and gaps
- Phase 2: Build capability, capacity and drive culture change – deliver training, upskill staff, engage champions, map opportunities based on community and staff consultation, pilot interventions and collect relevant data
- Phase 3: Sustain – longer-term systems and process changes, effective partnerships, monitoring, evaluation and learning to continue to build on strengths and address gaps.

Read the Access, Equity and Inclusion Policy on our website at **nillumbik.vic.gov.au/strategies-policies**. An Easy English version of the policy is also available.

Community members at a National Tree Day planting site



LGBTIQA+

The year also saw a continued commitment in the support and inclusion of the LGBTIQA+ community. Key internal and external facing initiatives delivered throughout the year, included:

- Developed and rolled out an LGBTIQA+ online training module to Council staff
- Council supported the handover of the Rainbow Golf Cup to Yarrambat Golf Course. This annual event brought together over 70 LGBTIQA+ golfers and their family, friends and allies to Yarrambat Golf Course for a 9-hole tournament that raised awareness of the barriers to participation in sport for the LGBTIQA+ community
- In late January, Council celebrated the launch of the Rainbow Exhibition, Arena, at the Eltham Library Community Gallery. Artist Alun Rhys Jones presented a solo exhibition that explored the ingrained stereotypes still surrounding LGBTQIA+ community, perpetuated by mainstream news media. The exhibition was part of the Council's collaboration with Midsumma Festival for the second consecutive year
- Council flew the LGBTIQA+ Pride Flag all year, as well as the Trans Flag on Trans days of significance.

In the year ahead, Council will focus on the following LGBTIQA+ related priorities:

- Create and promote inclusive, co-designed initiatives with LGBTIQA+ young people to strengthen social connection, address rising youth isolation, and support mental health, including expanded access to support services through the Youth Hub and across the municipality
- Embed LGBTIQA+ inclusion within existing frameworks by recognising dates of significance and supporting Council staff through inclusive workplace practices.

Gender equity

This year saw a continued commitment from Council in the support of gender equality.

Key activities this year included:

- Progressed the Gender Equality Action Plan 2022-2025
- 20 of Council's Maternal and Child Health staff completed training on the 'Safe & Together' model, facilitated by the Berry Street family services organisation. The 'Safe & Together' model is an internationally respected approach for working with families impacted by domestic violence perpetrator behaviour
- 35 Equity Impact Assessments (formerly known as Gender Impact Assessments) were completed on various Council policies, strategies, programs, services and projects
- Council led the Shire in supporting the 16 Days of Activism Against Gender-Based Violence, a global campaign that runs from 25 November to 10 December annually. This year, Council provided ten grants for community-led projects to promote gender equality, respectful relationships and the prevention of gender-based and family violence. The successful grants were distributed across Early Years services, local schools and Council's leisure facilities
- The International Women's Day Lunch was held on 6 March 2025 at the Eltham Community and Reception Centre, which provided entertainment and a keynote presentation by Courtney Ugle
- In June 2025, Council recognised World Elder Abuse Awareness Day with a series of information sessions for older adults, and lighting of the Eltham Gateway Sculpture.

In the year ahead, Council will focus on the following gender equity related priorities:

- Implementation of the *Gender Equality Act 2020* requirements, including undertaking a gender workforce audit (due in December 2025), and preparing a draft of the next Nillumbik Gender Equality Action Plan (due in May 2026)
- Deliver the 16 Days of Activism against Gender-Based Violence 2025-2026 grants for community-led projects and 2026 International Women's Day activities and events
- Support projects and activities with teams across Council applying a gender and intersectionality lens
- Continue to raise awareness and advocates for gender equality in the workplace and community.



The Eltham Gateway sculpture lit up in orange as part of 16 Days of Activism activities

Promoting gender equity and preventing violence against women

Council proudly supported the 16 Days of Activism Against Gender-Based Violence campaign, held from 25 November to 10 December 2024.

This annual campaign unites communities worldwide to call for the elimination of gender-based violence and promote gender equity.

To amplify these important messages locally, Council led and supported a range of activities. The Executive Leadership Team and staff members took part in the Walk Against Family Violence, showing solidarity with those affected. Council also lit the Eltham Gateway sculpture in orange – the colour of the campaign—across the 16 days.

Community engagement throughout the campaign was a priority. Ten grants were awarded to local organisations and schools to host activities aligned with the campaign's key messages. The campaign was also promoted across Council's social media channels, extending its reach across the community.

Internally, staff participated in a "Messages for Hope" workshop using resources from Respect Victoria and Safe and Equal. The Youth team supported the creation of a Clothesline Project quilt and a mapping project exploring young people's experiences of gender inequality in the Shire.

These activities strengthened community awareness, supported grassroots action, and demonstrated Council's ongoing commitment to gender equity and the prevention of violence against women.



The Alistair Knox Park Changing Places Mural

Art meets access: Creating a welcoming space at Alistair Knox Park

Council has reimagined accessible infrastructure through an innovative public art project at Alistair Knox Park in Eltham.

As the first Changing Places facility in the Shire, and the first in Australia to feature a mural, this project sets a new benchmark for inclusive, community-focused design.

Changing Places facilities are essential for people with high support needs, providing fully accessible toilets and equipment to enable safe and dignified use. Council's approach elevated this vital amenity by integrating a large-scale mural that reflects Eltham's natural beauty and artistic character.

The result is a welcoming, calm and creative space that goes beyond function to support wellbeing and community pride.

Delivered in partnership with Melbourne based artists Matt Ling and David Hooke, known as Ling and MEGGS, the mural was developed through workshops with Araluen artists—people with intellectual disabilities. This collaborative process ensured that the artwork was deeply connected to community voices and identity.

The project demonstrates how local government can lead the way in embedding access, inclusion and creativity into public infrastructure.

By combining practical design with participatory public art, the Changing Places mural enhances both the built and social environment—setting a powerful example for inclusive place-making across Australia.

Equity Impact Assessments

Council is now legislated under the *Gender Equality Act 2020* when developing or reviewing any policy, program or service to undertake an Equity Impact Assessment (EIA). This includes gender disaggregated data and data about Aboriginality, age, disability, ethnicity, gender identity, race, religion and sexual orientation.

Below is a list of policies, programs and services which have had an EIA undertaken this year:

- Children's Week 2024
- Yarrambat Emergency Management Exercise 2024
- "Planning an Event in Nillumbik" Guide
- Children's Mini Food Fair
- Pet Expo 2024
- AE Cracknell Lighting Upgrade – Grant Application
- 16 Days of Activism against Gender-based Violence Campaign
- Planning Scheme Review
- Open Space Services Standards
- 2025 Women in Business Program
- Summer Sounds Music Festival
- "Power up Nillumbik for a Healthy Future"
- Nillumbik Community Awards
- Youth Survey Community Engagement Plan
- Maternal Child Health – Materials for new parents
- Municipal Health & Wellbeing Plan (MHWBP) - Community Engagement and Consultation Process
- Bridge Street Oval Reconstruction – Grant Application
- Eltham Bowls Club Lighting Project – Grant Application
- Campbell Street Baseball Pavilion Upgrade – Grant Application
- Alcohol in Sports Clubs Policy
- Economic Development Business Week
- 2025 Creative Industries
- Road Management Plan
- Nillumbik International Women's Day Luncheon 2025
- Nillumbik Website - Content Design and Functionality Review
- Nillumbik News
- Domestic Animal Management Plan
- Municipal Health and Wellbeing Plan Data
- Community Bushfire Expo
- Creative Minds Exhibition
- Debt Management and Hardship Policy
- Yarrambat Change Rooms Upgrade
- Gambling Harms Youth Community Profile
- Social Media Policy
- Hurstbridge Dog Park Redevelopment.



Children's Week was celebrated in October 2024



Nillumbik's valued volunteers provide a range of services across Council programs and activities



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Our communications and engagement

We are continually improving how Nillumbik's people are connected to the information they need and want about relevant Council programs, services and decisions to enable them to live supported, active, sustainable and connected lives within our community. Council is committed to undertaking meaningful engagement with our community to help inform decision making on a range of services and programs.

Our stakeholders

In order to deliver fundamental services and innovative programs to our community, Council relies on its stakeholders to provide guidance, feedback, resourcing and information. Council engages with a broad range of stakeholders, in numerous ways, and for a variety of reasons.

Our stakeholders include:

Residents

We rely on residents to provide feedback and guidance on services and issues that matter to them.

Ratepayers

Our ratepayers provide funding to support the delivery of services and the provision of community infrastructure.

Community groups and volunteers

Nillumbik's numerous community groups and volunteers make a meaningful difference within the Shire by providing important services and fostering valued connections.

Customers

We consider all those who use our services and facilities to be our customers. Our customers provide valuable insights and feedback regarding the delivery of our services, the suitability of our facilities and the quality of the products we have on offer.

Partners

Partnering with other councils, organisations and groups allows Council and the Nillumbik community the opportunity to benefit from shared knowledge, networks, experiences and resources.

Government

State and federal governments provide Council with important funding opportunities along with guidance and direction through legislative and regulatory parameters.

Visitors

Nillumbik is renowned for its beautiful green wedge and rural townships. Visitors are drawn to the region to enjoy the wide range of activities and in doing so, also support the local economy.

Council staff

Our staff are responsible for providing advice, implementing Council's direction and taking action on Council decisions. Council officers also provide advice and expertise that inform policy decisions, deliver services and implement decisions.

Our communications

In 2024-2025, we supported the promotion of the local government council elections, while limited with opportunities for communications during the caretaker period.

Website updates provided important timely information for the community in the lead up to, and throughout, the election. Updated throughout the year to provide information for potential candidates, and inform community members about their obligations and the process of voting.

Following the election, we launched communications to profile our new Councillor group and introduce them to our community.

Much of our communication work over the past year was focused around promoting the development of several key Council strategies including the Council Plan 2025-2029, Municipal Health and Wellbeing Plan 2025-2029, Financial Plan 2025-2035, Asset Plan 2025-2035, and the Domestic Animal Management Plan 2025-2029. Council raised awareness about these projects and provided opportunities for community feedback.

Over the past year, 76 media releases and 120 website news stories kept the community up to date on the latest Council news and information. These releases achieved an average open rate of 56 per cent and were sent out to local media and our media subscriber base, helping to spread the message while we face an always changing communications landscape, with limited local printed publications.

The 2025 Annual Community Survey found that the four most preferred methods of communications to receive information or interact with Council remain: email, direct mail and letterbox drops, Nillumbik News and Council's website channels that are reflected in our main communications.

Council's Communications Strategy 2022-2025

This year, Council delivered the final year action plan of the Communications Strategy, which included:

- Implemented a website auditing tool to test website accessibility, scoring 'very good' (83.9 out of 100 against accessibility standards in 2025)
- Leveraged data from our communications and engagement channels to support decision-making and improvements to our communications, including Nillumbik News, e-newsletters and web content. This has improved our capability to offer more timely digital messages to compliment the printed magazine, addressing community feedback for increased frequency of news
- Implemented a communications channel audit to support planning and optimise a multimodal targeted approach, ensuring we are reaching the appropriate audiences through multiple channels to enhance message effectiveness, while improving access for our diverse community
- Developed a draft Social Media Policy and undertaking in-depth social media analysis, to support and oversee strategic implementation and enhancement of social media channels
- Introducing key resources and training to equip Council staff and new starters to champion best-practice communication, branding, engagement and accessibility, including a digital Writing Style Guide, updated with a renewed focus on inclusive language and accessibility.



Council staff at the Warrandyte Festival

From plan to practice - Council's Communications Strategy 2022-2025

Council's Communications Strategy 2022–2025 set out to strengthen how we connect, inform and engage with our community – and it has delivered.

With all 36 priority actions now complete, the Strategy has not only met its goals, but embedded long-term improvements into Council's daily communications and engagement practice

A key focus has been telling more local stories – celebrating people, places and shared achievements. Council's quarterly Nillumbik News remains one of the most preferred ways residents receive information, with all editions delivered on time and featuring more diverse imagery and inclusive content.

Digital engagement grew significantly:

E-Newsletter subscribers increased by **138%**, achieving a **62%** open rate

Participate Nillumbik website users rose from **2.3%** to **9%**

On social media, we saw a **10.4%** average increase in engagement, with:

Facebook **+2,691** (+25.8%) new followers

47 new videos posted in 2024-2025

Engagement up

8.6% on Facebook

11.6% on LinkedIn

10.5% on Instagram

Council also invested in building staff capability:

45 **Community Engagement Champions** now meet quarterly

30 staff have completed **IAP2 Community Engagement Essentials** training

A **Community Engagement Toolkit** – including policy, templates, and stakeholder mapping – is now integrated into project planning.

These achievements have made Council's communications more proactive, responsive, and accessible. Most importantly, they've built a foundation for deeper, more meaningful engagement with our community– now and into the future.

Note: Data reflects three years of continuous improvement from 2021-2022 to 2024-2025.

Website

Council's website remains a valuable source of information for the community, and the Communications team collaborates with business areas across Council to ensure the high number of web pages provide information that is accessible, useful and easy to understand.

This year, Council added an audit tool to the website to measure quality and accessibility of the main Council website. This tool shows that the Council website achieves a pass in meeting government accessibility standards, and identifies issues with information quality and performance of the site. The Communications team has initiated an ongoing program of work to address issues and improve the overall quality and performance of content.

Website	Users	Page views
Nillumbik Shire Council	399,056	1,634,047
Edendale Community Environment Farm	50,364	174,635
Living & Learning Nillumbik	27,427	128,432
Nillumbik Youth	10,137	22,737
Participate Nillumbik	22,736	29,116

The Communications team works closely with Customer Experience to discuss customer pain points, and how improvements to the website might help to address them. This continuous improvement approach has led to a 6.9% reduction in use of the site search from 2023-2024 to 2024-2025.

To track website satisfaction, users are able to indicate whether they found the information helpful by clicking a 'yes' or 'no' button on each page. In 2024-2025, 51.7% of website users selected 'yes', a significant increase from 34.8% in 2023-2024.

Notable improvements made to Council's main website in 2024-2025 are as follows:

- **Recycling Centre page** – this page, the most visited after the homepage and search page, was overhauled to improve user experience, especially for the 69.6% of users who access this content on a mobile device (compared to the website average of 56.8%). Previously, all information – including hours, location, items, and pricing – was difficult to find and on a single, cluttered page. In early 2025, the page was separated into multiple, clearer pages for key information. This new layout has made it easier for users to find what they need, leading to a reduction in negative page feedback and customer service calls.
- **Bin collections** – a user-first approach was also applied to the bin collection pages. The content was separated into educational information (such as what goes in each bin) and customer requests (such as how to report a damaged bin or order a larger bin). The highly popular "check your bin day" page was simplified to make key information easier to find and to highlight the annual waste calendar (the most accessed document on the website), which was downloaded over 11,000 times in 2024-2025.
- **Public art collection** – significant improvements were made to this page. Previously, the collection was listed in a text-heavy table. Now, in collaboration with the Arts and Cultural Development team, an interactive map allows users to find public art across the Shire, providing a personalised user experience. Each piece is featured with a large image, along with details about the artist and the work.

Email and e-News

Nillumbik e-News, Council's monthly email newsletter, keeps the community informed about Council decisions, services and programs, community engagement opportunities, as well as major events and activities.

In the 2025 Annual Community Survey, 46% of respondents nominated email as their most preferred method of receiving information from Council. In response to this, we have implemented improvements to the emailed e-newsletter by updating the layout to make it easier to digest the broad range of stories.

It is also a great opportunity for the community to hear from the Mayor, with most editions featuring a video introduction 'on location' in the Shire. This increases the visibility of elected representative, and connection with the community.

To reach more members of the Shire – and beyond – we implemented a targeted campaign 'Stay in the local loop' to increase subscribers. Our eNews subscribers grew from 1,326 at the end of June 2024 to 2,075 at the end of June 2025 – a 56.5% increase.

The open rate or click rate has remained steady year on year, while the audience grows. The average open rate of 56.7% in 2024-2025 is well above the industry average. A recent report benchmarking 21 Victorian council e-newsletters, ranked Nillumbik in the top five, outperforming the global government benchmark of 40.5% and 20 larger Victorian councils.

Social media

Council manages 16 social media pages with a combined total of more than 44,000 followers across the three main platforms – Facebook, Instagram and LinkedIn.

This year, Council has felt the impact of a global lack of trust in all areas of government. We have seen an increase in negative responses to our content, and have taken a more responsive approach to address community issues, as well as being more strategic in when we post on social media, and the tone we use.

We have particularly seen this on Facebook, and have been more actively monitoring and responding to comments. This gives us an opportunity to correct misinformation and educate the community on key issues.

Overall, our key metrics have decreased compared with 2023-2024, which is largely due to a more targeted approach to our social media content. We focus on topics that we know our community want to hear about – particularly Council's work on assets and infrastructure.

We have continued to use video for social posts, and saw good results when we showed 'behind the scenes' content. We work closely with other areas of Council to find out when works are happening, and get footage when Council officers are working on site. The footage does not need to be high quality. In fact, phone footage and catchy background music often results in high video views and engagement rates compared with other posts.

Our reach on social media is as follows:

Key statistics across main platforms: 2024-2025			
Council's main Facebook, Instagram and LinkedIn			
2,188,727 impressions	115,126 video views	6.6% engagement rate	2,859 comments

Followers across all pages: 2024-2025			
Page	**Facebook**	**Instagram**	**LinkedIn**
Nillumbik Shire Council	13,104	3,732	7,593
Edendale Community Environment Farm	7,533	1,752	NA
Hurstbridge Community Hub	2,508	NA	NA
Living & Learning Nillumbik	2,633	1,128	NA
Nillumbik Arts	2,406	2,384	NA
Nillumbik Family & Children's Services	1,336	NA	NA
Nillumbik Youth	2,162	1,451	NA
Total	**31,682**	**5,183**	**7,593**

Community engagement

Community engagement plays a vital role in shaping Council decisions and strengthening relationships with our community. Through inclusive, transparent, and meaningful engagement activities, we ensure that community voices inform the planning, development, and delivery of services, policies, and projects.
This year, Council continued to build trust and connection with residents by offering a wide range of engagement opportunities—both online and in-person, designed to reach people of all ages, backgrounds, and abilities.

This year, 37,286 people visited Council's engagement website, Participate Nillumbik (**participate.nillumbik.vic.gov.au**). There are 2,820 registered members who receive regular updates via our quarterly Participate Nillumbik e-newsletter.

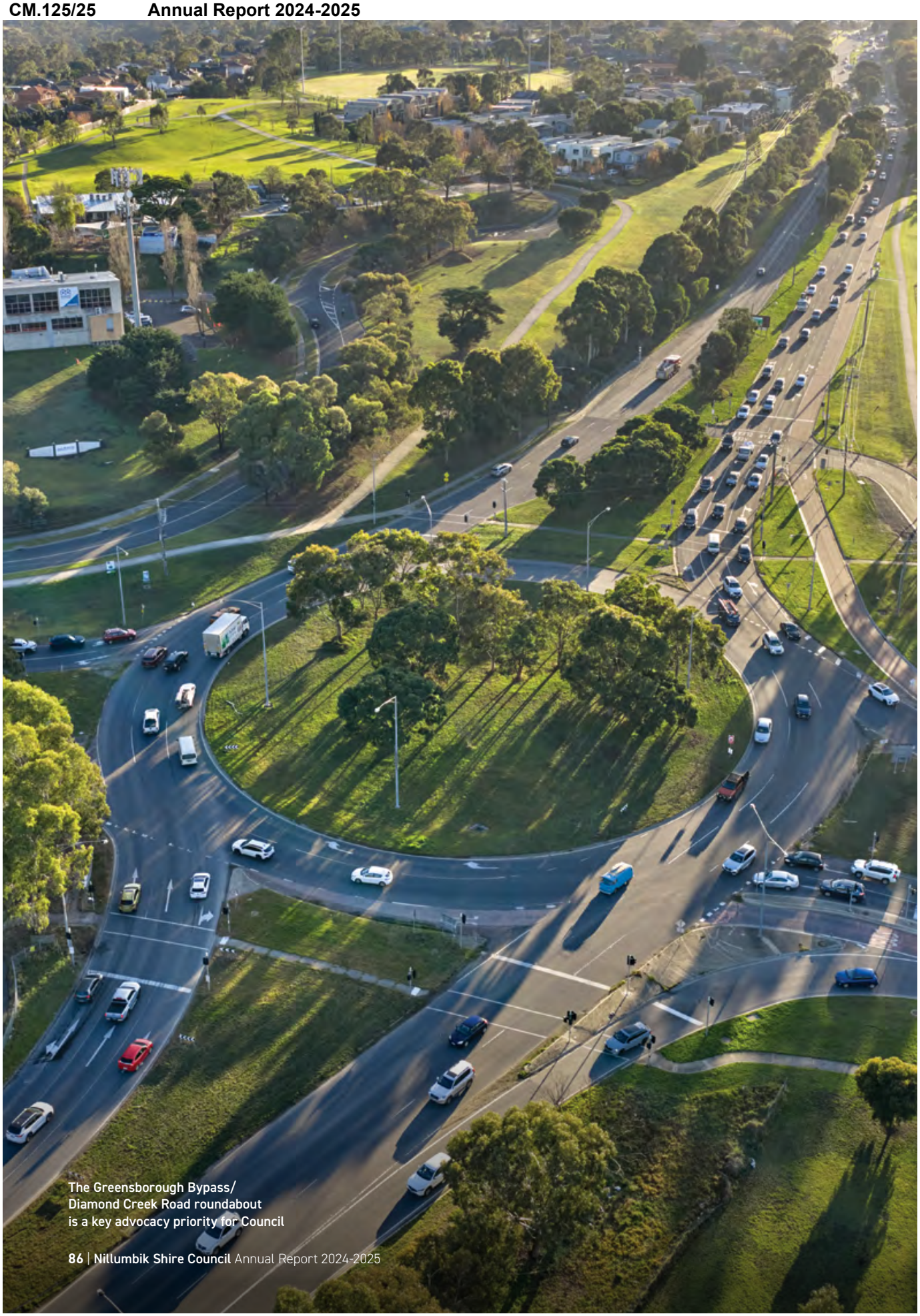
The 2025 Annual Community Survey found an increase in the proportion of respondents who reported that they were aware of the Participate Nillumbik site and actively used the site. This was the highest proportion of respondents who actively used the site recorded since the question was first included back in 2021. There was a decline in the proportion of respondents who were not aware of the site, down from a high of 89% back in 2021 to 78% this year.

Over the past year, we engaged more than 2,000 participants across 13 engagement projects, using a mix of online platforms, community forums, workshops, and pop-up sessions.

A snapshot of some of the major community engagement projects undertaken in 2024-2025 is as follows:

A snapshot of some of the major community engagement projects undertaken in 2023-2024 is as follows:

Project	Dates	Description	Contributions	Outcomes
Domestic Animal Management Plan (Phase 1)	3 June – 7 July 2024	In the first phase of engagement, we asked the community for feedback on how cats and dogs are managed in the Shire — especially proposals for a 24-hour cat curfew and rules around dogs on ovals.	700 online surveys completed.	3,225 page views on Participate Nillumbik with 76 project followers.
Domestic Animal Management Plan (Phase 2)	3 March – 4 April 2025	Feedback was consolidated in phase 2 engagement to inform the draft Domestic Animal Management Plan.	519 surveys completed. 38 participants at two pop-ups.	1,640 page views on Participate Nillumbik. The Domestic Animal Management Plan is to be adopted at a future Council meeting in 2025.
Nillumbik Now and Beyond (Phase 1 engagement – Council Plan and Municipal Health and Wellbeing Plan)	2 February – 3 March 2025	In the first phase of engagement, we asked the community their aspirations and priorities for the next 4 years.	601 surveys completed. 562 people participated in three pop-ups. 20 people involved in the Council Plan community forum. 42 people contributed to the Health and Wellbeing Partnership forum.	2,790 page views on Participate Nillumbik. The Council Plan 2025-2029, Municipal Health and Wellbeing 2025-2029, Asset Plan 2025-2035, Financial Plan 2025-2025.



The Greensborough Bypass/
Diamond Creek Road roundabout
is a key advocacy priority for Council

Advocacy

The cost-of-living crisis, rate capping, ongoing cost shifting and the aftermath of COVID all continue to impact the funds that Council needs to provide ongoing services and maintain community facilities. This also reduces the amount of funding available to invest in new capital works. Council continues to explore grant opportunities and advocate to the State and Federal Government to work in partnership to deliver these essential services and much needed community buildings.

Advocacy Framework and Action Plan

An Advocacy Framework and four-year Action Plan has been developed to strengthen Nillumbik's ability to influence and secure external funding and policy outcomes. The Framework will guide Council's advocacy focus, improve coordination across the organisation, and provide a clear basis for engagement with government and stakeholders.

The framework is supported by a new advocacy model to better reflect current priorities, community needs, and the emerging opportunities in the lead-up to future State and Federal elections.

Collaboration with Council will take place at an advocacy workshop in July 2025. The agreed set of priorities for 2025-2026 are scheduled to be endorsed by Council in September 2025.

Advocating to the Federal Government

Canberra delegation

Nillumbik continued to advocate strongly to the Federal Government with the Mayor, Councillors, CEO and Director of Governance, Communications and Community Safety attending the 2025 Australian Local Government Assembly.

The delegation met with the Minister for Emergency Management, the Hon Kristy McBain to highlight the bushfire risk to our community and the need for government funding to continue building community resilience. New battery back-up generators, electronic information boards and funding to open safe places during extreme heat events were among the initiatives discussed. The Minister shared information on key funding opportunities available.

The delegation also met with the Member for Jagajaga, Kate Thwaites and discussed electrification of Eltham Leisure Centre and Council's application for funding from the Federal Government's Community Energy Efficiency Grants.

Federal election

Council continued to advocate to local MPs and candidates on key priorities in the lead up to the Federal Election. Council presented its advocacy priorities to Liberal and Labor candidates for the Jagajaga and McEwen electorates. Priorities were also highlighted at a community forum with Senator Bridget McKenzie.

An Election Tracker was created on Council's website to capture election commitments as they were announced. Commitments from the elected candidate Rob Mitchell included a $1M expansion of the Men's Shed in Diamond Creek, $630,000 for safety road upgrades in Doctor's Gully Road, Arthurs Creek and an Urgent Care Clinic in Diamond Creek.

Advocating to the State Government

Kerbside glass recycling service

Nillumbik joined 30 other Victorian Councils to advocate to the Hon Steve Dimopoulos, Minister for Environment, to pause the rollout of the kerbside glass recycling service and consider expanding the Container Deposit Scheme.

The group of councils undertook extensive research which highlighted that the introduction of the glass bin would have very little benefit to the amount of glass recycled despite an enormous $1.5M set-up bill for Council and $500,000 ongoing cost.

Yan Yean Road Stage 2

Council wrote to the Hon. Gabrielle Williams, Minister for Transport Infrastructure and Minister for Public and Active Transport, and The Hon. Sonya Kilkenny, Minister for Planning expressing concern about their chosen option for Yan Yean Road Stage 2 and asking for further engagement regarding the works.

Council continues to meet with Major Roads Projects Victoria (MRPV) each month to negotiate better outcomes for the Nillumbik community, including virtual wildlife fencing and sealing of local roads that will become rat-runs during the construction period.

Emergency Services and Volunteer Fund

Council advocated strongly against the introduction of the Emergency Services and Volunteer Fund (replacing the Fire Services Property Levy).
Our advocacy included writing to the Leader of the Greens, Ms Ellen Sandell and Greens MP for North East Metro, Aiv Puglielli requesting they vote against the Bill when it passed through the Upper House.

Letters were also sent to the Hon. Jacinta Allan, Premier; Ms Jaclyn Symes, Treasurer; and The Hon. Vicki Ward, Minister for Emergency Services and Minister for Natural Disaster Recovery requesting fair and transparent funding of emergency services that does not impose undue costs on local government and ratepayers.

Housing targets

Council prepared a submission to the State Government on the Plan for Victoria draft housing targets and advocated strongly for the community to do the same in order to reduce future housing growth. In February 2025, the State Government revised the housing targets and Nillumbik targets were almost halved, from 12,000 new homes when the draft was released, to 6,500 in the finalised plan.

Ministerial meeting

Council welcomed a visit by the Shadow Minister for Local Government, Beverley McArthur in June to discuss local issues. Topics included Yan Yean Road, Greensborough Bypass-Diamond Creek Road roundabout, kerbside glass recycling, emergency services levy, cost-shifting, housing targets, biodiversity and road maintenance.

Partnership with key advocacy agencies

Northern Councils Alliance (NCA)

Nillumbik reaffirmed its support to work with neighbouring councils to continue a regional focus on transport advocacy. The May meeting of the NCA discussed the next phase of advocacy, focusing on improving transport across the north and expanding access to essential health services.

Transport

In August 2024, the NCA launched its new transport advocacy campaign: *Connect Melbourne's North: it's time to transform our transport*. The seven councils in Melbourne's north, who make up the NCA launched the campaign calling for urgent action to improve the region's transport system in an effort to address crippling traffic congestion, long trips to essential services, challenges in accessing jobs and education and increasing social isolation impacting the lives of thousands of residents.

Council staff attended the Regional Transport Forum in March to highlight transport projects and share learnings. The Forum was organised by the NCA with the aim of continuing our united approach to transport priorities in Melbourne's North.

Family violence round table

Nillumbik attended a round table discussion with the then Minister for Prevention of Family Violence, the Hon Vicki Ward in November to discuss the roll out of gender equity and family violence prevention officers at all councils in Melbourne's north. The Minister congratulated NCA on being the first group of councils to proactively reach out with a proposed plan for reducing incidents of family violence.

NCA and NORTH Link delegation to Canberra

Nillumbik Mayor and CEO were part of the NCA and NORTH Link delegation to Canberra in August 2024. The visit was designed to introduce Melbourne's North to Federal Members of Parliament and demonstrate our commitment to working together across the region on a number of priorities including transport, jobs and skills and community wellbeing. The delegates met with 12 Ministers and highlighted how current service provision for our communities in the areas of health and transport were not meeting current community needs and would exacerbate with future population growth.

Outer Melbourne Councils

Nillumbik joined the Outer Melbourne Councils campaign to advocate for access to public pools and libraries. Advocacy included a push for the adoption of a new funding system where the three levels of government agree to go 'equal thirds' on all significant pool and library refurbishments and construction. Council produced the 'Join the pool party' video featuring Mayor John Dumaresq and Cr Peter Perkins advocating for funding for community facilities in Diamond Creek.

Funding opportunities

Strong and Resilient Communities Program

The Member for Jagajaga, Kate Thwaites visited Edendale Community Environment Farm in September to announce a $297,000 federal grant for the Youth Engagement and Pathway program which operates from the farm and caters for young people aged 14 to 16 years.

Thriving Suburbs Program

Council received $1.8M from the Federal Government's Thriving Suburbs Program to upgrade local infrastructure. Member for McEwen Rob Mitchell, along with Member for Eltham Vicki Ward, visited the Diamond Creek Men's Shed to announce a $965,000 grant to renovate the current facility, providing much needed improvements to accommodate the group's growing membership.

Yarrambat War Memorial Park also received $901,103 in funding to build new inclusive change rooms and amenities. Council had advocated strongly for investment by the government for both projects and will match the funding for both projects.

Investing in our Communities Program

The Member for Jagajaga, Kate Thwaites joined Mayor John Dumaresq at Eltham Lower Park in December to view the plans for upgrades to the pavilion and other park improvements including a new dog park. Council received $2 million in federal funding from the 'Investing in our Communities' Program.

Local Sports Infrastructure Fund

Council was successful in receiving $390,000 in State Government funding to upgrade local sports facilities. A $250,000 grant will enable reconstruction of the Bridge Street Sports Ground and $140,177 will fund the installation of new lighting at the Eltham Bowls Club.

The Mayors of the seven councils who form the Northern Councils Alliance





Road resealing works at Leane Drive in Eltham

Our Annual Community Survey

The Annual Community Survey, which is designed to measure community satisfaction with a range of Council services, facilities and activities, was conducted in February 2025 by Metropolis Research.

Community satisfaction with Council services, facilities and activities decreased over the past year, according to results from the 2025 Annual Community Survey.

The results show Council's overall performance remaining at a 'good' level in the 12 months to February 2025.

Independent research company Metropolis Research undertook the survey in February 2025, measuring community satisfaction with a range of Council services, activities and facilities. Consisting of a representative sample of 500 residents across the Shire, Metropolis conducted mainly face-to-face interviews, with a small number of phone interviews undertaken in rural areas due to access and OHS issues.

Overall, community satisfaction with Council's performance was rated at 6.60 out of 10, a decrease of 4.3% on the 2024 results. The decrease and overall rating resulted in Council dropping below metropolitan councils, including interface and northern councils, in terms of satisfaction with overall performance.

Positive results were recorded for the following satisfaction measures:

- Support for local businesses increased by 9%
- Environmental programs and activities increased by 7%
- Customer service increased by 4%
- Council services increased by 1%.

The top five important issues in Nillumbik identified by survey respondents were:

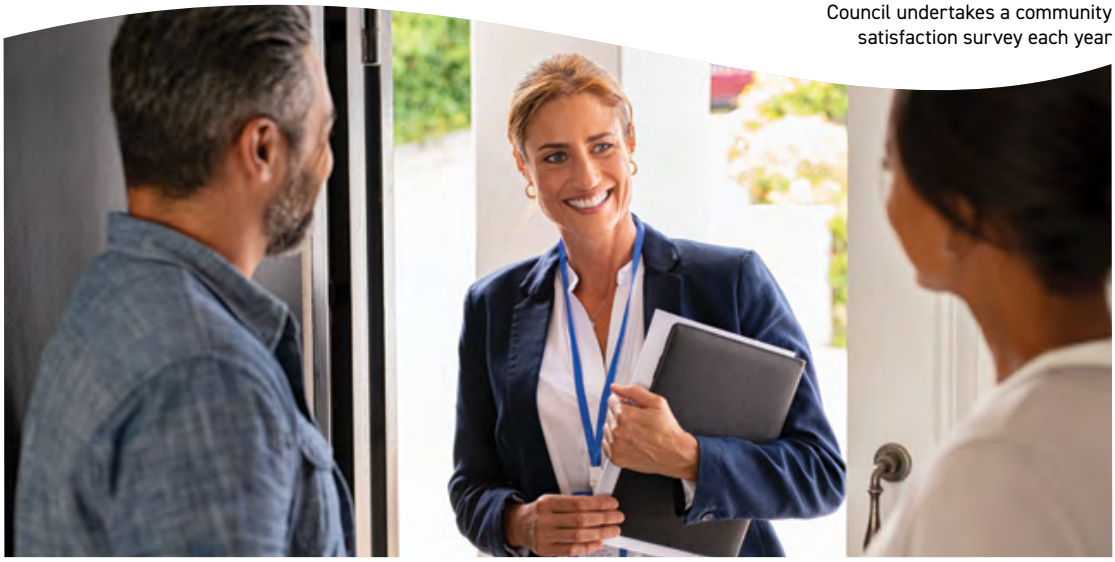
- Roads maintenance and repairs
- Bushfire management and prevention.
- Traffic management
- Provision and maintenance of street trees
- Council rates.

The survey provides rich information on service delivery performance, and Council teams use the data to guide their business planning.

The results are accessible in full on Council's website at **nillumbik.vic.gov.au/community-survey.**

Many of the measures in the survey are strategic indicators in the Council Plan 2021-2025 and are reported on in the Performance against the Council Plan section of this report (pages 35-41).

Some of the measures in the survey are performance measures required by the State Government and are made public on the Local Government Victoria website at **knowyourcouncil.vic.gov.au**.



Council undertakes a community satisfaction survey each year

Our events and festivals

Council facilitated or participated in a number of community events and festivals in 2024-2025.

August 2024

Hurstbridge Wattle Festival

A vibrant celebration of the local community and the iconic wattle flower, featuring live music, arts and crafts stalls, and family-friendly activities. The festival brought together residents and visitors to enjoy the beauty of Hurstbridge and connect with local culture.

September 2024

Diamond Creek Town Fair

A lively town fair showcasing local businesses, food vendors, and entertainment. The fair offered a range of activities including live performances, market stalls, and community games, creating a festive atmosphere for all ages.

October 2024

Nillumbik Pet Expo

This Diamond Creek event aims to promote responsible pet ownership and the services and activities relating to pets in the Shire and beyond.

This vibrant expo celebrated our furry and feathered companions and has plenty on offer to keep them happy and healthy including displays and demonstrations, nutritional and grooming advice, obedience training, education and much more.

Open Cellars – (Oct and June)

A popular event that invited attendees to explore local wineries and sample a variety of wines across the Shire's Green Wedge. The event provided an opportunity for wine enthusiasts to engage with winemakers, enjoy guided tastings, and learn about the wine-making process.

November 2024

Night on the Hill Festivall

An enchanting evening event set against the backdrop of a scenic hill, featuring live music, food and drink stalls, and a range of family-friendly activities. This Panton Hill event celebrated the community spirit with a relaxed and enjoyable night out.

Eltham Rotary Festival

Held in the Eltham town centre, the event showcased local talent, market stalls, cultural performances, and interactive activities for all ages. Organised by the Rotary Club of Eltham, the festival attracted thousands of residents and visitors, supporting local businesses and community groups while promoting inclusion and civic pride. The event continues to be a much-loved fixture on Nillumbik's events calendar, reinforcing the Shire's commitment to celebrating community connection and cultural vitality.



Warrandyte Festival

February 2025

Eltham Jazz, Food and Wine Festival

A sophisticated festival combining live jazz music with gourmet food and fine wines. Attendees enjoyed performances by talented jazz musicians, sampled diverse food offerings, and explored a range of wine selections.

March 2025

St Andrews Festival

A vibrant community festival celebrating the unique character of St Andrews with a range of activities including live entertainment, local food vendors, and artisan markets. The festival aimed to highlight the local community's creativity and spirit.

International Women's Day Event

Attendees at the Eltham Community and Reception Centre particularly enjoyed the keynote speeches and panel discussions, praising the insightful discussions and positive atmosphere. The entertainment and cultural activities received high ratings, with participants appreciating the diverse performances.

April 2025

Warrandyte Festival

The riverbank's vibrant atmosphere, the illuminated giant snails, and the lively performances across both stages truly highlighted the festival's diverse appeal. It is evident that the festival provided a unique and engaging experience for all attendees.

May 2025

Open Studios

A showcase of local artists and their creative processes. Visitors had the chance to tour artist studios from across the Shire, view works in progress, and purchase unique pieces of art, providing a platform for artists to connect with the community.

June 2025

National Reconciliation Week: Flag Raising Ceremony

A flag raising ceremony was held at the Civic Centre in Greensborough to commemorate the beginning of National Reconciliation Week. It is a time to learn about our shared histories, cultures, and achievements, and to explore how each of us can contribute to achieving reconciliation in Australia. Performances included didgeridoo and a choir performance.



Crowds enjoying the Hurstbridge Wattle Festival

Celebrating creativity and community at the Hurstbridge Wattle Festival

The Hurstbridge Wattle Festival bloomed with life on Sunday 25 August 2024, drawing an estimated 15,000 visitors to enjoy the colour, creativity and community spirit on show.

Council took the opportunity to connect with locals at the Hurstbridge Community Hub, where teams from Community Safety, Aged Care Navigation and Advocacy, Environment and Economic Development shared key projects and answered community questions. The Community Development team played a central role in coordinating this presence and supporting local performances on the outdoor stage.

A highlight was the Dream Tree activity, led by local artist Leanne Mooney and coordinated by the Arts and Cultural Development team. Over 400 people contributed handmade leaves to a collaborative tree sculpture, adding a creative and inclusive element to the day.

The event also brought together regular Hub users and community groups, who hosted their own stalls alongside festival favourites like pony rides, face painting, arts and crafts, a circus lab and a delicious range of food and coffee.

The festival showcased Council's strong local partnerships and created meaningful engagement with the community, while celebrating the vibrancy of Hurstbridge and the value of shared spaces like the Community Hub.



The War Memorial at Anzac Memorial Park in Hurstbridge

Our community grants

Each year, Council provides grant funding to support local community groups and organisations to provide a range of services, programs and activities. Grants provided in 2024-2025 are listed below.

Grant Description	2024-2025 Summary
Community Triennial Events Funding provided annually over a three-year period, to deliver and support large-scale community festivals in Nillumbik.	**Applications funded:** 9 **Funding allocated:** $320,000 **Estimated project value:** $482,140 **Return of investment:** 151%
Nillumbik Community Fund Grants up to $5,000 to support community groups, organisations, clubs, and artists who live, work, study, volunteer or play in Nillumbik to deliver projects, activities and events that strengthen, enhance and benefit Nillumbik communities.	**Applications received:** 36 **Applications funded:** 27 **Funding allocated:** $115,201 **Estimated project value:** $499,450 **Return of investment:** 434%
Quick Response Grants up to $1,000 to support community groups and not-for-profit organisations with emerging or unexpected needs or assist in the delivery of one-off activities to support community initiatives that will benefit and engage the Nillumbik community.	**Applications received:** 52 **Applications funded:** 42 **Funding allocated:** $37,220 **Estimated project value:** $141,400 **Return of investment:** 380%
Small Place Activation (formerly known as the Placemaking grant) Grants up to $4,500 to empower local communities and stakeholders to shape their own places, solve local problems, help neighbours and colleagues and lead the change they want to see in Nillumbik through the delivery of placemaking activities.	**Applications received:** 11 **Applications funded:** 7 **Funding allocated:** $21,035 **Estimated project value:** $68,300 **Return of investment:** 325%
Festive Fund Grants up to $2,000 to support community projects, programs and activities that will encourage community to celebrate the festive season in Nillumbik.	**Applications received:** 11 **Applications funded:** 9 **Funding allocated:** $15,750 **Estimated project value:** $100,055 **Return of investment:** 635%
Celebrating Over 55s – Seniors Festival Grants up to $500 to support programs, events and activities celebrating people over 55 and promoting positive ageing during the 2024 Victorian Seniors Festival.	**Applications received:** 10 **Applications funded:** 8 **Funding allocated:** $10,535 **Estimated project value:** $29,932 **Return of investment:** 263%

Grant Description	2024-2025 Summary
Connecting Over 55s - Social Connection Grants up to $1,000 to facilitate community initiatives and events that will reduce isolation, empower, foster harmony and boost the wellbeing of older people in Nillumbik.	**Applications received:** 12 **Applications funded:** 10 **Funding allocated:** $9,230 **Estimated project value:** $29,932 **Return of investment:** 324%
Reconciliation Grants up to $1,000 to support community-led projects that promote truth-telling, recognition, community connection, cultural and social inclusion and access and participation for First Nations People.	**Applications received:** 8 **Applications funded:** 7 **Funding allocated:** $6,500 **Estimated project value:** $16,715 **Return of investment:** 257%
International Day of People with Disability Grants up to $1,000 to support events and activities celebrating and promoting disability inclusion in Nillumbik held between November 2024 and January 2025, in celebration of International Day of People with Disability (IDPwD), held on 3 December each year, to recognise the contributions and achievements of people with disabilities, both visible and invisible.	**Applications received:** 7 **Applications funded:** 7 **Funding allocated:** $6,465 **Estimated project value:** $16,083 **Return of investment:** 249%
16 Days of Activism Grants up to $500 for community-led activities to support awareness raising in the Nillumbik community that will be undertaken during the annual 16 Days of Activism Against Gender-Based Violence campaign.	**Applications received:** 13 **Applications funded:** 10 **Funding allocated:** $4,855 **Estimated project value:** $7,565 **Return of investment:** 156%
Large Event Grants Grants up to $4,500 to provide one-off seed funding to support new events in Nillumbik that will enhance the visitor economy and foster economic development and tourism.	**Applications received:** 3 **One-off grant** **Applications funded:** 3 **Funding allocated:** $30,000 **Estimated project value:** $86,500 **Return of investment:** 256%

The Hurstbridge Wattle Festival is a community event which receives grant funding



Our volunteers

Volunteering is at the heart of Nillumbik communities and is an essential pillar of individual and community wellbeing. Volunteers deliver important services and create invaluable benefit where it is needed most. Volunteering facilitates belonging and cohesion, improves social capital and career pathways, has proven health benefits for volunteers themselves, and provides formal opportunities for diverse community members to make a collective difference in their community.

Nillumbik enjoys higher than average volunteer participation rates, with 16.9% or 8,662 of our population participating in volunteer work, compared with 12.1% for Greater Melbourne.

In Nillumbik, there are volunteering opportunities to suit people of all interests, capacities and backgrounds including:

- Caring for our natural places with Friends of Reserves groups, improving biodiversity and habitat by becoming a Gardens for Wildlife guide, collecting ecological data onsite or online as a Flora/Fauna Monitor
- Contributing to community safety through the Country Fire Authority (CFA), State Emergency Services (SES) or local community fireguard group
- Supporting young people through Nillumbeats youth program, and families by providing support to young families via Council's In-Home Family Mentoring program
- Sharing knowledge and skills as a volunteer at one of Living & Learning Nillumbik's hubs
- Participating in our thriving arts community through a theatre group, music and culture events through FReeZA, or in a range of roles at Montsalvat
- Getting involved in community initiatives through groups such as the Food Collective, Rotary, Lions, Men's Shed, Big Group Hug or Welcome to Eltham
- Assisting older residents to attend appointments and activities with the Community Transport volunteer drivers, or supporting older people to use exercise equipment with the Seniors Exercise Champions.

These and more local volunteer opportunities can be explored at **nillumbik.vic.gov.au/volunteering**.

Volunteering with Council

Council volunteers form a parallel workforce which supports, enriches and expands Council capacity. The unpaid workforce of 339 formally inducted, active volunteers bring their dedication, expertise, diversity, ideas, and local knowledge to Council programs and facilities.

Volunteers are supported by expert volunteer managers across nine Council teams, who work together to improve natural habitats and the environment, help families and young people, provide community transport, social support and positive ageing programs, and build community at Edendale Community Environment Farm and our three Living & Learning Nillumbik hubs.

This year, we've also reviewed Nillumbik's Volunteer Handbook and Code of Conduct for Council volunteers, with a focus on increased accessibility and inclusion, aligned with Council's internal Volunteer Framework.

Celebrating volunteer impact is an important part of supporting strong volunteer involvement. Nillumbik celebrates volunteer impact with a Celebration Event during National Volunteer Week (NVW), and with ongoing recognition throughout the year. This year, there was a further visible tribute to volunteers during NVW by partnering with the Arts team, who lit up the Eltham Gateway public art sculpture in 'volunteering red'.



Volunteers at Edendale Community Environment Farm

Inclusive Volunteering at Edendale Community Environment Farm

Edendale Community Environment Farm was proud to be named a finalist in the 'Inclusive Volunteering' category of Volunteering Victoria's 2024 Volunteering Awards. This category recognises programs that celebrate diversity and improve access to volunteering for a broader range of people.

At Edendale, inclusion is embedded in the way volunteering is supported. The team partners with local NDIS service providers to train support workers who assist volunteers to stay safe, connected and engaged while on-site. Clear communication, easy-to-read instructions, radio use and regular shared morning teas create a welcoming and accessible environment.

Volunteering roles are tailored to suit each individual's abilities and goals. Tasks might include socialising animals, gardening, cleaning, feeding animals, collecting eggs, or nursery work like pot recycling - each contributing to the farm's day-to-day operations.

Volunteers have always been central to Edendale's mission. As the farm prepares to celebrate 25 years as a community environmental education hub in 2025, this recognition highlights the team's long-standing commitment to making volunteering meaningful and accessible for all.

This nomination acknowledges Council's leadership in inclusive volunteering and showcases how thoughtful practices can expand community participation and support diverse contributions.



One of our community transport volunteers



Our organisation

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Nillumbik
Councillors
elected in 2024

About Council

In accordance with the Local Government Act 2020 (the Act), Council's role is to provide good governance in its municipal district for the benefit and wellbeing of the municipal community. Council has an obligation to achieve the most benefits from all available resources for its community and has pledged to do this in a sustainable manner.

How Councils operate

In Victoria, there are 79 councils representing approximately 7 million people (ABS 3101.0, December 2024). Councils consist of an elected arm (between 5 and 12 councillors elected by the community) and an operational arm (Council staff).

An elected council sets the overall direction for the municipality through long-term planning. It adopts a strategic view of the future it wishes to achieve for its community and makes plans and policies to achieve this.

A council then ensures this is achieved through its monitoring and reporting processes. The operational or administrative arm is responsible for implementing council decisions.

Council staff also provide advice and expertise that help a council to form policy decisions, deliver services, and implement and manage systems. For all these functions, they are accountable to the Council through the Chief Executive Officer (CEO).

About Councillors

In Victoria, councillors are elected every four years to represent their communities. They receive an allowance to assist them to exercise their responsibilities and are expected to behave in accordance with the council's Code of Conduct.

In accordance with the Act, Council's role is to provide good governance and leadership for the Nillumbik community through advocacy, decision-making and action.

To assist in achieving this role, Council is committed to provide community leadership and guidance in accordance with the overarching governance principles and support principles as outlined in the Act.

Nillumbik Shire Council is divided into seven wards, with a Councillor representing each ward.

General Council Election 2024

Council elections were conducted in October 2024, with 36 candidates nominating for election. The breakdown of candidates by ward was as follows:

- Blue Lake – 2
- Bunjil – 7
- Edendale – 7
- Ellis – 4
- Sugarloaf – 5
- Swipers Gully – 3
- Wingrove – 8

Following the counting of postal votes, the VEC declared the results of the election on 8 November 2024 with the following candidates being elected:

- Blue Lake – Grant Brooker
- Bunjil – Naomi Joiner
- Edendale – Kelly Joy
- Ellis – Peter Perkins
- Sugarloaf – Kim Cope
- Swipers Gully – Kate McKay
- Wingrove – John Dumaresq

The elected candidates took the Councillor Oath or Affirmation of Office and swore to abide by the Model Councillor Code of Conduct on 14 November 2024.

The election of the Mayor and Deputy Mayor took place at the Extraordinary Council Meeting on 25 November 2024 with Cr John Dumaresq being declared the Mayor, and Cr Naomi Joiner being declared the Deputy Mayor. Cr Peter Perkins was elected Chairperson for Planning Matters and Cr Grant Brooker elected Chairperson for Consultation Matters of the Planning and Consultation Committee.

In accordance with the *Local Government Act 2020*, incoming Councillors are required to complete Councillor Induction Training within four months of the day they took their oath or affirmation of office.

The training undertaken by Councillors aims to impart a greater understanding of their roles and responsibilities. The Councillor Induction undertaken included the following topics:

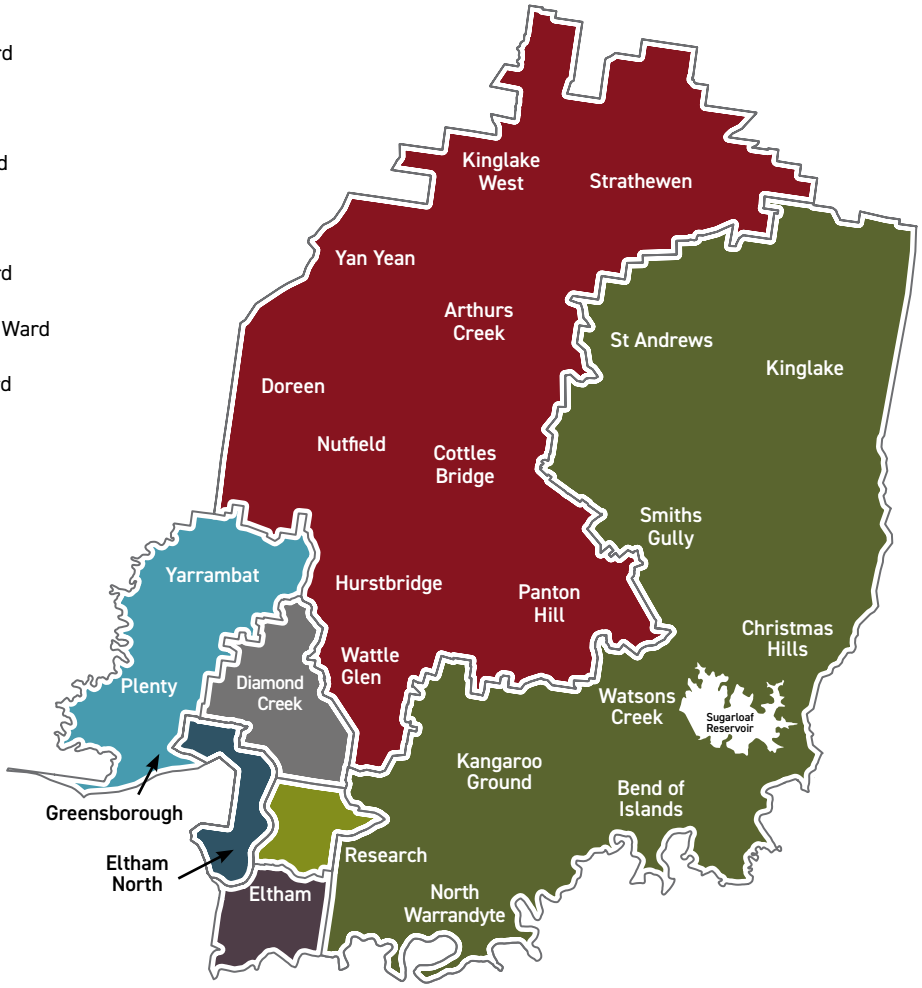
- Councillor group commitment to work as a team
- Overview of the council and its elected roles
- Overview of non-elected roles
- Council decision-making and good governance
- Key integrity and accountability requirements
- Understanding and responding to the needs of the municipality
- Introduction to strategic planning and financial management
- The councillor conduct framework
- The role of Council in land use planning.

In addition, the Mayor and Deputy Mayor completed training intended to support them in their elected roles.

Following the induction training, Councillors will undertake the required professional development training in each calendar year of their elected term.

KEY

- Blue Lake Ward
- Bunjil Ward
- Edendale Ward
- Ellis Ward
- Sugarloaf Ward
- Swipers Gully Ward
- Wingrove Ward





A Council Meeting at the Civic Centre, Greensborough

Our Councillors

The Nillumbik Councillors as at 30 June 2025 were:



Councillor
John Dumaresq
Mayor

Wingrove Ward.

Elected to Council in 2016.
Re-elected to Council 2024.

0438 987 183

john.dumaresq@
nillumbik.vic.gov.au

Every day, I talk to people from all corners of our Shire. I listen to your concerns and suggestions, and I care about finding practical ways to make a difference. I know that councils like ours, spanning both town and country, face some unique opportunities and challenges. I'm committed to working closely with everyone, from local groups to all levels of government, to make sure we get the support and funding Nillumbik deserves. As Mayor, I'm passionate about planning for the future in a way that protects what makes Nillumbik special. I'm focused on keeping the Green Wedge safe, supporting local businesses, and improving parks, infrastructure, and services. Affordable housing, sustainable development, and better recreation facilities are always on my radar. I cheer for our young people, our sports clubs, volunteers, and local events, I believe everyone's contribution matters. My family and I love living in Eltham. We value our village atmosphere, creativity, and especially the way we balance modern life with open green spaces and bushland. I'm proud of Nillumbik's festivals, art scene, and sporting spirit, and I'm dedicated to making our Shire the best place to live, work, and belong.



Councillor
Naomi Joiner
Deputy Mayor

Bunjil Ward

Elected to Council 2024.

0427 223 419

naomi.joiner@
nillumbik.vic.gov.au

Cr Joiner brings more than 15 years of experience in the government sector. As a former School Council President, she successfully led funding advocacy to build new school buildings. She was a key member of the committee that fought to save the Hurstbridge Preschool in 2016, as well as being actively involved in local sports clubs. As a member of the Council for 2024-2028, Cr Joiner is excited to help shape the future of the Nillumbik community. Her focus will be on enhancing sporting, community and preschool facilities and she is committed to improving pedestrian safety and the loss of wildlife on our local roads and as well as bus services to better connect the community.
Cr Joiner has lived most of her life in Nillumbik. She grew up on a property in Cottles Bridge and now resides in Hurstbridge with her husband and children. They enjoy an active lifestyle, participating in sports, riding the local bike paths and enjoying walks through our beautiful surrounds.
Cr Joiner's deep roots in the community and extensive experience drives her passion for Nillumbik's unique character and liveability. She looks forward to working with the community to achieve these goals and create a vibrant, well-connected, supportive and sustainable environment for everyone.



Councillor
Grant Brooker

Blue Lake Ward

Elected to Council 2016.
Re-elected to Council 2024.

0461 326 673

grant.brooker@
nillumbik.vic.gov.au

Cr Brooker represented Blue Lake Ward from 2016 to 2020. He is the first Councillor to be re-elected to Blue Lake. Cr Brooker studied industrial relations and labour relations law before starting his own business. Locally, he is a founding member of Friends of Apollo Parkways, and has advocated to ensure the land around Civic Drive is kept as open space for the community to enjoy. In this term Cr Brooker will progress the development of the Yarrambat Park Masterplan, commence planning for a dog park in Blue Lake Ward, and a feasibility study connecting the Plenty River Trail to the Diamond Creek Trail at Allendale Road. Cr Brooker has lived in Nillumbik since 1997, and is married with two adult children. He plays table tennis at the Diamond Valley Sports and Fitness Centre and cycles with Nillumbik U3A each week.



Councillor Kelly Joy

Edendale Ward

Elected to Council 2024.

0448 454 732

kelly.joy@nillumbik.vic.gov.au

Cr Joy has a professional background spanning more than 15 years in government, in the areas of agricultural biosecurity, food safety and public health. She now consults in her areas of expertise and works as an academic in nutrition sciences.
Cr Joy is passionate about enabling the community to live healthy active lives, through infrastructure such and trails, and policy that supports health and wellbeing. Cr Joy is also focussed on ensuring housing development protects local character and the Green Wedge.
Cr Joy lives in Diamond Creek with her husband. As an Edendale resident with three small dogs, Cr Joy makes good use of the Diamond Creek Trail, walking the dogs or cycling to Hurstbridge or Eltham.



Councillor Peter Perkins

Ellis Ward

Elected to Council 2010, 2012, 2016 and 2020. Elected Mayor 2012, 2020 and 2024.

0437 455 064

Peter.Perkins@nillumbik.vic.gov.au

In addition to his role as Councillor in the Shire for the past 15 years, Cr Perkins has served on the Boards of the Municipal Association of Victoria and the Yarra Plenty Regional Library. Cr Perkins is a life member of the Diamond Creek CFA and served as Captain (OIC) of the Brigade from 2000-2010. He joined the MFB (now FRV) as a career firefighter in 2003, where he still works.
As Nillumbik's longest serving councillor, Cr Perkins has delivered a lot for the local community but feels there is still more to do. In this Council term, he will continue his focus on improving community facilities and creating spaces and opportunities to bring people of all ages and abilities together. He is also committed to helping ensure that future housing development doesn't negatively impact local neighbourhood character or the delivery of much-needed Council services.
Cr Perkins has lived in the Diamond Creek area for most of his life, after growing up in Apollo Parkways. He is proud of his achievements on Council to date and looks forward to supporting the community of Diamond Creek to become an even better place to live, work and play.



Councillor Kim Cope

Sugarloaf Ward

Elected to Council 2024.

0448 946 517

kim.cope@nillumbik.vic.gov.au

Cr Kim Cope has worked in the fields of asset and business management. He has worked at a local, national and international level in the mining, food packaging, automotive, rail, aircraft and shipping industries. Cr Cope is working with his fellow Councillors to help provide responsible Council management, with a focus on improving Nillumbik's environment and road safety. He recognises the challenges of balancing funding limitations with maintaining assets and servicing the needs of the Nillumbik community.
Kim believes that as a Council we need to provide for the wellbeing of the Nillumbik community with a healthy green wedge living environment.
Cr Cope lives in Kangaroo Ground and endeavours to promote the potential of the Nillumbik Shire with its great schools, sport clubs, parks and community.



Councillor Kate McKay

Swipers Gully Ward

Elected to Council 2024.

0437 636 535

kate.mckay@nillumbik.vic.gov.au

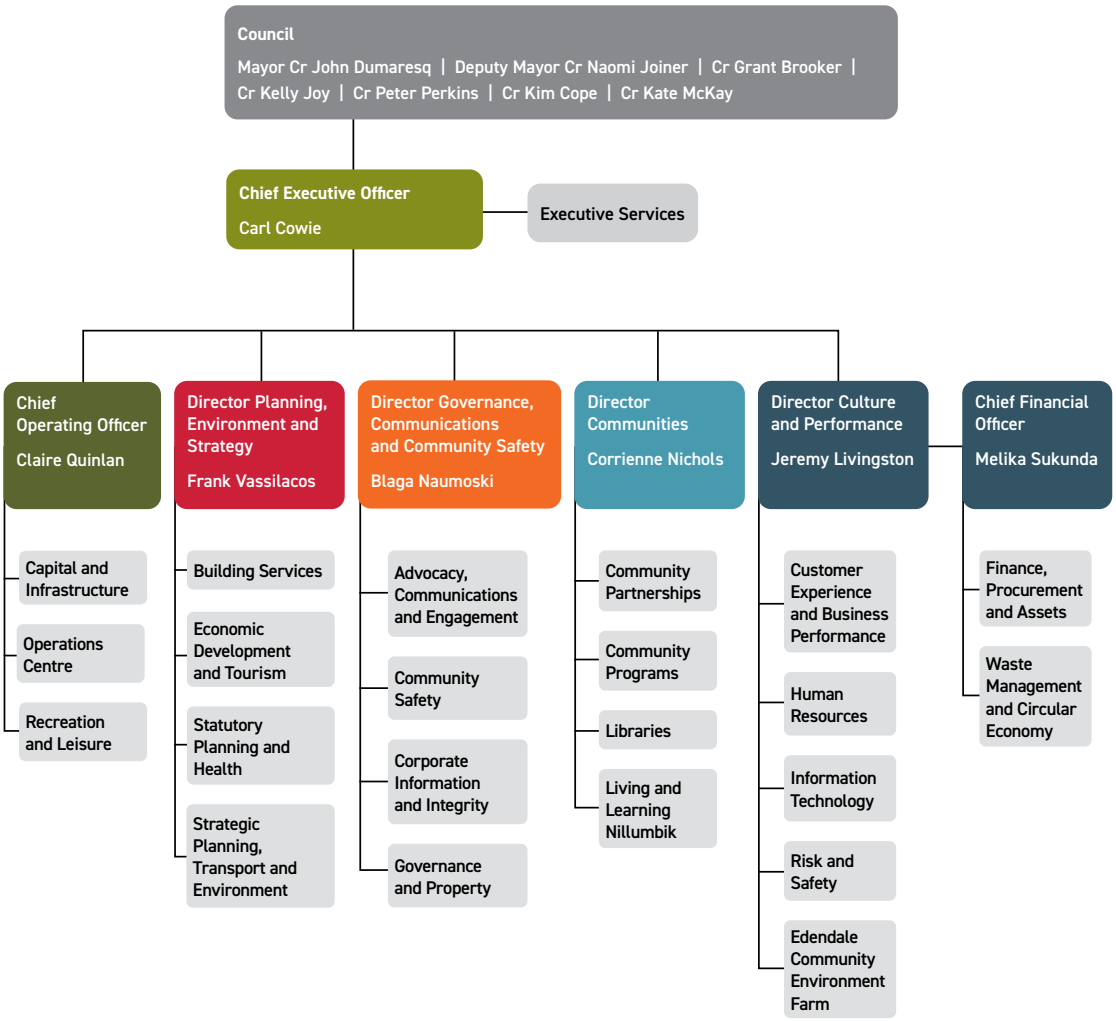
Cr McKay has worked as a Registered Nurse for almost 20 years, currently working in critical care and in hospital medical emergency teams.
She helps to guide patients and families through incredibly challenging times. She also supports and advocates for colleagues as a union representative. A people person, Cr McKay is enjoying playing a more active role in the community on Council, ensuring strong advocacy and care for both the people and environment of Nillumbik. Her priorities include balancing housing targets with neighbourhood character, protecting the environment and biodiversity, and improving amenity and access to active transport options. Kate moved to Nillumbik during COVID with her husband and children and fell in love with the community and environment around Eltham immediately. She has been involved in the local kinder, school, sports clubs and community groups.
Cr McKay enjoys camping with her family and spending time in Nillumbik's green spaces and villages.



The Civic Centre in Greensborough

Our organisational structure

as at 30 June 2025



Executive Leadership Team

Council is the governing body that appoints a Chief Executive Officer (CEO) who has responsibility for the day-to-day management of operations in accordance with the strategic directions of the Council Plan. Five Directors and the CEO form the Executive Leadership Team (ELT) who lead the organisation.

Details of the CEO and the ELT are set out below.



Carl Cowie

Chief Executive Officer

(he/him)

Carl was first appointed Council's CEO in October 2018 and was reappointed in 2023. He has compiled a lengthy and successful career in the private sector and local government, most recently as CEO of Mornington Peninsula Shire Council prior to joining Nillumbik.

Born in Scotland, Carl has completed his Masters of Business Administration (MBA) with qualifications in economics and finance, is an Australia Institute of Company Directors Graduate and Graduate Executive Colloquium, Cranlana Centre for Ethical Leadership.

His international experience ranges from healthcare, facilities management, transport, manufacturing and construction project management, to managing large diverse workforces and budgets. He has considerable experience in the management of green wedge issues, the complexities around bushfire mitigation and a range of other issues facing interface councils.



Claire Quinlan

Chief Operating Officer

(she/her)

Claire is an executive leader with more than 20 years of consulting experience in Australasia, the UK and Europe.

She is a Chartered Civil Engineer with experience in delivering and leading projects of national significance, city-shaping infrastructure and local high-impact initiatives in the transport, water, land development, environment, education, health, energy and defence sectors.

Claire leads teams to navigate complexities, engage meaningfully with stakeholders, and manage risk and opportunities to deliver value-for-money outcomes.

Claire is an authentic people leader of operational and project teams and is committed to inclusivity, collaboration, continuous improvement and delivering sustainable, impactful legacies for communities.



Frank Vassilacos

Director, Planning, Environment and Strategy

(he/him)

Frank is an experienced people leader, strong collaborator and passionate planning strategist with over 15 years' experience in land use and environmental planning, policy development, transport mobility and infrastructure delivery.

He has extensive knowledge and experience within the local government and private sectors, having led multi-disciplinary teams to achieve integrated and pragmatic outcomes. Frank is particularly experienced in the fields of statutory and strategic planning, transport and water infrastructure delivery, economic development, activity centre development and place-making.

With a strong focus on community engagement and effective communication, he is passionate about establishing and fostering positive stakeholder relationships to develop strategic opportunities to protect and enhance the highly sensitive environment of the Green Wedge.

He holds a Bachelor's Degree in Applied Science (Planning), with additional studies in Community Engagement and Planning Public Transport Services.



Blaga Naumoski

Director, Governance, Communications and Community Safety

(she/her)

Blaga is an experienced executive with more than 20 years in the public sector.

She leads a broad and diverse directorate including governance, compliance, community safety and amenity, communications, advocacy, media, and issues management. A strategic and people-focused leader, she empowers multi-disciplinary teams to deliver high-quality, customer-centred services while shaping a culture of accountability, integrity and continuous improvement.

Since joining Nillumbik Shire Council in 2018, Blaga has strengthened governance, managed complex risks, and built community trust through transparent decision-making. Her leadership, grounded in curiosity, courage, and care focuses on building capability and delivering long-term outcomes. She is also a strong advocate for leadership development, mentoring emerging professionals and creating space for others to grow with confidence.

In 2022, Blaga was recognised as one of IPAA Victoria's Top 50 Emerging Women in the Public Sector for her influence, resilience, and commitment during periods of reform and change. She holds a Bachelor of Business (Commercial Law), has undertaken additional studies in Local Government Law and is a graduate of the Australian Institute of Company Directors.



Corrienne Nichols

Director, Communities

(she/her)

Corrienne is an experienced local government executive with over 23 years in the sector. As Director of Communities, she leads the delivery of key services and programs that support community wellbeing, inclusion, arts, and youth engagement. She is deeply committed to working with organisations, stakeholders, and communities to create meaningful and lasting impact.

With a strong strategic mindset and a future-focused, values-based approach, Corrienne is known for her open, collaborative leadership style. She leads high-performing, multidisciplinary teams that are empowered to achieve individual, team, and organisational outcomes.

Corrienne brings extensive knowledge of local government operations, complemented by strong political insight and financial acumen. This has enabled her to successfully lead diverse teams and deliver complex initiatives across a broad range of functions. She holds a Master of Business Leadership and is a graduate of the Australian Institute of Company Directors.



Jeremy Livingston

Director, Culture and Performance

(he/him)

With over 25 years' experience in local government, Jeremy is an experienced executive who has diverse management experience in both strategic and operational roles. Joining Nillumbik Shire Council in 2004, he held management roles in planning, building and health before spreading into the management of a number of Council's corporate service functions.

Jeremy demonstrates a passion for continuous improvement and positive community outcomes. He works collaboratively across organisations to drive sustainable improvements and outcomes that have real customer impact. He also brings strengths in fostering team cultures that are results driven, while promoting purpose, growth and inclusivity.

Jeremy holds a Bachelor of Applied Science (Planning), Diploma in Business (Leadership), is a graduate of the Australian Institute Company of Directors, and is a certified Prosci change management practitioner.



There was one change in personnel to the Executive Leadership Team in 2024-2025. After more than 10 years of service, Vincenzo Lombardi, Chief Operating Officer, resigned and finished on 24 January 2025. Melika Sukunda was Acting Chief Operating Officer from 27 January 2025. Claire Quinlan commenced as Chief Operating Officer on 5 May 2025.

Our people and culture

Council prides itself on being a flexible organisation that puts health and safety at the forefront, while continuing to support authentic connections across the organisation.

A flexible, dynamic and progressive workforce

In 2023, Council was proudly recognised by two external organisations as a great place to work. Nillumbik was the only local government organisation to be recognised in the Best Places to Work list published by the Australian Financial Review (AFR) and BOSS Magazine. Council was awarded sixth place in the Government, Education and Not-for-Profit category.

Council was also named as a 5-Star Employer of Choice by Human Resources Director Magazine. The awards celebrate organisations that are exemplary when it comes to key human resources and human-centric areas such as leadership, learning and development, wellbeing, flexibility, diversity and inclusion, work-life balance and recruitment.

Our Human Resource team continues to help shape our organisation's current and future workforce needs through:

- Continuously improving and reviewing our people-processes for an improved employee experience
- A dedicated business partner model that provides continuity, support through the employee lifecycle and trusted relationships
- Enabling and empowering people to be high performing
- Driving equality, diversity of opportunity and an overall inclusive culture
- Protecting and connecting through a supportive and flexible working environment
- Embedding a culture of workplace wellbeing
- Facilitating implementation of the new Nillumbik Shire Council Enterprise Agreement 10
- Fostering a sustainable organisation.

Flexible work

After the COVID-19 pandemic, Council continues to champion a flexible working model. This model aims to attract and retain top talent while also advancing diversity and inclusion priorities. These priorities are outlined in the Gender Equality Action Plan, Access, Equity and Inclusion Policy.

Psychological safety

Psychological health and safety focuses on preventing mental harm in the workplace. This involves protecting employees' mental health and wellbeing by reducing work-related risk factors and supporting those with psychological injuries or illnesses, regardless of the cause. A psychologically healthy and safe workplace is one that values mental health and actively promotes awareness and understanding.

Council has partnered with AP Psychology Services to design and facilitate a bespoke training suite. This was delivered in October 2024 to our Executive leaders, managers and other people-leaders across the organisation, as well as our Human Resources team and Risk and Safety team.

Centred around prevention and creating and maintaining a proactive 'check-in culture', the program provided leaders with education around mental health and wellbeing in Australia, and a range of tangible tools that our leaders can use to drive a psychologically-healthier organisation, now and into the future.

The training has had a measurable impact: our staff climate surveys reveal a 9% increase in employees who always feel psychologically safe at work, growing from 35% in April 2024 to 44% in March 2025.

Sustainable workforce planning

Working in a financially constrained environment continues to challenge the Council. Due to State Government rate capping, increased operating costs, and low population growth, it is difficult to meet the community's rising expectations. Council must actively balance these expectations with what our people can sustainably and safely deliver.

In December 2024, the Council employees successfully voted for Enterprise Agreement 10, a result of high staff engagement supported by clear and frequent communications. 92% of Council employees casted their vote, with 84.5% of those employees voting yes, and 15.5% voting no.

The representatives at the bargaining table included the Australian Services Union (ASU), Australian Nursing and Midwifery Federation (ANMF), Professionals Australia (Engineers), and Council staff and management representatives.

In addition to the quantum increases in the table on the next page, outcomes of the Enterprise Agreement included:

- a four-year agreement
- wages linked to the rate cap
- the merging of maternal and child health nurses into Council's main enterprise agreement (this was previously covered by a separate enterprise agreement)
- achieved the mandatory "better off" test.

The four-year Agreement was subsequently approved by the Fair Work Commission on 14 January 2025.

Enterprise Agreement 10 - Quantum increases	
Year 1:	2.5% or $37
Year 2:	2.0%, $32 or 0.25% below the rate cap (2.75%)
Year 3:	2.0%, $32 or 100% of rate cap
Year 4:	3.0%, $50 or 0.25% above the rate cap

Recognising our people

In 2024-2025, Council recognised and acknowledged the continuous service of 28 staff from across the organisation.

Years of service milestones	Number of employees
10 years	9
15 years	2
20 years	11
25 years	4
30 years	1
35 years	1

Women in Leadership programs

Currently, 50% of the membership of the Executive Leadership team are women, and 62% of the third line management ("managers") in the organisation are women. There are also many more experienced and emerging women leaders across Council.

To support the Gender Equity Action Plan, Council enrolled five women leaders in two professional development programs this year. These programs were specifically tailored to enhance their skills and leadership presence.

NORTH Link WIBL Training Program

In early 2025, three emerging women leaders from Council were sponsored to participate in the NORTH Link and Women in Business Leadership (WIBL) Training Program.

Council's participants joined 23 other women leaders from across Melbourne's north this year, to develop their leadership skills, build their confidence, acquire new strategies, and foster a supportive network of peers.

Feedback regarding the program was overwhelmingly positive, with our three participants commenting:

"The North Link Women in Business Leadership program was a valuable opportunity to explore leadership skills, challenges and ideas. Each session prompted interesting discussions and provided a unique opportunity to hear from and connect with other leaders in the region. High quality professional development opportunities like this are one of the many reasons I value working at Nillumbik Shire Council."

"The WIBL program was a transformative experience. It helped me discover new areas of personal growth I hadn't realised were possible. I've come away feeling more confident in my leadership and motivated to uplift and empower others."

"I am grateful to have participated in the program. It provided valuable tools, practical insights, and space for reflection that have strengthened my confidence and leadership style. I look forward to applying what I have learned to support others, lead with authenticity, and continue growing as a purposeful and adaptive leader."

Dattner Group – Compass Flagship Program

Two women managers from Council were also sponsored to participate in the Dattner Group's Compass Flagship Program between March and May 2025.

The three-part program, designed by women, for women provided our participants with the opportunity to explore their values and purpose, and to gain scientific insights into their leaderships preferences and learning styles. Council's managers formed valuable connections with women leaders from across Australia working in diverse areas spanning across private sector organisations, local government, tertiary education, health and community services.

One of the participant's reflections on the program included:

"The Compass Program provided me with valuable insights into my leadership attributes. As a new manager, understanding how those I work closest with are impacted by my style, has provided me with clarity about the areas I need to continue to focus on to be the best people-leader I can be. Thank you for this wonderful opportunity to connect with, and learn from, such a diverse group of professional women".

Commitment to health and wellbeing

Council is committed to fostering a physically and mentally fit workforce. To achieve this, Council offers a diverse range of health and wellbeing initiatives, supporting our employees' physical, emotional, mental, and social needs. These initiatives are thoughtfully aligned with the Nillumbik Health and Wellbeing Plan 2021-2025, ensuring a holistic approach to our organisational wellbeing.

Our Code of Conduct outlines a number of policies related to health and wellbeing, and Council provides a confidential Employee Assistance Program (EAP) available to all staff.

Our workforce has continued to operate within a hybrid working model over the past year. To encourage face-to-face connection and relationship building, while maintaining accessibility for all, Council responded with offering a diverse range of relevant health and wellbeing initiatives to our workforce.

The internal Health and Wellbeing Program for staff delivered throughout 2024-2025 featured initiatives including:

- Access to Council's fitness centres
- Flu vaccinations
- Coffee roulette
- Hearing tests
- Financial fitness and super sessions and webinars
- Mental health and wellbeing resources and education sessions
- Fruit and vegetable boxes
- Quarterly bring your dog to work day
- Ride to Work Day
- The 15 Minute Challenge.

Profiling awareness and inclusiveness:

- R U Ok? Day, hearing from a colleague, sharing their lived experience with depression, underscoring the power of connection and checking in
- World Mental Health Day and Men's Mental Health with mental health facilitator Nicole Jordan
- Intersex Awareness Day with educational videos to spark conversation and raise awareness.

Designated Mental Health First Aiders

Council prioritises the mental wellbeing of its workforce by investing in Mental Health First Aid (MHFA) training and support. Like our physical First Aid Officers, Designated MHFA Officers are formally appointed to provide mental health first aid.

These officers are trained to confidently recognise and respond to co-workers experiencing mental health challenges, offering initial support and referring them to other resources as needed. A clear action plan is followed when responding to individuals seeking help or displaying symptoms of mental illness or crisis.

The MHFA team positively influences workplace culture, assisting the organisation in identifying and appropriately addressing psychosocial risk factors. A regular review of our MHFA workforce ensures a diverse group of MHFAs, with different backgrounds – including lived experience or specialist knowledge, and gender – are offered to support the varied needs of our workforce.

In addition to our core MHFA program, we introduced several targeted mental health initiatives. During Men's Health Week in June 2025, organisation-wide sessions focused on Men's Mental Health were offered. In May 2025, a hybrid session on burnout was also made available to all staff.

In May 2025, a dedicated Mental Health Crisis Workshop was conducted at Edendale Community Environment Farm for frontline workers.

The CEO with Council staff celebrating their Years of Service Awards



Our workforce

As at 30 June 2025, our workforce comprised of 333.72 equivalent full-time positions, with a total headcount of 412.

Of note, these total figures fluctuate at 30 June of each year, depending on backfilled positions due to various types of staff leave (including parental leave), grant funded positions, and current vacancies at that time.

As at 30 June 2025, 37.1% of Council staff reside within the Shire.

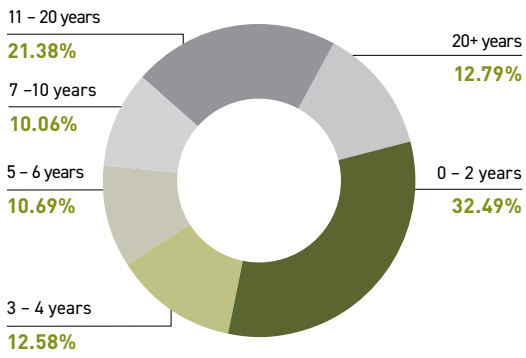
Equivalent full-time positions: 30 June 2025

		EFT						
Employment type/gender		Culture and Performance	Planning, Environment & Strategy	Executive Services	Operations	Governance, Communications & Community Safety	Communities	Total
Permanent Full Time	Female	25.00	25.00	3.00	19.00	19.00	19.00	**110.00**
	Male	21.00	24.00	1.00	69.00	6.00	5.00	**126.00**
	Gender diverse	0.00	0.00	0.00	0.00	0.00	1.00	**1.00**
Permanent Part Time	Female	10.34	11.55	0.00	1.30	14.42	25.63	**63.24**
	Male	3.60	2.23	0.00	0.60	5.56	0.00	**11.99**
Temporary Full Time	Female	1.00	0.00	0.00	2.00	1.00	2.00	**6.00**
	Male	0.00	2.00	0.00	1.00	1.00	2.00	**6.00**
	Gender diverse	0.00	0.00	0.00	0.00	0.00	0.00	**0.00**
Temporary Part Time	Female	0.60	0.80	0.00	0.00	1.59	3.97	**6.96**
	Male	0.40	0.90	0.00	0.00	0.00	0.40	**1.70**
Casual	Female	0.18	0.01	0.00	0.03	0.15	0.30	**0.67**
	Male	0.07	0.00	0.00	0.00	0.09	0.00	**0.16**
Total		**62.19**	**66.49**	**4.00**	**92.93**	**48.81**	**59.30**	**333.72**

Employment type and gender: 30 June 2025

	EFT			
Employment Classification	Female	Male	Gender diverse	Total
Band Not Applicable	29.07	28.00	0.00	**57.07**
Band 1	5.16	4.77	0.00	**9.93**
Band 2	0.78	0.00	0.00	**0.78**
Band 3	6.95	36.03	0.00	**42.98**
Band 4	23.94	9.97	0.00	**33.91**
Band 5	39.24	17.03	0.00	**56.27**
Band 6	50.17	33.70	1.00	**84.87**
Band 7	21.18	14.35	0.00	**35.53**
Band 8	3.00	2.00	0.00	**5.00**
Nurses	7.38	0.00	0.00	**7.38**
Total	**186.87**	**145.85**	**1.00**	**333.72**

Employees by length of service: 30 June 2025



Staff turnover

In 2024-2025, permanent staff turnover was 14.5%. This compares to 18.2% in 2023-2024 and 15.9% in 2022-2023.

Staff turnover is currently below the sector's average of 16%.



Council staff conducting a pre-start vehicle safety check

Safety, health and wellbeing

Council recognises that it has a legal duty of care under the *Occupational Health and Safety Act 2004* to provide and maintain a safe and healthy working environment for employees, Councillors, contractors, customers and visitors.

In addition, Council is committed to ensuring that operations undertaken by Council do not place the community at undue risk of injury or illness. With a focus on continuous improvement with respect to all areas of Occupational Health and Safety (OHS), Council sees employee health and wellbeing as a key driver in having an engaged, resilient and productive workforce that is capable of performing their roles safely, and effectively, in order to achieve organisational outcomes.

Safety management system

After introducing a new online incident reporting system (QuickSafe) in 2014, Council has continued to improve incident reporting, management and monitoring. This year, we have consolidated information and data into one reporting mechanism. This approach has led to better incident management, and will hopefully result in reducing and preventing the likelihood of injuries.

Safety training

Safety training modules offered to staff this year included:

Fire Warden (training and refresher)
Chief Fire Warden (training and refresher)
Workplace First Aid
Health and Safety Representative (HSR)
Shelter in Place (Duress training)

Incident and injury reporting

During 2024-2025:

- There were 135 OHS incidents recorded, up 5 from 2023-2024
- 45 of these incidents (33%) resulted in an injury, down from 35% in 2023-2024
- There was one notifiable incident reported to WorkSafe
- One external audit of OHS processes and practices were undertaken.

The 135 incidents recorded this year is a small increase on the 130 reported incidents during 2023-2024. Part of the increase was driven by a new near miss category focused on incidents reported by council staff at the Greensborough Bypass/Diamond Creek Road roundabout, located 400m from Council's Civic Centre. This information will hopefully support advocacy efforts to the State Government to address the traffic and safety issues at that site.

The 45 incidents resulting in injury compares to 46 recorded (from 130 incidents) in 2023-2024.

OHS incident data: 2020-2021 to 2024-2025

OHS incidents	2020 -2021	2021 -2022	2022- 2023	2023 -2024	2024 -2025	Change
OHS incidents	47	69	48	70	77	**+7**
OHS hazards	25	11	15	16	15	**-1**
OHS near miss	12	9	32	44	43	**-1**
Total OHS incidents	84	89	95	130	135	**+5**

OHS incidents by directorate	2020 -2021	2021 -2022	2022- 2023	2023 -2024	2024 -2025	Change
Communities	5	12	9	20	21	**+10**
Culture and Performance	5	2	7	22	23	**+4**
Governance, Communications and Community Safety	5	3	4	40	40	**+21**
Operations	40	46	54	35	39	**-9**
Planning, Environment and Strategy	29	26	21	13	12	**+9**
Total OHS incidents	84	89	95	130	135	**+35**

OHS injuries by directorate	2020 -2021	2021 -2022	2022- 2023	2023 -2024	2024 -2025	Change
Communities	3	4	2	10	12	**+2**
Culture and Performance	0	1	2	12	11	**-1**
Governance, Communications and Community Safety	2	0	3	8	7	**-1**
Operations	27	21	30	9	10	**+1**
Planning, Environment and Strategy	4	8	7	7	5	**-2**
Total OHS injuries	36	34	44	46	45	**-1**

WorkCover

Council has a strong commitment to the health and safety of its employees and to ensure that the management of claims and return to work programs meets legislative requirements.

In 2024-2025, our focus has been and will continue to be on proactive preventative measures and supporting injured workers to return to work. Nine (4 standard and 5 minor) claims were made by Council staff in 2024-2025.

A key achievement this year is a significant decrease in lost time days and the lost time injury duration rate.

Key Performance Indicator	2020 -2021	2021 -2022	2022 -2023	2023 -2024	2024 -2025	Change
Number of lost time injuries	14	9	8	2	8	**-6**
Number of lost time days	324.95	712.00	764.28	429	365.37	**-63.63**
Number of staff on alternate duties >10 Days*	17	13	14	10	2	**-8**
Lost time injury duration rate**	23.21	79.11	95.54	214.50	45.67	**-168.83**
Number of standard claims	6	5	11	2	4	**+2**
Number of minor claims***	10	6	5	NA	5	**Nil**

** Total are average number of staff on alternative duties or modified duties per annum*

*** Lost time injury duration rate is number of days lost/number of lost time injuries*

**** A minor claim does not exceed $763 or 10 days lost.*



Colour and creativity at a Social Support Group workshop at Hurstbridge Hub



Our performance

Community and connection 121

Place and space 139

Sustainable and resilient 151

Responsible and accountable 165



Members of the
Eltham Bowls Club



Council Plan theme:

Community and connection

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

At a glance...

Strategic indicators (12)		Priority actions (7)		Budget ($'000)	
Achieved	7	Completed	6	Expenditure	$14,986
No change (within +/-2% threshold)	3	On track	0	Revenue	$3,872
Not achieved	2	Minor Issues	1	Net cost	$11,114

Strategy themes

- Equity and inclusion
- Health and wellbeing
- Ages and stages

Interesting facts

517 birth notifications at our Maternal and Child Health (MCH) service (down 5.1% on last year)

200 first time parents attending MCH services (8 less than last year (down 0.4% on last year)

121 children utilise Council's two playhouses each week

Nillumbik administers the registrations for the 15 standalone sessional preschools within the Shire

Nillumbik continues to have one of the highest pre-school participation rates of all Victorian Local Government Areas (LGAs) in our early years services%

13 new and 1 returning young people aged 15 to 25 years inducted for the Nillumbik Youth Council 2025-2027

60 volunteers attended the three Living & Learning Nillumbik hubs each week

172 grant applications received across 11 Council community grant programs

3,503 community transport trips delivered delivered by volunteers and supported by the Ageing Well team

12 community members participated in the inaugural Nillumbik Leaders community leadership program

Budget funded services

The following statement provides information in relation to the services funded in the 2024-2025 budget and the persons or sections of the community who are provided the service.

Service	Description	Expenditure Revenue Net cost ($'000)
Community Development	Provides services for the whole community, such as festivals and events, grants for community groups, services and programs for youth, and community development.	1,707 4 **1,703**
Community Support Services	Promotes and supports Nillumbik's ageing community with a focus on the overall health, wellbeing and independence of individuals, families and community groups.	2,194 355 **1,839**
Disability, Inclusion and Volunteering	Drives systemic change, advocates, educates, and raises awareness about inclusion so that the needs of people with a disability, volunteers and their families/carers are considered across all Council activities. Also supports Council's volunteer program managers and their volunteers.	482 1 **481**
Early Years	Provides support and training to families with young children and services delivering early years' education and care programs.	670 318 **352**
Libraries and Community Education	This service provides facilities and programs for the whole community, including libraries, Living & Learning Nillumbik hubs and Edendale Community Environment Farm.	7,019 2,034 **4,985**
Maternal and Child Health	This function provides services for new babies and children, 0-5 years and parents in the Shire, including maternal and child health and immunisation services.	2,007 768 **1,239**
School Crossings	This service funds the provision of school crossing supervisors for school children across the Shire.	908 392 **516**



School crossings are an upcoming safety priority across the Shire

Community and connection

Achievements

Equity and inclusion

- Implemented key actions in Council's Disability Action Plan 2020-2024, with a highlight being the annual Volunteer Recognition Evening with a focus on inclusive practices, with 180 volunteers attending.
- Developed with partners, including Traditional Owners, Council endorsed its first Reconciliation Action Plan (Reflect RAP), outlining actions to advance reconciliation through relationships, respect, opportunities and governance.
- Opened Council's first Youth Hub in Diamond Creek, providing a dedicated space for the Shire's young people.
- Implemented key actions in Council's Gender Equality Action Plan 2022-2025, with a highlight being the undertaking of 35 Equity Impact Assessments on a variety of Council activities and services.

Health and wellbeing

- Completed implementation of Year 4 actions in the Health and Wellbeing Plan 2021-2025, highlighted by the delivery of a successful Ageing Well Expo in October which attracted 350 attendees, in partnership with Banyule Council.
- During National Volunteer Week (19 to 25 May), Council celebrated the contributions of Nillumbik's 6,000 volunteers by showcasing their impact on the community, lit the Eltham Gateway sculpture in red, and hosted a recognition evening to honour their dedication and generosity.
- A Nillumbik Food Collective was established with Diamond Valley Community Support and Diamond Creek Rotary securing a $75,000 food relief grant to coordinate and expand food relief in Nillumbik.
- Yarra Plenty Regional Library reached 1,000,000 eBook, audiobook, and magazine loans in the first 7 months via the Boobook digital library, marking a major milestone in providing Victoria's largest collaborative digital library collection.

Ages and stages

- Nillumbik continues to have one of the highest pre-school participation rates of participation of all Victorian Local Government Areas (LGAs).
- The redevelopment of the Diamond Hills Preschool in Greensborough officially opened in August 2024, featuring a new building, modern facilities, expanded kinder places, sustainable design.
- Nillumbik celebrated Children's Week in October with free events, including a Mini Food Fair, Family Fun Day at Diamond Valley Railway, farm tours, library story time, fitness, art, and activities recognising children's rights and achievements.
- In consultation with the Hurstbridge RSL, Council upgraded the Hurstbridge War Memorial with a new accessible DDA-compliant pathway, landscaping, and remembrance plantings, improving safety, inclusivity, and amenity for veterans and visitors.

Challenges

Equity and inclusion

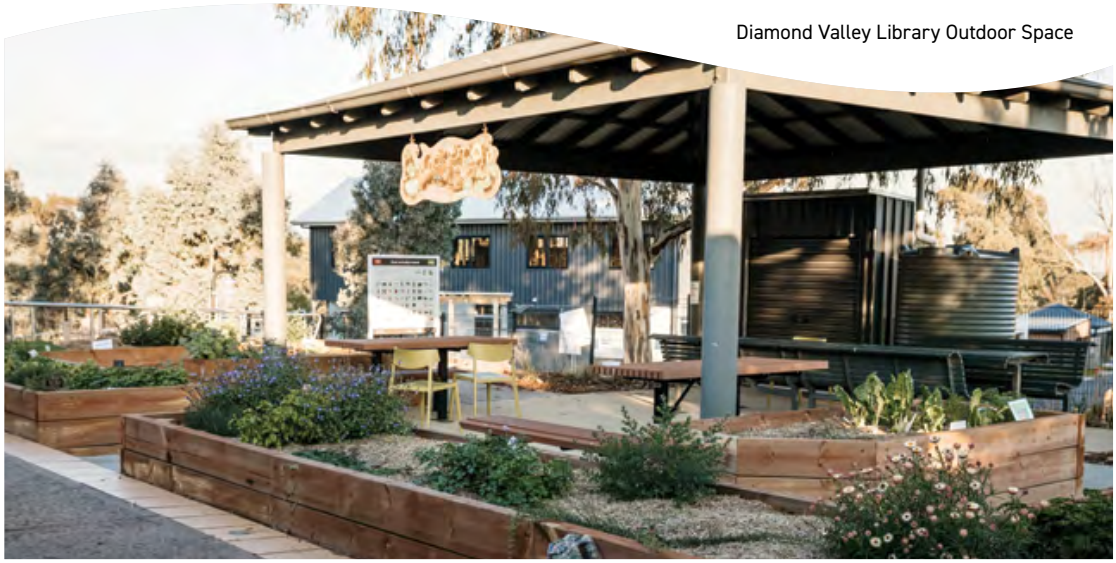
- While affordable housing is not within the Council's direct remit, we recognise its importance and continue to monitor policy developments and advocacy opportunities to advance affordable housing outcomes in the Shire.
- Continue to raise awareness and advocate for gender equality in the workplace and the community, to promote access, equity and inclusion in all Council services, programs and activities.

Health and wellbeing

- While affordable housing is not within the Council's direct remit, we recognise its importance and continue to monitor policy developments and advocacy opportunities to advance affordable housing outcomes in the Shire.
- Access to aged care and healthcare services, particularly given its large Green Wedge areas and dispersed rural communities, which can limit service accessibility and timely care.

Ages and stages

- The Victorian Government's Best Start, Best Life reforms continues to challenge councils to meet increased demand, address workforce shortages, and upgrade infrastructure to ensure equitable access and quality services.
- The Commonwealth's transition of aged care services has challenged Victorian councils to maintain access, quality, and consistent service delivery for older residents amidst complex reforms.



Diamond Valley Library Outdoor Space



Happy faces at one of Council's Citizenship Ceremonies

The year ahead

Equity and inclusion

- Undertake a review of Council's Access, Equity and Inclusion Policy and advance access, equity and inclusion across Council services.
- Develop a new Gender Equity Action Plan 2026-2029 to be submitted to the Public Sector Gender Equality Commissioner, as required by the *Gender Equality Act 2020*.

Health and wellbeing

- Finalise, adopt and implement the Nillumbik Health and Wellbeing Plan 2025-2029, which expands in scope to now include the remit of the now expired Disability Action Plan.
- Research Council's role in food insecurity and advocate for funding to develop and implement a Food Systems Strategy.

Ages and stages

- Deliver inclusive educational programs across life stages in partnership with community facilities and services to meet the evolving needs of families, older adults, and creative communities.
- Continuing to meet the evolving needs of families in Nillumbik through supporting child development, building parental confidence, and contributing to the long-term health and resilience of the community.



Award recipients at the Nillumbik Community Awards

Celebrating Nillumbik's community champions

Nillumbik's "community champions" were recognised at the second annual Nillumbik Community Awards in August 2024, celebrating the people and groups who go above and beyond to support their community.

Held at the Eltham Community and Reception Centre, the awards honoured achievements across a wide range of areas. Recipients included:

- Volunteer of the Year: Warwick Leeson OAM
- Community Group of the Year: Lions Club of Eltham
- Community Group of the Year – High Commendation: Rotary Club of Eltham
- Nillumbik Young Citizen of the Year: Bethany Woodman
- Nillumbik Young Citizen of the Year – High Commendation: Mikayla Mountney
- Contribution of the Year – Arts, Culture and Heritage: Pat Reynolds
- Contribution of the Year – Diversity and Inclusion: Phil Petersen
- Contribution of the Year – Environment and Sustainability: Boomerang Bags Nillumbik
- Contribution of the Year – Reconciliation: Research Junior Football Club.

These awards are a celebration of the everyday contributions that make Nillumbik a connected, caring and vibrant place to live.

The event highlighted Council's appreciation for local change makers and encouraged others to get involved in community life.

Find out more or explore volunteering opportunities at **nillumbik.vic.gov.au/community-awards** and **nillumbik.vic.gov.au/volunteer-info**.



The new Nillumbik Youth Hub in Diamond Creek

Bringing the Nillumbik Youth Hub to life

The new Nillumbik Youth Hub officially opened in September 2024, marking a milestone in Council's commitment to supporting young people in our community.

The Hub is a welcoming, safe and vibrant space – designed by young people, for young people.

Council's Communications and Engagement team worked closely with the Youth Development team from the early stages - advocating for funding, engaging young people in the design process, and creating a look and feel that reflects local youth voices and values.

A key priority identified by young people was the importance of feeling a sense of belonging, which was brought to life through bright, inclusive graphics, window decals, and custom-designed communications materials.

From the furniture to the artwork, young people had input into every aspect of the Hub, ensuring the space feels genuinely theirs. The result is a place that not only looks great, but also connects young people to vital Council and community services.

The Youth Hub is now a dynamic space where young people can feel safe, heard and supported.

It also reflects the power of co-design, showcasing what's possible when Council and the community collaborate meaningfully.

Maternal and Child Health

The Maternal and Child Health (MCH) service continues to play a vital role in supporting the health, development, and wellbeing of children and families across the Shire. Through core services such as Key Age and Stage assessments, developmental screenings, and early parenting support, the MCH program facilitates the early identification of developmental concerns and promotes positive outcomes in both physical and mental health for young children and their families.

The service also plays a significant role in fostering community connection and empowering new parents through New Parent Groups and community engagement initiatives. These activities not only provide valuable education but also help build supportive peer networks, strengthening social connectedness during the early stages of parenting.

In the past year, Council recorded 517 births (a 5.1% decrease from the previous year) reflecting a relatively stable trend compared to the broader decline in birth rates across Victoria. While the number of first-time parents decreased slightly from 208 to 200, they accounted for just over 39% of total births, representing a 1.52% proportional increase.

In response to the unique needs of families with multiple births, a dedicated Multiple Birth Group has been introduced, providing a space for parents of multiples to connect with others in the Nillumbik Shire who are navigating similar parenting experiences.

These initiatives highlight the MCH service's continued commitment to meeting the evolving needs of families in Nillumbik—supporting child development, building parental confidence, and contributing to the long-term health and resilience of the community.

Enhanced Maternal Child Health

The Enhanced Maternal and Child Health (EMCH) service has remained a vital support for families experiencing vulnerability. Over the past year, the program engaged 49 families, representing a 30% decrease compared to the previous year. While this reduction might appear positive at first glance, it reflects a shift in focus toward families with significantly increased and complex needs, requiring more intensive and sustained support.

As an extension of Victoria's Universal Maternal and Child Health (UMCH) program, EMCH delivers targeted and responsive interventions tailored to the specific circumstances of each family. The service acknowledges that some families need additional, personalised assistance to help prevent adverse outcomes and promote long-term wellbeing.

To further support these families, some are referred to the In-Home Family Mentoring Program, which enhances parenting skills, strengthens family functioning, and fosters early learning opportunities for children.

The Smalltalk Parenting Support Program continues to be an integral component of the Maternal and Child Health (MCH) service, promoting early childhood development and strengthening parent-child relationships through evidence-based strategies. Each week, two Supported Playgroups are delivered across the Shire, using Smalltalk resources to build parental knowledge of early learning and development.

For families requiring additional assistance, the program also offers in-home support to reinforce positive parenting practices and further enhance developmental outcomes for children.

Early years – Central Registration and Enrolment Scheme

In 2024–2025, Council's Early Years team undertook a review of the Central Registration and Enrolment Scheme (CRES) Priority of Access (PoA) for the allocation of places at the sessional standalone preschools within the Shire.

This was undertaken in response to the feedback from local services and community, as well as the Best Start, Best Life reforms being implemented by the Department of Education which includes the roll out of funded three-year-old kindergarten and an increase in hours for four-year old kindergarten.

The review took into consideration feedback from a community survey as well as consultation undertaken with services and benchmarking of other CRES PoAs.

The new PoA continues to prioritise Nillumbik residents and the continuity of education from three to four year old kindergarten as well as taking into consideration sibling connection and the closest preschool to the child's home. The new PoA was endorsed by Council in March 2025 for the allocation of places for three and four year old kindergarten in 2026 at Nillumbik's 15 standalone preschools.



A family participating in the In Home Family Mentor Program

Volunteering that connects – In Home Family Mentor Program

Now in its fifteenth year, the In Home Family Mentor (IHFM) Program continues to highlight the powerful role of volunteering in building stronger, more connected families and communities. It creates a calm, compassionate form of support for families. The greatest impact does not come in the form of big gestures, but from consistently showing up to help, week after week.

From July 2024 to June 2025, 15 dedicated volunteers took part in the IHFM Program, supporting 13 families across the community. The impact of this program lies in the personal stories, connections, and outcomes it creates for families. The program is best measured by how families feel supported, seen, and connected.

The IHFM Program matches trained volunteer mentors with families, offering in-home support tailored to each family's needs. Whether it's playing with children, offering adult conversation, or simply being a calm and caring presence each week, volunteers provide reliable companionship that can be life-changing, especially for families with limited local support networks.

One long-time volunteer shared her experience mentoring a family new to Eltham. The mother, while happy with the move, felt isolated and unsure how to connect with her community. The mentor, selected for her local knowledge and shared interests, visited regularly and built a strong rapport. Years later, after a check-in, the family reflected on how the support helped them feel at home: "I've really built up such a strong sense of community."

Another family wrote of their experience: "*The mentor was an absolute gem. Those two hours each Tuesday meant the world to us. As a migrant family without extended family nearby, the kindness and warmth the volunteer brought into our home was invaluable.*"

Families consistently praise the IHFM Program, with many sharing how the weekly visits from a volunteer bring joy and much-needed emotional support.

Immunisation

Banyule City Council Health Services has completed its ninth year of the contract for the provision of childhood immunisation services on behalf of Council. A total of 1,712 clients attended public immunisation sessions this year, representing a 2% increase from last year's total of 1,682. During these sessions, 3,959 vaccines were administered – a 4.1% rise from the 3,795 given the previous year.

The Year 7 and Year 10 School Immunisation Programs also saw a significant increase in participation, with 1,042 students vaccinated, up from 855 the previous year—a notable 17.9% increase, especially impressive during a period marked by widespread vaccine fatigue across the country.

This year also marked the introduction of the Respiratory Syncytial Virus (RSV) vaccine as part of the National Immunisation Program for pregnant women and infants. RSV is a highly contagious virus that infects the lungs and airways and is the leading cause of respiratory infections in children.

The vaccine is recommended for women from 28 weeks of pregnancy to help protect their newborns from RSV. Studies show this reduces the risk of severe RSV in infants under 6 months of age by approximately 70%.

In cases where mothers were unable to receive the vaccine during pregnancy, eligible infants can still receive the RSV vaccine post-natally. Since the program's commencement earlier this year, 47 mothers and infants have attended for RSV vaccinations over the past three months.

While there has been a gradual decline in national immunisation rates in recent years, Council has shown resilience in maintaining strong community health outcomes, with local coverage rates consistently exceeding 90% that is recommended by the Department of Health. Council has successfully maintained high vaccination rates that support effective disease prevention and herd immunity.

Immunisation Coverage Rates	Nillumbik 2024-2025	Victorian 2024-2025	Australian 2024-2025	Nillumbik 2023-2024
July-September 2024				
12-<15 months	92.31	92.10	91.70	92.02
24-<27 months	90.91	90.80	89.90	92.22
60-<63 months	95.72	94.80	93.50	92.06
October-December 2024				
12-<15 months	91.43	92.50	91.90	93.28
24-<27 months	92.91	91.40	90.20	92.17
60-<63 months	95.03	94.60	93.40	92.55
January-March 2025				
12-<15 months	92.80	92.50	91.70	88.89
24-<27 months	88.50	90.10	89.50	90.96
60-<63 months	91.90	94.00	92.90	96.13
April-June 2025				
12-<15 months	90.70	92.50	91.30	87.69
24-<27 months	83.20	90.72	90.25	92.31
60-<63 months	93.50	94.52	93.27	97.47



Council provides much-loved library services to the Nillumbik community

Libraries

The Yarra Plenty Regional Library (YPRL) is a collaboration between Banyule, Nillumbik and Whittlesea Councils. YPRL provides library services within Nillumbik Shire through the Diamond Valley Library in Civic Drive, Greensborough and the Eltham Library in Panther Place, Eltham. There is also a click and collect service at the Hurstbridge Community Hub.

Key statistics in 2024-2025 for Council's library services through YPRL included:

- 34,760 registered members
- 686,329 library collection loan items
- 320,317 library visits
- 546 Storytime sessions, with over 26,560 attendees
- 1,370 events, with 37,454 attendees.

Council's local libraries are consistently rated as one of the services in which our residents are the most satisfied, as measured in the annual Community Satisfaction Survey. In 2025, local libraries ranked 4th out of 34 services measured in terms of satisfaction, at 8.5 out of 10, an 'excellent' level. This result is consistent with recent years, as well as the long-term average over the 15-year life of the survey.

A key event held this year was the 'Women Write History' event in March 2025, focused on women's contributions to historical fiction and storytelling. The 2025 event comprised of four panel sessions and two writing workshops, with 55 attendees.

This annual event presents an exceptional opportunity for members of the community, established local authors and emerging writers with a keen interest in historical fiction to engage in meaningful dialogue, exchange ideas and cultivate their storytelling abilities within the genre.

Panel sessions explored themes such as the forms of historical fiction, contested narratives and the enduring appeal of the past. The two writing workshops – Beginnings and Inspirations and Writing the Past Sensitively – offered participants practical tools and insights into the craft of writing historical fiction.

The event also supported local authors through book sales and informal networking opportunities. Feedback highlighted the quality of the speakers and the value of the event as a professional development and community engagement opportunity. One attendee summed it up: *"Thank you Eltham Library for putting on such a fantastic event! What a way to spend a Saturday! Our library is such an inclusive, exciting place. Thanks again!"*

Visit the Yarra Plenty Regional Library (YPRL) website **yprl.vic.gov.au** to find out more.

Living & Learning Nillumbik

Council's Living and Learning hubs support wellbeing, social connection and community learning.
These learning centres are located in Diamond Creek, Eltham, and Panton Hill, and offer programs that reflect the unique identity and evolving needs of their local communities.

Each hub is supported by dedicated volunteers and skilled tutors who generously share their expertise with the community.

Neighbourhood House programs at the heart of our hubs

Key highlights this year included:

- The Diamond Creek hub expanded its range of social groups, introducing activities such as creative writing, social singing, storytelling and acting, a board game group, and the Walk 'n' Talk walking group. The language programs are still proving popular offerings.
- The Eltham hub maintained its strong focus on studio arts, with courses in leadlight, pottery, and arts for health. The hub also welcomed new groups including paper craft and social table tennis, further diversifying its offerings.
- The Panton Hill hub continued to focus on sustainability and food security through the expansion of its community garden, which now includes new raised beds and a small orchard. The garden contributes fresh produce to the Panton Hill community pantry, supporting residents experiencing food insecurity.

Creative Spaces – MakerSpaces and school holiday fun

All three hubs host MakerSpaces, offering low-cost, year-round access to creative groups such as:

- Studio arts and clay work
- Mosaics, sewing and repurposing
- Paper crafts, knitting, and crochet.

Our children's programs also grew this year, with activities for pre-schoolers, teens and families. Popular school holiday sessions included jewellery making, nature-based crafts, cupcake decorating and more.

Skills Hub – Learning pathways for work and life

The Skills Hub provides accessible learning and pre-employment training that responds to community interests and local industry needs. This year, we continued to deliver a variety of short courses, with several standout additions:

- Urban Food Gardening and Permaculture, delivered at Edendale Community Environment Farm, helped participants build practical skills for both home and career development
- Creative Industries, led by renowned ceramicist Emma Kariginannis, proved to be one of our most popular offerings
- A growing partnership with a local Registered Training Organisation (RTO) enabled the delivery of accredited courses, including Responsible Service of Alcohol (RSA) and First Aid.

These offerings have provided pathways into employment, volunteering, and further education, while promoting lifelong skill development for all.

Events and exhibitions: Celebrating creativity and community

This year, Living & Learning Nillumbik continued to celebrate community creativity and inclusion through events and exhibitions:

- Our annual diversARTy exhibition at the Eltham Community Library Gallery once again attracted a record number of submissions, highlighting the diverse talents of people engaged in our art programs
- Neighbourhood House Week 2024 saw each hub open its doors to the broader community through free one-off events, including:
    - Edible Weeds Tour (Eltham)
    - Fence Weaving (Diamond Creek)
    - Watercolour for Beginners (Panton Hill).

Digital Innovation: Enhancing access and engagement

Building on the successful launch of our new online booking platform in early 2024, this past year has seen continued refinement and adoption of the system.

Throughout this year:

- The platform became the primary gateway for course enrolments, MakerSpace memberships, and event bookings
- Enhancements were made based on user feedback, improving mobile responsiveness, streamlining communication and making navigation even more intuitive
- Staff support and community engagement ensured a smooth transition for all users.

The system has not only improved operational efficiency, but has helped increase participation and provided valuable insights into trends and needs.

Looking ahead

Living & Learning Nillumbik remains committed to being a welcoming, inclusive and responsive space for our diverse community. We look forward to deepening our engagement, strengthening partnerships, and continuing to provide learning and connection opportunities for all.

Visit the Living & Learning Nillumbik website **livinglearningnillumbik.vic.gov.au** to find out more.



Neighbourhood House Week at Panton Hill Living & Learning hub



The Magic Table at the Hurstbridge Hub in action

Interactive Magic Table brings joy and connection to Hurstbridge Hub

A new interactive technology is bringing smiles, movement and meaningful connection to the Hurstbridge Hub.

The Magic Table, known as 'Tovertafel' in the Netherlands where it was first developed, uses light projection and motion sensors to create engaging games on a table surface.

Designed to promote physical activity, social interaction and cognitive stimulation, the Magic Table offers a range of games—from calming underwater animations to fun challenges like puzzles and whack-a-mole. Players can pop bubbles, send flowers floating across the table, or solve simple visual tasks together.

While the games are suitable for all ages, they are particularly beneficial for people with dementia, cognitive impairments, sensory disabilities and low vision, thanks to their intuitive design and high-contrast visuals.

Council introduced the Magic Table at the Hurstbridge Hub to support inclusive programs for older adults and people living with disabilities.

The feedback has been overwhelmingly positive:

"We took people from the Memory Care Café to try the Magic Table... Wow, that was something else! They were all loving it!" said the program coordinator.

This initiative supports Council's goal of creating inclusive community spaces that promote wellbeing, connection and dignity for all residents.



Participants in the Young Mentors Program

Young Mentors Program: Bridging generations through digital support

The Young Mentors Intergenerational Program offers a unique opportunity for older local residents to enhance their digital skills with the assistance of high school students.

The program is designed to foster intergenerational connections, where teenagers provide one-on-one support to older community members, helping them navigate the digital world.

Three sessions took place throughout May 2025 at the Nillumbik Youth Hub in Diamond Creek. Older participants received assistance with a variety of digital tasks, such as using smartphones, tablets, laptops or iPads, sending emails, making video calls, and setting up online shopping.

Young Mentors also guided participants in using Google Maps, QR codes, and much more.

This program not only helps older individuals become more confident with technology but also provides valuable life skills for the high school students involved.

Local residents are encouraged to join this wonderful initiative the next time it is run to build digital confidence, connect with younger generations, and make the most of modern technology.

Service performance indicators and measures: Community and connection

The following statement provides the results of the prescribed service performance indicators and measures in the Local Government Performance Reporting Framework, including explanation of material variations.

Service/indicator/measure	2021	2022	2023	2024	2025	Material variations and comments
Libraries						
Utilisation *Loans per head of population* (Number of library collection item loans / Number of library collection items)	4.26	6.72	8.45	10.92	**13.91**	There is a significant increase in the number of collection item loans due to a clarification to digital formats to include e-Magazine loans as communicated to all library services from Local Government Victoria. The method of data collection direct from digital platforms is now more consistent across all library services.
Resource standard *Recently purchased library collection* (Number of library collection items purchased in the last 5 years / Number of library collection items) x100	85.01%	91.83%	91.14%	80.52%	**86.76%**	The target of 85% of the collection purchased in the last 5 years has been exceeded by 1.76%. This reflects our collection acquisition and management practices are ensuring our collections are contemporary and relevant to our community needs.
Service cost *Cost of library service per population* [Direct cost of library service / Municipal population]	$39.15	$41.19	$43.07	$44.06	**$45.67**	Direct costs are apportioned to member Councils by the Library Agreement. Costs have increased in recent years due to an increase in operational costs.
Participation *Library membership* (Number of active library members / Municipal population) x100	27.03%	25.24%	25.83%	45.75%	**52.47%**	Library membership for Nillumbik continues to rise. This coincides with the introduction of library Wi-Fi requiring a membership to login in March this year.
Participation *Library visits per head of population* [Number of library visits / Municipal population]	NM	NM	NM	5.07	**5.32**	A steady increase in visitation was seen in 2024-2025, with a growth of 4.85% compared to 2023-2024. This reflects that our library spaces, collections and programs are meeting community needs.

Service/indicator/measure	2021	2022	2023	2024	2025	Material variations and comments
Maternal and child health						
Participation *Participation in 4-week key age and stage visit* [Number of first MCH home visits / Number of birth notifications received] x100	94.22%	98.98%	97.02%	94.50%	**97.47%**	Participation in the Maternal Child health service from the initial home visit remains high. The average participation rate over the past five years is 96.52%, with this year well exceeding this engagement rate.
Service standard *Infant enrolments in the MCH service* [Number of infants enrolled in the MCH service (from birth notifications received) / Number of birth notifications received] x100	101.60%	101.87%	101.12%	100.00%	**100.78%**	Nillumbik families have continued to engage with the Maternal Child Health service as demonstrated with an average of 101.2 over the past five years.
Service cost *Cost of the MCH services* [Cost of the MCH service / Hours worked by MCH nurses	$78.36	$73.74	$72.22	$70.84	**$68.17**	The cost of the MCH service continues to steadily decline in recent years.
Participation *Participation in the MCH service* Number of children who attend the MCH service at least once (in the year) / Number of children enrolled in the MCH service] x100	81.65%	80.08%	79.87%	77.43%	**78.37%**	Participation rates for all children remain high, with 78.37% attendance at least once per year, an increase of 0.94% from 2024.
Participation *Participation in the MCH service by First Nations children* [Number of First Nations children who attend the MCH service at least once (in the year) / Number of First Nations children enrolled in the MCH service] x100	85.11%	81.63%	73.17%	87.23%	**82.14%**	Participation rates of First Nations Children is 3.77% higher than the participation of all children in the MCH service. This is a positive indicator, noting that First Nations families are engaging and participating in the service at a higher percentage.



Eltham North Adventure Playground



Council Plan theme:

Place and space

To protect, enhance, maintain, plan and design places and spaces that strengthen identity, reinforce character, improve accessibility, encourage social connection and enjoyment, support biodiversity and respect the environment

At a glance...

Strategic indicators (18)		Priority actions (11)		Budget ($'000)	
Achieved	8	Completed	8	Expenditure	$45,733
No change (within +/- 2% threshold)	5	On track	1	Revenue	$20,765
Not achieved	5	Minor Issues	2	Net cost	$24,967

Strategy themes

- Identity
- Natural environment
- Open spaces
- Neighbourhood character
- Movement and place

Interesting facts

713,303 participants in Council arts and cultural activities
a 175% increase on last year

9,200 visitors to the Nillumbik Prize for Contemporary Art 2025
at Montsalvat

23 sports fields across Nillumbik
Key structured activities on Council ovals include football, cricket, lacrosse, rugby, baseball and soccer. The ovals may also be used for school athletics or other interschool sports, filming, horse riding events, dog training, the Eltham Town Fair and Diamond Creek Fair

1,643,510 visits to Council's leisure and aquatic facilities
down from 1,690,966 last year

578 decisions made on planning applications
permits and amendments
66 more than last year

1,052 total planning decisions made
111 less than last year

93.2% of planning applications approved
0.6% less than last year

More interesting facts are on page 140.

Budget funded services

The following statement provides information in relation to the services funded in the 2024-2025 budget and the persons or sections of the community who are provided the service.

Service	Description	Expenditure Revenue Net cost ($'000)
Arts and Culture	This service is responsible for the cultural vitality and community engagement in the arts across the Shire. The team's mission is to enable participation in the cultural life of the community and enjoyment of the arts by providing diverse and innovative opportunities for active lifestyles and artistic expression.	836 6 **830**
Building Safety and Regulation	Building Services is responsible for administration and enforcement of certain parts of the *Building Act 1993* and Regulations.	1,133 574 **559**
Infrastructure Design, Construction and Transport	This function provides services for the whole community including design for capital works projects; roads; bridges; drainage; landscape; traffic treatments; coordination of capital works; procurement and construction; engineering assessment of planning applications and approval of subdivision works; traffic control; road safety; advocacy on public transport and main roads and street lighting.	3,379 2,498 **881**
Leisure Facilities and Services	This program is responsible for the provision of leisure facilities and services, such as leisure centres, sportsgrounds, recreation trails and playgrounds, for the whole community.	16,031 15,024 **1,007**
Local Laws and Parking	This function administers local laws, car parking regulation and amenity protection for the whole Nillumbik community.	1,221 612 **608**
Parks and Reserves Maintenance	This service maintains parks, sportsgrounds, conservation reserves, street trees and roadsides across the Shire.	9,131 646 **8,485**
Property, Fleet and Asset Management	This service provides infrastructure asset management and planning, building maintenance and fencing, as well as property management, fleet management, community centres and halls network management.	4,199 531 **3,668**
Road and Drainage Maintenance	This service provides maintenance of local roads and bridges, pedestrian bridges, bus shelters, footpaths, trails, drains for the whole community. It also incorporates Council's response to deceased animal collection, street cleansing and roadside litter collection.	5,503 0 **5,503**
Statutory Planning	This service processes planning applications and subdivision applications, conducts planning investigations and promotes compliance with the Nillumbik Planning Scheme and permit conditions.	3,577 874 **2,703**
Strategic Planning	This service provides land use planning and policy, planning scheme management, activity centre planning and heritage protection across the Shire.	725 0 725

More interesting facts

124 building permit applications assessed
18 less than last year

492 building inspections conducted
189 less than last year

302 kilometres of unsealed roads, **487** kilometres of sealed roads and **388** kilometres of footpaths maintained

11,149 signs maintained

93 swimming pool registrations processed
23 less than last year, 17 pool barrier inspections (36 less than last year) and 7 decommissioned pools inspected (7 less than last year)



Attendees enjoying the Nillumbik Summer Sounds program at Edendale Community Environment Farm

Nillumbik Summer Sounds – A celebration of community, creativity and connection

The 2025 edition of Nillumbik Summer Sounds, an uplifting celebration of live music, community, and local talent. Building on the success of previous years, the 2025 program brought a fresh focus to the Shire's vibrant performing arts scene while continuing to offer relaxed, family-friendly gatherings in the beautiful surrounds of Edendale Community Environment Farm.

The 2025 series embraced the power of live performance to bring people together, foster connection, and enhance wellbeing. Over four summer evenings, the community gathered to enjoy an exciting line-up of live music and entertainment.

This collaborative approach ensured a diverse and dynamic mix of artists that reflected the unique character and creativity of Nillumbik.

Importantly, Nillumbik Summer Sounds provided a valuable platform for local musicians and performers—many of them emerging artists – to share their talents with their community. These events played a key role in supporting the Shire's creative sector, offering paid performance opportunities and professional sound support that elevated the experience for both artists and audiences.

Over 1,500 community members attended this year's events, coming together in a spirit of joy and celebration. The series was warmly received, with glowing feedback highlighting the sense of connection, creativity, and place that live music brings.

The relaxed picnic format encouraged families, friends and neighbours to gather in a welcoming environment that supported mental health, social inclusion, and cultural expression.

Place and space

Achievements

Identity

- Implemented key actions in Council's Arts and Culture Strategy 2022-2026, including delivery of the 2025 Summer Sounds and 2025 Nillumbik Prize for Contemporary Art events.
- Eltham's new Listening Post and Little Eltham Heritage Walking brochure were launched, bringing local history, culture, and community stories to life. The self-guided walking brochure can be accessed here: **nillumbik.vic.gov.au/historical**.

Natural environment

- Adopted Council's Biodiversity Strategy 2024-2034 and Urban Tree Canopy Strategy 2024-2040, completing a long list of strategy development throughout this Council term.
- To advance its Biodiversity Strategy, Council hosted 40+ land management and nature events for over 820 participants and provided sustainable land management and biodiversity guidance to around 300 properties.

Open spaces

- In support of the Urban Tree Canopy Strategy, Council secured an $857,000 North East Link grant to plant 1,800 trees, planted 318 trees within the Urban Growth Boundary, and received 177 street tree requests, significantly higher than previous years.
- Enhanced volunteer visibility by promoting activities via e-News, the website, and events calendar, while delivering an AI training workshop to help environmental volunteers create posts, posters, and invites, encouraging new participation.

Neighbourhood character

- Council provided feedback on the State Government's Plan for Victoria, highlighting Nillumbik's Green Wedge, environmental and transport constraints, and successfully advocated for sustainable, context-sensitive housing growth, leading to the target being reduced from 12,000 to 6,500 new dwellings by 2051.
- Adopted the Wattle Glen Public Realm Framework, receiving in-principle support from the Department of Transport and Planning (DTP), and committing to actively advocate for community aspirations to preserve the township's valued rural character and sense of place.

Movement and place

- Adopted Council's Integrated Transport Strategy 2024, which provides a strategic framework to guide transport planning, sustainability and advocacy priorities.
- In November 2024, Council hosted the Women in Sport Breakfast with Olympian sprinter Mia Gross, Australian 200m champion and Paris 2024 competitor, who shared her journey alongside a panel of local athletes, inspiring leadership and celebrating women's role in sport.



A happy crowd at the Nillumbik Prize for Contemporary Art 2025

Celebrating Art – Nillumbik Prize for Contemporary Art 2025

The 2025 Nillumbik Prize for Contemporary Art attracted more than 9,200 visitors to Montsalvat.

This extraordinary turnout speaks to the power of art to connect, inspire, and enrich lives—while underscoring the important role Council's arts programs play in supporting tourism and preserving the Shire's artistic legacy.

Now in its 21st year, the NPCA continues to grow in scope and reputation as a nationally recognised art prize. This year saw a remarkable 468 applications—one of the highest numbers in the prize's history. From these, a professional shortlisting panel selected 34 exceptional finalists from across the country, including 7 talented local artists. Works on display reflected a rich variety of mediums, including textiles, painting, printmaking, sculpture, installation, digital, and ceramic art.

The exhibition launched on Thursday 3 April with a warm and well-attended opening event of 150 guests. Prizes were awarded on the night, with the Open Prize going to Jacqui Shelton, the Local Prize to Chelle Destefano, and the Mayor's Award presented to Susan Reddrop. Visitors also engaged strongly with the People's Choice Award, with 379 votes cast—culminating in Susan Reddrop receiving a second honour for her inspiring work.

Running from 4 April to 25 May, the exhibition was proudly supported by 17 dedicated Nillumbik volunteers, who offered a friendly face and valuable insights to thousands of visitors. Their generous contributions played a key role in the exhibition's success.

The 2025 NPCA has not only celebrated outstanding contemporary art, but also reaffirmed the depth of talent in our community and the value of fostering inclusive, accessible cultural programs. We thank all artists, visitors, staff, and volunteers for making this year's exhibition such a resounding success.

Challenges

Identity

- The Bushranger's Tree (also known as Burke's tree) in Hurstbridge, a valued local heritage site, suffered vandalism that caused rapid decline; Council's arborists assessed the damage, removed affected branches, and implemented soil and pruning works to preserve its health and heritage.
- While many actions in the Green Wedge Management Plan have been integrated into usual business within Council, many other initiatives are still subject to funding (likely external sources).

Natural environment

- Continuing to effectively manage 100 bushland and wetland reserves, covering an area of around 500 hectares, and 1,200 km of roadsides within existing resources.
- Without the legislation to assist Council with issuing more substantial penalties, the unauthorised (illegal) dumping of soil on private rural properties continues to pose a threat on our Green Wedge values.

Open spaces

- Council was required to change direction on its new BMX Park - initially planned for 145 Allendale Road, the park will be relocated to Challenger Street Reserve in Diamond Creek after culturally significant artefacts and flood risks were identified.
- Increases in labour and material costs and increasing timeframes for supply chains impacting on our ability to deliver key projects and works in a timely manner and within allocated budgets.

Neighbourhood character

- Nillumbik's urban tree canopy is highly valued by residents, yet ongoing development continues to threaten its preservation and contributes to gradual canopy loss.
- Delivery of a number of strategic planning actions in the housing space were delayed as Council awaited State Government advice on proposed state-wide planning reforms and clarity on housing targets.

Movement and place

- Road maintenance and repairs, bushfire maintenance and repairs, traffic management and provision and maintenance of street trees were the top four issues of concern for Nillumbik residents, based on 2025 Annual Community Survey results.
- Council continues to advocate to other levels of government for better public and private transport options and solutions for residents in the Shire.

The year ahead

Identity

- Implementation of key action to support the final year of Council's Arts and Culture Strategy 2022-2026.
- Complete development of the Hurstbridge Men's Shed and commence the Diamond Creek Men's Shed redevelopment.

Natural environment

- Implementation of key actions in Council's Biodiversity Strategy and Urban Tree Canopy Strategy.
- Develop a scoping document and advocate to the State Government for funding to pilot virtual wildlife fencing.

Open spaces

- Prepare a feasibility study for a new trail section linking the Plenty River Trail to the Diamond Creek Trail along the Maroondah Aqueduct.
- Develop a 'rapid response' framework to improve amenity and maintenance of public spaces.

Neighbourhood character

- Implement the Neighbourhood Character Strategy into the planning scheme.
- Refine, finalise and exhibit Council's Housing Strategy having regard to the State Government's planning reforms.

Movement and place

- Undertake a traffic and pedestrian safety audit of all primary and secondary schools in the Shire to identify and prioritise safety improvements for future capital works delivery.
- Progress planning for pedestrian safety by developing a Road Safety Strategy and scoping of a future Safe Pedestrian Crossing and Shire-wide Walking and Pedestrian Strategy.



Participants at the
Diamond Creek Men's Shed

Upgrades for key community facilities

Three much-loved community facilities in Nillumbik are set for major upgrades thanks to funding from the Federal Government's Thriving Suburbs Program, matched by Council contributions.

The Diamond Creek Men's Shed will receive a $1.9 million renovation, supported by $965,000 in Federal funding. The upgrade will expand the main building and workshop, improve accessibility, renovate the kitchen, and add outdoor seating and green spaces. New multi-use areas will also support workshops, social events and education programs.

With growing membership and a strong track record of enhancing community connection, the Men's Shed is a vital asset. Council has long advocated for investment to support the health and wellbeing benefits it offers.

The Hurstbridge Community Shed reached a major milestone in 2025, with construction now underway at 4 Arthurs Creek Road, behind Allwood Neighbourhood House. Civil and site preparation works have commenced, bringing the long-anticipated facility to life.

The Shed is the result of strong collaboration between Council, the Hurstbridge Shedders, and funding and community partners.

Once complete, the facility will feature two large work areas, an upstairs social space with kitchen, accessible amenities, dedicated storage, landscaped outdoor zones, and accessible parking. These improvements address the limitations of the Shedders' temporary space and support their growing membership.

The project is jointly funded by Nillumbik Shire Council ($600,000), the Victorian Government's Growing Suburbs Fund ($364,352), and Community Bank Hurstbridge ($100,000).

As construction continues, the Hurstbridge Community Shed stands as a future hub for social connection, skill-sharing and community-led development.

Yarrambat War Memorial Park will also receive $901,103 in Federal funding to help build new accessible and inclusive change rooms and amenities. Home to the Yarrambat Junior Football Club and Plenty Valley Cricket Club, the outdated 1976 facilities will be replaced with female-friendly spaces, an umpires' room, first aid room, storage, and unisex accessible toilets.

These upgrades directly support the Nillumbik Health and Wellbeing Plan and Council's Fair Access Policy, ensuring our community spaces are safe, welcoming, and inclusive for all.



Nillumbik's Green Wedge landscape

Implementation of the Green Wedge Management Plan

Adopted in 2019, the Green Wedge Management Plan (GWMP) sets a 10-year vision to protect and enhance Nillumbik's unique landscape.

Five years in, it is driving real change - embedding its priorities across Council's planning, service delivery and community partnerships.

Recent achievements include the adoption of the Nillumbik Biodiversity Strategy 2024 and continued rollout of the Climate Action Plan 2022–2032. These strategies reflect Council's strong commitment to sustainability and climate resilience.

To support landowners, Council launched the Green Wedge Information Hub, providing practical tools and advice. Events like Practically Green have helped residents reduce emissions and embrace renewable energy.

Planning Scheme Amendment C131 introduced stronger controls on fill placement, protecting Green Wedge values.

Partnerships with Deakin University and Plan-it Rural are building knowledge of agricultural potential and soil health. Council also supports landowners through grants, tailored advice and targeted deer control.

Community resilience has also been a focus, with a new back-up energy system installed at Wadambuk St Andrews Community Centre and Men's Shed.

Council also continues to support events like the Hurstbridge Wattle Festival and St Andrews Festival, and enhance sites such as the Strathewen Community Bushfire Memorial.

The GWMP continues to shape Council action, ensuring the Green Wedge is protected into the future.

Service performance indicators and measures
Place and space

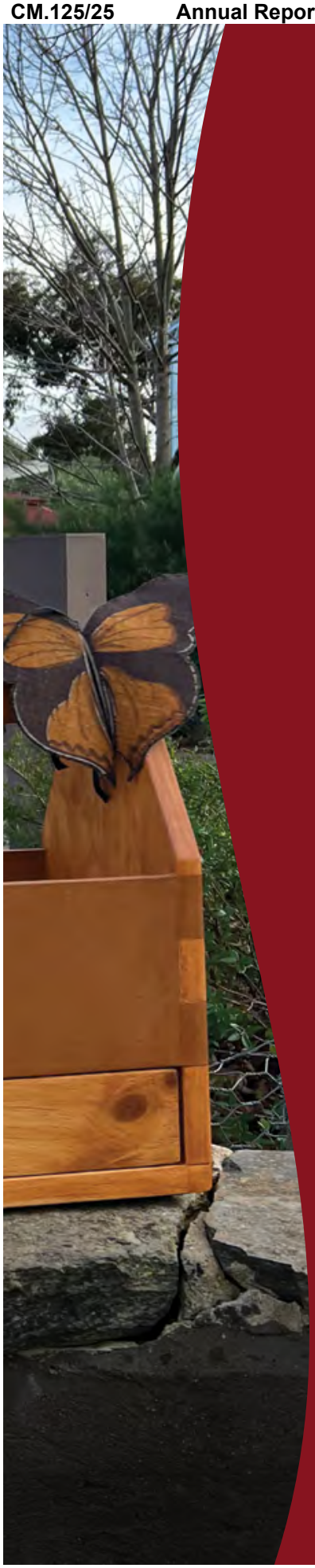
The following statement provides the results of the prescribed service performance indicators and measures in the Local Government Performance Reporting Framework, including explanation of material variances.

Service/indicator/ measure	2021	2022	2023	2024	2025	Material variations and comments
Aquatic facilities						
Service standard *Health inspections of aquatic facilities* (Number of authorised officer inspections of Council aquatic facilities/Number of Council aquatic facilities)	2	2	2	2	**2**	Microbiological testing was performed at Eltham Leisure Centre and at the Diamond Creek Outdoor Pool by the Environmental Health Team. All results returned compliant.
Service cost *Cost of aquatic facilities* (Direct cost of indoor aquatic facilities less income received/Number of visits to indoor aquatic facilities)	-$3.11	-$2.82	-$0.44	$1.19	**$1.03**	Cost of aquatic facilities per visit is slightly down from last year due to the net return at Eltham Leisure Centre being 15.5% lower than prior year. Main factors that have contributed to this change include: • 5.3% decrease in swimming lesson income • Cost of living changes leading to cancellations in swimming lessons and health and wellness memberships and a reduction in overall attendance.
Utilisation *Utilisation of aquatic facilities* (Number of visits to aquatic facilities/Municipal population)	4.11	1.44	11.22	12.47	**12.06**	Visits were slightly below last year's attendance numbers but remain strong despite challenges with cost of living concerns. Improved access to technology has been implemented to capture attendance data at the two aquatic facilities.
Roads						
Satisfaction of use *Sealed local road requests* (Number of sealed local road requests/Kilometres of sealed local roads) x100	86.24	73.46	57.91	46.11	**32.24**	There were 157 requests in relation to sealed local roads in 2024-2025, compared to 225 in 2023-2024.
Condition *Sealed local roads maintained to condition standards* (Number of kilometres of sealed local roads below the renewal intervention level set by Council/Kilometres of sealed local roads) x100	83.80%	95.10%	95.28%	95.47%	**77.10%**	Of the 487km of sealed local roads in the Shire, approximately 375km are currently maintained above Councils target condition standards. This result varies depending on the frequency of road audits undertaken (currently every four years), the rate of deterioration of the road pavements between audits and the amount and type of road resealing required based on the audit findings.
Service cost *Cost of sealed local road reconstruction* (Direct cost of sealed local road reconstruction/Square metres of sealed local roads reconstructed)	$177.90	$132.73	$166.73	$134.32	**$126.85**	No road reconstruction works completed. Cost includes three road patching rehabilitation jobs.

Service/indicator/ measure	2021	2022	2023	2024	2025	Material variations and comments
Roads						
Service Cost *Cost of sealed local road resealing* [Direct cost of sealed local road resealing / Square metres of sealed local roads resealed]	$9.67	$10.70	$14.90	$14.99	**$19.24**	Cost includes asphalt and spray seal works. Higher costs arising from using recycled rubber bitumen products.
Satisfaction *Satisfaction with sealed local roads* (Community satisfaction rating out of 100 with how council has performed on the condition of sealed local roads)	63.00	60.00	68.50	66.00	**57.00**	Satisfaction with sealed local roads decreased by 15.8% in 2024-2025. Roads maintenance and repairs is rated the no.1 issue for Council to address in the Annual Community Survey.
Statutory planning						
Timeliness *Time taken to decide planning applications* (The median number of days between receipt of a planning application and a decision on the application)	92	100	102	91	**69**	This year has seen a significant improvement in the median days. This can be attributed to the review and revision of the planning pages on the website, robust pre-application advice and proactive follow up with applicants at lodgement stage to ensure all mandatory documents are submitted.
Service standard *Planning applications decided within required time frames* (Number of regular planning application decisions made within 60 days) + (Number of VicSmart planning application decisions made within 10 days)/Number of planning application decisions made) x100	66.10%	60.36%	55.99%	64.02%	**67.53%**	This year has seen a marginal improvement in the number of decisions made within statutory timeframes. The planning team consistently is striving to improve these timeframes.
Service cost *Cost of statutory planning service* (Direct cost of the statutory planning service/ Number of planning applications received)	$2,885.45	$2,989.05	$2,788.89	$2,590.96	**$2,702.67**	The cost of service has remained steady in recent years.
Decision making *Council planning decisions upheld at VCAT* (Number of VCAT decisions that did not set aside council's decision in relation to a planning application/Number of VCAT decisions in relation to planning applications) x100	75.00%	64.00%	46.15%	48.75%	**36.84%**	Although this figure has reduced, the data does not include a number of consent orders (6) where agreement was reached as part of the VCAT process between Council and the applicant. This usually reflects that an applicant has amended plans for the VCAT hearing and Council has agreed to the changes. Moving forward, this data will be included to show an accurate reflection of VCAT decisions.



A monthly Repair Café has been established at Edendale Community Environment Farm



Council Plan theme:

Sustainable and resilient

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

At a glance...

Strategic indicators (11)		Priority actions (7)		Budget ($'000)	
Achieved	5	Completed	3	Expenditure	$15,471
No change (within +/- 2% threshold)	5	On track	2	Revenue	$929
Not achieved	1	Minor Issues	2	Net cost	$14,542

Strategy themes

- Climate action
- Sustainability
- Resilience and recovery
- Business and tourism

Interesting facts

44% of Melbourne's plants and 33% of its animals are in Nillumbik

69% of kerbside waste diverted from landfill
slightly lower than last year – 70.6%

63% of Council's bushland reserves are of national or state conservation significance, providing critical habitat to many threatened species

2,723 participants in environmental programs and events
up from 2,162 from last year

43 Land Management Incentive Program grants provided to individuals and groups up from 22 last year

47% of Nillumbik residents have made changes to their home or lifestyle to help reduce climate change impacts
down 11% from last year

Edendale Community Environment farm recorded a total of 129,098 site visitations, demonstrating its continued popularity as a community destination and a place for connection, learning and leading

Edendale Farm's upgraded EFTPOS donation points collected $49,938 in donations from 14,125 transactions, with an average donation of $3.54, reflecting strong community support

More interesting facts are on page 153.

Budget funded services

The following statement provides information in relation to the services funded in the 2024-2025 budget and the persons or sections of the community who are provided the service.

Service	Description	Expenditure Revenue Net cost ($'000)
Environment and Conservation	This function provides environment and conservation services and programs for the whole Nillumbik community, such as environmental planning and policy; education and events; water quality and conservation; biodiversity protection; land management advice and energy efficiency programs.	1,017 4 **1,013**
Recycling and Waste Services	This service provides collection of household waste, recycling, green waste, hard waste, waste education and landfill rehabilitation for the whole Nillumbik community.	13,402 919 **12,483**
Tourism and Business Support	This service focuses on growing the local economy through providing support to local business networks, traders associations and individual businesses; delivering business events and training and supporting tourism development and promotion for the Nillumbik region.	1,052 6 **1,046**

Nillumbik Council's electric vehicle fleet



Sustainable and resilient

Achievements

Climate action

- Implemented key actions from Council's Climate Action Plan 2022-2032, including Rethink Nillumbik and Power Up Nillumbik campaigns, helping residents improve energy efficiency, lower bills, reduce waste, and cut household emissions across the Shire.
- Continued to establish Edendale Community Environment Farm as a climate action hub, highlighted by the establishment of a monthly Repair Café at the farm.

Sustainability

- Secured a $265,000 AusNet Services grant to install solar power and a 99kWh battery at Hurstbridge Community Hub, boosting energy resilience, supporting key services during outages, reducing costs and lowering the hub's environmental footprint.
- Installed four high-speed Electric Vehicle charging stations in Eltham's Arthur Street carpark, funded through the Federal Government's Future Fuels Fund, responding to growing community demand for local charging infrastructure.

Resilience and recovery

- In support for community resilience, continued to support the community to be healthy, safe and enabled participation in relief and recovery processes arising from emergencies.
- Progressed the ongoing implementation of long-term initiatives in the Nillumbik Health and Wellbeing Plan 2021–2025, focusing on enhancing community resilience.

Business and tourism

- Implemented key actions in Council's Economic Development Strategy 2020-2030, highlighted by more than 130 people attending the fifth annual Women in Business Networking event with guest speaker Kristina Karlsson, founder of kikki.K and Dream Life.
- In May 2025, the Nillumbik Small Business Week delivered free workshops and events that supported, inspired, and empowered local businesses, providing practical skills, insights, and networking opportunities to help them grow and thrive.

More interesting facts

2,915 visitors to the Visit Nillumbik Instagram page
up 311 from last year

5,002 followers on the Visit Nillumbik Facebook page
up 66 from last year

Over 1,840 businesses subscribe to the Business e-Newsletter
up 198 from last year

Challenges

Climate action

- Council's Climate Action Plan sets an ambitious goal to reach net-zero community emissions by 2035, 10 years ahead of the State Government's target for Victoria.
- The grid-capacity at locations such as Council's Operations Centre and at Edendale Community Environment Farm require major upgrades in order to enable further electrification of its facilities.

Sustainability

- Council faces the challenge of costly kerbside glass recycling (purple bins), with research showing minimal recycling benefits despite a $1.5m set-up and $500,000 annual cost, prompting Nillumbik (along with 30 other councils) to pause rollout and consider expanding the Container Deposit Scheme.
- Upcycle 4 Better ceased textile recycling at Edendale Community Environment Farm and the Operations Centre in Plenty halted services due to global industry challenges, including market saturation and rising processing costs, leaving these sites unable to accept unwanted textiles.

Resilience and recovery

- Readiness to effectively respond to emergency events such as bushfires, storms, floods and power outages that follow.
- Council continues to collaborate with our community, First Nations peoples, partners, and government agencies to respond to their evolving needs and priorities.

Business and tourism

- Local residents and businesses are experiencing economic challenges, particularly due to ongoing cost-of-living pressures.
- Scarce light industrial land constrains opportunities for both new and expanding businesses.



Edendale Community Environment Farm

The year ahead

Climate action

- Continue to implement key actions in Council's Climate Action Plan 2022-2032.
- Continue to establish a climate action hub at Edendale Community Environment Farm to assist the community achieve net-zero emissions targets as outlined in Council's Climate Action Plan.

Sustainability

- Develop and prepare an Indigenous seedling voucher program to support sustainable planting and habitat improvement on private land.
- Commence scoping paper to consider investigating and identifying suitable Council or public carpark locations for future third-party electric vehicle charging infrastructure.

Resilience and recovery

- Continue partnering with Melbourne Water to progress flood modelling and mapping across the Shire.
- Provide targeted funding and promotional support to local food pantries to increase community access to healthy, reliable food relief.

Business and tourism

- Promote Nillumbik as a tourism destination and strengthen the local visitor economy through collaboration with Tourism East and regional partners.
- Progress Planning Scheme Amendments for the Diamond Creek and Eltham Activity Centre Structure Plans.



A solar battery will provide environmental benefits at the Hurstbridge Football and Cricket Pavilion

Solar powering up Hurstbridge sporting facilities

Council received $303,728 in funding from the Department of Environment, Energy and Climate Action's 100 Neighbourhood Batteries Grant Program – Delivering Energy Resilience.

The funding is for the installation of 38kW of solar and a 240kW back-up battery at the Hurstbridge Football and Cricket Pavilion. This will enable a community-run energy resilience centre to be established, with discussions taking place between Council and the sporting clubs in relation to the centre's operations and functions.

The pavilion and clubs will be able to provide power, amenities and social connection to members and other community members during extended power outages and heatwaves and will benefit from electricity bill savings.

Council will project manage the works and support the clubs to confidently operate the systems.

Works are scheduled to commence in late 2025 and be completed by July 2026.



Council's bin inspectors in action

Helping residents recycle right

Putting the right things in the right bin is good for the environment and our community.

Council relaunched its bin inspection and feedback program to help improve recycling. The program has included 10,000 bin inspections and 3,000 recycling education letters sent to households.

Since May 2024, recycling contamination has dropped by 9 per cent in weight, saving an estimated $125,000 in processing costs for 2025–2026. Of re-checked bins, the number containing bagged rubbish or bagged recycling has halved.

While there have been improvements, audits show that about one quarter of items in recycling bins are still incorrect. Common contaminants include bagged garbage, soft plastics and textiles. Contamination makes it hard to sort and recycle items into new products and increases disposal costs.

Cameras in the collection trucks are used to identify incorrect items, and staff also check some bins prior to collection. Feedback is provided to households through bin tags or letters. This helps residents understand what to put in the recycling bin and what to keep out.

By recycling correctly, residents help keep people and workplaces safe, make it easier to sort and recycle items into new products, save valuable materials from landfill, and keep recycling costs down.

Edendale Community Environment Farm

Owned and operated by Council, the Edendale Community Environment Farm is a small working farm on 7 hectares of land adjacent to the Diamond Creek in Eltham.

The farm's emphasis on environmental education and a hands-on experience fosters a deeper appreciation of sustainability and ecological connections within the community.

The farm offers:

- Preschool, school and adult education programs
- Community sustainability workshops
- A local native plant nursery
- Family activities and events (including interactions with farm animals)
- Cafe Eden and spaces for picnics
- Volunteer opportunities.

The farm is celebrated as a unique educational asset for individuals of all ages within the Shire.

The 2024-2025 year has been a period of significant achievement and growth for the farm, demonstrating its role in fostering community engagement, environmental stewardship, and inclusivity. The Nillumbik Environment Climate Action Hub (NECAH) is now a major driver of our service delivery, with most of the farm's achievements delivering on environment and climate action themes.

Visit the Edendale Community Environment Farm website **edendale.vic.gov.au** for more information.

Achievements this year have included:

Access and inclusion

The farm was selected as a finalist in the 'Inclusive Volunteering' category of Volunteering Victoria's 2024 Volunteering Awards. This recognition highlighted the farm's comprehensive approach to creating an accessible and empowering environment for volunteers, particularly those with disabilities, through collaboration with NDIS service providers and inclusive resources.

Development of **Cerge** progressed (a digitally accessible platform) and the farm created a new accessibility page on our website, significantly improving resources for people with disabilities, their families, or support workers to better plan and enjoy their visits.

Volunteering

The farm's volunteer base grew to 126 volunteers as of 30 June 2025, a net increase of 12 for the year. Our volunteers show fantastic dedication, with an average length of service of 3.5 years, and 9 individuals boasting 10 or more years of service. Our longest serving volunteer has given 24.5 years of service.

Distribution of volunteering across ages is becoming increasingly balanced with 9% young people (under 18 years), 30% young adults (18 to 25 years), and 11% for 75 years and over. The average volunteer age is 45 years.

A large proportion of our volunteers live in Nillumbik (87%).

Youth

We were successful in receiving a 2-year grant from the Commonwealth Government to continue to develop and deliver youth engagement programs in partnership with OpenHouse and OzHarvest:

- OpenHouse – we have run 3x10 week programs for 10 young disengaged people (or at risk of disengagement) each term. The schools involved are Eltham High School, Diamond Valley College and St Helena Secondary College
- OzHarvest and OpenHouse – we ran a 6-week Nutrition Education Skills Training (NEST) program for 12 students from local Secondary Schools.

In 2024-2025, the farm also launched the Edendale Youth Environment Team after school on a Tuesday. The program provides an opportunity for young people to work together to explore and implement environmental action and have fun. The program is open to 12 to 16 year olds and can be a pathway to volunteering at the farm.

School programs

Across the year, the farm engaged with 9,667 students across 17 Local Government Areas, with 96% participating in excursions to the farm.

The farm hosted our 13th Climate Action for Kids Conference (previously Kids Teaching Kids), our biggest to date with 140 students attending and presenting their environment and climate initiatives to their peers.

We also ran 92 school holiday activities in 2024-2025, attracting 3,324 children.

Biodiversity

The indigenous nursery at the farm sold 97,220 plants, with a distribution of 38% to retail, 52% to wholesale, and 10% for internal environmental works. The majority of these plants go into the gardens, reserves and bushlands within the Shire.

We commenced a new program called Rewilding Diamond Creek for Wildlife and Community. This is currently a collaboration with The Friends of Edendale, Council and Melbourne Water, and aims to create a more strategic, holistic and community driven approach to caring for the Diamond Creek catchment, its flora and fauna.

We successfully developed and piloted this new program with four local schools, working with students to establish indigenous pollinator gardens with an important educational element.

Circular economy

A monthly Repair Café was successfully launched as a volunteer activity, promoting waste reduction, skill-sharing, and community connection by providing free repairs for household items and fostering conversations around "Rethink, Reduce, Reuse".

The farm collaborated with Council's Strategic Waste team to implement the new Nillumbik resident discount program for home composting products. This program encourages residents to use a compost, worm farm or bokashi at home and to reduce organic waste going to landfill. Nillumbik residents can receive a 50% discount on an eligible composting product purchased from Edendale Farm.

We collected 9,355 single-use cups for recycling. Textile recycling collections stopped in December 2024 due to the collapse of the supply chain. In the 12 months the service was operating from the farm, 22 tonnes of textile recycling was collected. New textile waste initiatives are being investigated as an adjunct to the Edendale Repair Café.

Climate change adaptation

We continued investment in climate change adaptation with the installation of shade sails across the amphitheatre, weather blinds for the Ironbark shelter and Café Eden, and shade structures for animals, enhancing visitor and animal comfort and resilience.

Arts and culture

The farm collaborated with the Arts team to host 4 x Summer Sounds picnics in February 2025, attracting approximately 1,500 people with excellent feedback (4.9 out of 5 from 73 reviews).

From within the nursery's greenhouse at Edendale Community Environment Farm





The indigenous nursery at Edendale Community Environment Farm

Edendale Youth Program expands with new funding

Local teens will continue to benefit from hands-on learning at Edendale Community Environment Farm, thanks to renewed federal support.

The Youth Engagement and Pathway Program, which supports young people aged 14–16, has received a $297,000 Inclusive Communities grant through the Australian Government's Strong and Resilient Communities Program.

Run in partnership with Open House, OzHarvest, and local secondary schools, the program offers students practical experience in areas like animal care, horticulture, and environmental conservation. Participants also learn about healthy eating and cooking, while exploring potential career pathways.

Each term, students engage in activities at the farm, and upon completion, they can continue their involvement through a weekly youth volunteering program.

Council's collaboration with community partners and the Australian Government has ensured the program's continuation, reflecting a shared commitment to youth development.

The program not only equips young people with valuable skills but also fosters a sense of community and belonging. Its success underscores the importance of investing in initiatives that support the social and economic participation of young people.



Council Mayors as part of the Tourism East Visitor Economy Partnership

New tourism partnership for Nillumbik

Council has partnered with Cardinia Shire Council and Yarra Ranges Shire Council to create a new Tourism East Visitor Economy Partnership (VEP).

Our current agreement with Yarra Ranges Tourism transferred to Tourism East on 1 July 2025. The change aligns with the direction of the Victorian Government's Visitor Economy 2021 Recovery and Reform Plan.

The VEP will see positive outcomes for Council, including enhanced partnerships with nearby councils, opportunities to access state and federal funding, and increased tourism support for the wider region. It is estimated that more than 380,000 people visit Nillumbik each year, contributing $107 million to the local economy.

The support and opportunities afforded by the Tourism East will see a strong and growing focus on Nillumbik's visitor economy.

Tourism East will be overseen by a new Board that will include an independent chair, representatives of each Council, industry representatives, skill-based representatives and an advisory committee.

The partnership and its legal structure have been co-designed by representatives from each Council, along with the Victorian Government and the chair of Yarra Ranges Tourism.



A winner in the Winter Shop in our Shire campaign

Winter campaign wraps local business in community warmth

Council invited residents to show their love for local businesses through the Winter 2024 Shop in our Shire campaign, which focused on creating a sense of "warmth" across the Shire.

Promoted through the Visit Nillumbik social media channels, the campaign encouraged people to shop, dine and play locally - then give a warm shout-out to a favourite business for a chance to win a $200 Shop in our Shire gift card.
The response was strong, with 731 entries and over 150 different local businesses recognised.

The campaign not only celebrated the vital role of local traders but also fostered a sense of community pride and support during the colder months.

Council shared the de-identified shout-outs with participating businesses, providing a boost of encouragement.

Trader associations in Eltham, Diamond Creek and Hurstbridge supported the campaign by offering additional concession prizes, strengthening the collaborative effort.

The campaign demonstrated how small gestures of recognition can go a long way in building stronger, more connected local economies.

Service performance indicators and measures
Sustainable and resilient

The following statement provides the results of the prescribed service performance indicators and measures in the Local Government Performance Reporting Framework, including explanation of material variances.

Service/indicator/measure	2021	2022	2023	2024	2025	Material variations and comments
Waste collection						
Service standard *Kerbside collection bins missed* [Number of kerbside garbage and recycling collection bins missed/Number of scheduled kerbside garbage and recycling collection bin lifts] x10,000	7.37	6.46	4.56	4.11	**3.94**	The number of bins reported as missed has slightly reduced compared to previous years. Council continues to work with our service provider to minimise the number of missed bins.
Service cost *Cost of kerbside garbage bin collection service* [Direct cost of the kerbside garbage bin collection service/ Number of kerbside garbage collection bins]	$76.31	$103.21	$96.96	$91.04	**$94.32**	There has been an increase in the cost of the service per bin due to increasing collection and disposal costs and a slight increase in tonnes.
Service cost *Cost of kerbside recyclables collection service* [Direct cost of the kerbside recyclables bin collection service/Number of kerbside recyclables collection bins]	$98.48	$100.35	$102.52	$75.85	**$73.58**	There has been a decrease in the cost of the service per bin due to lower recycling processing costs and lower recycling tonnes.
Waste diversion *Kerbside collection waste diverted from landfill* [Weight of recyclables and green organics collected from kerbside bins/Weight of garbage, recyclables and green organics collected from kerbside bins] x100	72.80%	72.69%	72.24%	70.61%	**68.95%**	Nillumbik residents diverted 15,000 tonnes of recycling and green waste from landfill through the kerbside bin service in 2024-25. The diversion rate is slightly lower than last year, primarily due to a decrease in recycling and green waste tonnes, but consistent landfill tonnes. Recycling tonnes have continued to trend downward since 2020-21, however, another contributing factor is the introduction of Victoria's container deposit scheme in November 2023. Nillumbik waste audits show a third of landfill tonnes on average is food waste needlessly being put in the red bin. Using the green bin or home composting instead for food scraps is the simplest change that would have the greatest impact on minimising waste sent to landfill.



Council's Roads and Drainage officers in action



Council Plan theme:

Responsible and accountable

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

At a glance...

Strategic indicators (15)		Priority actions (5)		Budget ($'000)	
Achieved	6	Completed	4	Expenditure	$24,713
No change (within +/- 2% threshold)	3	On track	1	Revenue	$9,051
Not achieved	6	Minor issues	0	Net cost	$15,662

Strategy themes

- Good governance
- Risk management
- Services and programs

Interesting facts

2,820 total members, including 110 new members this year to Participate Nillumbik, Council's online community engagement platform

27,286 visits to Participate Nillumbik

76 Council media releases issued and 120 website news stories

399,056 website users

1,924,486 web pages viewed across Council's main website, as well as Youth, Living & Learning Nillumbik and Edendale Community Environment Farm 'sub-sites'

4.4%, 12.8% and 15.1% increases in Nillumbik Facebook, Instagram and LinkedIn followers respectively

24,136 rates notice assessments sent
62 more than last year

6,397 (26.5%) rates notice assessments sent digitally
25.3% last year

13,111 animal registrations
1,052 more than last year

10,100 dogs registered
763 more than last year

3,111 cats registered
289 more than last year

More interesting facts are on page 168.

Budget funded services

The following statement provides information in relation to the services funded in the 2024-2025 budget and the persons or sections of the community who are provided the service.

Service	Description	Expenditure Revenue Net cost ($'000)
Animal Management	The Animal Management service works under the required legislative framework to protect the welfare of animals and the community. It also manages animal regulation and the municipal pound.	814 910 **(96)**
Business Performance	This function provides Council with service delivery in the areas of strategy and planning, performance reporting and improvement, occupational health and safety, risk management and insurance, and business transformation projects and initiatives.	2,590 40 **2,550**
Communications	The Communications function assists both the Council and the organisation to communicate its decisions, services, activities and events to Nillumbik residents and the wider community through print and electronic communication channels, and to promote local government sector, local and regional advocacy.	1,180 0 **1,180**
Customer Service	This service provides frontline customer service, cashier and reception services for Council for the benefit of all residents, ratepayers and visitors. The team is also responsible for driving key changes in behaviour and delivering programs of value to the community in achieving customer experience improvements.	1,121 0 **1,121**
Emergency Management	Working in partnership with stakeholders and the community, this service contributes to the development of a disaster-resilient community that is better able to prepare for, respond to and recover from emergency events.	1,979 190 **1,790**
Food Safety and Public Health	This function provides services to the community including food safety and health premises regulation, septic tank regulation, public health protection and amenity and noise regulation.	795 323 **472**
Finance	This function provides internal service delivery in finance, budgeting and procurement services, rates and property valuations.	6,330 7,433 **(1,103)**
Governance	This service manages Council's overall governance matters, including coordination of council meetings; elections; civic functions and legislative requirements; legal services; records management and Mayor and Councillor resources and support services.	3,786 46 **3,740**
Human Resources	This function provides Council with key service delivery in the areas of recruitment and selection, staff learning and development and employee and industrial relations.	1,892 106 **1,786**
Information and Technology	This service provides information technology services and solutions, online services and telecommunications.	4,227 4 **4,223**

Responsible and accountable

Achievements

Good governance

- The Victorian Electoral Commission (VEC) successfully conducted the 2024 Council general election in November, resulting in a valid election outcome.
- Council continued to advocate on key issues in line with Council's Advocacy Plan and priorities, with a major focus on transportation and Government funding for new infrastructure.
- Drafted a new four-year Council Plan (2025-2029) for public exhibition which commenced in June 2025. The plan's development process included for the first time a Community Forum to undertake deliberative community engagement.
- Previously unnamed, Greensborough's Civic Drive Precinct Park is now officially 'Kirrip Park,' an Indigenous Woi-wurrung word for friend, endorsed by Council following community support and cultural approval.

Risk management

- Council's overall financial position remains sound, however active monitoring of operating budgets will continue to be a focus for the financial year ahead.
- Council transitioned its disaster recovery to an external data centre, enhancing ransomware resilience, reducing costs, and successfully tested full system failover, confirming operational readiness and rapid recovery capability.
- In October 2024, the annual Nillumbik Pet Expo was held in Diamond Creek, offering free family fun with pet care advice, demonstrations, entertainment, competitions and rescue groups.
- In preparation for the fire danger period, Council:
  - Completed bushfire prevention works, including roadside mowing, hazardous tree treatment, and access upgrades to tanks and fire tracks; and
  - Inspected more than 9,000 private properties to identify fire hazards, and where necessary issue Fire Prevention Notices.

Services and programs

- Council rated number 1 overall across a range of industry sectors (and out of over 200 organisations) in the Customer Service Benchmarking Australia's (CSBA) telephone mystery shopping program.
- Completed implementation of the Nillumbik Customer First Strategy 2023-2026, highlighted by significant improvements seen in both service performance and customer experience.
- Completed 87% of Council's Capital Works Program, with the remaining projects to be completed in early 2025-2026.
- Community use of the Snap Send Solve App increased by 15% compared with the previous year, with a total of 6,729 requests lodged, up from 5,829 in 2023-2024. Customer satisfaction with Council's response remained steady at 3.8 out of 5, showing that service levels have been maintained despite the rise in demand.

Challenges

Good governance

- High industry costs and limited consultant availability are creating significant risks for the capital works program. These factors continue to adversely impact project budgets, design timeframes and pre-planning activities before works can begin.
- Council opposes the Emergency Services and Volunteer Fund, advocating for fair and transparent funding of emergency services that avoided shifting excessive costs onto local government and ratepayers.
- Continuing to advocate to all levels of government on key community priorities, including for traffic safety improvements to the Greensborough Bypass/Diamond Creek Road roundabout in Greensborough.
- Securing alternative funding sources to support Council's investment into infrastructure assets in order to ensure the long-term needs of the community are met.

Risk management

- A key priority continues to be preparing the community for bushfires and other emergencies, especially during the summer.
- Council is actively reinforcing its cybersecurity defences and educating staff on the potential impact of attacks to address increasing threats.

Services and programs

- The Victorian Government's rate-capping framework limits Council's ability to increase revenue while expenses rise. This creates a persistent gap between community expectations and available funding.
- The absence of local newspapers and a shifting media landscape (including social media focus) requires Council to undertake innovative ways to reach the Nillumbik community and other stakeholders.

More interesting facts

221 animals impounded
2 less than last year

144 animals reclaimed
5 less than last year

823 inspections of 402 registered food/health premises
34 more inspections than last year

54 registered food/health premises closed and 42 new premises registered

96 tobacco education visits and inspections conducted
25 less than last year

19 permits to alter or install a septic system 19 fewer than last year

19 permits to use a septic system issued

30,971 phone calls (down from 32,513 last year)
a decrease of 5% on last year

6,057 front counter visits
down from 6,662 in 2023-2024

27,967 customer requests
up from 26,877 last year, a 4% increase

24.9 seconds is the average speed of answering customer enquiries
same as last year

10 overdue service requests at 30 June 2024
compared to 15 at the same time last year



Council's Open Space maintenance staff

The year ahead

Good governance

- Finalise, adopt and commence implementing key Council documents, including the Council Plan 2025-2029, Financial Plan 2025-2035 and Asset Plan 2025-2035.
- Develop and implement an advocacy framework and annual action plan to guide the Council in securing funding and influencing legislative reform.

Risk management

- Continue to collaborate with emergency services and agencies to implement mitigation strategies outlined in Council's emergency and risk management plans.
- Undertake a strategic risk review to ensure emerging risks are identified, assessed, and appropriately managed.

Services and programs

- Develop a new Communications Strategy to strengthen community understanding of Council's role, enhance transparency, and support meaningful, engagement.
- Finalise an Artificial Intelligence (AI) Policy to increase staff awareness, capability and risk management in use of AI tools, and identify targeted opportunities to improve business performance and customer experience.



Residents can report local issues via the Snap Send Solve App

Responding to community issues via the Snap Send Solve App

In 2024-2025, community use of the Snap Send Solve App to report local issues grew by 15% compared with the previous year, with a total of 6,729 requests lodged, up from 5,829 in 2023-2024.

An increasing number of customers are choosing the convenience of reporting issues directly through the Snap Send Solve App.

The most common requests were for dumped rubbish (764), graffiti (631) and dead animals (604), reflecting the everyday issues residents expect Council to respond to quickly.

Customer satisfaction with Snap Send Solve remained steady at 3.8 out of 5, indicating that service levels have been maintained despite the rise in demand.

Council also triages and transfers a significant number of requests to other authorities, such as VicRoads and Yarra Valley Water, where the issue relates to land or assets under their responsibility.

The continued growth in use, combined with stable satisfaction results, highlights the value of Snap Send Solve as an easy and accessible way for the community to contact Council.

This also demonstrates how digital tools are helping Council to respond more efficiently while keeping service standards strong.



Council collaborates with our emergency partners to prepare for climate-related events

Building climate resilience through collaboration

In July and August 2024, Council hosted two Climate Resilient Nillumbik workshops to strengthen collaboration between emergency services, community service providers and Council teams in preparing for climate-related events.

The first workshop was held at Edendale Community Environment Farm and brought together staff from eight Council teams and representatives from nine local organisations, including SHIFT, Open Minds Nillumbik and Diamond Valley Community Services. Together, they explored the local impacts of climate change, with a focus on how a severe heatwave could affect communities, services and infrastructure across Nillumbik.

The second workshop, held at the Hurstbridge Hub in August, built on these discussions - focusing on strategies to address the challenges identified and support more coordinated planning and response across sectors.

Council led the delivery of the workshops, working closely with key partners to create a shared space for knowledge exchange and forward planning.

The outcome was a stronger network of local organisations equipped with a shared understanding of climate resilience, and a commitment to working together in the face of future challenges.

The initiative forms part of Council's broader work under the Disaster Resilient Nillumbik program, supporting more prepared, safer and connected communities.



Roadside clearing forms part of Council's bushfire mitigation works program

Bushfire mitigation program works

Council manages only a small percentage of land in Nillumbik, and works in partnership with other public landholders and private property owners to prepare for each fire season.

Council has a program of bushfire prevention and preparation works throughout the year to:

- reduce fuel loads in our parks and reserves and on our roadsides
- help keep roads and fire tracks clear and accessible
- maintain and provide access to water tanks for emergency services
- prevent vegetation coming in contact with electric lines.

The purpose of the works is to mitigate (reduce) the threat to life, property and the environment, including native wildlife and endangered species.

Council's Bushfire Mitigation (Fire Prevention) Works Program is reviewed and developed each year in consultation with the Municipal Fire Management Planning Committee and includes planned work on roadsides and in Council reserves.

In 2024-2025, the program included:

- fuel reduction, brush cutting and mowing across Council parks, bushland reserves and open spaces
- roadside mowing
- box clearance (removing vegetation from the required clear zone of the road)
- assessment of tree hazards along roadsides and resulting pruning and removal
- ongoing maintenance to roadside trees affected by the 2009 bushfires
- planned traditional burns
- fire track maintenance
- water tank maintenance
- clearing vegetation from around electric lines.

All of the program works were completed in 2024-2025, with the exception of two reserve sites. Council applied for grant funding through the Country Fire Authority (CFA) to complete fire mitigation works in three roadside reserves, but only received funding for one site. A summary of the program works undertaken in 2024-2025 is outlined on the next page.

For further information on how Council prepares for bushfires and other emergencies, visit: **nillumbik.vic.gov.au/emergencies**.

2024–2025 Bushfire mitigation works program: summary

Fire area

This work involves Verge Arm Mowing, growth management and dead heading to reduce fuel load

	No.of sites	Sites completed	% completed
Sites	25	25	100%
Length (km)	51	51	100%

Summary: All fire area works were completed in 2024-2025.

Water tank maintenance

Works include vegetation clearance and brush cutting to ensure easy access to water supplies

	No.of sites	Sites completed	% completed
Sites	56	56	100%

Summary: All works at water tank sites were completed in 2024-2025..

Trees

This work aims to reduce hazards and risk of failure (trees and/or limbs falling causing harm/damage)

	No.of sites	Sites completed	% completed
Hazard Assessment	147	147	100%
	Target (kms)	**Actual (kms)**	**% completed**
Road length	147	147	100%

Summary: All hazard tree works were completed in 2024-2025.

Mowing and works

This work aims to provide adequate clearance and sightlines, reduce fuel load and ensure access/egress

	No.of sites	Sites completed	% completed
Reserves	38	36	98%
Roadside	56	56	100%
Slashing	107	107	100%
Total	201	199	99%

Summary: Council applied for grant funding through the Country Fire Authority to complete fire mitigation works in three roadside reserves. Council only received funding for one site, therefore two of the reserve sites are listed as incomplete.

Planned burns

Planned burns aim to reduce fuel load, manage vegetation and meet ecological objectives

	No.of sites	Sites completed	% completed
Sites	0	0	0%
Length (ha)	0	0	0%

Summary: No planned burns were conducted in 2024-2025.

Fire access

Works include grading, Tree management, Box Clearance and road surfacing to ensure access and egress

	No.of sites	Sites completed	% completed
Box Clearance	15	15	100%
Road surfacing	15	15	100%
Slashing/ weeds	15	15	100%
Total	15	15	100%

Summary: All works on fire access tracks were completed in 2024-2025.

Customer service

Customer First Strategy 2023-2026

Implementation of the Customer First Strategy 2023-2026 was completed in June 2025. Key delivery and focus areas to finalise the implementation of the strategy this year is outlined below.

Online

- Development and improvement of online information in a number of key areas, including our recycling centre and our roads and footpath maintenance
- Promoting use of self-service platforms to capture customer service requests, adapting a number of processes that were formerly manual into self-serve options, including:
  - A more streamlined process for bin requests
  - Lodgement of food trader payments online
  - A number of others currently in the pipeline and will be an ongoing business as usual proposition
  - Improving our internal customer-facing processes in line with customer feedback and making adjustments to processes to enhance ease of use and value for customers.

Data

- Continuing development and implementation of customising and socialising our valuable customer data and insights across the organisation.

Training

- A dedicated focus on staff training saw over 180 staff completing Managing Difficult Customers and Complaint Management training, strengthening staff capabilities in persuasion, influence and emotional intelligence, and making them more proficient at managing challenging conversations.

Complaints

- Embedding and maturing our customer complaints framework and using complaints as a driver for continuous improvement, as well as undertaking a deeper dive into reviewing complaint origins, has resulted in all teams now being part of our complaints handling program. This included an updated and sector leading reporting tool, introduced which will support organisational identification and improvement of process and policy.

Technology

- Introduction of our new telephony system which is safer, faster and more resilient than the previous system, as well as providing significant protection and uplift for any business continuity if required.

Measured improvements

Through delivery of the strategy actions to date, we have seen:

- Council rated number 1 overall across a range of industry sectors in the Customer Service Benchmarking Australia's (CSBA) telephone mystery shopping program
- Improvement in overall customer satisfaction – Council's performance has improved from 6.33 out of 10 in 2022 to 7.6 out of 10 in 2025
- Improvement in first point of contact resolution – from 73.5% in 2022 to 80% in 2024
- Increased effectiveness and customer usage in online channels. Since 2020:
  - Website usage is up 18.1%
  - Website views are up 37.9%.
- Improved staff engagement experienced in providing a great customer experience, resulting in:
  - 100% staff attendance to our supported training programs in managing challenging customers
  - A 98% reduction in overdue requests
  - A 16% reduction in response times against service thresholds
  - A 5.6% reduction in total phone calls
  - A 5.6% reduction in complaints.

Other key aspects of the Responsible and Accountable theme outlined in this report include:

- Our communications and engagement – pages 80-99
- Our people – pages 103-117
- Democratic governance – pages 184-191
- Corporate governance – pages 192-197
- Statutory information – pages 198-209



Customer Service
at the Civic Centre

Service performance indicators and measures
Responsible and accountable

The following statement provides the results of the prescribed service performance indicators and measures in the Local Government Performance Reporting Framework, including explanation of material variations.

Service/indicator/ measure	2021	2022	2023	2024	2025	Material variations and comments
Animal management						
Timeliness *Time taken to action animal management requests* (Number of days between receipt and first response action for all animal management requests/ Number of animal management requests)	1	1	1	1	**1**	Time taken to action animal management requests (including stray animal pick-ups, dog attacks and dog rush) remains steady compared to previous years.
Service standard *Animals reclaimed* (Number of animals reclaimed/Number of animals collected) x100	82.40%	78.70%	81.25%	66.82%	**68.72%**	211 animals were impounded in 2024-2025. Of those, 145 animals were reclaimed by their owners, with 55 animals rehomed. This is a slight increase of 1.9 per cent from the previous year.
Service cost *Cost of animal management service per population* [Direct cost of the animal management service / Municipal population)	$11.33	$17.30	$14.25	$13.71	**$12.77**	The cost of service has continued to decrease in recent years.
Health and safety *Animal management prosecutions* (Number of successful animal management prosecutions)	100.00%	100.00%	100.00%	0.00%	**0.00%**	There were no prosecution matters listed in 2024-2025. All matters were resolved outside of the court process through mediation between both parties without Council involvement.

Service/indicator/ measure	2021	2022	2023	2024	2025	Material variations and comments
Food safety						
Timeliness *Time taken to action food complaints* (Number of days between receipt and first response action for all food complaints/Number of food complaints)	1.47	1.68	1.93	1.78	**1.00**	This measure improved in 2024-2025 by 0.7 days, with an average 1 day to action food complaints.
Service standard *Food safety assessments* (Number of registered Class 1 food premises and Class 2 food premises that receive an annual food safety assessment in accordance with the *Food Act 1984*/Number of registered Class 1 food premises and Class 2 food premises that require an annual food safety assessment in accordance with the *Food Act 1984*) x100	98.41%	98.83%	100%	100%	**100%**	The service maintained a 100% assessment rate for the third consecutive year, ensuring all high-risk premises received their required annual inspections.
Service cost *Cost of food safety service* (Direct cost of the food safety service/Number of food premises registered or notified in accordance with the *Food Act 1984*)	$484.22	$461.55	$208.94	$224.78	**$494.33**	The cost of service delivery increased due to removing the class 4 temporary businesses calculated in previous years. Additional compliance activities and operational costs also contributed to this increase.
Health and safety *Critical and major non-compliance outcome notifications* (Number of critical non-compliance outcome notifications and major non-compliance notifications about a food premises followed up/Number of critical non-compliance outcome notifications and major non-compliance notifications about a food premises) x100	90.63%	94.44%	100%	100%	**100%**	All critical and major non-compliance notifications were followed up in 2024–2025, continuing a strong trend of 100% follow-up over the past three years and reflecting a consistent focus on public health risks.

Service/*indicator*/ measure	2021	2022	2023	2024	2025	Material variations and comments
Governance						
Transparency *Council decisions made at meetings closed to the public* (Number of Council resolutions made at ordinary or special meetings of Council, or at meetings of a special committee consisting only of Councillors, closed to the public / Number of Council resolutions made at ordinary or special meetings of Council or at meetings of a special committee consisting only of Councillors) x100	6.69%	2.33%	1.98%	2.84%	**0.58%**	Confidential reports have been minimised in the interest of transparency, however, confidential reports and/or attachments are still required from time to time.
Consultation and engagement *Satisfaction with community consultation and engagement* [Community satisfaction rating out of 100 with how Council has performed on community consultation and engagement]	61.40	62.10	69.30	69.30	**68.00**	Satisfaction with Council's community consultation and engagement decreased by 1.9% in 2024-2025.
Attendance *Councillor attendance at Council meetings* [The sum of the number of Councillors who attended each ordinary and special Council meeting / (Number of ordinary and special Council meetings) × (Number of Councillors elected at the last Council general election)] x100	96.10%	95.24%	89.29%	100.00%	**96.70%**	2 apologies were recorded for Council meetings in 2024-2025.

Service/*indicator*/ measure	2020	2021	2022	2023	2024	Material variations and comments
Governance						
Service cost *Cost of governance* (Direct cost of the governance service / Number of Councillors elected at the last Council general election)	$40,330.86	$53,468.00	$51,175.19	$60,788.49	**$44,449.33**	The cost of governance includes training, conference and seminar costs, travel, mayoral vehicle, mobile, internet, Councillor allowances and other miscellaneous expenditure.
Satisfaction *Satisfaction with Council decisions* [Community satisfaction rating out of 100 with how Council has performed in making decisions in the interest of the community]	63.00	62.60	67.70	69.00	**66.00**	Satisfaction with Council making decisions in the best interests of the community decreased by 4.5% in 2024-2025.

A Council Meeting at the Civic Centre, Greensborough





A Council Meeting at the Civic Centre, Greensborough



Our governance

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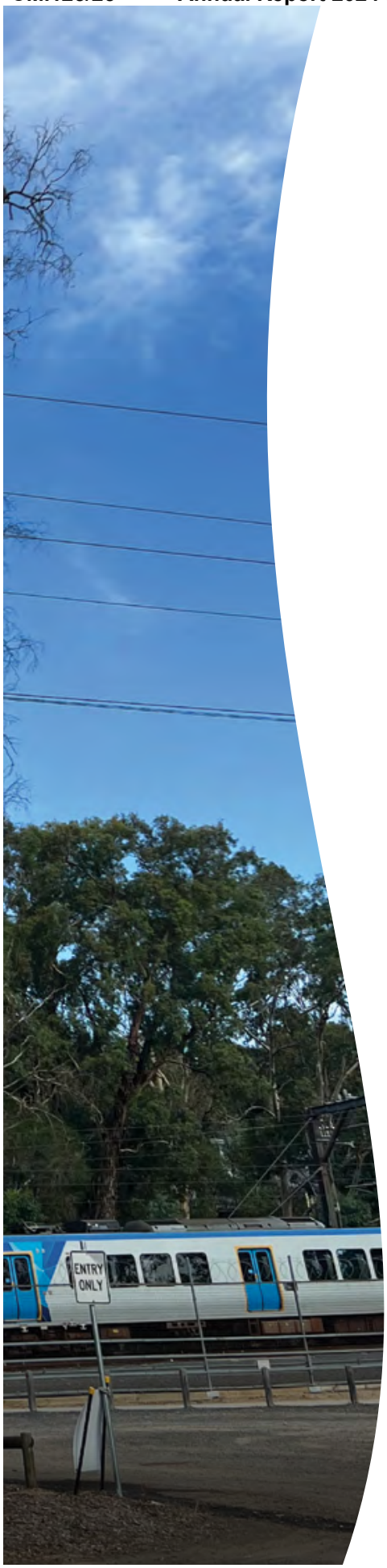
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The Bushranger Tree
(Burke's Tree) in Hurstbridge



The Local Government Acts – 2020 and 1989

The *Local Government Act 2020* and the earlier *Local Government Act 1989* (which has some ongoing operating clauses) are the key pieces of legislation that governs how councils operate and require that councils ensure transparency and accountability in council decision-making.

This section of the report is divided into two sections:

- Democratic governance
- Corporate governance.

Democratic governance is how elected governments govern, make decisions, distribute and exercise authority for and on behalf of their constituents and the community as a whole. Council works to develop an inclusive community, encouraging participation in the decision-making through community consultation, public forums and making submissions to delegated committees of Council.

Corporate governance is a set of mechanisms, processes and relations by which a corporate body is controlled and directed. The structures and frameworks in place at Council contribute to good governance, including in the areas of risk management, integrity and business continuity.

This ensures Council achieves high levels of compliance with all relevant laws, codes and directions, while meeting community expectations and having regard to elements of probity, accountability, transparency and the public interest.

Democratic governance

Decision-making

Councils have a significant function in the law-making process as they make decisions on many matters of importance to their local communities. They are empowered by the Act and Council's Governance Rules to make decisions in formally constituted council and delegated committee meetings, or under delegations approved by the Council.

Council meetings are all led by elected councillors who set the vision and direction of Council. Section 60 of the *Local Government Act 2020* (the Act) outlines the obligations of councils to adopt Governance Rules governing the conduct of council meetings and delegated committees.

At Council, decisions are made in one of two ways:

- by resolution at Council meetings and delegated committees of Council; or
- by Council officers under delegated authority.

Council is empowered under a number of pieces of legislation to undertake a range of duties and functions.

To enable Council to actually undertake these duties and functions, it is necessary for Council to delegate many of its relevant powers to the CEO.

The power to delegate is conferred on Council by section 11 of the Act which enables Council, by instrument of delegation, to delegate to a member of Council staff any power, duty or function of Council under the Act or any other Act, other than certain specific powers.

Conflict of interest

Sections 130 and 131 of the Act place strict obligations on councillors to disclose any conflict of interest they may have in a matter which is to be, or is likely to be, considered or discussed at council and delegated committee meetings.

Council has a comprehensive procedure in place to accommodate the disclosure of a conflict of interest. Councillors are required to disclose any general or material conflict of interest on any item to be discussed at a Council or delegated committee meeting and must leave the Council Chamber before the discussion of, and voting on, an item.

The requirement to disclose conflicts of interest extends to Informal Meetings of Councillors and are reported to Council as part of the written record of the Informal Meeting.

Declaration of a conflict of interest is a standard agenda item for all Council and Committee meetings. Council officers with delegated powers must also disclose any conflict of interest they may have in a matter where they are executing their delegated authority.

Councillors meet their legislative requirements by disclosing their conflict of interest. Conflict of interest disclosures are transparent with the disclosure being noted in the meeting minutes and a conflicts of interest register maintained and available for public inspection. During 2024-2025, there were 4 conflicts of interest declared at Council and Committee meetings.

Council policies, strategies and plans adopted in 2024-2025

Policy, Strategy or Plan	Date Adopted
Nillumbik Biodiversity Strategy 2024-2034	30 July 2024
Leasing and Licensing Policy	30 July 2024
Procurement Policy 2021-2025 (Update) – Version 1 July 2024	30 July 2024
Reconciliation Action Plan	27 August 2024
Nillumbik Urban Tree Canopy Strategy 2024-2040	27 August 2024
Nillumbik Integrated Transport Strategy 2024 and the associated Action Plan	27 August 2024
Councillor Internal Resolution Procedure	17 June 2025
Councillor Use of Social Media Policy	17 June 2025
Councillor Confidentiality Policy	17 June 2025
Revenue and Rating Plan 2025-2029	17 June 2025

Informal Meeting of Councillors Record

In addition to formal meetings of Council, a number of Informal Meeting of Councillors meetings were held during the year. An Informal Meeting of Councillors is defined in Item 20 of Council's Governance Rule – Meeting Procedure.

Information reported as part of the written record includes a summary of matters discussed and any conflicts of interest disclosed at a planned or scheduled meeting for the purpose of discussing Council business or briefing Councillors, with at least one member of Council staff attending and is not a Council Meeting, delegated committee meeting or community asset meeting. Such a meeting considers matters that are intended or likely to be the subject of a Council decision or subject to the exercise of a delegated function, duty or power must be completed.

During 2024-2025, 65 Informal Meetings of Councillors were reported to Council.

Meetings of Council

Council and delegated committee meetings are generally held on a Tuesday evening in the Council Chamber at the Civic Centre in Civic Drive, Greensborough and are advertised via social media and on Council's website.

Council and Committee Meetings are conducted in accordance with the provisions of the Governance Rule – Meeting Procedures which was adopted on 25 July 2023 and can be held in person, hybrid format or fully virtual in accordance with the Governance Rule – Meeting Procedures. This change, allowing for hybrid and virtual meetings, recognises the importance of the decision-making process while offering flexible and accessible participation in meetings for Councillors and the community.

Council Meetings are held monthly. In addition to the Council Meetings, three Extraordinary Meetings were held in 2024-2025:

- 10 September 2024 – Meeting considered the presentation of the Annual Report 2023-2024, 30 June 2024 Annual Financial Report and Performance Statements, Audit & Risk Committee August Meeting Minutes and Quarterly Risk & Safety Report
- 25 November 2024 – Meeting considered Mayoral term, election of the Mayor, election of the Deputy Mayor, appointment of chairpersons to the Planning and Consultation Committee and the meeting schedule for the 2024-2025 Council year
- 10 June 2025 – Meeting considered a proposal to submit an application for Community Energy Upgrades Fund Round 2 for the Eltham Leisure Centre Electrification.

Nillumbik has one delegated committee established in accordance with section 63 of the Act. Council established the Planning and Consultation Committee (PCC) as a delegated committee effective from 11 March 2021. All seven Councillors sit on this Committee. Responsibilities of the delegate committee include all matters in relation to planning and community consultation.

In addition to monthly Planning and Consultation Committee meetings, one Extraordinary PCC meeting was held in accordance with the Committee's Terms of Reference. This meeting was called on 17 November 2024 to consider a planning application matter in Plenty.

Council continues to livestream Council and Committee meetings. The livestream has meant that the community can tune in and watch the meeting at any time, providing greater access to Council debate and the decision-making process.

Recorded meetings can be accessed via our website at **nillumbik.vic.gov.au/watch-council-meeting**.

Council is committed to open and transparent decision making and conducts its business through open meetings. Meetings are only closed when reports being considered are deemed to be confidential in line with section 66(2) of the Act.

During 2024-2025, one Council report was considered to be a confidential matter.

Reports on the meeting agenda for consideration are prepared independently by Council staff and include recommended actions. The agenda is available on Council's website on the Thursday prior to each meeting. Agenda papers are also available at each meeting for interested members of the public. Council records resolutions carried at each Council and Committee meeting and publishes them as part of the minutes of each meeting.

Minutes are confirmed at the following Council or Committee meeting. During 2024-2025, Council passed 172 resolutions at Council and Committee meetings.

Minutes are available on Council's website for the current year and the preceding 12 months as required by the Act: **nillumbik.vic.gov.au/councilmeetings**.

In addition to considering reports at Council meetings, the community is invited to submit questions and make submissions. In 2024-2025, 24 questions were submitted during Council Meetings and 63 submissions were heard at Council's Planning and Consultation Committee.

Council and Committee Meetings 2024-2025

Meeting	Purpose	Number of meetings	Resolutions	Public questions/ submissions heard
Council Meeting	Considers the general business of Council and provides community members with the opportunity to ask questions of Council	8	137	24
Extraordinary Council Meeting	Convened for a specific purpose and only the matters listed on the agenda may be dealt with	3	10	0
Planning and Consultation Committee	Considers all matters within the two portfolio areas, submissions made under section 223 of the 1989 Act or any other Act, or where the public have made an application to speak to an item	6	23	59
Extraordinary Planning and Consultation Committee	Convened in accordance with the Committee's Terms of Reference	1	2	3

Attendance

The record of Councillor attendance at Council, Delegated Committee and Extraordinary Council and Delegated meetings held during 2024-2025 is shown in the tables below.

Councillor	Council (2)	Extraordinary Council (1)	Planning and Consultation Committee (2)	Extraordinary Planning and Consultation Committee (0)
Cr Natalie Duffy	2/2	1/1	2/2	
Cr Karen Egan	2/2	1/1	2/2	
Cr Francis Eyre	1/2	1/1	2/2	
Cr Geoff Paine	2/2	1/1	1/2	
Cr Peter Perkins	2/2	1/1	2/2	
Cr Ben Ramcharan	2/2	1/1	2/2	
Cr Richard Stockman	1/2	1/1	2/2	

Councillor	Council (6)	Extraordinary Council (2)	Planning and Consultation Committee (4)	Extraordinary Planning and Consultation Committee (1)
Cr Grant Brooker	6/6	2/2	4/4	1/1
Cr Kim Cope	6/6	2/2	3/4	1/1
Cr John Dumaresq	6/6	2/2	4/4	1/1
Cr Naomi Joiner	6/6	2/2	3/4	1/1
Cr Kelly Joy	6/6	2/2	4/4	1/1
Cr Kate McKay	6/6	2/2	4/4	1/1
Cr Peter Perkins	6/6	2/2	3/4	1/1

Cr Stockman resigned from Council as of 11 September 2024. Absences from that date until the end of the first quarter of 2024-2025 have been included (although he had resigned).

Note: Councillors attendance in the first table relates to the first quarter of the year, prior to the Council general election.

Allowances and expenses

Allowances paid to the Mayor and Councillors are established under section 39 of the Act which includes a superannuation guarantee contribution.

The Victorian Government sets the upper and lower limits for allowances. There are three categories of councils (small, medium and large) and the categories are based on population and revenue.

Nillumbik is included in Category 2 (medium-sized councils). Each council has discretion to determine its position within the relevant limits for its category. Once determined by the council following each annual election, the level of allowances within the band is fixed for the balance of that council's four-year term.

The Mayoral and Councillor allowances were set in June 2021 for the four-year term of the newly elected Council. This was superseded by Determination No. 01/2022. Under this Determination, a base allowance is determined for the Mayor, Deputy Mayor and Councillors starting on 18 December 2021 until 17 December 2025 with annual indexation.

Under this Determination, the base allowance was set at $109,114 (Mayor), $54,558 (Deputy Mayor) and $34,028 (Councillors) for the period 1 July 2024 until 17 December 2024. From 18 December 2024 to 30 June 2025, this increased to $111,987 (Mayor) and $55,994 (Deputy Mayor), while the Councillor allowance remained unchanged at $34,028.

Council reimburses reasonable costs associated with the formal duty of representing Council for the Mayor and Councillors and their respective partners in accordance with Council's Councillor Expense Policy adopted 25 August 2020 and section 40 of the Act.

The 2024-2025 expenses for each Councillor (across both terms of Council) are outlined below.

Councillor	Travel and car mileage	Mobile phone	Internet	Conferences, training and seminars	Other expenses	Total
Cr Ramcharan*	$508	$1,035	$121	$146	$52	**$1,862**
Cr Egan	$1,056	$338	$60	$214	$104	**$1,772**
Cr Duffy	$1,250	$635	$0	$153	$132	**$2,171**
Cr Eyre	$1,633	$0	$1,004	$146	$160	**$2,943**
Cr Paine	$0	$0	$60	$146	$80	**$286**
Cr Stockman	$0	$0	$109	$109	$127	**$345**
Cr Dumaresq*	$0	$6,755	$499	$204	$223	**$7,681**
Cr Joiner	$45	$5,437	$216	$204	$223	**$6,125**
Cr Brooker	$482	$1,600	$791	$204	$223	**$3,300**
Cr Cope	$0	$0	$55	$204	$223	**$482**
Cr Joy	$312	$2,328	$659	$204	$223	**$3,726**
Cr McKay	$0	$2,518	$0	$204	$223	**$2,945**
Cr Perkins	$0	$6,151	$0	$361	$357	**$6,869**
Total	**$5,286**	**$26,797**	**$3,574**	**$2,504**	**$2,346**	**$40,506**

* The Mayor is entitled to higher expenditure on conferences, training and seminars in recognition of the additional responsibilities of Mayor.

**The above table does not include mandatory induction training ($14,553) required to be undertaken by all Councillors.

Advisory committees and external groups

Councillors also represent Council on a number of advisory committees and external groups.

Advisory Committee	Purpose	Meeting Frequency	Councillor(s) appointed – previously elected Council (up until the October 2024 general election)	Councillor(s) appointed – currently elected Council (since the October 2024 general election)
Arts and Cultural Advisory Committee	Provides a formal mechanism for Council to consult with key stakeholders and seek specialist advice and community participation in the development, implementation and evaluation of arts and culture in the Shire.	Quarterly	Cr Geoff Paine	Cr Kim Cope
Audit and Risk Committee	Assists Council in the effective conduct of its responsibilities for financial reporting, risk management, internal controls and facilitating good and ethical governance.	Quarterly	Cr Ben Ramcharan	Cr John Dumaresq Cr Naomi Joiner
Chief Executive Officer Employment Matters Committee	Advises Council on all contractual matters relating to the CEO's employment.	Bi-annually	All Councillors	All Councillors
Economic Development Advisory Committee	Provides a formal mechanism for Council to consult with key stakeholders, seek specialist advice and enable community participation in all matters relating to economic development and tourism in Nillumbik.	Quarterly	Cr Natalie Duffy (Chair)	Cr Grant Brooker (Chair) Cr Naomi Joiner
Environment and Sustainability Advisory Committee	Provides an opportunity for Council to work with representatives of the community in developing and implementing environment and sustainability policies, strategies and plans. Members can influence Council's direction on environment and sustainability matters by recommending action for Council consideration.	Bi-monthly	Cr Natalie Duffy (Chair)	Cr Grant Brooker (Chair)
Health and Wellbeing Plan Advisory Committee	Provides knowledge, information and advice, whilst overseeing, planning and implementation, to promote positive health and wellbeing outcomes for the Shire and to enable Council to be a collaborative governing body for the Nillumbik Health and Wellbeing Plan 2021-2025.	Quarterly for the development of the Health and Wellbeing Plan 2025-2029, otherwise bi-annually	Cr Richard Stockman (Chair) Cr Frances Eyre	Cr Kelly Joy (Chair) Cr Grant Brooker
Inclusion and Access Advisory Committee	Provides a formal mechanism for Council to consult with key stakeholders, seek specialist advice and enable community participation in the implementation of the Disability Action Plan, as well as current and future planning to promote inclusion, including people with disability.	Bi-monthly	Cr Peter Perkins (Chair)	Cr Peter Perkins (Chair)

Advisory Committee	Purpose	Meeting Frequency	Councillor(s) appointed – previously elected Council (up until the October 2024 general election)	Councillor(s) appointed – currently elected Council (since the October 2024 general election)
Living & Learning Nillumbik Advisory Committee	Provides a mechanism by which community representatives can discuss and advise on Living & Learning Nillumbik program offerings, opportunities and challenges.	Monthly	Cr Geoff Paine	Cr Grant Brooker
Panton Hill Bushland Reserves System (PHBRS) User Group Advisory Committee	Facilitates community engagement, including volunteer activities, to protect the values of the PHBRS and help manage user impacts.	NA	Cr Karen Egan (Chair)	The PHBRS User Group Advisory Committee was sunset by Council Resolution on 29 April 2025
Positive Ageing Advisory Committee	Provides a mechanism in which community representatives can discuss, advise on and action ideas around opportunities and challenges related to positive ageing in the Shire.	Bi-monthly	Cr Frances Eyre (Chair)	Cr Peter Perkins (Chair)
Recreation Trails Advisory Committee	Provides a formal mechanism for Council to consult with key stakeholders, seek specialist advice and enable community participation in the development and review of new and existing recreation trails within the Shire.	Three times a year	Cr Richard Stockman (Chair) Cr Karen Egan	Cr Kelly Joy (Chair) Cr Kim Cope
Nillumbik Youth Council	Provides a formal platform for young people to have their say on issues, needs and aspirations important to them and relevant to Nillumbik.	Monthly	Cr Ben Ramcharan Youth Council Mayor chairs the meetings	Cr Kate McKay Youth Council Mayor chairs the meetings

External groups

External organisation	Councillor(s) appointed – previously elected Council (up until the October 2024 general election)	Councillor(s) appointed – currently elected Council (since the October 2024 general election)
Diamond Creek Traders' Association	Cr Peter Perkins	Cr Kelly Joy Cr Peter Perkins
Eltham Chamber of Commerce and Industry	Cr Frances Eyre	Cr John Dumaresq Cr Kelly Joy
Hurstbridge Traders' Association	Cr Karen Egan	Cr Naomi Joiner
Outer Melbourne Councils (formerly Interface Councils Group)	Cr Ben Ramcharan (Mayor of the day) Cr Karen Egan (Deputy Mayor) (Proxy)	Cr John Dumaresq (Mayor of the day)
Metropolitan Transport Forum Inc.	Cr Richard Stockman	Cr Naomi Joiner Cr Kate McKay (Proxy)
Municipal Association of Victoria	Cr Peter Perkins Cr Karen Egan (Proxy)	Cr Naomi Joiner
Nillumbik Reconciliation Group	Cr Natalie Duffy	Cr Kate McKay
Nillumbik Tourism and Business	No Councillors appointed	Cr Kim Cope
Northern Alliance for Greenhouse Action	Cr Geoff Paine	Cr Kate McKay
Northern Council Alliance	Cr Ben Ramcharan (Mayor of the day) Cr Karen Egan Deputy Mayor) (Proxy)	Cr John Dumaresq (Mayor of the day)
Victorian Local Governance Association	Cr Natalie Duffy Cr Frances Eyre (Proxy)	Cr John Dumaresq
Yarra Plenty Regional Library Board	Cr Peter Perkins Cr Karen Egan Director Communities (Proxy)	Cr Grant Brooker (Chair) Cr Peter Perkins Director Communities (Proxy)



Councillors at a Council Meeting



Corporate governance

Having strong governance and management frameworks leads to better decision making by Council.

The *Local Government Act 2020* requires Council to undertake an assessment against the prescribed governance and management checklist and include this in its report of operations. Council's Governance and Management Checklist results for 2024-2025 are set out on pages 196-197 of this annual report.

The following items have been highlighted as important components of the management framework.

Audit and Risk Committee

The Audit and Risk Committee's function is to assist Council in the effective conduct of its responsibilities for financial reporting, management of risk, maintaining a reliable system of internal controls and facilitating good and ethical governance.

The Committee consists of three independent members - John Watson (Chair), Greg Rimmer-Hollyman and Jonathan Kyvelidis. The two Councillor members are the Mayor and Deputy Mayor of the day. Independent members are appointed for up to three by three-year terms. The Chair is elected from among the independent members.

The Audit and Risk Committee meets four times a year. The Internal Auditor, CEO and Chief Operating Officer (COO) attend all Audit and Risk Committee meetings. Other management representatives attend as required to present reports. The external auditors attend in May and August each year to present the audit plan and independent audit report.

In 2024-2025, there were two in person meetings – one meeting held at Council's Civic Centre and one at Edendale Community Environment Farm. There were two virtual meetings held. The minutes of each Audit and Risk Committee meeting are reported to the next Council Meeting.

Beyond the routine matters presented, other reports and documents considered by the Committee this year included:

- Annual Procurement Report
- Fleet Policy
- Councillor and Staff Gift Registers
- Outcome from the Commission for Gender Equity in the Public Sector Progress Report and Progress Audit
- Internal Audit Report
- Cybersecurity Dashboard and the Essential 8 update
- Stock-take of internet facing technology assets
- Internal Audit Plan and Business Function Risk Assurance Map
- Debt Management and Hardship Policy.

Internal audit

Council has an annual internal audit program undertaken by our internal auditors. This program provides independent, objective assurance designed to add value and improve the organisation's operations by bringing a systematic, disciplined approach to evaluating and improving the effectiveness of risk management, control and governance processes.

Informed by a three-year, risk based Internal Audit Plan which is revised annually to ensure resources remain focussed on appropriate areas, the following services were audited in 2024-2025:

Service	Audit	Scope
Risk & Safety	Business Continuity (BC) and IT Disaster Recovery Plan	Risk and business impact assessment; BC Plan development and documentation; disruption and disaster recovery; training and testing
Risk & Safety	OHS Framework	Framework and governance; training and awareness (support); hazard identification and management; incident management
Operations	Tree Management	Governance framework; operational systems and processes; performance monitoring and compliance

On receipt of the audit reports and findings, Council's management implements actions to address the findings.

This year, 7 actions were brought forward from the previous year, relating to the Procurement and Operations Centre audits that were undertaken in the prior year. A total of 35 new actions were recommended by the internal auditors in 2024-2025. As at 30 June 2025, a total of 15 actions remained in progress.

External audit

Council is externally audited by the Victorian Auditor-General's Office (VAGO). In 2024-2025, the annual external audit of Council's Financial Statements and Performance Statements was conducted by the Victorian Auditor-General's representative.

Council officers presented the audited documents to the Audit and Risk Committee prior to 'in principle' adoption by Council and sign-off by VAGO.

The external auditors attend the June and August Audit and Risk Committee meetings to present the annual audit plan and independent audit report. The external audit management letter and responses are also provided to the Audit and Risk Committee.

Risk management

Council is committed to integrating risk management into all its operations, plans and strategies. We aim to establish a culture where effective risk management is embedded in all business processes and followed by all staff, contractors, and volunteers.

Our commitment is outlined in Council's Risk Management Policy 2022 and Risk Management Framework 2022, which align with the Australian Standard AS/NZS ISO 31000:2018 – Risk management – Guidelines. These documents address the unique risk profile of local government, from minor to extreme risks.

Without proper management, these risks could hinder our ability to achieve strategic objectives and daily operations. By promoting a standard approach to identifying, assessing, and treating risks, we are building a risk-aware culture that empowers all staff to raise concerns and drive success.

Business continuity

Council's updated Business Continuity Policy and Framework were endorsed in July 2025.

Aligned with the international standard ISO22301:2019, these documents describe our commitment to business continuity, and now incorporate corporate changes and lessons learned from the COVID-19 pandemic, including the increased use of working-from-home arrangements.

Following the internal audit report presented in the first quarter of this year, further work is currently being undertaken on Business Impact Assessments, specific Business Continuity Plans and IT Recovery Plans.

Strategic risk register

Strategic risks are internal and external events that impact an organisation in achieving their objectives and strategic goals. Council's strategic risk register was reviewed by the parent company of Council's insurance brokers in 2021. Council's updated strategic risk register includes the following:

1. Changing environmental conditions and climate change impacting Council's infrastructure, operations & services
2. Changes in Federal and State government policy impacting Council's strategic objectives
3. Strategic focus, infrastructure, service delivery and projects not aligned with community expectations
4. A disruption event impacting Council's service delivery
5. Failure to meet Council's emergency management obligations
6. IT disruption and cyber security attacks including data breach, fraud or theft, data loss and data privacy
7. Failure to maintain a sustainable long term financial position
8. Major failure of Council infrastructure
9. Council not delivering on major projects, eroding reputation and influencing potential future funding opportunities
10. Failure of good governance

The Strategic Risk Register includes residual risk ratings, risk appetite, tolerance, a risk acceptance statement and the identification of detective, corrective and preventative controls to help mitigate these risks.

Following the anticipated adoption of the Council Plan 2025-2029 in September 2025, Council will commence a review of its strategic risks.

Claims against Council

'Under excess' claims for compensation are managed by Council's contracted claims manager.

Claims decreased from 42 in 2023-2024 to 30 in 2024-2025. These claims most commonly related to tree falls, tree root damage, trips and falls due to uneven surfaces, and damage to motor vehicles.

'Over excess' claims, are managed by Council's insurer and typically relate to personal injury claims. In 2024-2025, there was one new claim lodged with Council's insurer. Council's cost in each of these claims is the excess amount of $20,000.

Incident Summary

Incidents by Type	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	Change (2023-2024 to 2024-2025)
Motor Vehicle	40	38	43	40	**34**	-6
Occupational Health and Safety	84	89	95	130	**135**	+5
Professional Indemnity	5	2	2	0	**0**	0
Property	60	25	18	61	**69**	+8
Public Liability	187	138	162	73	**73**	0
Total incidents	**376**	**292**	**320**	**304**	**311**	**+7**

Incidents by Directorate	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	Change (2023-2024 to 2024-2025)
Communities	16	17	31	36	**31**	-5
Culture and Performance	3	2	9	32	**32**	0
Governance, Communications and Community Safety	6	3	5	41	**40**	-1
Operations	309	233	248	182	**197**	+15
Planning, Environment and Strategy	42	37	27	13	**11**	-2
Total incidents	**376**	**292**	**320**	**304**	**311**	**+7**

Integrity

Operating with integrity means:

- acting with honesty and transparency
- making reasoned decisions without bias by the following fair and objective processes
- preventing and addressing improper conduct
- disclosing facts without hiding or distorting them
- safeguarding the public resources for which we are responsible
- not allowing decisions or actions to be influenced by personal or private interests.



Council's integrity framework identifies the policies, mechanisms and responsibilities that help Council staff, volunteer and contractors to deliver services, projects and initiatives to our community through high levels of honesty, objectivity, ethics and accountability.

This framework helps to guide staff induction, ongoing awareness, and training across these key areas of integrity.

Earning and maintaining community trust (as individuals and as an organisation) is essential for us to deliver the services that our community rely on and value.

Engaging with the community



Governance and management checklist

The following are the results in the prescribed form of Council's assessment against the prescribed governance and management checklist as outlined in the Local Government Performance Reporting Framework (LGPRF).

Governance and Management Items		Assessment
1.	**Community Engagement Policy** (policy outlining Council's commitment to engaging with the community on matters of public interest)	Policy Date of operation of current policy: 23 February 2021
2.	**Community Engagement Guidelines** (guidelines to assist staff to determine when and how to engage with the community)	Guidelines Date of operation of current guidelines: 26 June 2023
3.	**Financial Plan** (plan under section 91 of the Act outlining the financial and non-financial resources required for at least the next four financial years)	Adopted in accordance with section 91 of the *Local Government Act 2020* Date of adoption: 26 October 2021
4.	**Annual Budget** (plan under section 94 of the Act setting out the services to be provided and initiatives to be undertaken over the next 12 months and the funding and other resources required)	Adopted in accordance with section 94 of the *Local Government Act 2020* Date of adoption: 27 May 2025
5.	**Asset Plan 2022-2032** (provides a high level strategic and financial view of how Council intends to manage its transport, building, drainage and open space assets	Adopted in accordance with section 92 of the *Local Government Act 2020* Date of adoption: 28 June 2022
6.	**Rating Strategy** (strategy setting out the rating structure of Council to levy rates and charges)	Strategy Date of adoption of current plan: 17 June 2025
7.	**Risk Policy** (policy outlining Council's commitment and approach to minimising the risks to Council's operations)	Policy Date of adoption of current policy: 30 November 2022
8.	**Fraud and Corruption Policy** (policy outlining Council's commitment and approach to minimising the risk of fraud)	Policy Date of adoption: 17 May 2023
9.	**Municipal Emergency Management Plan** (plan under section 77 of the *Emergency Management Act 2013* for emergency prevention, response and recovery)	Plan prepared and maintained in accordance with section 77 of the *Emergency Management Act 2013* Date of adoption: 31 May 2023
10.	**Procurement Policy** (policy under section 108 of the *Local Government Act 2020* outlining the matters, practices and procedures that will apply to all purchases of goods, services and works)	PolicyDate of adoption: 30 July 2024
11.	**Business Continuity Plan** (plan setting out the actions that will be taken to ensure that key services continue to operate in the event of a disaster)	Plan Date of operation: 01 July 2019
12.	**IT Disaster Recovery Plan** (plan setting out the actions that will be undertaken to recover and restore business capability in the event of a disaster)	Plan Date of operation: 27 February 2024
13.	**Complaints Policy** (policy under section 107 of the Act outlining Council's commitment and approach to managing complaints)	Policy Date of adoption: 14 December 2021
14.	**Workforce Plan** (plan outlining Council's commitment and approach to planning the current and future workforce requirements of the organisation)	Plan Date of operation: 10 January 2022
15.	**Payment of Rates and Charges Hardship Policy** (policy outlining Council's commitment and approach to assisting ratepayers experiencing financial hardship or difficulty paying their rates)	Policy Date of operation: 1 June 2021
16.	**Risk Management Framework** (framework outlining Council's approach to managing risks to the Council's operations)	Framework Date of operation: 30 November 2022
17.	**Audit Committee** (a committee established under section 53 of the Act whose functions and responsibilities include monitoring compliance of Council's policies and procedures, monitor Council financial performance and reporting, monitor and provide advice on risk and fraud prevention and oversee internal and external audit functions)	Committee established: 23 June 2020 The committee is referred to as the Audit and Risk Committee Charter of the Committee was endorsed on 25 June 2024

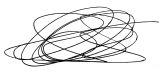
Governance and Management Items		Assessment
18.	**Internal audit** (independent accounting professionals engaged by the Council to provide analyses and recommendations aimed at improving Council's governance, risk and management controls)	Internal auditor engaged: February 2025
19.	**Performance Reporting Framework** (a set of indicators measuring financial and non-financial performance, including the performance indicators referred to in section 98 of the Act)	Framework Date of operation: 10 September 2024
20.	**Council Plan reporting** (report reviewing the performance of the Council against the Council Plan, including the results in relation to the strategic indicators, for the first six months of the financial year)	Report Date of reports: 27 August 2024, 10 December 2024 25 February 2025, 27 May 2025
21.	**Financial reporting** (quarterly statements to Council under section 97 of the Act comparing budgeted revenue and expenditure with actual revenue and expenditure)	Reports Date of reports: Quarter ended 30 June 2024 reported on 27 August 2024 Quarter ended 30 September 2024 reported on 10 December 2024 Quarter ended 31 December 2024 reported on 25 February 2025 Quarter ended 31 March 2025 reported on 27 May 2025
22.	**Risk reporting** (six-monthly reports of strategic risks to Council's operations, their likelihood and consequences of occurring and risk minimisation strategies)	Reports Date of reports: 10 September 2024 10 December 2024 25 March 2025 17 June 2025
23.	**Performance reporting** (six-monthly reports of indicators measuring the results against financial and non-financial performance, including performance indicators referred to in section 98 of the Act)	Reports Date of reports: 10 September 2024 25 February 2025
24.	**Annual Report** (annual report under sections 98 and 99 of the Act to the community containing a report of operations and audited financial performance statements)	Report presented: 10 September 2024
25.	**Councillor Code of Conduct** (code under section 139 of the Act setting out the conduct principles and the dispute resolution processes to be followed by Councillors)	Councillors swore to adhere to the Model Code of Conduct when taking the Oath or Affirmation of Office held 14 November 2025. An Internal Resolution Procedure for dealing with alleged breaches of the Model Code of Conduct was adopted: 17 June 2025
26.	**Delegations** (a document setting out the powers, duties and functions of Council and the Chief Executive Officer that have been delegated to members of staff)	Delegations reviewed and adopted: Instrument of Delegation to the Chief Executive Officer – 25 March 2025 Instrument of Delegation to Members of Council Staff – 25 March 2025
27.	**Meeting procedures** (a local law governing the conduct of meetings of Council and special committees)	Governance Rule – Meeting Procedure adopted 26 July 2023

Certification of Governance and Management Checklist

I certify that this information presents fairly the status of the Council's governance and management arrangements.



Cr John Dumaresq
Mayor



Carl Cowie
Chief Executive Officer

Statutory information

The following information is provided in accordance with legislative and other requirements applying to Council.

Documents available for public inspection

Council's Governance – Public Transparency Policy, adopted by Council on 25 August 2020, outlines the information that Council will make publicly available, in addition to any other legislative requirement.

The information includes but is not limited to...

Documents such as:

- Plans and reports adopted by Council
- Policies
- eProject and service plans
- Grant application, tenders and tender evaluation material
- Service agreements, contracts, leases and licences
- Council leases, permits and notices of building and occupancy
- Relevant technical reports and/or research that informs decision making.

Process information such as:

- Practice notes and operating procedures
- Application processes for approvals, permits, grants, access to Council services
- Decision making processes
- Guidelines and manuals
- Community engagement processes
- Complaints handling processes.

Council records will, at a minimum, be available on Council's website:

- Council meeting agendas
- Reporting to Council
- Minutes of Council meetings
- Reporting from Advisory Committees to Council through reporting to Council
- Audit and Risk Committee Performance Reporting
- Terms of reference or charters for Advisory Committees
- Registers of gifts, benefits and hospitality offered to Councillors or Council Staff
- Registers of travel undertaken by Councillors or Council Staff
- Registers of Conflicts of Interest disclosed by Councillors or Council Staff
- Submissions made by Council
- Registers of donations and grants made by Council
- Registers of leases entered into by Council, as lessor and lessee
- Register of Delegations
- Register of Authorised officers
- Register of Election campaign donations
- Summary of Personal Interests
- Any other Registers or Records required by legislation or determined to be in the public interest
- Summary of Personal Interests
- Submissions received under section 223 of the *Local Government Act 1989* or received through a community engagement process undertaken by Council.

Carers recognition

The *Carers Recognition Act 2012* formally recognises and values the role of carers and the importance of care relationships in the Victorian community. The Act formally acknowledges the important contribution that people in care relationships make to our community and the unique knowledge that carers hold about the person in their care.

The Act is taken into consideration when developing and reviewing relevant policies, procedures and promotion of supports within Council. This is reflected in Council's:

- Access, Equity and Inclusion Policy
- Carer focus on activities, supports and information in the Disability Inclusion e-newsletter
- Carers Hub at Living & Learning Nillumbik and newsletter
- Disability Action Plan 2020-2024
- Employee Experience: lifecycle from hire to retire
- Flexible Working Policy
- Gender Equality Action Plan 2022-2025
- Internal Carer Services Network
- Internal Volunteering Framework for Council programs
- Nillumbik Shire Council Enterprise Agreement 10
- Nillumbik Health and Wellbeing Plan 2021-2025
- Participation in the Open Minds Dementia Friendly Alliance
- Support for carers through the Nillumbik Parenting Hub
- Transition to Retirement Procedure.

Charter of Human Rights

The Victorian *Charter of Human Rights and Responsibilities Act 2006* protects the human rights of all people in Victoria. All public authorities and their employees are obliged to act in accordance with the Charter.

The Charter seeks to increase transparency in decision making affecting people's rights and assure the public that their rights are being taken into account. It protects civil and political rights and some cultural rights into Victorian law while promoting and protecting principles of freedom, respect, equality and dignity. At Council, we consider the 20 human rights established by the Charter when delivering our services, developing our policies or implementing our plans.

As reflected in Council's new Access, Equity and Inclusion Policy, 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.

No human rights complaints were received by Council during 2024-2025.

Attendees at an event at the Eltham Community Reception Centre



Child safety

Council is committed to being a child safe organisation where every child and young person has the right to be and feel safe, valued and heard. We all have a shared responsibility to protect children and young people from harm, neglect and abuse.

As Council provide services and facilities for children and young people, we have a legal obligation to implement and comply with the Child Safe Standards and Reportable Conduct Scheme. The Standards aim to promote the safety of children, prevent child abuse, and ensure organisations have effective processes in place to respond to and report all allegations of child abuse.

To meet our commitment and obligations to child safety and the standards, we have taken proactive steps to understand and enhance our level of commitment and compliance.

In 2023, Council undertook internal risk assessments of 33 teams across Council to determine the risk of exposure to child safety. The Child Safety and Wellbeing Improvement Plan continues to be actioned across all Council areas. This plan outlines key deliverables across the Council to ensure we not only meet the Child Safe Standards, but also work towards creating a culture of child safety in everything we do.

To support and drive the implementation of the improvement plan's key initiatives, a dedicated Child Safety and Wellbeing Advisor was appointed on a fixed-term basis until September 2025. In 2025, Council committed ongoing resources to ensure child safety is embedded in everyday practice and remains a priority for Council.

Key actions from the Improvement Plan that have been completed or are currently underway include:

- Review of induction and engagement processes for all paid and unpaid positions in Council to incorporate child safety considerations including an increase in the requirement for positions which must hold a Working With Children Check to be employed by Nillumbik Shire Council
- Review of current organisational policies and practices including considerations when staff are attending residential homes, hiring council facilities, delivering community events or programs or receiving funding or grants from Council
- Further training of managers on the Commission for Children and Young People's Reportable Conduct Scheme, and supporting processes.

Our commitment to child safety is unwavering, and we will continue to strive towards creating a safe and nurturing environment for all children and young people in our community.

Complaints

Council encourages customers who are not satisfied with a service provided or action taken by one of our staff to lodge a complaint. Complaints are also an opportunity for Council to receive 'free feedback' from our customers and community.

In December 2021, Council reviewed and adopted its Complaint Handling Policy in accordance with the requirements of section 107 of the *Local Government Act 2020*.

The Complaint Handling Policy outlines Council's processes for:

- dealing with complaints made to Council
- reviewing any action, decision or service in respect of which the complaint is made
- exercising discretion for the Council to refuse to deal with a complaint
- undertaking an internal review of a complaint made to Council.

Council's Complaint Handling Policy can be accessed at **nillumbik.vic.gov.au/complaints**.

In 2024-2025, there were 516 complaints logged, compared to 628 in 2023-2024 – a decrease of 21.7%.

Complaint type	Total	% of total	Average response time (days)
Service Delivery	306	59%	4.1
Process	93	18%	3.9
Policy	66	13%	2.6
People	51	10%	2.6
Total	**516**	**100%**	**3.3**

The main complaint type was the way we deliver our service (62% of complaints). The main activities driving the complaints include road surfaces, bins not emptied, planning services, leisure services, preschools and tree inspections.

Activity	Total	Activity	Total
Waste/Bins/ Hard Waste	75	Contractor	17
Roads	39	Land Maintenance	16
Parking/Traffic	23	Communication	15
Tree Inspections	20	Animal Management	12
Drainage	17	Planning Services	10

Our process mapping tool, Process Manager (formerly Promapp), is enabling us to review and improve Council processes. This is allowing our processes to be more effective, by driving process consistency, identify errors and reducing risks. Priority is now being given to improving processes that are aligned to our customer complaints data.

Contracts and procurement

Council has a Procurement Policy in accordance with section 108 of the Local Government Act 2020. The Act defines procurement policy to mean the principles, processes and procedures that apply to the purchases of goods, services and works by Council.

Council reviewed and adopted its Procurement Policy and associated guidelines on 29 June 2021. The policy seeks to promote open and fair competition and provide value for money. The policy applies to all procurement and contracting activities of Council and is binding on Council officers, outsourced contractors and consultants while engaged by, and/or representing Council.

Council's Procurement Policy can be accessed at **nillumbik.vic.gov.au/strategies-policies**.

In 2024-2025, Council did not enter into any contracts valued at $300,000 or more for goods, services or works without first engaging in a competitive public tender process where required as per Procurement Policy.

Council have ensured that our procurement policies reflect best practices in probity assurance and legislative compliance, continuously improving our systems.

No issues have been notified detailing the action taken by the council in relation to any issue raised by the Anti-Slavery Commissioner during the year concerning the operations of the Council and identified by the Commissioner.

Council recognise the importance of taking steps to ensure that goods and services procured by and for our Council are not the product of modern slavery. Our supply chain includes a wide range of suppliers, contractors and partners that provide services such as waste, roads and footpaths, consultancy, community events and major infrastructure construction and renewals. Council's highest categories of spend include waste, roads, footpath, kerb and gutter, building and construction, and consultancy services.

Council memberships

Council is a member of a number of groups and organisations, including the following key memberships:

- Australian Local Government Women's Association
- Local Government Professionals
- Metropolitan Transport Forum
- Municipal Association of Victoria
- Northern Alliance for Greenhouse Action
- Northern Councils Alliance
- Victorian Local Governance Association.

Eltham Library
Community Gallery



Disability Action Plan 2020-2024

In accordance with section 38 of the *Disability Act 2006*, Council's Disability Action Plan 2020-2024 provides the framework to address disability inclusion and access issues across all areas of planning and operations, ensuring Council meets its requirements under federal, state and local government legislation.

The Disability Action Plan has four priorities for action:

- reducing barriers to people with a disability accessing Council goods, services and facilities
- reducing barriers to employment and training for people with a disability
- promoting inclusion and participation in the community
- achieving tangible changes in attitude and practices that discriminate against people with a disability.

The Disability Action Plan reflects the critical need for all areas of Council to work together in a coordinated manner to improve access and promote inclusion.

Disability Action Plan achievements for 2024-2025 included:

- Sensory Friendly Story Time and Meet the Animals: Intergenerational event for Children's Week (19-27 October 2024) at Edendale Community Environment Farm
- Support for local community groups to apply for seven International Day of People with Disability (IDPwD) Grants (grant pool is $7,000 and $6,465 was expended). IDPwD Grant funded events included:
    - Lego Masters social events for the autism community
    - Launch of a new Wheelchair Basketball program at the Diamond Valley Sports and Fitness Centre, and a new inclusive basketball program for children at the Eltham Wildcats
    - Workshops for people with disability to create artwork using textiles recycled by a new recycling machine at the Banyule Nillumbik Tech School
    - Creation of a new sensory friendly garden and a sensory friendly scavenger hunt at Hohnes Rd Playhouse in Eltham
    - An event focusing on mental health issues for people with intellectual disability and autism
    - A theatre performance and art market celebrating the 50th anniversary of local service Araluen.
- Council held a staff wheelchair basketball event to celebrate International Day of People with Disability
- The Disability Inclusion team continues to promote the disability-specific 'Person-Centred Emergency Preparedness' (PCEP) resources to the disability community and local disability services via the Disability Inclusion e-newsletter. Staff in the Emergency Management and the Environment and Sustainability teams have received training to raise awareness of the PCEP toolkit, so they are able to promote it through their networks
- Council was selected as a finalist in 2025 Volunteering Victoria Awards in the category Inclusive Volunteering for Edendale Community Environment Farm's integrated and innovative approach to reducing barriers to participation for people with disability
- Work was undertaken to embed Council's Disability Action Plan within Council's 2025-2029 Health and Wellbeing Plan. This included support to ensure all draft plan collateral and community engagement information and promotion was accessible. This included:
    - Two facilitated consultations at Araluen in Diamond Creek and Araluen Primed at the Melbourne Polytechnic Greensborough Campus, with enthusiastic and informative participation from over 20 participants and 8 staff
    - Four specific disability inclusion pop-ups offered across the Shire (promoted via Council's Disability Inclusion e-network with almost 400 members) involving 39 participants
    - Two consultations held with members of the Inclusion and Access Advisory Committee: 14 members.
- The Accessible Work Experience (AWE) program based at Edendale Community Environment Farm and the Eltham Leisure Centre has been expanded. It is also available at the Diamond Valley Sports and Fitness Centre (DVSFC), including the café
- 21 attendees at the soft opening of Nillumbik's first Changing Places facility at Alistair Knox Park, in partnership with the Inclusion and Access Advisory Committee and mural artists
- 2025-2027 Inclusion and Access Advisory Committee Expression of Interest (EOI) process and endorsement was undertaken. 21 submissions were received for 14 membership positions
- Nillumbik's first Advisory Committee Corporate Induction video has been produced (with inclusion as a focus area) for use across all Council Advisory Committees and socialised in partnership with all Committee conveners and Committee Chairs.

- Nillumbik's first Magic Table has been installed at Hurstbridge Hub. It is available for free public use every Monday 9am–12pm, and every Wednesday and Friday 9am–3pm: **nillumbik.vic.gov.au/magic-table.**

A Disability Inclusion lens was also applied across the following Council projects:

- Alistair Knox Park Changing Places, wayfinding signage and path/car park connectivity for people with disability and carers
- Social Media Policy review
- Staff training for Disability (Access to Premises Standards)
- Diamond Creek Dog Park
- Nillumbik Diamond Creek Youth Hub building and signage
- Writing Style Guide
- Diamond Creek Community Infrastructure Master Plan Tender specifications
- Ryans Reserve Playground in Diamond Creek
- Diamond Creek Living & Learning outdoor redevelopment
- Two Civic Centre lifts to improve access (one lift completed, one lift in planning phase)
- Assessment of accessible features in Nillumbik parks, playgrounds and trails
- Nillumbik Pet Expo
- Nillumbik Housing Strategy
- Nillumbik Integrated Transport Strategy
- Diamond Valley Library Communication Board
- Scope Communication Access Accreditation for customer service staff
- Nillumbik Road Management Plan
- Equity Impact Assessments on Council projects, programs and policies (strengthening the Disability Inclusion emphasis).

Disability Inclusion e-newsletter

Council's Disability Inclusion e-newsletter highlights local events, programs and opportunities for people in the Shire with disability, their carers and supports.

The newsletter continues to provide up to date and disability-specific information.

E-newsletter membership was steady at 392 in the 2024-2025 year, despite very high staff turnover across disability specific services. Network members are keen to find out about local activities and opportunities for social connection as well as online information and support sessions.

Network members include:

- Community members with disability
- Disability support groups
- Disability services in Nillumbik and regionally
- Carers of all ages
- Carer support groups and services
- Disability advocates
- Disability Inclusion teams at neighbouring councils
- Aged Care services
- Local secondary schools, Melbourne Polytechnic, and childcare centres
- The NDIS Local Area Coordination team locally and regionally.

Mailchimp data shows that Disability Inclusion e-newsletters are forwarded extensively throughout schools and services. The latest June 2025 e-newsletter was forwarded 136 times, indicating that the newsletter has a wide reach.

Council staff participating in an International Day of People with Disability activity



Domestic animal management plan

The *Domestic Animals Act 1994* requires councils to develop and implement a Domestic Animal Management Plan (DAMP) every four years, addressing key animal management priorities. Council is required to review the Plan annually and report achievements to the community through the annual report.

Council adopted the 2021-2025 DAMP in December 2021. The DAMP outlines Council's strategic direction for domestic animal management and promotes responsible pet ownership in the community, over the four year period.

Key achievements within the DAMP in 2024-2025 included:

- Officer training to maintain industry standard skills and knowledge and include training of handling aggressive animals and upskilling staff to implant microchips
- Educational program encouraging responsible pet ownership facilitated by Community Safety Officers at parks and reserves within the Shire during business hours and after hours, including weekdays and weekends
- Information sessions at local community centres, kindergartens, schools, sporting grounds and other relevant groups on educating and promoting all aspects of responsible pet ownership
- The Annual Nillumbik Pet Expo at Marngrook Oval in Diamond Creek was successfully delivered in October 2024
- Videos established to promote various animal related Local Laws
- Established Pet Tales initiative promoting fortnightly dedicated animal posts on social media
- Council hosted pop-ups promoting responsible pet ownership at events throughout the Shire, with representation at events held in Diamond Creek and Eltham
- Council have established legislative agreements (under section 84Y of the Act) with various animal rescue groups including Yarrambat Veterinary Hospital, Save-A-Dog-Scheme, Starting Over Dog Rescue and the Cat Protection Society, among others
- In conjunction with Animal Welfare Victoria, responsible pet ownership packs are provided to owners upon first registering their pets with Council
- Transport of un-microchipped pets to Yarrambat Veterinary Hospital for microchipping to enable registration before release as legislatively required
- An increase of patrols in parks and reserves to monitor compliance with off leash areas
- Regular maintenance of our dedicated webpage for responsible pet ownership, updated with new legislation and promotions
- Continuous improvement of animal management processes, to align with legislation updates.

Council recently completed consultation for the Domestic Animal Management Plan 2025-2029 review.

Findings from the two phases of community engagement will shape the final version of the DAMP 2025-2029, with endorsement of the Domestic Animal Management Plan 2025-2029 at a future Council meeting in late 2025.

Food Act Ministerial directions

In accordance with section 7E of the *Food Act 1984*, Council is required to publish a summary of any ministerial directions received during the financial year in its annual report.

No such ministerial directions were received by Council during the 2024-2025 financial year.

Freedom of information

The *Freedom of Information Act 1982* (FOI Act) provides the community with a general right of access to information held by Council. Access may be limited by exceptions and exemptions that have been prescribed to protect public interests and the private and business affairs of people about whom Council holds information.

Requests for access to information under the FOI Act need to be made in writing, specifying the particular documents being sought, to the Freedom of Information Officer and accompanied by the appropriate fee.

Part II of the FOI Act requires Council to publish a range of information about our functions and procedures, the type of documents we keep, reports and publications, and Freedom of Information arrangements. This information is set out on Council's website.

The Office of the Victorian Information Commissioner (OVIC) plays an important role in promoting the operation of the FOI Act. A request can be made to OVIC to have a decision reviewed if an applicant is refused access to documents or is not satisfied with the action or decision taken by Council in relation to their request.

As of 1 July 2018, the Information Commissioner publishes decisions made under section 49P of the FOI Act (Review on Decision) on OVIC's website and the Australasian Legal Information Institute (AustLII) website.

For further information or to access Council's Part II Statement, visit Council's website at **nillumbik.vic.gov.au/freedom-of-information**.

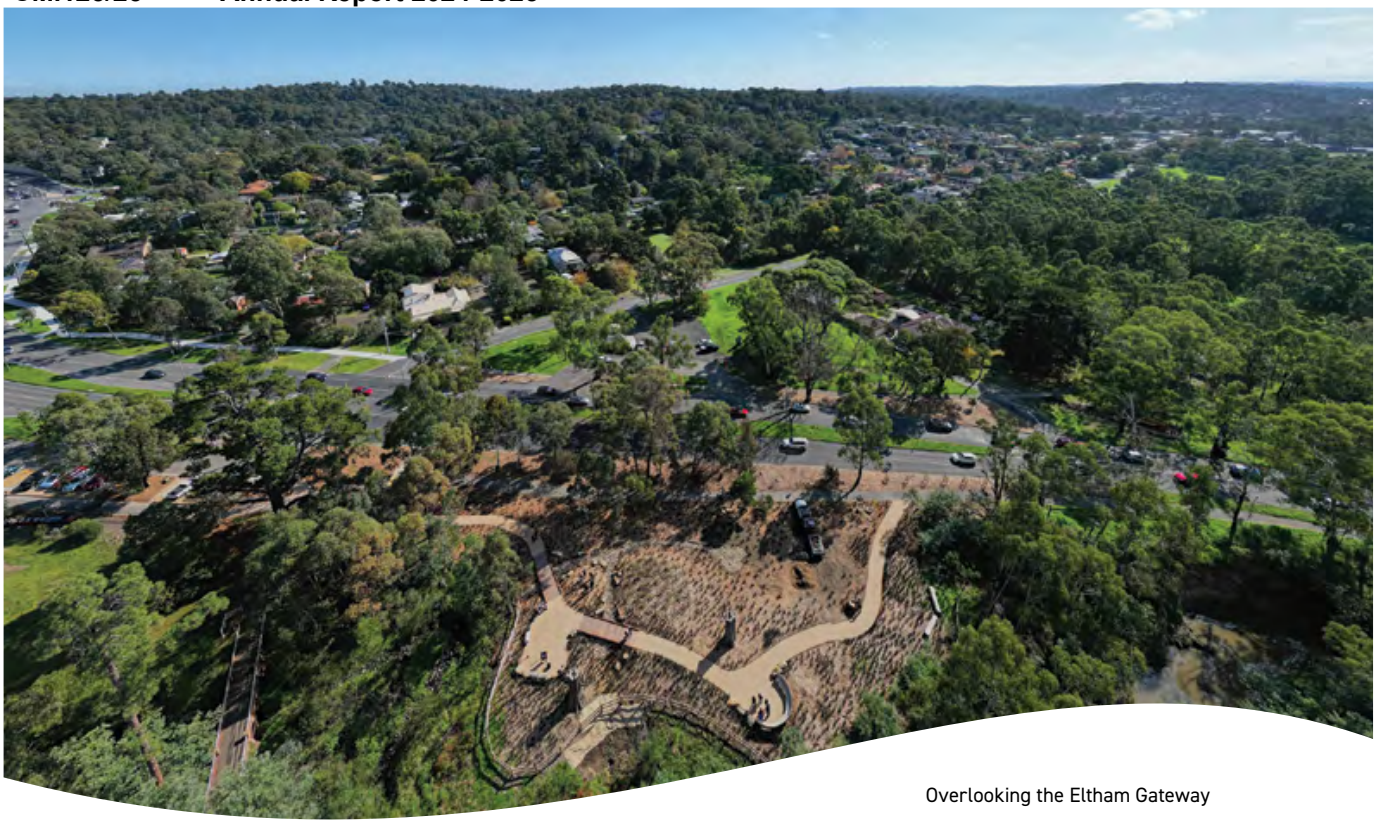
Council received a total of 41 applications under the FOI Act in 2024-2025.

Of those, 12 applications became valid under section 17 of the FOI Act and were processed. Their outcomes are listed in the table below.

The remaining 29 applications received in 2024-2025 had the following status or outcome as at 30 June 2025:

- 13 applications were resolved through the provision of documents/information outside the FOI Act or by directing the applicant to an alternative access option
- 5 applications did not pay the application fee required under section 17(2A) of the FOI Act
- 4 applications did not provide clear enough terms to identify the documents being sought as required under section 17(2) of the FOI Act
- 1 application did not provide sufficient evidence for a hardship waiver of the application fee under section 17(2B) of the FOI Act and did not pay the application fee
- 3 applications were withdrawn by the applicant
- 3 applications were active but not yet valid under section 17 of the FOI Act.

Freedom of Information	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Total number of requests	11	15	21	20	**12**
Access granted in full	5	6	5	7	**4**
Access granted in part	5	3	5	6	**5**
No documents available	0	1	0	0	**0**
Documents provided outside of FOI	3	10	2	0	**0**
Access denied in full	1	1	0	2	**1**
Requests withdrawn or not proceeded with	9	11	1	1	**0**
Requests in progress at end of financial year	0	3	8	4	**2**
Total application fees collected	$325.60	$420.90	$642.60	$634.80	**$392.40**
Total other charges collected	$112.80	$90.10	$598.07	$1,409.75	**$445.40**



Overlooking the Eltham Gateway

Information privacy and health records

Council believes the responsible handling of personal information is a key aspect of democratic governance and is strongly committed to protecting an individual's right to privacy.

Accordingly, Council is committed to full compliance with its obligations under the *Privacy and Data Protection Act 2014* and the *Health Records Act 2001*.

Council has implemented policies and procedures to ensure responsible collection, handling and disposal of all personal and health information. Copies of Council's Information Privacy Policy are available from the Civic Centre and Council's website.

Our community and stakeholders have the right to access and correct their personal information held by Council. These can usually be done through normal administrative processes. However, there can be instances where there will be a need to submit a formal written request to access or correct personal information. Formal requests need to be sent, with proof of identity, to the Privacy Officer. Formal requests may be processed under the FOI Act.

Any person who feels aggrieved by Council's handling of their personal information may make a complaint to Council's Privacy Officer at **privacy@nillumbik.vic.gov.au**, or phone enquiries to 9433 3271.

OVIC may receive complaints about possible breaches of the Information Privacy Principles, however the Deputy Commissioner may decline to hear the complaint if the complainant has not first made a complaint to Council.

Council received two privacy complaints in 2024-2025. Both complaints were resolved internally by Council.

Further information on Council's Privacy policy is available on the Council's website at **nillumbik.vic.gov.au/privacy**.

Infrastructure and development contributions

In accordance with section 46GM and 46QD of the *Planning and Environment Act 1987*, a council that is a collecting or development agency must prepare and give a report to the Minister for Planning on infrastructure and development contributions including levies and works in kind. The report must be published in the council's annual report.

For the 2024-2025 financial year, the following information about infrastructure and development contributions is disclosed.

Table 1 – Total Development Contributions Plan (DCP) levies received in 2024-2025

DCP name and year approved	Levies received: 2024-2025 ($)
Diamond Creek North Area A (DPO1) – Approved 2002	$0
Diamond Creek Area B (DPO2) – Approved 2003	$0
Plenty Valley Low Density Area (DPO4) – Approved 2001	$608,425
Total	**$608,425**

Table 2 – DCP land, works, services or facilities accepted as works-in-kind in 2024-2025

DCP name and year approved	Project ID	Project description	Item purpose	Project value ($)
Diamond Creek North Area A (DPO1) – Approved 2002				$0
Diamond Creek Area B (DPO2) – Approved 2003				$0
Plenty Valley Low Density Area (DPO4) – Approved 2001				$0
Total				**N/A**

Table 3 – Total DCP contributions received and expended to date *(for DCPs approved after 1 June 2016)*

DCP name and year approved	Total levies received ($)	Total levies expended ($)	Total works-in-kind accepted $)	Total DCP contributions received (levies and works-in-kind) ($)
N/A	N/A	N/A	N/A	N/A
Total	**$0**	**$0**	**$0**	**$0**

Table 4 – Land, works, services or facilities delivered in 2024-2025 from DCP levies collected

Project description	Project ID	DCP name and year approved	DCP fund expended ($)	Works-in-kind accepted ($)	Council's contributions ($)	Other contributions ($)	Total project expenditure ($)	% of item delivered
Intersection Upgrade – Bellbird Rd/ Broad Gully Rd	R004	Diamond Creek Area B (DPO2) – Approved 2003	$729,247	$0	$0	$0	729.247	60%
Shared Pathways	R007	Plenty Valley Low Density Area (DPO4) – Approved 2001	$212,785	$0	$0	$0	212,785	20%
Total			**$942,032**	**$0**	**$0**	**$0**	**$942,032**	

Legislation impacting Council

Council undertakes a broad range of activities and services and conducts its activities under a highly regulated environment.

In Victoria, councils have responsibilities under more than 120 different Victorian pieces of legislation, as well as responsibilities under Commonwealth legislation.

Many acts and regulations, including those below, have a direct impact on Council and require significant compliance, contain specific provisions relevant to Council, have some form of indirect influence, or require specific knowledge by staff carrying out their duties.

- *Australian Citizenship Act 2007 (Cth)*
- *Building Act 1993*
- *Charter of Human Rights and Responsibilities Act 2006*
- *Child Wellbeing and Safety Act 2005*
- *Competition and Consumer Act 2010 (Cth)*
- *Country Fire Authority Act 1958*
- *Disability Discrimination Act 1992 (Cth)*
- *Disability Act 2006*
- *Domestic Animals Act 1994*
- *Emergency Management Act 2013*
- *Environment Protection Act 2017*
- *Equal Opportunity Act 2010*
- *Fire Rescue Victoria Act 1958*
- *Fire Services Property Levy Act 2012*
- *Food Act 1984*
- *Freedom of Information Act 1982*
- *Gender Equality Act 2020*
- *Geographic Place Names Act 1998*
- *Graffiti Prevention Act 2007*
- *Housing Act 1983*
- *Impounding of Livestock Act 1994*
- *Land Act 1958*
- *Local Government Act 1989*
- *Local Government Act 2020*
- *Occupational Health and Safety Act 2004*
- *Planning and Environment Act 1987*
- *Privacy and Data Protection Act 2014*
- *Public Health and Wellbeing Act 2008*
- *Public Interest Disclosures Act 2012*
- *Public Records Act 1973*
- *Residential Tenancies Act 1997*
- *Road Management Act 2004*
- *Road Safety Act 1986*
- *Sex Work Act 1994*
- *Subdivision Act 1988*
- *Summary Offences Act 1966*
- *Tobacco Act 1987*
- *Valuation of Land Act 1960*

Local laws

Nillumbik General Local Law 1 was adopted by Council on 13 December 2022 and came into effect on 22 December 2022.

The objective of this local law is to:

- provide for the peace order and good governance of the Nillumbik Shire Council
- promote a physical and social environment free from hazards to health, in which the residents of the municipal district can enjoy a quality of life that meets the general expectations of the community
- prevent and suppress nuisances which may adversely affect the enjoyment of life or the health, safety, and welfare of persons
- prohibit, regulate, and control activities which may be dangerous or unsafe or detrimental to the quality of life and the environment
- prohibit, regulate, and control access to and behaviour in and on Council land
- prohibit, regulate, and control the use of Council Land; and protect public assets vested in Council from damage, accelerated deterioration or abuse during the building process or at other times
- provide a physical environment which aims to minimise hazards to health and safety of persons attending building sites and those adjacent, opposite, or passing building sites
- prohibit, regulate, and control the presence of and disposal of builders' refuse, rubbish, and soil on and from building sites within the municipal district, particularly litter and storm-water pollution to protect receiving waterways
- provide for the consistent administration and enforcement of this Local Law.

National competition policy

Council has in place the necessary procurement processes and controls to ensure that Council's commercial dealings are honest and comply with the requirements of the *Competition and Consumer Act 2010*.

Councillors and Council officers are also covered by a Councillors and Officers Liability Policy.

Public interest disclosures

Council supports the *Public Interest Disclosures Act 2012* (PID) and encourages employees, contractors and members of the public to report known or suspected instances of corrupt or improper conduct.

The PID facilitates disclosures of improper conduct by the Council or its employees and provides protection for people who make disclosures. Council encourages the disclosure of wrongdoing within the organisation and where a potential disclosure under the PID is identified, ensures effective action is taken, including investigation by the appropriate entities.

The procedures adopted by Council establish a system for reporting disclosures of improper conduct or detrimental action by Council, its employees or Councillors. These procedures enable disclosure relating to Council or its employees may be made to either Council's Protected Disclosure Coordinator or directly to the Independent Broad-based Anti-corruption Commission (IBAC), the Victorian Ombudsman.

A disclosure about a Councillor must be made to IBAC or the Ombudsman. Disclosures may be made by Council employees, Councillors, councils or the public.

Council is committed to the PID's aims and objectives. Accordingly, Council:

- does not tolerate improper or corrupt conduct by its employees, officers or Councillors
- supports disclosures being made that reveal corrupt conduct, conduct involving a substantial mismanagement of public resources, and conduct involving a substantial risk to public health and safety or the environment
- will protect people who make disclosures from reprisals and give natural justice to the person who is the subject of the disclosure.

During 2024-2025, there were no disclosures made to Council that were required to be reported to IBAC, pursuant to the provisions of the PID.

Road Management Act 2004 ministerial directions

Council is responsible for the management of approximately 789 kilometres of road (of which 301 kilometres are unsealed), 397 kilometres of underground drainage, approximately 20,000 stormwater pits and 343 kilometres of footpaths.

The Road Management Plan forms the basis of Council's management of its road and road related assets and provides details of how Council will inspect, maintain and respond to road and road related assets. The Road Management Plan was reviewed and amended in June 2021, in accordance with the *Road Management Act 2004*.

Council, as a road authority, is required under section 22 of the Act to publish a copy or summary of any direction received from the Minister in its annual report. No directions were received from the Minister in 2024-2025.

Council manages local roads and road related assets throughout the Shire





Attendees at the Nillumbik Prize for Contemporary Art 2025 at Montsalvat



Our financials

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Annual financial report
for the year ended 30 June 2025

Introduction to the financial statements

This guide provides an overview of each of the statements including the 2024-2025 financial statements for Council and the key financial results. The guide is best read in conjunction with the financial overview on pages 24-25 of this annual report.

Financial statements

The financial statements provide a report on how Council performed financially during the year and the overall financial position at the end of the year.

The financial statements include five main statements:

- Comprehensive income statement
- Balance sheet
- Statement of changes in equity
- Statement of cash flows
- Statement of capital works.

The financial statements are explained through a series of 10 notes which detail accounting policies and expand line item amounts listed in each of the five main statements.

Comprehensive income statement

The comprehensive income statement captures the financial performance of Council for the year ended 30 June 2025. The performance is measured through capturing the value of all revenues (moneys earnt or awarded through grants) and the value of all expenses (monies 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 be received or expenses yet be paid. This approach is referred to as accrual based accounting and is incompliance 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. For the 2024-2025 year, a surplus of $1.083 million was recorded. The surplus was influenced by grant income received in advance, monetary and non-monetary developer contributions and by non-cash items, including the decrease in the provision for landfill rehabilitation after recognising works completed to date and the change in the net present value.

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 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. At 30 June 2025, the balance sheet indicates that Council remains in a sound financial position, with $38.68 million in cash and financial assets and a net worth of $1.027 billion. Being considered a not-for-profit, a critical measure to assess Council's financial sustainability is the liquidity ratio. The result for the year is 168.58 per cent. This infers that for every $1 of current liabilities, Council has $1.68 of current assets to service these liabilities. This demonstrates that Council has sufficient funds to pay liabilities as they fall due.

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.

At 30 June 2025, the statement shows an increase in equity of $1.083 million which has been influenced by the net surplus for the 2024-2025 financial year of $1.030 million.

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.

The cash flow statement shows Council generated $9.63 million from operating activities, had $16.37 million in cash outflows from investing activities and $3.99 in cash outflows from financing activities.

Total cash balances recorded in the cash flow statement decreased by $10.73 million during the year.
This decrease reflects the use of carry forward funds held in reserves, consistent with the budget, to fund capital works.

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. The statement of capital works shows that in 2024-2025, $18.63 million was expended on capital works.

Notes to the financial statements

The financial statements contain ten notes which provide the detail breakdown of the numbers and technical information regarding the composition of the statements. The notes enable the reader to understand the basis on which the values shown in the statements are formed. It is important to read the notes at the same time as the statements, this will assist readers in giving context to the numbers published in the statements.

Performance statement

The Victorian Government developed the Local Government Performance Reporting Framework to ensure that all councils across Victoria measure and report their performance in a consistent way and are ultimately accountable to the community. The primary purpose is to track performance to the community showing both historical and forecast results.

Certification and independent audit reports

The certification of the Principal Accounting Officer is made by the person responsible for the financial management of Council and is made separately in respect of each Statement. The person must state whether in their opinion the Statements have met all the statutory and professional reporting requirements.

The certification of Councillors is made by two Councillors on behalf of Council and the CEO and is made separately in respect of each Statement.
The Councillors and the CEO must state that in their opinion the Statements are fair and not misleading or inaccurate.

The Independent Audit Report is the external and independent opinion of the Victorian Auditor-General's Office and provides the reader with an independent view about Council's compliance with the statutory and professional requirements and the fairness aspects of the Statements. The Victorian Auditor-General issues two Audit Reports – a combined Report on the Financial Statements and a separate Report on the Performance Statement.

Annual financial report
for the year ended 30 June 2025

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Comprehensive income statement
for the year ended 30 June 2025

	Note	2025 $'000	2024 $'000
Income			
Rates and charges	3.1	80,850	77,638
Statutory fees and fines	3.2	1,928	1,865
User fees	3.3	18,425	17,727
Grants – operating	3.4(a)	9,206	4,130
Grants – capital	3.4(b)	5,173	8,880
Contributions – monetary	3.5	1,829	1,288
Contributions – non-monetary	3.5	1,230	24
Net gain/(loss) on disposal of property, infrastructure, plant and equipment	3.6	(1,788)	(2,040)
Share of net profits/(losses) of associate	6.2	76	14
Other income	3.7	3,438	3,640
Total income / revenue		**120,367**	**113,166**
Expenses			
Employee costs	4.1	41,203	38,681
Materials and services	4.2	53,466	59,985
Depreciation	4.3	16,099	14,984
Depreciation - right of use assets	4.4	451	456
Allowance for impairment losses	4.5	(65)	87
Borrowing costs	4.6	929	697
Finance costs - leases	4.7	55	75
Contributions to associates	6.2	3,197	3,077
Other expenses	4.8	4,002	3,422
Total expenses		**119,337**	**121,464**
Surplus / (deficit) for the year		**1,030**	**(8,298)**
Other comprehensive income			
Items that will not be reclassified to surplus or deficit in future periods			
Net asset revaluation gain/(loss)	9.1	53	113,844
Total other comprehensive income		**53**	**113,844**
Total comprehensive result		**1,083**	**105,546**

The above comprehensive income statement should be read in conjunction with the accompanying notes.

Balance sheet
for the year ended 30 June 2025

	Note	2025 $'000	2024 $'000
ASSETS			
Current assets			
Cash and cash equivalents	5.1(a)	29,681	40,410
Trade and other receivables	5.1(c)	15,529	14,007
Other financial assets	5.1(b)	9,000	10,000
Inventories	5.2(a)	31	32
Prepayments	5.2(b)	1,435	1,790
Other assets	5.2(b)	2,248	990
Total current assets		**57,924**	**67,229**
Non-current assets			
Trade and other receivables	5.1(c)	480	582
Other financial assets	5.1(b)	5	5
Investments in associates	6.2	1,726	1,650
Property, infrastructure, plant and equipment	6.1	1,028,036	1,026,474
Right-of-use assets	5.8	714	1,121
Total non-current assets		**1,030,961**	**1,029,832**
Total assets		**1,088,885**	**1,097,061**
LIABILITIES			
Current liabilities			
Trade and other payables	5.3(a)	6,168	8,934
Trust funds and deposits	5.3(b)	4,534	3,729
Contract and other liabilities	5.3(c)	6,645	8,018
Provisions	5.5(c)	13,968	12,728
Interest-bearing liabilities	5.4	2,746	2,617
Lease liabilities	5.8	299	402
Total current liabilities		**34,360**	**36,428**
Non-current liabilities			
Provisions	5.5	12,700	16,861
Interest-bearing liabilities	5.4	14,320	17,066
Lease liabilities	5.8	521	804
Total non-current liabilities		**27,541**	**34,731**
Total liabilities		**61,901**	**71,159**
Net assets		**1,026,984**	**1,025,902**
EQUITY			
Accumulated surplus		406,204	399,771
Reserves	9.1(a) and 9.1(b)	620,780	626,131
Total equity		**1,026,984**	**1,025,902**

The above balance sheet should be read in conjunction with the accompanying notes.

Statement of changes in equity
for the year ended 30 June 2025

	Note	Total	Accumulated Surplus	Asset Revaluation Reserve	Other Reserves
		$'000	$'000	$'000	$'000
2025					
Balance at beginning of the financial year		1,025,903	399,771	590,134	35,997
Surplus / (deficit) for the year		1,030	1,030	-	-
Net asset revaluation increment/(decrement)	9.1(a)	53	-	53	-
Transfers to other reserves	9.1(b)	-	(14,686)	-	14,686
Transfers from other reserves	9.1(b)	-	20,089	-	(20,089)
Balance at end of the financial year		**1,026,985**	**406,204**	**590,187**	**30,593**

	Note	Total	Accumulated Surplus	Asset Revaluation Reserve	Other Reserves
		$'000	$'000	$'000	$'000
2024					
Balance at beginning of the financial year		920,357	411,590	476,291	32,476
Surplus/(deficit) for the year		(8,298)	(8,298)	-	-
Net asset revaluation increment/(decrement)	9.1(a)	113,844	-	113,844	-
Transfers to other reserves	9.1(b)	-	(16,268)	-	16,268
Transfers from other reserves	9.1(b)	-	12,747	-	(12,747)
Balance at end of the financial year		**1,025,903**	**399,771**	**590,134**	**35,997**

The above statement of changes in equity should be read with the accompanying notes.

Statement of cash flows
for the year ended 30 June 2025

	Note	2025 Inflows/ (Outflows) $'000	2024 Inflows/ (Outflows) $'000
Cash flows from operating activities			
Rates and charges		79,393	76,630
Statutory fees and fines		1,928	1,865
User fees		17,157	17,097
Grants - operating		8,735	3,954
Grants - capital		4,505	3,729
Contributions - monetary		1,946	1,403
Interest received		1,869	2,104
Trust funds and deposits taken		427	605
Other receipts		1,142	931
Net GST refund/(payment)		6,083	5,612
Employee costs		(40,788)	(38,645)
Materials and services		(64,035)	(56,539)
Short-term, low value and variable lease payments		(222)	(258)
Trust funds and deposits repaid		(89)	(77)
Other payments		(8,420)	(7,636)
Net cash provided by/(used in) operating activities	**9.2**	**9,632**	**10,774**
Cash flows from investing activities			
Payments for property, infrastructure, plant and equipment		(17,623)	(17,651)
Proceeds from sale of property, infrastructure, plant and equipment		249	279
Payments for investments		-	(5,000)
Proceeds from investments (maturing term deposits exceeding 90 days)		1,000	-
Net cash provided by/(used in) investing activities		**(16,374)**	**(22,372)**
Cash flows from financing activities			
Finance costs		(929)	(697)
Proceeds from borrowings		-	8,000
Repayment of borrowings		(2,617)	(1,897)
Interest paid - lease liability		(55)	(75)
Repayment of lease liabilities		(386)	(420)
Net cash provided by/(used in) financing activities		**(3,987)**	**4,911**
Net increase/(decrease) in cash and cash equivalents		(10,729)	(6,687)
Cash and cash equivalents at the beginning of the financial year		40,411	47,099
Cash and cash equivalents at the end of the financial year	**5.1(a)**	**29,681**	**40,411**
Financing arrangements	**5.6**		

The above statement of cash flows should be read with the accompanying notes.

Statement of capital works
for the year ended 30 June 2025

	Note	2025 $'000	2024 $'000
Property			
Land		-	-
Land improvements		39	3
Total land		**39**	**3**
Buildings		3,830	8,924
Total buildings		**8,924**	**8,924**
Total property		**3,869**	**8,927**
Plant, equipment and artwork			
Plant, machinery and equipment		1,594	1,033
Furniture, equipment and computers		703	165
Artwork		49	74
Total plant and equipment		**2,346**	**1,273**
Infrastructure			
Roads		4,200	3,619
Bridges		84	63
Footpaths and cycleways		983	694
Drainage		949	998
Recreational, leisure and community facilities		1,768	596
Kerb and channel		306	371
Waste management		-	-
Parks, open space and streetscapes		3,200	1,090
Other infrastructure		923	1,260
Total infrastructure		**12,413**	**8,691**
Total capital works expenditure		**18,628**	**18,891**
Represented by:			
New asset expenditure		1,773	3,571
Asset renewal expenditure		5,366	5,314
Asset expansion expenditure		1,556	289
Asset upgrade expenditure		9,933	9,717
Total capital works expenditure		**18,628**	**18,891**

The above statement of capital works should be read with the accompanying notes.

Overview

Note 1 Introduction

Nillumbik Shire Council (Council) was established by an Order of the Governor in Council on 15 December 1994 and is a body corporate. Council's main office is located at Civic Drive, Greensborough, Victoria.

Statement of compliance

These financial statements are a general purpose financial report that consists of a Comprehensive Income Statement, Balance Sheet, Statement of Changes in Equity, Statement of Cash Flows, Statement of Capital Works and notes accompanying these financial statements. The general purpose financial report complies with the Australian Accounting Standards (AAS), other authoritative pronouncements of the Australian Accounting Standards Board, *the Local Government Act 2020, and the Local Government (Planning and Reporting) Regulations 2020.*

The Council is a not-for-profit entity and therefore applies the additional AAS paragraphs applicable to a not-for-profit entity under the Australian Accounting Standards.

Accounting Policy Information

1.1 Basis of accounting

Accounting policies are selected and applied in a manner which ensures that the resulting financial information satisfies the concepts of relevance and reliability, thereby ensuring that the substance of the underlying transactions or other events is reported. Specific accounting policies applied are disclosed in sections where the related balance or financial statement matter is disclosed.

The accrual basis of accounting has been used in the preparation of these financial statements, except for the cash flow information, whereby assets, liabilities, equity, income and expenses are recognised in the reporting period to which they relate, regardless of when cash is received or paid.

The financial statements are based on the historical cost convention unless a different measurement basis is specifically disclosed in the notes to the financial statements.

The financial statements have been prepared on a going concern basis. The financial statements are in Australian dollars. The amounts presented in the financial statements have been rounded to the nearest thousand dollars unless otherwise specified. Minor discrepancies in tables between totals and the sum of components are due to rounding.

Judgements, estimates and assumptions are required to be made about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and associated judgements are based on professional judgement derived from historical experience and various other factors that are believed to be reasonable under the circumstances. Actual results may differ from these estimates.

Revisions to accounting estimates are recognised in the period in which the estimate is revised and also in future periods that are affected by the revision. Judgements and assumptions made by management in the application of AAS's that have significant effects on the financial statements and estimates relate to:

- the fair value of land, buildings, infrastructure, plant and equipment (refer to note 6.1)
- the determination of depreciation for buildings, infrastructure, plant and equipment (refer to note 6.1)
- the determination of employee provisions (refer to note 5.5(a))
- the determination of landfill provisions (refer to note 5.5(b))
- the determination of whether performance obligations are sufficiently specific so as to determine whether an arrangement is within the scope of *AASB 15 Revenue from Contracts with Customers or AASB 1058 Income of Not-for-Profit Entities* (refer to Note 3.4(c))
- the determination, in accordance with *AASB 16 Leases*, of the lease term, the estimation of the discount rate when not implicit in the lease and whether an arrangement is in substance short-term or low value (refer to Note 5.8)
- whether or not AASB 1059 Service Concession Arrangements: Grantors is applicable.
- other areas requiring judgements

Unless otherwise stated, all accounting policies are consistent with those applied in the prior year.
Where appropriate, comparative figures have been amended to accord with current presentation, and disclosure has been made of any material changes to comparatives.

Overview (cont.)

1.2 Impact of emergencies and natural disasters

During 2024-2025, emergencies or natural disasters impacted Council's operations. Council has noted the following significant impacts on its financial operations:

- Additional revenue – funding of $108,251 was received for a storm event occuring in January 2024.
- Revenue reductions – there were no significant revenue reductions resulting from emergencies or natural disasters.
- Revenue foregone – no forgone revenue has been identified as a result of emergencies or natural disasters.
- Additional costs – additional expenditure of $265,861 was incurred as a result of storm events occuring in January 2024 and August 2024.
- Asset valuations – there has been no significant impact to asset valuations as a result of emergencies or natural disasters.

Notes to the financial report
for the year ended 30 June 2025

Note 2 Analysis of our results

2.1 Performance against budget

The performance against budget notes compare Council's financial plan, expressed through its annual budget, with actual performance. *The Local Government (Planning and Reporting) Regulations 2020* requires explanation of any material variances. Council has adopted a materiality threshold of greater than 5 percent where further explanation is warranted. Explanations have not been provided for variations below the materiality threshold unless the variance is considered to be material because of its nature.

The budget figures detailed below are those adopted by Council on 28 May 2024. The Budget was based on assumptions that were relevant at the time of adoption of the Budget. Council sets guidelines and parameters for revenue and expense targets in this budget in order to meet Council's planning and financial performance targets for both the short and long-term. The budget did not reflect any changes to equity resulting from asset revaluations, as their impacts were not considered predictable.

These notes are prepared to meet the requirements of the *Local Government Act 2020* and the *Local Government (Planning and Reporting) Regulations 2020.*

2.1.1 Income / revenue and expenditure	Budget 2025 $'000	Actual 2025 $'000	Variance $'000	Variance %	Ref
Income / revenue					
Rates and charges	80,272	80,850	578	0.7%	
Statutory fees and fines	2,128	1,928	(200)	-9.4%	1
User fees	18,682	18,425	(257)	-1.4%	
Grants – operating	5,704	9,206	3,502	61.4%	2
Grants – capital	1,552	5,173	3,621	233.3%	3
Contributions – monetary	104	1,829	1,725	1658.7%	4
Contributions – non monetary	-	1,230	1,230	100.0%	5
Net gain/(loss) on disposal of property, infrastructure, plant and equipment	-	(1,788)	(1,788)	100.0%	6
Share of net profits/(losses) of associates	-	76	76	100.0%	7
Other income	1,968	3,438	1,470	74.7%	8
Total income	**110,410**	**120,367**	**9,957**	**9.0%**	
Expenses					
Employee costs	42,357	41,203	(1,154)	-2.7%	9
Materials and services	43,522	53,466	9,944	22.8%	10
Depreciation	12,440	16,099	3,659	29.4%	11
Depreciation - right of use assets	410	451	41	10.0%	12
Allowance for impairment losses	-	(65)	(65)	100.0%	13
Borrowing costs	966	929	(37)	-3.8%	14
Finance costs – leases	55	55	-	0.0%	
Contributions to associates	3,367	3,197	(170)	-5.0%	
Other expenses	3,302	4,002	700	21.2%	15
Total expenses	**106,419**	**119,337**	**12,918**	**12.1%**	
Surplus / (deficit) for the year	**3,991**	**1,030**	**(2,961)**	**-74.2%**	

Notes to the financial report
for the year ended 30 June 2025

Note 2 Performance against budget (cont.)

2.1.1 Income and expenditure (cont.)

(i) Explanation of material variances

Ref	Explanation
1	**Statutory fees and fines,** additional income across non-voter fines ($45,000) and prosecution income ($45,000), offset by a reduction in planning application fees ($249,000) and animal infringements ($64,000).
2	**Grants - operating,** payment in advance of the Federal Assistance Grants received from the Commonwealth Government ($1.99 million) and grants received in prior years for one off projects, previously recognised as income in advance ($1.27 million).
3	**Grants - capital,** grants received recognised as income in advance in prior years, including Rejuvenating Ryans Reserve ($975,000), Ironbark Road blackspot works ($381,000), Eltham Lower Park upgrade ($300,000), Diamond Creek Tennis Court upgrade ($260,000), Kangaroo Ground Tennis Court car park ($181,000), Hurstbridge Mens Shed ($107,000), January 2024 natural disaster event emergency response grant ($100,000) and Diamond Creek Netball Court roof ($100,000). Unbudgeted grants received in 2024-2025: Diamond Creek Outdoor Pool ($444,000), Diamond Valley Library accessible path and car park ($140,000), Ironbark Road blackspot works ($309,000) and Eltham South Preschool ($80,000).
4	**Contributions - monetary,** variance due to developer and capital works contributions received during the year.
5	**Contributions - non-monetary,** comprises of road, drainage and kerb and channel infrastructure assets, that were transferred to Council during the period. Council does not budget for the receipt of non-monetary contributions.
6	**Net gain on disposal of property,** losses on disposal of plant, infrastructure and equipment, which are not budgeted for.
7	**Share of net profits/(losses) of associates,** Council does not budget for share of net profit/(losses) of associates.
8	**Other income,** increase in interest income on term deposits held driven by increasing interest rates ($619,000), natural disaster funding received for storm event occurring in 2023-2024 ($108,000), insurance refunds ($350,000), income related to Container Deposit Scheme ($179,000) and roadside maintenance income from VicRoads related to prior year ($38,000).
9	**Employee costs,** variance attributable to vacant positions across the organisation ($1.81 million), offset by an increase in staff casual costs ($175,000), overtime ($120,000) and parental leave costs ($323,000).
10	**Materials and services,** variance is attributable to contract related increases for amenity mowing which have been budgeted for in 2025-2026 ($1.2 million), new grant funded project related expenditure ($916,000), legal expenses ($103,000), equipment below the capitalisation threshold ($266,000), insurance premiums ($115,000), agency staff driven by ongoing vacancies, ($483,000). Additionally, the increase is attributable to capital works and work-in-progress expensed ($4.62 million), utilities ($156,000), software maintenance ($76,000), graffiti removal ($81,000) and leisure facility contract expenditure ($802,810) counteracted by corresponding increase in contract income.
11	**Depreciation,** reflective of property and infrastructure assets and capital works completed during the financial year and asset revaluations undertaken in the 2024-2025 year not reflected within the annual budget.
12	**Amortisation of right-of-use assets,** reflective of new and active leases in 2024-2025.
13	**Allowance for impairment losses,** Council does not budget for bad and doubtful debts.
14	**Borrowing costs,** reflective of Council's loan portfolio.
15	**Other expenses,** largely driven by audit costs being budgeted within materials and services ($233,000), and additional expenditure across arboriculture permit costs ($147,000), capital works related expenditure including maintenance and plans not capitalised ($73,000), election costs ($70,000), short term leased equipment ($49,000), repairs and maintenance ($39,000), advocacy ($31,000), bank fees ($21,000), and VCAT fees ($19,000).

Notes to the financial report
for the year ended 30 June 2025

Note 2 Performance against budget (cont.)

2.1.2 Capital works	Budget 2025 $'000	Actual 2025 $'000	Variance $'000	Variance %	Ref
Property					
Land	-	-	-	0.0%	
Land improvements	-	39	39	100.0%	1
Total land	**-**	**39**	**39**	**100.0%**	
Buildings	610	3,830	3,220	527.8%	2
Total buildings	**610**	**3,830**	**3,220**	**527.8%**	
Total property	**610**	**3,869**	**3,259**	**534.2%**	
Plant, equipment and artwork					
Plant, machinery and equipment	1,263	1,594	331	26.2%	3
Furniture, equipment and computers and telecomms	315	703	388	123.2%	4
Artwork	-	49	49	100.0%	5
Total plant and equipment	**1,578**	**2,346**	**768**	**48.7%**	
Infrastructure					
Roads	2,850	4,200	1,350	47.4%	6
Bridges	150	84	(66)	-44.0%	7
Footpaths, trails and cycleways	630	983	353	56.0%	8
Drainage	885	949	64	7.2%	9
Recreational, leisure and community facilities	2,733	1,768	(965)	-35.3%	10
Kerb and channel	-	306	306	100.0%	11
Waste management	4,111	-	(4,111)	-100.0%	12
Parks, open space and streetscapes	1,132	3,200	2,068	182.7%	13
Other infrastructure	1,391	923	(468)	-33.6%	14
Total infrastructure	**13,882**	**12,413**	**(1,469)**	**-10.6%**	
Total capital works expenditure	**16,070**	**18,628**	**2,557**	**15.9%**	
Represented by:					
New asset expenditure	932	1,773	841	90.2%	
Asset renewal expenditure	6,196	5,366	(830)	-13.4%	
Asset expansion expenditure	684	1,556	872	127.5%	
Asset upgrade expenditure	8,258	9,933	1,675	20.3%	
Total capital works expenditure	**16,070**	**18,628**	**2,558**	**15.9%**	

Notes to the financial report
for the year ended 30 June 2025

Note 2 Performance against budget (cont.)

2.1.2 Capital Works (cont.)

(i) Explanation of material variances

Ref	Explanation
1	**Land improvements,** additional irrigation works required at Ryans Reserve, Diamond Creek, outside the scope of the original project.
2	**Buildings,** Works budgeted for in prior year, including Diamond Creek Youth Hub ($618,000), Alistair Knox Park Changing Places amenities ($367,000), Diamond Hills Preschool redevelopment ($241,000) and Hurstbridge Mens Shed ($237,000). Unbudgeted remediation works undertaken at Alistair Knox Park ($460,000) . Works and work in progress budgeted for under Recreation, Leisure and Community and Parks, open space and infrastructure, including buildings renewal and upgrade projects across the Shire ($1.53 million).
3	**Plant,** machinery and equipment, acquisition of vehicles, plant and machinery after prior year delays due to shortages.
4	**Furniture,** equipment and computers and telecomms, purchases of IT equipment including disaster recovery hardware ($298,000) and the storage area network upgrade ($111,000).
5	**Artwork,** purchase of artworks, including "Hold Your Horses" sculpture, "Prayer Rug" photograph and the Diamond Valley Library outdoor space artwork.
6	**Roads,** works carried forward from prior financial year, including Ironbark Road blackspot works ($714,000), Eltham North Pavilion Car Park Extension ($679,000) and Urban Congestion Fund works ($472,000), offset by works classified as kerb and channel.
7	**Bridges,** renewal works unable to be capitalised due to being repair/ maintenance work in nature.
8	**Footpaths**, trails and cycleways, works carried forward from 2023-2024 including shared pathways constructed as a result of developer contributions.
9	**Drainage,** drainage relocation for accessible amenities works and for Ironbark Road, Diamond Creek blackspot works.
10	**Recreational,** leisure and community facilities, works and work in progress capitalised under buildings, including buildings renewal and upgrade projects across the Shire ($1.53 million), offset by work in progress on Diamond Creek Outdoor Pool, budgeted for in prior year ($581,000).
11	**Kerb and channel,** kerb and channel is budgeted for under drainage, roads and footpaths.
12	**Waste management,** Landfill rehabilitation costs are budgeted for within the capital works program but cannot be capitalised due to their nature, and as such have been recognised via the Provision for Landfill Rehabilitation.
13	**Parks, open space and streetscapes,** works carried from prior year, including Ryans Reserve ($1.2 million), public open space works funded through developer contributions ($320,000), Eltham Lower Park upgrade ($200,000). Works budgeted for as buildings, including retaining walls and fencing ($300,000).
14	**Other infrastructure,** works budgeted in 2023-2024, including Plenty War Memorial Park lighting upgrade ($238,000), Edendale Amphitheatre shade sail ($83,000), Hurstbridge Hub shade sail ($54,000) and signage and other improvement programs ($40,000).

Notes to the financial report
for the year ended 30 June 2025

Note 2 Analysis of Council results by program

Council delivers its functions and activities through the following programs.

2.2.1 Communities

Communities provides high quality community focused programs and service delivery to residents. Service areas include community support and partnerships, early years and education programs, volunteering, maternal child health services and arts and cultural development.

Culture and Performance

Culture and Performance provides efficient, effective and proactive support services across Council to enable the delivery of policy commitments, Council's vision and mission. The provision of these services includes human resources, information and technology and business transformation and performance. Finance, procurement and assets moved to Culture and Performance during the financial year.

Governance, Communications and Community Safety

Governance, Communications and Community Safety provides effective governance oversight of the organisation and provides support to the organisation and ensures Council's customer focus includes communication and community engagement processes. Service areas include governance, information services, community safety, communications and engagement, emergency management and legal services. Executive Services, the provision of support services to the CEO and Councillors, has been included in Governance Communications and Community Safety.

Planning, Environment and Strategy

Planning, Environment and Strategy delivers regulatory and amenity services to residents and visitors across the Shire and partners with the business community to developed economic and tourism opportunities. Planning, Environment and Strategy is comprised of planning services, environment, strategic planning and economic development and tourism.

Operations

Operations and Infrastructure is responsible for constructing new infrastructure and maintaining existing infrastructure across a very diverse range of assets that underpin the wellbeing of the community. Infrastructure and Operations is comprised of infrastructure, capital works, operations centre, waste and recreation and leisure. Finance, procurement and assets moved to Culture and Performance during the financial year.

2.2.2 Summary of income, expenses, assets and capital expenses by program

	Income/ revenue	Expenses	Surplus/ (Deficit)	Grants included in income/ revenue	Total capital expenditure	Total assets
	$'000	$'000	$'000	$'000	$'000	$'000
2025						
Communities	2,771	13,245	(10,474)	2,072	-	26,624
Culture and Performance	93,160	45,945	47,215	3,363	660	1,489
Governance, Communications Community Safety	2,667	9,534	(6,867)	581	-	-
Planning, Environment and Strategy	2,352	11,718	(9,366)	591	-	-
Operations	19,417	38,895	(19,478)	7,772	17,967	1,060,772
	120,367	**119,337**	**1,030**	**14,379**	**18,628**	**1,088,885**
2024						
Communities	3,200	13,000	(9,800)	2,491	-	26,546
Culture and Performance	1,159	10,807	(9,648)	22	114	1,011
Governance, Communications Community Safety	2,865	8,860	(5,995)	824	-	-
Planning, Environment and Strategy	2,294	11,619	(9,325)	543	-	-
Operations	103,648	77,178	26,470	9,130	18,777	1,069,504
	113,166	**121,464**	**(8,298)**	**13,010**	**18,891**	**1,097,061**

Notes to the financial report
for the year ended 30 June 2025

Note 3 Funding for the delivery of our services

3.1 Rates and charges

Council uses Capital Improved Value (CIV) as the basis of valuation of all properties within the municipal district. The Capital Improved Value of a property is the market value of land and all improvements at a given point in time.

The valuation base used to calculate general rates for 2024-2025 was $26.9 billion (2023-2024 $24.9 billion).

	2025 $'000	2024 $'000
General rates	64,483	62,423
Waste management charge	15,142	14,091
Special rates and charges	295	295
Supplementary rates and rate adjustments	228	267
Interest on rates and charges	702	562
Total rates and charges	**80,850**	**77,638**

The date of the latest general revaluation of land for rating purposes within the municipal district was 1 January 2024, and the valuation was first applied in the rating year commencing 1 July 2024.

Annual rates and charges are recognised as revenues when Council issues annual rates notices. Supplementary rates are recognised when a valuation and reassessment is completed and a supplementary rates notice issued.

3.2 Statutory fees and fines

Infringements and costs	696	665
Town planning fees	878	815
Land information certificates	55	54
Animal infringements	6	30
Permits	228	268
Pool registration and compliance	65	33
Total statutory fees and fines	**1,928**	**1,865**

Statutory fees and fines (including parking fees and fines) are recognised as revenue when the service has been provided, the payment is received, or when the penalty has been applied, whichever first occurs.

3.3 User fees

Leisure centre and recreation	14,710	13,996
Child care/children's programs	461	461
Registration and other permits	817	825
Building services	180	179
Waste management services	575	633
Subdivision supervision	210	138
Pound release	17	17
Adult education	272	230
Edendale farm	422	405
Environmental health	283	267
Hall and sport ground hire	309	432
Other fees and charges	169	144
Total user fees	**18,425**	**17,727**
User fees by timing of revenue recognition		
User fees recognised at a point in time	18,425	17,727
Total user fees	**18,425**	**17,727**

User fees are recognised as revenue at a point in time, or over time, when (or as) the performance obligation is satisfied. Recognition is based on the underlying contractual terms.

Notes to the financial report
for the year ended 30 June 2025

Note 3 Funding for the delivery of our services (cont.)

3.4 Funding from other levels of government	2025 $'000	2024 $'000
Grants were received in respect of the following:		
Summary of grants		
Commonwealth funded grants	8,720	4,003
State funded grants	5,659	9,007
Total grants received	**14,379**	**13,010**
(a) Operating Grants		
Recurrent – Commonwealth Government		
Aged and health services	133	245
Family and children	359	308
Commonwealth Financial Assistance Grants	5,665	156
Community health	42	40
Recurrent – State Government		
Adult education	255	242
Aged care	3	4
Community health	20	148
Disability support	-	160
Environment	3	1
Family and children	1,061	1,171
School crossing supervisors	392	380
Total recurrent operating grants	**7,933**	**2,855**
Non-recurrent – Commonwealth Government		
Environment	-	19
Family and children	81	-
Recreation	3	-
Non-recurrent – State Government		
Adult education	67	82
Community health	1	-
Disability support	1	7
Economic development	-	16
Emergency management	189	444
Environment	664	434
Family and children	189	154
Pandemic response	14	-
Planning services	-	110
Recreation	53	9
Transport	11	-
Total non-recurrent operating grants	**1,273**	**1,275**
Total operating grants	**9,206**	**4,130**

Notes to the financial report
for the year ended 30 June 2025

Note 3 Funding for the delivery of our services (cont.)

3.4 Funding from other levels of government (cont.) (b) Capital Grants	2025 $'000	2024 $'000
Non-recurrent – Commonwealth Government		
Bridges	-	-
Buildings	(10)	272
Drainage	-	-
Family and children	-	3
Footpaths	-	-
Public open space	-	-
Recreation	744	244
Roads	904	1,940
Roads to recovery	799	739
Other	-	37
Non-recurrent – State Government		
Buildings	214	336
Environment	22	-
Family and children	205	2,940
Public open space	-	-
Recreation, Leisure and Community	1,490	1,942
Roads	790	370
Other	15	57
Total non-recurrent capital grants	**5,173**	**8,880**
Total capital grants	**5,173**	**8,880**

Notes to the financial report
for the year ended 30 June 2025

Note 3 Funding for the delivery of our services (cont.)

(c) Recognition of grant income

Before recognising funding from government grants as revenue, the Council assesses whether there is a contract that is enforceable and has sufficiently specific performance obligations in accordance with AASB 15 Revenue from Contracts with Customers. When both these conditions are satisfied, the Council:

- identifies each performance obligation relating to revenue under the contract/agreement
- determines the transaction price
- recognises a contract liability for its obligations under the agreement
- recognises revenue as it satisfies its performance obligations, at the point in time or over time when services are rendered.

Where the contract is not enforceable and/or does not have sufficiently specific performance obligations, the Council applies AASB 1058 Income of Not-for-Profit Entities.

Grant revenue with sufficiently specific performance obligations is recognised over time as the performance obligations specified in the underlying agreement are met. Where performance obligations are not sufficiently specific, grants are recognised on the earlier of receipt or when an unconditional right to receipt has been established. Grants relating to capital projects are generally recognised progressively as the capital project is completed. The following table provides a summary of the accounting framework under which grants are recognised.

	2025 $'000	2024 $'000
Revenue recognised under AASB 15 Revenue from Contracts with Customers	5,173	8,880
Specific purpose grants to acquire non-financial assets		
Other specific purpose grants	3,541	3,975
Income recognised under AASB 1058 Income of Not-for-Profit Entities		
General purpose	5,665	156
Total	**14,379**	**13,011**

(d) Unspent grants received on condition that they be spent in a specific manner

Operating		
Balance at start of year	1,300	1,592
Received during the financial year and remained unspent at balance date	415	1,014
Received in prior years and spent during the financial year	(1,002)	(1,306)
Balance at year end	**713**	**1,300**
Capital		
Balance at start of year	6,717	11,983
Received during the financial year and remained unspent at balance date	1,755	1,618
Received in prior years and spent during the financial year	(2,540)	(6,884)
Balance at year end	**5,932**	**6,717**

Unspent grants are determined and disclosed on a cash basis.

Notes to the financial report
for the year ended 30 June 2025

Note 3 Funding for the delivery of our services (cont.)

3.5 Contributions	2025 $'000	2024 $'000
Monetary	1,829	1,288
Non-monetary	1,230	24
Total contributions	**3,059**	**1,312**

Contributions of non-monetary assets were received in relation to the following asset classes:

Land	31	-
Infrastructure	1,199	24
Total non-monetary contributions	**1,230**	**24**

Monetary and non-monetary contributions are recognised as revenue when Council obtains control over the contributed asset.

3.6 Net gain/(loss) on disposal of property, infrastructure, plant and equipment

Proceeds of sale	249	279
Written down value of assets disposed	(2,037)	(2,319)
Total net gain/(loss) on disposal of property, infrastructure, plant and equipment	**(1,788)**	**(2,040)**

The profit or loss on sale of an asset is determined when control of the asset has passed to the buyer.

3.7 Other income

Interest	1,869	2,104
Other rent	334	319
Reimbursements	552	469
Sale of valuations	18	21
WorkCover insurance recoveries	38	117
Planning	1	6
Other	626	604
Total other income	**3,438**	**3,640**

Interest is recognised as it is earned.

Other income is measured at the fair value of the consideration received or receivable and is recognised when Council gains control over the right to receive the income. .

Notes to the financial report
for the year ended 30 June 2025

Note 4 The cost of delivering services

4.1 Employee costs	2025 $'000	2024 $'000
Wages and salaries	36,086	34,083
WorkCover	1,001	767
Superannuation	4,073	3,718
Fringe benefits tax	43	27
Other	-	86
Total employee costs	**41,203**	**38,681**

(a) Superannuation
Council made contributions to the following funds:

Defined benefit fund		
Employer contributions to Local Authorities Superannuation Fund (Vision Super)	109	65
	109	**65**
Employer contributions payable at reporting date	**32**	**27**
Accumulation funds		
Employer contributions to Local Authorities Superannuation Fund (Vision Super)	1,844	1,750
Employer contributions – other funds	2,120	1,903
	3,964	**3,653**
Employer contributions payable at reporting date	**-**	**-**

Contributions made exclude amounts accrued at balance date. Refer to note 9.3 for further information relating to Council's superannuation obligations.

4.2 Materials and services

Contract payments - leisure and recreation	14,718	13,999
Contract payments - agency and temporary staffing	535	707
Contract payments - home and community care services	251	243
Contract payments - waste	7,208	7,124
Contract payments - other	23	57
Net movement in provision for landfill rehabilitation	3,389	11,323
Building maintenance	328	318
Materials, maintenance and equipment	15,412	14,818
Utilities	1,266	1,185
Office administration	1,028	1,032
Information technology and telephone	2,402	2,275
Insurance premiums	1,816	1,679
Consultants	2,171	2,058
Emergency management	330	357
Waste management	2,164	2,412
Other	425	398
Total materials and services	**53,466**	**59,985**

Expenses are recognised as they are incurred and reported in the financial year to which they relate.

Notes to the financial report
for the year ended 30 June 2025

Note 4 The cost of delivering services (cont.)

4.3 Depreciation	2025 $'000	2024 $'000
Property	31	51
Buildings	1,574	1,896
Plant, equipment and artwork	945	802
Infrastructure	13,549	12,236
Total depreciation	**16,099**	**14,984**

Refer to note 6.1 for a detailed breakdown of depreciation charges and accounting policy.

4.4 Depreciation - right-of-use assets		
Plant and equipment	451	456
Depreciation - right-of-use assets	**451**	**456**

4.5 Allowance for impairment losses		
Parking fine debtors*	(10)	94
Bad debts	(55)	(7)
Total allowance for impairment losses	**(65)**	**87**

* Allowance for impairment losses for parking debtors relate to provisions raised regarding amounts in excess of 12 months old which have been referred to Infringements Court for collection plus associated costs.

Movement in allowance for impairment losses in respect of debtors		
Balance at the beginning of the year	773	686
New allowances recognised during the year	-	155
Amounts already allowed for and written off as uncollectible	55	4
Amounts provided for but recovered during the year	(122)	(72)
Balance at end of year	**706**	**773**

An allowance for impairment losses in respect of debtors is recognised based on an expected credit loss model. This model considers both historic and forward looking information in determining the level of impairment.

4.6 Borrowing costs		
Interest on borrowings	929	697
Total borrowing costs	**929**	**697**

Borrowing costs are recognised as an expense in the period in which they are incurred, except where they are capitalised as part of a qualifying asset constructed by Council.

4.7 Finance costs – leases		
Interest – lease liabilities	55	75
Total finance costs	**55**	**75**

4.8 Other expenses		
Auditors' remuneration – VAGO – audit of the financial statements, performance statement	73	73
Auditors' remuneration – internal and grant acquittals	160	190
Councillors' allowances	311	320
Operating lease rentals	222	258
Other	3,236	2,581
Total other expenses	**4,002**	**3,422**

Notes to the financial report
for the year ended 30 June 2025

Note 5 Investing in and financing our operations

5.1 Financial assets (a) Cash and cash equivalents	2025 $'000	2024 $'000
Cash on hand	2	3
Cash at bank	5,509	4,409
Term deposits	24,170	35,998
Total cash and cash equivalents	**29,681**	**40,410**
(b) Other financial assets		
Current		
Term deposits	9,000	10,000
Non-current		
Investment – MAPS	5	5
Total other financial assets	**9,005**	**10,005**
Total cash and cash equivalents and other financial assets	**38,686**	**50,415**

Cash and cash equivalents include cash on hand, deposits at call, and other highly liquid investments with original maturities of ninety days/three months or less, net of outstanding bank overdrafts.

Other financial assets are valued at fair value, at balance date. Term deposits are measured at original cost. Any unrealised gains and losses on holdings at balance date are recognised as either a revenue or expense.

Investments in MAPS (Local Government Health Plan) are valued at cost. Any dividends paid are taken up as revenue.

Other financial assets include term deposits and those with original maturity dates of three to twelve months are classified as current, whilst term deposits with maturity dates greater than twelve months are classified as non-current.

Notes to the financial report
for the year ended 30 June 2025

Note 5 Investing in and financing our operations (cont.)

5.1 Financial assets (cont.)

(c) Trade and other receivables	**2025 $'000**	**2024 $'000**
Current		
Statutory receivables		
Rates debtors	12,954	11,395
Special charge scheme debtors	580	625
Parking infringement debtors	828	825
Allowance for expected credit loss - infringements	(598)	(607)
Net GST receivable	521	685
Non-statutory receivables		
Other debtors	1,352	1,250
Allowance for expected credit loss - other debtors	(108)	(166)
Total current trade and other receivables	**15,529**	**14,007**
Non-current		
Statutory receivables		
Special rate scheme	480	582
Total non-current trade and other receivables	**480**	**582**
Total trade and other receivables	**16,009**	**14,589**

Short term receivables are carried at invoice amount. An allowance for expected credit losses is recognised based on past experience and other objective evidence of expected losses. Long term receivables are carried at amortised cost using the effective interest rate method.

(d) Ageing of Receivables

The ageing of the Council's trade and other receivables (excluding statutory receivables) that are not impaired was:

Current (not yet due)	1,206	1,057
Past due by up to 30 days	10	11
Past due between 31 and 180 days	-	26
Past due between 181 and 365 days	3	22
Past due by more than 1 year	133	134
Total trade and other receivables	**1,352**	**1,250**

(e) Ageing of individually impaired Receivables

At balance date, other debtors representing financial assets with a nominal value of $108,397 (2024: $165,569) were impaired. The amount of the allowance raised against these debtors was $108,397 (2024: $165,569). They individually have been impaired as a result of their doubtful collection.

The ageing of receivables that have been individually determined as impaired at reporting date was:

Current (not yet due)	-	-
Past due by up to 30 days	-	-
Past due between 31 and 180 days	-	21
Past due between 181 and 365 days	-	36
Past due by more than 1 year	108	108
Total trade and other receivables	**108**	**165**

Notes to the financial report
for the year ended 30 June 2025

Note 5 Investing in and financing our operations (cont.)

5.2 Non-financial assets

(a) Inventories	**2025 $'000**	**2024 $'000**
Fuel	31	32
Total inventories	**31**	**32**

Inventories held for distribution are measured at cost, adjusted when applicable for any loss of service potential. All other inventories, including land held for sale, are measured at the lower of cost and net realisable value. Where inventories are acquired for no cost or nominal consideration, they are measured at current replacement cost at the date of acquisition.

(b) Other assets

Prepaid expenses	1,435	1,790
Accrued income	2,248	990
Total current other assets	**3,683**	**2,780**

5.3 Payables, trust funds and deposits and contract and other liabilities

(a) Trade and other payables

Non-statutory payables		
Trade payables	1,120	2,667
Accrued expenses	4,367	5,978
Prepaid income	681	289
Total trade and other payables	**6,168**	**8,934**

(b) Trust funds and deposits

Current		
Refundable deposits	675	623
Fire services levy	1,534	1,119
Retention amounts	1,469	899
Other refundable deposits	856	1,088
Total trust funds and deposits	**4,534**	**3,729**

(c) Contract and other liabilities

Deferred operating grants	713	1,300
Deferred capital grants	5,932	6,717
Other	-	1
Total current contract and other liabilities	**6,645**	**8,018**

Trust funds and deposits

Amounts received as deposits and retention amounts controlled by Council are recognised as trust funds until they are returned, transferred in accordance with the purpose of the receipt, or forfeited. Trust funds that are forfeited, resulting in council gaining control of the funds, are to be recognised as revenue at the time of forfeit.

Other liabilities

Grant consideration was received from federal and state government departments to support the construction of capital assets. Grant consideration is recognised as income following specific guidance under AASB 15 as the asset is constructed. Income is recognised to the extent of costs incurred-to-date because the costs of construction most closely reflect the stage of completion. As such, Council has deferred recognition of a portion of the grant consideration received as a liability for outstanding obligations.

Notes to the financial report
for the year ended 30 June 2025

Note 5 Investing in and financing our operations (cont.)

5.3 Payables (cont.)

Purpose and nature of items
Refundable deposits - Deposits are taken by Council as a form of surety in a number of circumstances, including in relation to building works, tender deposits, contract deposits and the use of civic facilities.

Fire Service Levy - Council is the collection agent for fire services levy on behalf of the State Government. Council remits amounts received on a quarterly basis, after each instalment date. Amounts disclosed here will be remitted to the state government in line with that process.

Retention Amounts - Council has a contractual right to retain certain amounts until a contractor has met certain requirements or a related warrant or defect period has elapsed. Subject to the satisfactory completion of the contractual obligations, or the elapsing of time, these amounts will be paid to the relevant contractor in line with Council's contractual obligations.

5.4 Interest-bearing liabilities	2025 $'000	2024 $'000
Current		
Treasury Corporation of Victoria borrowings - secured	1,658	1,583
Other borrowings - secured	1,088	1,034
	2,746	**2,617**
Non-current		
Treasury Corporation of Victoria borrowings - secured	9,973	11,632
Other borrowings - secured	4,347	5,434
	14,320	**17,066**
Total	**17,066**	**19,683**

a) The maturity profile for Council's borrowings is:

Not later than one year	2,746	2,617
Later than one year and not later than five years	9,713	10,956
Later than five years	4,607	6,110
Total	**17,066**	**19,683**

Borrowings are initially measured at fair value, being the cost of the interest bearing liabilities, net of transaction costs. The measurement basis subsequent to initial recognition depends on whether the Council has categorised its interest-bearing liabilities as either financial liabilities designated at fair value through the profit and loss, or financial liabilities at amortised cost. Any difference between the initial recognised amount and the redemption value is recognised in net result over the period of the borrowing using the effective interest method.

The classification depends on the nature and purpose of the interest bearing liabilities. The Council determines the classification of its interest bearing liabilities based on contractual repayment terms at every balance date.

In classifying borrowings as current or non-current Council considers whether at balance date it has the right to defer settlement of the liability for at least twelve months after the reporting period. Council's loan arrangements include covenants based on Council's financial performance and position at the end of the reporting period. These covenants are assessed for compliance after the reporting period based on specified financial ratios.

Notes to the financial report
for the year ended 30 June 2025

Note 5 Investing in and financing our operations (cont.)

5.5 Provisions

	Employee	Landfill restoration	Total
	$'000	$'000	$'000
2025			
Balance at beginning of the financial year	8,447	21,142	29,589
Additional provisions	4,242	5,899	10,141
Amounts used	(3,827)	(6,725)	(10,552)
Change in the discounted amount arising because of time and the effect of any change in the discount rate	-	(2,510)	(2,510)
Balance at the end of the financial year	**8,862**	**17,806**	**26,668**
Provisions - current	8,080	5,888	13,968
Provisions - non-current	782	11,918	12,700
2024			
Balance at beginning of the financial year	8,411	14,128	22,539
Additional provisions	3,850	9,406	13,256
Amounts used	(3,814)	(4,309)	(8,123)
Change in the discounted amount arising because of time and the effect of any change in the discount rate	-	1,917	1,917
Balance at the end of the financial year	**8,447**	**21,142**	**29,589**
Provisions - current	7,633	5,095	12,728
Provisions - non-current	814	16,047	16,861

(a) Employee provisions	**2025 $'000**	**2024 $'000**
Current provisions expected to be wholly settled within 12 months		
Annual leave	1,043	978
Long service leave	984	934
	2,027	**1,912**
Current provisions expected to be wholly settled after 12 months		
Annual leave	2,118	1,983
Long service leave	3,935	3,738
	6,053	**5,721**
Total current employee provisions	**8,080**	**7,633**
Non-current employee provisions		
Long service leave	782	814
Total non-current employee provisions	**782**	**814**
Aggregate carrying amount of employee provisions		
Current	8,080	7,633
Non-current	782	814
Total aggregate carrying amount of employee provisions	**8,862**	**8,447**

The calculation of employee costs and benefits includes all relevant on-costs and are calculated as follows at reporting date.

Notes to the financial report
for the year ended 30 June 2025

Note 5 Investing in and financing our operations (cont.)

5.5 Provisions (cont.)

(a) Employee provisions (continued)

Annual leave

A liability for annual leave is recognised in the provision for employee benefits as a current liability because the Council does not have an unconditional right to defer settlement of the liability. Liabilities for annual leave are measured at:

- nominal value if the Council expects to wholly settle the liability within 12 months
- present value if the Council does not expect to wholly settle within 12 months.

Liabilities that are not expected to be wholly settled within 12 months of the reporting date are recognised in the provision for employee benefits as current liabilities, measured at the present value of the amounts expected to be paid when the liabilities are settled using the remuneration rate expected to apply at the time of settlement.

Long service leave

Liability for long service leave (LSL) is recognised in the provision for employee benefits. Unconditional LSL is disclosed as a current liability as the Council does not have an unconditional right to defer settlement. Unconditional LSL is measured at nominal value if expected to be settled within 12 months or at present value if not expected to be settled within 12 months. Conditional LSL that has been accrued, where an employee is yet to reach a qualifying term of employment, is disclosed as a non-current liability and measured at present value.

Key assumptions:	2025 $'000	2024 $'000
- Discount rates	4.20%	4.35%
- Index rate	2.75%	3.00%

(b) Landfill restoration

Current	5,888	5,095
Non-current	11,918	16,047
Total landfill restoration	**17,806**	**21,142**

Council is obligated to restore the former landfill sites at Plenty and Kangaroo Ground to a particular standard. The provision for landfill restoration has been calculated based on the present value of expected cost of works to be undertaken. The expected cost of works has been estimated based on current understanding of work required to reinstate the site to a suitable standard as reviewed by the Environmental Protection Agency (EPA). Accordingly, the estimation of the provision required is dependent on the accuracy of the forecast timing of the work, work required and related costs. Council reviews the landfill restoration provision on an annual basis, including the key assumptions listed below:

Key assumptions:		
– Discount rate	4.42%	4.48%
– Index rate	3.00%	3.00%
– Estimated remaining costs to rehabilitate, including aftercare costs	21,689	22,515

The estimated cost to rehabilitate both landfill sites reflects the contracted rehabilitation cost of the Plenty Landfill site plus additional compliance expenditure, with the same costing assumed for Kangaroo Ground based on all known rehabilitation requirements. Rehabilitation of both landfill sites is underpinned by EPA requirements which are reflected in rehabilitation contract.

Notes to the financial report
for the year ended 30 June 2025

Note 5 Investing in and financing our operations (cont.)

5.6 Financing arrangements

Council has the following funding arrangements in place as at 30 June 2025.

	2025 $'000	2024 $'000
Loan facilities	17,066	19,683
Credit card facilities	153	153
Total facilities	**17,219**	**19,836**
Used facilities	17,117	19,761
Unused facilities	102	75
Total	**17,219**	**19,836**

5.7 Commitments

The Council has entered into the following commitments. Commitments are not recognised in the balance sheet. Commitments are disclosed at their nominal value and presented exclusive of the GST payable.

	Not later than 1 year $'000	Later than 1 year and not later than 2 years $'000	Later than 2 years and not later than 5 years $'000	Later than 5 years $'000	Total $'000
2025					
Operating					
Community safety and amenity	322	121	364	-	807
Community services	250	-	-	-	250
Infrastructure	116	24	-	-	140
Landfill	718	473	-	-	1,191
Environment, biodiversity and sustainability	3,379	2,473	4,003	23	9,878
Organisational support	4,575	2,628	2,560	-	9,763
Planning, environment and strategy	226	32	32	-	290
Waste	8,473	6,151	2,229	-	16,853
Total	**18,059**	**11,902**	**9,188**	**23**	**39,172**
Capital					
Infrastructure	3,887	-	-	-	3,887
Landfill	3,975	-	-	-	3,975
Buildings	258	61	-	-	319
Plant and Equipment	-	-	-	-	-
Total	**8,120**	**61**	**-**	**-**	**8,181**

Notes to the financial report
for the year ended 30 June 2025

Note 5 Investing in and financing our operations (cont.)

5.7 Commitments (cont.)

2024	Not later than 1 year $'000	Later than 1 year and not later than 2 years $'000	Later than 2 years and not later than 5 years $'000	Later than 5 years $'000	Total $'000
Operating					
Community safety and amenity	322	322	364	121	1,129
Community services	269	14	21	-	304
Infrastructure	539	228	-	-	767
Insurance	65	44	65	-	174
Landfill	2,708	2,503	6,021	-	11,232
Living landscapes	4,405	2,690	1,264	-	8,359
Organisational support	918	605	495	47	2,065
Planning, environment and strategy	8,920	8,671	8,539	–	26,130
Waste	7,836	7,156	12,775	168	27,767
Total	**18,146**	**15,077**	**16,769**	**168**	**50,160**
Capital					
Infrastructure	3,002	-	-	-	3,002
Landfill	4,086	3,975	-	-	8,061
Buildings	2,349	-	-	-	2,349
Plant and Equipment	846	-	-	-	846
Total	**10,283**	**3,975**	**–**	**–**	**14,258**

5.8 Leases

At inception of a contract, Council assesses whether a contract is, or contains, a lease. A contract is, or contains, a lease if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration. To identify whether a contract conveys the right to control the use of an identified asset, it is necessary to assess whether:

- The contract involves the use of an identified asset;
- Council has the right to obtain substantially all of the economic benefits from use of the asset throughout the period of use; and
- Council has the right to direct the use of the asset.

This policy is applied to contracts entered into, or changed, on or after 1 July 2019.

As a lessee, Council recognises a right-of-use asset and a lease liability at the lease commencement date.
The right-of-use asset is initially measured at cost which comprises the initial amount of the lease liability adjusted for:

- any lease payments made at or before the commencement date less any lease incentives received; plus
- any initial direct costs incurred; and
- an estimate of costs to dismantle and remove the underlying asset or to restore the underlying asset or the site on which it is located.

Notes to the financial report
for the year ended 30 June 2025

Note 5 Investing in and financing our operations (cont.)

5.8 Leases (cont.)

The right-of-use asset is subsequently depreciated using the straight-line method from the commencement date to the earlier of the end of the useful life of the right-of-use asset or the end of the lease term. The estimated useful lives of right-of- use assets are determined on the same basis as those of property, plant and equipment. In addition, the right-of-use asset is periodically reduced by impairment losses, if any, and adjusted for certain measurements of the lease liability.

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, an appropriate incremental borrowing rate. Generally, Council uses an appropriate incremental borrowing rate as the discount rate.

Lease payments included in the measurement of the lease liability comprise the following:

- Fixed payments
- Variable lease payments that depend on an index or a rate, initially measured using the index or rate as at the commencement date;
- Amounts expected to be payable under a residual value guarantee; and
- The exercise price under a purchase option that Council is reasonably certain to exercise, lease payments in an optional renewal period if Council is reasonably certain to exercise an extension option, and penalties for early termination of a lease unless Council is reasonably certain not to terminate early.

When the lease liability is remeasured in this way, a corresponding adjustment is made to the carrying amount of the right-of- use asset, or is recorded in profit or loss if the carrying amount of the right-of-use asset has been reduced to zero.

Under AASB 16 Leases, Council as a not-for-profit entity has elected not to measure right-of-use assets at initial recognition at fair value in respect of leases that have significantly below-market terms.

Notes to the financial report
for the year ended 30 June 2025

Note 5 Investing in and financing our operations (cont.)

5.8 Leases (cont.)

Right-of-Use Assets	Plant and equipment	Total
	$'000	$'000
Balance at 1 July 2024	1,121	1,121
Additions	44	44
Amortisation charge	(451)	(451)
Balance at 30 June 2025	**714**	**714**

	2025 $'000	2024 $'000
Lease Liabilities		
Maturity analysis - contractual undiscounted cash flows		
Less than one year	333	457
One to five years	572	827
More than five years	-	61
Total undiscounted lease liabilities as at 30 June	**905**	**1,345**
Lease liabilities included in the Balance Sheet at 30 June:		
Current	299	402
Non-current	521	804
Total lease liabilities	**820**	**1,206**

Notes to the financial report
for the year ended 30 June 2025

Note 5 Investing in and financing our operations (cont.)

5.8 Leases (cont.)

Short-term and low value leases
Council has elected not to recognise right-of-use assets and lease liabilities for short-term leases of machinery that have a lease term of 12 months or less and leases of low-value assets (individual assets worth less than existing capitalisation thresholds for a like asset up to a maximum of AUD$10,000), including IT equipment. Council recognises the lease payments associated with these leases as an expense on a straight-line basis over the lease term.

	2025 $'000	2024 $'000
Expenses relating to:		
Short-term leases	222	258
Leases of low value assets	-	-
Total	**222**	**258**

Variable lease payments (not included in measurement of lease liabilities)

Variable lease payments are those that depend on an index or a rate, for example payments linked to the consumer price index, a benchmark interest rate or changes in market rental rates. Council has not entered into any variable lease arrangements.

Non-cancellable lease commitments – short-term and low-value leases
Commitments for minimum lease payments for short-term and low-value leases are payable as follows:

Payable:		
Within one year	153	-
Later than one year but not later than five years	28	-
Total lease commitments	**181**	**-**

Notes to the financial report
for the year ended 30 June 2025

Note 6 Assets we manage

6.1 Property, infrastructure, plant and equipment

Summary of property, infrastructure, plant and equipment

	Carrying amount 30 June 2024 $'000	Acquisitions $'000	Contributions $'000	Revaluation $'000	Depreciation $'000	Disposal $'000	Transfers $'000	Carrying amount 30 June 2025 $'000
Land	486,405	39	31	-	(31)	(1)	20	486,463
Buildings	62,781	1,446	-	-	(1,574)	(141)	1,195	63,707
Plant, equipment and artwork	8,321	2,221	-	53	(945)	(21)	50	9,680
Infrastructure	457,500	9,333	1,199	-	(13,549)	(1,877)	2,991	455,597
Work in progress	11,466	5,589	-	-	-	(210)	(4,256)	12,589
Total	**1,026,474**	**18,628**	**1,230**	**53**	**(16,099)**	**(2,250)**	**(0)**	**1,028,036**

Summary of work in progress

	Opening WIP $'000	Additions $'000	Write Offs $'000	Transfers $'000	Closing WIP $'000
Land	3	-	-	(3)	**0**
Buildings	7,987	2,384	(44)	(2,388)	**7,939**
Plant, equipment and artwork	43	125	-	(8)	**160**
Infrastructure	3,433	3,080	(166)	(1,857)	**4,490**
Total	**11,466**	**5,589**	**(210)**	**(4,256)**	**12,589**

Notes to the financial report
for the year ended 30 June 2025

Note 6 Assets we manage (cont.)

6.1 Property, infrastructure, plant and equipment (cont.)

a) Property

Land and buildings	Land - specialised	Land – non - specialised	Land improvements	Total land	Buildings - heritage	Buildings - specialised	Buildings – non -specialised	Total buildings	Work in progress	Total property
	$'000	$'000	$'000	$'000	$'000	$'000	$'000	$'000	$'000	$'000
At fair value 1 July 2024	5,229	479,880	1,473	**486,582**	16,998	100,989	2,175	**120,162**	**7,990**	**614,734**
Accumulated depreciation at 1 July 2024	-	-	(177)	**(177)**	(7,301)	(49,162)	(918)	**(57,380)**	**-**	**(57,557)**
	5,229	**479,880**	**1,296**	**486,405**	**9,697**	**51,827**	**1,257**	**62,781**	**7,990**	**557,177**
Movements in fair value										
Acquisition of assets at fair value	-	-	39	**39**	106	1,239	101	**1,446**	**2,384**	**3,869**
Contributed assets	31	-	-	**31**	-	-	-	**-**	-	**31**
Revaluation increments/(decrements)	-	-	-	**-**	-	-	-	**-**	-	**-**
Fair value of assets disposed	(1)	-	-	**(1)**	(537)	(10)	(30)	**(577)**	**(44)**	**(622)**
Impairment losses recognised in operating result	-	-	-	**-**	-	-	-	**-**	-	**-**
Transfers	-	-	20	**20**	-	1,036	159	**1,195**	**(2,391)**	**(1,176)**
	30	**-**	**59**	**89**	**(431)**	**2,265**	**229**	**2,064**	**(51)**	**2,102**
Movements in accumulated depreciation										
Depreciation and amortisation	-	-	(31)	**(31)**	(135)	(1,278)	(162)	**(1,574)**	-	**(1,605)**
Revaluation increments /(decrements)	-	-	-	**-**	-	-	-	**-**	-	**-**
Accumulated depreciation of disposals	-	-	-	**-**	409	9	18	**436**	-	**436**
Impairment losses recognised in operating result	-	-	-	**-**	-	-	-	**-**		**-**
Transfers	-	-	-	**-**	-	-	-	**-**	-	**-**
	-	**-**	**(31)**	**(31)**	**274**	**(1,269)**	**(144)**	**(1,139)**	**-**	**(1,170)**
At fair value 30 June 2025	5,259	479,880	1,533	**486,671**	16,567	103,254	2,404	**122,225**	**7,939**	**616,836**
Accumulated depreciation at 30 June 2025	-	-	(208)	**(208)**	(7,027)	(50,430)	(1,061)	**(58,519)**	-	**(58,727)**
Carrying amount	**5,259**	**479,880**	**1,324**	**486,463**	**9,540**	**52,824**	**1,343**	**63,707**	**7,939**	**558,109**

Notes to the financial report
for the year ended 30 June 2025

Note 6 Assets we manage (cont.)

6.1 Property, infrastructure, plant and equipment (cont.)

b) Plant and equipment and artwork

	Plant machinery, equipment and motor vehicles	Fixtures, fittings and furniture	Computers and telecomms	Artwork	Work in progress	Total plant and equipment
	$'000	$'000	$'000	$'000	$'000	$'000
At fair value 1 July 2024	9,722	1,114	1,610	5,119	43	**17,609**
Accumulated depreciation at 1 July 2024	(7,531)	(1,011)	(702)	-	-	**(9,244)**
	2,191	**103**	**908**	**5,119**	**43**	**8,364**
Movements in fair value						
Acquisition of assets at fair value	1,501	43	660	17	125	**2,347**
Contributed assets	-	-	-	-	-	**-**
Revaluation increments/(decrements)	-	-	-	53	-	**53**
Fair value of assets disposed	(881)	-	-	-	-	**(881)**
Impairment losses recognised in operating result	-	-	-	-	-	**-**
Transfers	-	-	42	8	(8)	**42**
	620	**43**	**702**	**78**	**117**	**1,560**
Movements in accumulated depreciation						
Depreciation and amortisation	(677)	(26)	(241)	-	-	**(945)**
Revaluation increments/(decrements)	-	-	-	-	-	**-**
Accumulated depreciation of disposals	860	-	-	-	-	**860**
Impairment losses recognised in operating result		-	-	-	-	**-**
Transfers	-	-	-	-	-	**-**
	183	**(26)**	**(241)**	**-**	**-**	**(84)**
At fair value 30 June 2025	10,343	1,157	2,312	5,197	160	**19,169**
Accumulated depreciation at 30 June 2025	(7,348)	(1,037)	(943)	-	-	**(9,329)**
Carrying amount	**2,994**	**119**	**1,369**	**5,197**	**160**	**9,840**

Notes to the financial report
for the year ended 30 June 2025

Note 6 Assets we manage (cont.)

6.1 Property, infrastructure, plant and equipment (cont.)

c) Infrastructure

	Roads	Bridges	Footpaths, trails and cycleways	Drainage	Recreational, leisure and community	Kerb and channel	Waste management	Parks, open spaces and streetscapes	Other infrastructure	Work in progress	Total infrastructure
	$'000	$'000	$'000	$'000	$'000	$'000	$'000	$'000	$'000	$'000	$'000
At fair value 1 July 2024	214,336	21,332	55,972	212,268	154,797	31,235	1,287	23,519	12,797	3,433	**730,976**
Accumulated depreciation at 1 July 2024	(83,249)	(7,833)	(30,628)	(80,487)	(38,304)	(14,982)	(1,287)	(8,561)	(4,712)	-	**(270,043)**
	131,087	**13,499**	**25,344**	**131,782**	**116,493**	**16,253**	**-**	**14,958**	**8,085**	**3,433**	**460,933**
Movements in fair value											
Acquisition of assets at fair value	2,631	68	796	860	1,187	306	-	2,832	652	3,080	**12,413**
Contributed assets	270	-	91	771	-	52	-	15	-	-	**1,199**
Revaluation increment/(decrements)	-	-	-	-	-	-	-	-	-	-	**-**
Fair value of assets disposed	(1,661)	-	(402)	(158)	(482)	(27)	-	(722)	(17)	(166)	**(3,636)**
Impairment losses recognised in operating result	-	-	-	-	-	-	-	-	-	-	**-**
Transfers	556	191	149	52	1,343	174	-	505	20	(1,857)	**1,134**
	1,796	**259**	**635**	**1,524**	**2,048**	**506**	**-**	**2,630**	**655**	**1,057**	**11,109**
Movements in accumulated depreciation											
Depreciation and amortisation	(4,473)	(260)	(1,446)	(2,251)	(2,788)	(598)	-	(1,051)	(681)	-	**(13,549)**
Contributed assets	-	-	-	-	-	-	-	-	-	-	**-**
Revaluation increments/(decrements)	-	-	-	-	-	-	-	-	-	-	**-**
Accumulated depreciation of disposals	494	-	339	41	168	14	-	535	1	-	**1,593**
Impairment losses recognised in operating result	-	-	-	-	-	-	-	-	-	-	**-**
Transfers	-	-	-	-	-	-	-	-	-	-	**-**
	(3,979)	**(260)**	**(1,107)**	**(2,210)**	**(2,620)**	**(583)**	**-**	**(516)**	**(680)**	**-**	**(11,956)**
At fair value 30 June 2025	216,132	21,591	56,607	213,792	156,845	31,740	1,287	26,149	13,452	4,490	**742,085**
Accumulated depreciation at 30 June 2025	(87,228)	(8,093)	(31,735)	(82,697)	(40,924)	(15,565)	(1,287)	(9,077)	(5,392)	-	**(281,999)**
Carrying amount	**128,904**	**13,498**	**24,872**	**131,096**	**115,921**	**16,175**	**-**	**17,072**	**8,060**	**4,490**	**460,087**

Notes to the financial report
for the year ended 30 June 2025

Note 6 Assets we manage (cont.)

6.1 Property, infrastructure, plant and equipment (cont.)

Acquisition

The purchase method of accounting is used for all acquisitions of assets, being the fair value of assets provided as consideration at the date of acquisition plus any incidental costs attributable to the acquisition. Fair value is the price that would be received to sell an asset (or paid to transfer a liability) in an orderly transaction between market participants at the measurement date. Refer also to Note 8.4 for further disclosure regarding fair value measurement.

Where assets are constructed by Council, cost includes all materials used in construction, direct labour, borrowing costs incurred during construction, and an appropriate share of directly attributable variable and fixed overheads.

In accordance with Council's policy, the threshold limits have been applied when recognising assets within an applicable asset class and unless otherwise stated are consistent with the prior year.

Asset recognition thresholds and depreciation periods	**Useful life Years**	**Threshold $**
Property		
Land	Indefinite	Nil
Land improvements	50	5,000
Playgrounds	10-15	1,000
Buildings	50-100	5,000
Shelters, sheds and shade sails	10-50	1,000
Plant, equipment and artwork		
Artwork	Indefinite	500
Furniture, fittings and computers	6-7	1,000
Motor vehicles	6-7	Nil
Plant and machinery	6-7	1,000
Infrastructure		
Bridges - concrete/steel	100	5,000
Bridges - timber	50	5,000
Bus shelters	20	1,000
Drainage	20-100	5,000
Fences	10	1,000
Fire hydrants	50	1,000
Footpaths, trails and cycleways	5-50	5,000
Gates	10-50	1,000
Groundcover	10-20	1,000
Hardscapes	50	1,000
Instrumentation	10-17	1,000
Irrigation	50	5,000
Lighting	10-20	1,000
Major bridge culverts	50-100	5,000
Park equipment and infrastructure	10-20	1,000
Playing surfaces	10-50	5,000
Retaining walls	10-20	1,000
Road formation and earthworks	-	5,000
Road kerb, channel and minor culverts	10-100	5,000
Road pavement	50-80	5,000
Road surface	12-30	5,000
Signage	20-50	200
Traffic treatments/ calming	5-50	5,000
Waste management	5-15	1,000
Water treatment devices	15-20	5,000

Land under roads

Council recognises land under roads it controls at fair value. Council does not recognise land under roads that it controlled prior to 30 June 2008 in its financial report.

Notes to the financial report
for the year ended 30 June 2025

Note 6 Assets we manage (cont.)

6.1 Property, infrastructure, plant and equipment (cont.)

Depreciation and amortisation

Buildings, land improvements, plant and equipment, infrastructure, and other assets having limited useful lives are systematically depreciated over their useful lives to the Council in a manner which reflects consumption of the service potential embodied in those assets. Estimates of remaining useful lives and residual values are made on a regular basis with major asset classes reassessed annually. Depreciation rates and methods are reviewed annually.

Where assets have separate identifiable components that are subject to regular replacement, these components are assigned distinct useful lives and residual values and a separate depreciation rate is determined for each component.

Road earthworks are not depreciated on the basis that they are assessed as not having a limited useful life. Artworks are not depreciated.

Straight line depreciation is charged based on the residual useful life as determined each year. Depreciation periods used are listed above and are consistent with the prior year unless otherwise stated.

Repairs and maintenance

Routine maintenance, repair costs, and minor renewal costs are expensed as incurred. Where the repair relates to the replacement of a component of an asset and the cost exceeds the capitalisation threshold the cost is capitalised and depreciated. The carrying value of the replaced asset is expensed.

Valuation of land and buildings

Valuation of land and buildings were undertaken by a qualified independent valuer, Ms B Stephen of Matheson Stephen Valuations, valuer registration no. 63034. The valuation of land and buildings is at fair value, being market value based on highest and best use permitted by relevant land planning provisions. At the time of valuation, available market data, including any impact of the pandemic event, were considered. Where land use is restricted through existing planning provisions the valuation is reduced to reflect this limitation. This adjustment is an unobservable input in the valuation. The adjustment has no impact on the comprehensive income statement.

Specialised land is valued at fair value using site values adjusted for englobo (undeveloped and/or unserviced) characteristics, access rights and private interests of other parties and entitlements of infrastructure assets and services. This adjustment is an unobservable input in the valuation. The adjustment has no impact on the comprehensive income statement.

Any significant movements in the unobservable inputs for land and land under roads will have a significant impact on the fair value of these assets. These unobservable inputs are not significant to the entire measurement.

The date and type of the current valuation is detailed in the following table. A full revaluation of these assets has been conducted in 2023-2024.

Details of Council's land and buildings and information about the fair value hierarchy as at 30 June 2024 are as follows:

	Level 1	Level 2	Level 3	Date of valuation	Type of valuation
	$'000	$'000	$'000		
Land – specialised	-	-	5,259	Jun-24	Full
Land – non-specialised	-	129,381	350,499	Jun-24	Full
Land improvements	-	-	1,324	Jun-24	Full
Buildings – heritage	-	-	9,540	Jun-24	Full
Buildings – specialised	-	-	52,824	Jun-24	Full
Buildings – non-specialised	-	-	1,343	Jun-24	Full
Total	**-**	**129,381**	**420,789**		

Notes to the financial report
for the year ended 30 June 2025

Note 6 Assets we manage (cont.)

6.1 Property, infrastructure, plant and equipment (cont.)

Valuation of infrastructure

Valuation of infrastructure assets has been determined in accordance with a valuation undertaken by Council's Assets Coordinator, Ms Nadine Sinclair, Bachelor of Engineering (Civil), Registered Professional Engineer (Business Licencing Authority, Victoria) and independently reviewed by Brightly Software (Assetic).

The date and type of the current valuation is detailed in the following table. A full revaluation of these assets has been conducted in 2023-2024.

The valuation is at fair value based on current replacement cost less accumulated depreciation as at the date of valuation.

Details of Council's infrastructure and information about the fair value hierarchy as at 30 June 2025 are as follows:

	Level 1	Level 2	Level 3	Date of valuation	Type of valuation
	$'000	$'000	$'000		
Roads	-	-	128,904	Jun-24	Full
Bridges	-	-	13,498	Jun-24	Full
Footpaths and cycleways	-	-	24,872	Jun-24	Full
Drainage	-	-	131,096	Jun-24	Full
Recreational, leisure and community	-	-	115,921	Jun-24	Full
Kerb and channel	-	-	16,175	Jun-24	Full
Waste management	-	-	-	Jun-24	Full
Parks, open spaces and streetscapes	-	-	17,072	Jun-24	Full
Other infrastructure	-	-	8,060	Jun-24	Full
Total	**-**	**-**	**455,597**		

Description of significant unobservable inputs into level 3 valuations.

Land under roads acquired after 30 June 2008 is brought to account using a fair value basis. Council does not recognise land under roads that it controlled prior to 30 June 2008 in its financial report. Pricing inputs are unobservable as land under roads as an entity do not transact. Sales of of the surrounding land are identified and analysed as a basis of applying to the land under roads, with adjustments for shape, size, strictured market, limited development.

Specialised buildings are valued using a current replacement cost technique. Significant unobservable inputs include the current replacement cost and remaining useful lives of buildings. Current replacement costs are calculated on a square metre basis and ranges from $4,000 to $6,500 per square metre. The remaining useful lives of buildings are determined on the basis of the current condition of buildings and vary from 50 years to 100 years. Replacement cost is sensitive to changes in market conditions, with any increase or decrease in cost flowing through to the valuation. Useful lives of buildings are sensitive to changes in expectations or requirements that could either shorten or extend the useful lives of buildings.

Infrastructure assets are valued based on the current replacement cost. Significant unobservable inputs include the current replacement cost and remaining useful lives of infrastructure. The remaining useful lives of infrastructure assets are determined on the basis of the current condition of the asset and vary from 1 year to 100 years. Replacement cost is sensitive to changes in market conditions, with any increase or decrease in cost flowing through to the valuation. Useful lives of infrastructure assets are sensitive to changes in use, expectations or requirements that could either shorten or extend the useful lives of infrastructure assets.

	2025 $'000	2024 $'000
Reconciliation of specialised land		
Land under roads	5,259	5,229
Total specialised land	**5,259**	**5,229**

Notes to the financial report
for the year ended 30 June 2025

Note 6 Assets we manage (cont.)

6.2 Investment in associates

	2025 $'000	2024 $'000
Investments in associate accounted for by the equity method is:		
- Yarra Plenty Regional Library Service	1,726	1,650

Yarra Plenty Regional Library Service

Background

The Yarra Plenty Regional Library Service consists of nine locations and a mobile library service. Responsibility for the provision and management of the Library Service rests with the Regional Library Board, which comprises of two representatives from each of the three member councils. The Regional Library service operates as an independent legal entity and is audited annually by the Auditor General.

Council's investment in the Yarra Plenty Regional Library Service was increased by $76,412 (increase of $13,746 in 2023-2024) due to an increase in the net assets position of the Corporation (audited at 30 June 2025). Council's equity interest based on contributions is 21.33 percent.

Fair value of Council's investment in Yarra Plenty Regional Library Service	**1,726**	**1,650**
Council's share of accumulated surplus / (deficit)		
Council's share of accumulated surplus / (deficit) at start of year	1,463	1,343
Share of net profits/(losses) of associate	76	14
Transfers (to)/from reserves	(189)	106
Council's share of accumulated surplus / (deficit) at end of year	**1,350**	**1,463**
Movement in carrying value of specific investment		
Carrying value of investment at start of year	1,650	1,636
Share of net assets	76	14
Transfers (to)/from reserves	-	-
Carrying value of investment at end of year	**1,726**	**1,650**
Council's share of expenditure commitments		
Operating commitments	577	180
Capital commitments	-	–
Council's share of expenditure commitments	**577**	**180**
Yarra Plenty Regional Library Service contributions		
Contributions to associate	**3,197**	**3,077**

Associates are all entities over which Council has significant influence but not control or joint control. Investments in associates are accounted for using the equity method of accounting, after initially being recognised at cost.

Council is not involved in any joint arrangements at balance date.

Notes to the financial report
for the year ended 30 June 2025

Note 7 People and relationships

7.1 Council and key management remuneration

(a) Related parties

Parent entity

Nillumbik Shire Council is the parent entity

Subsidiaries and associates

Interests in subsidiaries and associates are detailed in note 6.2.

(b) Key management personnel

Key management personnel (KMP) are those people with the authority and responsibility for planning, directing and controlling the activities of Council. The Councillors, Chief Executive Officer, Chief Operating Officer and Directors are deemed KMP.

Details of persons holding the position of Councillor or other members of key management personnel at any time during the year are:

Councillors

Cr Karen Egan	*(01/07/2024 - 26/10/2024)*
Cr Peter Perkins	*(01/07/2024 - 26/10/2024, 18/11/2024 - 30/06/2025)*
Cr Frances Eyre	*(01/07/2024 - 26/10/2024)*
Cr Natalie Duffy	*(01/07/2024 - 26/10/2024)*
Cr Geoff Paine	*(01/07/2024 - 26/10/2024)*
Cr Ben Ramcharan	*(Mayor, 1/07/2024 - 26/10/2024)*
Cr Richard Stockman	*(01/07/2024 - 11/09/2024)*
Cr John Dumaresq	*(Mayor, 18/11/2024 - 30/06/2025)*
Cr Naomi Joiner	*(18/11/2024 - 30/06/2025)*
Cr Grant Brooker	*(18/11/2024 - 30/06/2025)*
Cr Kim Cope	*(18/11/2024 - 30/06/2025)*
Cr Kelly Joy	*(18/11/2024 - 30/06/2025)*
Cr Kate McKay	*(18/11/2024 - 30/06/2025)*

Chief Executive Officer

Mr Carl Cowie	*(01/07/2024 - 30/06/2025)*

Key Management Personnel reporting directly to the CEO

Mr Vincenzo Lombardi, Chief Operating Officer	*(01/07/2024 - 24/01/2025)*
Ms Claire Quinlan, Chief Operating Officer	*(05/05/2025 - 30/06/2025)*
Ms Blaga Naumoski, Director of Governance, Communications and Community Safety	*(01/07/2024 - 30/06/2025)*
Mr Jeremy Livingston, Director of Culture and Performance	*(01/07/2024 - 30/06/2025)*
Ms Corrienne Nichols, Director of Communities	*(01/07/2024 - 30/06/2025)*
Mr Frank Vassilacos, Director Planning, Environment and Strategy	*(22/07/2024 - 30/06/2025)*

	2025 *No.*	2024 *No.*
Total number of Councillors	13	7
Chief Executive Officer and other key management personnel	7	6
Total key management personnel	**20**	**13**

Notes to the financial report
for the year ended 30 June 2025

Note 7 People and relationships (cont.)

7.1 Council and key management remuneration (cont.)

(c) Remuneration of key management personnel

Remuneration comprises employee benefits including all forms of consideration paid, payable or provided by Council, or on behalf of the Council, in exchange for services rendered. Remuneration of Key Management Personnel and Other senior staff is disclosed in the following categories.

Short-term employee benefits include amounts such as wages, salaries, annual leave or sick leave that are usually paid or payable on a regular basis, as well as non-monetary benefits such as allowances and free or subsidised goods or services.

Other long-term employee benefits include long service leave, other long service benefits or deferred compensation.

Post-employment benefits include pensions, and other retirement benefits paid or payable on a discrete basis when employment has ceased.

Termination benefits include termination of employment payments, such as severance packages.

Total remuneration of key management personnel was as follows:	2025 $'000	2024 $'000
Short-term employee benefits	2,064	2,157
Other long-term employee benefits	12	(20)
Termination benefits	22	35
Total	**2,098**	**2,172**

The numbers of key management personnel whose total remuneration from Council and any related entities, fall within the following bands:

	2025 *No.*	2024 *No.*
$0 - $9,999	4	-
$10,000 - $19,999	1	-
$20,000 - $29,999	5	-
$30,000 - $39,999	3	5
$40,000 - $49,999	-	1
$70,000 - $79,999	1	-
$100,000 - $109,999	-	1
$210,000 - $219,999	1	-
$220,000 - $229,999	-	-
$230,000 - $239,999	1	-
$240,000 - $249,999	1	1
$250,000 - $259,999	-	1
$260,000 - $269,999	1	-
$270,000 - $279,999	-	1
$290,000 - $299,999	-	1
$300,000 - $309,999	-	1
$310,000 - $319,999	1	-
$440,000 - $449,999	1	-
$450,000 - $459,999	-	*1*
	20	**13**

Notes to the financial report
for the year ended 30 June 2025

Note 7 People and relationships (cont.)

7.1 Council and key management remuneration (cont.)

(d) Remuneration of other senior staff

Other senior staff are officers of Council, other than Key Management Personnel, whose total remuneration exceeds $170,000 and who report directly to a member of the KMP.

Total remuneration of other senior staff was as follows:	2025 $'000	2024 $'000
Short-term employee benefits	2,616	2,613
Other long-term employee benefits	41	34
Post-employment employee benefits	28	-
Total	**2,685**	**2,647**

The number of senior officers are shown below in their relevant income bands:	2025 *No.*	2024 *No.*
$170,000 - $179,999	5	4
$180,000 - $189,999	4	4
$190,000 - $199,999	1	1
$200,000 - $209,999	2	3
$230,000 - $239,999	1	2
	13	**14**

For the year ended 30 June 2025, other senior staff who report directly to a member of the KMP and whose total remuneration did not exceed $170,000 have not been included.

7.2 Related party disclosure

(a) Transactions with related parties

During the period Council entered into the following transactions with related parties:

Contributions made to the Yarra Plenty Regional Library Service for the provision of library services, as disclosed in Note 6.2	2025 3,197	2024 3,077

(b) Outstanding balances with related parties

There were no outstanding balances at the end of the reporting period in relation to transactions with related parties.

(c) Loans to/from related parties

There were no loans made, guaranteed or secured by Council to a related party during the reporting period and no loans to or from related parties outstanding as at the end of the reporting period.

(d) Commitments to/from related parties

There were no commitments in existence at balance date that were made, guaranteed or secured by Council.

Notes to the financial report
for the year ended 30 June 2025

Note 8 Managing uncertainties

8.1 Contingent assets and liabilities

Contingent assets and contingent liabilities are not recognised in the Balance Sheet, but are disclosed and if quantifiable, are measured at nominal value. Contingent assets and liabilities are presented inclusive of GST receivable or payable, respectively.

(a) Contingent assets

Contingent assets are possible assets that arise from past events, whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of Council. At balance date, Council are not aware of any contingent assets.

At balance date, the Council was impacted by one significant storm event in August 2024. This storm led to clean-up and recovery activities costing council $132,237. Council has lodged a claim with the Victorian State Government for assessment in line with the Disaster Recovery Funding Arrangements 2018. At 30 June 2025, one claim relating to this the event totalling $46,014 is undergoing formal assessment. The amount payable will not be known until later in the 2025-2026 financial year.

Contributions

From time to time Council receives gifted infrastructure assets from property developers. The nature and timing of these assets is conditional upon subdivisional requirements being completed. Once received by Council ongoing maintenance costs become the responsibility of Council.

(b) Contingent liabilities

Contingent liabilities are:
- possible obligations that arise from past events, whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of Council; or
- present obligations that arise from past events but are not recognised because:
- it is not probable that an outflow of resources embodying economic benefits will be required to settle the obligation; or
- the amount of the obligation cannot be measured with sufficient reliability.

The following are potential contingencies are to be considered by Council.

Superannuation

Council has obligations under a defined benefit superannuation scheme that may result in the need to make additional contributions to the scheme, matters relating to this potential obligation are outlined below. As a result of the volatility in financial markets the likelihood of making such contributions in future periods exists.

Future superannuation contributions
Council has paid no unfunded liability payments to Vision Super. There were contributions outstanding totalling $28,144 ($26,918 as at 30 June 2024) and no loans issued from or to the above schemes as at 30 June 2025. The expected contributions to be paid to the Defined Benefit category of Vision Super for the year ended 30 June 2025 is $0.112 million ($0.107 million as at 30 June 2024).

Legal matters

One legal matter is yet to be resolved whereby Council's exposure cannot be quantified. No allowance has been made in the financial report for contingencies of a legal nature.

Building cladding

Council has not identified any potential contingent liability that exists in relation to rectification works or other matters associated with building cladding that may have the potential to adversely impact on Council.

Liability Mutual Insurance

Council is a participant of the MAV Liability Mutual Insurance (LMI) Scheme. The LMI scheme provides public liability and professional indemnity insurance cover. The LMI scheme states that each participant will remain liable to make further contributions to the scheme in respect of any insurance year in which it was a participant to the extent of its participant's share of any shortfall in the provision set aside in respect of that insurance year, and such liability will continue whether or not the participant remains a participant in future insurance years.

Notes to the financial report
for the year ended 30 June 2025

Note 8 Managing uncertainties (cont.)

(c) Guarantees for loans to other entities	2025 $'000	2024 $'000
Total guarantees for loans to other entities	1,470	1,470

The amount disclosed for financial guarantee in this note is the nominal amount of the underlying loan that is guaranteed by the Council, not the fair value of the financial guarantee.

Financial guarantee contracts are not recognised as a liability in the balance sheet unless the lender has exercised their right to call on the guarantee or Council has other reasons to believe that it is probable that the right will be exercised.

8.2 Change in accounting standards

Certain new Australian Accounting Standards and interpretations have been published that are not mandatory for the 30 June 2025 reporting period. Council assesses the impact of these new standards. As at 30 June 2025, there were no new accounting standards or interpretations issued by the AASB which are applicable for the year ending 30 June 2025 that are expected to impact Council.

In December 2022, the Australian Accounting Standards Board (AASB) issued AASB 2022-10 Amendments to Australian Accounting Standards - Fair Value Measurement of Non-Financial Assets of Not-for-Profit Public Sector Entities to modify AASB 13 Fair Value Measurement. AASB 2022-10 amends AASB 13 Fair Value Measurement for fair value measurements of non-financial assets of not-for-profit public sector entities not held primarily for their ability to generate net cash inflows. The AASB 13 modifications:

- are applicable only to not-for-profit public sector entities;
- are limited to fair value measurements of non-financial assets not held primarily for their ability to generate net cash inflows;
- are to be applied prospectively for annual periods beginning on or after 1 January 2024;
- would not necessarily change practice for some not-for-profit public sector entities; and
- do not indicate that entities changing practice in how they measure relevant assets made an error in applying the existing requirements of AASB 13.

Council assessed the impact of the modifications to AASB 13 ahead of the 2024-2025 reporting period and found them to be immaterial, however the changes will be reflected in the full valuation of non-finanical assets (property, infrastructure, plant and equipment) to occur in 2025-2026 (refer to note 8.4).

In September 2024, the Australian Accounting Standards Board (AASB) issued two Australian Sustainability Reporting Standards (ASRS). This followed Commonwealth legislation establishing Australia's sustainability reporting framework. Relevant entities will be required to undertake mandatory reporting of climate-related disclosures in future financial years. Public sector application issues remain under consideration and Council will continue to monitor developments and potential implications for future financial years.

8.3 Financial instruments

(a) Objectives and policies

The Council's principal financial instruments comprise cash assets, term deposits, receivables (excluding statutory receivables), payables (excluding statutory payables) and bank and TCV borrowings. Details of the material accounting policy information and methods adopted, including the criteria for recognition, the basis of measurement and the basis on which income and expenses are recognised, in respect of each class of financial asset, financial liability and equity instrument is disclosed in the notes of the financial statements. Risk management is carried out by senior management under policies approved by the Council. These policies include identification and analysis of the risk exposure to Council and appropriate procedures, controls and risk minimisation.

Notes to the financial report
for the year ended 30 June 2025

Note 8 Managing uncertainties (cont.)

8.3 Financial instruments (cont.)

(b) Market risk

Market risk is the risk that the fair value or future cash flows of our financial instruments will fluctuate because of changes in market prices. The Council's exposure to market risk is primarily through interest rate risk with only insignificant exposure to other price risks and no exposure to foreign currency risk.

Interest rate risk

Interest rate risk refers to the risk that the value of a financial instrument or cash flows associated with the instrument will fluctuate due to changes in market interest rates. Council's interest rate liability risk arises primarily from long term loans and borrowings at fixed rates which exposes us to fair value interest rate risk / Council does not hold any interest bearing financial instruments that are measured at fair value, and therefore has no exposure to fair value interest rate risk. Cash flow interest rate risk is the risk that the future cash flows of a financial instrument will fluctuate because of changes in market interest rates. Council has minimal exposure to cash flow interest rate risk through its cash and deposits that are at floating rates.

Investment of surplus funds is made with approved financial institutions under the *Local Government Act 2020.*

We manage interest rate risk by adopting an investment policy that ensures:

- diversification of investment product;
- monitoring of return on investment; and
- benchmarking of returns and comparison with budget.

There has been no significant change in the Council's exposure, or its objectives, policies and processes for managing interest rate risk or the methods used to measure this risk from the previous reporting period.

Interest rate movements have been sufficiently significant during the year to have a marginal impact on the Council's year end result and Council will continue to monitor market activity to maximise Council's return.

(c) Credit risk

Credit risk is the risk that a contracting entity will not complete its obligations under a financial instrument and cause us to make a financial loss. Council have exposure to credit risk on some financial assets included in our balance sheet. Particularly significant areas of credit risk exist in relation to outstanding fees and fines as well as loans and receivables from sporting clubs and associations. To help manage this risk:
- Council have a policy for establishing credit limits for the entities we deal with;
- Council may require collateral where appropriate; and
- Council only invest surplus funds with financial institutions which have a recognised credit rating specified in our investment policy.

Receivables consist of a large number of customers, spread across the ratepayer, business and government sectors. Credit risk associated with the Council's financial assets is minimal because the main debtor is secured by a charge over the rateable property.

There are no material financial assets which are individually determined to be impaired.
Council may also be subject to credit risk for transactions which are not included in the balance sheet, such as when we provide a guarantee for another party. Details of our contingent liabilities are disclosed in note 8.1(b).

'The maximum exposure to credit risk at the reporting date to recognised financial assets is the carrying amount, net of any allowance for impairment of those assets, as disclosed in the balance sheet and notes to the financial statements. Council does not hold any collateral.

Notes to the financial report
for the year ended 30 June 2025

Note 8 Managing uncertainties (cont.)

8.3 Financial instruments (cont.)

(d) Liquidity risk

Liquidity risk includes the risk that, as a result of our operational liquidity requirements or we will not have sufficient funds to settle a transaction when required, we will be forced to sell a financial asset at below value or may be unable to settle or recover a financial asset.

To help reduce these risks Council:

- have a liquidity policy which targets a minimum and average level of cash and cash equivalents to be maintained;
- have readily accessible standby facilities and other funding arrangements in place;
- have a liquidity portfolio structure that requires surplus funds to be invested within various bands of liquid instruments;
- monitor budget to actual performance on a regular basis; and
- set limits on borrowings relating to the percentage of loans to rate revenue and percentage of loan principal repayments to rate revenue.

The Council's maximum exposure to liquidity risk is the carrying amounts of financial liabilities as disclosed in the face of the balance sheet and the amounts related to financial guarantees disclosed in Note 8.1(c), and is deemed insignificant based on prior periods' data and current assessment of risk.

There has been no significant change in Council's exposure, or its objectives, policies and processes for managing liquidity risk or the methods used to measure this risk from the previous reporting period.

With the exception of borrowings, all financial liabilities are expected to be settled within normal terms of trade. Details of the maturity profile for borrowings are disclosed at note 5.4.

Unless otherwise stated, the carrying amounts of financial instruments reflect their fair value.

(e) Sensitivity disclosure analysis

Taking into account past performance, future expectations, economic forecasts, and management's knowledge and experience of the financial markets, Council believes the following movements are 'reasonably possible' over the next 12 months:

- A parallel shift of + 1.5 percent and -1.5 percent in market interest rates (AUD) from year-end rates of 4.25 percent.

These movements will not have a material impact on the valuation of Council's financial assets and liabilities, nor will they have a material impact on the results of Council's operations.

8.4 Fair value measurement

Fair value hierarchy

Council's financial assets and liabilities are not valued in accordance with the fair value hierarchy, Council's financial assets and liabilities are measured at amortised cost.

Council measures certain assets and liabilities at fair value where required or permitted by Australian Accounting Standards. AASB 13 Fair value measurement, aims to improve consistency and reduce complexity by providing a definition of fair value and a single source of fair value measurement and disclosure requirements for use across Australian Accounting Standards.

Council has considered the amendments to AASB 13 Fair Value Measurement that apply for the 2024-2025 financial year as a result of AASB 2022-10 Amendments to Australian Accounting Standards – Fair Value Measurement of Non-Financial Assets of Not-for-Profit Public Sector Entities. For assets, where the Council adopts a current replacement cost approach to determine fair value, the Council now considers the inclusion of site preparation costs, disruption costs and costs to restore another entity's assets in the underlying valuation. The AASB 13 amendments apply prospectively, comparative figures have not been restated. The AASB 13 amendments have not resulted in any material impacts to Council's financial statements. All assets and liabilities for which fair value is measured or disclosed in the financial statements are categorised within a fair value hierarchy, described as follows, based on the lowest level input that is significant to the fair value measurement as a whole:

Notes to the financial report
for the year ended 30 June 2025

Note 8 Managing uncertainties (cont.)

8.4 Fair value measurement (cont.)

Level 1 — Quoted (unadjusted) market prices in active markets for identical assets or liabilities;
Level 2 — Valuation techniques for which the lowest level input that is significant to the fair value measurement is directly or Indirectly observable; and
Level 3 — Valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable.

For the purpose of fair value disclosures, Council has determined classes of assets and liabilities on the basis of the nature, characteristics and risks of the asset or liability and the level of the fair value hierarchy as explained above. In addition, Council determines whether transfers have occurred between levels in the hierarchy by re-assessing categorisation (based on the lowest level input that is significant to the fair value measurement as a whole) at the end of each reporting period.

Revaluation

Subsequent to the initial recognition of assets, non-current physical assets, other than plant and equipment, are measured at their fair value, being the price that would be received to sell an asset (or paid to transfer a liability) in an orderly transaction between market participants at the measurement date (for plant and equipment, carrying amount is considered to approximate fair value given short useful lives). At balance date, the Council reviewed the carrying value of the individual classes of assets measured at fair value to ensure that each asset materially approximated its fair value. Where the carrying value materially differed from the fair value at balance date, the class of asset was revalued.

Fair value valuations are determined in accordance with a valuation hierarchy. Changes to the valuation hierarchy will only occur if an external change in the restrictions or limitations of use of an asset result in changes to the permissible or practical highest and best use of the asset. In addition, Council undertakes a formal revaluation of land, buildings, and infrastructure assets every two years. The valuation is performed either by experienced council officers or independent experts. The following table sets out the frequency of revaluations by asset class.

Asset class	Revaluation frequency
Land	2 years
Buildings	2 years
Roads	2 years
Bridges	2 years
Footpaths and cycleways	2 years
Drainage	2 years
Recreational, leisure and community facilities	2 years
Waste management	2 years
Parks, open space and streetscapes	2 years
Aerodromes	2 years
Other infrastructure	2 to 4 years

Where the assets are revalued, the revaluation increases are credited directly to the asset revaluation reserve except to the extent that an increase reverses a prior year decrease for that class of asset that had been recognised as an expense in which case the increase is recognised as revenue up to the amount of the expense. Revaluation decreases are recognised as an expense except where prior increases are included in the asset revaluation reserve for that class of asset in which case the decrease is taken to the reserve to the extent of the remaining increases. Within the same class of assets, revaluation increases and decreases within the year are offset.

Impairment of assets

At each reporting date, Council reviews the carrying value of its assets to determine whether there is any indication that these assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, is compared to the assets carrying value. Any excess of the assets carrying value over its recoverable amount is expensed to the comprehensive income statement, unless the asset is carried at the revalued amount in which case, the impairment loss is recognised directly against the revaluation surplus in respect of the same class of asset to the extent that the impairment loss does not exceed the amount in the revaluation surplus for that same class of asset.

8.5 Events occurring after balance date

No matters have occurred after balance date that require disclosure in the financial report.

Notes to the financial report
for the year ended 30 June 2025

Note 9 Other matters

9.1 Reserves

(a) Asset revaluation reserve	Balance at beginning of reporting period	Increment/ (decrement)	Balance at end of reporting period
2025	**$'000**	**$'000**	**$'000**
Property			
Land, land improvements and playgrounds	391,161	-	391,161
Buildings	62,757	-	62,757
Total property	**453,918**	**-**	**453,918**
Plant and Equipment			
Plant, machinery and vehicles	535	-	535
Furniture, equipment and computers	689	-	689
Artwork	3,713	53	3,766
Total plant and equipment	**4,937**	**53**	**4,990**
Infrastructure			
Roads and traffic treatments	19,608	-	19,608
Bridges	5,770	-	5,770
Footpaths and cycleways	5,729	-	5,729
Drainage	89,088	-	89,088
Kerb and channel	9,360	-	9,360
Other infrastructure	1,723	-	1,723
Total infrastructure	**131,278**	**-**	**131,278**
Total asset revaluation reserves	**590,134**	**53**	**590,187**
2024			
Property			
Land, land improvements and playgrounds	369,536	21,625	391,161
Buildings	23,942	38,815	62,757
Total property	**393,478**	**60,440**	**453,918**
Plant and Equipment			
Plant, machinery and vehicles	535	-	535
Furniture, equipment and computers	689	-	689
Artwork	3,550	163	3,713
Total plant and equipment	**4,774**	**163**	**4,937**
Infrastructure			
Roads, earthworks	-	19,608	19,608
Bridges	4,645	1,125	5,770
Footpaths and cycleways	8,317	(2,588)	5,729
Drainage	54,840	34,248	89,088
Kerb and channel	8,246	1,114	9,360
Other infrastructure	1,989	(266)	1,723
Total infrastructure	**78,037**	**53,241**	**131,278**
Total asset revaluation reserves	**476,290**	**113,844**	**590,134**

The asset revaluation reserve is used to record the increased (net) value of Council's assets over time.

Notes to the financial report
for the year ended 30 June 2025

Note 9 Other matters (cont.)

9.1 Reserves (cont.)

(b) Other reserves

Statutory reserves are those for which Council is required to separately account for by statute. Funds are held for specific purposes as described in the reserve account name.

Discretionary Reserves are those for which Council does have discretion over the manner in which funds are expended. Funds held in these reserve accounts are held for the purposes describe in the reserve account name.

2025	Balance at beginning of reporting period $'000	Net of transfer to / (from) accum. surplus $'000	Balance at end of reporting period $'000
Statutory cash backed reserves			
Car parks	97	-	97
Development planning overlays: infrastructure	2,899	1,614	4,513
Development contribution plans: open space	5,036	(70)	4,966
Development contribution construction	194	9	203
Native vegetation	431	(8)	423
Open space	5,727	(1,014)	4,713
Street light contributions	28	-	28
Street trees	79	-	79
Yarrambat drainage scheme	469	21	490
Yarrambat drainage extension area	176	8	184
Total cash backed statutory reserves	**15,136**	**561**	**15,697**
Discretionary reserves			
Bridgeford Estate	42	-	42
Carried forward projects	11,394	(1,903)	9,491
Cricket pitch renewal	35	11	46
Information technology	695	(521)	174
Leisure facility improvements	378	(57)	321
Major projects	2,585	(1,318)	1,267
Plant replacement	820	-	820
Plenty and Kangaroo Ground landfill restoration	4,740	(2,206)	2,534
Public art program	172	28	200
Total discretionary reserves	**20,861**	**(5,965)**	**14,896**
Total other reserves	**35,997**	**(5,404)**	**30,593**

Notes to the financial report
for the year ended 30 June 2025

Note 9 Other matters (cont.)

9.1 Reserves (cont.)

(b) Other reserves (cont.)

2024	Balance at beginning of reporting period $'000	Net of transfer to / (from) accum. surplus $'000	Balance at end of reporting period $'000
Statutory cash backed reserves			
Car parks	97	-	97
Development planning overlays: infrastructure	2,832	67	2,899
Development contribution plans: open space	4,360	676	5,036
Development contribution construction	186	8	194
Native vegetation	433	(2)	431
Open space	4,941	786	5,727
Street light contributions	28	-	28
Street trees	79	-	79
Yarrambat drainage scheme	466	3	469
Yarrambat drainage extension area	169	7	176
Total cash backed statutory reserves	**13,591**	**1,545**	**15,136**
Discretionary reserves			
Bridgeford Estate	42	-	42
Carried forward projects	11,113	281	11,394
Cricket pitch renewal	24	11	35
Information technology	1,101	(406)	695
Leisure facility improvements	323	55	378
Major projects	3,197	(612)	2,585
Plant replacement	970	(150)	820
Plenty and Kangaroo Ground landfill restoration	1,949	2,791	4,740
Public art program	166	6	172
Total discretionary reserves	**18,885**	**1,976**	**20,861**
Total other reserves	**32,476**	**3,521**	**35,997**

(c) Statutory cash backed and capital works reserves

	2025 $'000	2024 $'000
Statutory cash backed reserves	15,697	15,136
Discretionary reserves:		
Bridgeford Estate	42	42
Plenty and Kangaroo Ground landfill restoration	2,534	4,740
Total externally restricted reserves	**18,273**	**19,918**

Notes to the financial report
for the year ended 30 June 2025

Note 9 Other matters (cont.)

(d) Reserves - nature and purpose

Statutory cash backed reserves

Statutory reserves are those for which Council is required to separately account for by statute. Funds are held for specific purposes as described in the reserve account name.

Car parks	Developer contributions to undertake car park works.
Development planning overlays: infrastructure	Developer contributions for infrastructure works within specified areas.
Development contribution plans: open space	Developer contributions for open space within specified areas.
Development contribution construction	Funds paid by developers to undertake future works.
Native vegetation	Developer / Private Builder contributions set aside for native vegetation.
Open space	Developer contributions for the development and acquisition of public open space.
Street light contributions	Developer contributions for non-standard street lights.
Street trees	Developer contributions for planting trees as per planning permit conditions.
Yarrambat drainage scheme	Developer contributions paid by developers to undertake drainage works as required.
Yarrambat drainage extension area	Developer contributions paid by developers to undertake drainage works as required.
Bridgeford Estate	Funds bequeathed by the late Robert Bridgford. 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.
Carried forward projects	Funds held-over for capital works projects not completed during the financial year.
Cricket pitch renewal	Club contributions held for pitch renewal works.
Information technology	Funds set aside to implement technology based projects.
Leisure facility improvements	Funds held future replacement of specific recreation and leisure assets.
Major projects	Funds held future replacement of specific recreation and leisure assets.
Plant replacement	Established to fund the replacement of operational fleet and heavy plant equipment.
Plenty and Kangaroo Ground landfill restoration	Funds held for restoration works at former landfill sites at Plenty and Kangaroo Ground.
Public art program	Funds the purchase of art works. There is an annual operating budget allocation of $45k for purchases. Any unspent funds are held in reserve.

Notes to the financial report
for the year ended 30 June 2025

Note 9 Other matters (cont.)

9.2 Reconciliation of cash flows from operating activities to surplus / (deficit)

	2025 $'000	2024 $'000
Surplus / (deficit) for the year	1,030	(8,298)
Non-cash adjustments:		
Depreciation	16,099	14,984
(Profit)/loss on disposal of property, infrastructure, plant and equipment	1,788	2,040
Share of net (profits)/losses of associate	(76)	(14)
Contributions – non-monetary assets	(1,230)	(24)
Borrowing cost	984	697
Change in assets and liabilities:		
(Increase)/decrease in trade and other receivables	(1,420)	(1,165)
(Increase)/decrease in prepayments	355	(281)
(Increase)/decrease in contract assets	(1,258)	(658)
Increase/(decrease) in trade and other payables	(3,152)	1,473
Increase/(decrease) in contract and other liabilities	(1,373)	(5,557)
(Increase)/decrease in inventories	1	(1)
Increase/(decrease) in provisions	(2,921)	7,050
Increase/(decrease) in trust funds	805	528
Net cash provided by/(used in) operating activities	**9,632**	**10,774**

9.3 Superannuation

Council makes the majority of its employer superannuation contributions in respect of its employees to the Local Authorities Superannuation Fund (the Fund). This Fund has two categories of membership, accumulation and defined benefit, each of which is funded differently. Obligations for contributions to the Fund are recognised as an expense in Comprehensive Operating Statement when they are made or due.

Accumulation

The Fund's accumulation category, Vision MySuper/Vision Super Saver, receives both employer and employee contributions on a progressive basis. Employer contributions are normally based on a fixed percentage of employee earnings (for the year ended 30 June 2025, this was 11.5% as required under Superannuation Guarantee (SG) legislation (2024: 11.0%)).

Defined Benefit

Council does not use defined benefit accounting for its defined benefit obligations under the Fund's Defined Benefit category. This is because the Fund's Defined Benefit category is a pooled multi-employer sponsored plan. There is no proportional split of the defined benefit liabilities, assets or costs between the participating employers as the defined benefit obligation is a floating obligation between the participating employers and the only time that the aggregate obligation is allocated to specific employers is when a call is made. As a result, the level of participation of Council in the Fund cannot be measured as a percentage compared with other participating employers. Therefore, the Fund Actuary is unable to allocate benefit liabilities, assets and costs between employers for the purposes of AASB 119.

Notes to the financial report
for the year ended 30 June 2025

Note 9 Other matters (cont.)

9.3 Superannuation (cont.)

Funding Arrangements
Council makes employer contributions to the Defined Benefit category of the Fund at rates determined by the Trustee on the advice of the Fund Actuary. As at 30 June 2024, an interim actuarial investigation was held as the Fund provides lifetime pensions in the Defined Benefit category. The vested benefit index (VBI) of the Defined Benefit category as at 30 June 2024 (of which Council is a contributing employer) was 105.4.

The financial assumptions used to calculate the VBI were:

Net investment return	5.6 percent p.a
Salary inflation	3.5 percent p.a
Price inflation (CPI)	2.7 percent p.a

As at 30 June 2025, an interim actuarial investigation is underway as the Fund provides lifetime pensions in the Defined Benefit category. It is expected to be completed by 31 October 2025.

Vision Super has advised that the VBI at 30 June 2025 was 110.5%. [Employer name] was notified of the 30 June 2025 VBI during August 2025 (2024: August 2024). The financial assumptions used to calculate this VBI were:

Net investment return	5.7 percent p.a
Salary inflation	3.5 percent p.a
Price inflation (CPI)	2.6 percent p.a

The VBI is used as the primary funding indicator. Because the VBI was above 100%, the 30 June 2024 actuarial investigation determined the Defined Benefit category was in a satisfactory financial position and that no change was necessary to the Defined Benefit category's funding arrangements from prior years.

Employer contributions

Regular contributions

On the basis of the results of the 2024 interim actuarial investigation conducted by the Fund Actuary, Council makes employer contributions to the Fund's Defined Benefit category at rates determined by the Fund's Trustee. For the year ended 30 June 2025, this rate was 11.5% of members' salaries (11.0% in 2023-2024). This rate is expected to increase in line with any increases in the SG contribution rate and was reviewed as part of the 30 June 2023 triennial valuation.

In addition, Council reimburses the Fund to cover the excess of the benefits paid as a consequence of retrenchment above the funded resignation or retirement benefit.

Funding calls

If the Defined Benefit category is in an unsatisfactory financial position at an actuarial investigation or the Defined Benefit category's VBI is below its shortfall limit at any time other than the date of the actuarial investigation, the Defined Benefit category has a shortfall for the purposes of SPS 160 and the Fund is required to put a plan in place so that the shortfall is fully funded within three years of the shortfall occurring. The Fund monitors its VBI on a quarterly basis and the Fund has set its shortfall limit at 98% from 26 July 2024 (previously 97%).

In the event that the Fund Actuary determines that there is a shortfall based on the above requirement, the Fund's participating employers (including Council) are required to make an employer contribution to cover the shortfall.

Using the agreed methodology, the shortfall amount is apportioned between the participating employers based on the pre-1 July 1993 and post-30 June 1993 service liabilities of the Fund's Defined Benefit category, together with the employer's payroll at 30 June 1993 and at the date the shortfall has been calculated.

Due to the nature of the contractual obligations between the participating employers and the Fund, and that the Fund includes lifetime pensioners and their reversionary beneficiaries, it is unlikely that the Fund will be wound up.

If there is a surplus in the Fund, the surplus cannot be returned to the participating employers.
In the event that a participating employer is wound-up, the defined benefit obligations of that employer will be transferred to that employer's successor.

Notes to the financial report
for the year ended 30 June 2025

Note 9 Other matters (cont.)

9.3 Superannuation (cont.)

The 2024 interim actuarial investigation surplus amounts

An actuarial investigation is conducted annually for the Defined Benefit category of which Council is a contributing employer. Generally, a full actuarial investigation is conducted every three years and interim actuarial investigations are conducted for each intervening year. An interim investigation was conducted as at 30 June 2024 while a full investigation was conducted as at 30 June 2023.

The Fund's actuarial investigation identified the following for the Defined Benefit category of which Council is a contributing employer:

	2024 (Triennial) $'000	2023 (Interim) $'000
- A VBI surplus	108.4	84.7
- A total service liability surplus	141.4	123.6
- A discounted accrued benefits surplus	156.7	141.9

The VBI surplus means that the market value of the fund's assets supporting the defined benefit obligations exceed the vested benefits that the defined benefit members would have been entitled to if they had all exited on 30 June 2024.

The total service liability surplus means that the current value of the assets in the Fund's Defined Benefit category plus expected future contributions exceeds the value of expected future benefits and expenses as at 30 June 2024.

The discounted accrued benefit surplus means that the current value of the assets in the Fund's Defined Benefit category exceeds the value of benefits payable in the future but accrued in respect of service to 30 June 2024.

Notes to the financial report
for the year ended 30 June 2025

The 2024 interim actuarial investigation
An interim actuarial investigation is being conducted for the Fund's position as at 30 June 2025 as the Fund provides lifetime pensions in the Defined Benefit category. It is anticipated that this actuarial investigation will be completed by October 2025. The last interim actuarial investigation conducted prior to 30 June 2025 was at 30 June 2024.

The VBI of the Defined Benefit category at that date was 105.4%. The financial assumptions used to calculate the 30 June 2024 VBI were:

Net investment return	5.6 percent p.a
Salary inflation	3.5 percent p.a
Price inflation (CPI)	2.7 percent p.a

Council was notified of the 30 June 2024 VBI during August 2024.

Because the VBI was above 100%, the Defined Benefit category was in a satisfactory financial position at 30 June 2024 and it is expected that the actuarial investigation will recommend that no change will be necessary to the Defined Benefit category's funding arrangements from prior years.

The 2023 triennial actuarial investigation

The last triennial actuarial investigation conducted prior to 30 June 2023 was at 30 June 2020. This actuarial investigation was completed by 31 December 2020. The financial assumptions for the purposes of that investigation was:

	2023 Triennial investigation	**2020 Triennial investigation**
Net investment return	5.7 percent p.a	5.6% p.a
Salary inflation	3.5 percent p.a	2.5% p.a for the first two years and 2.75% p.a thereafter
Price inflation (CPI)	2.8 percent p.a	2.0% p.a

Superannuation contributions

Contributions by Council (excluding any unfunded liability payments) to the above superannuation plans for the financial year ended 30 June 2024 are detailed below:

Scheme	**Type of Scheme**	**Rate**	**2025 $'000**	**2024 $'000**
Vision super	Defined benefit	11.5% (2024: 11%)	109	65
Vision super	Accumulation fund	11.5% (2024: 11%)	1,844	1,750
Other	Accumulation fund	11.5% (2024: 11%)	2,120	1,903

In addition to the above contributions, Council has paid no unfunded liability payments to Vision Super (2023-2024 Nil). There were no contributions outstanding and no loans issued from or to the above schemes as at 30 June 2025. The expected contributions to be paid to the Defined Benefit category of Vision Super for the year ending 30 June 2026 is $112,000.



Volunteer with child
at Diamond Valley Library

Performance statement
for the year ended 30 June 2025

Description of municipality

The Shire of Nillumbik is located in Melbourne's north-eastern suburbs, approximately 25km from the Melbourne Central Business District.

Known as "the Green Wedge Shire", the area offers residents and visitors a unique rural environment of bushland, small farms, rivers and forest. The balance of the shire is a collection of suburbs, townships and villages, each with its own unique identity and heritage.

The Nillumbik Green Wedge covers over 90% of the total area of the shire and is host to a number of state and national parks. Nillumbik's Green Wedge is highly valued locally and regionally because of its biodiversity, natural beauty, visitor experiences, agriculture, grazing land, rural living and open space.

Nillumbik has a population of approximately 63,693 people who are at the higher end of the socio-economic gradient in Greater Melbourne, meaning that in many aspects, Nillumbik residents enjoy better than average health and wellbeing.

Performance statement
for the year ended 30 June 2025

Service performance indicators

Service / Indicator / Measure (Formula)	2022	2023	2024	2025		Comment
	Actual	Actual	Actual	Target	Actual	
Aquatic Facilities						
Utilisation *Utilisation of aquatic facilities* [Number of visits to aquatic facilities/ Municipal population]	1.44	11.22	12.47	N/A	**12.06**	Visits were slightly below last year's attendance numbers but remain strong despite challenges with cost of living concerns. Improved access to technology has been implemented to capture attendance data at the two aquatic facilities.
Animal Management						
Health and safety *Animal management prosecutions* [Number of successful animal management prosecutions / Number of animal management prosecutions] x 100	100%	100%	0%	N/A	**0%**	There were no prosecution matters listed in 2024-2025. All matters were resolved outside of the court process through mediation between both parties without Council involvement.
Food Safety						
Health and safety *Critical and major non-compliance outcome notifications* [Number of critical non-compliance outcome notifications and major non-compliance notifications about a food premises followed up / Number of critical non-compliance outcome notifications and major non-compliance notifications about a food premises] x100	94.44%	100%	100%	N/A	**100%**	All critical and major non-compliance notifications were followed up in 2024–2025, continuing a strong trend of 100% follow-up over the past three years and reflecting a consistent focus on public health risks.
Governance						
Satisfaction *Satisfaction with community consultation and engagement* [Community satisfaction rating out of 100 with how council has performed on community consultation and engagement]	62	69	69	71	**68**	Satisfaction with Council's community consultation and engagement decreased by 1.9% in 2024-2025.

Performance statement
for the year ended 30 June 2025

Service performance indicators

Service / Indicator / Measure (Formula)	2022	2023	2024	2025		Comment
	Actual	Actual	Actual	Target	Actual	
Libraries						
Participation *Library members* [Number of registered library members / Population] x100	New	New	45.75%	N/A	**52.47%**	Library membership for Nillumbik continues to rise. This coincides with the introduction of library Wi-Fi requiring a membership to login in March 2025.
Maternal and Child Health (MCH)						
Participation *Participation in the MCH service* [Number of children who attend the MCH service at least once (in the year) / Number of children enrolled in the MCH service] x100	80.08%	79.87%	77.43%	N/A	**78.37%**	Participation rates for all children remain high, with 78.37% attendance at least once per year, an increase of 0.94% from 2024.
Participation *Participation in the MCH service by First Nations children* [Number of First Nations children attend the MCH service at least once (in the year) / Number of First Nations children enrolled in the MCH service] x100	81.63%	73.17%	87.23%	N/A	**82.14%**	Participation rates of First Nations Children is 3.77% higher than the participation of all children in the MCH service. This is a positive indicator, noting that First Nations families are engaging and participating in the service at a higher percentage.
Roads						
Condition *Sealed local roads maintained to condition standards* [Number of kilometres of sealed local roads below the renewal intervention level set by Council / Kilometres of sealed local roads] x100	95.10%	95.28%	95.47%	95.43%	**77.10%**	Of the 487km of sealed local roads in the Shire, 375km are currently maintained within condition standards. This result varies depending on road audits undertaken every four years and the amount and type of road resealing required based on the audit findings.

Performance statement
for the year ended 30 June 2024

Service performance indicators

Service / Indicator / Measure (Formula)	2022	2023	2024	2025		Comment
	Actual	Actual	Actual	Target	Actual	
Statutory Planning						
Service standard *Planning applications decided within required timeframes* [(Number of regular planning application decisions made within 60 days) + (Number of VicSmart planning application decisions made within 10 days) / Number of planning application decisions made] x100	60.36%	55.99%	64.02%	53.12%	**67.53%**	This year has seen a marginal improvement in the number of decisions made within statutory timeframes. The planning team consistently is striving to improve these timeframes.
Waste Management						
Waste diversion *Kerbside collection waste diverted from landfill* [Weight of recyclables and green organics collected from kerbside bins / Weight of garbage, recyclables and green organics collected from kerbside bins] x100	72.69%	72.24%	70.61%	72.62%	**68.95%**	Nillumbik residents diverted 15,000 tonnes of recycling and green waste from landfill through the kerbside bin service in 2024-25. The diversion rate is slightly lower than last year, primarily due to a decrease in recycling and green waste tonnes, but consistent landfill tonnes. Recycling tonnes have continued to trend downward since 2020-21, however, another contributing factor is the introduction of Victoria's container deposit scheme in November 2023. Nillumbik waste audits show a third of landfill tonnes on average is food waste needlessly being put in the red bin. Using the green bin or home composting instead for food scraps is the simplest change that would have the greatest impact on minimising waste sent to landfill.

Performance statement
for the year ended 30 June 2025

Financial performance indicators

Dimension/ Indicator/ Measure	Actual			2025		Forecasts				Material variations and comments
	2022	2023	2024	Target	Actual	2026	2027	2028	2029	
Efficiency										
Expenditure level *Expenses per property assessment* [Total expenses/ Number of property assessments]	$4,062.79	$4,566.63	$5,061.00	$4,396.03	**$4,972.38**	$4,675.67	$4,795.33	$4,721.16	$4,854.24	The minor decrease in this measure is driven by an overall decrease in expenditure for the 2024-2025 financial year relative to a minor increase in assessments. This has largely resulted from the gradual reduction in the provision for landfill rehabilitation and stability in the level of capital works and work-in-progress expensed. Other impacts include increased across spend in agency staff and contractors, offset by position vacancies. There have also been increases across amenity mowing, software maintenance, legal fees and insurance premiums. Leisure facility contract expenditure increased, but is counteracted by corresponding increase in contract income. These increases were not budgeted for and account for the variance between target versus actuals.
Revenue level *Average residential rate per residential property assessment* [Residential rate revenue/ Number of residential property assessments]	$2,456.58	$2,511.29	$2,611.92	N/A	**$2,695.83**	$2,787.25	$2,886.00	$2,870.68	$2,974.40	The increase reflects budgeted increase in rates and charges and the anticipated additional rateable properties created each year throughout the Shire.

Performance statement
for the year ended 30 June 2025

Financial performance indicators

Dimension/ Indicator/Measure	Actual			2025		Forecasts				Material variations and comments
	2022	2023	2024	Target	Actual	2026	2027	2028	2029	
Liquidity										
Working capital *Current assets compared to current liabilities* [Current assets/Current liabilities]*100	171.89%	171.16%	184.56%	146.50%	**168.58%**	132.12%	132.10%	139.62%	155.83%	Current year results reflect a decrease in cash held for capital works, increasing rates receivables and the maturity of Council's loan portfolio and provision balances. The trend is reflective of the proportion of Council's provision for landfill rehabilitation and borrowings becoming current over the forecast years.
Unrestricted cash *Unrestricted cash compared to current liabilities* [Unrestricted cash/ Current liabilities] x100	-22.43%	18.53%	-14.51%	N/A	**-17.38%**	21.45%	23.53%	29.56%	40.59%	The current year result is driven by the balance of Council's cash holdings being held in term deposits exceeding 90 days and an overall decrease in cash held, largely driving by the completion of capital works and the close-out of projects and programs. The outlying years show that the majority of Council's cash balances are held for specific purposes.

Performance statement
for the year ended 30 June 2025

Financial performance indicators

Dimension/ Indicator/Measure	Actual			2025		Forecasts				Material variations and comments
	2022	2023	2024	Target	Actual	2026	2027	2028	2029	
Obligations										
Loans and borrowings *Loans and borrowings compared to rates* [Interest bearing loans and borrowings/Rate revenue] x100	24.03%	18.32%	25.45%	N/A	**21.19%**	19.77%	15.59%	11.80%	8.43%	The current and future year results are reflective of minor budgeted borrowings and borrowing maturities scheduled to occur each year, resulting in a declining trend.
Loans and borrowings *Loans and borrowings repayments compared to rates* [Interest and principal repayments on interest bearing loans and borrowings/Rate revenue] x100	5.70%	5.54%	3.35%	N/A	**4.40%**	4.27%	4.41%	4.02%	3.54%	The current year is reflective of Council's existing loan portfolio, while forecast figures are reflective of loan maturities scheduled in forecast years.

Performance statement
for the year ended 30 June 2025

Financial performance indicators

Dimension/ Indicator/Measure	Actual			2025		Forecasts				Material variations and comments
	2022	2023	2024	Target	Actual	2026	2027	2028	2029	
Obligations (cont.)										
Indebtedness *Non-current liabilities compared to own source revenue* [Non-current liabilities/ Own source revenue] x100	34.16%	24.27%	35.14%	N/A	**26.76%**	28.75%	23.80%	20.70%	17.91%	The current year and projections show a stable result which is reflective of the reduction in the non-current portion of the provision for landfill rehabilitation, stable borrowings and an increase in own source revenue. Forecast figures are reflective of loan maturities scheduled and ongoing landfill rehabilitation works.
Asset renewal *Asset renewal compared to depreciation* [Asset renewal expense/ Asset depreciation] x100	162.92%	88.42%	100.31%	116.19%	**95.03%**	117.61%	81.54%	88.73%	85.77%	Council continues to invest in community infrastructure with an underlying focus on the reduction in renewal gap, to ensure Council's responsibility remains at a manageable level. The measure fluctuates in line with projected capital grant income.

Performance statement
for the year ended 30 June 2025

Financial performance indicators

Dimension/ Indicator/Measure	Actual			2025		Forecasts				Material variations and comments
	2022	2023	2024	Target	Actual	2026	2027	2028	2029	
Operating Position										
Adjusted underlying result *Adjusted underlying surplus (or deficit)* [Adjusted underlying surplus (deficit)/Adjusted underlying revenue] x100	-6.35%	-7.41%	-17.96%	N/A	**-6.42%**	0.27%	0.93%	1.27%	1.42%	The improvement in this measure is largely drive by overall stability in expenditure. Forecasts show a stabilising trend, reflecting limited growth in own-source revenue and maintenance of operational expenditure in line with service levels.
Stability										
Rates concentration *Rates compared to adjusted underlying revenue* [Rate revenue/Adjusted underlying revenue] x100	76.80%	72.66%	75.11%	73.11%	**71.84%**	73.81%	73.97%	74.03%	74.05%	This result is reflective of the current and projected stability in underlying revenue and the projected increase in rates and charges.
Rates effort *Rates compared to property values* [Rate revenue/Capital improved value of rateable properties in the municipality] x100	0.33%	0.30%	0.31%	N/A	**0.30%**	0.31%	0.32%	0.33%	0.34%	The consistent trend is reflective of the stability in projected annual property revaluations.

Performance statement
for the year ended 30 June 2025

Sustainable capacity indicators

Indicator/Measure	2022	2023	2024	2025	Comment
Population *Expenses per head of municipal population* [Total expenses Municipal population]	$1,508.02	$1,738.84	$1,919.95	**$1,873.63**	The minor decrease in this measure is driven by an overall decrease in expenditure for the 2024-2025 financial year relative to a minor increase in municipal population. This has largely resulted from the gradual reduction in the provision for landfill rehabilitation and stability in the level of capital works and work-in-progress expensed. Other impacts include increased across spend in agency staff and contractors, offset by position vacancies. There have also been increases across amenity mowing, software maintenance, legal fees and insurance premiums. Leisure facility contract expenditure increased, but is counteracted by corresponding increase in contract income.
Population *Infrastructure per head of municipal population* [Value of infrastructure Municipal population]	$6,931.35	$7,027.72	$8,536.75	**$8,502.87**	The current year result is reflective of the stability in Council's asset portfolio relative to minor growth in municipal population. Council continues to invest in renewal and upgrades to the infrastructure portfolio, ensuring that the renewal gap continues to be actively managed across asset classes.
Population *Population density per length of road* [Municipal population/Kilometres of local roads]	82.26	80.06	80.18	**80.73**	The increase is driven by a small increase in the municipal population relative to a minor decrease in road length.
Own-source revenue *Own-source revenue per head of municipal population* [Own-source revenue/Municipal population]	$1,277.97	$1,481.04	$1,562.41	**$1,616.02**	The overall increase is reflective of a minimal increase in the municipal population, minimal growth in rateable properties in the Shire and an increase in own-source revenue, noting there is a corresponding increase in associated expenditure.
Recurrent grants *Recurrent grants per head of municipal population* [Recurrent grants/Municipal population]	$109.23	$105.51	$45.13	**$124.55**	The variance is driven by a decrease in the recurrent grants received in the current financial year, reflective of programs and services delivered. Recurrent grants are often driven by service delivery and fluctuate in line with programs scheduled and /or delivered in the financial year.
Disadvantage *Relative Socio-Economic Disadvantage* [Index of Relative Socio-Economic Disadvantage by decile]	10.00	10.00	10.00	**10.00**	Council's relative socio-economic disadvantage remains stable and the current result is comparable to the previous year.
Workforce turnover *RPercentage of staff turnover* [Number of permanent staff resignations and terminations / Average number of permanent staff for the financial year] x100	16.7%	15.9%	18.2%	**14.5%**	In 2024-2025, permanent staff turnover was 14.5%. This compares to 18.2% in 2023-2024 and 15.9% in 2022-2023. Staff turnover is currently below the sector's average of 16%.

Performance statement
for the year ended 30 June 2025

Note 1 Basis of preparation

Council is required to prepare and include a performance statement within its annual report. The performance statement includes the results of the prescribed, service performance, financial performance and sustainable capacity indicators and measures together with a description of the municipal district, an explanation of material variations in the results and notes to the accounts. This statement has been prepared to meet the requirements of the *Local Government Act 2020* and *Local Government (Planning and Reporting) Regulations 2020*.

Where applicable the results in the performance statement have been prepared on accounting bases consistent with those reported in the Financial Statements. The other results are based on information drawn from council information systems or from third parties (e.g., Australian Bureau of Statistics or the Council's satisfaction survey provider).

The performance statement presents the actual results for the current year and the previous three years, along with the current year's target, if mandated by the *Local Government (Planning and Reporting) Regulations 2020*. Additionally, for the prescribed financial performance indicators and measures, the performance statement includes the target budget for the current year and the results forecast for the period 2025-2026 to 2028-2029 by the Council's financial plan.

The *Local Government (Planning and Reporting) Regulations 2020* requires explanation of any material variations in the results contained in the performance statement. Council has adopted materiality thresholds relevant to each indicator and measure and explanations have not been provided for variations below the materiality thresholds unless the variance is considered to be material because of its nature.

Nillumbik Shire Council

Certification of the Financial Report

For The Year Ended 30 June 2025

In my opinion, the accompanying financial statements have been prepared in accordance with the *Local Government Act 2020*, the *Local Government (Planning and Reporting) Regulations 2020*, the Australian Accounting Standards and other mandatory professional reporting requirements.



Robert Malignaggi, CPA
Principal Accounting Officer

Date: 30 September 2025
Greensborough

In our opinion, the accompanying financial statements present fairly the financial transactions of Nillumbik Shire Council (Council) for the year ended 30 June 2025 and the financial position of the Council as at that date.

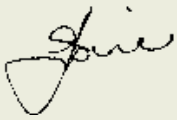
As at the date of signing, we are not aware of any circumstances which would render any particulars in the financial statements to bemisleading or inaccurate.

We have been authorised by the Council and by the *Local Government (Planning and Reporting) Regulations 2020* to certify the financialstatements in their final form.



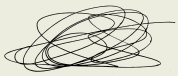
John Dumaresq (Mayor)
Councillor

Date: 30 September 2025
Greensborough



Naomi Joiner (Deputy Mayor)
Councillor

Date: 30 September 2025
Greensborough



Carl Cowie
Chief Executive Officer

Date: 30 September 2025
Greensborough

Nillumbik Shire Council

Certification of the Performance Statement

For The Year Ended 30 June 2025

In my opinion the accompanying performance statements have been prepared in accordance with the *Local Government Act 2020* and the *Local Government (Planning and Reporting) Regulations 2020.*

Robert Malignaggi CPA
Pincipal Accounting Officer

Date: 30 September 2025
Greensborough

IIn our opinion, the accompanying performance statement of Nillumbik Shire Council for the year ended 30 June 2025 presents fairly the results of council's performance in accordance with the *Local Government Act 2020* and the *Local Government (Planning and Reporting) Regulations 2020.*

The performance statement contains the relevant performance indicators, measures and results in relation to service performance, financial performance and sustainable capacity.

At the date of signing, we are not aware of any circumstances that would render any particulars in the performance statement to be misleading or inaccurate.

We have been authorised by the Council and by the *Local Government (Planning and Reporting) Regulations 2020* to certify this performance statement in its final form.

John Dumaresq (Mayor)
Councillor

Date: 30 September 2025
Greensborough

Naomi Joiner (Deputy Mayor)
Councillor

Date: 30 September 2025
Greensborough

Carl Cowie
Chief Executive Officer

Date: 30 September 2025
Greensborough

Independent Auditor's Report

To the Councillors of Nillumbik Shire Council

VAGO
Victorian Auditor-General's Office

Opinion

I have audited the financial report of Nillumbik Shire Council (the council) which comprises the:

- balance sheet as at 30 June 2025
- comprehensive income statement for the year then ended
- statement of changes in equity for the year then ended
- statement of cash flows for the year then ended
- statement of capital works for the year then ended
- notes to the financial statements, including material accounting policy information
- certification of the financial statements.

In my opinion the financial report presents fairly, in all material respects, the financial position of the council as at 30 June 2025 and their financial performance and cash flows for the year then ended in accordance with the financial reporting requirements of Part 4 of the *Local Government Act 2020*, the *Local Government (Planning and Reporting) Regulations 2020* and applicable Australian Accounting Standards.

Basis for Opinion

I have conducted my audit in accordance with the *Audit Act 1994* which incorporates the Australian Auditing Standards. I further describe my responsibilities under that Act and those standards in the *Auditor's Responsibilities for the Audit of the Financial Report* section of my report.

My independence is established by the *Constitution Act 1975*. My staff and I are independent of the council in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to my audit of the financial report in Victoria. My staff and I have also fulfilled our other ethical responsibilities in accordance with the Code.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Councillors' responsibilities for the financial report

The Councillors of the council are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards, the *Local Government Act 2020* and the *Local Government (Planning and Reporting) Regulations 2020*, and for such internal control as the Councillors determine is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Councillors are responsible for assessing the council's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless it is inappropriate to do so.

Auditor's responsibilities for the audit of the financial report

As required by the *Audit Act 1994*, my responsibility is to express an opinion on the financial report based on the audit. My objectives for the audit are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

- identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the council's internal control
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Councillors
- conclude on the appropriateness of the Councillors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the council's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the council to cease to continue as a going concern.
- evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the Councillors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.



MELBOURNE
6 October 2025

Travis Derricott
as delegate for the
Auditor-General of Victoria

Independent Auditor's Report

To the Councillors of Nillumbik Shire Council

VAGO
Victorian Auditor-General's Office

Opinion

I have audited the accompanying performance statement of Nillumbik Shire Council (the council) which comprises the:

- ddescription of municipality for the year ended 30 June 2025
- service performance indicators for the year ended 30 June 2025
- financial performance indicators for the year ended 30 June 2025
- sustainable capacity indicators for the year ended 30 June 2025
- notes to the accounts
- certification of the performance statement.

In my opinion, the performance statement of Nillumbik Shire Council in respect of the year ended 30 June 2025 presents fairly, in all material respects, in accordance with the performance reporting requirements of Part 4 of the *Local Government Act 2020* and *Local Government (Planning and Reporting) Regulations 2020*.

Basis for Opinion

I have conducted my audit in accordance with the *Audit Act 1994* which incorporates the Australian Standards on Assurance Engagements. I further describe my responsibilities under that Act and those standards in the *Auditor's Responsibilities for the Audit of the performance statement* section of my report.

My independence is established by the *Constitution Act 1975*. My staff and I are independent of the council in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to my audit of the performance statement in Victoria. My staff and l have also fulfilled our other ethical responsibilities in accordance with the Code.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Councillors' responsibilities for the financial report

The Councillors are responsible for the preparation and fair presentation of the performance statement in accordance with the performance reporting requirements of the *Local Government Act 2020* and *Local Government (Planning and Reporting) Regulations 2020* and for such internal control as the Councillors determines is necessary to enable the preparation and fair presentation of a performance statement that is free from material misstatement, whether due to fraud or error

Auditor's responsibilities for the audit of the financial report

As required by the *Audit Act 1994*, my responsibility is to express an opinion on the performance statement based on the audit. My objectives for the audit are to obtain reasonable assurance about whether the performance statement as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Standards on Assurance Engagements will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of users taken on the basis of this performance statement.

As part of an audit in accordance with the Australian Standards on Assurance Engagements, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

- identify and assess the risks of material misstatement of the performance statement, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the council's internal control
- evaluate the overall presentation, structure and content of the performance statement, including the disclosures, and whether performance statement represents the underlying events and results in a manner that achieves fair presentation.

I communicate with the Councillors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.



MELBOURNE
6 October 2025

Travis Derricott
as delegate for the
Auditor-General of Victoria

Glossary of terms

Key term	Definition
Advocacy	The act of speaking on the behalf of or in support of another person, place, or thing.
Business continuity	The planning and preparation of an organisation to make sure it overcomes serious incidents or disasters and resumes its normal operations within a reasonably short period.
Capital works	Building and engineering works that create an asset, as well as constructing or installing facilities and fixtures associated with, and forming an integral part of, those works.
Community engagement	A way of ensuring that community members have access to valued social settings and activities, feel that they can contribute meaningfully to those activities, and develop functional capabilities that enable them to participate fully.
Corporate governance	The mechanisms, processes and relations by which a corporate body is controlled and directed.
Customer experience	The ongoing interaction between an organisation and a customer over the duration of their relationship.
Financial performance indicators	A prescribed set of indicators and associated measures in the Local Government Performance Reporting Framework that gauge financial management performance, including operating position, liquidity, obligations, stability and efficiency.
Green Wedge	The non-urban areas of metropolitan Melbourne that sit outside the Urban Growth Boundary and were first identified in the 1960s.
Major initiatives	Significant initiatives that directly contribute to the achievement of the Council Plan during the financial year and have a major focus in the budget.
Mystery shopping	A tool used externally by market research companies, watchdog organisations, or internally by companies themselves to measure quality of service, or compliance with regulation, or to gather specific information about products and services.
Participate Nillumbik	Council's online community engagement site. This is where you can help inform Council's decision-making by sharing your ideas or feedback on a variety of projects. You can also get updates on projects and hear about how your input has contributed to Council's decisions.
Performance statement	A statement that includes the audited results of a selection of service performance indicators, financial performance indicators and sustainable capacity indicators for the financial year and reported in the annual report.
Planning and Consultation Committee	A Special Committee made up of all seven Nillumbik Councillors. The committee agenda is structured into planning related or consultation items.
Report of operations	A report on the operations of Council during the financial year and included in the annual report.

Key term	Definition
Risk management	A process in which organisations identify, assess and treat risks that could affect their operations.
Services	Assistance, support, advice and action undertaken by a council for the benefit of the local community.
Strategic indicators	Indicators developed for monitoring the achievement of objectives specified in the council plan.
Strategic objectives	The outcomes a council is seeking to achieve over the next four years and included in the council plan.
Sustainability	Meeting present day needs without compromising the ability of future generations to meet their needs.
Sustainable capacity indicators	A prescribed set of indicators in the Local Government Performance Reporting Framework that measure whether councils have the capacity to meet the agreed service and infrastructure needs of the local community and absorb foreseeable changes and unexpected shocks into the future.
Wards	Subdivisions of the Shire into sections with an elected Councillor to represent the different sections.

Abbreviations and acronyms

Term	Definition
AI	Artificial Intelligence
BNLLEN	Banyule Nillumbik Local Learning and Employment Network
CEO	Chief Executive Officer
CFA	Country Fire Authority
CFO	Chief Financial Officer
COO	Chief Operating Officer
CSBA	Customer Service Benchmarking Australia
DAMP	Domestic Animal Management Plan
DTP	Department of Transport and Planning
EAP	Employee Assistance Program
EFT	Equivalent Full Time
ELT	Executive Leadership Team
EV	Electric Vehicle
FOI	Freedom of Information
GEAP	Gender Equality Action Plan
EIA	Equity Impact Assessment
IBAC	Independent Broad-based Anti-Corruption Commission
IDAHOBIT	International Day Against Homophobia, Biphobia, Intersexism and Transphobia
L&LN	Living & Learning Nillumbik
LEDs	Light Emitting Diodes
LGAs	Local Government Areas

Term	Definition
LGBTIQA+	Lesbian, Gay, Bisexual, Transgender, Intersex, Queer/Questioning, Asexual and many other terms (such as non-binary and pansexual)
LGPRF	Local Government Performance Reporting Framework
MAV	Municipal Association of Victoria
MCH	Maternal and Child Health
MHFA	Mental Health First Aid
MRPV	Major Roads Projects Victoria
MPS	Municipal Planning Strategy
NCA	Northern Councils Alliance
NDIS	National Disability Insurance Scheme
OHS	Occupational Health and Safety
OVIC	Office of the Victorian Information Commissioner
PCC	Planning and Consultation Committee
PID	Public Interest Disclosures
RTO	Registered Training Organisation
RAP	Reconciliation Action Plan
SEIFA	Socio-Economic Indexes for Areas
SES	State Emergency Service
VAGO	Victorian Auditor-General's Office
VCAT	Victorian Civil and Administrative Tribunal
VEC	Victorian Electoral Commission

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Council's arborist inspecting a large native tree

Edendale Community and Environment Farm
30 Gastons Road, Eltham 3095
9433 3711 | edendale@nillumbik.vic.gov.au

Eltham Community and Reception Centre
801 Main Road, Eltham 3095
9433 3733 | halls@nillumbik.vic.gov.au

Hurstbridge Hub
50 Graysharps Road, Hurstbridge 3099
9719 8400 | hurstbridge.hub@nillumbik.vic.gov.au

Nillumbik Operations Centre
290-304 Yan Yean Road, Plenty 3090
9433 3111

Living & Learning Nillumbik Centres:

Eltham
739 Main Road, Eltham 3095
9433 3744 | info.livinglearning@nillumbik.vic.gov.au

Diamond Creek
119 Cowin Street, Diamond Creek 3089
9433 3766 | info.livinglearning@nillumbik.vic.gov.au

Panton Hill
18 Bishops Road, Panton Hill 3759
9433 3799 | info.livinglearning@nillumbik.vic.gov.au



If you need an interpreter, please call TIS National on 131 450 and ask them to call Nillumbik Shire Council on 9433 3111.

Nillumbik Shire Council
Civic Drive (PO Box 476) Greensborough Victoria 3088
9433 3111 | nillumbik@nillumbik.vic.gov.au

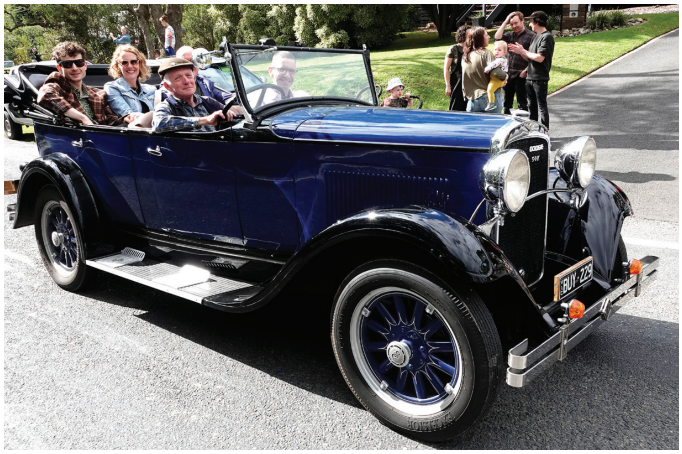
nillumbik.vic.gov.au

Nillumbik Triennial Festival and Event Program

2026-2029 Grant Guidelines













Nillumbik
The Green Wedge Shire

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, ability or background. We value the diverse and changing nature of our community and understand that some groups and individuals experience more barriers than others.

If you need the *Grant Guidelines* in another format, please contact Nillumbik Shire Council on 9433 3111 or email nillumbik@nillumbik.vic.gov.au

If you are deaf or have a hearing or speech impairment, please contact us through the National Relay Service on 13 36 77.



If you need an interpreter, please call TIS National on 131 450 and ask them to call Nillumbik Shire Council on 9433 3111.

What is the Triennial Festival and Event Program?

The Triennial Festival and Event Program aims to support and fund local events that foster community connection, drive economic development, and enhance Nillumbik's profile as a tourist destination. This three-year program seeks to establish a strong partnership between community event organisers and Council to increase event capacity and sustainability, focusing on community inclusion, business engagement, and sustainable practices.

This program aims to reflect and promote objectives from our Council Plan 2021-25, our Health and Wellbeing Plan 2021-25, and our Economic Development Strategy.

Our **Council Plan** is structured around the four themes of:

- Community and Connection - To encourage inclusion and participation to support health and wellbeing and ensure that all our residents have equitable access to services, programs, events and initiatives
- Place and Space - To protect, enhance, maintain plan and design public places and spaces that strengthen identity, reinforce character, improve accessibility, encourage social connection and enjoyment, support biodiversity and respect the environment
- Sustainable and Resilient - To manage and adapt to changing circumstances that affect our community to ensure it remains sustainable and resilient, both now and into the future
- Responsible and Accountable - To facilitate the best possible outcomes for our community by demonstrating strong leadership and working actively to achieve the community's objectives.

Our **Health and Wellbeing** priorities are:

- Social inclusion and connection
- Community and climate resilience
- Gender equality and prevention of family violence
- Physical activity
- Food (including healthy, affordable and sustainable)
- Reducing harm from alcohol, other drugs and gambling.

Our **Economic Development Strategy** aims to strengthen the economy and facilitate job creation over the next 10 years.

The Economic Development Strategy has four objectives:

1. Improve economic development practices and programs to assist local businesses
2. Create vibrant activity centres and employment precincts in Eltham and Diamond Creek
3. Facilitate economically and environmentally sustainable use of land within the Shire's green wedge
4. Enhance the visitor economy showcasing natural, recreational and cultural strengths.

Council aims to fund activities that will have the greatest positive impact in Nillumbik, therefore applicants are encouraged to demonstrate how their proposed activities will align with these plans.

Grant funding available

Through this program applicants can access funding from a **minimum of $10,000** to a **maximum of $65,000** per annum for each annual event over the three year period.

As outlined below, program requirements vary depending on our level of investment to ensure that application questions, assessments, and resulting agreements are fair and proportionate.

$10,000 up to $30,000 Funding request	$30,001 up to $65,000 Funding request
Attendance	**Attendance**
Can accommodate at least 1,000 people with a free component of the event	Can accommodate more than 3,500 people with a free component of the event
Evaluation	**Evaluation**
• Basic evaluation e.g. surveys and event statistics • Achieved minimum event attendance	• Evidence of the impact/success of the event including survey data, social media engagement, photos and media • Achieve minimum attendance and outline how it was determined
Sustainability	**Sustainability**
Identify ways in which you will minimise the environmental impact of your event including: • Provide appropriate amount of bins • Identify and remove single use plastics • Promote public transport • Minimise printed promotional collateral and focus on digital marketing • Provide access to free water	Identify ways in which you will minimise the environmental impact of your event including: • Provide bins to separate garbage, commingled recycling, and organics if the event has retail food • Identify and remove single use plastics • Provide access to free water • Promote public transport • Minimise printed promotional collateral and focus on digital marketing • Provide and promote bike parking
Business engagement	**Business engagement**
• Engage with 5 businesses within the Shire (where possible) • Engage with local traders association • Communicate to local businesses	• Engage with 10 businesses within the Shire (where possible) • Engage with local traders association and regional tourism bodies • Communicate to local businesses
Council recognition	**Council recognition**
• Marquee / activation space allocation in a prominent position • Speaking opportunities • Recognition of Sponsorship from Council • Inclusion of Council messages in the program • Acknowledgement and signage opportunities	• Marquee / activation space allocation in a prominent position • Speaking opportunities • Recognition of Sponsorship from Council • Inclusion of Council messages in the program • Acknowledgement and signage opportunities
Acquittal	**Acquittal**
Within 6 weeks of the event concluding	Within 8 weeks of the event concluding

Key dates

Applications open	9am Monday 7 April 2025
Information session	Wednesday 30 April 2025 (see below)
Applications close	11:59pm Sunday 1 June 2025
Applications assessed	June to July 2025
Recommendations presented to Council	Late October 2025
Applicants notified	Early November 2025
Year 1 Funding	July 2026 to June 2027
Year 2 Funding	July 2027 to June 2028
Year 3 Funding	July 2028 to June 2029

We encourage applicants to submit their applications earlier than the closing date to avoid any technical difficulties or unexpected errors that may prevent the application to be submitted. Late applications will NOT be accepted.

By submitting an application you are NOT guaranteed funding. Applications may also only be offered a portion of the amount requested.

Application information and support

Event organisers are encouraged to read the Planning an Event in Nillumbik Guide which provide a comprehensive overview of the requirements to host events in Nillumbik. Included within this document is a range of templates and useful information to assist in preparing to run an event.

Information Sessions

We encourage all applicants to attend one of the Information Sessions on Wednesday, 30th April. These sessions offer valuable guidance on the application process, selection criteria, and assessment process. At the in-person event attendees will have the opportunity to discuss their projects with Council staff to enhance their chances of success.

In-person session Wednesday 30 April
11:00am-12:30pm
Diamond Valley Library (Community room), 34 Civic Drive Greensborough 3088
Register here (limited spots available)

Online session Wednesday 30 April
7:00pm-8:30 pm
Webinar Microsoft Teams
Register here

Applicants **MUST** discuss each proposed application with the Events and Festivals Officer, who can also provide further assistance as required via **03 9433 3276** or Events@nillumbik.vic.gov.au.

For a range of other helpful resources and important information visit nillumbik.vic.gov.au/Grants.

Any canvassing or lobbying of Councillors, Council Officers or any members of the Selection Panel is strictly prohibited and will result in the application immediately being deemed ineligible.

What can be funded?

This program is designed to support not-for-profit events that meet the following criteria:

- A large scale event that will attract attendance from the local community and those living outside Nillumbik
- Event held within the Nillumbik Shire municipal boundary, except where townships overlap municipal boundaries and a proven benefit to the Nillumbik community can be demonstrated
- Demonstrate significant economic and/or community benefit to the Nillumbik community
- Majority of the event must be free and accessible
- First of the three annual events will be held between 1 July 2026 to 30 June 2027

Applications must include:

- A complete event budget highlighting elements to be funded by Council
- An event plan for the program of activities providing a schedule of all activities, including location, timing, descriptions, target audiences, expected attendance, and logistical requirements such as staffing and equipment to support smooth event execution and resource management
- A marketing and promotion plan which includes acknowledgement of Nillumbik Shire Council support
- Financial statements from previous 1-2 year/s
- Assurances from the President/Director/Treasurer around the financial viability of the group seeking the grant
- One quotation from suitable suppliers for any expenditure items between $1,000 and $9,999 to be funded
- Two quotations from suitably qualified suppliers for any expenditure items over $10,000 to be funded
- All income and expenditure related to the event for which you are requesting support (if previous events have been held of a similar nature provide the final accounts for the most recent event delivered)
- Demonstration of a co-contribution to holding the event, either through in-kind support, or cash. The value of contribution demonstrated must be at least 30 per cent of the funding request. For example, if you request funding of $60,000, you must show a co-contribution of at least $20,000 (cash or in-kind).

Note only one application will be accepted per event.

Positive climate impact

Read our tips on how you can make your activities more sustainable and climate friendly, whilst helping Nillumbik achieve net zero community emissions by 2035.

To find out more about our Climate Action Plan visit our website, or contact environment@nillumbik.vic.gov.au

Eligibility

Applicants must:

- Be a not-for-profit organisation or have a valid Australian Business Number (ABN)
- Hold a minimum of $20 million in public liability insurance
- Include a minimum 30% co-contribution (either in-kind support or cash value)
- Submit only one application per event.

Ineligibility

Applications will be ineligible if any of the following apply:

- Event not occurring within the Nillumbik Shire municipal boundary, except where townships overlap municipal boundaries and a proven benefit to the Nillumbik community can be demonstrated
- Funding to be used for capital works or day to day operational expenses, remuneration, or core business costs (such as administrative, maintenance, utilities, organisational operating costs, ongoing salaries, volunteer salaries, infrastructure, storage fees, uniforms, and purchase of event infrastructure)
- Event has a primary purpose to raise funds, where the majority of profits generated are distributed to third party organisations, agencies or charities, without direct benefit to Nillumbik communities
- Funding requests for competitions or recreational excursions (E.g. camps, holidays, tours, etc.)
- Event is the responsibility of other agencies (e.g. charities, government bodies)
- Event has a sole political or religious purpose that could be perceived as divisive within the community
- Events that denigrates or excludes any groups in the community
- Event is primarily seeking to promote or launch organisations or services
- Applicant is in debt with Council or has not complied with grants previously awarded
- Applicant is an employee of Nillumbik Shire Council
- Applicant undertakes canvassing or lobbying of Councillors, Council officers or any members of the Selection Panel in relation to the grant funding request during the application and assessment period.

Ineligible applications will not advance to the assessment stage and applicants will be notified.

Assessment

Applications will be ranked from the highest to lowest score based on the assessment criteria outlined and those that obtain the highest scores will be awarded the funds until the total funding pool is exhausted. Assessments will be conducted by a selection panel of community representatives or experts drawn from existing Council advisory committees and/or stakeholder groups.

Assessment Criteria	Measures
20% **Description of the event and how it aligns with the objectives of the funding**	• Clear description of the event • Explanation of how the event aligns with each of the funding objectives and compliments our Council Plan objectives, the Health and Wellbeing Plan priority areas and strategies, and our Economic Development Strategy
20% **Level of community need for the event**	• Evidence of need and/or community engagement • How the project will address an identified need in the community • Overall positive impact on the local community • Supporting evidence such as demographic data, letters of support, feedback from consultation or previous activities, etcetera
20% **Who will benefit from the event**	• How Nillumbik businesses, creative or cultural industries, community groups or volunteers will benefit via their participation • Number of anticipated attendees, audience percentage from within Nillumbik, and audience percentage from outside Nillumbik
15% **Event management**	• Overview of the event organisation's capacity to deliver the event • Level of experience delivering large scale events • Applicant's organisational structure and how it supports their capacity • Other groups or organisations that will be partnered with for the event delivery, including evidence that confirms commitment • Project plan identifying the key outcomes, milestones and timeframes required to deliver the event • Overview of how the event will measure and demonstrate success
10% **Accessibility and Inclusion, Environmental Impact, and Recognition of Traditional Owners**	• Meaningful acknowledgement, engagement and participation with Wurundjeri Woi-wurrung people as the Traditional Owners of the Country on which Nillumbik is located • Description of the communities being targeted and what steps will be taken to ensure inclusivity and accessibility • Management and minimisation of the event's environmental impacts, including air, noise, and water pollution, as well as damage to trees and habitats
15% Budget	• Reflects scope of the event, including all expenditure and income contributions, financial and/or in-kind assistance from the applicant organisation, and predicted income from the event • Expenditure items $1,000 and above require one quotation, and expenditure items over $10,000 require two quotations, from suitable suppliers • Detailed and realistic budget for event delivery, including at least 30% cash or in-kind support financial co-contribution

Funding conditions

Successful applicants will be required to enter into a funding agreement with Nillumbik Shire Council, which will include conditions based on the funding tier.

Grant Agreement and Acquittal

- Grant agreements must be signed and returned prior to any payments being made
- No greater than 85% of the grant monies will be paid prior to the event taking place, with balance paid on receipt of a completed acquittal report
- It is the applicants responsibility to supply the relevant requested taxation and insurance documentation
- Funding provided through this grant program is to be spent as outlined in both the applications and grant agreements
- Recipients must commit to completing and adhering to our annual event permit application process for events on Council land, as outlined in our Events Policy
- Recipients must demonstrate compliance with all Victorian Child Safe Standards and read/understand Council's Child Safety and Wellbeing Policy when undertaking activities with direct or incidental contact with children
- Events must adhere to alcohol licencing requirements, support the responsible servicing of alcohol, and take steps to reduce harm from alcohol
- Recipients must commit to reducing the event's environmental impact and implement sustainable practices
- Funded groups must seek advice from Council officers before making significant changes or variations to the implementation of the grant or proposed budget
- Proposed variations will be considered based on their justification and key stakeholder engagement
- Council officers may request meetings with the applicant to check progress during the period of the grant, or undertake an independent audit of financial records of the applicant
- Acquittal reports must be submitted online within six to eight weeks of the completion of the event, if not received the applicant will be ineligible for any future Council grants
- Nillumbik Shire Council is not responsible for meeting any shortfall should the event run over budget
- Any grant funds not expended on the event must be returned to Nillumbik Shire Council
- In the event of cancellation due to circumstances beyond control of event organisers (e.g., extreme weather, emergencies), funding may be used to cover key operational expenses already incurred, but not for income shortfalls, lost revenue, or ongoing annual costs unrelated to the funded event.

Event Approvals and Permits

- Events require an event permit to operate on Council property independent of the grant process, as outlined in our Events Policy
- Grant recipients must ensure that all activities related to their event have all required appropriate approvals or permits from relevant agencies or regulators
- Recipients must participate in a debrief process with the Nillumbik Events Team after the event and report on its delivery, identified improvements and key outcomes.

Recognition of Nillumbik Shire Council

- Nillumbik Shire Council signage at all events related to the project (or mutually agreed with event organisers)
- Recognition of Nillumbik Shire Council in all advertising, promotional and social media
- Recipients to recognise the Nillumbik Shire Council as a funding source on all project and publicity materials
- Provide an opportunity for a Nillumbik Shire Council representative to speak at events
- Inclusion of Nillumbik Shire Council messages in the event program at no charge
- Drafts of any marketing material to be approved by Council prior to publication
- Any charitable event to ensure recognition of Nillumbik Shire Council at any presentation of funds raised to third parties
- Evidence of the impact/success of the event including survey data, attendance numbers, photos and media exposure in the acquittal.

Note this is a competitive program therefore no application can be guaranteed funding. Consider this when determining the amount of funding you are applying for and ensure that it is realistic, justifiable and supported with the appropriate documentation.

All grant recipients will be published on Council's website, and event organisers should submit each annual event for inclusion in our Events Calendar which actively promotes all community-run events taking place in Nillumbik.

Privacy

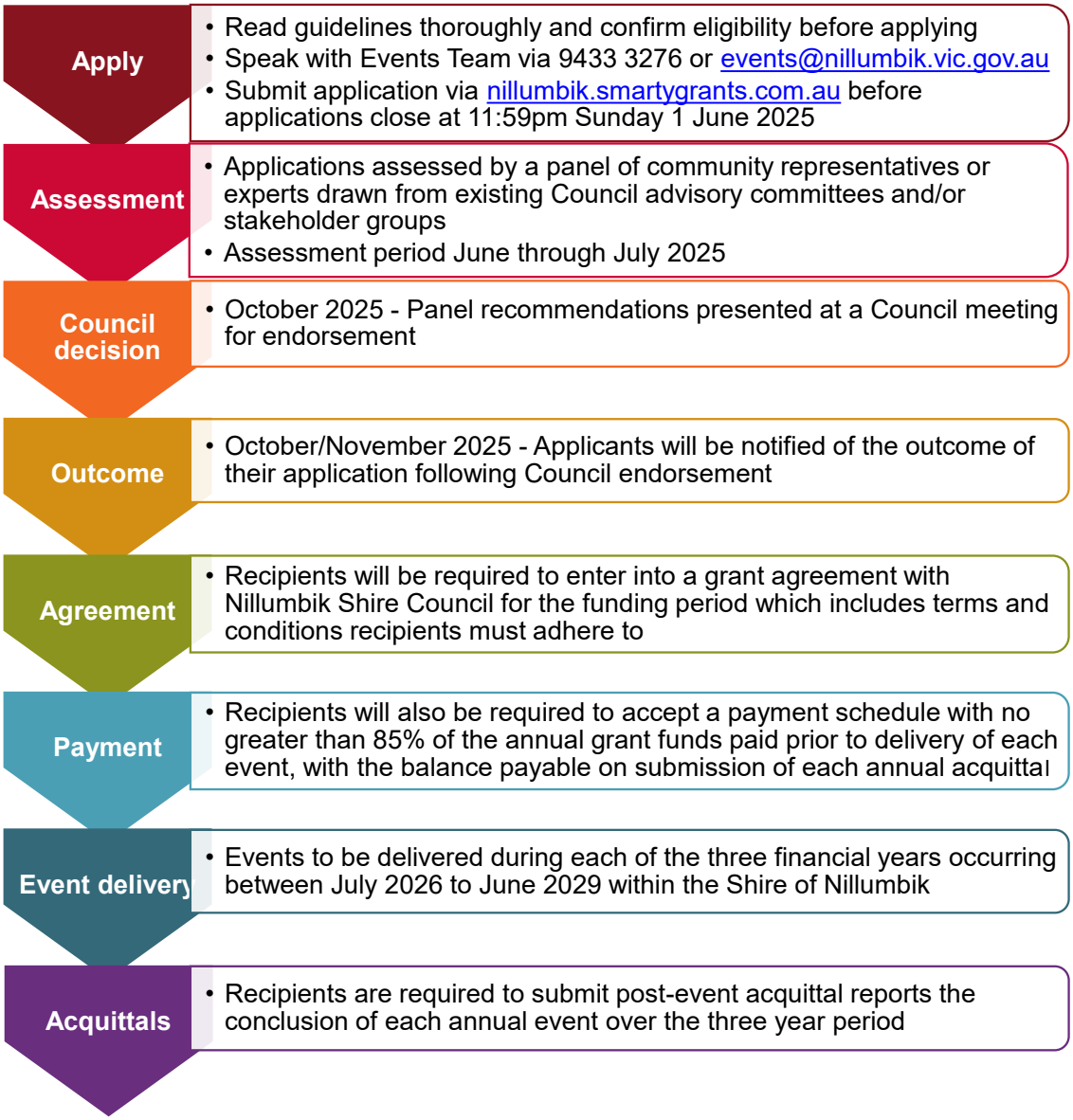
Nillumbik Shire Council is collecting your personal information for the purpose of registering and assessing your Grant application.

The information you provide will be used for this purpose or a directly related secondary purpose. This information will only be disclosed to third parties if we are permitted to, required to by law, or if Council uses an external panel to assess the Grant applications.

If you do not provide the requested information or it is only provided in part, we may be unable to accept or consider your application.

You may access the personal information that Council holds about you by contacting Council's Privacy Officer on 9433 3271 or privacy@nillumbik.vic.gov.au

Application process



Glossary

Accessibility and inclusion	Nillumbik Shire Council is committed to creating a fair, equitable and inclusive community where human rights are respected, participation is facilitated, barriers are reduced and diversity is celebrated, thus event organisers must consider accessibility as part of their planning and put measures in place to ensure that the event site is accessible to everyone
Acquittal	A written post event report submitted after a funded activity is completed, or yearly for multi-year projects, detailing how the grant funds were administered and met the project outcomes
Auspice	An incorporated organisation who receives, administers and releases our funding on behalf of an applicant
Climate impact	All events must commit to reducing their environmental impact and improving waste management
Event	A public organised series of events and performances, usually with a common theme and for a set period of time
Festival	An event celebrated by the community usually centered on a theme
Free components	In support of engaging experiences that encourage all attendees to actively participate as part of an event, the inclusion of various free components is required
Funding agreement	The legal and financial agreement entered into between Council and organisations receiving grant funding defining the: • Amount of funding provided and recipient requirements • Rights and responsibilities of all parties to the Agreement including reporting, monitoring and evaluation requirements, and required permits • Required grant outcomes • Funding terms and conditions, including the circumstances in which Council can reclaim funding, consequences for breaches of funding conditions and a procedure for the return of unspent funds
Goods & Services Tax (GST)	Application budgets must be GST-exclusive, as 10% GST will be added to the total grant amount deposited into successful applicants' nominated accounts
Grant	The provision of financial assistance which is: • Public money to be paid to a recipient other than Council • Intended to assist the recipient achieve its goals • Intended to promote one or more of Council's policy objectives/strategies • Provided subject to terms and conditions as specified in an agreement
Incorporated Association	An organisation incorporated under state or territory law with an active Australian Business Number (ABN), that is usually not-for-profit
Not-for-profit organisation	An organisation registered with the Australian Charities and Not-for-profits Commission that is an Incorporated Association and not operating for the profit or gain of its individual members, whether these gains would be direct or indirect
Recipient	A party who has successfully applied for a grant, and also known as grantee
Triennial	Occurring each financial year over a three year period

Nillumbik Shire Council - Events Policy

Version 1.0

Status: Active

Approval date	27/09/2022
Effective date	27/09/2022
Date of last revision	September 2022
Date of next review*	September 2024

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Nillumbik
The Green Wedge Shire

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.

Access, equity and 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 reduced and diversity is celebrated. We support the rights of all people regardless of age, gender, ability or background. We value the diverse and changing nature of our community and understand that some groups and individuals experience more barriers than others.

Purpose

The Events Policy outlines Nillumbik Shire Council's approach in supporting event organisers to provide quality events for the community.

This policy defines an event and clarifies when an event permit is required.

Context

Council has an important role in supporting event organisers to deliver events that are conducted safely and that events balance the needs of the organisers and the community.

Public spaces in the Shire of Nillumbik are used by the broader community for various activities. Each year, Council approves many permits for events.

Events in Nillumbik range from small community activities to high profile festivals. Events range from simple to complex activities. Events can be an activity, or range of activities. Events can be by invitation, ticketed or open to the public. These events can support sports and recreation, health and wellbeing, arts and culture, sustainable living and economic development. All events require organisation and planning.

Scope

This Policy applies to events organised by individuals, community groups, not-for-profit organisations, businesses or Council held wholly or partly on Council owned or managed land and roadways including abutting roads.

This policy does not apply to:

- Seasonal sports booked on sporting grounds or facilities
- Regular recreational and sporting activities not on sporting grounds, such as regular running activities on shared paths
- Events and activities requiring lease or license arrangements, such as monthly farmers' markets
- Recurring activities with other agreements in place
- Events and activities conducted at managed venues, such as Edendale Farm
- Leased community facilities that are conducting activities within the terms of agreement

When an Event permit is required

Events that meet one or more of the following criteria require an event permit:

- 50 attendees or more

AND one or more of the following:

- Ticketing for participants (free or paid)
- Amplified sound, excluding personal audio devices
- Food or beverages, for sale or donation
- A ceremony, such as a wedding or funeral
- Exclusive use of a section or whole of public space –
- Erection of large structures (greater than 3x3m), such as marquees or stages
- Vehicle access to site, or changes to parking arrangements
- Required permissions from other agencies, such as a liquor licence
- Access to restricted water or electricity.

Events that do not meet one or more of the above criteria do not require an event permit. Events not requiring an event permit could require other permits, it is therefore responsibility of the event organiser to ensure they have been granted appropriate permissions before their event.

We recommend you still provide notification to Council when planning an event that does not require an event permit. Notifications can be sent via email to events@nillumbik.vic.gov.au or phone 03 9433 3276.

Accessibility and contact information

Please contact us if you require information in an alternative format. Council officers are also available to discuss any other access requirements or support you may need to submit your application.

Call Nillumbik Shire Council on 9433 3111 or email events@nillumbik.vic.gov.au .

Council can also 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 to make and receive call:

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 Civic Drive Customer Service Centre.

Community Grants Policy

Nillumbik Shire Council









Nillumbik
The Green Wedge Shire

Version 1 February 2022

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If you require the Community Grants Policy in an alternative format, email grants@nillumbik.vic.gov.au or phone 9433 3111. Please refer to the ‘accessibility’ section on page 11 for additional information.

1. Introduction

The Community Grants Policy provides an overarching framework for the various grants programs provided by Nillumbik Shire Council to assist Nillumbik based community groups, organisations, and individuals whose grant activities address specific community needs and Council's strategic objectives. This policy seeks to explain Council's grant processes by providing a consistent and transparent approach across all of Council's grant programs.

Context

Each year, Council delivers a number of grant programs to facilitate and support community groups, organisations and individuals to apply for assistance to deliver projects and initiatives addressing various community needs. These include: community projects, events, arts projects, environmental initiatives, community development and inclusion initiatives, and other activities.

The Community Grants Policy confirms Council's commitment to providing funding avenues and support to community groups, organisations and individuals and ensures an equitable, open, transparent and accountable decision making process.

Scope

The Community Grants Policy applies to all funding and support programs administered by Council to community groups, organisations and individuals, providing a common standard of grants administration, whilst recognising each individual grants program will have its own aim, requirements, funding levels, and criteria depending on the specific purpose of each grants program.

2. Principles

Grant funded initiatives provide Council with the opportunity to support community groups, organisations, and individuals to deliver initiatives that meet local needs, and reflect and promote objectives from both the Council Plan 2021-25 and the Health and Wellbeing Plan 2021-25.

The Council Plan 2021-25 is Council's commitment to delivering on the community's aspirations outlined in our community vision over the next four years. The Council Plan 2021-25 is structured around four key themes, all of which are aligned to the Community Vision – Nillumbik 2040, which are:

- Community and Connection
- Place and Space
- Sustainable and Resilient
- Responsible and Accountable.

The Nillumbik Health and Wellbeing Plan 2021-2025 outlines our commitment to address health and wellbeing priorities and reduce inequalities over the next four years. The Health and Wellbeing priorities for the next four years are:

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

Every application will be considered on its own merits, but as we aim to fund the activities that will have the greatest positive impact in Nillumbik, applicants are encouraged to demonstrate how their proposed activities will align with these plans.

Council recognises that community groups, organisations and our residents are best suited to identify and meet community needs, and structures the grants programs to facilitate this process.

3. Eligibility

To be eligible for Council's community grants, applicants must meet the following criteria at the minimum:

- Applicants are required to be either based within Nillumbik or provide services, projects, events or programs within the boundaries of the municipality.
- Not-for-profit incorporated organisations, community groups, clubs, artists and other eligible applicants, that live, work, study, volunteer or play in Nillumbik, may be eligible to apply to Council's grant programs dependant on each grant program's eligibility criteria.
- If an applicant is not an eligible organisation as defined above but meets all other eligibility criteria, they may be auspiced by an eligible organisation to apply on their behalf. For example, if an unincorporated community group is auspiced by a not-for-profit incorporated organisation, they may be able to apply dependant on each grant program's eligibility criteria.

New groups, proposing to establish themselves within the boundaries of the Nillumbik, are also eligible to apply.

Additional criteria may be required for each individual grant program.

Relevant guidelines will be established and published on Council's website for each grant program which further define the eligibility and assessment criteria under which Council funding will be provided.

Council reserves the right to determine an application ineligible if any organisation or project is found to be non-compliant with a previous grant, has an outstanding debt, or commitment, or is the subject of any legal action, dispute or otherwise, which may damage Council's reputation.

4. Insurance

Public Liability Insurance is an eligibility requirement of most, if not all, Council grant programs and applicants must demonstrate insurance that is both appropriate to the grant activity proposed and a policy must be obtained to the minimum value of $10 million as part of the application process. This insurance must be in the name of the applicant, group or organisation.

Where a grant applicant is being covered by an auspicing agency's public liability insurance cover, this will be reviewed on a case-by-case basis to ensure the cover is sufficient.

If hiring a Council reserve or facility and applicants do not carry their own public liability insurance, they may be eligible to apply for community liability insurance through Council via our website or by contacting the Risk and Safety team via nillumbik@nillumbik.vic.gov.au or 03 9433 3111.

5. Application process

Council offers a range of grants across a number of programs and a list of Council grants currently accepting applications is available on our website at nillumbik.vic.gov.au/Grants.

Grant opportunities will be widely promoted across Nillumbik using a variety of promotional avenues to inform the community of the grant program and enable everyone who is eligible to apply for a grant, if they choose to do so.

Each grant program will have its own set of guidelines. These guidelines will be provided in a consistent format across Council and will outline to the community the specific purpose, process and conditions of the grant program. The guidelines also include the relevant contact details for further information and applicant support.

Applicants are strongly encouraged to read and follow the grant guidelines and address all relevant criteria outlined in the grant application. It is highly recommended, and in some cases mandatory, that applicants discuss their projects with relevant Council staff prior to submitting a grant application. A number of grant writing resources are available online to support applicants.

The amount of detail required in the application from the applicant will be proportional to the grant amount. Applicants may be required to include quotations as part of the application process. Details of these requirements will be outlined in the respective guidelines for each grant program.

Council use the SmartyGrants online grants administration system to ensure a consistent, efficient and user-friendly customer experience. Registration provides applicants with secure access to their forms allowing them to work on them over time rather than having to complete them all at once. It only takes a moment to register online and applicants can start a submission immediately after registering.

Applications must be submitted online at nillumbik.smartygrants.com.au. Applicants can contact the grant program lead officer if they need support submitting an online application.

Additional support on the use of this system will be provided at Grant Information sessions or upon request. For more help using SmartyGrants download the Help Guide for Applicants or the Frequently Asked Questions.

Personal information about individuals collected during the grant process will be treated in accordance with Council's Privacy Policy.

Supporting Information

Upon application, the following supporting information will be required at a minimum depending on the level of funding available for each individual grant program as outlined in the table below:

Grant funding value	Supporting requirements
Under $5,000 (excl. GST)	• ABN details or completed Statement by Supplier form • A Public Liability Insurance Certificate • Banking details • Letter of support from Auspice organisation (if applicable)
$5,000 or above (excl. GST)	• ABN details or completed Statement by Supplier form • A Public Liability Insurance Certificate • Banking details • Letter of support from Auspice organisation (if applicable) • Quotes for requested expenditure items
$10,000 or above (excl. GST)	• ABN details or completed Statement by Supplier form • A Public Liability Insurance Certificate • Banking details • Letter of support from Auspice organisation (if applicable) • Quotes for requested expenditure items • Two quotes for any expenditure items valued over $10,000 • 1-2 prior year financial statements • Assurances from the President/Director/Treasurer around the financial viability of the community group seeking the grant

6. Assessment process

Applications for Council grants will be assessed against each individual grant criteria as outlined in the grant program guidelines.

In addition to the grant program criteria outlined in the respective guidelines, to support an equitable and transparent distribution of funds, Council may also consider the following assessment criteria and factors, in determining whether to support grant applications:

- Number of grant applications received and funds sought
- Amount of grant funding available within the grants program budget
- Degree of alignment of the project with the Council Plan, Health and Wellbeing Plan, or other strategic documents
- Distribution and spread of funded activities across the municipality
- Degree of involvement of other stakeholders
- Evidence of adherence to accessibility and inclusion principles, targeting and supporting all people regardless of age, gender, race, ability or socio economic status
- Potential to develop, maintain, or increase project initiatives and sustainability in the community, following Council support.

Council will establish appropriate grant assessment panels for each grant program to assess the applications received, based on how well they meet the required grant program criteria.

To ensure an accountable and transparent assessment process:

- Applications for grant programs offering funding lower than $5,000 will be assessed internally by Council officers with coordinator/manager oversight.
- Applications for grants programs offering funding equal to and above $5,000 will be vetted internally against eligibility criteria before being assessed by an assessment panel of community representatives or experts drawn from existing advisory committees and/or stakeholder groups.

Where appropriate, advice or information given to one applicant will be made available to all other applicants.

All applicants will be informed of their application outcomes, and the successful applications may be announced publicly. Unsuccessful applicants will be offered the opportunity to discuss the application process.

All successful applicants will receive the approved funding from Council subject to terms and conditions, which are outlined in the relevant guidelines for each grant program.

7. Conflict of interest

A conflict of interest occurs when there is a conflict between a person's private interests and their public obligations.

To ensure probity and fairness, all Councillors, Council officers and community members involved in grant assessment processes are required to declare their interests prior to assessing any applications.

In the event of a conflict of interest, the relevant person must decline to participate in any discussion about the application and have this declaration noted as per Council's conflict of interest process. This process ensures that any potential, actual or perceived conflict of interest is promptly identified and managed appropriately.

8. Funding Conditions

Successful applicants must agree to the following funding conditions:

- Keep Council informed of any changes to the proposed funded activity, which would require an approved variation
- Submit an acquittal to Council after completion of the funded activity
- Return the full or remaining amount of the grant to Council if the funded activity is no longer viable and/or cancelled, or obtain a variation from the grant program lead officer
- Return the remaining amount of the grant to Council if the funded activity is less than budgeted, or obtain a variation from the grant program lead officer
- Liaise with Council's Communications team, regarding their promotional material and use of the appropriate Nillumbik Shire Council logo.
- Adhere to all current Victorian Coronavirus restrictions during the delivery of the activity
- Obtain all relevant project and event related permits, approvals, and licenses from the relevant authorities prior to commencement

Other funding conditions may be required at the discretion of individual grant programs.

Grant recipients are also required to acknowledge the support provided by the Nillumbik Shire Council in the following ways:

- Inclusion in their organisation's promotional material such as, but not limited to media releases, brochures, flyers, advertising, newsletters and digital media
- At events and activities by way of signage, public announcements, opportunity for speech and or presentation and participation at the event
- Inclusion in any relevant publications e.g. annual report

Further details are provided to successful grant recipients when funding is awarded.

9. Acquittal Requirements

It is generally a condition of accepting a grant that successful applicants submit an online acquittal within two months of completion of each funded project.

This information enables Council to evaluate the achievements of funded activities, monitor the effectiveness of the grant program and ensure that we are meeting the needs of grant recipients and the community.

Recipients who have an outstanding funding acquittal for a grant, and do not have an approved variation in place, may be ineligible for funding in future grant rounds until the outstanding acquittal is completed.

In general, acquittal reports may request (but are not limited to):

- A summary of the activity undertaken
- How the project achieved its objectives
- An evaluation including attendance figures, community impacts and outcomes
- Participant feedback received
- What challenges were encountered and how they were overcome
- Were there any unanticipated benefits
- Any future plans related or as a result
- Financial documentation showing actual expenditure
- Supporting documentation, including publicity and promotional materials, items produced with Council's logo, reviews, photos, recordings, DVDs, manuscripts, etcetera
- Applicant's feedback on the grant program.

10. Accessibility

Not everyone may have access to online facilities nor be confident submitting an application via SmartyGrants. Council Officers are able to assist applicants with specific needs to submit their application using the SmartyGrants portal.

In addition:

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 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 Civic Drive Customer Service Counter, Civic Centre, Civic Drive Greensborough

Communication boards are available at our Customer Service Counter at the Civic Centre, Civic Drive, Greensborough.

For further information regarding this policy, contact Nillumbik Shire Council via Grants@nillumbik.vic.gov.au or call 9433 3111.

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Nillumbik Shire Council
Economic Development Advisory Committee
Terms of Reference

Name

Economic Development Advisory Committee (**Advisory Committee**)

Introduction

Nillumbik's Economic Development Advisory Committee provides a formal mechanism for Council to consult with key stakeholders, seek specialist advice and enable community participation in all matters relating to economic development and tourism in Nillumbik.

Policy Statement:

The Economic Development Advisory Committee is a broad interest group providing advice to Council on matters relating to economic development and tourism.

Aims:

The purpose of the Economic Development Advisory Committee is to facilitate the successful implementation of the Economic Development Strategy 2020-2030 and respond to broader economic development matters.

Objectives

- Identify and provide advice on a range of economic development opportunities and issues facing Nillumbik's business community and prioritise actions to address these issues.
- Provide a forum for discussion on a range of topics impacting on the prosperity of the business community.
- Ensure consultation and ongoing liaison between Council and key business and community stakeholders.
- Support the implementation of the Nillumbik Economic Development Strategy 2020 - 2030 and provide recommendations to deliver on the strategic actions.
- Provide feedback and advice to Council on Council strategies, plans, policies and related documents.
- Represent the views and needs of business within Nillumbik.
- Assist Council to communicate, consult and engage more effectively with the broader Nillumbik business community.
- Strengthen partnerships with industry partners and groups, business associations and support services in Nillumbik and the broader Northern region.
- Contribute to a cycle of continually assessing and improving Nillumbik's business community.

Nillumbik
The Green Wedge Shire

Membership

The Advisory Committee membership will consist of up to 14 members and will include representation from:

- Two representatives of the Nillumbik Shire Council (Councillors) - one as Chair, one as alternate Chair.
- A representative, or alternate, nominated by each of the following key business and industry Associations:
    - Eltham Chamber of Commerce and Industry (1)
    - Diamond Creek Traders Association (1)
    - Hurstbridge Traders Association (1)
    - Nillumbik Tourism & Business Association (1)

Note: Representatives and alternates from the key business groups outlined above will be nominated by the business group and appointed by Council.

- One youth representative from the Nillumbik community;
- One Agricultural representative from the Nillumbik community and;
- Six General business and industry representatives.

All Advisory Committee positions are unpaid positions unless otherwise specified in the Terms of Reference.

Council Directorate

The Advisory Committee falls within Council's Planning, Environment and Strategy directorate and will be managed by Council's Economic Development and Tourism Department.

Meeting Frequency

The Advisory Committee Meetings will be held quarterly.

Endorsed by Council

These Terms of Reference were originally endorsed by Council June 2022

Next Review Due

June 2026

Informal Meetings of Councillors and Conflicts of Interest

The Advisory Committee is considered an Informal Meeting of Councillors as defined in Clause19 of Council's Governance Rule - Meeting Procedure.

An Informal Meeting of Councillors Record must be completed and sent to Council's Governance team as soon as possible at the completion of the meeting for inclusion in the Agenda for the next Council Meeting.

The Informal Meeting of Councillors Record must outline:

- The names of all Councillors and members of Council staff attending;
- The matters considered;
- Any conflict of interest disclosures made by a Councillor, Committee member or Council staff member; and
- Whether an individual who has disclosed a conflict of interest leaves the meeting.

The Minutes of the meeting, including the matters discussed at the meeting must be tabled at the next convenient Council Meeting and recorded in the minutes of that Council Meeting.

Conflicts of Interest as defined by sections 126-131 of the *Local Government Act 2020*

Councillors, Committee members and Council staff are expected to understand the concept of conflicts of interest in the *Local Government Act 2020* and follow Council's procedure for disclosure in the Governance Rule – Decision-making.

Working Groups

Working groups will be established as required to provide an opportunity for members to work collaboratively on specific issues and projects. Membership of the working groups will be open to Advisory Committee members and non-members. A working group member will be nominated to provide feedback at the Advisory Committee meetings.

Recruitment Process

Nominations for appointment of individual members shall be invited through local media and Council publications. Invitations will also be circulated through relevant Council Committees and networks. Representatives of key organisations will be recruited directly by Council staff members, and from other organisations will be sought through advertising.

Gender Equality, Diversity and Inclusiveness

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 policies, programs and services that impact the public. The committee will actively consider how community members of various ages, abilities, cultural and gender identities, sexual orientation, religions, locations and social economic backgrounds might access policies, programs or services differently and if there are any barriers which may hinder these groups from accessing these policies, programs or services.

Child Safety and Wellbeing

The safety and wellbeing of children and young people is everyone's responsibility.

Every child and young person has the right to feel safe and we all have a shared responsibility to protect them from harm and abuse.

At Nillumbik Shire Council, we are required by law to implement the Victorian Child Safe Standards and Council is committed to being a child-safe organisation where all children and young people are valued and protected from harm and abuse.

In meeting Council's obligations under the Child Safe Standards, Advisory Committee members are responsible for ensuring that they adhere with Council's Child Safe Policy and Child Safe Reporting processes.

Advisory Committee members are required to observe child safe principles and expectations for appropriate behaviour towards and in the company of children and support the safety, participation, wellbeing and empowerment of children.

Selection Criteria for Membership of Advisory Committees

Nominees for membership must be able to demonstrate:

- Genuine and valuable reasons for wanting to join the Advisory Committee.
- Qualifications, knowledge, skills and/or lived experience that are relevant to the advisory committee
- Current involvement in the community in the interest area that relates to the purpose of the Economic Development Advisory Committee.
- A strong understanding of local issues that are relevant to the Advisory Committee Terms of Reference.
- Endorsement by their own organisation. Individuals should provide two character referees as part of their application, unless they are a returning member.
- Strong community networks and linkages.
- An ability to constructively participate in an advisory capacity.
- An ability to represent a broad range of views that reflect the diversity of the community.
- A willingness to contribute positively to meetings in a fair and unbiased manner.
- An ability to look beyond personal interests for the benefit of the community and residents in the Shire.
- An ability and willingness to encourage participation from and provide feedback to the community regarding an issue.
- A capacity to commit to the Advisory Committee for the required duration.
- A willingness to celebrate the success and achievements of the issue/s.

All Advisory Committee applications will be considered based on the Key Selection Criteria and Application.

Selection Panel to make recommendation of members on Advisory Committees

- Senior member of Council (CEO or Director/Executive Manager – or delegated Manager)
- Nominated Council staff member from the specific service area related to the issue
- Senior Manager of a local provider (if appropriate)
- Senior Manager of a local industry (if appropriate).

A recommendation about the membership is made for the endorsement of Council.

It is noted that once the committee has been appointed, this selection panel is disbanded.

Role of Councillor

The role of the Councillor is:

- To act as Chairperson of the Advisory Committee.
- To be the link between Council and the Advisory Committee.
- To table issues and concerns to Council on behalf of the Advisory Committee.

Should the Chairperson be absent from the meeting, the Advisory Committee is to appoint a temporary Chairperson by a majority vote of those members present.

Observers

When observers are invited to attend Advisory Committee meetings, their role is to observe only unless called upon by the Chairperson to participate.

Executive Support

Council's nominated Department or team managing the Advisory Committee will provide executive support to the Advisory Committee.

Role of Committee members

- Commit to serving for two (2) years.
- Prepare for, attend and actively participate in meetings.
- It is expected that each member attend a minimum of 60 per cent of all meetings unless reasons are provided to the Chairperson. No reasonable explanation will be denied.
- Take an active role in communicating the views of business and organisations to Council.
- Provide feedback to Council via the Council staff member assigned to convene the Committee.
- Keep the Committee informed of current and emerging developments, and issues and activities relevant to the Committee.
- Respond to requests for input into and/or feedback on Council activities, policies and reports.
- Seek approval from Council prior to making public statements, submissions or announcements or issuing correspondence (including emails) to external stakeholders on behalf of the Committee or Council.

Accountability and Extent of Authority

- All Advisory Committee members have an active role to provide feedback and advice to Council on issues relating to the aims and objectives of the Advisory Committee within the municipality.
- All Advisory Committee members participate in discussions at Advisory Committee meetings.
- All Advisory Committee members have an advisory role and do not hold any authority to make decisions or commitments on behalf of Council.

Monitoring and reporting

- The minutes of Advisory Committee meetings will be circulated to members via email for confirmation, and then placed on Council's Advisory Committee website for viewing.
- All Committee minutes will be presented to Council at the next available Council Meeting for noting.
- Recommendations and requests arising from Advisory Committee meetings will be presented to Councillors for consideration. Where this occurs, the request will require the majority support of the Advisory Committee members present. Responses to recommendations will be determined based on Council's legislative role, stated commitments in Council's policies and plans and budgetary processes.
- Unless the Council staff member managing the Advisory Committee holds the appropriate delegation from Council to act on formal advice provided by the Committee, that advice must be referred to Council for formal resolution to act. Where formal advice provided by the Advisory Committee cannot be acted on with the delegated power of Council staff, it must be referred to Council for formal resolution before being acted on.

Evaluation and Review

The Advisory Committee Terms of Reference and membership will be reviewed and evaluated on an annual basis or as required for any significant changes.

Support to participate in meetings

Council will provide reasonable support for members to participate in the meetings. This will be negotiated with the members as needed.

Induction and Orientation

An induction and orientation process will occur for all members at the beginning of the term of the Advisory Committee. This process will include:

- Briefing members on the expectations and requirements of membership of the Advisory Committee.
- Providing members with an overview of the advisory structures (including working groups and sub-committees) and decision making processes of Council.
- Introduction to the Council Plan and other relevant Council policies, strategies and plans.
- An overview of key issues relating to the aims and objectives of the Advisory Committee.
- Establishing clear objectives and priorities for the two-year term of the Committee.
- Reviewing Advisory Committee Policy and expectations of members at Advisory Committee meetings and each member signing a declaration to abide by the conduct obligations.
- Providing information to members to ensure their understanding of obligations relating to:
  - Conflicts of interest
  - Confidentiality
  - Privacy
  - Health and safety, equal opportunity, bullying and harassment
  - Child Safe Standards
  - Social Media Protocol

Confidentiality

Councillors and other members of Advisory Committees established by Council must not disclose information defined in section 3(1) of the *Local Government Act 2020* as "confidential information".

Privacy

Councillors and committee members on advisory committees established by Council are subject to the requirements of the *Privacy and Data Protection Act 2014* and Council's Information Privacy Policy.

Breaches

Breaches of the Advisory Committee Policy or Terms of Reference will be dealt with under the Policy.

Nillumbik Shire Council
Health and Wellbeing Advisory Committee
Terms of Reference

Name

Health and Wellbeing Advisory Committee **(Advisory Committee)**

Introduction:

The *Victorian Public Health and Wellbeing Act* 2008 recognises the significant role of councils in improving the health and wellbeing of people in their municipality and requires Council to develop a Municipal Public Health and Wellbeing Plan within 12 months of a Council election on a four yearly cycle.

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

The Health and Wellbeing Advisory Committee provides a formal mechanism for Council to fulfill the requirements of the *Public Health and Wellbeing Act 2008* (the Act). The *Public Health and Wellbeing Act 2008* (s26.2) specifies that a Municipal Public Health and Wellbeing Plan must:

(a) include an examination of data about health status and health determinants in the municipal district;

(b) identify goals and strategies based on available evidence for creating a local community in which people can achieve maximum health and wellbeing;

(c) provide for the involvement of people in the local community in the development, implementation and evaluation of the public health and wellbeing plan;

(d) specify how the Council will work in partnership with the Department and other agencies undertaking public health initiatives, projects and programs to accomplish the goals and strategies identified in the public health and wellbeing plan;

(e) be consistent with—

(i) the Council Plan prepared under section 125 of the Local Government Act 1989; and

(ii) the municipal strategic statement prepared under section 12A of the Planning and Environment Act 1987.

Nillumbik
The Green Wedge Shire

The Advisory Committee is a forum for governance for the Plan and will allow council consultation with stakeholders via information sharing, partnership building and alignment with regional priorities in the development, implementation and evaluation of the Plan.

Policy Statement:

The Health and Wellbeing Advisory Committee provides advice to Council on matters relating to *Nillumbik Health and Wellbeing Plan 2025-2029*.

Aims:

To be a collaborative governing body for the *Nillumbik Health and Wellbeing Plan 2025-2029*, in which members provide knowledge, information and advice, whilst overseeing, planning and implementation to promote positive health and wellbeing outcomes for all Nillumbik Shire.

Objectives

- Contribute to the development of priorities, strategic goals and objectives throughout the development of the Plan to deliver improved health and wellbeing outcomes.
- Provide feedback and advice to Council on the Plan development, implementation, evaluation and governance.
- Consider and provide advice to Council on its policies and plans that impact health and wellbeing outcomes.
- Consider and provide advice on Government initiatives, programs and reviews.
- Represent the views and needs of all diverse communities within Nillumbik.
- Assist Council to communicate, consult and engage effectively with the Nillumbik community.
- Strengthen partnerships with residents, community groups and services in Nillumbik.
- Ensure alignment with broader public health agendas in the region.
- Contribute to a cycle of continually evaluating and improving Nillumbik's Health and Wellbeing Plan 2025-2029.

Membership

The Advisory Committee membership will consist of up to Twenty members and will include representation from:

- Up to two representatives of the Nillumbik Shire Council (Councillors);
- Up to six individual community members;
- Up to twelve representatives of community groups or local agencies; State and/or Federal government departments or independent organisations as appointed by Nillumbik Shire Council.

All Advisory Committee positions are unpaid positions unless otherwise specified in the Terms of Reference.

Council Directorate

The Advisory Committee falls within Council's Community Services directorate and will be managed by Council's Community Partnerships department.

Meeting Frequency

The Advisory Committee will be held quarterly during the planning phase, then bi-annually during the implementation phase. Exceptional meetings can be called if necessary. One meeting per year may take the format of a health and wellbeing partnership forum to support the implementation and evaluation.

Endorsed by Council

These Terms of Reference were endorsed by Council on 29 July 2025

Next Review Due

October 2029

Informal Meetings of Councillors and Conflicts of Interest

The Advisory Committee is considered an Informal Meeting of Councillors as defined in Clause19 of Council's Governance Rule - Meeting Procedure.

An Informal Meeting of Councillors Record must be completed and sent to Council's Governance team, within 3 business for inclusion in the Agenda of the next Council Meeting.

The Informal Meeting of Councillors Record must outline:

- the names of all Councillors and members of Council staff attending;
- the matters considered;
- any conflict of interest disclosures made by a Councillor, Committee member or Council staff member; and
- whether an individual who has disclosed a conflict of interest leaves the meeting.

The Minutes of the meeting, including the matters discussed at the meeting must be tabled at the next convenient Council Meeting and recorded in the minutes of that Council Meeting.

Conflicts of Interest as defined by sections 126-131 of the *Local Government Act 2020*

Councillors, Committee members and Council staff are expected to understand the concept of conflicts of interest in the *Local Government Act 2020* and follow Council's procedure for disclosure in the Governance Rule – Decision-making.

Working groups and out-of-session meetings

Working groups may be established as required to provide an opportunity for members to work collaboratively on specific issues and projects. Membership of the working groups will be open to Advisory Committee members and, by prior agreement of the Chair on a case-by-case basis, non-members. A working group member will be nominated to provide feedback at the Advisory Committee meetings.

Formal out-of-session meetings may be scheduled on occasion by the Chair, when the timing of a matter that would benefit from Advisory Committee advice requires consideration prior to the next Advisory Committee meeting date.

Recruitment Process

Nominations for appointment of individual members shall be invited through local media and Council publications. Invitations will also be circulated through relevant Council Committees and networks. Representatives of key organisations may be recruited directly by Council staff members, and from other organisations will be sought through advertising.

Gender Equality, Diversity and Inclusiveness

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 policies, programs and services that impact the public. The committee will actively consider how community members of various ages, abilities, cultural and gender identities, sexual orientation, religions, locations and social economic backgrounds might access policies, programs or services differently and if are there any barriers which may hinder these groups from accessing these policies, programs or services.

Child Safety and Wellbeing

Nillumbik Shire Council provides services and facilities for children and young people and is therefore legally required to comply with the Child Safe Standards and Reportable Conduct Scheme in order to protect children from abuse and harm. The Council has zero-tolerance toward child abuse and is committed to being a child safe organisation where child safety is embedded in the everyday thinking and practice of Council.

Advisory Committee members must follow Council's Child Safe Policy and Child Safe Reporting processes. They are also responsible for promoting children's safety, well-being, and empowerment; ensuring their behaviour is appropriate during interactions with children, and creating a supportive environment for their safety and engagement.

Advisory Committee members engaged in child-related activities may be required to obtain and maintain a valid Volunteer Working with Children Check, in accordance with the Council's Working with Children Checks Policy.

Selection Criteria for Membership of Advisory Committees

Nominees for membership must be able to demonstrate:

- Qualification skills and expertise in a specific area – where necessary depending on the issue/project/topic.
- A strong understanding of the local community and its social, environmental and economic influences.
- Good knowledge and understanding of the local issues that are relevant to the subject matter.
- Endorsement by their own organisation. Individuals should provide two character referees as part of their application, unless they are a returning member.
- An ability to represent a broad range of views that reflect the diversity of the community.
- Current involvement in the community in the interest area that relates to the purpose of the Advisory Committee.
- Strong community networks and linkages.
- An ability to constructively participate in an advisory capacity.
- A willingness to contribute positively to meetings in a fair and unbiased manner.
- An ability to look beyond personal interests for the benefit of the community and residents in the Shire.

- An ability and willingness to encourage participation from and provide feedback to the community regarding an issue.
- A capacity to commit to the Advisory Committee for the required duration.
- A willingness to celebrate the success and achievements of the issue/s.

All Advisory Committee applications will be considered based on the Key Selection Criteria and Application.

Selection Panel to make recommendation of members on Advisory Committees

- Senior member of Council (CEO or Director/Executive Manager – or delegated Manager)
- Nominated Council staff member from the specific service area related to the issue
- Senior Manager of a local provider (if appropriate)
- Senior Manager of a local industry (if appropriate).

A recommendation about the membership is made for the endorsement of Council.

It is noted that once the committee has been appointed, this selection panel is disbanded.

A Councillor must not participate as a selection panel member because in doing so it will trigger the conflict of interest provision of the *Local Government Act 2020* whereby they will have to remove themselves from the decision making process at Council.

The following are examples of selection criteria relevant to the Committee's purpose that might be used in an expression of interest document.

An individual applicant may be selected on the basis of the following criteria:

- Qualifications, skills and experience the person can bring to the Committee.
- Current knowledge of issues relevant to the aims and objectives listed in the Terms of Reference.
- Living, working or engaging in activities in Nillumbik Shire.
- Willingness to commit to a two-year term.
- Ability to represent a diversity of views and interests of the community.

Representatives of organisations may be selected on the basis of that organisation:

- Having involvement and providing services to Nillumbik residents who work within the service industry covered by the Advisory Committee.
- The nature of the service the organisation provides to Nillumbik residents.
- Having capacity to provide a consistent representative for a two-year term.
- The resources and expertise that the organisation can offer the Committee.

Terms of Appointment

- Appointments will be for a two year term.
- Council will appoint a Councillor to chair the meetings.
- Members completing a two year term may re-apply for a further two year term.
- The operations of the Committee will be reviewed annually by Council.
- Members are free to resign in writing from an Advisory Committee at any time. At which time, Council may initially approach one of the unsuccessful applicants or undertake a new expression of interest.
- In the instance that an outgoing member is a representative of an organisation, an alternative representative may be appointed by the organisation by notifying the Chair.

Meeting Frequency

- The Advisory Committee will meet for the frequency listed above.
- It is expected that each member attend a minimum of 60 per cent of all meetings unless reasons are provided to the Chairperson. No reasonable explanation will be denied.
- A member's term of appointment may cease if the member fails to attend three consecutive meetings without prior apology.
- A quorum at a meeting of the Advisory Committee will consist of at least half of the appointed members (excluding Council staff).

Role of Councillor

The role of the Councillor is:

- To act as Chairperson of the Advisory Committee.
- To be the link between Council and the Advisory Committee.
- To table issues and concerns to Council on behalf of the Advisory Committee.

Should the Chairperson be absent from the meeting, the Advisory Committee is to appoint a temporary Chairperson by a majority vote of those members present.

Observers

When observers are invited to attend Advisory Committee meetings, their role is to observe only unless called upon by the Chairperson to participate.

Executive Support

Council's nominated Department or team managing the Advisory Committee will provide executive support to the Advisory Committee.

Role of Committee members

- Commit to serving for two (2) years.
- Prepare for, attend and actively participate in meetings.
- Take an active role in communicating the views of residents and organisations to Council.
- Provide feedback to Council via the Council staff member assigned to convene the Committee.
- Keep the Committee informed of current and emerging developments, and issues and activities relevant to the Committee.
- Respond to requests for input into and/or feedback on Council activities, policies and reports.
- Seek approval from Council prior to making public statements, submissions or announcements or issuing correspondence (including emails) to external stakeholders on behalf of the Committee or Council.

Accountability and Extent of Authority

- All Advisory Committee members have an active role to provide feedback and advice to Council on issues relating to the aims and objectives of the Advisory Committee within the municipality.
- All Advisory Committee members participate in discussions at Advisory Committee meetings.
- All Advisory Committee members have an advisory role and do not hold any authority to make decisions or commitments on behalf of Council.

Monitoring and reporting

- The minutes of Advisory Committee meetings will be circulated to members via email for confirmation, and then placed on Council's Advisory Committee website for viewing.
- All Committee minutes will be presented to Council at the next available Council Meeting for noting.
- Recommendations and requests arising from Advisory Committee meetings will be presented to Councillors for consideration. Where this occurs, the request will require the majority support of the Advisory Committee members present. Responses to recommendations will be determined based on Council's legislative role, stated commitments in Council's policies and plans and budgetary processes.

- Unless the Council staff member managing the Advisory Committee holds the appropriate delegation from Council to act on formal advice provided by the Committee, that advice must be referred to Council for formal resolution to act. Where formal advice provided by the Advisory Committee cannot be acted on with the delegated power of Council staff, it must be referred to Council for formal resolution before being acted on.

Evaluation and Review

The Advisory Committee Terms of Reference and membership will be reviewed and evaluated on an annual basis or as required for any significant changes.

Support to participate in meetings

Council will provide reasonable support for members to participate in the meetings. This will be negotiated with the members as needed.

Induction and Orientation

An induction and orientation process will occur for all members at the beginning of the term of the Advisory Committee. This process will include:

- Briefing members on the expectations and requirements of membership of the Advisory Committee.
- Providing members with an overview of the advisory structures (including working groups and sub-committees) and decision making processes of Council.
- Introduction to the Council Plan and other relevant Council policies, strategies and plans.
- An overview of key issues relating to the aims and objectives of the Advisory Committee.
- Establishing clear objectives and priorities for the two-year term of the Committee.
- Reviewing Advisory Committee Policy and expectations of members at Advisory Committee meetings and each member signing a declaration to abide by the conduct obligations.
- Providing information to members to ensure their understanding of obligations relating to:
  - Conflicts of interest
  - Confidentiality
  - Privacy
  - Health and safety, equal opportunity, bullying and harassment
  - Child Safe Standards
  - Social Media Protocol

Confidentiality

Councillors and other members of Advisory Committees established by Council must not disclose information defined in section 3(1) of the *Local Government Act 2020* as "confidential information".

Privacy

Councillors and committee members on advisory committees established by Council are subject to the requirements of the *Privacy and Data Protection Act 2014* and Council's Information Privacy Policy.

Breaches

Breaches of the Advisory Committee Policy or Terms of Reference will be dealt with under the Advisory Committee Policy.

~ end ~



Scheme Area - Reynolds Road Eltham Special Charge Scheme

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Instrument of Appointment and Authorisation (*Planning and Environment Act 1987*)

Nillumbik
The Green Wedge Shire

In this Instrument '**officers**' means –

Renae Ahern
John Aktag
Abdullah Ates
Matthew Baker
Briana Barnes
Emma Barrett
John Brennan
Megan Brittingham
Andrea de Boer
Melody Du
Geoffrey Fagan
Andrew Feeney
Aidan Francischelli
Eloise Gabriele
Richard Glawitsch
Kamal Hasanoff
Mark Huntersmith
Richard James
Kate Jewell
Jennifer Kemp
Ben Kenyon
Amanda Kern
Sav Koletas
Igino Luchetti
Stewart Mala
Anastasia Matete
Sarah Mayman
Daniel McGrath
Karen McPherson
Raymond Micallef
Robert Mitchelmore
Jared Munro
Tim Oldfield
Nicholas Ouzas
Aaron Peck
Vince Pepi
Serge Perna
Barry Pilliner
Taylor Richards
Katrina Ross
Khalid Sarakibi
Catriona Sexton
Sarah Shehata
Marianne Sparks
Warren Tomlinson
Frank Vassilacos
Timothy Vickers
Emrys Williams
Crystal Ye

By this Instrument of Appointment and Authorisation Nillumbik Shire Council –

1. under s 147(4) of the *Planning and Environment Act 1987* – authorises the officers to carry out the duties or functions and to exercise the powers of an authorised officer under the *Planning and Environment Act 1987*; and

2. under s 313 of the *Local Government Act 2020* authorises the officers either generally or in a particular case to institute proceedings for offences against the Acts and regulations described in this instrument.

It is declared that this Instrument –

a) comes into force immediately upon its execution;

b) remains in force until varied or revoked.

This instrument is authorised by a resolution of **Nillumbik Shire Counci**l on 28 October 2025.

THE COMMON SEAL of NILLUMBIK)
SHIRE COUNCIL was affixed hereto)
On the day of October 2025)
On the authority of the Council and)
signed by:)

…… Councillor

…… Chief Executive Officer

Informal Meeting of Councillors Record

The Meeting commenced at 5.34pm

MEETING DETAILS:	**Title:**	Councillor Briefing
	Date:	Tuesday 16 September 2025
	Location:	Council Chamber
PRESENT:	**Councillors:**	Cr Grant Brooker, Cr Naomi Joiner, Cr Kelly Joy, Cr Peter Perkins, Cr Kim Cope, Cr Kate McKay and Cr John Dumaresq
	Council Staff:	Carl Cowie, Claire Quinlan, Blaga Naumoski, Corrienne Nichols, Jeremy Livingston, Renae Ahern, Michele Purtle, Stewart Broussard, Nichole Johnson, James Liggins, Tania Treasure, Edmond Angeles, Kasey Lawrence, Steven Blight, Richard Rowe, Mike Dean, Sangita Parsot, Yasmin Green
	Other:	Aligned Leisure – Ben Tudhope CEO, Kathryn Williams Nillumbik Leisure Manager, Liam O'Brien Group Operations Manager
APOLOGIES:		

MATTERS CONSIDERED		**DISCLOSURES AND COMMENTS**
1	Strategic Communications update to Councillors	No disclosures were made
2	Aligned Leisure Presentation	No disclosures were made
3	Free Memberships for Over 80 Residents to Nillumbik Leisure facilities - PAAC Recommendation	No disclosures were made
4	Nillumbik Festival and Event Triennial Program 2026-2029	No disclosures were made
5	Nillumbik Economic Development Strategy Update (Years 5 and 6) and Future of Agriculture in Nillumbik Action Plan Update	No disclosures were made
6	Replacement member for the Economic Development Advisory Committee (EDAC)	No disclosures were made
7	Kangaroo Ground Landfill Rehabilitation Project Update	No disclosures were made
8	LGBTIQA+ Advisory Committee - Issues and Options Paper	No disclosures were made
9	Outcome EOI Process Health and Wellbeing Advisory Committee 2025-2027	No disclosures were made
12	BMX Jumps and Community Recreation Park	No disclosures were made

Nillumbik
The Green Wedge Shire

MATTERS CONSIDERED		DISCLOSURES AND COMMENTS
10	Edendale Farm and NECAH (Nillumbik Climate and Environment Action Hub) Update	No disclosures were made
11	Advocacy Priorities	No disclosures were made

The Meeting concluded at 10.31pm

RECORD COMPLETED BY:	**Officer Name**: **Officer Title**:	Blaga Naumoski Director Governance Communications and Community Safety

Informal Meeting of Councillors Record

The Meeting commenced at 5pm

MEETING DETAILS:	**Title:**	Planning Application Conference for 21 Brougham St, Eltham
	Date:	22/9/25
	Location:	Online Zoom
PRESENT:	**Councillors:**	Kate McKay, John Dumaresq
	Council Staff:	Briana Barnes, Kamal Hasanoff
	Other:	Pemit applicants Supporters and Objectors
APOLOGIES:		Nil

MATTERS CONSIDERED		**DISCLOSURES AND COMMENTS**
1	Planning Application Conference for 21 Brougham St, Eltham	No disclosures were made
2		
3		
4		
5		
6		

The Meeting concluded at 6pm

RECORD COMPLETED BY:	**Officer Name**: **Officer Title**:	Kamal Hasanoff, Statutory Planning Coordinator

Nillumbik
The Green Wedge Shire

Informal Meeting of Councillors Record

The Meeting commenced at 5.31pm

MEETING DETAILS:	**Title:**	Council Meeting Pre-Meet
	Date:	Tuesday 30 September 2025
	Location:	Council Chamber
PRESENT:	**Councillors:**	Cr Grant Brooker, Cr Naomi Joiner, Cr Kelly Joy, Cr Peter Perkins, Cr Kim Cope, Cr Kate McKay and Cr John Dumaresq
	Council Staff:	Carl Cowie, Claire Quinlan, Blaga Naumoski, Corrienne Nichols, Jeremy Livingston, Renae Ahern, Katia Croce, Michele Purtle, Rob Malignaggi, Jamie-Louise Neilson, Nichole Johnson, Heath Gillett, Stewart Broussard, Amanda Kern, Sarah Shehata, Daniel Tarquinio, Elishia Jansz, Micahel van Oosterwijck, Yasmin Green, Renee Wilcox, Liann Filer
	Other:	
APOLOGIES:		

	MATTERS CONSIDERED	**DISCLOSURES AND COMMENTS**
1	Strategic Communications update to Councillors	No disclosures were made
2	Confirmation of Minutes Council Meeting held Tuesday 26 August 2025	No disclosures were made
3	Advisory Committee Report 30 September 2025	No disclosures were made
4	Quarterly Risk and Safety Report - June 2025	No disclosures were made
5	Audit and Risk Committee Meeting - September 2025	No disclosures were made
6	Annual Financial Report and Performance Statement 2024-2025	No disclosures were made
7	Adoption of Council Plan 2025-2029 and re-adoption of the Community Vision - Nillumbik 2040	No disclosures were made
8	Communications Strategy - Action Plan update	No disclosures were made
9	Indara Corporation P/L Lease proposal for Optus telecommunications infrastructure at Eltham Lower Park	No disclosures were made
10	Seeking adoption of Council's Advocacy Priorities 2025	No disclosures were made
11	Adoption of the Nillumbik Health and Wellbeing Plan 2025-2029	No disclosures were made
12	Adoption of Asset Plan 2025-2035	No disclosures were made

Nillumbik
The Green Wedge Shire

MATTERS CONSIDERED		DISCLOSURES AND COMMENTS
13	Adoption of Financial Plan 2025-2035	No disclosures were made
14	Review of Road Management Plan	Cr Kim Cope declared a conflict of interest for this item – no discussion
15	BMX Jumps and Community Recreation Park Concept Plan Consultation	No disclosures were made
16	Procurement Policy - Review and update	No disclosures were made
17	Investment Policy and Loan & Borrowing Policy	No disclosures were made
18	Planning Scheme Amendments C143nill (Eltham Activity Centre) and C144nill (Diamond Creek Activity Centre)	No disclosures were made
19	Nillumbik Planning Scheme Review 2025 - Final Endorsement	No disclosures were made
20	Seeking Adoption of the Domestic Animal Management Plan 2025-2029	No disclosures were made
21	Tender Report - Contract 2425-059 IT Hardware and Infrastructure - End User Computing	No disclosures were made
22	Updated Complaint Handling Policy	No disclosures were made
23	Informal Meetings of Councillors Records - 26 August 2025	No disclosures were made
24	CEO Employment Matters - CEO Performance Plan 2025/2026	Carl Cowie declared a conflict of interest for this item – no dicussion

The Meeting concluded at 6:17pm

RECORD COMPLETED BY:	**Officer Name**: **Officer Title**:	Katia Croce Manager Governance and Property

Informal Meeting of Councillors Record

The Meeting commenced at 4.30 pm

MEETING DETAILS:	**Title:**	Youth Council Formal Advisory Committee
	Date:	7 October 2025
	Location:	Nillumbik Youth Hub (32-34 Elizabeth St, Diamond Creek)
PRESENT:	**Councillors:**	Cr Kate McKay
	Council Staff:	Nichole Johnson, Krystle Kalomakaefu, Sarah Dunn
	Other:	Alexandra Laidlaw, Ang Gartland, Eleanor Risley, Gianna Andreoli, Kris van der Kamp, Lucas Fox, Rose Jarvis, Samuel Lochner, Soren Kean, Tahlia Edmonds
APOLOGIES:		Aashini Rastogi, Anushka Gupta, Jess Brown, Yasmin Green, Corienne Nichols

MATTERS CONSIDERED		**DISCLOSURES AND COMMENTS**
1	Bike riders at Temple Ride Reserve	No disclosures were made
2	Upcoming Youth Council meetings	No disclosures were made
3	16 Days of Activism project	No disclosures were made
4	Youth Councillor reports from attended events	No disclosures were made

The Meeting concluded at 6.15 pm

RECORD COMPLETED BY:	**Officer Name**: **Officer Title**:	Krystle Kalomakaefu Team Leader Youth Development

Nillumbik
The Green Wedge Shire

Informal Meeting of Councillors Record

The Meeting commenced at 5.32pm

MEETING DETAILS:	**Title:**	Councillor Briefing
	Date:	Tuesday 7 October 2025
	Location:	Council Chamber
PRESENT:	**Councillors:**	Cr Grant Brooker, Cr Naomi Joiner, Cr Kelly Joy, Cr Peter Perkins, Cr Kate McKay and Cr John Dumaresq
	Council Staff:	Carl Cowie, Claire Quinlan, Blaga Naumoski, Corrienne Nichols, Jeremy Livingston, Renae Ahern, Michele Purtle, Nichole Johnson, Amanda Kern, Natalie Campion, Bulent Oz, Dimitria Barnes, Narelle Hart, April Wilson, Anna Maio, Kirstie Mckenzie, Stephanie Vassilios, Matthew Margaritis
	Other:	Dr Niki Vincent – Commissioner Kelly…. Manager Communication
APOLOGIES:		Cr Kim Cope

MATTERS CONSIDERED		**DISCLOSURES AND COMMENTS**
1	Strategic Communications update to Councillors	No disclosures were made
2	Visit from Public Sector Gender Equality Commissioner - Dr Niki	No disclosures were made
3	2024-2025 Community Grants Report	No disclosures were made
4	Place Activation Portfolio Update - 2024 - 2025	No disclosures were made
5	Melbourne Water Pipeline - Verbal update with PowerPoint presentation	No disclosures were made
6	CEO Update with Councillors	No disclosures were made

The Meeting concluded at 9.40pm

RECORD COMPLETED BY:	**Officer Name**: **Officer Title**:	Blaga Naumoski Director Governance Communications and Community Safety

Nillumbik
The Green Wedge Shire

Informal Meeting of Councillors Record

The Meeting commenced at 5.42pm

MEETING DETAILS:	**Title:**	Planning and Consultation Committee Pre-Meet
	Date:	Tuesday 14 October 2025
	Location:	Council Chamber
PRESENT:	**Councillors:**	Cr Grant Brooker (virtually), Cr Naomi Joiner, Cr Kelly Joy, Cr Peter Perkins, and Cr Kim Cope
	Council Staff:	Carl Cowie, Claire Quinlan, Blaga Naumoski, Corrienne Nichols, Jeremy Livingston, Frank Vassilacos, David Keep, Chris Gipps, Mike Dean, Danielle Henne, Heath Gillett, Katia Croce
	Other:	
APOLOGIES:		Cr Kate McKay and Cr John Dumaresq

MATTERS CONSIDERED		**DISCLOSURES AND COMMENTS**
1	Strategic Communications update to Councillors	No disclosures were made
2	Confirmation of Minutes Planning and Consultation Committee Meeting held Tuesday 9 September 2025	No disclosures were made
3	Parks & Open Space Service Standards	No disclosures were made
4	Hurstbridge Dog Park Upgrade Community Consultation	No disclosures were made
5	Victorian carded play trial for electronic gaming machines	No disclosures were made

The Meeting concluded at 6.12pm

RECORD COMPLETED BY:	**Officer Name**: **Officer Title**:	Katia Croce Manager Governance and Property

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