

Council Meeting

to be held at the Council Chamber, 32 Civic Drive, Greensborough on Tuesday 24 February 2026 commencing at 7:00 PM.

Attachments

**Carl Cowie
Chief Executive Officer**

Thursday 19 February 2026

Distribution: Public

Civic Drive, Greensborough
PO Box 476, Greensborough 3088
Telephone 9433 3111
Facsimile 9433 3777
Website www.nillumbik.vic.gov.au
Email nillumbik@nillumbik.vic.gov.au

Nillumbik Shire Council

Attachments

COM.001/26	Confirmation of Minutes Council Meeting held Tuesday 9 December 2025	
Attachment 1	Confirmation of Minutes Council Meeting held Tuesday 9 December 2025	1
AC.001/26	Advisory Committee Report 24 February 2026	
Attachment 1	Advisory Committee meeting Minutes reported 24 February 2026.....	51
CM.001/26	December Quarter Financial Report	
Attachment 1	Quarterly Finance Report December 2025.....	71
CM.002/26	Council Plan Quarterly Performance Report - Q2, 2025-2026	
Attachment 1	Council Plan Quarterly Performance Report - Q2, 2025-2026	83
CM.003/26	Health and Wellbeing Plan Quarterly Performance Report	
Attachment 1	Quarter 1 and Quarter 2 Health and Wellbeing Plan 2025-2029 Quarterly Performance Report	89
CM.004/26	Local Government Performance Framework - Mid-year Performance Report - January 2026	
Attachment 1	Local Government Performance Framework - Mid-year Performance Report - January 2026.....	99
CM.005/26	Nillumbik Shire Council motions to the Australian Local Government Association - National General Assembly	
Attachment 1	2026 ALGA National General Assembly Discussion Paper.....	103
CM.006/26	Hurstbridge Dog Park Upgrade - Final Design Endorsement	
Attachment 1	Hurstbridge Dog Park Concept Plan (Final)	125
CM.007/26	Naming proposal for Reserve in John Street, Eltham	
Attachment 1	Plan of Reserve	127
Attachment 2	Community Consultation Overview.....	129
Attachment 3	Supporting material	131
CM.008/26	Mays Road and Kapili Way, Eltham - Special Charge Scheme	
Attachment 1	Mays Road and Kapili Way Scheme Area.....	137
Attachment 2	Kapili Way Scheme Area	139
CM.009/26	Draft Terms of Reference and proposed EOI process for the Living & Learning Advisory Committee.	
Attachment 1	Living & Learning Advisory Committee Terms of Reference Draft 2026	141
CM.010/26	Environment and Sustainability Advisory Committee (ESAC) - Renew Terms of Reference	
Attachment 1	ESAC 2026-2028 Terms of Reference	151
CM.013/26	Informal Meetings of Councillors Records - 24 February 2026	
Attachment 1	Informal Meeting of Councillors Records 24 February 2026.....	161

Council Meeting

held at the Council Chamber, 32 Civic Drive, Greensborough
on Tuesday 9 December 2025 commencing at 7:00pm.

Minutes

Carl Cowie
Chief Executive Officer

Friday 12 December 2025

Distribution: Public

Civic Drive, Greensborough
PO Box 476, Greensborough 3088
Telephone 9433 3111
Facsimile 9433 3777
Website www.nillumbik.vic.gov.au
Email nillumbik@nillumbik.vic.gov.au



Council Meeting Minutes

9 December 2025

Nillumbik Shire Council

Contents

1. Welcome	1
2. Acknowledgement	1
3. Good Governance Pledge	1
4. Prayer	1
5. Apologies\Leave of Absence	1
6. Declarations of conflict of interest	1
7. Presentations	2
8. Confirmation of Minutes	3
COM.001/25 Confirmation of Minutes Council Meeting held Tuesday 25 November 2025	3
9. Petitions	4
10. Questions from the gallery	4
11. Reports of Advisory Committees	9
AC.010/25 Advisory Committee Report 9 December 2025	9
12. Officers' reports	11
CM.148/25 Risk and Safety Quarterly Report - September 2025	11
CM.149/25 Audit and Risk Committee Minutes (November 2025), Audit and Risk Committee Charter and Annual Self Assessment	13
CM.150/25 Community Engagement Policy	15
CM.151/25 Eltham Town Activity Centre Special Rate Levy (2026 - 2029)	17
CM.152/25 Community Assessment Panel	19
CM.153/25 Council Expenses Policy 2025	21
CM.154/25 Nillumbik Festival and Event Triennial Program 2026-2029	23
CM.155/25 Jayson Avenue Special Charge Scheme, Eltham - Intention to Declare	27
CM.156/25 Kindergarten Infrastructure Services Plan Update	29
CM.157/25 Instrument of Appointment and Authorisation (Planning and Environment Act 1987)	31
CM.158/25 Instrument of Delegation to the Chief Executive Officer	33
CM.159/25 Instrument of Delegation from Council to Council staff	35
CM.160/25 Planning Amendment (Better Decisions Made Faster) Bill 2025 - What does this mean for Nillumbik?	37
CM.161/25 Appointment of Independent Advisor and Chair to CEO Employment Matter Advisory Committee	39
CM.162/25 Informal Meetings of Councillors Records - 9 December 2025	43

Council Meeting Minutes	9 December 2025
13. Notices of Motion	45
14. Delegates' Reports	45
15. Supplementary and urgent business	45
16. Confidential reports	45
17. Close of Meeting	45

Council Meeting Minutes

9 December 2025

THIS PAGE WAS LEFT INTENTIONALLY BLANK

Council Meeting Minutes

9 December 2025

Nillumbik Shire Council

**Minutes of the Meeting of Nillumbik Shire Council held Tuesday 9 December 2025.
The meeting commenced at 7.00pm.**

Councillors present:

Cr Naomi Joiner	Bunjil Ward (Mayor)
Cr Kate McKay	Swipers Gully 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 John Dumaresq	Wingrove Ward

Officers in attendance:

Carl Cowie	Chief Executive Officer
Jeremy Livingston	Acting Chief Operating Officer
Blaga Naumoski	Director Governance, Communications and Community Safety
Corrienne Nichols	Director Communities
Frank Vassilacos	Director Planning, Environment and Strategy
Bulent Oz	Acting Director Culture and Performance
Katia Croce	Manager Governance and Property
Tania Treasure	Economic Development and Tourism Lead
Kasey Lawrence	Economic Development and Tourism Officer

1. Welcome

2. Acknowledgement

Acknowledgement of Country was read by the Mayor, Cr Naomi Joiner.

3. Good Governance Pledge

The Good Governance Pledge was read by Cr Peter Perkins.

4. Prayer

A prayer was read by Father Stephen Mankarious from St Macarius Coptic Orthodox Church Yarrambat.

5. Apologies\Leave of Absence

Nil

6. Declarations of conflict of interest

Carl Cowie, Chief Executive Officer declared a general conflict of interest in item CM.161/25 Appointment of Independent Advisor and Chair to CEO Employment Matter Advisory Committee.

Council Meeting Minutes

9 December 2025

7. Presentations

Sporting Grants

Diamond Creek Primary School 'Spirit of Diamond Creek' Energy Breakthrough team (Ellis Ward) receives \$500 for being selected to participate at the Energy Breakthrough event in Maryborough.

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

A representative of Diamond Creek Primary School thanked Council.

Acknowledgements made by Cr Grant Brooker

Diamond Valley Basketball Association – Association of the year

Patrick Di Lizio – Administrator of the year

I wanted to acknowledge this evening, the Diamond Valley Basketball Association announced Association of the year and their Chief Executive Officer, Administrator of the year.

We wanted to acknowledge the outstanding achievements of the Diamond Valley basketball Association named the association of the year for 2025.

DVBA, they certainly don't seek recognition, but they most definitely have earned it, so I would say that this honour reflects the dedication and passion of their community.

The volunteers, board members, referees, coaches, clubs, players, parents, staff, and sponsors whose commitment has built one of Victoria's leading sporting associations.

You must always refer to the metrics with the DVBA because 9943 participants, almost 10,000. 4852 junior domestic players, 1976 senior domestic, 500 junior representative, 80 senior representative, 2500 community program participants. They have a diverse base participation made up at 66 per cent boys and 34 per cent girls, and in senior competitions 83 per cent men and 17 per cent women.

The recognition comes as the association approaches 50th anniversary in 2026 and that is also 50 years since the original Diamond Valley sports stadium commenced, it's a completely different looking beast now. But a milestone that celebrates five decades of growth, resilience and community connection

It marks significant progress of the past five years during which the board has strengthened the organisation and honoured its history.

I also want to congratulate Pat Di Lizio, awarded administrator of the year whose leadership and commitment has made him serve at every layer of the DVBA from grass roots to NBL1 and transformed the way they operate.

This award again is not sort, but it is most definitely earned these achievements reflect what is possible when a community works together with shared purpose.

Congratulations to everyone who contributes to the spirit of the Diamond Valley Basketball Association. Go Eagles.

Council Meeting Minutes

9 December 2025

8. Confirmation of Minutes

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

Confirmation of the Minutes of the Council Meeting held on Tuesday 25 November 2025.

Council Resolution

MOVED: Cr Kate McKay
SECONDED: Cr Kim Cope

That Council confirms the Minutes of the Council Meeting held on Tuesday 25 November 2025 (**Attachment 1**).

CARRIED UNANIMOUSLY

Council Meeting Minutes

9 December 2025

9. Petitions

Nil

10. Questions from the gallery

Tonight's public questions all relate to the proposed BMX Park project at Challenger Street Reserve in Diamond Creek.

Before answering each of the questions, I want to let all those interested in the project know that the Participate Nillumbik webpage for the project has recently been updated with all the current information, as well as easy links to previous Council reports on the project. A number of the answers to tonight's questions can already be found on that webpage and a link to the answers to tonight's questions will be added to that site.

I would encourage all those interested in the project to sign up for updates as the site will continue to be updated ahead of Council's planning application in 2026. A reminder that the planning application process will be the next opportunity for community consultation on the project. This will involve Council advertising the project and inviting the community to make a submission, written objection or letter of support, on the more detailed proposal.

Rebecca Bosch has submitted the following questions:

Question 1

On 30th September BMX Jumps and Community Recreation Park Concept Plan Consultation under Sustainability implications point 20. "Protection measures for high value vegetation and the existing wetlands will be incorporated in a site-specific Environmental Management Plan which will be developed prior to construction"

My question is "In council meetings since 30th September reference made by Councillors to the Challenger Street Reserve continues to only mention grassy areas and tree canopies. Has there been a full environmental impact assessment or is NSC planning to undertake a full environmental impact assessment to determine the negative effects to the surrounding wetlands during construction and once the BMX site is in use?

Response

Further environmental studies are currently underway. These studies will guide the environmental impact assessment which will inform a future planning application in 2026.

Question 2

In the online feedback survey lighting was mentioned "Minimum lighting required for public safety is being proposed. The consultation asks respondents where safety lighting should be prioritised.

My question is "How will safety lighting be possible without artificial lighting and is the impact of artificial lighting being considered with respect to the impact on nocturnal fauna in the surrounding wetland and bush areas?"

Response

The impact of any proposed lighting will be considered as part of the environmental impact assessment which will inform a future planning application in 2026.

Council Meeting Minutes

9 December 2025

Matthew Atwell has submitted the following questions:

Question 1

The Diamond Creek Recreation Precinct (BMX Park) planned for Challenger St Reserve is in a designated Bushfire Prone Area. This plan restricts emergency vehicle access throughout the Reserve. The 'Council's Bushfire Mitigation Strategy 2019-2023 covers private and public land bushfire mitigation, building stronger and more resilient communities and working to strengthen the ability of agencies to deliver coordinated bushfire mitigation programs. The strategy is underpinned by community-centric outcomes, including shared responsibility, shared obligation and building strong relationships with agencies.'

How does The Diamond Creek Recreation Precinct (BMX Park) planned for Challenger St Reserve align with this strategy?

Response

Council officers are currently completing further investigative, planning and design work to prepare a final concept plan. As this work is ongoing, there is no confirmed restricted emergency vehicle access. The CFA will be consulted at later stages of the project.

Question 2

With regards to the he Diamond Creek Recreation Precinct (BMX Park) planned for Challenger St Reserve we (local residents) have continually asked about the alternative sites that were considered. We have written requests for this list in order to find a more appropriate site but have not received written responses. Cr Brooker provided this list reading from his phone after the PCC meeting on 11th Nov. Challenger St, 145 Allendale Rd, Lot 1/73 Dering St, DC Regional Playspace, Alan Marshall Reserve, Alistair Know Park and Pitt St (BMX). Challenger St Reserve is more biodiverse and of higher core habitat value than any of these other sites. Objectives in NSC Biodiversity Strategy 2024-2034, Consider biodiversity impacts and opportunities in day-to-day operations and when making Council decisions and b. Embed consideration of biodiversity protection and enhancement within Council's decision-making processes, and into new Council policies, strategies and plans. The selection criteria did not include current use of site or environmental significance.

How does selecting Challenger St Reserve align with the NSC Biodiversity Strategy?

Response

The aforementioned sites were considered as part of the original site selection in 2022. This site selection process was prior to Council being successful in its Growing Suburbs fund grant application.

Council's further assessment of alternative sites in 2025 has been based on the following criteria:

- Located within Diamond Creek
- Close proximity to the original informal BMX jumps site
- Outside the 1:100-year floodplain (as determined by Melbourne Water), recognising relevant heritage and planning overlays
- Outside the 200-metre buffer from Diamond Creek, thereby avoiding areas of cultural heritage sensitivity and removing the need for a Cultural Heritage Management Plan (CHMP).

Based on these criteria, the other sites considered in 2022 were not viable. Challenger Street Reserve is the only Council owned and managed site that met all four criteria.

Council Meeting Minutes

9 December 2025

These criteria have and will continue to guide the project's scope, site feasibility, and regulatory compliance requirements.

Further environmental studies are currently underway. These studies will guide the environmental impact assessment which will inform a future planning application in 2026.

Jacinda Brown has submitted the following questions:

Question 1

As a resident whose property adjoins Challenger St Reserve I have not received any notification from Council about The Diamond Creek Recreation Precinct (BMX Park) plan. Nor was I notified about, or directed to the Participate Nillumbik survey to have my say on the plan. I receive letters for speed humps and tree trimming. This plan directly impacts my family as the entrance is just 3.5 metres from the wall of my house and I found out about this plan by word of mouth as have many other residents.

How does this align with the Council Plan 2025-2029 under Responsible governance and community leadership We strengthen governance and community leadership to ensure transparent, inclusive decision-making processes that engage all residents, build trust, and create sustainable solutions for Nillumbik's future?

Response

The recent public consultation involved a letter titled "Notice of development at Challenger Street Reserve" sent via Australia Post to properties that bordered the Challenger St Reserve. Of the 47 letters sent, Council only received one letter returned to sender.

Further advertising of the proposed BMX Park included:

- On-site signage (total of 3 corflute signs)
- Social media
- Participate Nillumbik e-newsletter
- Direct e-mails to those who signed up to receive updates on the project
- Signage at other Council facilities including Eltham Dirt Jumps, Diamond Creek Skate Park and Hurstbridge Skate Park.

Question 2

A Site Environment Management Plan is currently underway for the Diamond Creek Recreation Precinct (BMX Park) planned for Challenger St Reserve which is subject to ESO1, is a Critical Conservation Area and is a Strategic and regional habitat link covering 190 hectares. The SEMPS plan is assessing the site and adjoining wetlands for minimal impact of the plan itself and does not take into account the appropriateness of the site in accordance with the NSC Biodiversity Strategy 2024-2034, 1.2 Demonstrate leadership by improving the biodiversity values of Council-owned and managed land a. Actively avoid and minimise the impact of Council operations (such as capital works projects and maintenance activity) on native vegetation and biodiversity. b. Increase the conservation values (e.g. restoration and improved connectivity) of Council's reserves, wetlands and roadsides. (Also covered in focus area 3). Wildlife who live and breed within the Reserve are often observed in all different areas of the reserve, including, crossing the planned access road, foraging in the planned car park and BMX track site itself.

If improving biodiversity values, minimising impacts on biodiversity and increasing conservation values is in your no 1 Focus area, how can this plan possibly align with the NSC Biodiversity Strategy?

Council Meeting Minutes

9 December 2025

Response

Further environmental studies are currently underway. These studies will guide the environmental impact assessment which will inform a future planning application in 2026.

Jason Morrison has submitted the following questions:

Question 1

Given that Nillumbik council has stated a commitment to providing responsible governance and community leadership by ensuring "transparent, inclusive decision making that engages all residents", what reasons can the councillors offer to explain the ongoing, seemingly deliberate, absence of information provided to rate payers to inform them of the intention to direct both rate payers and state government funds toward the destruction of the Challenger Street wetlands for the purposes of establishing a BMX jumps track without any justification in the form of environmental impact assessment or cultural heritage assessment.

Response

Further environmental studies are currently underway. These studies will guide the environmental impact assessment which will inform a future planning permit application in 2026.

The proposed development area sits outside of the buffer zone of cultural sensitivity from Diamond Creek and does not require a mandatory Cultural Heritage Management Plan (CHMP).

Question 2

Given that the development of a BMX track facility will result in additional traffic and carparking in the immediate proximity, what environmental impacts have the councillors considered regarding waste pollution and contaminant run offs into the wetlands and what costs to rate payers have been considered for the protection of the current ecological balance.

Response

Further environmental studies are currently underway. These studies will guide the environmental impact assessment which will inform a future planning application in 2026.

Council Meeting Minutes

9 December 2025

THIS PAGE WAS LEFT INTENTIONALLY BLANK

Council Meeting Minutes

9 December 2025

11. Reports of Advisory Committees

AC.010/25 Advisory Committee Report 9 December 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. Arts & Cultural Advisory Committee meeting held 25 August 2025.

Council Resolution

MOVED: Cr Kim Cope

SECONDED: Cr Grant Brooker

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

CARRIED UNANIMOUSLY

Council Meeting Minutes

9 December 2025

11. Reports of Advisory Committees

AC.010/25 Advisory Committee Report 9 December 2025

THIS PAGE WAS LEFT INTENTIONALLY BLANK

Council Meeting Minutes

9 December 2025

12. Officers' reports

CM.148/25 Risk and Safety Quarterly Report - September 2025

Distribution: Public

Manager: Jeremy Livingston, Acting Chief Operating Officer

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 17 November 2025.

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

Council Resolution

MOVED: Cr John Dumaresq

SECONDED: Cr Kate McKay

That Council:

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

CARRIED UNANIMOUSLY

Council Meeting Minutes

9 December 2025

12. Officers' reports

CM.148/25 Risk and Safety Quarterly Report - September 2025

THIS PAGE WAS LEFT INTENTIONALLY BLANK

Council Meeting Minutes

9 December 2025

12. Officers' reports

CM.149/25 Audit and Risk Committee Minutes (November 2025), Audit and Risk Committee Charter and Annual Self Assessment

Distribution: Public

Manager: Jeremy Livingston, Acting Chief Operating Officer

Author: Bulent Oz, 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 17 November 2025, and the minutes for that meeting are shown in **Attachment 1**.

As requested at the 1 September 2025 Committee meeting, the Audit and Risk Committee Charter has been updated to reinforce that Committee members must not upload, share, or input any confidential Committee papers or materials into Artificial Intelligence (AI) tools or platforms for any purpose. The updated Audit and Risk Committee Charter (**Attachment 2**) was received and noted by the Audit and Risk Committee, with a recommendation for Council to adopt.

As required by Section 54(3)(a), the Audit and Risk Committee must undertake an annual assessment of its performance against the Audit and Risk Committee Charter. This assessment has recently been completed (**Attachment 3**). The outcomes have been used to inform and update the Committee's Annual Work Plan for the next year.

Council Resolution

MOVED: Cr John Dumaresq
SECONDED: Cr Kim Cope

That Council:

- 1) Notes the Minutes of the Audit and Risk Committee meeting held on 17 November 2025 (**Attachment 1**).
- 2) Endorses the updated Audit and Risk Charter (**Attachment 2**).
- 3) Notes the Audit and Risk Committee Annual Self-Assessment (**Attachment 3**).

CARRIED UNANIMOUSLY

Cr John Dumaresq noted that Cr Naomi Joiner was listed as being both present and an apology in the meeting Minutes (Attachment 1). Cr Naomi Joiner was a late apology to the Audit and Risk Committee meeting held on 17 November 2025.

Council Meeting Minutes

9 December 2025

12. Officers' reports

CM.149/25 Audit and Risk Committee Minutes (November 2025), Audit and Risk Committee Charter and Annual Self Assessment

THIS PAGE WAS LEFT INTENTIONALLY BLANK

Council Meeting Minutes

9 December 2025

12. Officers' reports

CM.150/25 Community Engagement Policy

Distribution: Public

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

Author: Michele Purtle, Manager Advocacy Communications and Engagement

Summary

Nillumbik's Community Engagement Policy is Council's commitment to engaging the Nillumbik community in planning and decision-making using appropriate, effective and inclusive practices.

Two phases of community engagement were conducted in 2020 to develop the Community Engagement Policy, and it was formally adopted at a Council Meeting in February 2021.

The Advocacy, Communications and Engagement team has reviewed the Community Engagement Policy (**Attachment 1**) and made changes to support consistent, effective engagement that gives our community a voice in shaping Council decisions.

The review has taken onboard internal and external commentary and the evolution of community involvement throughout the life of 2021-2025 policy. The revised policy reflects these and strengthens our commitment to meaningful, inclusive, and transparent engagement.

On 26 August 2025, Council authorised the Draft Community Engagement Policy 2025 (Draft CE Policy) to be placed on community consultation from 1-30 September 2025 and for engagement initiatives to be undertaken to receive community feedback.

Following completion of the consultation period, the feedback confirms that the amendments made accurately reflect community expectations, sentiment and contemporary engagement practice. A report on the community engagement findings can be found at **Attachment 2**, with a summary page at **Attachment 3**.

The review considered feedback from both internal and external stakeholders, as well as the evolution of community participation during the life of the 2021–2025 Policy.

The revised Policy strengthens Council's commitment to meaningful, inclusive, and transparent engagement.

Council Resolution

MOVED: Cr Kate McKay

SECONDED: Cr Grant Brooker

That Council:

1. Adopts the Community Engagement Policy 2025 (**Attachment 1**).
2. Authorises the Director Governance, Communications and Community Safety to make any further minor changes to the Community Engagement Policy 2025 that may be necessary and are inconsequential in nature.
3. Makes the adopted Community Engagement Policy 2025 publicly available on Council's website.

Council Meeting Minutes

9 December 2025

12. Officers' reports

CM.150/25 Community Engagement Policy

4. Thanks submitters and advises them of the outcome of the consultation process.

CARRIED UNANIMOUSLY

Council Meeting Minutes

9 December 2025

12. Officers' reports

CM.151/25 Eltham Town Activity Centre Special Rate Levy (2026 - 2029)

Distribution: Public

Manager: Frank Vassilacos, Director Planning, Environment and Strategy

Author: Tania Treasure, Economic Development & Tourism Lead

Summary

The purpose of this report is to seek Council endorsement to Declare the intention to raise a Special Rate Levy (SRL) for Eltham Town Activity Centre and to commence the statutory process to raise the levy. Money collected through the SRL will be provided to the Eltham Chamber of Commerce and Industry (ECCI) who have an existing SRL in place with an annual value of \$143,000. The SRL is used to fund events, marketing campaigns, business development and digital activities to promote Eltham as an attractive place to visit, shop and dine.

The current 5-year scheme will expire on 30 June 2026. Consultation undertaken by ECCI with businesses affected by the SRL resulted in 38 respondents, of which 76% supported the SRL renewal. ECCI has formally requested (**Attachment 1**) Council commence the process to renew the SRL for a 3-year period, from 1 July 2026 until 30 June 2029.

This report recommends to progress the statutory process for Council to declare its intention to raise a SRL of \$143,000 per year for the Eltham Town Activity Centre, commencing 1 July 2026 for a 3-year period.

Council Resolution

MOVED: Cr John Dumaresq
SECONDED: Cr Peter Perkins

That Council:

1. Pursuant to section 163 of the *Local Government Act 1989* gives notice of its Intention to Declare a Special Rate Levy for the Eltham Town Activity Centre for a three year period commencing on 1 July 2026 and concluding on 30 June 2029.
2. Resolves the Special Rate Levy is to be used for the purpose of defraying marketing, promotion and other incidental expenses associated with the encouragement of commerce in the Eltham Town Activity Centre, which:
 - a) Council considers will be a special benefit to those persons required to pay the special levy; and
 - b) Arises out of Council's function of encouraging commerce and employment within its municipal district.
3. Resolves that the properties affected by the Special Rate Levy known as the Eltham Town Activity Centre are all rateable properties located within and including:
 - a) 9 – 20 Arthur Street inclusive
 - b) 8 – 80 Commercial Place inclusive
 - c) 1 – 23 Dudley Street inclusive

Council Meeting Minutes

9 December 2025

12. Officers' reports

CM.151/25 Eltham Town Activity Centre Special Rate Levy (2026 - 2029)

- d) 900 – 1050 Main Road inclusive
- e) 1 – 6 Pryor Street inclusive
- f) 2 – 20 Luck Street inclusive.
- 4. Resolves that the Eltham Town Activity Centre Special Rate Levy will raise an annual value of \$143,000. A percentage of the annual value will proportionally be applied to each property in **Attachments 2 and 3** based on the Net Annual Value and Property Square Meter Area. With 70% of the Net Annual Value and 30% of the Property Square Meter Area for each rateable land.
- 5. Resolves the total cost of performing the function of the Special Rate Levy described in Recommendation 2 between 1 July 2026 and 30 June 2029, and the total cost of the special rate levied in this period will be \$429,000, with no increase during this period.
- 6. Resolves for the purposes of Recommendation 4, the Net Annual Value of each rateable land is the Net Annual Value of that parcel of land at the time of levying the special rate (so that the Net Annual Value may alter during the period in which the special charge is in force, reflecting any revaluations and supplementary valuations which take place).
- 7. Resolves in instances of non-payment of the Special Rate Levy, interest may accrue in accordance with section 172 of the Local Government Act 1989 and standard Shire practice on non-payment of rates and charges will apply.
- 8. Authorises the Chief Executive Officer to publicly advertises the required Public Notice of Council's intention to declare the Special Rate Levy as required by section 163 of the Local Government Act 1989.
- 9. Authorises the Economic Development and Tourism Lead to send individual letters with a copy of the public notice to all property owners and property occupiers who will be made liable for the Special Rate Levy.
- 10. Hears and considers submissions at its Planning and Consultation Committee meeting to be held in early/mid 2026.
- 11. Following the hearing of submissions received Council will decide whether to adopt as proposed or to modify, defer or abandon the Special Rate Levy at its meeting in mid 2026.

CARRIED UNANIMOUSLY

Council Meeting Minutes

9 December 2025

12. Officers' reports

CM.152/25 Community Assessment Panel

Distribution: Public

Manager: Corrienne Nichols, Director Communities

Author: Nichole Johnson, Manager Community Partnerships

Summary

This report presents Council with the seven recommended nominees for appointment to the Community Assessment Panel for a one-year term (**Attachment 1**).

The Terms of Reference (**Attachment 2**) were endorsed by Council on 29 July 2025.

Expressions of Interest for the Community Assessment Panel were open for eleven weeks during which eight submissions were received, noting one later withdrew. The seven remaining nominees were assessed against selection criteria (**Attachment 1**) by an internal assessment panel.

Recommendation

That Council:

1. Endorses the seven applicants listed (**Attachment 1**) onto the Community Assessment Panel:
 - a) Applicant 1 _____ for their role as a Community Assessment Panel member
 - b) Applicant 2 _____ for their role as a Community Assessment Panel member
 - c) Applicant 3 _____ for their role as a Community Assessment Panel member
 - d) Applicant 4 _____ for their role as a Community Assessment Panel member
 - e) Applicant 5 _____ for their role as a Community Assessment Panel member
 - f) Applicant 6 _____ for their role as a Community Assessment Panel member
 - g) Applicant 7 _____ for their role as a Community Assessment Panel member
2. Resolves that the Nominee Assessment Summary (**Attachment 1**) remain confidential on the grounds specified in the definition of confidential information in section 3(1)(f) of the *Local Government Act 2020*.
3. Resolves that the successful applicants be named.

Council Meeting Minutes

9 December 2025

12. Officers' reports

CM.152/25 Community Assessment Panel

Council Resolution

MOVED: Cr Kate McKay
SECONDED: Cr Grant Brooker

That Council:

1. Endorses the seven applicants listed (**Attachment 1**) onto the Community Assessment Panel:
 - a) Applicant 1 Naomi Bishop for their role as a Community Assessment Panel member
 - b) Applicant 2 Kate Puls for their role as a Community Assessment Panel member
 - c) Applicant 3 Ann Lynch for their role as a Community Assessment Panel member
 - d) Applicant 4 Silvia Josephine Zele for their role as a Community Assessment Panel member
 - e) Applicant 5 Rachel Busbridge for their role as a Community Assessment Panel member
 - f) Applicant 6 Marlwood Ryder for their role as a Community Assessment Panel member
 - g) Applicant 7 David Chasemore for their role as a Community Assessment Panel member
2. Resolves that the Nominee Assessment Summary (**Attachment 1**) remain confidential on the grounds specified in the definition of confidential information in section 3(1)(f) of the *Local Government Act 2020*.
3. Resolves that the successful applicants be named.

CARRIED

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

Peter Perkins

Against: Cr Kelly Joy

Tania Treasure, Economic Development and Tourism Lead and Kasey Lawrence, Economic Development and Tourism Officer left the meeting at 7:45pm during discussion of this item and did not return.

Council Meeting Minutes

9 December 2025

12. Officers' reports

CM.153/25 Council Expenses Policy 2025

Distribution: Public

Manager: Jeremy Livingston, Acting Chief Operating Officer

Author: Bulent Oz, Chief Financial Officer

Summary

This report presents the Council Expenses Policy 2025 for Council's adoption.

The policy has been reviewed to ensure compliance with the *Local Government Act 2020*, including the review of eligible reimbursements and resources available during the course of performing the duties of a councillor or delegated committee member.

The Council Expenses Policy (*Local Government Act 2020*, section 41) outlines the procedures and policy for reimbursement of out-of-pocket expenses of councillors and members of delegated committees. The policy also establishes support and resources to be made available during the Council term.

This policy replaces and updates the Council Expenses Policy 2020.

Council Resolution

MOVED: Cr Kelly Joy

SECONDED: Cr Kim Cope

That Council adopts the Council Expenses Policy 2025 (**Attachment 1**).

CARRIED UNANIMOUSLY

Council Meeting Minutes

9 December 2025

12. Officers' reports

CM.153/25 Council Expenses Policy 2025

THIS PAGE WAS LEFT INTENTIONALLY BLANK

Council Meeting Minutes

9 December 2025

12. Officers' reports

CM.154/25 Nillumbik Festival and Event Triennial Program 2026-2029

Distribution: Public

Manager: Corrienne Nichols, Director Communities

Author: Nichole Johnson, Manager Community Partnerships

Summary

The Triennial Festival and Event Program 2026-2029 supports large-scale festivals and events that foster community connection, celebrate local identity, and enhance Nillumbik's cultural and economic vibrancy.

This report provides Council with an overview of the outcomes of the Expression of Interest (EOI) process for the Nillumbik Festival and Event Triennial Program 2026–2029. It provides Council with a full copy of the assessment outcomes against the applications received and outlines the assessment methodology, proposed funding allocations, and how these align with Council's strategic objectives (**Attachment 1**).

The Expression of Interest process commenced on 6 May 2025 and closed on 30 June 2025, offering three-year funding between \$10,000 and \$65,000 per event, from a total annual pool of \$320,000.

A total of 15 applications were received, assessed, and reviewed against the assessment criteria provided in Nillumbik Triennial Festival and Event Program 2026-2029 Guidelines (**Attachment 2**) by an external assessment panel.

A total of 15 applications were received, requesting \$672,813.00 in annual funding. Of these, a total of eight applications have been recommended for funding. Two are recommended for full funding, six for partial funding, three are not recommended, and three were deemed ineligible.

On 28 October, the Triennial Festival and Event Program 2026-2029 report was presented to Council for endorsement. Council voted to defer the report to the 9 December Council meeting so they had enough time to further review the report.

Recommendation

That Council:

1. Endorses the eight community events listed in **Attachment 1** for the Triennial Festival and Event Program 2026-2029:
 - a) Applicant 1 _____ for the sum of \$[Redacted] (inclusive of GST) disclosed in (**Attachment 1**).
 - b) Applicant 2 _____ for the sum of \$[Redacted] (inclusive of GST) disclosed in (**Attachment 1**).
 - c) Applicant 3 _____ for the sum of \$[Redacted] (inclusive of GST) disclosed in (**Attachment 1**).
 - d) Applicant 4 _____ for the sum of \$[Redacted] (inclusive of GST) disclosed in (**Attachment 1**).

Council Meeting Minutes

9 December 2025

12. Officers' reports

CM.154/25 Nillumbik Festival and Event Triennial Program 2026-2029

- e) Applicant 5 _____ for the sum of \$[Redacted] (inclusive of GST) disclosed in **(Attachment 1)**.
- f) Applicant 6 _____ for the sum of \$[Redacted] (inclusive of GST) disclosed in **(Attachment 1)**.
- g) Applicant 7 _____ for the sum of \$[Redacted] (inclusive of GST) disclosed in **(Attachment 1)**.
- h) Applicant 8 _____ for the sum of \$[Redacted] (inclusive of GST) disclosed in **(Attachment 1)**.

2. Acknowledges and thanks all community event organisers who submitted an application for the Triennial Festival and Event Program 2026-2029.
3. Resolves that the Assessment Outcome **(Attachment 1)** is to remain confidential on the grounds specified in the definition of confidential information in section 3(1)(g) of the *Local Government Act 2020*.

Motion

MOVED: Cr Peter Perkins
SECONDED: Cr Grant Brooker

That Council:

1. Ceases the current process to allocate new three-year funding agreements for Events and Festivals, noting that:
 - the internal audit of the grants program has been completed and identified structural improvements required in Council's policy, assessment framework, governance controls and documentation;
 - the Parliamentary Public Accounts and Estimates Committee (PAEC) report reinforces the need for strengthened oversight and best-practice grant management; and
 - Council's strategic context and funding priorities have evolved since the EOI was released.
2. Extends all existing grant recipients for a further 12 months under their current arrangements plus CPI to ensure continuity of service, fairness, and community benefit while the policy and framework are reviewed and strengthened.
3. Requests officers to undertake a full review and update of the Events and Festivals Policy, associated procedures, assessment criteria and governance processes, ensuring alignment with:
 - relevant findings from the Internal Audit recommendations and the PAEC inquiry;
 - Council's statutory obligations under the Local Government Act; and
 - principles of equity, diversity, fairness and community outcomes, ensuring these are clearly embedded and measurable within the revised framework.

Council Meeting Minutes

9 December 2025

12. Officers' reports

CM.154/25 Nillumbik Festival and Event Triennial Program 2026-2029

4. Receives a revised Events and Festivals funding framework and updated Policy by July 2026 for consideration prior to initiating a new Expression of Interest process.
5. Advises all affected stakeholders, including existing recipients and EOI applicants of Council's decision and outline the review process, timing to ensure transparency and fairness to all stakeholders.

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

Council Resolution

MOVED: Cr Peter Perkins
SECONDED: Cr Grant Brooker

That Council:

1. Ceases the current process to allocate new three-year funding agreements for Events and Festivals, noting that:
 - the internal audit of the grants program has been completed and identified structural improvements required in Council's policy, assessment framework, governance controls and documentation;
 - the Parliamentary Public Accounts and Estimates Committee (PAEC) report reinforces the need for strengthened oversight and best-practice grant management; and
 - Council's strategic context and funding priorities have evolved since the EOI was released.
2. Extends all existing grant recipients for a further 12 months under their current arrangements plus CPI to ensure continuity of service, fairness, and community benefit while the policy and framework are reviewed and strengthened.
3. Requests officers to undertake a full review and update of the Events and Festivals Policy, associated procedures, assessment criteria and governance processes, ensuring alignment with:
 - relevant findings from the Internal Audit recommendations and the PAEC inquiry;
 - Council's statutory obligations under the Local Government Act; and
 - principles of equity, diversity, fairness and community outcomes, ensuring these are clearly embedded and measurable within the revised framework.
4. Receives a revised Events and Festivals funding framework and updated Policy by July 2026 for consideration prior to initiating a new Expression of Interest process.
5. Advises all affected stakeholders, including existing recipients and EOI applicants of Council's decision and outline the review process, timing to ensure transparency and fairness to all stakeholders.

CARRIED UNANIMOUSLY

Council Meeting Minutes

9 December 2025

12. Officers' reports

CM.154/25 Nillumbik Festival and Event Triennial Program 2026-2029

THIS PAGE WAS LEFT INTENTIONALLY BLANK

Council Meeting Minutes

9 December 2025

12. Officers' reports

CM.155/25 Jayson Avenue Special Charge Scheme, Eltham - Intention to Declare

Distribution: Public

Manager: Jeremy Livingston, Acting Chief Operating Officer

Author: Steven Blight, Manager Capital and Infrastructure

Summary

Council received a petition on 24 November 2022 from property owners in Jayson Avenue, Eltham, requesting that the road be sealed.

After preparing a concept design and cost estimate and conducting a questionnaire, it was determined that 5 of 8 (62.5%) of property owners supported road sealing. Consequently, Council resolved on 25 March 2025 to proceed with the development process for the Jayson Avenue Special Charge Scheme, Eltham (Item CM.023/25). This process has now been completed.

This report commences the statutory process to declare and levy the special charge. Council must first give notice of its intention to declare a special charge, and subsequently hear any submissions and/or objections to the special charge scheme. Following this, Council may resolve to declare, vary or abandon the scheme.

Council Resolution

MOVED: Cr John Dumaresq

SECONDED: Cr Kate McKay

That Council:

1. Gives public notice of its intention to declare a special charge in accordance with Section 163(1) of the *Local Government Act 1989* for the purposes of defraying the expenses to be incurred by Council for the sealing and upgrade of Jayson Avenue, Eltham, subject to the following conditions:
 - a) The works include sealing of the road with a thin asphalt layer at a typical width of 4 metres, with increased width at the bend on Jayson Avenue, and upgrades to the drainage and vehicle crossovers along the road and the intersection at Homestead Road.
 - b) The Special Charge Scheme shall apply to the eight properties at 2, 3, 4, 5, 6, 24 and 26 Jayson Avenue and 15 Homestead Road in Eltham (refer to **Attachment 1**), which will receive access and amenity benefits.
 - c) The estimated total project cost is \$389,000 and the amount levied between the eight properties is \$320,623.79 (**Attachment 2**). The Council contribution for the Crown Land at 560 Main Road is \$68,376.21.
 - d) The total estimated cost to each property may be paid as a lump sum within 30 days of invoice, or by quarterly instalments over a ten year period with interest as provided by Section 163(1)(b) of the *Local Government Act 1989*.
 - e) The Special Charge Scheme for Jayson Avenue, Eltham, shall remain in force for ten years.

Council Meeting Minutes

9 December 2025

12. Officers' reports

CM.155/25 Jayson Avenue Special Charge Scheme, Eltham - Intention to Declare

2. Notes that Council officers will send a copy of the intention to declare notice to each person who will be liable to pay the special charge.

CARRIED UNANIMOUSLY

Council Meeting Minutes

9 December 2025

12. Officers' reports

CM.156/25 Kindergarten Infrastructure Services Plan Update

Distribution: Public

Manager: Corrienne Nichols, Director Communities

Author: Narelle Hart, Manager Community Programs

Summary

The provision of infrastructure is a key component to delivering the State Government's Best Start Best Life (BSBL) reforms and will require an increase and expansion of kindergarten facilities across the State.

Kindergarten Infrastructure and Services Plans (KISP), which are developed by the Victorian School Building Authority (VSBA), Victorian Department of Education (DE) and the individual Local Government, indicate where and when new infrastructure will be required to support both reform implementation and population growth within the local government area (LGA).

KISPs are intended to support service planning and identify if there is a need for future capital works. Information included in a Council's KISP includes:

- Current and future supply and demand for funded kindergarten
- Any planned infrastructure projects to meet future demand for kindergarten places
- Forecasting of any 'unmet demand' for kindergarten statistical areas (SA2) within the municipality
- Information specific to the local government area and its early childhood education and care landscape – the 'Local Context'.

KISPs are intended to support planning. They are not funding documents and do not commit any party to addressing the unmet demand identified.

The State Government expects that any future investment or funding requests through Building Blocks funding would align with any unmet demand that has been identified in the Council's KISP (**Attachment 1**).

Since reporting to Council on 5 November 2025, Council officers met with the VSBA and DE's regional office on 11 November 2025 to discuss Councillor and Officer concerns being that the KISP data suggests a low level of unmet demand across the Shire when the local context and the allocation of places indicate that families are not accessing kindergarten where they want to.

The advice from the VSBA was that:

- the Local Context will be considered in conjunction with supply and demand data when assessing funding applications and,
- funding applications would not be considered favourably without a signed KISP from the applying Council

Following this meeting, VSBA has reviewed and strengthened the local context within the KISP.

Council Meeting Minutes

9 December 2025

12. Officers' reports

CM.156/25 Kindergarten Infrastructure Services Plan Update

Council will need to consider incorporating the expansion of existing Council owned kindergarten facilities within future budgets whilst still advocating for State Government funding.

Alternatively, Council can accept that community have options to attend funded kindergarten at a range of service types irrespective of personal preferences.

Council Resolution

MOVED: Cr Grant Brooker
SECONDED: Cr John Dumaresq

That Council:

1. Notes the Victorian State Government's Best Start, Best Life Reforms is having a significant impact on kindergarten infrastructure supply and demand across the state and within Nillumbik.
2. Endorses the Kindergarten Infrastructure and Services Plan (**Attachment 1**).
3. Advocates to the Department of Education to enact the requirement of the Kindergarten Funding Guide being that kindergartens must '*optimise available place and spaces (ie increase group size to full capacity, employ an additional assistant or use a rotational model)* to support access to kindergarten.
4. Considers the need to budget for increased kindergarten infrastructure within the Shire over the next 10 years alongside ongoing advocacy for State Government funding.

CARRIED

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

Against: Crs Kelly Joy and Kate McKay

Council Meeting Minutes

9 December 2025

12. Officers' reports

CM.157/25 Instrument of Appointment and Authorisation (Planning and Environment Act 1987)

Distribution: Public

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

Author: Katia Croce, Manager Governance and Property

Summary

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

Prior to this meeting where a new Instrument is being considered, the Chief Executive Officer has made these appointments by authority conferred by Instrument of Delegation by Council dated 25 March 2025.

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

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

Council Resolution

MOVED: Cr Peter Perkins

SECONDED: Cr Kelly Joy

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

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

CARRIED UNANIMOUSLY

Council Meeting Minutes

9 December 2025

12. Officers' reports

CM.157/25 Instrument of Appointment and Authorisation (Planning and Environment Act 1987)

THIS PAGE WAS LEFT INTENTIONALLY BLANK

Council Meeting Minutes

9 December 2025

12. Officers' reports

CM.158/25 Instrument of Delegation to the Chief Executive Officer

Distribution: Public

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

Author: Katia Croce, Manager Governance and Property

Summary

Council approved the current Instrument of Delegation of powers, duties and functions to the Chief Executive Officer (CEO) on 25 March 2025.

The *Local Government Act 2020* (the Act) provides for each Council to establish a delegation of power. The Act also requires Council to review the delegation within one year of each general election. This report meets Councils obligations under the Act.

The delegation of powers is considered essential to enable day-to-day decisions to be made to ensure the operations of Council are enacted efficiently and effectively. Delegations are standard practice across all Councils. Delegations should be regularly updated to reflect any legislative changes and or a more appropriate level of accountability.

The review of the Instrument of Delegation to the Chief Executive Officer in this instance does not recommend any changes.

Council Resolution

MOVED: Cr John Dumaresq

SECONDED: Cr Kate McKay

That Council in the exercise of the power conferred by s 11(1)(b) of the *Local Government Act 2020* resolves that:

1. There be delegated to the person holding the position, or acting in or performing the duties, of Chief Executive Officer the powers, duties and functions set out in the attached *Instrument of Delegation to the Chief Executive Officer*, (Attachment 1) subject to the conditions and limitations specified in that Instrument.
2. The instrument comes into force immediately the common seal of Council is affixed to the instrument.
3. On the coming into force of the instrument all previous delegations to the Chief Executive Officer are revoked.
4. The duties and functions set out in the instrument must be performed, and the powers set out in the instruments must be executed, in accordance with any guidelines or policies of Council that it may from time to time adopt.

CARRIED UNANIMOUSLY

Council Meeting Minutes

9 December 2025

12. Officers' reports

CM.158/25 Instrument of Delegation to the Chief Executive Officer

THIS PAGE WAS LEFT INTENTIONALLY BLANK

Council Meeting Minutes

9 December 2025

12. Officers' reports

CM.159/25 Instrument of Delegation from Council to Council staff

Distribution: Public

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

Author: Katia Croce, Manager Governance and Property

Summary

Council is empowered under various legislation to undertake duties and functions in accordance with that legislation. To undertake these duties and functions, it is necessary for Council to delegate relevant powers to the administration of the Council.

It is also necessary for Council to delegate some of its other functions to the administration for reasons of efficiency and to prevent Council from having to make many operational decisions at Council meetings.

Directors and Officers have undertaken a review of the existing Instrument of Delegation – Council to Council staff (**Instrument**) provisions in addition to new and amended provisions since it was last presented to Council.

This report requests that Council resolves to adopt the amended Instrument of Delegation (**Attachment 1**) to reflect legislative changes and organisational requirements.

Council Resolution

MOVED: Cr Kelly Joy

SECONDED: Cr Kim Cope

That Council in the exercise of the powers conferred by the legislation referred to in the attached Instrument of Delegation (**Attachment 1**) resolves that:

1. There be delegated to the members of Council staff holding, acting in or performing the duties of the offices or positions referred to in the attached Instrument of Delegation to members of Council Staff, the powers, duties and functions set out in that Instrument, subject to the conditions and limitations specified in that Instrument.
2. The Instrument comes into force immediately the common seal of Council is affixed to the Instrument.
3. On the coming into force of the Instrument all previous delegations to members of Council staff (other than the Chief Executive Officer) are revoked.
4. The duties and functions set out in the Instrument must be performed, and the powers set out in the Instrument must be executed, in accordance with any guidelines or policies of Council that it may from time to time adopt.

CARRIED UNANIMOUSLY

Council Meeting Minutes

9 December 2025

12. Officers' reports

CM.159/25 Instrument of Delegation from Council to Council staff

THIS PAGE WAS LEFT INTENTIONALLY BLANK

Council Meeting Minutes

9 December 2025

12. Officers' reports

CM.160/25 Planning Amendment (Better Decisions Made Faster) Bill 2025 - What does this mean for Nillumbik?

Distribution: Public

Manager: Frank Vassilacos, Director Planning, Environment and Strategy

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

Renae Ahern, Manager Planning and Environmental Health

Summary

The Victorian Government's proposed *Planning Amendment (Better Decisions Made Faster) Bill 2025* introduces significant changes to the *Planning and Environment Act 1987*, fundamentally altering how planning decisions are made across Victoria. If passed, these reforms will:

- Reshape decision-making processes by introducing strict timelines (10, 30, and 60 days) and a three-tier permit assessment system.
- Reduce community participation by limiting third-party appeal rights and changing notice provisions.
- Change the process for amendments to the planning scheme, and consultation for certain types of amendments.
- Remove key protections, including the term 'fair' and 'safe' from planning objectives.
- Increase compliance powers.
- Introduce new disclosure requirements for gifts and donations.

For Nillumbik, these changes present critical risks:

- Loss of local considerations in planning decisions.
- Reduced transparency and community engagement.
- Potential environmental and climate resilience impacts.
- Increased administrative burden and system upgrade costs.

Council must comply with the Act if the Bill passes. Advocacy through MAV remains essential to influence regulatory detail and mitigate risks. Immediate planning for administrative process changes and community communication will be required. At the time of writing this report, the Bill was due to be debated in Parliament in the week of 1 December 2025.

An urgent business report was tabled at the 25 November 2025 Ordinary Council Meeting calling for a Parliamentary Enquiry into the State Government's *Planning Amendment (Better Decisions Made Faster) Bill 2025*. Council also subsequently wrote to the Planning Minister, The Hon. Sonya Kilkenny and various members of the legislative assembly and legislative council advising Council's position and to request they support the MAV position and the call for a Parliamentary Inquiry.

Council Meeting Minutes

9 December 2025

12. Officers' reports

CM.160/25 Planning Amendment (Better Decisions Made Faster) Bill 2025 - What does this mean for Nillumbik?

Council Resolution

MOVED: Cr John Dumaresq
SECONDED: Cr Kate McKay

That Council:

- a) Notes the proposed changes to the *Planning and Environment Act 1987* through the *Planning Amendment (Better Decisions Made Faster) Bill 2025*.
- b) Supports the ongoing position and advocacy program being led by the MAV on behalf of local government, in consultation with Councils.

CARRIED UNANIMOUSLY

Council Meeting Minutes

9 December 2025

Carl Cowie, Chief Executive Officer declared a general conflict of interest in the following item and left the meeting prior to the item being heard at 8:25pm.

12. Officers' reports

CM.161/25 Appointment of Independent Advisor and Chair to CEO Employment Matter Advisory Committee

Distribution: Public

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

Author: Liann Filer, Senior Procurement Specialist

Summary

This report recommends the awarding of contract 2526-015 for Appointment of Independent Advisor and Chair to CEO Employment Matter Advisory Committee.

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

The Evaluation Panel has assessed all submissions, and this report provides a summary of their evaluation in recommending the awarding of the contract for 2526-015 for Appointment of Independent Advisor and Chair to CEO Employment Matter Advisory Committee.

Recommendation

That Council:

1. Accepts the application submitted by the **preferred applicant** for the sum of **\$[Redacted]** plus **\$[Redacted]** for contingency (inclusive of GST) disclosed in **(Attachment 1)** and enter into the following contract:
Number: 2526-015
Title: Independent Chair and Advisor - CEO Employment Matters
Term: 2 February 2026 to 1 February 2028
Options: Term extensions up to 2 years
2. Authorises the Director Governance, Communications and Community Safety to finalise and execute the contract documentation.
3. Authorises the Director Governance, Communications and Community Safety to approve contract term extensions.
4. Authorises the Director Governance, Communications and Community Safety to approve changes to operational requirements throughout the term of the contract.
5. Notes that any variations that exceed the agreed approved budget will require a further Council resolution.
6. Advises all tenderers accordingly.

Council Meeting Minutes

9 December 2025

12. Officers' reports

CM.161/25 Appointment of Independent Advisor and Chair to CEO Employment Matter Advisory Committee

7. Makes public the decision regarding this contract but the Tender Evaluation Summary Report (**Attachment 1**) and Consolidated Scorecard (**Attachment 2**) remain confidential on the grounds specified in the definition of confidential information in section 3(1)(g) of the *Local Government Act 2020*.
8. Resolves that the preferred applicant be named.

Motion

MOVED: Cr Kelly Joy
SECONDED: Cr Peter Perkins

That Council:

1. Accepts the application submitted by the **preferred applicant** for the sum of ~~\$[Redacted] plus \$[Redacted] for contingency (inclusive of GST)~~ disclosed in (**Attachment 1**) and enter into the following contract:

Number: 2526-015
Title: Independent Chair and Advisor - CEO Employment Matters
Term: 2 February 2026 to 1 February 2028
Options: Term extensions up to 2 years
2. Authorises the Director Governance, Communications and Community Safety to finalise and execute the contract documentation.
3. Authorises the Director Governance, Communications and Community Safety to approve contract term extensions.
4. Authorises the Director Governance, Communications and Community Safety to approve changes to operational requirements throughout the term of the contract.
5. Notes that any variations that exceed the agreed approved budget will require a further Council resolution.
6. Advises all tenderers accordingly.
7. Makes public the decision regarding this contract but the Tender Evaluation Summary Report (**Attachment 1**) and Consolidated Scorecard (**Attachment 2**) remain confidential on the grounds specified in the definition of confidential information in section 3(1)(g) of the *Local Government Act 2020*.
8. Resolves that the preferred applicant be named.

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

Council Meeting Minutes

9 December 2025

12. Officers' reports

CM.161/25 Appointment of Independent Advisor and Chair to CEO Employment Matter Advisory Committee

Council Resolution

MOVED: Cr Kelly Joy
SECONDED: Cr Peter Perkins

That Council:

1. Accepts the application submitted by the preferred applicant Kendrea Pope Consulting for the sum of \$40,000 disclosed in (**Attachment 1**) and enter into the following contract:
Number: 2526-015
Title: Independent Chair and Advisor - CEO Employment Matters
Term: 2 February 2026 to 1 February 2028
Options: Term extensions up to 2 years
2. Authorises the Director Governance, Communications and Community Safety to finalise and execute the contract documentation.
3. Authorises the Director Governance, Communications and Community Safety to approve contract term extensions.
4. Authorises the Director Governance, Communications and Community Safety to approve changes to operational requirements throughout the term of the contract.
5. Notes that any variations that exceed the agreed approved budget will require a further Council resolution.
6. Advises all tenderers accordingly.
7. Makes public the decision regarding this contract but the Tender Evaluation Summary Report (**Attachment 1**) and Consolidated Scorecard (**Attachment 2**) remain confidential on the grounds specified in the definition of confidential information in section 3(1)(g) of the *Local Government Act 2020*.
8. Resolves that the preferred applicant be named.

CARRIED UNANIMOUSLY

Carl Cowie, Chief Executive Officer returned to the meeting at 8:27pm following the vote on this item.

Council Meeting Minutes

9 December 2025

12. Officers' reports

**CM.161/25 Appointment of Independent Advisor and Chair to CEO Employment
Matter Advisory Committee**

THIS PAGE WAS LEFT INTENTIONALLY BLANK

Council Meeting Minutes

9 December 2025

12. Officers' reports

CM.162/25 Informal Meetings of Councillors Records - 9 December 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 25 November 2025.

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

1. Councillor Briefing held 18 November 2025;
2. Environment & Sustainability Advisory Committee (ESAC) held 19 November 2025;
3. Arts and Cultural Advisory Committee held 24 November 2025;
4. Council Meeting Pre-Meet held 25 November 2025; and
5. Extraordinary Council Meeting Pre-Meet held 26 November 2025.

Council Resolution

MOVED: Cr Kate McKay

SECONDED: Cr Grant Brooker

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

CARRIED UNANIMOUSLY

Council Meeting Minutes

9 December 2025

12. Officers' reports

CM.162/25 Informal Meetings of Councillors Records - 9 December 2025

THIS PAGE WAS LEFT INTENTIONALLY BLANK

Council Meeting Minutes

9 December 2025

13. Notices of Motion

14. Delegates' Reports

Cr Kate McKay read a delegates report.

Cr Joiner and I went to the MAV Mayoral Institute training last week, which was a two day event which was actually fantastic. Not that I didn't think it would be fantastic but sometimes those long conference days are very difficult.

They covered many relevant things and it was great to meet other Mayors and Deputy Mayors and hear about what they are doing at their Councils with some information sharing, and it was a great learning experience.

I just wanted to highlight that it was fantastic.

15. Supplementary and urgent business

Nil

16. Confidential reports

Nil

17. Close of Meeting

The meeting closed at 8:31pm.

Confirmed: _____

Cr Naomi Joiner, Mayor

THIS PAGE WAS LEFT INTENTIONALLY BLANK

Environment & Sustainability Advisory Committee (ESAC)

Minutes



Date: Wednesday 19 November 2025

Time: 6.00pm – 8.00pm

Venue: Council Chambers

Chair: Cr Kate McKay

Minute taker: Grace Mui

Order of Business

	<p>volumes with biodiversity outcomes; behaviour change to encourage active transport; 15-min town planning; consultation methods on Integrated Transport Strategy; and wildlife road strikes.</p> <p>Noted that Council's transport team has recently joined the same department as its environment teams, under a single manager.</p> <p>Discussions on topography, cycling, speed limits, how to get cars off roads, behaviour change to reduce car use in urban areas, future opportunities regarding new and emerging technologies such as EVs, electric bikes and electric scooters.</p> <p>Topics of interest to ESAC for further discussion: Shire wide walking and pedestrian strategy (including cycling); need for environment/biodiversity to be considered in all actions; safe pedestrian crossing plan; Shire wide bus network review; and other relevant actions of the new Council Plan.</p> <p>Action: Officers to send presentation and link to Integrated Transport Strategy to ESAC members.</p>	
6	<p>Update on Urban Tree Canopy Strategy</p> <p>Progress against indicators and targets to date; and what's happening in 2025/26.</p> <p>Nillumbik Urban Tree Canopy Strategy 2024-2040 - Nillumbik Shire Council</p> <p>Key issues raised: street tree planting requirements; planting with consideration to climate change; suitability of community plantings on National Tree Day; tree maintenance programs; criteria around tree health assessments; feedback was provided on promotion videos around caring for street trees; discussion around projected tree declines across the next 10 years at activity centres and need to take action to maintain existing trees; and discussion on the need to review existing nature strip planting guidelines (which is an action of the new Council Plan).</p>	Kirsten
7	<p>Good news re Domestic Animal Management Plan and Cat Curfew</p> <p>Update on cat curfew. 24-hour cat curfew will come into place with a 2 year transition period.</p> <p>Committee discussion recommended that clear measures of success should be developed for the curfew, with reduction of complaints and number of cat registrations being examples.</p>	Chair
8	<p>Other business</p> <ul style="list-style-type: none"> • Renewal of ESAC for 2026-28 term. <ul style="list-style-type: none"> ◦ EOI for new ESAC committee is expected to open in the March/April 2026. New committee expected to commence in June 2026. ◦ Request for ESAC members to fill out a feedback survey to help inform new committee Terms of Reference and processes. • Wildlife roadstrike update – most recent report • Fossil Fuel Non-Proliferation Treaty – At the October 2025 Council meeting, Council voted to endorse this treaty. • Good news – Eltham Leisure Centre electrification grant success – Council has been awarded \$2.5million in federal funding to co-fund this major upgrade, which will enable emissions to be eliminated from this facility – marking a major step towards achieving Council's target of net-zero organisational emissions by 2030. 	Kirsten & Chair

	<ul style="list-style-type: none"> Many environment and sustainability events are happening all the time. Advertised in monthly e-news, Nillumbik News, social media etc. Please help to on-promote the events. Environment and Sustainability - Nillumbik Shire Council <ul style="list-style-type: none"> Planning for 2026 events is happening in the next month, please submit ideas to environment@nillumbik.vic.gov.au and/or get in touch with the Environment and Climate Change Officer (Grace). The suggestions already provided by ESAC will also input into this planning process. Proposed Challenger Street BMX track - <ul style="list-style-type: none"> Various ESAC members expressed that they had received questions about the project and so requested to discuss the matter. Concerns raised by a community member related to the potential for environmental impacts to the reserve, including its wetland and fauna. Discussion held about the project and the site; and the degree of scope/role of ESAC members to advocate or act based on their Terms of Reference. Confirmed that whilst it is outside of the committee scope to be directly consulted on operational matters, it is appropriate for members to be a conduit to bring community environmental or sustainability concerns or questions to meetings. Discussion points included that there is a grant requirement for the BMX track to be situated in Diamond Creek and there are a lack of alternative site options; the importance of environmental assessments; the need for mitigation options to be explored such as fencing of wetlands; and a recommendation was made that a materials sensitivity analysis should be undertaken (if it hasn't already) due to wetland proximity, to understand the likelihood and any potential impact of leaching of microplastics. <p>Other Business Actions:</p> <ul style="list-style-type: none"> Officers to send ESAC survey to members for feedback. Officers to provide a link to the issues report released this week as an outcome of the Victorian Parliamentary Inquiry into wildlife roadstrikes. ESAC members to provide officers with any additional suggestions for possible 2026 sustainability or environment education / nature exploration topics and events within next 2 weeks. 	
Next meeting: 18 February 2026		

Table of Open Actions

Meeting date	Action	Owner/s	Status	Comment
19/11/2025	Circulate a copy of the transport presentation and link to the Integrated Transport Strategy to ESAC members.	Officers	Complete	Sent with minutes
19/11/2025	Circulate survey to ESAC members for feedback to help inform ESAC term in 2026-28	Officers	Complete	Sent with minutes
19/11/2025	ESAC members to provide officers with any additional suggestions for possible 2026 sustainability or environment education / nature exploration topics and events.	ESAC		
19/11/2025	Circulate link to findings report of the Victorian Parliamentary Inquiry into Roadstrikes.	Officers	Complete	Sent with minutes

Meeting date	Action	Owner/s	Status	Comment
20/08/2025	Urban Tree Canopy update to be presented at next meeting.	Officers	Complete	Agenda item for this meeting
16/04/25	Request by ESAC to discuss Bushland Reserves management and enhancement at an upcoming ESAC meeting. Officers to follow up.	Officers	Deferred	Agenda item postponed to February meeting

Youth Council Meeting

Minutes



Date:	Monday 1 December 2025
Time:	4.30pm – 6.30pm
Venue:	Nillumbik Youth Hub
Chair:	Tahlia Edmonds
Minute Taker:	Yasmin Green
Committee Members:	Aashini Rastogi, Alexandra Laidlaw, Ang Gartland, Anushka Gupta, Eleanor Risley, Gianna Andreoli, Jessica Brown, Kris van de Kamp, Lucas Fox, Rose Jarvis, Samuel Lochner, Soren Kean, Tahlia Edmonds
Councillor Representative	Cr Kate McKay
Other:	Nichole Johnson, Krystle Kalomakaefu, Frances Biggar
Apologies:	Corrienne Nichols, Samuel Lochner, Soren Kean, Gianna Andreoli, Kris van de Kamp

Order of business

1. **Welcome (2 minutes) - completed by Tahlia**

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

2. **Acknowledgment of Country (2 minutes) – 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 honour 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)**

The icebreaker question of the meeting everyone responded to was: If you could only eat one food for the rest of your life, what would it be?"

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 6 October 2025 are confirmed as a true and accurate record of the meeting.

Minutes moved by: Alexandra

Minutes seconded by: Eleanor

6. Outstanding Action Items

Nil outstanding items.

7. Item of business 1: Libraries and engaging young people - YPRL

*Aviva Elijah, Coordinator Programs & Engagement Yarra Plenty Regional Libraries
Jackie Moroney, Coordinator Programs & Engagement Yarra Plenty Regional Libraries*

Aviva and Jackie from YPRL delivered a comprehensive presentation (**Attachment 1**) on services and programs available to young people across the YPRL network, including youth-dedicated spaces at Diamond Valley and Eltham libraries, mobile and click-and-collect services, extensive digital platforms, makerspaces, research tools and technology access. They also outlined recent youth-focused programs and encouraged the group to provide ideas for future activities. Alexandra was acknowledged as the winner of the "Love Your Library" challenge.

Youth Council Feedback (from the live poll and discussion):

- Interest strongest in creative spaces and study spaces.
- Desire for comfortable seating, quiet and peaceful areas, study nooks and collaboration spaces.
- Interest in snacks, practical school/life resources and more charging points.
- Favourite aspects included free Wi-Fi, books, study areas, Eltham Library architecture, printing and art displays.
- Requested future events included movie nights, author workshops, VCE support, job skills programs, first aid and barista training, networking events and work-readiness workshops (e.g., RSA, White Card, tax file, interview skills).

8. Item of business 2: Youth Development Updates

Krystle Kalomakaefu, Team Leader Youth Development

- Currently interviewing for new Youth Hub Engagement Officer, will soon interview for Casual Youth Program Officers.

- **Short Film Festival** – very well attended. Team will work on providing links for Youth Council to watch submitted films.
- **16 Days of Activism Campaign** - Youth Council were thanked for their support of the 16 Days of Activism campaign, which resulted in 75 support bags being successfully delivered to Eltham Bunnings. Great result.
- **Summer holiday program** – see attached
- **Meeting Schedule for 2026** - Dates have now been set for 2026. April meeting clashes with Easter public holiday – sought Youth Council advice to cancel or shift the meeting. Youth Council opted to move the meeting to Monday 30 March 2026. Sought Youth Council permission to share emails via calendar invites for each meeting. Present Youth Councillors agreed to this.
- **Youth Hub Closure** - Youth Hub will close from 24 December 2025 and will reopen on 5 January 2026. Krystle reinforced that staff will be available via phone and email throughout the closure period.

ACTIONS:

- Krystle to seek permission from Youth Councillors not in attendance to share email addresses
- Krystle to send calendar invites for next year's meeting.

BREAK (5 minutes)**9. Item of business 3: Youth Summit planning**

Frances Biggar, Youth Hub Engagement Officer

Frances provided an update on the 2026 Youth Summit, noting strong interest from local schools, with 8 of the 12 committed to participating. The proposed structure for the day will guide students through three rounds; exploring ideas for positive change, providing feedback on Council projects, and developing formal recommendations for Council consideration (see **Attachment 2**).

The Summit is scheduled for Wednesday 3 June 2026, from 8:30am–2:30pm at Eltham Community and Reception Centre (ECRC), with Frances continuing to liaise with schools regarding timing and logistics.

Planning roles have been allocated, and further program development will occur, with those available to attend a planning meeting on 12 or 19 January 2026.

Planning roles:

- Warm-ups: Ang & Rose, Aashini
- Guest Speakers: Eleanor & Alexandra
- Lunchtime Activities: Jess & Tahlia
- Catering: Anushka & Lucas

The Youth Councillors worked in groups to provide ideas for the Summit, this information was captured on 'butcher's paper' and provided to Frances.

ACTION: Krystle to send calendar invite to Youth Summit

10. Item of business 4: Council Meetings and Updates

Deputy Mayor Cr. Kate McKay

- The group received an update on recent Council meetings, including discussion of the State Government's Better Decisions Faster Bill. The Bill aims to speed up housing development by reducing planning barriers; however, concerns were raised about the potential for inappropriate development, reduced Council oversight and the risk that approvals may not translate into actual construction. Based on these issues, Council is unlikely to support the proposed changes.
- Cr McKay advised that she now has a role on the Audit and Risk Committee. When there is a clash with Youth Council and the Audit and Risk Committee, Cr Brooker will attend in their absence.
- BMX Park Proposal consultation now closed and data being considered by Council.

ACTION: Cr McKay to provide a link to details of the Bill.

11. Other Business

Lucas enquired as to whether individual photos could be made available to Youth Councillors. Frances advised that they would be.

ACTION: Frances to forward individual Youth Council photos to each of the Youth Councillors.

12. Next meeting date and location

Youth Council Advisory Committee Meeting Monday 2 February 2026, 4:30 – 6:30pm at Nillumbik Youth Hub – 32-34 Elizabeth Street, Diamond Creek

Recreation Trails Advisory Committee

Meeting 4 – Minutes



Date:	Wednesday 10 December 2025
Time:	6:30pm – 8:30pm
Venue:	Council Chambers, Civic Centre, Greensborough
Chair:	Cr John Dumaresq
Minute Taker:	Chris Gipps, Recreation and Community Infrastructure Project Manager
Committee Members:	Cr John Dumaresq (Chair) Cr Kim Cope (Deputy Chair) Louise Barry Andrew Chau Andrew Bakos Cathy Giles Graham Jackson Andrew McMahon Julie O'Connell-Seamer Bill Penrose Daryl Snowdon
Apologies:	Serena Marriott Cath Giles Louise Barry Julie O'Connell-Seamer Mark Hood

Order of business

1. Welcome (Chair)

- 1.1. Introduction of new RTAC Chair, Cr John Dumaresq
- 1.2. RTAC members shared their background and representative interest groups as part of a general introduction.

2. Acknowledgement of Country (Chair)

- 2.1. Nillumbik Shire Council acknowledges the Wurundjeri people who are the Traditional Custodians of this Land. I would also like to pay respect to the Elders both past and present and extend that respect to other Indigenous Australians present.

3. Conflict of Interest and Informal Meeting of Councillors Record (Chair)

3.1. 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.

3.2. There were no disclosures declared.

4. Confirmation of minutes from previous meeting (Chair)

4.1. As some items from previous minutes are unresolved, confirmation of minutes from meeting on 22 October 2025 will be held over to a future meeting once resolved.

5. Actions from previous meeting (Chair)

5.1. Review of RTAC Meeting 2 Minutes.

5.1.1. Background provided around this matter which is in regard to the recording of minutes from RTAC Meeting 2 – 27 August 2025.

5.1.2. With key members required to resolve this not in attendance, this item was carried over to a future meeting or out of meeting discussion.

5.2. Requested update on potential realignment of the Diamond Creek Trail at Diamond Street, Eltham.

5.2.1. Chair provided historical context to this opportunity.

5.2.2. RTAC group discussed possible realignment opportunities whilst reviewing aerial mapping.

5.2.3. Chair advised complexities around the realignment which will require amendments to the Planning Scheme.

5.2.4. Planning for this improvement opportunity is ongoing.

6. Trail mapping working group update (Andrew Bakos)

6.1. Background provided on the intention of what this working group is aiming to achieve.

6.2. No further updates at this time.

7. Diamond Creek to Greensborough Trail Extension project update (Chair)

7.1. Council has committed to undertaking a feasibility assessment on the Maroondah Aqueduct Trail Extension which considers a potential connection of the Diamond Creek Trail and Plenty River Trail.

7.2. A specification is being prepared to appoint a consultant to undertake the feasibility assessment. The consultant will be responsible for working with relevant authorities and key stakeholders—including Melbourne Water, the Department of Transport and Planning.

7.3. It is expected that the consultant will be appointed early in the new year.

- 7.4. Chair advised that discussions have been had with Vicky Ward MP who has made it clear that there would be no funding made available to construct, if the trail is not shared use and unable to be utilised by all cohorts of the community.
- 7.5. Andrew Bakos raised the opportunity to utilise land that was held for the proposed Eltham hospital site.
- 7.6. Chair added that it is unlikely for any funding to be attribute to the Hospital project in the near future.
- 7.7. Andrew Bakos re raised gates on private property that is restricting access to the Plenty River Trail.
- 7.8. Chair advised that this will captured as part of the feasible study.
 - 7.8.1. This opportunity will included in the RFQ specifications for this assessment.
- 7.9. Andrew Bakos re raised the matter of gates restricting access at 208 Plenty River Drive, Greensborough (Melbourne Water site), and questioned whether there is an opportunity to request Melbourne Water provide community access to provide a trail connection between Sugar Gum Boulevard and Plenty River Drive.
- 7.10. RECOMMENDATION from RTAC to Council (through the Chair) to seek approval from Melbourne Water to provide public access to this area (removal of gate). The Chair and Deputy chair will consider this recommendation and action accordingly.

8. Capital Works Updates (Chris)

- 8.1. Four new bench seats have been installed along the Aquaduct Trail between Godber Street Diamond Creek and Main Road, Eltham.
 - 8.1.1. These were installed on the back of requests from U3A and a local resident, to service older adult walkers to provide rest spots and regular intervals.
- 8.2. Update provided regarding the trail upgrade works occur along the Diamond Creek Trail at Eltham Rugby Field.
 - 8.2.1. Works are scheduled to commence late January.
 - 8.2.2. Discussion around optimal detours whilst works are in progress.
 - 8.2.3. Discussion around future opportunities for new bridge to cross Diamond Creek in this precinct.
 - 8.2.4. Chair advised that there is upcoming funding opportunities for sustainable travel projects.

9. Other business

- 9.1. Andrew Bakos raised the Hurstbridge Rail Corridor Active Transport and Open Space Feasibility Study (Banyule City Council). Refer to attachment 1
- 9.2. Bill Penrose requested a status update on Council's Trail Action Plan.

9.3. The Trail Action Plan (2021) is used to guide priorities for Trail Upgrade projects, funded through Council's Capital Works Plan.

9.3.1. A status on project statuses will be provided at a future RTAC meeting.

9.4. Bill Penrose referred to three documents previously shared with RTAC.

9.4.1. 'Maroondah Aqueduct Trail Master Plan' (Nillumbik Shire Council),

9.4.2. 'The case of the Maroondah Aqueduct Trail-July 2025' (Bend of Islands Conservation Association - Trails Sub-committee),

9.4.3. 'Maroondah Pipeline and Aqueduct Masterplan Final Summary Report' - September 2025 (Bend of Islands Conservation Association - Trails Sub-committee).

9.4.4. Bill proposed that RTAC commit time to determine a collective position on the preferred route of the Maroondah Aqueduct Trail extension (Kangaroo Ground to Yarra Glen), priority two project of the Northern Regional Trails Strategy 2022.

9.4.5. Andrew Chau reminded the group that this matter was discussed last meeting, and that this is not a short/medium term project and that the focus of the RTAC's time may be better spent on the current extension project (Greensborough to Diamond Creek).

9.4.6. Andrew McMahon advised that he was on the Bend of Islands Conservation Association - Trails Sub-committee who developed the two documents produced by Bend of Islands Conservation Association - Trails Sub-committee.

9.4.7. Chair- At this stage there is no funding likely available for this project.

9.4.8. Chair put Bill's proposal (9.3.4) to a vote:

2 For, 3 Against.

9.4.9. Chair: ACTION: Consideration will be given to the proposal, based on decision making/trigger points for 'active' projects to help determine whether the project timeline is within a reasonable timeframe.

9.4.10. An update on this matter will be provided in the next RTAC meeting.

10. Meeting close

10.1.1. The next RTAC meeting will 25 February 2026.

10.1.2. Meeting closed at 8:24pm.

Inclusion and Access Advisory Committee

Minutes



Date:	12 December 2025
Time:	10.00am – 12.00pm
Venue:	Mummery Room, Edendale Farm, 30 Gastons Road, Eltham
Chair:	Cr Perkins
Minute Taker:	Julie-Anne Grech, Business and Program Support Officer
Committee Members:	Michelle Molinaro, Jade McAlear, Gina Lloyd-Thomas, Linda Kelly, Naomi Bishop, Seane Cumming (Different Journeys), Brandi Rutherford (Araluen) and Debbie Anderson (Brotherhood of St. Lawrence)
Other:	Narelle Hart (Manager Community Programs), Angela Lampard (Disability, Inclusion and Volunteer Coordinator), Nazish Khan (Disability Inclusion Officer), Kate Jewell (Coordinator Strategic Planning), Richard Rowe (Coordinator Edendale Community Environment Farm), Jo Skuse (Visitor, Safety and Volunteer Officer), Julie-Anne Grech (Business and Program Support Officer) and Karen McAlear (Carer)
Apologies:	Cr Joy, Aaron Williams (Brotherhood of St Lawrence), Kirsten Bate, Jenny Johnsen, Brendan Dozzi, Courtney Walsh (St John of God), Chantel Blitenthal (Yarra Plenty Regional Library) and Silvana Scibilia

Order of business

1. Welcome

2. Acknowledgement of Country

Acknowledgement of Country was read by Cr Perkins

3. Apologies

4. Conflict of Interest and Informal Meetings of Councillors Record

Nil

5. Minutes of previous meeting

That the minutes of the meeting held 24 October 2025 are confirmed as a true and accurate record of the meeting.

Moved: Seane Cumming

Seconded: Linda Kelly

Carried

Inclusion and Access Advisory Committee

Minutes



6. Outstanding Action Items

Nil

7. Dependent Person's Unit (DPU)/Small Second Dwelling, presentation by Council's Coordinator Strategic Planning (who also has qualifications in Statutory Planning), Kate Jewell

Nillumbik Shire Council's Coordinator of Strategic Planning provided the Committee with an overview of Small Second Dwellings (SSD); definitions and key components of planning and applying for an SSD within the Nillumbik area. These included:

- Definitions of an SSD, most importantly a building with a gross floor area of 60 square metres (including eaves and verandas)
- Requirements of Planning and Building permits including overlays which trigger a permit requirement
- Details pertaining to inclusions, designs and must haves such as parking, garden areas, subdivision and compliance with other planning schemes i.e. bushfire and flood
- How to apply / enquire about an SSD

Lived experiences raised several issues for Committee members throughout the presentation. These included:

- The upgrade of systems i.e. septic and the cost involved for potentially one toilet
- Miscommunication / contradictory concerns between client, builder and Planning Officer – issues of clarity
- Consideration of Human Rights pertaining to persons with disability in the Planning and Building process
- The need for an SSD to cater for an overnight carer i.e. a larger SSD than 60 square metres to provide a second bedroom and to comply with the work health and safety of carers and occupants
- The need for empathy and understanding throughout the planning and building process from Planning Officers – personal journey's have had a very high negative emotional impact
- The need for support from not only the Planning Team but also the Environmental and Disability Inclusion Teams during the planning process

Coordinator of Strategic Planning supported:

- Preapplication meetings: Families providing as much information as possible about the needs of the potential occupant of the SSD to the Planning Officer in the first instance to assist with decisions made during the process
- Additional training/support for Planning Teams to foster understanding and empathy for people with disability, families and carers
- The development of a Council run service, similar to the Business Concierge, that supports families applying for an SSD. Assistance regarding all areas of planning, requirements, next steps etc. Advertising this new service so families know it is available

Inclusion and Access Advisory Committee

Minutes



- Tracking SSD numbers built outside the original scope of 60 square meters that support people with a disability. Figures over time should increase with increasing support

Recommendation:

Council to investigate and report back to the IAAC our unanimous recommendation to provide a Disability Concierge System for new planning applications and enquiries in a similar way a Business Concierge is currently provided to support planning applications or enquiries for the Business community.

Moved: **Michelle Molinaro**

Seconded: **Linda Kelly**

8. Edendale overview, presentation by Council's Coordinator, Edendale Community Environment Farm, Richard Rowe and Edendale's Visitor, Safety & Volunteer Officer, Jo Skuse

The Coordinator of the Edendale Community Environment Farm highlighted the physical aspects, online supports and ethos of the farm including:

- Core infrastructure and plans for improvement
- Community connectivity to the farm; its programs, the environment and the animals. A welcoming, sensory, tactile and safe space that is becoming a sought-after space for visitors and events
- Website provides a quick link to the 'Accessibility' page: description of facilities and maps of the Farm which can be downloaded to provide the visitor with path options, available ramp locations, easier to navigate paths/surfaces and quiet spaces
- Visual stories to help plan before arrival
- Audio guide which will soon include different language options
- Collected stories outlining visitor experiences

The online digital concierge in partnership with Cergé was highlighted. This partnership provides visitors with information and resources to help plan their visit to Edendale and maximise the experience. A Cergé phone app is also available, aimed to specifically support people with a disability, parents, carers and support workers. Please refer to the website for further information: [Accessibility - Edendale Community Environment Farm](#)

Edendale Farm is excited to also be working on Auslan signage and Communication Boards. It is designed to be an educational tool for all visitors but will be of particular benefit to people who are non-verbal and/or deaf.

Edendale's Visitor Safety and Volunteer Officer provided the Committee with an overview about the Edendale Volunteer Program. Edendale Farm currently coordinates over 100 volunteers spread over 6 or 7 different volunteer roles including animal, nursery and grounds and gardens chores. The Farm has created more opportunities for people with disability by creating more personalised roles, with greater flexibility. Tailored roles also consider adjustments based on conditions of the day i.e. a busy day might mean adjusting tasks based on the noise factor.

Volunteers and work experience students with a disability usually attend with a support

Page 3 of 4

Inclusion and Access Advisory Committee

Minutes



worker. Edendale has established strong partnerships with local support organisations and support workers to help them understand the safety and risk issues/protocols on a working farm.

Materials/instructions have been produced in easy-to-read formats, including pictures to help volunteers and work experience students perform their role. A take home pack reminds volunteers/work experience students what they need to do, tasks they need to complete, what to bring, safety, safe work instructions, how to work the radio etc. Each support worker also goes through a full induction including safety. Students can keep information sheets to assist and remind them of what they need to do; the idea is to have the work experience student take the lead rather than the support worker. Work experience participants receive a certificate at the end of their program and if there is availability, can transition into a volunteer role.

Action: Committee members invited to provide any feedback to enhance the visitor experience at Edendale

9. Other Business:

Nil.

10. Meeting closed: 12.00pm

11. Next meeting: 10.00am – 12.00pm; Friday 27 February 2026 – Council Chamber, Nillumbik Shire Council, Civic Drive, Greensborough

Youth Council Meeting

Minutes



Date:	Monday 2 February 2026
Time:	4.30pm – 6.30pm
Venue:	Nillumbik Youth Hub
Chair:	Tahlia Edmonds
Minute Taker:	Yasmin Green
Committee Members:	Alexandra Laidlaw, Ang Gartland, Anushka Gupta, Eleanor Risley, Gianna Andreoli, Rose Jarvis, Samuel Lochner, Tahlia Edmonds
Councillor Representative	Cr Grant Brooker
Other:	Frances Biggar, Nichole Johnson, Yasmin Green, Krystle Kalomakaefu, Jim Connor, David Taylor, Bianca Manfre
Apologies:	Cr Kate McKay, Jessica Brown, Lucas Fox, Aashini Rastogi, Kris van de Kamp, Corrienne Nichols,

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**

Alexandra provided an acknowledgement of Country:

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 honour 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. **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.

Nil conflicts declared.

4. Minutes of previous meeting

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

Minutes moved by: Alexandra

Minutes seconded by: Anushka

5. Outstanding Action Items

Nil

6. Item of business 1: Presentation – Eltham District Historical Society (40 minutes) 4:40pm

Jim Connor, President Eltham District Historical Society

David Taylor, Executive Committee Member Eltham District Historical Society

Jim accompanied by David shared a presentation on the history of Eltham and Nillumbik Shire. Jim introduced himself as a former Councillor and spoke about the importance of connection between council and community, specifically the important role that the Youth Council, and young people can play in shaping their community.

The presentation explored Eltham's history as an early meeting place for the Wurundjeri people, the arrival European settlers, and the development of Eltham as a village in the 1850s. Jim discussed how early communities connected through churches and sporting activities, which served as early forms of 'social media', and explained how early road infrastructure and subdivision shaped the area.

A range of historical photos, maps and aerial images were shared, showing how Eltham had changed over time, including open spaces, buildings and environmental features. The group were able to recognise familiar spaces and places in the images. Jim discussed examples of how the community has worked to protect and enhance local heritage.

The presentation finished with a brief overview of the 1994 council amalgamations that formed Nillumbik Shire (formally the Shire of Eltham and Diamond Valley Shire).

[Eltham District Historical Society Inc. | Our Society encourages interest in and the sharing of stories about the local history of the Eltham district in Victoria, Australia](#)

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

The icebreaker of the meeting is: Pride trivia

Frances facilitated Pride trivia activity with Youth Councillors working in small teams to answer questions.

Alexandra and Giana were the winners with 9 out of 15 answers correct - woo!

BREAK (5 minutes) 5:20pm**8. Item of business 2: Northern Business Achievement Awards 5:25pm**

Bianca Manfre, Economic Development and Tourism Project Officer

Bianca provided an overview of the Young Business Achiever category of the 2026 Northern Business Achievement Awards. The Awards recognise outstanding businesses across Melbourne's northern councils, including a Young Business Achiever award for individuals under 30 years of age who are part of an innovative business or demonstrate leadership and inspiration.

Youth Council was invited to provide input on potential nominations and effective ways to promote the opportunity to young people across the Shire.

Group discussed promotion opportunities and suggested the following:

- Sharing through schools and existing youth and business networks
- Promoting awards through local community and business social media groups (Facebook and Instagram – using advertising and boosts to increase reach)
- Consider sharing information about awards and previous award winners using engaging visual content.

Nominations are now open and will close on 2 March 2026.

<https://www.nillumbik.vic.gov.au/Business/Marketing-support/Northern-Business-Achievement-Awards>

Item of business 3: Youth Summit planning updates (15 minutes) 5:40pm

Frances Biggar, Youth Development Officer

Frances recapped discussions from previous planning session and confirmed notes (via presentation - attached) aligned with the group's intentions, particularly table topics and their alignment to new Youth Priorities. Group clarified that the topic of 'Youth Voices' relates to leadership, speaking out and participation in youth-related issues.

Group discussed opportunities for Council to seek feedback from Summit participants. Suggested topics include Youth Hub, Council's communications and advocacy priorities and environmental issues. Frances asked the group to consider any individuals and/or groups that should be contacted to provide input. Tahlia indicated that she would give this further thought and follow up where required. The group was encouraged to continue developing ideas and provide additional details at the next meeting.

Frances acknowledged that Project Rockit had been identified as a potential keynote speaker for the Summit and sought feedback from the group on speech themes. Group agreed that "Passion to Purpose" would best fit intention of Summit.

Warm-ups and lunchtime activities were confirmed and finalised (sadly without including a bouncy castle).

Frances will reach out to schools to support Youth Council members who will require the day off school.

[Project Rockit | KEYNOTES](#)

9. Item of business 4: Youth Development updates (5 minutes) 5:55pm

Krystle Kalomakaefu, Team Leader Youth Development

Attachment 1. Advisory Committee meeting Minutes reported 24 February 2026

- The Youth, Social Planning and Equity Team welcomes Patrick as the new Youth Hub Engagement Officer
- New programs will be running in Term 1
 - Art Club – Tuesday 2.00pm-3.30pm (18-25 years) and Tuesday 4.00pm-5.30pm (12-17-years)
 - Boardmasters (boardgames) – Wednesday 3.30 – 5.30pm (alternating age groups [week 1: 12 – 17 year olds; week 2: 18 – 25 year olds)

Flyers attached

- Midsumma Pride March – What a great day! Those that attended reported having a fantastic day, lots of fun and the event fostered a great sense of belonging.
- Nillumbik Community Fund – the fund offers grants of up to \$5000 to community groups, organisations and clubs to deliver community-led local initiatives. People who live, work, study, volunteer or play in Nillumbik are eligible to apply.

Nillumbik Community Fund - Nillumbik Shire Council

- Nillumbik Community Awards now open for nominations – encouraged group to nominate someone they know or consider nominating each other.

Nillumbik Community Awards - Nillumbik Shire Council**Item of business 4: Council Meetings (5 minutes) 6:00pm**

Cr Grant Brooker

Upcoming Council Briefings, Meetings and PCC speaking opportunities.

- Suggested Recreation and Leisure present about the BMX park project at Youth Summit
- Council meetings have not resumed for 2026.

10. Other Business (2 minutes) 6:05pm

- The group discussed the option of moving the meeting back to 5pm and agreed to trial this at the next meeting.

11. Next meeting date and location

Youth Council Advisory Committee Meeting Monday 2 March 2026, 5.00pm – 6:30pm at Nillumbik Youth Hub – 32-34 Elizabeth Street, Diamond Creek.

Financial Report

31 December 2025



Financial Report - 31 December 2025

Contents

Financial Statements

1. Income Statement	3
2. Balance Sheet	4
3. Statement of Cash Flows	5

Detailed Analysis

1. Income Statement Variance Analysis	6
2. Statement of Capital Works	8
3. Treasury	9
4. Rates Analysis	10
5. Grant Activity	11
6. Defined Benefit Superannuation Update	12

Financial Report - 31 December 2025

Income Statement

For the financial year to date 31 December 2025

	YTD Budget \$'000	YTD Actuals \$'000	YTD Variance Fav / (Unfav) \$'000	Annual Budget \$'000
Income				
Rates	66,886	66,997	111	0.17
Waste management charge	15,657	15,735	78	0.50
Government grants-recurrent	2,348	2,368	20	0.85
Government grants-non-recurrent	7,215	8,145	930	12.89
User charges	8,034	7,955	(79)	(0.98)
Statutory fees and fines	1,016	1,105	89	8.75
Reimbursements	57	73	16	28.79
Interest income	470	485	15	3.20
Capital contributions	-	50	50	100.00
Other revenue	331	930	599	181.27
Contributions	102	149	47	46.03
Total income	102,117	103,993	1,876	1.84
Expenses				
Employee benefits	21,777	21,183	593	2.72
External contracts	12,769	13,251	(481)	(3.77)
Materials and related costs	8,361	8,409	(47)	(0.56)
Other expenditure	3,674	3,766	(93)	(2.52)
Interest expenditure	337	337	-	-
Financial year projects allocation	659	707	(48)	(7.28)
Total expenses	47,577	47,653	(76)	(0.16)
Earnings before Depreciation	54,540	56,340	1,801	3.30
Depreciation	7,177	7,177	-	-
Net Surplus	47,363	49,163	1,801	3.80
				18,574

Financial Report - 31 December 2025

Balance Sheet

For the financial year to date 31 December 2025

	31-Dec-25 \$'000	30-Jun-25 \$'000
ASSETS		
Current assets		
Cash assets	24,984	29,681
Other Financial Assets	5,700	9,000
Receivables	61,213	16,009
Accrued income	1,346	2,248
Prepayments	222	1,435
Inventories	11	31
Total current assets	93,477	58,404
Non-current assets		
Investments in associates	1,726	1,726
Other Financial Assets	5	5
Property, infrastructure, plant & equipment		
At cost	1,365,443	1,365,503
Accumulated depreciation	(357,233)	(350,056)
Work in progress	27,380	12,589
Right of use assets	714	714
Total non-current assets	1,038,035	1,030,481
TOTAL ASSETS	1,131,512	1,088,885
LIABILITIES		
Current liabilities		
Creditors	8,651	1,120
Trust funds	2,400	4,534
Prepaid income	695	681
Unearned Income	-	6,645
Accrued expenses	-	4,367
Provisions	8,512	13,968
Borrowings	1,390	2,746
Lease liabilities	299	299
Total current liabilities	21,946	34,360
Non-current liabilities		
Provisions	18,577	12,700
Borrowings	14,320	14,320
Lease liabilities	521	521
Total non-current liabilities	33,419	27,541
TOTAL LIABILITIES	55,365	61,901
NET ASSETS	1,076,148	1,026,984
Presented by:		
Accumulated surplus	406,204	406,204
YTD surplus/(deficit)	49,163	-
Asset revaluation reserve	590,188	590,188
Other reserves	30,592	30,592
TOTAL EQUITY	1,076,148	1,026,984

Financial Report - 31 December 2025

Statement of Cash Flows

For the financial year to date 31 December 2025

	31-Dec-25 YTD \$'000	30-Jun-25 \$'000
Inflows from operating activities		
Rates	42,372	79,393
Statutory fees & fines	1,105	1,928
User charges	7,955	17,158
Grants	4,734	13,240
Contributions	322	1,946
Interest	485	1,869
Other receipts	917	7,652
Total inflows from operating activities	57,890	123,186
Outflows from operating activities		
Payments to suppliers	(24,238)	(64,035)
Payments to employees	(21,183)	(40,788)
Trust	(275)	(89)
Other payments	(3,766)	(8,642)
Total outflows from operating activities	(49,462)	(113,554)
Movement in operating activities	8,427	9,632
Inflows from investing activities		
Proceeds from sale of assets	60	249
Proceeds from investments	3,300	1,000
Outflows from investing activities		
Payments for property, infrastructure, P&E	(14,791)	(17,624)
Payments for investments	-	-
Movement in investing activities	(11,431)	(16,375)
Inflows from financing activities		
Proceeds from borrowings	-	-
Outflows from financing activities		
Repayment of borrowings	(1,356)	(2,617)
Borrowing costs	(337)	(929)
Interest paid - lease liabilities	-	(55)
Repayment of lease liabilities	-	(386)
Movement in financing activities	(1,693)	(3,987)
TOTAL CASH MOVEMENT FOR PERIOD	(4,697)	(10,730)
Opening bank balance	29,681	40,411
Net increase/(decrease) in cash and cash equivalents	(4,697)	(10,730)
CLOSING BANK BALANCE	24,984	29,681

Financial Report - 31 December 2025

1. Income Statement Variance Analysis

a. Operating Income year to date

	YTD Budget \$'000	YTD Actuals \$'000	YTD Variance Fav / (Unfav) \$'000	%	Annual Budget \$'000
Income					
Rates	66,886	66,997	111	0.17	67,693
Waste management charge	15,657	15,735	78	0.50	15,657
Government grants-recurrent	2,348	2,368	20	0.85	5,883
Government grants-non-recurrent	7,215	8,145	930	12.89	18,988
User charges	8,034	7,955	(79)	(0.98)	19,267
Statutory fees and fines	1,016	1,105	89	8.75	2,077
Reimbursements	57	73	16	28.79	57
Interest income	470	485	15	3.20	1,350
Capital contributions	-	50	50	100.00	1,202
Other revenue	331	930	599	181.27	671
Contributions	102	149	47	46.03	104
Total Operating Income	102,117	103,993	1,876	1.84	132,949

Significant variance commentary:

Rates and Waste Management Charge \$189k.

- Reflective of supplementary valuations.

Recurrent Government Grants \$20k.

- Additional funding received from Department of Education \$26k.

Non-Recurrent Government Grants \$930k.

- New funding received from:
 - Department of Jobs, Precincts and Regions \$376k.
 - Cricket Victoria \$27,000.
- Additional funding received from:
 - Department of Energy, Environment and Climate Action \$256k.
 - Department of Infrastructure, Transport, Regional Development, Communications and the Arts \$162k.
 - Department of Government Services \$80k.

User Charges (\$79k).

- Leisure facilities income (\$152k).
- Edendale education program income \$23k.
- Panton Hill Playhouse fee income \$22k.

Statutory Fees and Fines \$89k.

- Council elections non-voter fine income \$120k.
- Planning application fee income (\$51k).
- Building permit application income (\$29k).
- Parking infringement income \$23k.

Capital Contributions \$50k.

- Diamond Valley Archery Club \$36k.

Other Revenue \$599k.

- Leisure facilities 2024-25 return (profit share) \$265k
- Recycling collection - container deposit scheme refunds \$149k.
- Emergency Services Volunteer Fund administration support \$110k.
- Reimbursement for weather events in January and September 2024 \$76k.

Contributions \$47k.

- Developer contributions received for open space \$49k.

Financial Report - 31 December 2025

b. Operating Expenditure year to date

	YTD Budget \$'000	YTD Actuals \$'000	YTD Variance \$'000	%	Annual Budget \$'000
Expenditure					
Employee benefits	21,777	21,183	593	2.72	43,793
External contracts	12,769	13,251	(481)	(3.77)	29,965
Materials and related costs	8,361	8,409	(47)	(0.56)	15,469
Other expenditure	3,674	3,766	(93)	(2.52)	7,706
Interest expenditure	337	337	-	-	800
Financial year projects allocation	659	707	(48)	(7.28)	2,289
Total operating expenditure	47,577	47,653	(76)	(0.16)	100,021

Significant variance commentary:

Employee Benefits \$593k.

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

External Contracts (\$481k).

- External consultants engaged to provide specialised services (\$118k).
- Agency and temporary staff engaged to backfill vacant roles (\$174k).
- Leisure facilities expenditure (\$280k).
- Contractors engaged for provision of mowing services (\$154k).
- Disposal costs for:
 - Recycling \$125k.
 - Organics \$90k.
- Hard waste collection services (\$16k).

Materials and Related Costs (\$47k).

- Specialist legal advice and services (\$183k).
- IT disaster recovery services (\$42k).
- Waste Management inspections \$79k.
- Tipping fees \$40k.
- Telephone expenses \$32k.
- Recycling transportation \$19k.

Other Expenditure (\$93k).

- Emergency Services and Volunteer Fund (ESVF) levy on Council owned properties (\$46k)
- Victorian Electoral Commission compulsory voting enforcement (\$79k).

Financial Year Projects (\$48k).

- Expenditure associated with unbudgeted grant funded programs:
 - Nillumbik deer control (\$90k).
 - Landcare facilitator (\$29k),
- Position vacancies have delayed expenditure on the following projects:
 - Environmental volunteers \$22k.
 - Youth Hub engagement officer \$22k.
 - Road safety strategy \$20k.

Financial Report - 31 December 2025

2. Statement of Capital Works For the financial year to date 31 December 2025

Asset Class	YTD	YTD	YTD	Annual	Budget
	Budget	Actuals	Variance		
	\$'000	\$'000	\$'000	%	\$'000
Bridges	25	22	3	13.47	285
Children's playground equipment	215	214	1	0.65	315
Commercial centres/major streetscapes	338	340	(3)	(0.74)	1,055
Council Office & Equipment	-	-	-	-	-
Digital transformation projects	168	186	(17)	(10.27)	178
Disability access works	-	-	-	-	100
Drainage	1,037	1,044	(7)	(0.66)	1,339
Footpaths	434	438	(5)	(1.06)	847
Landfill closure/regional park	3,268	3,271	(3)	(0.09)	3,473
Major leisure centres & community halls	24	21	3	12.59	100
Other council buildings	1,904	1,931	(27)	(1.42)	7,955
Other infrastructure	4	307	(303)	(7,179.50)	225
Plant & vehicle replacement	541	541	-	-	2,314
Public open space	131	136	(5)	(3.51)	463
Recreation, leisure & community	2,479	2,534	(56)	(2.24)	7,970
Recreation trails	441	443	(2)	(0.52)	5,667
Roads	1,694	1,756	(62)	(3.69)	5,227
Special charge schemes	37	38	(1)	(3.97)	423
Sportsfields & pavilions	610	817	(206)	(33.79)	5,501
Traffic works	646	661	(14)	(2.22)	1,485
Various/miscellaneous capital	-	94	(94)	(100.00)	140
Total	13,996	14,792	(796)	(5.69)	45,063
Renewal	6,130	6,078	52	0.86	11,556
New	1,448	1,540	(92)	(6.36)	9,791
Upgrade	5,383	6,113	(730)	(13.56)	20,129
Expansion	1,035	1,061	(27)	(2.58)	3,588
Total	13,996	14,792	(796)	(5.69)	45,063

Commentary:

The 2025-26 annual capital works program is underway, with a total spend variance of 5.69% percent ahead of budget. This remains within annual budget projections.

Projects currently under construction:

- Hurstbridge Community Shed – Construction of a new community shed with workshop, social space and amenities.
- 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.
- Diamond Creek Dog Park upgrade – Improvements to the existing dog park including shelters, fencing and bins
- Eltham Bowls Club LED Lighting – Construction of new LED lighting to service both bowling greens
- Diamond Creek Outdoor Pool – Plant electrification.

Projects recently completed:

- Youngs Road upgrade - The sealing of Youngs Road, Yarrambat.
- Eltham North preschool improvements – Upgrade works including a new DDA compliant toilet, new children's amenities and a new kitchenette.
- Clarke Avenue Drainage Improvements
- Graham Road Drainage Upgrade – Construction of new drainage infrastructure at the corner of Graham Road and Eltham Yarra Glen Road

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

Financial Report - 31 December 2025

3. Treasury

a. Loans

Financial Institution	Start date	Term (years)	End date	Principal	Interest Rate	Current Balance	
						\$'000	%
NAB	28/06/2007	20	28/06/2027	2,200	6.96%	269	
NAB	27/06/2008	20	27/06/2028	3,647	7.87%	786	
TCV	22/06/2022	7	22/06/2029	7,000	4.42%	3,768	
NAB	10/06/2011	20	10/06/2031	2,120	7.91%	938	
NAB	21/06/2021	10	21/06/2031	3,303	2.03%	1,817	
ANZ	29/06/2012	20	29/06/2032	2,373	5.88%	1,088	
TCV	3/05/2024	10	3/05/2034	8,000	5.13%	7,044	
Total						15,710	

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 \$'000	Maturity Date	Term (days)	Interest Rate %
AMP	Yes	A2	11:00am	3,000			4.25%
CBA		A1+	11:00am	4,000			3.80%
Macquarie		A1	11:00am	2,022			3.90%
BOQ		A2	Term Deposit	500	29/01/2026	120	4.13%
BOQ		A2	Term Deposit	2,000	2/02/2026	62	3.80%
NAB		A1+	Term Deposit	2,000	6/02/2026	60	3.85%
NAB		A1+	Term Deposit	3,500	2/03/2026	91	4.10%
Westpac		A1+	Term Deposit	2,000	3/03/2026	91	4.14%
Westpac		A1+	Term Deposit	5,000	11/06/2026	365	4.17%
Westpac		A1+	Term Deposit	700	11/06/2026	314	4.16%
Total				24,722		Weighted average	4.03%

Financial Institution Rating	Investment \$'000	Portfolio
A1+	17,200	69.57%
A1	2,022	8.18%
A2	5,500	22.25%
Total	24,722	100%

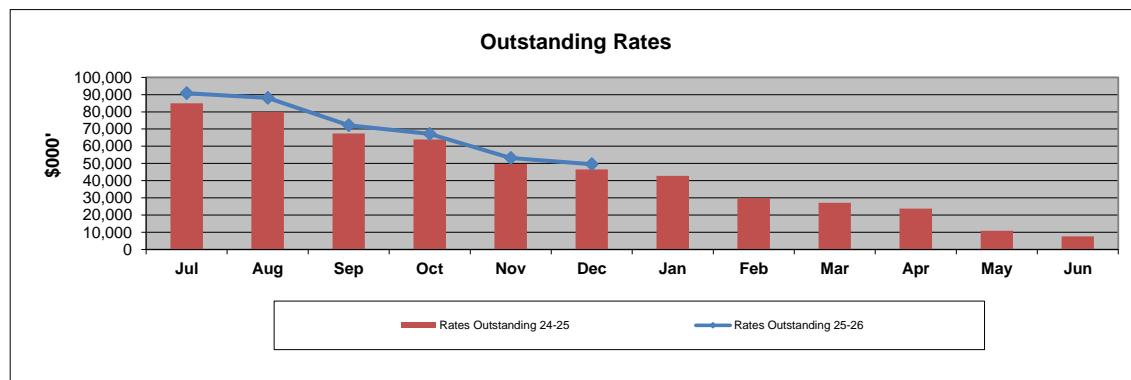
Council's current average rate of return on investments for the 2025-26 financial year is 4.03 percent and is compliant with Council's investment policy.

The portion of investment portfolio currently invested with green institutions is 22.25 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.

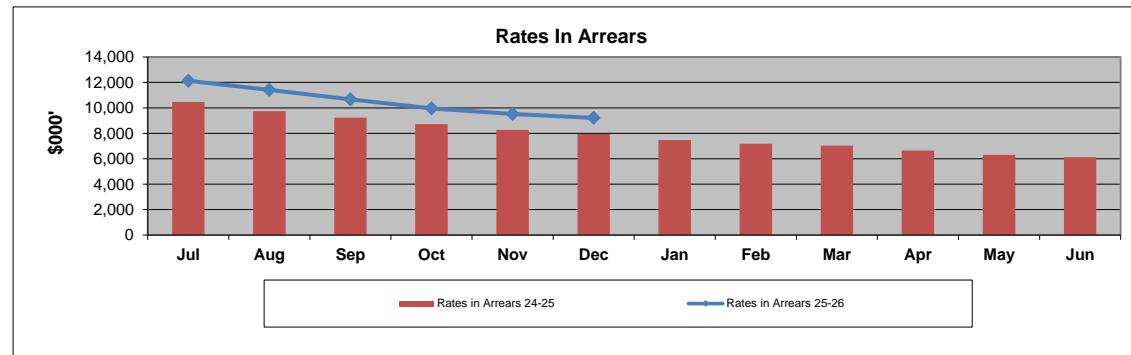
Financial Report - 31 December 2025

4. Rates Analysis

	YTD Actual 31-Dec-24 \$'000	YTD Actual 31-Dec-25 \$'000	Variance \$'000	Variance %
Rates Outstanding	46,557	49,551	(2,994)	(6.43)
Rates in Arrears (prior years)	7,953	9,212	(1,259)	(15.83)



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	46
Rateable properties at 31 December 2025	<u>24,329</u>

Financial Report - 31 December 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 2025 to 31 December 2025.

Project Description	2025-26 Actuals YTD \$'000	Funding Body
Recurrent		
Best Start	69	Department of Education
Childcare Eltham	64	Department of Education, Skills and Employment (Cwlth)
Eltham Childcare rebates	64	Department of Education, Skills and Employment (Cwlth)
Panton Hill Childcare rebates	97	Department of Education, Skills and Employment (Cwlth)
Diamond Creek Neighbourhood House	52	Department of Families, Fairness and Housing
Home & Community Care - transport	58	Department of Health (Cwlth)
Maternal & Child Health universal funding	218	Department of Health (Vic)
Grants Commission - roads	374	Department of Jobs, Precincts and Regions
Grants Commission - general purpose	535	Department of Jobs, Precincts and Regions
Engage program	50	Department of Premier and Cabinet
School Crossing Supervision	387	Department of Transport and Planning
Total Recurrent	1,968	
Non-Recurrent		
Council Plan / Grant Funded Initiatives		
Nillumbik deer control 2025-27	160	Department of Energy, Environment and Climate Action
Emergency Management Officer	80	Department of Government Services
Youth Engagement - Edendale	158	Department of Social Services
Diamond Creek platypus habitat enhancement	150	Melbourne Water
Capital Works		
Eltham Woods Childcare Co-operative	165	Department of Education
Research Preschool renewal	170	Department of Education
Diamond Creek dog park upgrade	150	Department of Energy, Environment and Climate Action
Roads and carpark renewal (Roads To Recovery)	162	Department of Infrastructure, Transport, Regional Development, Communications and the Arts
North East Link tree offset program	195	Department of Transport and Planning
Eltham North Preschool kitchen and bathroom	62	Department of Education
Total Non-Recurrent	1,452	

Financial Report - 31 December 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	112.20%	**		
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 31 December 2025 estimated figure is not yet available from Vision Super.

CM.002/26 Council Plan Quarterly Performance Report - Q2, 2025-2026
Attachment 1. Council Plan Quarterly Performance Report - Q2, 2025-2026

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



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

CM.002/26 Council Plan Quarterly Performance Report - Q2, 2025-2026
Attachment 1. Council Plan Quarterly Performance Report - Q2, 2025-2026

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

CM.002/26 Council Plan Quarterly Performance Report - Q2, 2025-2026
Attachment 1. Council Plan Quarterly Performance Report - Q2, 2025-2026

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

CM.002/26 Council Plan Quarterly Performance Report - Q2, 2025-2026
Attachment 1. Council Plan Quarterly Performance Report - Q2, 2025-2026

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

CM.002/26 **Council Plan Quarterly Performance Report - Q2, 2025-2026**
Attachment 1. Council Plan Quarterly Performance Report - Q2, 2025-2026

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

CM.002/26 Council Plan Quarterly Performance Report - Q2, 2025-2026
Attachment 1. Council Plan Quarterly Performance Report - Q2, 2025-2026

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



Nillumbik Shire Council: Quarter 1 and Quarter 2, 2025-2026 Health and Wellbeing Performance Report

Action	Commentary	Status
PRIORITY 1: IMPROVING MENTAL WELLBEING AND SOCIAL CONNECTION		
1.1. Deliver and support programs and initiatives for priority populations including young people, intergenerational groups, people with disability, carers, and families through Council facilities such as Maternal Child Health Centres, the Nillumbik Youth Hub, Living & Learning Nillumbik, Edendale Farm, and Hurstbridge Community Hub, to improve mental wellbeing and foster social connection.	<p>Across the first two quarters, Council delivered a broad range of programs and initiatives supporting children, young people, families, older residents, and people with disability.</p> <p>The Early Years team continued to strengthen outcomes for families facing barriers and Aboriginal and Torres Strait Islander children through accessing Early Start Kindergarten, with 23 families participating in 2025, reflecting increased participation.</p> <p>Disability, Inclusion and Volunteering advanced inclusive practice by exploring new supports for autistic young people and neurodiverse older residents, delivering specialist training workshops for partners and staff, and supporting seven International Day of People with Disability events that engaged thousands of community members. Quarter 2 events included a wheelchair basketball challenge, two major disability arts exhibitions each attracting more than 100 attendees, and a neurodiverse-friendly basketball clinic supporting social connection and confidence-building for young children.</p> <p>Ageing Well delivered extensive services including more than 1,700 community transport trips, over 780 hours of social support, and aged care navigation assistance to more than 100 residents. A wide range of Positive Ageing, health promotion, and social connection programs were delivered, alongside a highly successful Seniors Festival engaging approximately 2,000 older people. Partnerships with community organisations strengthened program reach and impact.</p> <p>Living & Learning Nillumbik delivered 162 lifelong learning programs across the two quarters, fostering mental wellbeing, creativity, and social connection, with strong participation in Arts for Health and Art for Kids programs.</p> <p>Youth Development facilitated weekly drop-in programs, school holiday activities, outreach sessions, Responsible Serving of Alcohol (RSA) training, and youth-led arts and culture initiatives, resulting in strong engagement across both quarters. The team recorded over 358 community outreach engagements, and support for partner youth programs further strengthened opportunities for young people and their families.</p> <p>Community Development delivered training, community grants, networking opportunities and completed the leadership development program, supporting local groups and emerging leaders to build capacity and strengthen community connection.</p> <p>The Maternal Child Health Service continued to support families through New Parent Groups, Enhanced MCH support, Sleep and Settling assistance, key health screenings, and Supported Playgroup, alongside mentoring and inclusive playgroup initiatives to strengthen early development and family wellbeing. In Quarter 2, 153 maternal health and wellbeing screens were completed to identify postnatal mental health risks.</p>	On Track
1.2. 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.	Inclusive, co-designed initiatives with LGBTIQA+ young people continued through monthly Rainbow Group sessions and a Wear It Purple event in Quarter 1. In Quarter 2, further engagement included consultations with three high-school Rainbow groups (42 young people) and local LGBTIQA+ community members, which highlighted a preference for larger one-off events over ongoing groups. Insights from this engagement will inform a revised approach to supporting LGBTIQA+ young people through the Youth Hub and across the municipality.	On Track



Action	Commentary	Status
1.3. Deliver arts and cultural events with local artists that align with Council's health and wellbeing priorities, promoting social connection and engagement.	<p>Across Quarter 1 and Quarter 2, Council continued to deliver a diverse program of arts and cultural initiatives that strengthen social connection, community engagement, and alignment with the Health and Wellbeing Plan. The Eltham Library Community Gallery program, including exhibitions such as <i>Felix Borsari in Conversation</i>, further expanded opportunities for cultural engagement, while the ongoing display of collection items across the Shire continued to embed art into everyday community life.</p> <p>The Nillumbik Artist in Residence Program remained a key platform for community participation, offering accessible public programs and supporting four local artists across both quarters. Delivery of the 2026 Nillumbik Prize for Contemporary Writing progressed through planning, workshops, shortlist announcements and judging, supporting 16 literary artists and fostering community involvement ahead of the May 2026 awards ceremony.</p> <p>Preparations for the 2026 Nillumbik Summer Sounds program advanced significantly, with artist selection, promotion and ticket sales. The program will provide accessible, family friendly live music events in February 2026 and continues to support local performers.</p> <p>Council continues to support arts and cultural initiatives through the Creative Infrastructure Framework.</p>	On Track
1.4. Deliver internal initiatives that reduce stigma, build staff capability, and increase access to mental health support and training.	<p>A broad program of initiatives was delivered to reduce stigma, build workforce capability and improve access to mental health and wellbeing supports.</p> <p>Staff participated in a Mental Health Crisis Workshop focused on psychosis, intoxication and managing aggressive behaviours. Awareness and capability-building sessions included a menopause awareness workshop with 39 attendees, Women's Health Week information and resources, R U OK Day promotion, and Bring Your Dog to Work Day events across Civic Drive and the Operations Centre.</p> <p>Mental health and inclusion efforts expanded with 15 employees accredited in Mental Health First Aid and several targeted training sessions for leaders, including Managing Injured Workers, Return to Work Coordination, and Managing Occupational Violence and Aggression. Key whole of organisation offerings included World Mental Health Day (49 attendees) and Intersex Awareness Day documentary screening (14 attendees). Additional capability-building programs covered Disability Awareness (65 attendees) and Sexual Harassment & Active Bystander training (143 total attendees across sessions).</p>	On Track
1.5. Identify and build the capacity of emerging leaders from underrepresented communities to strengthen civic participation and community leadership.	<p>The Community Development team delivered the 2025 Nillumbik Leaders Program to identify and build the capacity of emerging leaders from diverse backgrounds, strengthening civic participation and community leadership across Nillumbik. Fortnightly sessions were delivered from August to November 2025 at Hurstbridge Community Hub. The program engaged 13 participants of varied ages, cultures, genders and abilities, supporting inclusive leadership development. Participant feedback demonstrated strong outcomes, with increased skills, knowledge and confidence reported across communication, conflict resolution, project planning, cultural awareness and understanding of local government processes. The program fostered a resilient and connected cohort, supporting mental wellbeing through safe, supportive learning environments and empowering individuals to contribute meaningfully to a healthy, inclusive and engaged community.</p>	On Track
1.6. Facilitate Place and Festive Grants to support community-led projects and events that promote social connection and activate public spaces.	<p>The Festive Grants Program received 14 applications in Quarter 1, with 12 projects funded and delivered in December. The rolling Place Activation Grants funded four projects in Quarter 1, supporting community events and equipment to activate public spaces. In Quarter 2, an additional 4 Place Grant applications were received and are currently under assessment.</p>	On Track



Action	Commentary	Status
1.7. Deliver programs and community education campaigns that promote sustainable living, improve energy literacy, and strengthen local leadership and emergency preparedness, including inclusive resources for people with disability and carers to ensure equitable access to vital information.	<p>In Quarter 1, 33 community events were delivered, including 19 focused on sustainable living and energy literacy, six on biodiversity and nature connection, and eight on land management, with 187 recorded attendees. In Quarter 2, a further 18 workshops with 284 attendees were delivered on sustainable living and energy literacy.</p> <p>Disability-inclusive communication and preparedness resources were strengthened. Three Disability Inclusion e-newsletters were distributed to 392 subscribers, sharing tailored information to support people with disability and carers in emergency preparedness. Development of a Disability Service Guide also progressed, aimed at improving access to local services and essential information for people with disability, their families, and support workers. E-newsletters were distributed to 392 subscribers, sharing tailored information to support people with disability and carers in emergency preparedness. Development of a Disability Service Guide also progressed, aimed at improving access to local services and essential information for people with disability, their families, and support workers.</p>	On Track
1.8. Implement the Internal Volunteer Framework to reduce barriers to participation, strengthen the capability of volunteer managers, and provide inclusive, meaningful volunteering opportunities.	<p>Updates were made to key volunteer documents and processes, with work commencing on an Easy English Volunteer Handbook to improve accessibility. Ongoing support was provided to Volunteer Managers on compliance and use of the Volunteer Management System, and 22 new volunteers were onboarded across key programs. Council continued advocating for system improvements and supported new Volunteer Managers through recruitment and onboarding. The Volunteer Working Group met bi-monthly, focusing on the rollout of new Child Safety and Reportable Conduct training. Support was also provided to expand the Volunteer Recognition Program across nine programs. International Volunteer Managers Day was celebrated, recognising 12 Volunteer Managers who support more than 330 volunteers.</p>	On Track
PRIORITY 2: PREVENTING DISCRIMINATION AND VIOLENCE		
2.1. Support Early Years Services to implement Gender Equity Policies and deliver Reconciliation and Cultural Connection workshops that build cultural safety and integrate Aboriginal and Torres Strait Islander culture into practice.	<p>The early years team continued supporting services to embed gender equity and strengthen culturally safe practice. The Gender Equity online community of practice on Loomio remained a key platform for educators to access current resources and guidance.</p> <p>A Reconciliation and Cultural Connection workshop was delivered in partnership with Victorian Aboriginal Education Association Inc (VAEAI), with 25 educators attending. Opportunities to further build on these sessions are being explored. Updated information and resources continue to be shared via the Loomio communities of practice for both Gender Equity and Reconciliation and Cultural Connection, helping services integrate Aboriginal and Torres Strait Islander culture into everyday practice.</p> <p>During the 16 Days of Activism campaign, Council playhouses participated by wearing orange and promoting campaign messages to families, reinforcing their commitment to gender equity and safe, and inclusive environments for children and educators.</p>	On Track
2.2. Build partnerships with the Wurundjeri Woi Wurrung Cultural Heritage Aboriginal Corporation to co-develop culturally owned, co-branded education resources for schools	<p>Draft lesson plans have been developed by Edendale staff and sent to the Wurundjeri Education Team for input. The Wurundjeri Education team's visit to Edendale has been postponed, at their request, to the January-March quarter to support ongoing relationship building and future partnership opportunities.</p>	On Track
2.3. Partner with local organisations, businesses, and community members through initiatives such as the 16 Days of Activism and prevention campaigns to raise awareness of respectful relationships and the gendered and intersectional drivers of violence.	<p>Council continued partnering with local organisations and community services to promote respectful relationships and prevent gender-based violence. The Early Years team worked with ParentZone to promote parent information sessions and supported services with resources to help families access appropriate supports.</p>	On Track



Action	Commentary	Status
	<p>Council coordinated the municipality wide 16 Days of Activism campaign in partnership with Aligned Leisure, Yarra Plenty Regional Library, the Department of Education (Respectful Relationships team), healthAbility and Women's Health in the North. Key outcomes included two community and staff Packing Parties, contributing 120 hygiene bags to the Share the Dignity campaign; participation of nine staff in the Melbourne Walk Against Family Violence; and 131 community attendees at the Nillumbik Women in Sport Breakfast. Seven community led prevention initiatives were supported through \$4,980 in grants, and five staff completed Safe & Equal training on responding to disclosures of family violence. Playhouses actively participated by promoting campaign messages, with information also shared through the Gender Equity. Messaging was also shared through the Disability Inclusion enewsletter (392 subscribers). Relevant resources continue to be distributed across Early Years services.</p>	
2.4. Embed LGBTIQA+ inclusion within existing frameworks by recognising dates of significance and supporting staff through inclusive workplace practices	<p>Council continued embedding LGBTIQA+ inclusion within workplace practices and by recognising key dates of significance. Wear It Purple Day was celebrated with staff wearing purple, a trivia event and shared food, attracting more than 20 participants, increasing knowledge and awareness and generating positive feedback.</p> <p>The Gender Affirmation Policy was developed to support new Gender Affirmation Leave under Enterprise Agreement 10, with the draft reviewed by the Gender Equity Lead and Staff Consultative Committee.</p> <p>Council recognised Intersex Awareness Day with an all-staff session featuring an in-person screening of <i>You Can't Ask That</i>, facilitated by the Rainbow Working Group with 14 attendees. Awareness was further supported through internal website posts with educational resources.</p> <p>Council also marked Trans Awareness Week and Trans Day of Remembrance by flying the Transgender Flag at Civic Drive and Yarra Plenty Regional Libraries shared a list of available resources with Council staff to support further learning and understanding.</p> <p>World Mental Health Day was acknowledged through an all-staff session, <i>Meaningful Connections Matter</i>, attended by 49 staff.</p>	On Track
2.5. Partner with JobAccess and local NDIS disability employment services to deliver training and build the capacity of local businesses to create inclusive employment pathways	<p>Council continued to strengthen partnerships with JobAccess, disability employment services and Inclusive Employment Australia to support inclusive employment pathways. Two training workshops were delivered by Children and Young People with Disability Australia for Aligned Leisure, Recreation and Leisure staff, and Edendale Farm teams supporting the Accessible Work Experience program, with 33 participants.</p> <p>The Good Access for Good Business guide continued to be promoted, alongside ongoing advice to local businesses on inclusive practices. JobAccess also continued sharing Council employment opportunities on disability employment service job boards.</p> <p>Council engaged with Inclusive Employment Australia to understand its new national model and explore future collaboration with local providers. Disability Awareness Training for Leaders was delivered online in November, facilitated by JobAccess, and attended by 65 leaders. The session was recorded to support ongoing staff capability building.</p>	On Track
2.6. Launch the Hidden Disability Sunflower Campaign and provide tools such as social stories and sensory-friendly options at Council facilities and events to reduce participation barriers.	<p>Council progressed work to reduce participation barriers for people with disability through sensory-friendly initiatives, social stories, and preparation for the Hidden Disability Sunflower Campaign.</p> <p>Social Stories were co-developed for the Youth Hub, Maternal & Child Health Service, Living & Learning Centres and Animal Management services. Collaboration began with Community Safety to develop a Social Story for the 2026 Pet Expo.</p>	On Track



Action	Commentary	Status
	<p>Sensory-friendly Edendale tours continued, providing supported farm experiences for children and young people. A sensory-friendly story time session was also delivered during Children's Week at Edendale Farm</p> <p>Benchmarking work commenced to identify best practice approaches for implementing the Sunflower Campaign locally.</p> <p>Council also provided simplified resources for Accessible Work Experience participants, awarded seven grants for International Day of People with Disability events, and supported the inclusiveness of the Nillumbik Leadership Program.</p> <p>Organisation-wide advice was provided on accessible communication, including for the Pet Expo and Waste Management's new bin tag.</p>	
2.7. Co-facilitate the Banyule Nillumbik Family Violence Network to support collaboration and information sharing across local services and agencies.	<p>Council continued co-facilitating the Banyule Nillumbik Family Violence Network to strengthen collaboration, information sharing and coordinated service responses across the region. The Quarter 1 meeting brought together 21 practitioners from key organisations including the Northern Centre Against Sexual Assault, headspace, Anglicare, Better Place Australia, the Department of Education and The Orange Door. Cross agency updates were shared on emerging trends, service pressures, and referral pathways. The meeting also featured a presentation by Social Security Rights Victoria, enabling practitioners to discuss issues faced by clients navigating Centrelink and social security systems. Feedback was collected to guide future speakers and topics for 2026. The Quarter 2 meeting involved 13 practitioners, with attendance impacted by increased service demand during the festive period. Organisations represented included Gamblers Help, Good Samaritan Inn, West Heidelberg Legal Service and Holstep Health. The focus presentation from Gambler's Health Northern explored the intersection between gambling harm, mental health, family violence, and elder abuse, along with available referral and supports.</p>	On Track
PRIORITY 3: INCREASING ACTIVE LIVING		
3.1. Maximise use of the NARI Park and encourage use by community organisations to support physical activity and community wellbeing.	<p>Council continued delivering Come and Try sessions at NARI Park to promote community use and support health and wellbeing. Regular activities were offered throughout both quarters, providing opportunities for local residents and community organisations to engage with the space. Planning is now underway for a community Come and Try BBQ in Quarter 3 to further raise awareness of available activities and encourage broader participation in the park.</p>	On Track
3.2. Support Aligned Leisure to activate non-traditional and rural spaces to encourage physical activity and wellbeing beyond traditional leisure facilities.	<p>Council continued supporting Aligned Leisure to deliver programs that promote physical activity and wellbeing beyond traditional leisure facilities, particularly in rural and nontraditional community spaces.</p> <p>Activities across both quarters included ongoing delivery of the Street Team program, providing group fitness opportunities directly within Nillumbik's rural communities, with over 1,500 participants.</p> <p>Aligned Leisure also supported schools across the Shire through programs such as Tiger PAW, which engages primary students in physical activity, nutrition education and respectful relationships learning.</p> <p>Community activation remained a strong focus, with participation in a range of local events including R U OK Day activities, NAIDOC Week, World Mental Health Day, 16 Days of Activism, Seniors Month initiatives including a CPR demonstration, and celebrations for Active Movers in the Shire. The Eltham Fun Run and Walk also contributed to community participation with 656 registrations and over \$15,000 in fundraising efforts.</p>	On Track



Action	Commentary	Status
	Seasonal programs were offered for children and families, including Children's Week activities and an open day at Hurstbridge Stadium.	
3.3. Enhance accessibility and inclusion in reserves, play spaces, trails, and open spaces through targeted infrastructure upgrades.	Council progressed targeted infrastructure upgrades to improve accessibility and inclusion across reserves, play spaces, trails, and open spaces. Procurement was finalised for upgrade works along the Diamond Creek Trail near Bridge Street Rugby Field and for the Pitt Street car park upgrade, which will include dedicated accessible parking and improved trail access. Accessibility improvements were delivered at Eltham North Adventure Playground with a sealed surface installed around the cubby to enhance inclusive play. New access paths were also constructed at Eltham Lower Park and Meruka Park, improving movement and connectivity around existing assets.	Complete
3.4. Build the capability of sporting clubs to develop and deliver Fair Access Action Plans that implement Council's Fair Access Policy and improve gender equity in sport.	Council continued building the capability of local sporting clubs to deliver Fair Access Action Plans aligned with the Fair Access Policy. Key resources were developed and made available on Council's website to support clubs in preparing their plans, with additional guidance and examples shared through the monthly club newsletter. Throughout both quarters, Council regularly highlighted clubs demonstrating commitment to gender-equitable practices, helping to promote positive role modelling across the sector. Fair Access principles were further embedded into Council's operational processes through their inclusion in the weighting criteria for preseason and overflow ground allocations. Clubs were assessed against the six Fair Access Policy principles, strengthening expectations around equitable facility use and incentivising continuous improvement.	On Track
3.5. Undertake accessibility audits of bushland reserves and shared trails to identify barriers and improve access for people with disability and older adults - supporting inclusive use of green spaces, enhancing visitor experience, and promoting physical activity, mental wellbeing, and social connection.	Continuing work to implement a grading system for bushland reserves using the Australian Walking Track Grading System, aligning with Parks Victoria, and supporting visitors to better understand the accessibility of each reserve.	On Track
PRIORITY 4: IMPROVING FOOD SYSTEMS		
4.1. Deliver inclusive food and nutrition programs in partnership with local organisations to build cooking skills, encourage healthy eating, and support social connection for young people and older residents	The Ageing Well team and Edendale Community Farm successfully delivered the Nutrition Education Skills Training (NEST) Program in partnership with OzHarvest. Over 5 weeks, 12 older residents participated in interactive sessions where they learned about healthy eating and easy, affordable cooking. Feedback showed participants improved knowledge, skills, and confidence in preparing meals, enhanced their knowledge and attitudes towards healthy eating and increased social connection and a sense of belonging. Post program outcomes included 50% of participants increasing their vegetable consumption, and 83% increasing their fruit consumption. The course was highly successful, providing practical skills and positive wellbeing outcomes in a fun, supportive environment.	Complete
4.2. Strengthen responses to local food insecurity by co-facilitating the Banyule and Nillumbik Emergency and Food Relief Network and partnering with Diamond Valley Community Support.	Regular meetings of the Banyule Nillumbik Emergency Relief Network (BNERN), bring together local relief organisations to strengthen collaboration and share updates on emerging community needs. Services discussed evolving food relief models, funding uncertainty, increasing demand, and shared challenges across the region. Updates included development of a local food relief app by a partner organisation, insights from the National Food Policy Forum (particularly the "dignity model" for food distribution) and information on upcoming Nillumbik Community Fund grants. Agencies also reported rising homelessness, mental health pressures, and heightened demand for Christmas relief. The meetings reinforced the importance of cross sector coordination, providing valuable opportunities for services to exchange	On Track



Action	Commentary	Status
	information, identify partnership opportunities, and strengthen joint efforts to better support vulnerable individuals and families across Banyule and Nillumbik.	
4.3. Introduce the Healthy Eating Choices Traffic Light System in sports settings in partnership with Deakin University and HealthAbility to improve healthy food environments.	Council continues to work with Aligned Leisure (Leisure facilities) and Belgrave Leisure (Golf Course) to work towards implementing the Healthy Choices guidelines. There have been five rounds of data collection completed to date. All sites are showing progress, but the rate of change varies between sites. Diamond Creek Outdoor Pool is now compliant. Data collection for the Deakin research project is currently underway.	On Track
4.4. Scope and research funding opportunities to support the development of a Nillumbik Food Systems Strategy for long-term planning and action.	Applied for funding through the VicHealth Partners in Place Grant to engage an experienced consultant to lead a whole-of-community food systems strategy. The application was strongly supported by local service organisations and groups. Awaiting outcome of application mid-2026.	On Track
PRIORITY 5: REDUCING HARM FROM ALCOHOL, DRUGS, VAPING, TOBACCO, AND GAMBLING		
5.1. Partner with community groups, schools, and local services to raise awareness and reduce harm related to gambling, alcohol, vaping, and drug use, focusing on older adults, young people, and their families.	<p>The Ageing Well team hosted a Health Promotion Morning Tea in October, featuring five community partners who delivered education on alcohol, gambling, and mental health. Twenty-eight participants attended, with evaluations showing highly positive feedback from both attendees and partner organisations. This action is now complete for the Ageing Well team.</p> <p>Youth Development delivered an online gambling harm education session featuring expert information and lived experience, attended by eight local parents, educators, and youth workers. In partnership with young people, the team codesigned 100 gambling profile card kits. These will be distributed to schools next quarter to enhance prevention and early intervention efforts.</p>	On Track
5.2. Implement Council's Prevention of Alcohol Harm and Gambling Harm Action Plans (2024–2025) with VicHealth funding to support education, early intervention, and harm minimisation.	<p>All grant funded deliverables were completed. Alcohol related initiatives strengthened Council's leadership in harm prevention, deepened youth engagement through codesigned events (e.g. Battle of the Bands, Film Festival), school workshops, Youth Summit activities and RSA training, and enhanced partnerships with organisations including the Australian Drug Foundation, Good Sports, YSAS, Victoria Police, Holstep Community Health and neighbouring councils. Sports club participation in the Good Sports program increased, and the codesigned Men's Health and Wellbeing Expo was successfully delivered with 28 participants.</p> <p>Gambling harm prevention work included developing a comprehensive community profile to inform the updated Nillumbik Gambling Harm Minimisation Policy, codesigning a youth gambling harm awareness video and social media campaign and co-designing gambling harm profile cards to be distributed to schools and local services. An education session was also delivered for parents, educators, and staff, featuring lived experience insights. Council contributed to regional advocacy efforts, including the Victorian carded play trial and the EGM Application Improvement Project. Further prevention initiatives are planned for 2026 using remaining grant funds.</p>	On Track
5.3. Review and update Council's internal Smoking, Vaping, Drugs and Alcohol Policy to promote a safe workplace and strengthen access to health and wellbeing supports for staff.	Council progressed the review and update of the internal Smoking, Vaping, Drugs and Alcohol Policy to strengthen workplace safety and improve access to health and wellbeing supports for staff. The policy was presented to the Staff Consultative Committee and OHS Committees, with feedback sought from unions. Initial staff feedback has been supportive, with emphasis on clear safeguards and robust controls. Consultation continues with key stakeholders to refine the policy.	On Track
PRIORITY 6: ADVOCATING FOR IMPROVING ACCESS TO SERVICES, FACILITIES, AND HOUSING		
6.1. Improve local transport infrastructure to support access to services and facilities by delivering upgrades to walking and cycling	Officers have developed a program of works to improve road safety via a funding grant from the State Government. The works include minor intersection upgrades and new pedestrian crossings.	On Track



Action	Commentary	Status
paths, enhancing road safety, and increasing shade and amenity at bus stops	Shade and amenity at bus stops element complete with Nillumbik's 151 urban bus stops (on council roads) inspected. The majority (78%) were assessed as not requiring additional canopy coverage, either due to existing vegetation already or being on track to provide shade, or the presence of permanent shelters for passenger use. A total of 33 bus stops were identified as having the potential to benefit from new canopy shade. Planting is not feasible at 28 of these locations due to factors such as sightline requirements for vehicle safety at intersections, the presence of overhead powerlines, and existing drainage infrastructure in close proximity to the bus stops. The five bus stops identified as needing and being appropriate for planting have been included in the 2025 Street Tree Planting Program.	
6.2. Advocate to state and federal governments for improved public transport services, active transport investment, and road network upgrades to strengthen connectivity, accessibility, and equitable access across the Shire.	Key advocacy priorities include expanding existing bus services to connect Mernda and Hurstbridge Stations and undertaking a bus review to consider services into the rural areas. Upgrading the Diamond Creek Road / Greensborough Bypass roundabout and a significant number of roads in Yarrambat that will be used as 'rat runs' during construction of Yan Yean Road are also key priorities. Investment is also being sought to connect the Diamond Creek Trail to the Plenty River Trail. Fact sheets have been developed for each of these priorities and meetings scheduled with all local MPs.	On Track
6.3. Improve access and inclusion at Council facilities by enhancing digital tools, promoting Changing Places, and ensuring major infrastructure projects are informed by universal design and disability awareness training.	Council progressed several initiatives to enhance accessibility and inclusion across facilities, major projects and digital tools. Nillumbik's first Changing Places facility was officially opened, featuring Australia's first collaboratively created public artwork on a Changing Places building. The facility was promoted through the Disability Inclusion e-newsletter, Council's website, the Inclusion and Access Advisory Committee and the National Changing Places directory. Promotion continues. Staff capability was strengthened through specialist training in accessible design, while ongoing collaboration with Strategic Planning ensured universal design principles were embedded into the Diamond Creek Masterplan. Universal design advice was also provided for the Diamond Creek Dog Park. Council continued expanded access-focused support across multiple projects. This included accessibility design reviews, development of a community event access guide, and access advice for the Eltham Woods redevelopment, Diamond Creek and Hurstbridge dog parks, the Diamond Creek Infrastructure Masterplan, the Operations Centre recycling service, and Hurstbridge Hub improvements. A Disability Concierge service was also introduced to support people with disability and carers through the Planning Application Process.	On Track
6.4. Promote access to diverse housing options by supporting planning and advocacy initiatives that encourage a mix of housing types close to services, transport, and essential infrastructure to meet the needs of the Nillumbik community.	On 30 September 2025, Council adopted part of the Eltham Major Activity Centre (MAC) planning scheme amendments, supporting housing growth within the activity centre - close to schools, shops, transport, and other amenities. Council also adopted the Nillumbik Planning Scheme Review, marking a significant milestone in advancing strategic planning priorities. This enables implementation work to strengthen planning policy and advocacy, ensuring housing aligns with local neighbourhood character. As part of the review submission to the Minister for Planning, Council called for stronger State Government leadership in delivering affordable housing mechanisms. Council submitted Amendment C143nill - Part 1 to the Minister for Planning for approval. When approved, the amendment will support greater housing growth within the Eltham activity centre, close to schools, shops, transport, and other amenities. Council is currently working to progress the Housing Strategy in response to and in line with these planning reforms.	On Track



Action	Commentary	Status
6.5. Support equitable access to Council services and facilities by sharing clear, accessible and inclusive information through multiple formats and platforms that meet the needs of people with different communication preferences and abilities.	Council continues to strengthen accessibility across all communications. All publications and signage requests are checked to ensure accessible font sizes and appropriate colour contrast. Closed captions are included on all social media and website videos, and updated writing guidelines promote clear, user-friendly language. Information is shared through a mix of online and print channels, with large print versions of key documents available on request. Council's website also includes a built-in accessibility audit tool, consistently achieving an accessibility rating above 80%.	On Track

THIS PAGE WAS LEFT INTENTIONALLY BLANK

CM.004/26 Local Government Performance Framework - Mid-year Performance Report - January 2026
Attachment 1. Local Government Performance Framework - Mid-year Performance Report - January 2026

2025-2026 MID-YEAR (JANUARY 2026) LOCAL GOVERNMENT PERFORMANCE REPORTING FRAMEWORK (LGPRF) PERFORMANCE SUMMARY: NILLUMBIK SHIRE COUNCIL

SERVICE AREA	INDICATOR	MEASURE DESCRIPTION	EXPECTED RANGE*	January 2022	July 2022	January 2023	July 2023	January 2024	July 2024	January 2025	July 2025	January 2026	SIMILAR COUNCILS	PERFORMANCE V SIMILAR COUNCILS	PERFORMANCE WITHIN OR EXCEEDING EXPECTED RANGE*	* as defined by the LGPRF guidelines set by the Victorian Govt		
Animal Management	Timeliness	Time taken to action animal management requests	1 to 10 days	2.01 days	1 day	2.2 days	1 day	2 days	1 day	1.5 days	1 day	2 days	2.4 days			Time taken to action animal management requests remains steady. There were 797 animal management requests received in 2025, which on average were responded to within two business days of receipt.		
	Service standard	Animals reclaimed from Council	30% to 90%	92.30%	78.70%	95.23%	81.25%	82.65%	66.82%	65.38%	68.72%	54.71%	39.90%			Of the 106 animals impounded from 1 July 2025 to 31 December 2025, 58 were reclaimed. An increase in surrendered animals to Council has been observed..		
	Service standard	Animals rehomed from Council	20% to 80%	14.41%	7.87%	7.87%	16.80%	16.80%	20.27%	32.69%	83.30%	35.84%	59.80%			Of the 106 animals that were impounded from 1 July 2025 to 31 December 2025, 38 were rehomed. Nillumbik has established multiple agreements with various rescues to ensure many options for rehoming impounded animals.		
	Service cost	Cost of animal management service per population	\$3 to \$40	NM	\$17.30	NM	\$14.25	NM	\$13.71	NM	\$12.77	NM	\$14.95			This measure is only reported on an annual basis. Therefore, results are compared to the most recent figures available, from July 2025		
	Health and Safety	Animal management prosecutions	0 to 200%	NM	100%	NM	100%	NM	0%	NM	0%	100%	65.20%			Nillumbik proceeded with one successful animal management prosecution in 2025. As a result of community education around responsible pet ownership, matters have been resolved without the requirement to refer to court for further prosecution.		
Aquatic Facilities	Service standard	Health inspections of aquatic facilities	1 to 4 inspections	3	2	2	2	2	2	1	2	2	2			Microbiological testing was completed for both Etham Leisure Centre and Diamond Creek Outdoor Pool in November 2025. All samples returned results within acceptable limits, and no issues were identified.		
	Service cost	Cost of aquatic facilities per visit	\$0 to \$30	(\$14.75)	(\$2.82)	(\$8.81)	(\$0.44)	(\$4.15)	\$1.19	\$0.11	\$1.03	\$0.62	\$10.91			Visitation numbers in 2025-2026 to date are strong, with the community responding strongly to the programs and services being provided. This has resulted in a \$212,000 increase in income (5.75%) on the previous year, driven by an increase in health and wellbeing memberships and increased casual attendance and stadium bookings.		
	Utilisation	Number of visits to aquatic facilities per head of municipal population	1 to 10 visits	0.45 visits	5.2 visits	6.75 visits	11.22 visits	6.25 visits	12.47 visits	6.13 visits	12.06 visits	5.92 visits	5.4 visits			Diamond Creek Outdoor Pool is open from November to March only. Due to the school holiday period and warmer weather, recorded visits are higher for July reporting as Jan-March sees higher visitation. The results are on par with previous results which are in line with other council's results.		
Food Safety	Timeliness	Time taken to action food complaints	1 to 10 days	1.7 days	1.68 days	1.78 days	1.93 days	1.31 days	1.78 days	1 day	1 day	1 day	2 days			Council officers maintained the 1 day average for responding to food complaints. This is a full day ahead of similar councils.		
	Service standard	Percentage of required food safety assessments undertaken	50% to 100%	98.82%	98.83%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	92.50%			100% of Class 1 and 2 premises received a food safety assessment in the 2025 reporting period.		
	Service cost	Cost of food safety service per premises	\$300 to \$1,200	\$484.22	\$461.55	\$461.55	\$208.94	\$208.94	\$224.78	\$533.00	\$494.33	\$494.33	\$608.84			The cost of service has remained steady and a final figure will be reported at the end of the financial year when all food safety services have been offered.		
	Health and Safety	Percentage of critical and major non-compliance outcome notifications followed up by Council	60% to 100%	94.40%	94.44%	95.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	88.60%			100% of critical and major non-compliant inspection outcomes were followed up within the reporting period.		
	Health and Safety	Food safety samples	50% to 100%	NM	NM	NM	NM	100.00%	100.00%	100.00%	100.00%	100.00%	105.10%			100% of food samples required for testing and analysis have been collected.		

Service Area	Indicator	Measure Description	Expected Range*	January 2022	July 2022	January 2023	July 2023	January 2024	July 2024	January 2025	July 2025	January 2026	Similar Councils	Performance v Similar Councils	Performance Within or Exceeding Expected Range*	January 2026 Commentary
Governance	Transparency	Council decisions made at meetings closed to the public	0% to 30%	2.80%	2.33%	1.85%	1.98%	1.86%	2.84%	1.43%	0.58%	2.42%	8.80%	✓	✓	Council made 124 resolutions at six Council and five Delegated Committee meetings, of which three resolutions were made in a meeting closed to the public under section 66(2) of the <i>Local Government Act 2020</i> . As required by the Act, the reasons why a meeting was closed to the public are recorded in the public version of the minutes. The three confidential reports considered were all relating to CEO employment matters.
	Consultation and Engagement	Community satisfaction with community consultation and engagement	40 to 70 out of 100	N/A	62.1/100	N/A	69.3/100	N/A	69.0/100	N/A	68.0/100	N/A	68.0/100	✓	✓	This measure is reported on an annual basis only via the Annual Community Survey (figures available in March 2026).
	Attendance	Councillor attendance at Council meetings	80% to 100%	96.10%	95.24%	91.84%	89.29%	100.00%	100.00%	94.29%	96.70%	100.00%	94.30%	✓	✓	There were six Council meetings held and one Extraordinary Council meeting from July to December 2025. There were no apologies recorded throughout the period against a possible 49 attendances.
	Service cost	Cost of elected representation	\$30,000 to \$80,000	\$22,974.43	\$53,468.00	\$24,149.40	\$51,175.19	\$29,976.67	\$60,788.49	\$23,492.66	\$44,449.33	\$31,166.53	\$62,337.06	✓	✓	The cost of governance includes training, conference and seminar costs, travel, mayoral vehicle, mobile, internet, Councillor allowances and other miscellaneous expenditure. Mandatory professional development training as required under the <i>Local Government Act 2020</i> is reflected in these figures, as well as the CEO Employment Matters Committee.
	Satisfaction	Community satisfaction with Council decisions	40 to 70 out of 100	N/A	62.6/100	N/A	67.7/100	N/A	69.0/100	N/A	66.0/100	N/A	66.0/100	✓	✓	This measure is reported on an annual basis only via the Annual Community Survey (figures available in March 2026).
Libraries	Utilisation	Physical library collection usage	4 to 8 items	1.15 items	6.72 items	2.04 items	8.45 items	2.59 items	10.92 items	5.65 items	13.91 items	3.38 items	5.73 items	✗	✗	Loan items have decreased compared to the previous 12 months and also the July 2025 results. This measure is showing a favourable overall upwards trend in loans, with some seasonal fluctuations due to the festive period public holidays and reduced opening hours in December 2025.
	Resource standard	Proportion of library resources less than 5 years old	40% to 90%	42.31%	91.83%	91.46%	91.14%	83.43%	80.52%	87.15%	86.76%	87.91%	61.60%	✓	✓	The percentage of recently purchased items has increased slightly compared to the end of 2024-2025. The result also exceeds Yarra Plenty Regional Library's (YPLR) target of 85%, reflecting robust collection management practices.
	Service cost	Cost of library service per population	\$10 to \$90	\$39.15	\$41.19	\$41.19	\$43.07	\$43.07	\$44.06	\$45.98	\$45.67	\$46.00	\$38.95	✗	✓	Direct costs are apportioned to member Councils by the Library Agreement. Costs are increasing over time due to the general increase of operational costs across the library service.
	Participation	Active library members in municipality	20% to 40%	7.39%	25.24%	13.78%	25.83%	46.20%	45.75%	49.32%	52.47%	51.94%	28.80%	✓	✓	Library membership for Nillumbik has risen by 2.6% compared to the same time in the previous year. The introduction of a membership requirement to use WiFi in our libraries is contributing to this figure, alongside other initiatives to increase membership.
		Library visits per head of population	2 to 6 visits	NM	NM	NM	NM	NM	5.07	2.80	5.32	2.81	3.60	✗	✓	Library visitation decreased marginally compared to the same time last year. This variation reflects seasonal fluctuations associated with festive period public holidays and reduced opening hours in December 2025.

Service Area	Indicator	Measure Description	Expected Range*	January 2022	July 2022	January 2023	July 2023	January 2024	July 2024	January 2025	July 2025	January 2026	Similar Councils	Performance v Similar Councils	Performance Within or Exceeding Expected Range*	January 2026 Commentary
Maternal and Child Health (MCH)	Participation	Participation in 4-week key age and stage visit	90% to 110%	95.78%	98.98%	98.52%	97.02%	98.96%	94.50%	100.85%	97.47%	101.11%	97.30%	✓	✓	The first home visit of a newborn baby is the commencement of the ten Key Age and Stage (KAS) consultations that are performed as regular health checks within the MCH service. The focus of the Key Ages and Stages visits is on early intervention and preventative care.
	Service standard	Infant enrolments in the MCH service	90% to 110%	101.81%	101.87%	101.85%	101.12%	100.76%	100.00%	101.71%	100.78%	100.74%	101.40%	✗	✓	The high-service standard for infant enrolments in the MCH service is measured by the ratio of infants enrolled (from birth notifications received) to the total number of birth notifications received.
	Service cost	Cost of the MCH service	\$50 to \$200	\$78.36	\$73.74	\$73.74	\$72.22	\$72.22	\$70.84	\$70.84	\$68.17	\$68.17	\$93.32	✓	✓	This measure is only captured on an annual basis. The cost of service has remained steady in recent years.
	Participation	Participation in the MCH service	70% to 100%	45.94%	80.08%	70.10%	79.87%	67.74%	77.43%	43.73%	78.37%	67.95%	78.70%	✗	✗	High participation in the MCH service is determined by the ratio of the number of children who attend the service at least once in a year to the total number of children enrolled in the MCH service. There are also a lot of older children who are yet to attend for 2 year old and 3.5 year old Key Ages and Stages visits. These appointments have been limited over the past few months due to service limitations. This indicator reflects the level of engagement and utilisation of the MCH service. There has been a decline in participation. This has been attributed to parents returning to work earlier in the first year following birth.
	Participation	Participation in the MCH service by Aboriginal children	60% to 100%	44.44%	81.63%	71.79%	73.17%	65.79%	87.23%	34.15%	82.14%	74.51%	84.50%	✗	✓	Participation in MCH services by First Nations children has decreased 7.23% in the past 6 months, however, has increased 40.36% from this time last year. With many older ATSI children, there can be in between Key Ages and Stages visits, resulting in varied results. Addressing barriers such as cultural sensitivity, geographic isolation, and historical distrust has improved participation and ensured equitable healthcare for First Nations children.
	Satisfaction	Sealed local road requests per 100km of sealed local roads	10 to 120 requests	96 requests	73.46 requests	32 requests	57.91 requests	25.67 requests	46.11 requests	52.60 requests	32.24 requests	15 requests	59.6 requests	✓	✓	The number of requests related to sealed local roads continues to decrease over time.
Roads	Condition	Sealed local roads maintained to condition standards	80% to 100%	88.07%	95.10%	N/A	95.28%	N/A	95.47%	N/A	77.10%	N/A	95.80%	✗	✗	Of the 487km of sealed local roads in the Shire, approximately 375km are currently maintained within 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 rescaling required based on the audit findings.
	Service cost	Cost of sealed local road reconstruction per square metre	\$24 to \$240	\$177.89	\$132.73	N/A	\$166.73	N/A	\$134.32	N/A	\$126.85	N/A	\$130.99	✓	✓	This measure is only recorded on an annual basis. No road reconstruction works were completed in 2024-2025. Cost includes three road patching rehabilitation jobs.
	Service cost	Cost of sealed local road rescaling per square metre	\$5 to \$40	\$13.47	\$10.70	N/A	\$14.90	N/A	\$14.99	N/A	\$19.24	N/A	\$19.68	✓	✓	This measure is only reported on an annual basis. Costs in 2024-2025 included asphalt and spray seal works. Higher costs arose from using recycled rubber bitumen products.
	Satisfaction	Community satisfaction with sealed local roads	50 to 100 out of 100	NA	60/100	N/A	68.5/100	N/A	66.0/100	N/A	57.0/100	N/A	51.0/100	✓	✓	This measure is reported on an annual basis only via the Annual Community Survey. Satisfaction with sealed local roads decreased by 15.8% in 2024-2025. Road maintenance and repairs rated as the top issue for Community Survey respondents.

Service Area	Indicator	Measure Description	Expected Range*	January 2022	July 2022	January 2023	July 2023	January 2024	July 2024	January 2025	July 2025	January 2026	Similar Councils	Performance v Similar Councils	Performance Within or Exceeding Expected Range*	January 2026 Commentary
Statutory Planning	Timeliness	Time taken to decide planning applications	30 to 110 days	87 days	100 days	105 days	102 days	84 days	91 days	74 days	69 days	64 days	72.5 days	✓	✓	Council is committed to improving decision timeframes. Over the 6 month period, Council has reduced median processing times even though there were several staffing gaps and absences within the team. The team remains focussed on reducing processing times.
	Service standard	Planning applications decided within required timeframes	40% to 100%	65.01%	60.36%	56.90%	55.99%	68.83%	64.02%	70.23%	67.53%	60.96%	69.70%	✗	✓	Over the 6 month period, planning applications decided within the required timeframes has marginally reduced. This is partly attributed to reduced staffing numbers and absences within the team. Council maintains a strong commitment to improving decision making timeframes, whilst recognising that some variability is expected throughout the year.
	Service cost	Cost of statutory planning service per planning application	\$500 to \$4,000	\$2,885.45	\$2,989.05	\$2,989.05	\$2,788.89	\$2,788.89	\$2,590.96	\$2,590.96	\$2,702.67	\$2,702.67	\$3,895.49	✓	✓	This measure is only calculated on an annual basis. The cost of service has remained steady in recent years.
	Decision making	Council planning decisions upheld at VCAT	0% to 100%	73.00%	64.00%	55.00%	46.15%	62.50%	48.75%	25.00%	36.84%	28.57%	59.40%	✗	✓	There were only 7 appeal decisions issued for this period, a substantial reduction compared with 16 appeals in the previous half year, highlighting a marked decrease in matters requiring review. Of the 7 decisions, 2 delegated decisions were upheld and 5 overturned.
Waste management	Service standard	Kerbside collection bins missed per 10,000 households	1 to 20 bins	6.97 bins	6.46 bins	4.13 bins	4.56 bins	3.15 bins	4.11 bins	4.30 bins	3.94 bins	2.70 bins	6.30 bins	✓	✓	The number of bins reported as missed has reduced compared to July-December in previous years. Council continues to work with our service provider to maintain a low number of missed bins.
	Service cost	Cost of kerbside garbage bin collection service per bin	\$44 to \$164	\$46.02	\$103.21	\$49.51	\$96.96	\$45.23	\$91.04	\$47.79	\$94.32	\$53.54	\$144.85	✓	✓	There has been an increase in the direct cost of the service per garbage bin compared to the same time last year, primarily due to the increase in the waste (landfill) levy.
	Service cost	Cost of kerbside recyclables collection service per bin	\$11 to \$86	\$51.18	\$100.35	\$49.41	\$102.52	\$41.00	\$75.85	\$37.07	\$73.58	\$35.67	\$76.81	✓	✓	There has been a decrease in the direct cost of the service per recyclable bin to cover recycling processing costs and lower recycling tonnes. The decrease in processing costs is due to lower contamination and associated penalties, as a result of Council's bin inspection program.
	Waste diversion	Kerbside collection waste diverted from landfill	20% to 60%	75.00%	72.69%	75.00%	72.24%	72.00%	70.61%	71.00%	68.95%	68.93%	49.70%	✓	✓	The diversion rate is lower than the same period the previous year (July-December 2024), due to lower recycling and green waste tonnes, and consistent landfill tonnes. Recycling tonnes have continued to trend downward since 2020-21, with Victoria's container deposit scheme contributing to this since November 2023. Nilumbik waste audits show a third of landfill tonnes on average is food waste needlessly being put in the 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.

Stronger Together: Resilient. Productive. United

2026 National General Assembly Discussion Paper

National Convention Centre Canberra



The Australian Local Government Association (ALGA) is pleased to convene the 32nd National General Assembly of Local Government (NGA), to be held in Canberra in June 2026.

As convenor of the NGA, the ALGA Board warmly invites all councils to send representatives to this important national event.

The NGA is the premier national gathering of local governments. It gives councils a chance to come together, share ideas, debate motions, and strengthen the relationship between local government and the Australian Government.

This discussion paper contains essential information for Australian councils considering submitting motions for debate at the 2026 National General Assembly of Local Government (NGA).

It is recommended that all councils and delegates intending to attend the 2026 NGA familiarise themselves with the guidelines for motions contained in this paper.

KEY DATES

24 October 2025 | Opening of Call for Motions

27 February 2026 | Acceptance of Motions closes

**TO SUBMIT YOUR MOTION
VISIT: ALGA.COM.AU**

ALGA AND THE NGA – WORKING FOR YOU

Established 1947, ALGA is a federation of member state and territory associations. Its mission is to achieve outcomes for local government through advocacy with impact, and maximise the economic, environmental and social wellbeing of councils and our communities.

Since 1994, the NGA has raised the profile of local government on the national stage, showcasing the value of councils and demonstrating – particularly to the Australian Government – the strength and value of working with local government to deliver on national priorities.

Debate on motions was introduced to the NGA as a vehicle for councils from across the nation to canvas ideas. Outcomes of these debates (NGA Resolutions) can be used by councils to inform their own policies and priorities, as well as their advocacy when dealing with federal politicians.

At the same time, they help ALGA and its member state and territory associations gain valuable insight into council priorities, emerging national issues, and the level of need and support for new policy and program initiatives.

Given ALGA's structure, Constitution, and resources, the NGA resolutions do not bind ALGA. However, NGA resolutions are carefully considered by the Board to determine ALGA's policies, priorities and strategies to advance local governments within the national agenda.

This is your NGA, and ALGA is pleased to act as the convenor. ALGA's policies and priorities will continue to be determined by the ALGA Board in the interests of all councils.

We encourage councils to consider the topics and guidance in this paper as you develop your motions.

The ALGA Board thanks all councils for attending the NGA 2026 and those who submit motions for debate.

SUBMITTING MOTIONS

The National General Assembly of Local Government (NGA) gives you and your council an important opportunity to influence the national policy agenda.

The Australian Local Government Association (ALGA) Secretariat has prepared this short discussion paper to help you identify motions that address the NGA 2026 theme of "Stronger Together: Resilient. Productive. United." This theme encourages debate on how councils across Australia can become more resilient, contribute to the nation's productivity agenda, and present a united voice to the federal government on key issues in the national sphere.

We encourage you to read all the sections of the paper. We have included guiding questions to assist in developing your motion, but you do not have to respond to every question. You can address one or more of the issues identified in the discussion paper with your motion.

Your NGA motion should focus on how local governments can work in partnership with the Australian Government to address the challenges our communities face or seize the opportunities that are national priorities.

Each year the Secretariat receives a high volume of motions. Councils are encouraged to submit only their highest-priority motions and ensure it meets the criteria below. Multiple motions on a similar topic may be re-written into a single strategic motion, and councils will be invited by the Secretariat to put their council name to the proposal.

HOW TO SUBMIT

- Each motion requires a contact officer, a clear national objective, a summary of the key arguments in support of the motion, and endorsement of your council.
- You can lodge motions electronically using the online portal available at www.alga.asn.au
- **Motions should be received no later than 11:59 pm AEST on Friday 27 February 2026.**

WHO CAN SUBMIT A MOTION

- Any council that is a financial member of their state or territory local government association can submit a motion.
- We will not accept motions submitted on behalf of external third parties that may seek to use the NGA to apply pressure to Board members or gain national political exposure for positions that are not directly relevant to the work of, or in the national interests of, local government.

CRITERIA FOR MOTIONS

To be eligible for inclusion in the NGA Business Papers, and debate it on the floor of the NGA, you must meet the following criteria:

- Submit a new motion that has not been debated at an NGA in the preceding two years as found in previous business papers on the ALGA website.
- Ensure your motion is relevant to the work of local government across the nation, not focused on a specific location or region, unless the project has national implications.
- Align your motion with the policy objectives of your state and territory local government association.
- Propose a clear action and outcome on a single issue, calling on the Australian Government to take action. Motions covering more than one issue will not be accepted.
- Ensure the motion does not seek to advantage one or a few councils at the expense of others.
- Avoid being prescriptive in directing how the matter should be pursued.

WRITING TIPS

Motions should seek the NGA's support for a particular action or policy change at the federal level which will assist local governments to meet local community needs.

- Start with: "This National General Assembly calls on the Australian Government to...".

Be concise, clearly worded, and unambiguous.

- Use the background section of the form to help delegates understand your issue.
- Keep your motion to 100 words, the national objective to 100 words, and the key arguments to 150 words.

PROCESS OF SELECTION

The ALGA Secretariat will review motions for quality control and consistency with the criteria.

- With the agreement of the relevant council, we may edit motions to ensure consistency.
- If we have any questions about the substance or intent of a motion, we will raise these with the nominated contact officer.
- Where there are multiple motions on a similar issue, the Secretariat may combine them into a single overarching strategic motion and invite the council to attach their name to the strategic motion.
- Motions that reflect existing ALGA policy will be noted in the Business papers—but will not be included for debate, as they have already been covered in existing ALGA advocacy and policy positions.

The ALGA Board provides final decision on which motions are included in the Business paper.

- The ALGA Board and state and territory local government associations will review all submitted motions to determine their eligibility.
- The ALGA Board will consider the importance and relevance of the issue to local government and whether the motions meet all the criteria.
- The ALGA Board will refer any motion primarily concerned with local or state issues to the relevant state or territory local government association and it will not include it in the NGA Business Papers.

WHO WILL SPEAK TO THE MOTION AT NGA?

We expect any council that submits a motion to be present at the National General Assembly to move and speak to the motion. The decision on the speaker is at the discretion of the council.

AFTER THE NGA

The resolutions of the NGA will be referred to the relevant federal Minister as an outcome of the NGA.

Resolutions passed at the NGA do not become binding policy on ALGA, with policy positions to remain at the discretion of the ALGA Board.

All NGA resolutions will be published on www.NGA26.com.au.

As the host of the NGA, ALGA will communicate resolutions to the relevant Australian Government Minister and publish Ministerial responses as they are received on the ALGA website.

OTHER THINGS TO CONSIDER

- It is important to complete the background section of the submission form. Do not assume NGA delegates will know the background of the proposal. This section helps all delegates to understand your motion and informs decision making. Please note, motions should not be prescriptive in directing how the matter should be pursued.
- Keep motions practical, focussed and can be implemented. This ensures that relevant Australian Government Ministers can respond thoughtfully and promptly. Avoid complex motions with multiple points that require cross-portfolio implementation.
- If there are any questions about a motion, ALGA will contact the nominated officer. With the council's agreement, these motions may be edited before being included in the NGA Business Papers.
- Debate will follow the rules published in the Business Papers and will focus on the strategic motions.

SETTING THE SCENE

In the face of evolving challenges and opportunities, local governments around Australia stand at the forefront of driving resilience and productivity. Local governments know we are stronger together and the importance of unity across all levels of government. The theme for this year's NGA, **Stronger Together: Resilient. Productive. United**, underscores the pivotal role councils play in shaping the nation's future and delivering national priorities.

As the backbone of local communities, councils are uniquely positioned to implement place-based solutions that address both local needs and national priorities. This year's NGA encourages debate on how councils can enhance their resilience, contribute meaningfully to the nation's productivity agenda, and present a cohesive voice to the federal government on critical issues.

By fostering collaboration and innovation, local governments can lead the way in creating sustainable and thriving communities.

The 2026 NGA provides you - the elected representatives of Australia's local councils and communities - with the opportunity to engage with the Federal Government and key Ministers, ensuring that the voices of local communities are heard at the national level.

In this context, this year's call for motion focusses on ten priority areas:

- Financial sustainability
- Emergency management
- Housing and planning
- Roads and infrastructure
- Closing the Gap
- Jobs and skills
- Environment
- Cyber security
- Climate change
- Intergovernmental relations.

1. FINANCIAL SUSTAINABILITY

Financial sustainability is the biggest challenge facing Australia's local governments which is why it remains one of ALGA's top priorities. Sustainably funded, councils can play a key role delivering local solutions to national priorities.

The 2025 Parliamentary inquiry interim report into local government sustainability confirmed that the role of councils has evolved and expanded over time, putting significant pressure on local government budgets. It is critical the Federal Government reinstates and finalises the Parliamentary inquiry into local government sustainability.

For almost one in four councils, federal Financial Assistance Grants make up at least 20 per cent of their annual operating revenue. This funding is untied, meaning it can be used to address local priorities.

Over the past 30 years, the value of Financial Assistance Grants as a percentage of Commonwealth taxation revenue has dropped from 1% in 1996 to just 0.5% today. To address this, ALGA is advocating for a **return to 1% of Commonwealth taxation revenue for local government over the next three years.**

ALGA also proposes five new, untied funding streams to be distributed to all councils on a formula basis, including:

- \$1.1 billion per year for enabling infrastructure to unlock housing supply,
- \$500 million per year for community infrastructure,
- \$600 million per year for safer local roads,
- \$900 million per year for increased local government emergency management capability and capacity, and
- \$400 million per year for climate adaptation.

Additionally ALGA advocates for permanent, full membership of National Cabinet, the Council on Federal Financial Relations and the Local Government Ministers' Forum to ensure local perspectives are considered in national decision making.

What are the opportunities to address financial sustainability across councils, and support their capacity to deliver local solutions to national priorities?

Are there improvements to be made to existing federal funding programs and arrangements that would support improved local government financial sustainability?

2. EMERGENCY MANAGEMENT

The frequency, duration, and severity of natural disasters in Australia are a major concern for local governments.

Between 2019 and 2023, 434 of Australia's 537 councils faced natural disasters. Since 2020, 346 councils have dealt with at least two or more natural disasters. These numbers highlight that Australia will likely face more frequent and severe climate-driven disasters in the future, as noted by the 2025 Australian National Climate Risk Assessment (NCRA). Regional communities, which have the least capacity to plan and respond to natural disasters, are often hit the hardest. However, the NCRA also warns that even areas that have never experienced disasters will face one at some point as the climate continues to warm.

More frequent disasters will further strain emergency services and disaster response and recovery efforts at all levels of government. Natural disasters currently cost Australia \$38 billion per year in direct physical damage, economic disruption, and social impacts, affecting millions of people. This figure is forecast to rise to approximately \$73 billion by 2060.

Councils are crucial in supporting their communities during and after disasters, but do not have enough funding to carry out these functions. They are already stretched thin, with many councils facing financial instability, and the increasing frequency of disasters has a cumulative financial impact.

Investing more in disaster prevention and resilience, as well as boosting local government emergency management response funding, will save money in the long run and better protect lives, homes, and businesses. Every dollar spent on reducing the impact of climate-related disasters saves the government up to \$8 in the long term.

ALGA is asking for \$900 million per year to help councils improve their disaster response and resilience. They also want the Commonwealth to fully implement the recommendations from the Royal Commission into National Natural Disaster Arrangements and other major reviews, including the Independent Review of National Natural Disaster Governance Arrangements (the Glasser Review) and the Independent Review of Commonwealth Disaster Funding (the Colvin Review).

The Independent Reviews by Colvin and Glasser support a strategic shift towards disaster risk reduction and resilience. The Colvin Review recommended a major capacity uplift for local government and an enhanced national training and exercise regime which tests and builds local government capability. However, while ALGA notes the need to invest in risk-reduction and resilience-building initiatives, embedding recovery at all points along the emergency management continuum, should always be at the front of mind for all levels of government. ALGA's response to these Reviews reiterated the need for a sustainable funding model for disasters through a non-competitive pathway, and dedicated funding for local government.

Councils are encouraged to draw on their practical experience of the improvements that could be made to better support them in preparing, responding to, and recovering from, natural disasters.

Please note that many aspects of emergency management are state or territory responsibilities, and your motions should focus on how the Australian Government could assist.

What new programs, or improvements to existing programs, could the Australian Government develop to partner with local government to improve the current natural disaster management systems to further assist in recovery and build resilience?

How can the Government best support Australian councils to prepare for, respond to and recover from natural disasters?

3. HOUSING AND PLANNING

Australia is experiencing an affordable housing crisis, with a lack of housing supply impacting on homeowners and renters.

The crisis is leading to more people experiencing homelessness and struggling with housing insecurity and affordability.

In many jurisdictions, local government performs a key role in zoning and approving housing and delivering enabling infrastructure. However, councils are often unfairly blamed for delays in housing approvals when most applications that meet the requirements are processed quickly and efficiently.

One of the biggest barriers to building more homes is a lack of funding for enabling infrastructure, including the roads, power and water connections necessary for new developments.

The National Housing Accord – which ALGA is a signatory to on behalf of local government - sets an ambitious national target of 1.2 million new, well-located homes over the next five years. According to ALGA's research, it will cost at least \$5.7 billion to build the infrastructure needed to meet the national housing target. This is in addition to the existing funding gaps for local government infrastructure, which is estimated to be between \$50-\$55 billion for replacing infrastructure in poor condition (2024 National State of the Assets Report).

The 2024 Addressing the Housing Crisis: Unlocking Local Government's Contribution Report by Equity Economics found that 40% of surveyed local governments have reduced new infrastructure developments due to insufficient funding for enabling infrastructure required to support new housing, further exacerbating the housing crisis.

ALGA is calling for a new five-year, \$1.1 billion annual fund that would be provided to all councils to get the foundations right for increasing Australia's housing supply.

We are advocating for local governments to be provided with \$500 million per year for critical and community infrastructure and assets that will help create more liveable communities.

ALGA is also seeking a seat at the table for national discussions on housing policy, including full membership of National Cabinet and the Housing and Homelessness Ministerial Council.

What new programs and policies could the Australian Government develop to partner with local government to support the provision of more affordable housing?

How can local governments be better supported in their role in planning and approving housing, and delivering enabling infrastructure?

4. ROADS AND INFRASTRUCTURE

Local governments are responsible for about one-third of Australia's public infrastructure, including local roads, buildings, facilities, airports, water and land.

According to ALGA's 2024 National State of the Assets report, Australia's councils manage over \$600 billion worth of assets and infrastructure, which is about ten times their annual revenue.

This makes local governments the most asset-intensive level of government. Councils manage local roads, which make up around 75% of the national road network, totalling more than 650,000 km. These roads serve every Australian and business daily, and are key to Australia's productivity.

Safer roads

The unacceptable number of deaths and serious injuries on Australian roads has continued to rise every year since 2020.

Tragically, around half of all fatal road crashes occur on local roads in regional areas. During the 12 months ending August 2025 there were 1,353 road deaths, 4.3% higher than the same time in the previous year, according to national road safety data.

Effectively funding the maintenance and necessary safety upgrades of Australia's local road network is a big challenge, and despite recent increases in the federal Roads to Recovery funding, there is still a \$500 million per year shortfall, according to the 2023 Grattan Institute's Potholes and Pitfalls report.

ALGA is calling for \$600 million per year safer roads fund – with \$500 million for infrastructure improvements and \$100 million for road safety programs – to support all councils to play a more effective role reducing deaths on Australian roads.

Community infrastructure

Local government libraries, playgrounds, bike paths and community centres are vital to the wellbeing and liveability of communities. However, many of these facilities need significant attention and upgrades.

According to ALGA's 2024 National State of the Assets report, around \$8.3 billion of local government buildings and facilities and \$2.9 billion of parks and recreation assets are in poor condition.

On a positive note, since 2021, the amount of local government buildings and facilities in poor condition has fallen from 10 per cent to eight per cent. This is the result of increased federal investment through the Local Roads and Community Infrastructure program, from both the Coalition and Labor governments since 2020.

Unfortunately, this program has ceased and there is an urgent need for ongoing and significant community infrastructure. ALGA is proposing a \$500 million per year community infrastructure fund – to be provided to all councils – to build, (and importantly), maintain and upgrade the local facilities that make communities great.

Are there new programs or initiatives that the Australian Government could adopt to improve the long-term sustainability of local government roads and community infrastructure?

Are there programs or initiatives that the Australian Government could provide to improve the sector's capacity to manage local government infrastructure and to integrate these plans into long-term financial plans?

Are there opportunities for the Australian Government to support councils to invest in local infrastructure that will help address national priorities?

5. CLOSING THE GAP

Local governments play a crucial role in closing the gap between Indigenous and non-Indigenous Australians. ALGA is a signatory to the National Agreement on Closing the Gap Partnership, which focuses on four priority reform targets and 19 socio-economic targets in areas like education, employment, health, justice, safety, housing, land and waters, and Aboriginal and Torres Strait Islander languages.

Local governments are uniquely positioned to support partnerships that address long-term service gaps and ensure their delivery. However, the Productivity Commission Review of the National Agreement on Closing the Gap found that Federal and state governments are not adequately supporting or involving local governments in these reforms.

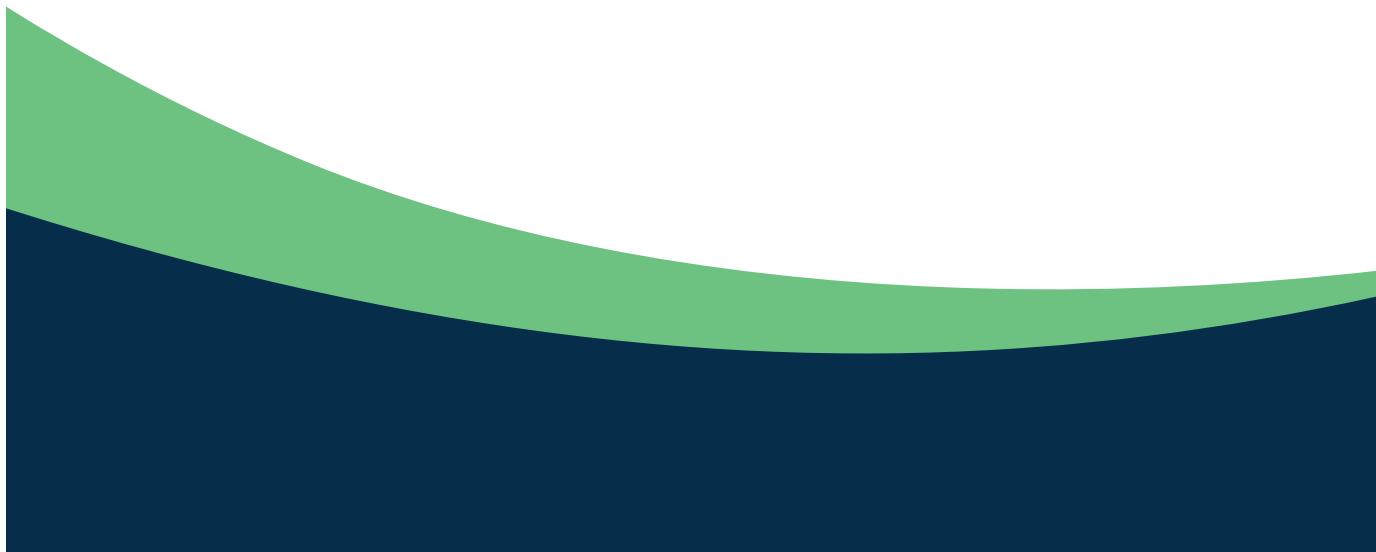
ALGA is calling for more resourcing and funding for local government, to support place-based initiatives or broader programs to enable councils to better facilitate and meet Closing the Gap objectives in their communities.

ALGA is also advocating for the Commonwealth to:

- Establish a national framework/set of protocols outlining which Federal Government departments/agencies should engage with local government in place-based initiatives, and planning for community-level projects or expenditure.
- Seek greater local government input in programs that impact on Closing the Gap targets to better shape programs with local knowledge and the needs of specific communities.
- Develop programs, with state and territory governments, to include funded support positions for local government coordination and partnership efforts (including member associations).
- Recognise councils with majority or all Aboriginal-elected members as key service delivery bodies in policy and program development.

Are there programs or initiatives that the Australian Government could adopt to assist local government to advance reconciliation and close the gap?

Are there practical programs or initiatives that local government and the Australian Government could introduce to maintain, build and strengthen the level of trust between Aboriginal and Torres Strait Islanders and governments?



6. JOBS AND SKILLS

Australia's jobs and skills crisis is significantly impacting local governments, which employ around 213,000 people nationwide. ALGA's 2022 Local Government Workforce Skills and Capability Survey found that nine out of ten Australian councils face jobs and skills shortages, hindering project and service delivery.

Town planners, building surveyors, and engineers are the most in-demand professions. These roles are crucial for supporting and enabling communities to become more resilient and to help boost local economic growth and national productivity. National priorities, such as increasing housing supply, cannot be achieved without local government support and the right professionals to undertake this work.

Several factors drive these skill shortages, including difficulty attracting young people to local government jobs, lack of available training courses, wage competition, and insufficient resources to upskill the current workforce. This includes access to training facilities for rural and remote councils, workplace supervisors, subject matter experts, and contextualized training resources.

Councils urgently need more federal funding to invest in workforce development and training programs, attract workers to regional areas, and address broader skills shortages in the national economy.

ALGA is calling for the Federal Government's National Skills Plan to acknowledge the vital role of local governments as employers in training and skills development. ALGA also seeks funding opportunities for council employees to access training for identified skills shortage areas, especially in regional and remote communities.

Additionally, it is important for the Commonwealth to undertake a national audit of institutions offering urban and land use planning, building surveyors, and engineering qualifications, and to identify more readily available pathways for regional and remote study.

Are there programs or initiatives that the Australian Government could implement that would enhance local government's capacity to attract and retain appropriately skilled staff now and into the future?

Are there programs or changes to existing programs that would increase local government's ability to employ apprentices and trainees?

Are there other initiatives that the Australian Government could provide to improve the sector's ability to plan and develop skills fit for the future?

7. ENVIRONMENT

Local governments play a crucial role in protecting our local environment including places, flora and fauna.

Councils spend more money on environmental protection than any other level of government. According to SGS Economics and Planning, councils spent \$6.75 billion in 2021-22 on biodiversity, biosecurity, water management, and waste management. By comparison, states and territories spent \$6.62 billion, and the Commonwealth allocated \$6.7 billion over the same period.

Local government is also key in improving waste management and resource recovery to reduce pollution, maintain communities and keep people healthy. However, as the Australian Government recently reported, we are running out of viable landfill space and circular economy solutions are required.

Local governments are ideal partners for on-the-ground action to deliver environmental priorities and outcomes, but they need better funding and support.

Councils bring a local, community-based and integrated approach to managing environmental issues, including weed and pest management, monitoring and protecting threatened species, contributing to water security and enhancing biodiversity.

ALGA is calling on the Federal Government to:

- Fund councils to support the delivery of national environmental outcomes. This includes outcomes stipulated in international conventions, threatened species action plans, matters of national, state, and local environmental significance, and any new obligations/expectations under reforms to the Environmental Protection and Biodiversity Conservation (EPBC) Act.
- Fund local governments to manage environmental threats, including pests, weeds, and biosecurity threats.
- Ensure local government is appropriately recognised and engaged through environmental law reform processes.
- Seek agreement, under the National Water Initiative, on the overarching social, cultural, economic and environmental outcomes and goals for water on a national and holistic basis, and action planning and funding and achieve these outcomes and goals.



Waste management and resource recovery

Collecting, treating, and disposing of waste costs local governments an estimated \$3.5 billion annually.

The 2022 National Waste report revealed waste generation has increased 20 per cent over the last 15 years (8.3 per cent coming from municipal waste). Although, recycling and recovery of Australia's core waste has increased by 57 per cent since 2006-07, Australia still has one of the lowest rates of recycling among OCED countries.

The responsibility and cost for waste reduction in Australia should be borne by industry, and not local governments.

Implementing mandatory product stewardship, including payments to local governments for any residual resource recovery services, would ensure producer responsibility is operationalised and reduce the cost and risk burden on councils.

ALGA is advocating for the Federal Government to:

- Establish a mandatory product stewardship approach for waste materials and ensure product stewardship schemes include, and are effective, in regional and remote areas.
- Ban the importation and manufacturing of products containing identified contaminants.
- Prioritise national policy attention to waste streams with the highest potential to improve environmental outcomes, reduce costs to local government, and create economic opportunity.
- Introduce a 'local government impact assessment' into national waste policy and reform processes to ensure council interests are systematically incorporated into policy design.

How could the Australian Government partner with local government to strengthen Australia's environmental services and infrastructure?

What new programs could the Australian Government partner with local government in to progress local regional and national objectives?

What actions and investments should the Australian Government prioritise to improve resource recovery rates?

What initiatives and approaches should the Australian Government take to improve waste, recycling and resource recovery in regional, rural and remote LGAs?

What are the most significant opportunities in the circular economy and how can the Australian Government engage with local governments to leverage these opportunities?

8. CYBER SECURITY

Cyber security is a growing risk for all Australian governments and businesses, and councils are not immune. However many local governments are under-resourced and struggle to deal with increasingly sophisticated cyber threats and attacks.

Local governments manage large amounts of sensitive data about communities and community members, including private information from the aged care, health, and social services they deliver. Furthermore, most councils are responsible for managing critical infrastructure, including water, waste, power networks, and transport systems.

Councils need greater support to strengthen their cyber security preparedness and response capability, and protect valuable data.

ALGA is calling for greater funding and support from the federal government to improve cyber security capability and capacity across the local government sector.

Drawing upon your council's experience, and your knowledge of other councils within your state or territory, are there programs and initiatives that the Australian Government could implement to help local government develop its digital technology services and infrastructure?

Are there actions the Australian Government could take to improve cyber security within the local government sector?

9. CLIMATE CHANGE

The impacts of climate change – including from more frequent and severe natural disasters, coastal erosion and rising temperatures – are being felt right across every community.

Councils, being the closest government to communities, are crucial in creating a sustainable future and helping the Federal Government achieve net zero emissions by 2050. However, they need support to manage these impacts.

Climate adaptation

Local governments are on the frontline of climate adaptation. They build public swimming pools to keep people cool, plant trees for shade, and upgrade stormwater systems to handle heavy rains. With their local knowledge and leadership, they play a vital role in addressing climate risks and seizing new opportunities from new industries and achieving national climate adaptation objectives.

Councils are already investing significantly in climate adaptation, but they need more support to match the scale of the challenges. ALGA's modelling shows that councils deliver \$0.8 to \$3.1 in benefits for every \$1 invested. A \$2 billion investment by 2030 could benefit local communities by \$2.2 to \$4.7 billion.

ALGA is calling for a new \$400 million per year climate adaptation fund, to be distributed across all councils to provide local, place-based solutions to Australia's changing climate.

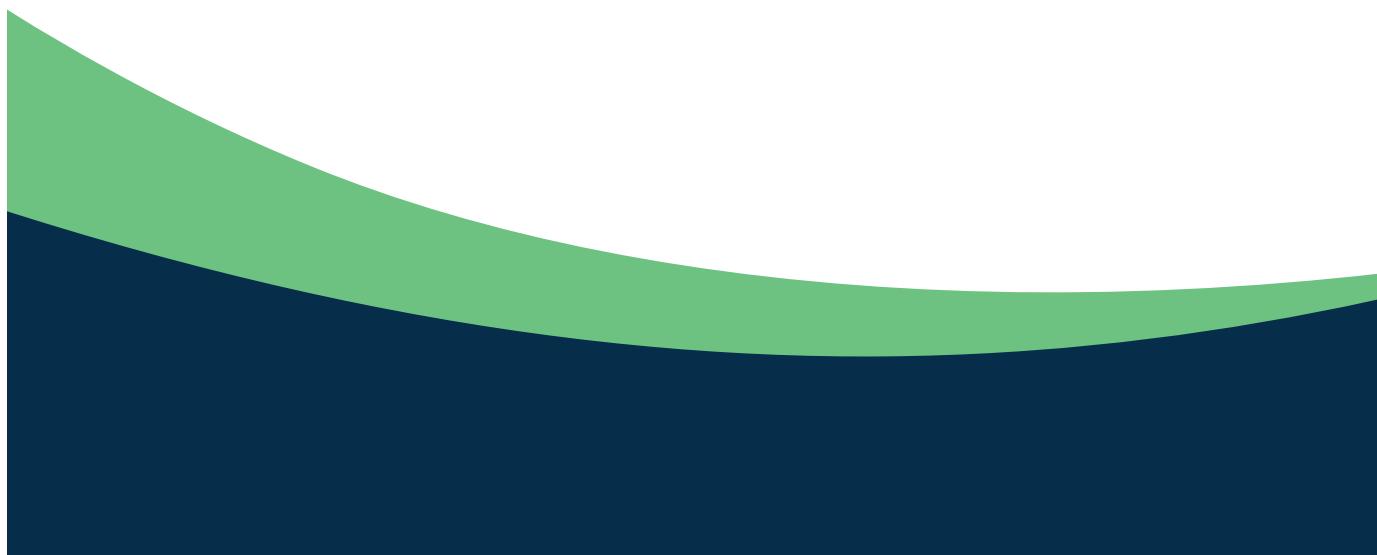
We are also asking the Federal Government to:

- Streamline and make it easier for local governments to undertake climate risk management. This should involve implementing a voluntary climate risk framework for local government which supports consistent climate risk assessment, reporting, decision making and expenditure.
- Develop, operate and maintain an information and data suite designed specifically for local government adaptation use (on an opt-in basis).

Emissions reduction

The Australian Local Government Climate Review 2024 found that 86% of councils (out of 120 respondents) had an emissions inventory. However, they face barriers in reducing corporate emissions, such as internal resourcing (69%), funding (64%), and staff capability (40%).

While councils are committed to reducing emissions locally, they need more funding to avoid burdening ratepayers and to allow communities to benefit from low-emissions technologies sooner.



ALGA is asking the Federal Government to:

- Collaborate with local governments as part of a multi-level governance approach (per the Australian Government's pledge to the Coalition for High Ambition Multilevel Partnerships) to undertake strategic planning and prioritisation of net zero projects, infrastructure and service needs on a regional level.
- Fund emissions reduction plans with local governments across states and territories to facilitate a place-based approach to achieving net zero communities.
- Expand, and make more accessible, existing funding programs which enable local governments to reduce emissions and support community emissions reduction.
- Provide councils with accessible and nationally harmonised tools to maintain pace with trends in emissions measurement and reporting.
- Ensure local governments are compensated where emissions reduction processes place additional pressure on services and infrastructure (e.g. heavier EV truck impact on maintenance/standards of roads/bridges).

Renewable energy transition

Local governments are crucial partners in the transition to net zero. They engage with project proponents, negotiate community benefits, provide trusted information to residents, and manage the impacts of large projects on roads, housing, and local skills.

Councils strive to create a positive long-term legacy while balancing the immediate risks and impacts of the transition.

ALGA is asking the Federal Government to:

- Create a program of work dedicated to understanding local government experiences with renewable energy transition in their local area and region and develop specific supports for local governments.
- Establish a national approach and mechanism for cost recovery to local governments for the role of brokering benefits between project proponents and their communities, benefitting all Australians.
- Develop and maintain regional plans and a national map demonstrating zoning for prospective and proposed renewable energy projects and transmission corridors.

Noting the Australian Government's approach to reducing emissions, are there partnerships, programs, and initiatives that local government and the Australian Government can form to achieve Australia's 2050 net zero emissions target?

What are the opportunities to support councils to increase community resilience to the impacts of climate change?

What support do councils need to ensure that renewable energy projects deliver lasting benefits to the communities that house them?

What are the most significant climate risks being faced by local governments and what approach should the Australian Government take to supporting councils?

What roles and responsibilities for emissions reduction and climate risk management is your council shouldering that should be primarily managed by other levels of government? How should this responsibility be shared or rebalanced?

What are the most significant emissions reduction opportunities for your council and what could the Commonwealth provide to enable you to implement these opportunities?

10. INTERGOVERNMENTAL RELATIONS

ALGA has unique access and insight into government decision-making in Australia.

We represent local government at Ministerial Councils and forums on a range of key issues including transport, emergency management, energy, climate, environment, planning, culture and Closing the Gap.

At these meetings, ALGA's leaders provide a powerful and strong voice for councils and communities, and ensure local perspectives are considered in national policy development.

However, ALGA does not have a permanent voice on National Cabinet – the main forum linking all governments across the nation.

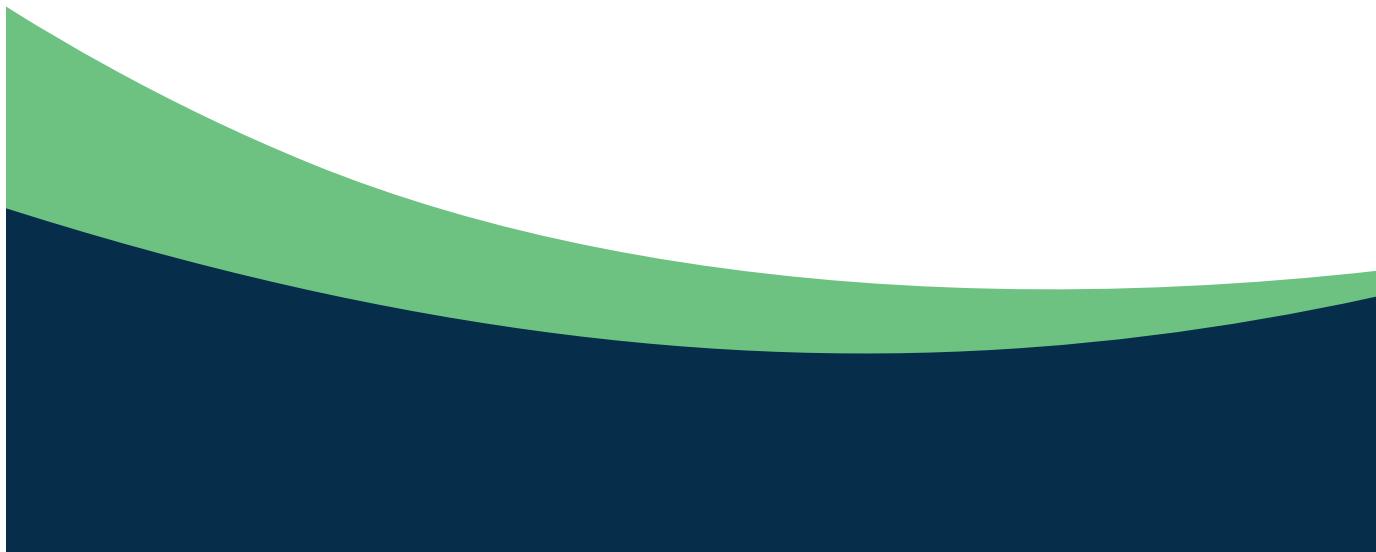
For almost 30 years, ALGA was a valued member and contributor to the Council of Australian Governments (COAG). However, ALGA's membership did not carry over when COAG transitioned to National Cabinet in 2020, and ALGA now only attends one meeting each year as an observer. ALGA is also invited to attend one meeting per year of the Council on Federal Financial Relations.

ALGA is calling on the Federal Government to return ALGA as a full member of National Cabinet with ongoing membership and voting rights. This will enable local government leaders to provide local perspectives on national decision making and ensure the views of Australian communities are understood and considered.

We are also seeking full membership of the Local Government Ministers' Forum, which ALGA currently attends in an ex-officio capacity.

Given the important role councils play delivering local solutions to national priorities, how can intergovernmental arrangements be further improved in Australia?

Are there new initiatives and programs that could be adopted to improve the level of cooperation and collaboration between the Australian Government and local government?



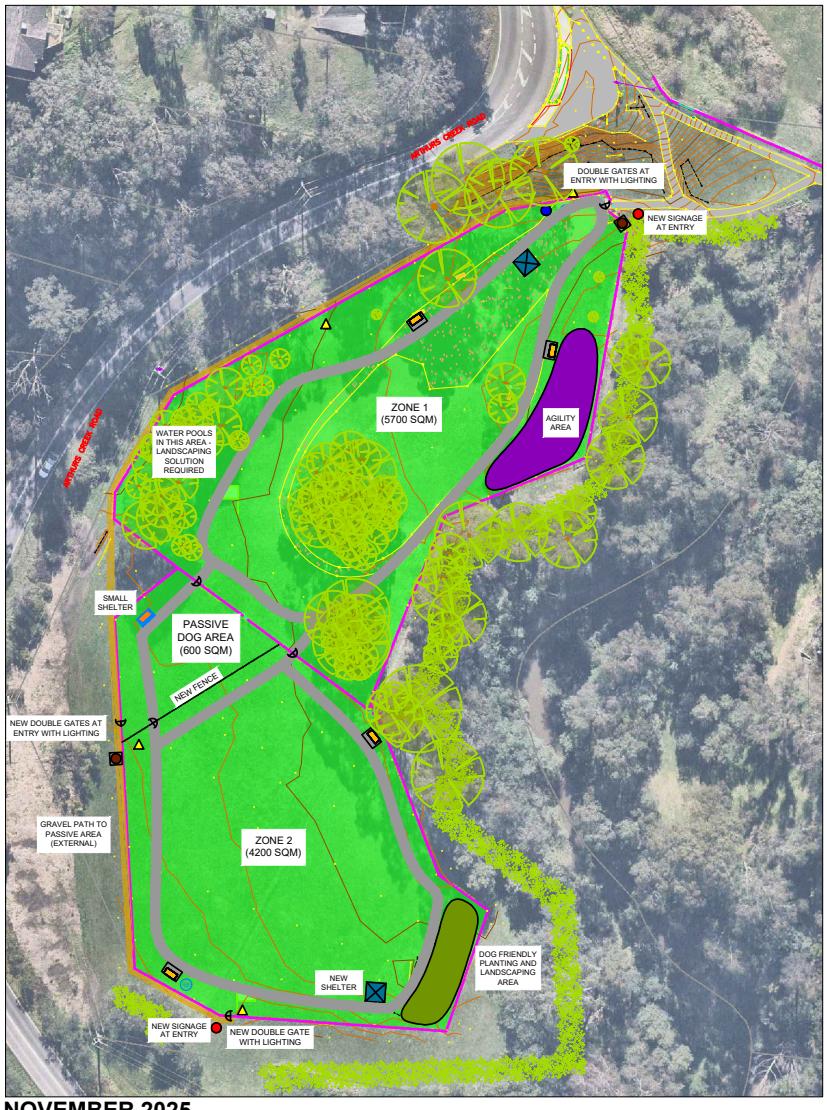
CONCLUSION

Thank you for taking the time to read this discussion paper and your support for the 2026 National General Assembly of Local Government.

A final reminder:

- Motions should be lodged electronically at www.alga.com.au and received no later than **11.59pm AEST on 27 February 2026**.
- Motions must meet the criteria published in this paper.
- Motions should commence with the following wording: *'This National General Assembly calls on the Australian Government to...'*
- Motions should not be prescriptive in directing how the matter should be pursued.
- Motions should be practical, focussed and relatively simple.
- It is important to complete the background section on the form.
- Motions must not seek to advance an outcome that would result in a benefit to one group of councils to the detriment of another.
- When your council submits a motion there is an expectation that a council representative will be present at the 2026 National General Assembly to move and speak to that motion if required.
- Resolutions of the National General Assembly do not automatically become ALGA's national policy positions. The resolutions are used by the ALGA Board to inform policies, priorities and strategies to advance local governments within the national agenda.

We look forward to hearing from you and seeing you at the 2026 National General Assembly in Canberra.



PROPOSED BIN



WATER FOUNTAIN WITH DOG BOWL



SMALL SHELTER - PASSIVE DOG AREA (WITH ACCESSIBLE SEATING)



SHELTER WITH SEATING



FENCING STYLE FOR PASSIVE DOG SPACE



ACCESSIBLE SEATING



DOG ACTIVITY AREAS



HURSTBRIDGE DOG PARK UPGRADE FINAL CONCEPT PLAN

THIS PAGE WAS LEFT INTENTIONALLY BLANK



Nillumbik Pozi GIS

Disclaimer: This content is provided "as is"
without warranty of any kind.



1 : 424 at A4
05-Jan-2026

THIS PAGE WAS LEFT INTENTIONALLY BLANK

Community Consultation Overview
Naming of Reserve in John Street, Eltham to 'Gordon Ford Reserve'

Purpose:

To seek community feedback on the name proposal.

A staged process as follows:

a) Stage 1 - Community Consultation - Participate Nillumbik

Have your say on the Reserve in John Street, Eltham being named 'Gordon Ford Reserve'.

Provide the community with the proposal, overview and online submission form.

- Community consultation to commence – Friday 27 February to Sunday 29 March 2026.
- This phase of community engagement will be promoted through the following:
 - Participate Nillumbik - Have your say on the proposed name;
 - Social posts (where possible);
 - Letters to adjoining and nearby properties; and
 - The ability to submit hard copy submissions if requested.

b) Stage 2 – Hearing of submissions and Council decision

- Submissions will be heard at a future Planning and Consultation Committee (PCC) meeting.
- Upon considering the written submissions and hearing the verbal submissions at a PCC meeting, a summary report will be provided to Council for consideration before a final decision is made on the naming proposal.

THIS PAGE WAS LEFT INTENTIONALLY BLANK



g o r d o n f o r d

On 16 June 1999, Gordon Ford died peacefully from cancer. Just before his death, he held some of the page proofs of this book in his hands and visibly thrilled in the knowledge that his works would at last be celebrated in this way. His was a passionate belief in the wisdom of the natural style of landscaping and he wanted others to share his vision.

GORDON FORD: 1918 - 1999
Landscape Architect

Gordon returned from WW2 service in New Guinea and settled in John Street, where he built a mudbrick house, after first living in an old tramcar. He spent his creative life living at [REDACTED] John Street, Eltham. His garden, known as "Fülling", became one of the initial gardens within the Open Gardens Scheme, and it remained a visitor 'favourite' during his lifetime, and beyond. It is lovingly maintained by the current owners.

Gordon was mentored by Australian landscape 'great', Ellis Stones. Stones, Edna Walling and Gordon played significant roles in the Eltham creative movement in Victoria, and all were at the forefront of Australian bush-style landscaping. Gordon was a dedicated landscape practitioner who registered over 2000 significant projects in his work diary over fifty years. Gordon in turn, mentored Sam Cox, and others.

Gordon's work influenced many other Victorian creatives. Modernist architects who commissioned his work included Peter McIntyre, Kevin Boreland, Guildford Bell, Neil Clerehan plus Alistair Knox and Robert Marshall. The next generation of architects also commissioned his work, including Sean Godsell, Roger Wood, Randall Marsh... and others. His projects ranged from single home allotments, through institutional domains, and to public works such as his key role in realising Royal Park in Melbourne 1989.

Gordon's gardens were innovative, but always replicated the spirit of the regional Australian natural-bush landscape. He created carefully-considered outcrops of mossy basalt boulders that projected permanence... an ancient timelessness. He used plants of Australian origin, that reflected the regional ecology. These elements, often integrated with water, were arranged in a manner that gave an impression that they had always co-existed.

In like manner to other recognised Australian creatives who used literature, drama, poetry, music, dance and painting, Gordon's mastery of the Australian bush-style became a proclamation of Australia's rising self-confidence in its unique cultural expression.

Gordon's gardens are profoundly beautiful places, without appearing contrived, or demanding of your attention. They appear to be achieved with a light touch. The settings flow with a natural continuity, where borders are undefined and edges are soft. They do magnify your sense of satisfaction, and elevate your awareness of the balance in nature, and to our responsibility as stewards for our region... where native birds, insects and fauna can flourish, where the environment can prosper with minimal intervention, and where a visitor can readily acknowledge a sense of region, and a sense of place.

Notes above: [REDACTED]

References:

- 1: "gordon ford the natural australian garden": Gordon Ford with Gwen Ford 1999.
- 2: "Atlas of Memory: Re-visualising Gordon Ford's natural Australian garden". Annette Warner: Exhibition at McClelland Sculptural Park and Gallery 2018,

Eltham District Historical Society

Established 1967 Incorporated No. A0016285F

Local History Centre

728 Main Road, Eltham Victoria 3095 Australia

Email: edhsoffice@gmail.com Website: www.elthamhistory.org.au



Proposal to name land at the eastern end of John Street, Eltham

The Eltham District Historical Society (EDHS) understands consideration is being given to the naming of a section of public land, recently rezoned Parks and Recreation at the eastern end of John Street, Eltham, as the 'Gordon Ford Reserve' in memory of Gordon Craig Ford.

Gordon Ford was a conservationist and a pioneer of natural-style landscaping. He came to Eltham in 1948 and bought a block of land in John Street extending through to Pitt Street. Early on, Gordon worked for Alistair Knox on construction of the mudbrick Busst house amongst others. At the same time, with the help of friends including artist Clifton Pugh, he progressively built his own house "Fülling", utilising a variety of second-hand materials.

But his main focus, which became his life-long occupation, was garden landscaping. Inspired by Edna Walling and Ellis Stones, he sought to reflect the bush settings of rural Victoria where he had grown up. Commissions included Monash University and countless industrial sites, but designing for the archetypal quarter-acre block gave him the most satisfaction. He had a huge impact on the look of gardens in Australia from the 1950s, creating seemingly natural bush environments by carefully integrating indigenous and exotic plantings. He was also noted for his landscaping design work in the local Eltham area, including within the Eltham Cemetery grounds and at Alistair Knox Park. Gordon Ford has been described as 'a man who spoke with his hands. He created beauty out of nature's most basic elements - earth, stone, water and vegetation.'

The Eltham District Historical Society considers it is appropriate for the public land at the eastern end of John Street Eltham to be named to commemorate the long history and active contributions by Gordon Ford. It is a logical name for this reserve so close to where Gordon lived for so many years and using the name of a significant person in the developmental history of Eltham is consistent with the naming of other reserves or parks, such as Alistair Knox Park, Alan Marshall Reserve, Walter Withers Reserve, MacMahon Ball Paddock, Fabbro Fields, Pauline Toner Butterfly Reserve and Arthur Bird Reserve.

We support the use of the title 'Gordon Ford Reserve' for this land as a permanent recognition of his extensive contribution to creating and encouraging seemingly natural bush environments and consider this reserve will assist with preserving the memory of Gordon Craig Ford - 1918 - 1999.



President, Eltham District Historical Society

13 June 2022

The Proposed Naming of the Public Land at the Eastern End of John St, Eltham.

Eltham Community Action Group
July 2022

Gordon Ford was a pioneer in the field of natural landscaping. His designs, using rocks, water and indigenous and exotic vegetation to create what appeared to be natural bush gardens, have inspired and influenced Australian gardeners and gardens for decades.

His landscape designs were used in public places including parks and industrial and commercial sites. Many Eltham gardens owe much to his philosophy.

This reserve, close to his home of many years, is an appropriate place for his work to be recognised.

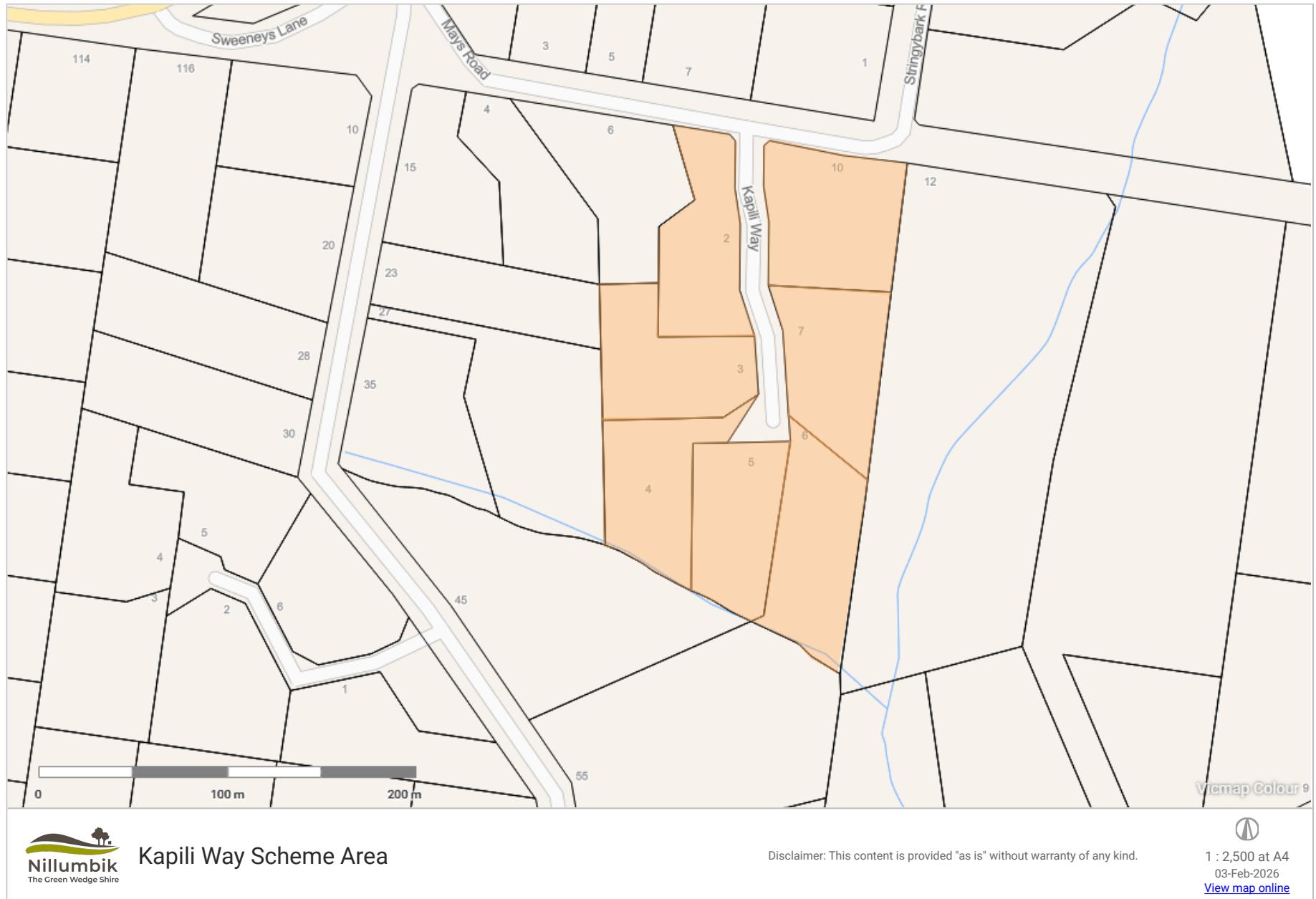
Eltham Community Action Group therefore supports the proposal to name the reserve the 'Gordon Ford Reserve'.

[REDACTED]
President, Eltham Community Action Group

THIS PAGE WAS LEFT INTENTIONALLY BLANK



THIS PAGE WAS LEFT INTENTIONALLY BLANK



THIS PAGE WAS LEFT INTENTIONALLY BLANK

Nillumbik Shire Council

[Committee Name] Advisory Committee

Terms of Reference

Name

Living & Learning Advisory Committee (**Advisory Committee**)

Introduction:

Living & Learning Nillumbik (L&LN) is a Council-run network of community-based Neighbourhood Houses that support people across the Shire to **connect, learn and belong**.

Operating from hubs in **Eltham, Diamond Creek and Panton Hill**, Living & Learning Nillumbik delivers inclusive, affordable and locally responsive programs that reflect the strengths, interests and aspirations of each community.

L&LN plays a key role in fostering lifelong learning, social connection, wellbeing and participation, particularly for people seeking welcoming, place-based opportunities to build skills, confidence and relationships.

L&LN operates and aligns with Council's broader commitment to community wellbeing, equity, access and lifelong learning.

Policy Statement:

The Advisory Committee supports L&LN's community-led approach by providing a structured mechanism for community voices to inform, advise and strengthen Neighbourhood House programs, priorities and continuous improvement.

The Committee does not have decision-making authority and operates in an advisory capacity, supporting Council to remain responsive, transparent and accountable to local communities.

Aims:

To support Living & Learning Nillumbik's Neighbourhood House hubs to:

- Remain community-led and responsive to local needs
- Provide inclusive, welcoming and accessible learning opportunities
- Strengthen social connection, belonging and wellbeing
- Encourage participation, volunteering and skill-sharing
- Support continuous improvement and innovation in community learning



Objectives

- Contribute to the representation of voices, experiences and aspirations of Nillumbik residents who participate in or are interested in Neighbourhood House programs and services
- Provide advice to Council on matters relating to community learning, participation and wellbeing across Living & Learning Nillumbik.
- Consider and provide advice on Council policies, plans and services that impact community learning, neighbourhood houses and community connection in Nillumbik.
- Consider and provide advice on relevant Local, State and Federal Government initiatives, programs and reviews.
- Represent the views and needs of participants, volunteers, tutors and the broader Nillumbik community.
- Support Council to communicate, consult and engage effectively with the broader Nillumbik community.
- Strengthen partnerships with residents, community groups and community services in Nillumbik.
- Contribute to the ongoing assessment and continuous improvement of community learning, engagement and service delivery outcomes.

Membership

The Advisory Committee membership will consist of up to fourteen (14) members and will include representation from:

- Two (2) representatives of the Nillumbik Shire Council (Councillors)
- Eight (8) residents representing the community (individual members)
- Two (2) representatives of community groups or local agencies; and
- Two (2) representatives of State and/or Federal government departments or independent organisations.

All Advisory Committee positions are unpaid positions unless otherwise specified in the Terms of Reference.

Council Directorate

The Advisory Committee falls within Council's Communities directorate and will be managed by Council's Living & Learning Team

Meeting Frequency

The Advisory Committee will be held quarterly aligned with the school term schedule under which LL&N currently operates.

Endorsed by Council

These Terms of Reference were endorsed by Council on TBA

Next Review Due

February 2028

Informal Meetings of Councillors and Conflicts of Interest

The Advisory Committee is considered an Informal Meeting of Councillors as defined in Clause 19 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

Attachment 1. Living & Learning Advisory Committee Terms of Reference Draft 2026

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 there are 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.

Attachment 1. Living & Learning Advisory Committee Terms of Reference Draft 2026

- 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

Attachment 1. Living & Learning Advisory Committee Terms of Reference Draft 2026

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 ~

THIS PAGE WAS LEFT INTENTIONALLY BLANK

Nillumbik Shire Council

Environment and Sustainability Advisory Committee

Terms of Reference

Name

Environment and Sustainability Advisory Committee (**Advisory Committee**)

Introduction:

The 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. Committee members can also influence Council's direction on environment and sustainability matters by recommending action for Council consideration.

Policy Statement:

The Environment and Sustainability Advisory Committee is a broad interest group providing advice to Council on matters relating to environment and sustainability.

Aims:

The aim of ESAC is to enable community members with expertise and experience relating to environment and sustainability to provide knowledge and advice to Council on strategic matters.

Objectives:

- Provide feedback and advice to Council on strategic environment and sustainability matters including:
 - Biodiversity and land management
 - Climate action – (climate resilience, net-zero emissions, sustainable transport, waste management and circular economy, and integrated water management)
- Consider and provide advice to Council on the development and review of its policies, plans and services that impact environment and sustainability.
- Provide considered recommendations that support the delivery of Council's Biodiversity Strategy, Urban Tree Canopy Strategy and Climate Action Plan.
- Consider and provide advice on key Government initiatives, programs and reviews.



- Represent the views and needs of environment and sustainability stakeholder groups within Nillumbik.
- Assist Council to communicate, consult and engage more effectively with the broader Nillumbik community.
- Strengthen partnerships with residents, community groups and services in Nillumbik.

Membership

The Advisory Committee membership will consist of up to 14 members, selected to represent the broad range of environment and sustainability matters listed on page one, and will include up to:

- Two representatives of the Nillumbik Shire Council (Councillors) – one as Chair, one as alternate Chair.
- Eleven individual members representing the community, comprising a mix of urban and rural residents, businesses and community groups.
- One representative from the Nillumbik Youth Council.

Members will contribute specialist knowledge and expertise to the group, reflecting on and presenting community issues, rather than focusing on personal concerns or individual issues.

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 Strategic Planning, Transport and Environment Department.

Meeting Frequency

The Advisory Committee will be held five times a year, on the third Wednesday of the month in February, April, July, September and November.

Endorsed by Council

These Terms of Reference were endorsed by Council in February 2026

Next Review Due

February 2028

Informal Meetings of Councillors and Conflicts of Interest

The Advisory Committee is considered an Informal Meeting of Councillors as defined in Clause 19 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 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 (where relevant) 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 there are 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.

As ESAC membership includes a Youth Council representative, all members of ESAC are required to have a valid Volunteer Working with Children Check.

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
- Good knowledge and understanding of the local issues that are relevant to the subject matter.
- Strong community networks and linkages.
- An ability to represent a broad range of views that reflect the diversity of the community.
- 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 constructively participate in an advisory capacity - including a willingness to contribute positively to meetings in a fair and unbiased manner, and 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 or 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 Policy.

~ end ~

THIS PAGE WAS LEFT INTENTIONALLY BLANK

Informal Meeting of Councillors Record

The Meeting commenced at 4.40 pm

MEETING DETAILS:	Title:	Youth Council Formal Advisory Committee
	Date:	1 December 2025
	Location:	Nillumbik Youth Hub
	Councillors:	Cr Kate McKay
	Council Staff:	Nichole Johnson, Yasmin Green, Krystle Kalomakaefu, Frances Green
	Other:	Aashini Rastogi, Alexandra Laidlaw, Ang Gartland, Anushka Gupta, Eleanor Risley, Jessica Brown, Lucas Fox, Rose Jarvis, Tahlia Edmonds
APOLOGIES:	Corriene Nichols, Gianna Andreoli, Kris van de Kamp, Samuel Lochner, Soren Kean	

MATTERS CONSIDERED		DISCLOSURES AND COMMENTS
1	Yarra Plenty Regional Libraries engaging young people	No disclosures were made
2	Youth Summit planning	No disclosures were made
3		
4		
5		
6		

The Meeting concluded at 6.18 pm

RECORD COMPLETED BY:	Officer Name: Officer Title:	Krystle Kalomakaefu Team Leader Youth Development
-----------------------------	---	--



Informal Meeting of Councillors Record

The Meeting commenced at 4.40pm

MEETING DETAILS:	Title:	Councillor Briefing
	Date:	Tuesday 2 December 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, Blaga Naumoski, Corinne Nichols, Jeremy Livingston, Frank Vassilacos, Bulent Oz, Narelle Hart, Jodie Hoskins, Amanda Kern, Heath Gillett, Michele Purtle, Renae Ahern, Danielle Henne, Andrew Soleman, David Keep, Lachie Caple, Ayman Williams
	Other:	
APOLOGIES:		Anita Courtney Principal - Russell Kennedy Mark Davies - Principal Consultant – Financial Planning Solutions

MATTERS CONSIDERED		DISCLOSURES AND COMMENTS
1	Strategic Communications update to Councillors	No disclosures were made
2	Planning Amendment (Better Decisions Made Faster) Bill 2025 - What does this mean for Nillumbik?	No disclosures were made
3	New Aged Care Act 2024 and Responsible Persons	No disclosures were made
4	Tree Management Policy & Guidelines Review	No disclosures were made
5	Wildlife Road Safety Options and Virtual Fencing Feasibility	No disclosures were made
6	Councillor Training - Effective strategic planning, financial and risk management	No disclosures were made

The Meeting concluded at 9.45pm

RECORD COMPLETED BY:	Officer Name: Officer Title:	Blaga Naumoski Director Governance Communications and Community Safety
-----------------------------	---	---



Informal Meeting of Councillors Record

The Meeting commenced at 10:30am

MEETING DETAILS:	Title:	Positive Ageing Advisory Committee
	Date:	Friday 5 December 2025
	Location:	Council Chamber, Civic Drive, Greensborough
PRESENT:	Councillors:	Cr Peter Perkins
	Council Staff:	Narelle Hart (Manager Community Programs), Jodie Hoskins (Acting Coordinator Ageing Well Team), Heather Macmillan (Positive Ageing Officer) and Julie-Anne Grech (Business and Program Support Officer)
	Other:	Steve Jenkinson, Sophie Broughton, Jacqui Sweeney, Marcel Saxone, Stella Huet, Tom Fisher, Natalie Francis (HealthAbility), Tanya Cottrell (St Vincent Healthy Ageing Service), Kathryn Williams (Nillumbik Leisure Manager Aligned Leisure), Sabrina (Nillumbik Coordinator) and Betty Anderson (Positive Ageing Coordinator)
APOLOGIES:	Stephanie Vassilios, Kate Puls, Marlwood Ryder, Ann Hutchinson, Tamsyn Guerrera (HolStep Health) and Alexandra Price (Yarra Plenty Regional Library Service)	

MATTERS CONSIDERED		DISCLOSURES AND COMMENTS
1	Minutes of previous meeting	No disclosures were made
2	Outstanding Action Items	No disclosures were made
3	Aligned Leisure Presentation	No disclosures were made
4	National Ageing Research Institute (NARI) Park Update	No disclosures were made



MATTERS CONSIDERED		DISCLOSURES AND COMMENTS
5	World Elder Abuse Awareness Day / Seniors Rights Victoria Arts Project	No disclosures were made
6	Roundtable	No disclosures were made

The Meeting concluded at 12:00pm

RECORD COMPLETED BY:	Officer Name: Julie-Anne Grech	Officer Title: Business and Program Support Officer
---------------------------------	--	---

Informal Meeting of Councillors Record

The Meeting commenced at 5.03pm

MEETING DETAILS:	Title:	Council Meeting Pre-Meet
	Date:	Tuesday 9 December 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, Blaga Naumoski, Corrienne Nichols, Jeremy Livingston, Frank Vassilacos, Bulent Oz, Steven Blight, Nichole Johnson, Narelle Hart, Tania Treasure, Kasey Lawrence, Anna Maio, Narelle Hart, Rhonda Allen, Katia Croce
	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 25 November 2025	No disclosures were made
3	Advisory Committee Report 9 December 2025	No disclosures were made
4	Risk and Safety Quarterly Report - September 2025	No disclosures were made
5	Audit and Risk Committee Minutes (November 2025), Audit and Risk Committee Charter and Annual Self Assessment	No disclosures were made
6	Community Engagement Policy	No disclosures were made
7	Eltham Town Activity Centre Special Rate Levy (2026 - 2029)	No disclosures were made
8	Community Assessment Panel	No disclosures were made
9	Council Expenses Policy 2025	No disclosures were made
10	Nillumbik Festival and Event Triennial Program 2026-2029	No disclosures were made
11	Jayson Avenue Special Charge Scheme, Eltham - Intention to Declare	No disclosures were made
12	Kindergarten Infrastructure Services Plan Update	No disclosures were made
13	Instrument of Appointment and Authorisation (Planning and Environment Act 1987)	No disclosures were made
14	Instrument of Delegation to the Chief Executive Officer	No disclosures were made



MATTERS CONSIDERED		DISCLOSURES AND COMMENTS
15	Instrument of Delegation from Council to Council staff	No disclosures were made
16	Planning Amendment (Better Decisions Made Faster) Bill 2025 - What does this mean for Nillumbik?	No disclosures were made
17	Appointment of Independent Advisor and Chair to CEO Employment Matter Advisory Committee	No disclosures were made
18	Informal Meetings of Councillors Records - 9 December 2025	No disclosures were made

The Meeting concluded at 6.22pm

RECORD COMPLETED BY:	Officer Name: Officer Title:	Katia Croce Manager Governance and Property
-----------------------------	---	--

Informal Meeting of Councillors Record

The Meeting commenced at 6:30pm

MEETING DETAILS:	Title:	Recreation Trails Advisory Committee
	Date:	Wednesday 10 December 2025
	Location:	Civic Centre, Manna Gum Room 1 & 2
PRESENT:	Councillors:	Cr John Dumaresq (Chair) Cr Kim Cope (Deputy Chair)
	Council Staff:	<ul style="list-style-type: none"> Chris Gipps (Manager Recreation & Leisure)
	Other:	<u>Committee Members:</u> <ul style="list-style-type: none"> Andrew Chau Andrew Bakos Graham Jackson Andrew McMahon Bill Penrose Daryl Snowdon
APOLOGIES:		<ul style="list-style-type: none"> Serena Marriott Cath Giles Louise Barry Julie O'Connell-Seamer Mark Hood

MATTERS CONSIDERED		DISCLOSURES AND COMMENTS
1	Actions from Previous Minutes <ul style="list-style-type: none"> Review of RTAC Meeting 2 Minutes. Requested update on potential realignment of the Diamond Creek Trail at Diamond Street, Eltham. 	No disclosures were made
2	Trail mapping sub-committee / working group	No disclosures were made
3	Diamond Creek to Greensborough Trail Extension project update	No disclosures were made



MATTERS CONSIDERED		DISCLOSURES AND COMMENTS
4	Capital Works Updates <ul style="list-style-type: none">- New bench seats installed along Aqueduct Trail- Trail upgrade works occur along the Diamond Creek Trail at Eltham Rugby Field.	No disclosures were made
5	Other business <ul style="list-style-type: none">- Hurstbridge Rail Corridor Active Transport and Open Space Feasibility Study (Banyule City Council)- Status of Trail Action Plan 2021- Status of 'Maroondah Aqueduct Trail Master Plan'- Status/position of 'The case of the Maroondah Aqueduct Trail-July 2025'- Status of 'Maroondah Pipeline and Aqueduct Masterplan Final Summary Report'	No disclosures were made

The Meeting concluded at 8:24pm

RECORD COMPLETED BY:	Officer Name: Chris Gipps	Officer Title: Recreation and Infrastructure Project Manager
---------------------------------	-------------------------------------	--

Informal Meeting of Councillors Record

The Meeting commenced at 10.00am

MEETING DETAILS:	Title:	Inclusion and Access Advisory Committee
	Date:	12 December 2025
	Location:	Edendale Farm, Gastons Road, Eltham
PRESENT:	Councillors:	Cr Peter Perkins
	Council Staff:	Narelle Hart (Manager Community Programs), Angela Lampard (Disability, Inclusion and Volunteer Coordinator), Nazish Khan (Disability Inclusion Officer), Kate Jewell (Coordinator Strategic Planning), Richard Rowe (Coordinator Edendale Community Environment Farm), Jo Skuse (Visitor, Safety and Volunteer Officer Edendale Farm) and Julie-Anne Grech (Business and Program Support Officer)
	Other:	Michelle Molinaro, Jade McAlear, Gina Lloyd-Thomas, Linda Kelly, Naomi Bishop, Seane Cumming (Different Journeys), Brandi Rutherford (Araluen), Debbie Anderson (Brotherhood of St. Lawrence) and Karen McAlear (Carer)
APOLOGIES:	Cr Joy, Aaron Williams (Brotherhood of St Lawrence), Kirsten Bate, Jenny Johnsen, Brendan Dozzi, Courtney Walsh (St John of God), Chantal Blitenthal (Yarra Plenty Regional Library) and Silvana Scibilia	

MATTERS CONSIDERED		DISCLOSURES AND COMMENTS
1	Minutes of previous meeting on 24 October 2024	No Disclosures were made
2	Outstanding Action Items	No Disclosures were made
3	Dependent Person's Unit (DPU)/Small Second Dwelling presentation by Council's Coordinator Strategic Planning	No Disclosures were made
4	Edendale overview, presentation by Council's Coordinator, Edendale Community Environment Farm, Richard Rowe and Edendale's Visitor, Safety & Volunteer Officer, Jo Skuse	No Disclosures were made
5	Other Business	No Disclosures were made

The Meeting concluded at 12.00pm

RECORD COMPLETED BY:	Officer Name: Officer Title:	Julie-Anne Grech Business and Program Support Officer
-----------------------------	--	--



Informal Meeting of Councillors Record

The Meeting commenced at 7.32pm

MEETING DETAILS:	Title:	Councillor and Officer pre-meet regarding Budget Workshop
	Date:	Tuesday 27 January 2026
	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, Blaga Naumoski, Corrienne Nichols, Jeremy Livingston, Frank Vassilacos, Bulent Oz, Derek Rotter, Steve Blight
	Other:	
APOLOGIES:		

MATTERS CONSIDERED		DISCLOSURES AND COMMENTS
1	Update Councillors on the Waste Management Charge and Good Practice "Guidelines"	No disclosures were made
2	Capital Works update	No disclosures were made

The Meeting concluded at 9.29pm

RECORD COMPLETED BY:	Officer Name: Officer Title:	Blaga Naumoski Director Governance Communications and Community Safety
-----------------------------	---	---



Informal Meeting of Councillors Record

The Meeting commenced at 4.30 pm

MEETING DETAILS:	Title:	Youth Council Formal Advisory Committee
	Date:	2 February 2026
	Location:	Nillumbik Youth Hub
	Councillors:	Cr Grant Brooker
	Council Staff:	Nichole Johnson, Yasmin Green, Krystle Kalomakaefu, Frances Green
	Other:	Alexandra Laidlaw, Ang Gartland, Anushka Gupta, Eleanor Risley, Gianna Andreoli, Rose Jarvis, Samuel Lochner, Tahlia Edmonds
APOLOGIES:	Corriene Nichols, Aashini Rastogi, Jessica Brown, Kris van de Kamp, Lucas Fox,	

MATTERS CONSIDERED		DISCLOSURES AND COMMENTS
1	Presentation - Eltham District Historical Society	No disclosures were made
2	Northern Business Achievement Awards	No disclosures were made
3	Youth Summit Planning Updates	No disclosures were made
4		
5		
6		

The Meeting concluded at 6.17 pm

RECORD COMPLETED BY:	Officer Name: Officer Title:	Krystle Kalomakaefu Team Leader Youth Development
-----------------------------	---	--



Informal Meeting of Councillors Record

The Meeting commenced at 5.33pm

MEETING DETAILS:	Title:	Councillor Briefing
	Date:	Tuesday 3 February 2026
	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, Blaga Naumoski, Corinne Nichols, Jeremy Livingston, Frank Vassilacos, Bulent Oz, Derek Oz, Katia Croce, Michele Purtle, Natalie Campion, Stewart Broussard
	Other:	Maddocks – Chris Cantor
APOLOGIES:		

MATTERS CONSIDERED		DISCLOSURES AND COMMENTS
1	Strategic Communications update to Councillors	No disclosures were made
2	Diamond Creek Trail - Claim for compensation for 142 Broad Gully Road, Diamond Creek	No disclosures were made
3	Draft Terms of Reference and proposed EOI process for the Living & Learning Nillumbik Advisory Committee.	No disclosures were made
4	Naming proposal for Reserve in John Street, Eltham	No disclosures were made
5	Plenty Low Density Residential Area - Purchase of land for public open space	No disclosures were made
6	Australian Local Government Association Motions	No disclosures were made
7	Environment and Sustainability Advisory Committee (ESAC) - Renew Terms of Reference	No disclosures were made
8	Hurstbridge Dog Park Upgrade - Final Design	No disclosures were made
9	North Eltham Wanderers Cricket Club	No disclosures were made
10	Eltham Redbacks Football Club	No disclosures were made
11	CEO Update with Councillors	No disclosures were made

The Meeting concluded at 9.16pm

RECORD COMPLETED BY:	Officer Name: Officer Title:	Blaga Naumoski Director Governance Communications and Community Safety
-----------------------------	---	---



Informal Meeting of Councillors Record

The Meeting commenced at 9am

MEETING DETAILS:	Title:	Councillor workshop day 1
	Date:	Thursday 5 February 2026
	Location:	Yarra Valley Lodge
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, Blaga Naumoski, Corinne Nichols, Jeremy Livingston, Frank Vassilacos, Derek Rotter, Bulent Oz, Steve Blight, Heath Gillett
	Other:	Michael Tudball
APOLOGIES:		

MATTERS CONSIDERED		DISCLOSURES AND COMMENTS
1	Budget Overview and Financial Context <ul style="list-style-type: none"> Overview of Councillor obligations under the LG Act Presentation of the draft 2026–2027 Council Budget Discussion of the rate cap, rating strategy, and associated financial implications 	No disclosures were made
2	Waste Management Charges and Fees <ul style="list-style-type: none"> Review of proposed waste service charges and broader fees and charges schedule 	No disclosures were made
3	Community Grants Program <ul style="list-style-type: none"> Overview of program settings, funding allocation 	No disclosures were made
4	2026–2027 Operating Initiatives and Councillor Priorities <ul style="list-style-type: none"> Discussion of new operating initiatives and alignment with Councillor strategic priorities 	No disclosures were made
5	Long-Term Financial Plan <ul style="list-style-type: none"> Consideration of long-term financial sustainability, key assumptions, and projected outcomes 	No disclosures were made

The Meeting concluded at 4.45pm

RECORD COMPLETED BY:	Officer Name: Officer Title:	Blaga Naumoski Director Governance Communications and Community Safety
-----------------------------	---	---



Informal Meeting of Councillors Record

The Meeting commenced at 9.30pm

MEETING DETAILS:	Title:	Councillor workshop day 2
	Date:	Friday 6 February 2026
	Location:	Yarra Valley Lodge
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, Blaga Naumoski, Corrienne Nichols, Jeremy Livingston, Frank Vassilacos, Derek Rotter, Bulent Oz, Steve Blight, Alex Stewert
	Other:	Michael Tudball
APOLOGIES:		

MATTERS CONSIDERED		DISCLOSURES AND COMMENTS
1	Recap of Day 1 Discussions <ul style="list-style-type: none"> Summary of key themes, decisions, and outstanding matters 	No disclosures were made
2	Capital Works Program <ul style="list-style-type: none"> Overview of the 2026–2027 Capital Works Program Discussion of major projects, delivery status, and funding considerations 	No disclosures were made
3	Budget Timetable <ul style="list-style-type: none"> Review of key milestones, statutory requirements, and engagement timelines 	No disclosures were made
4	Open Session for Councillors <ul style="list-style-type: none"> Opportunity for questions, reflections, and additional matters for consideration 	No disclosures were made

The Meeting concluded at 3.30pm

RECORD COMPLETED BY:	Officer Name: Officer Title:	Blaga Naumoski Director Governance Communications and Community Safety
-----------------------------	---	---



Informal Meeting of Councillors Record

The Meeting commenced at 5.30pm

MEETING DETAILS:	Title:	Strategic Risk Workshop
	Date:	Tuesday 10 February 2026
	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, Blaga Naumoski, Jeremy Livingston, Derek Rotter, David Taylor
	Other:	Richard Wilson and Graham Noriskin – Aster Advisory
APOLOGIES:		

MATTERS CONSIDERED		DISCLOSURES AND COMMENTS
1	Overview of Risk Management process and Councillors role	No disclosures were made
2	Discussion on Council's Strategic Risks	No disclosures were made

The Meeting concluded at 6.34pm

RECORD COMPLETED BY:	Officer Name: Officer Title:	Blaga Naumoski Director Governance Communications and Community Safety
-----------------------------	---	---



Informal Meeting of Councillors Record

The Meeting commenced at 7.02pm

MEETING DETAILS:	Title:	CEO Employment Matters Advisory Committee meeting
	Date:	Tuesday 10 Feb 2026
	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, Blaga Naumoski
	Other:	Kendrea Pope – Chair and Advisor
APOLOGIES:		

MATTERS CONSIDERED		DISCLOSURES AND COMMENTS
1	CEO Recruitment and Performance Framework overview	No disclosures were made
2	Confirmation of Performance Management Process <ul style="list-style-type: none"> • Mid-cycle review • Annual review • Development of new CEO Performance Plan 	No disclosures were made

The Meeting concluded at 8.26pm

RECORD COMPLETED BY:	Officer Name: Officer Title:	Blaga Naumoski Director Governance Communications and Community Safety
-----------------------------	---	---

