

Council Plan 2021-2025





Acknowledgement of Country

Nillumbik Shire Council respectfully acknowledges the Wurundjeri Woi-wurrung people as the Traditional Owners of the Country on which Nillumbik is located, and we value the significance of the Wurundjeri people's history as essential to the unique character of the shire. We pay tribute to all First Nations People living in Nillumbik, give respect to Elders past, present and future, and extend that respect to all First Nations People.

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

Wurundjeri Woi-wurrung people hold a deep and ongoing connection to this place. We value the distinctive place of our First Nations People in both Nillumbik and Australia's identity; from their cultural heritage and care of the land and waterways, to their ongoing contributions in many fields including academia, agriculture, art, economics, law, sport and politics.



An event at the Eltham Town Square

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COVER

Artwork by local artist Dean Wittmann-Lamb, originally developed and used for the Our People, Our Place, Our Future community engagement program

Our Council Plan

A Council Plan plays a key role in setting the strategic direction of Council for the four-year Council term. The Council Plan will guide the organisation's work to deliver on the priorities of the Council and the community, and to manage and deliver services for the Nillumbik community during this Council's term.

Alignment to the Community Vision – Nillumbik 2040

Under the *Local Government Act 2020*, the Council Plan must align with a community vision, which is an aspirational description of what a community values and wants for the future. Our Community Vision – Nillumbik 2040 is representative of feedback received from over 2,000 community participants in the Our People, Our Place, Our Future community engagement program undertaken in early 2021.

Reflecting our community's priorities and needs in the shorter term, the themes from our Community Vision – Nillumbik 2040 have been translated into our four-year Council Plan (see graphic on page 5).

The Council Plan 2021-2025 is Council's commitment to delivering on the community's aspirations outlined in our community vision over the next four years.

This Council Plan will be supported by ongoing community engagement, the review, development and implementation of other key Council strategic plans and policies, and the Financial Plan 2021-2031 which describes the financial resources that will be required to deliver the Council Plan and other strategic plans.

Structure of the Council Plan 2021-2025

This Council Plan includes:

- Four themes, all of which are aligned to the Community Vision – Nillumbik 2040;
- Four objectives which define the outcomes that Council wants to achieve through this plan;
- Strategies which outline how Council will achieve the objectives;
- Priority actions which provide additional information that details what we will do in order to achieve each objective; and
- Strategic indicators which will measure how progress towards the objectives will be evaluated.

The strategies in the plan determine how Council will address our community's priorities, wellbeing and services both now and into the future. The strategic indicators are aligned to the strategies which will measure our performance.

Some of the strategic indicators in the Council Plan 2021-2025 are also made available on the Know Your Council website knowyourcouncil.vic.gov.au through the Local Government Performance Reporting Framework (LGPRF).

Annual Action Plan

Council operationalises the Council Plan annually through an Annual Action Plan, which will detail the specific actions we commit to delivering each year to achieve the objectives and strategies across the four years. A progress report will be presented to Council and the community quarterly and in the Annual Report at the end of the financial year.

Budget

Council prepares an annual budget each financial year which seeks to balance the demand for services and infrastructure with the community's capacity to pay. The budget includes information about the rates and charges to be levied, new initiative funding, borrowing, operating results, cash and investments, capital works, financial position and financial sustainability. It is generally prepared alongside the Annual Action Plan with specific project and service delivery requirements balanced against available resources.

Glossary of terms

Vision – A long-term aspiration for our community

Theme – A key focus area for Council and our community

Objective – An achievable step that contributes to meeting our Community Vision

Strategies – Provides additional information that details what we will do in order to achieve our objectives

Priority actions – Provides additional information that details what we will do in order to achieve each objective

Strategic indicators – Measurements that monitor the achievement of the strategies



View from Kangaroo Ground War Memorial Park

Our vision statement

Community is at the heart of the Shire of Nillumbik. We work to keep our community engaged, connected, active and supported in a healthy, safe and sustainable environment.

Nillumbik’s places and spaces make an important contribution to health, wellbeing, culture, the environment, biodiversity and economic success. We continue to strengthen the Shire’s identity through reinforcing existing natural and built form, improving accessibility and connectivity, protecting the environment, and enhancing both the Green Wedge and tree canopy in urban areas.

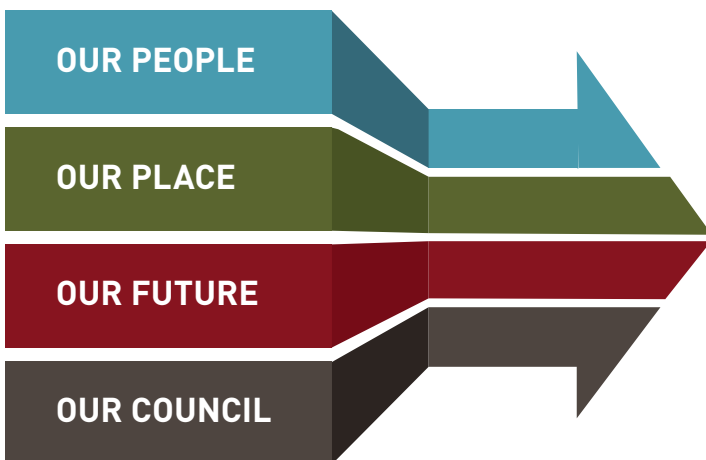
We acknowledge the pressures on liveability that in the future will likely challenge the way we live. We continue to strengthen Nillumbik’s ability to manage and adapt to changing circumstances, to ensure the Shire and our community remain sustainable and resilient.

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

Source: Community Vision - Nillumbik 2040

Our Values

Respect; Integrity; Collaboration; Adaptability; Community



COMMUNITY AND CONNECTION

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

PLACE AND SPACE

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

SUSTAINABLE AND RESILIENT

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

RESPONSIBLE AND ACCOUNTABLE

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



The award-winning
Diamond Creek
Regional Playspace

Our Councillors

Council's role is to provide good governance and leadership for the Nillumbik community through advocacy, decision-making and action. The Council has an obligation to achieve maximum benefit from its available resources for its community.

Councillors are elected by residents and ratepayers to govern the municipality. Nillumbik is divided into seven wards and one Councillor is elected to represent each ward. The seven Councillors for the 2020-2024 term of Council are:



Councillor
Richard Stockman
Blue Lake Ward
0438 143 678
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Councillor
Karen Egan
Bunjil Ward
0438 341 595
Karen.Egan@nillumbik.vic.gov.au



Councillor
Natalie Duffy
Edendale Ward
0466 043 493
Natalie.Duffy@nillumbik.vic.gov.au



Councillor
Peter Perkins
Ellis Ward
0437 455 064
Peter.Perkins@nillumbik.vic.gov.au



Councillor
Ben Ramcharan
Sugarloaf Ward
0476 175 359
Ben.Ramcharan@nillumbik.vic.gov.au










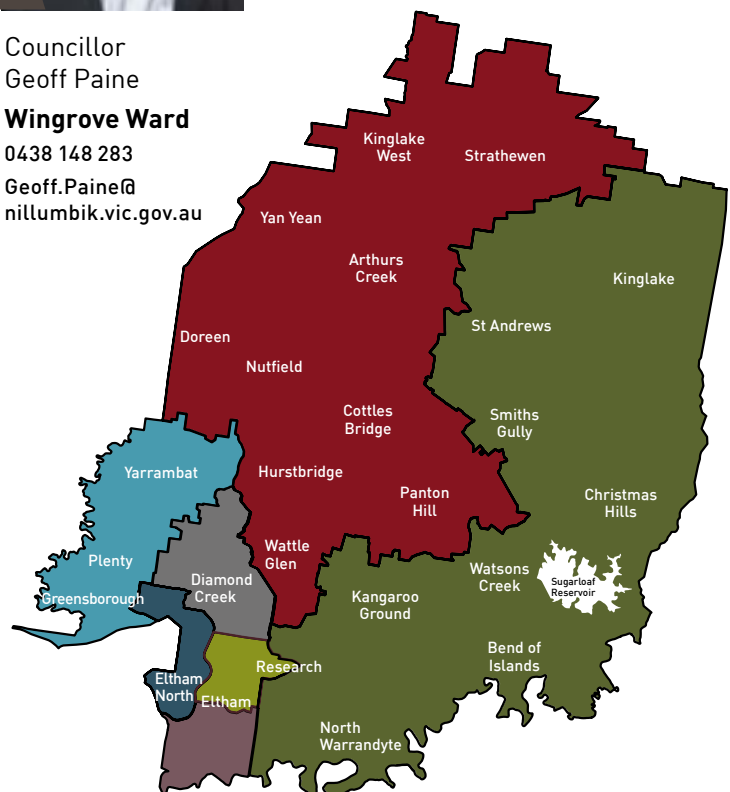
Councillor
Frances Eyre
Swipers Gully Ward
0466 049 798
Frances.Eyre@nillumbik.vic.gov.au



Councillor
Geoff Paine
Wingrove Ward
0438 148 283
Geoff.Paine@nillumbik.vic.gov.au

KEY

-  Blue Lake Ward
-  Bunjil Ward
-  Edendale Ward
-  Ellis Ward
-  Sugarloaf Ward
-  Swipers Gully Ward
-  Wingrove Ward





Our Nillumbik Councillors

Message from the Council

The Council Plan 2021-2025 has been developed following the election of a new Council in November 2020. This plan outlines how Council will work with our community over the next four years to achieve the community's and Council's aspirations, priorities and service delivery for now and in the future.

What we have heard...

- Our annual community surveys continually tell us that delivery of Council's core services is of most importance to the community. As such, we want to improve service delivery and improve 'delivering the basics'.
- The Our People Our Place Our Future community engagement, where we heard from more than 2,000 community members, has helped shape this plan. The community has identified a number of key short-term priorities, including action on climate change, preservation of environment and biodiversity, responsible urban housing development, preservation of the Green Wedge, reducing waste, greater recycling and improved community consultation and leadership.
- Our community wants Council to operate both effectively, maintaining current service levels, and be fiscally responsible.

What we have done...

We have developed the Council Plan 2021-2025 capturing what we have heard. We have developed four themes underpinned by objectives and strategies that capture the essence of the things you have told us are important to you. These themes align to the four key themes of our Community Vision – Nillumbik 2040.

Each Council Plan theme contains an objective and a series of strategies which will support the achievement of the objective in the short term and contribute to the realisation of our community vision in the longer term. The success of objectives and strategies will be measured regularly against a range of strategic indicators. We have also developed a set of priority actions for each theme and its corresponding objective. The priority actions provide more information about what Council will do to meet the plan's objectives.

What we will do...

We are committed to being adaptive to new ways, and working closely with our community to maximise the value we create for our community. Given the current COVID-19 pandemic, and the social, environmental and financial uncertainty it presents, we aim to be agile, re-prioritising our commitments and actions if and when we need to. This will be undertaken during our annual budget planning process.

As the Council Plan is a summary of our priorities, it will be used by Councillors and Council staff to guide our work, decisions and efforts.

In order for this Council to play an effective role both now and into the future, we will:

- Focus on delivering Council services in line with transparent service level standards
- Deepen our understanding of Nillumbik's communities, listening and engaging in different ways to reflect community diversity
- Have the courage to embrace future challenges to take informed risks and embrace better ways of working
- Empower Council and our communities to make decisions through greater access to information
- Promote local networks, businesses, goods and services to enhance economic sustainability
- Promote local and regional partnerships that address local issues at a local, state and federal level.

As a Green Wedge Shire, Council is acutely aware of the multiple threats facing all communities and ecosystems as a result of climate change and requires urgent action to address these threats. Council acknowledges this and commits to a climate emergency response, and will proactively integrate climate change mitigation and adaptation into Council actions. As identified in our priority actions, Council will be developing and adopting a Climate Action Plan, and we will review our Biodiversity Strategy.

Other significant initiatives include the development of an Access, Equity and Inclusion Policy aimed at encouraging inclusion and participation for all members of our community, the Nillumbik Health and Wellbeing Plan will support healthy outcomes, the Reconciliation Action Plan that will drive reconciliation through practical actions, a new Neighbourhood Character Strategy that will inform a future Housing Strategy, and the implementation of the Nillumbik Community Pandemic Recovery Plan that supports resilience and recovery as we emerge from the COVID-19 pandemic.

As your elected representatives, we will continue to engage with you and ensure transparency and accountability in implementing this plan.

Rosella Spider Orchid





A rural Nillumbik landscape



Our Council Plan themes

The framework for the Council Plan has been designed using the following four themes:

Community and connection	13
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Responsible and accountable	27

Ageing well in Nillumbik



Engaging with residents
at the Nillumbik Healthy
and Active Ageing Expo

Community and connection

Objective

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

Strategies

Equity and inclusion

- We champion equity, diversity, access and inclusion for people of all abilities, ages, cultural identities, gender identities, geographic locations, religions, sexualities, and socio-economic backgrounds
- We actively work towards reconciliation and the process of healing with the Wurundjeri Woi-wurrung people and recognise them as the Traditional Owners of the land and waterways of Nillumbik
- We protect Aboriginal cultural heritage; through building trust, education and celebration, we stand with First Nations people respecting their unique place in our nation
- We encourage and support volunteering to enable community participation opportunities and actively celebrate these contributions

Health and wellbeing

- We address the social, environmental and economic factors of health to improve health and wellbeing outcomes for our communities
- We work with our local partners, government and non-government agencies to respond to health and wellbeing priorities in Nillumbik

Ages and stages

- We work towards creating an age-friendly community where all people regardless of their age or ability can live a good quality of life
- We actively engage people of all ages and stages in decisions that affect them, ensuring that initiatives meet current and emerging needs
- We ensure people of all ages and stages have access to inclusive services that respond to their individual needs
- We focus on lifelong learning as a way to support our residents through key life stages












Priority actions

- Develop and adopt an Access, Equity and Inclusion Policy
- Develop a Reconciliation Action Plan, supported by the employment of an Aboriginal Community Liaison Officer
- Develop an Inclusive Sports and Facilities Plan
- Investigate opportunities to expand volunteering opportunities, including supporting Council auspice Landcare groups and expanding “Friends of” groups
- Develop and implement Council’s Grants Policy to ensure a clear, consistent and equitable approach in the delivery of grant allocation and acquittal of grants
- Develop and implement an Events Policy to ensure a clear, consistent and equitable approach in the support and delivery of events in our Shire
- Continue to innovate leisure facilities offerings and services to support health and wellbeing outcomes across the community
- Implement the Victorian Government’s 3-year-old kindergarten reform
- Develop and implement a Youth Strategy in partnership with our Youth Council and community partners
- Continue to innovate Living & Learning Nillumbik offerings and services to support health and wellbeing outcomes across the community, and provide life-long learning opportunities
- Develop a dedicated works list to implement age-friendly improvements for community facilities

Strategic indicators

Strategic indicator	Target
Percentage of people who think multiculturalism makes life in their area better (acceptance of diverse cultures) <i>Source: Victorian Population Health Survey – Nillumbik Local Government Area</i>	↑
Percentage of people who say it is important for Council to address the needs of LGBTIQ+ residents <i>Source: Annual Community Survey</i>	↑
Percentage of people who say they feel valued by society <i>Source: Victorian Population Health Survey – Nillumbik Local Government Area</i>	↑
Number of reconciliation activities delivered <i>Source: Council records</i>	↑
Number of Council volunteers <i>Source: Council records</i>	↑
Percentage of people engaged in assisting/helping a local group (volunteering) <i>Source: Victorian Population Health Survey – Nillumbik Local Government Area</i>	↑
Number of Council auspice “Friends of” groups <i>Source: Council records</i>	↑
Proportion of the municipal population that are active library members <i>Source: LGPRF</i>	↑
Community satisfaction with community services <i>Source: Annual Community Survey</i>	↑
Annual immunisation coverage rate for children aged 0 to 5 <i>Source: LGPRF</i>	↑
Participation in the maternal and child health service <i>Source: LGPRF</i>	↑
Total enrolments in programs at Living & Learning Nillumbik <i>Source: Council records</i>	↑
Number of meals on wheels program meals delivered <i>Source: Council records</i>	↑

Supporting strategies, policies and plans*

Document status during the life of this Council Plan:				
 New – to be developed and adopted	 Remain in situ (no review/update)	 Review and update	 Will lapse and be replaced	 Will lapse and no need to replace
Access, Equity and Inclusion Policy		Municipal Health and Wellbeing Plan		
Disability Action Plan		Reconciliation Charter		
Early Years Community Infrastructure Plan		Reconciliation Action Plan		
Gender Equality Action Plan		Youth Strategy		

* Accurate at the time of print, status will be reviewed annually or as required

Aligned services we provide

Service	Description
Community support services	Promotes and supports Nillumbik's ageing community with a focus on the overall health, wellbeing and independence of individuals, families and community groups.
Community development	Provides services for the whole community, such as festivals and events, grants for community groups, services and programs for youth, and community development.
Disability inclusion and volunteering	Drives systemic change, advocates, educates, and raises awareness about inclusion so that the needs of people with a disability, volunteers and their families/carers are considered across all Council activities. Also supports Council's volunteer program managers and their volunteers.
Early years	Provides support and training to families with young children and services delivering early years' education and care programs.
Libraries and community education	Provides facilities and programs for the whole community, including libraries, Living & Learning Nillumbik and Edendale Community Environment Farm.
Maternal and child health services	Provides services and programs for new babies and parents in the Shire, including maternal and child health and immunisation services.
School crossings	Provision of school crossing supervisors for school children across the Shire.



A family enjoying one of our many shared recreation trails



Place and space

Objective

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

Strategies

Identity

- We celebrate and prioritise the protection of our heritage, arts and culture, places and spaces by focusing on the diversity of experiences that have shaped our shared history
- We value, appreciate and enjoy our Green Wedge Shire, including our rural areas and leafy urban areas, which we work hard to protect and enhance
- We recognise and celebrate our community's significant contributions to art and culture
- We acknowledge the rural activities and diverse lifestyles that characterise and enrich our Green Wedge

Natural environment

- We are committed to protecting and enhancing the environmental integrity of our community's unique surroundings, Aboriginal heritage, natural environment and diverse wildlife
- We understand and value biodiversity and its importance to human health and wellbeing, and take action to protect and enhance biodiversity in Nillumbik
- We effectively uphold the planning scheme, including fill dumping and unauthorised removal of vegetation

Open spaces

- We carefully protect, plan, maintain and improve open spaces, streetscapes and places to ensure that they are safe, accessible and enjoyable
- We continue to enhance the Shire's shared trail network, working proactively to improve connectivity
- We facilitate participation in sports, leisure and recreational activities

Neighbourhood character

- We respect and enhance the unique neighbourhood character in our communities to ensure a considered approach to planning and development
- We value everyday arts and cultural experiences through the development of public art
- We promote place making and shaping and advocate for the continuation and enhancement of local character
- We champion good design in our public buildings and developments that is consistent with local character

Movement and place

- We work to understand what residents, businesses and visitors need from modes of transport, to ensure that getting around is easy, accessible, safe and sustainable
- We champion the notion of living locally; making it easier for people to meet most of their daily needs within the Shire
- We facilitate the enjoyment of the Green Wedge by residents and visitors through the development and maintenance of shared trails
- We continue to deliver on our road management responsibilities; working to enhance infrastructure that aligns with the character of the neighbourhood
- We prioritise and actively advocate for new and better public transport options and a reduction of private car use and dependence
- We work with our community, neighbouring councils and transport and planning agencies to advocate for improved transport solutions

Priority actions

- Further investigate suitable sites for a gallery and exhibition spaces
- Develop a Performing Arts Policy
- Undertake a heritage review of the 'Stage 2' potential heritage sites of significance
- Develop a Municipal Planning Strategy and include into the planning scheme
- Develop the Kangaroo Ground War Memorial Park Management Plan
- Investigate and develop a policy approach to Wurundjeri Acknowledgement at Council's places and spaces
- Review the Biodiversity Strategy to provide a renewed focus for Council, the community and our partners
- Investigate measures to establish and enhance the urban tree canopy
- Review Council's tree management policy and supporting guidelines
- Investigate measures to protect wildlife across a range of settings, including roadsides
- Develop a new Open Space Strategy for the Shire, to help inform future open space directions, including:
 - Options and support to the community for activities such as BMX and off-road biking
 - A masterplan for Yarrambat Park
- Determine and action site planning for the former Plenty CFA site
- Develop a new 10-year Recreation and Leisure Strategy
- Prepare a priority list of trail enhancements and "missing links"
- Develop a Neighbourhood Character Strategy
- Develop the Wattle Glen Public Realm Framework
- Develop a set of guiding principles to facilitate place-making across the Shire
- Develop a Housing Strategy for the Shire
- Develop an annual implementation plan for streetscape improvements as part of annual budget considerations
- Develop a plan for Research to improve amenity and functionality
- Implement the Major Activity Centre Structure Plans for Diamond Creek and Eltham into the planning scheme
- Develop a masterplan for community facilities in Diamond Creek including recreation and community precincts and buildings
- Implement a range of traffic and transport initiatives that will promote more sustainable travel while addressing key safety issues in line with the Eltham Major Activity Centre Structure Plan, through the Eltham Urban Congestion Fund Project
- Develop a new Integrated Transport Strategy to guide transport planning, sustainable outcomes and advocacy
- Review road sealing policy to support capital works decision-making
- Advocate for additional bus shelters across the Shire, particularly along higher usage routes

Strategic indicators

Strategic indicator	Target
Total number of participants in arts and cultural programs and activities <i>Source: Council records</i>	↑
Community satisfaction with arts and cultural programs, activities and events <i>Source: Annual Community Survey</i>	↑
Community satisfaction with the appearance and quality of newly constructed developments <i>Source: Annual Community Survey</i>	↑
Percentage of VCAT decisions upholding Council's determined position <i>Source: LGPRF</i>	↑
Percentage of planning applications determined within required timeframes <i>Source: LGPRF</i>	↑
Number of trees planted in streets and parks to maintain tree canopy <i>Source: Council records</i>	↑
Number of Land Management Incentive Program grants provided to the community for control of noxious and environmental weeds <i>Source: Council records</i>	↑
Number of dead animals collected by Council <i>Source: Council records</i>	↓
Number of infringements issued following investigation of littering or rubbish dumping <i>Source: Council records</i>	↑
Community perception of public safety during day and night <i>Source: Annual Community Survey</i>	↑
Community satisfaction with the design of public spaces <i>Source: Annual Community Survey</i>	↑
Community satisfaction with provision and maintenance of parks and gardens <i>Source: Annual Community Survey</i>	↑
Percentage of capital works program delivered <i>Source: Council records</i>	↑
Community satisfaction with aquatic and leisure facilities <i>Source: Annual Community Survey</i>	↑
Attendance at leisure and aquatic facilities <i>Source: LGPRF</i>	↑
Community satisfaction with local traffic management <i>Source: Annual Community Survey</i>	↑
Sealed local roads maintained to condition standards <i>Source: LGPRF</i>	↑
Community satisfaction with grading of unsealed roads <i>Source: Annual Community Survey</i>	↑



One of our many recreation spaces

Supporting strategies, policies and plans*

Document status during the life of this Council Plan:				
 New – to be developed and adopted	 Remain in situ (no review/update)	 Review and update	 Will lapse and be replaced	 Will lapse and no need to replace
Arts and Culture Strategy			Integrated Transport Statement and Strategy	
Biodiversity Strategy			Municipal Planning Strategy	
Diamond Creek Major Activity Centre Structure Plan			Neighbourhood Character Strategy	
Eltham Major Activity Centre Structure Plan			Open Space Strategy	
Equine in Nillumbik Plan			Recreation and Leisure Strategy	
Green Wedge Management Plan			Road Management Plan	
Housing Strategy			Roadside Management Plan	

* Accurate at the time of print, status will be reviewed annually or as required

Aligned services we provide

Service	Description
Arts and culture	Responsible for the cultural vitality and community engagement in the arts across the Shire and to enable participation in the cultural life of the community and enjoyment of the arts by providing diverse and innovative opportunities for active lifestyles and artistic expression.
Building safety and regulation	Responsible for administration and enforcement of certain parts of the <i>Building Act 1993</i> and Regulations.
Infrastructure design, construction and transport	Provides services for the whole community including: design for capital works projects; roads; bridges; drainage; landscape; traffic management; coordination of capital works; procurement and construction; engineering assessment of planning applications and approval of subdivision works; traffic control; road safety; advocacy on public transport and main roads and street lighting.
Leisure facilities and services	Responsible for the provision of leisure facilities and services for the whole community, including leisure centres, sportsgrounds, recreation trails and playgrounds.
Local laws and parking	Administers local laws, car parking regulation and amenity protection for the whole community.
Parks and reserves maintenance	Maintains parks, sportsgrounds, conservation reserves, street trees and roadsides across the Shire.
Property and asset management	Provides infrastructure asset management and planning, building maintenance and fencing as well as property, fleet, community centres and halls network management.
Road and drainage maintenance	Provides maintenance of local roads and bridges, pedestrian bridges, bus shelters, footpaths, trails and drains for the whole community. This service also incorporates Council's response to deceased animal collection, street cleaning and roadside litter collection.
Statutory planning	Responsible for processing of planning applications and subdivision applications, conducts planning investigations and promotes compliance with the Nillumbik Planning Scheme and permit conditions.
Strategic planning	Provides land use planning and policy, planning scheme management, activity centre planning and heritage protection across the Shire.



A school group learning at Edendale Community and Environment Farm

Sustainable and resilient

Objective

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

Strategies

Climate action

- We work proactively to reduce Council's direct contribution to climate change, and support our community to do the same
- We prepare for, respond and adapt to the risks and impacts of a changing climate on our community, environment, infrastructure and services, and support our community to do the same
- We work with our community, First Nations People, partners and all levels of government to develop clear and effective initiatives to address climate change

Sustainability

- We develop clear and effective initiatives designed to reduce the impact of waste and materials from procurement to disposal
- We explore innovative techniques to enhance food systems within Nillumbik and improve their resilience in response to climate change
- We favour sustainable and innovative investment; focussing on renewable energy initiatives
- We seek to embed sustainability initiatives in the planning scheme
- We work with our community, First Nations People, partners and government agencies to promote sustainability

Resilience and recovery

- We support individuals, families and the community to be mentally and physically healthy, safe and enabled to participate in relief and recovery processes arising from crisis or emergency
- We strengthen emergency preparedness, prevention, response and recovery through the sharing of emergency management information and capabilities
- We work with our community, First Nations People, partners and government agencies to develop processes that are flexible, tailored, relevant and adaptive to the changing needs of the community

Business and tourism

- We promote Nillumbik's unique offerings; supporting a vibrant local economy and encouraging tourism
- We support businesses, industries and events, and encourage investment within Nillumbik
- We support sustainable agricultural pursuits and their contribution to Nillumbik and the broader community
- We provide spaces, places and opportunities that develop, and actively support our creative industries

Priority actions

- Develop and implement a Climate Action Plan for the Shire
- Deliver annual project list of opportunities across energy and water efficiency, renewable energy and adaptation opportunities
- Deliver the solar farm project in Plenty
- Develop an after-use plan for the rehabilitated former landfill at Kangaroo Ground
- Promote transition to Council’s electric vehicles, and explore placement opportunities for future electric charging stations
- Investigate options to implement Environmentally Sustainable Development (ESD) principles into the planning scheme
- Review the Ecologically Sustainable Development (Building, Design and Works) Policy so that innovative and sustainable outcomes in capital works projects can be pursued
- Review the Integrated Water Management Plan
- Develop guidelines to support product and material selection in order to minimise environmental impacts
- Implement the adopted Nillumbik Community Pandemic Recovery Plan 2021-2022
- Support local business and the local economy through the implementation of the Economic Development Strategy
- Continue partnership with Yarra Ranges Tourism to promote tourism and optimise visitor economy within the Shire
- Implement the Better Business Approvals program to make it easier for businesses to obtain planning and building permits


Strategic indicators

Strategic indicator	Target
Community satisfaction with Council meeting its responsibilities towards the environment <i>Source: Annual Community Survey</i>	↑
Community satisfaction with environmental programs and facilities <i>Source: Annual Community Survey</i>	↑
Number of participants in environmental programs and events <i>Source: Council records</i>	↑
Number of program participants and visitors at Edendale Community and Environment Farm <i>Source: Council records</i>	↑
Community satisfaction with regular waste collections <i>Source: Annual Community Survey</i>	↑
Percentage of kerbside waste collections diverted from landfill <i>Source: LGPRF</i>	↑
Percentage of contamination in kerbside waste bins <i>Source: Council records</i>	↓
Community satisfaction with Council’s support for local business <i>Source: Annual Community Survey</i>	↑
Number of jobs available in the Shire <i>Source: REMPLAN</i>	↑
Number of local residents who work within the Shire <i>Source: REMPLAN</i>	↑
Gross Regional Product (\$) <i>Source: REMPLAN</i>	↑



A business in Pantan Hill

Supporting strategies, policies and plans*

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Climate Action Plan			Integrated Water Management Plan	
Economic Development Strategy			Nillumbik Community Pandemic Recovery Plan	

* Accurate at the time of print, status will be reviewed annually or as required

Aligned services we provide

Service	Description
Environment and conservation	Provides environment and conservation services and programs for the whole Nillumbik community, such as environmental planning and policy; education and events; water quality and conservation; biodiversity protection; land management advice and energy efficiency programs.
Recycling and waste services	Provides collection of household waste, recycling, green waste, hard waste, waste education and landfill rehabilitation for the whole Nillumbik community.
Tourism and business support	Focuses on growing the local economy through providing support to local business networks, traders associations and individual businesses; delivering business events and training and supporting tourism development and promotion for the Nillumbik region.



Road grading
in one of our
rural areas



Responsible and accountable

Objective

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

Strategies

Good governance

- We act in the best interests of our community
- We continue to exercise sustainable and responsible financial management
- We maintain good governance and transparency; clearly defining and communicating the role of Councillors and Council
- We are forward-thinking, data-driven and evidence-led in our decision making, always looking to identify new opportunities
- We will continue to be an employer of choice
- We foster a positive organisational culture, from the top down

Risk management

- We continue to meet Council's responsibilities for emergency management by working with the community and partner agencies, especially in relation to bushfire
- We seek to enhance community safety, public health, amenity and the environment through improved planning and community engagement, prioritising fair and transparent approaches to managing compliance and enforcement
- We acknowledge our role in managing the significance of global risks

Services and programs

- We make Council's programs, services, processes and information equitable, accessible and inclusive
- We enhance the effectiveness and efficiency of our services, prioritising a great customer experience
- We communicate clearly and regularly, taking the time to listen and engage with our community
- We source alternative and innovative funding sources to support and complement Council services and infrastructure
- We partner with state and federal governments to advocate in our community's best interests
- We work with Wurundjeri Woi-wurrung to develop strategies and projects that deliver meaningful acknowledgement as Traditional Owners









Priority actions

- Exercise responsible financial management in budgeting and long-term financial planning in response to ongoing financial challenges, adhering to the Victorian Government’s rate cap
- Develop and implement a State and Federal Advocacy Plan to help attract funding and support for Council’s priority projects and initiatives, and support advocacy in the best interests of the community
- Develop a Workforce Plan that promotes gender equality, diversity and inclusiveness, and the organisation as an ‘employer of choice’
- Implement the annual actions in the Municipal Fire Management Plan
- Undertake a review of our Local Laws
- Develop an Enforcement Strategy
- Develop a Building Municipal Control Plan which identifies building risks within the Shire and categorise the risk to Council and community
- Develop and adopt a Communications Strategy to keep the community informed about our programs, projects, services and decisions
- Implement the adopted Community Engagement Policy
- Continue the business transformation program encompassing systems, processes and people, to achieve our ‘customer first’ vision of “Council’s services are easy to use, and we will ensure they will be customer focused at all times in an environment where all customers will be treated with care and respect”

Strategic indicators

Strategic indicator	Target
Community satisfaction with Council making decisions in the best interests of the community <i>Source: Annual Community Survey</i>	↑
Community satisfaction with Council’s consultation and engagement <i>Source: Annual Community Survey</i>	↑
Percentage of people feeling they have the opportunity to have their say <i>Source: Victorian Population Health Survey – Nillumbik Local Government Area</i>	↑
Community satisfaction with Council’s responsiveness to local community needs <i>Source: Annual Community Survey</i>	↑
Community satisfaction with fire prevention works <i>Source: Annual Community Survey</i>	↑
Percentage of fire prevention notices that resulted in compliance <i>Source: Council records</i>	↑
Time taken to action food complaints <i>Source: LGPRF</i>	↑
Percentage of animals reclaimed from the regional pound <i>Source: LGPRF</i>	↑
Percentage of issued infringement notices expiated <i>Source: Council reporting to Fines Victoria</i>	↑
Community satisfaction with customer service <i>Source: Annual Community Survey</i>	↑
Customer satisfaction score from direct customers <i>Source: Biannual Customer Experience Survey</i>	↑
Satisfaction score of customer visits to Council’s website <i>Source: Biannual Customer Experience Survey</i>	↑
Number of visitors to Council’s website <i>Source: Council records</i>	↑
Total number of participants on Council’s social media channels <i>Source: Council records</i>	↑
Percentage of successful grant applications applied for by Council <i>Source: Council records</i>	↑

Supporting strategies, policies and plans*

Document status during the life of this Council Plan:				
 New – to be developed and adopted	 Remain in situ (no review/update)	 Review and update	 Will lapse and be replaced	 Will lapse and no need to replace
Advocacy Plan			Domestic Animal Management Plan	
Bushfire Mitigation Strategy			Domestic Wastewater Management Plan	
Communications Strategy			Municipal Fire Management Plan	
Community Engagement Policy			Nillumbik Customer First Strategy	

* Accurate at the time of print, status will be reviewed annually or as required

Aligned services we provide

Service	Description
Animal management	Works under the required legislative framework to protect the welfare of animals and the community. Manages animal regulation and municipal pound.
Business transformation and performance	Provides internal service delivery in performance reporting, strategy and planning expertise, occupational health and safety, risk management and insurance, and business transformation projects and initiatives.
Communications	Assists Council and staff to communicate its decisions, services, activities and events to Nillumbik residents and the wider community through print and electronic communication channels, and to promote local government sector, local and regional advocacy.
Customer service	Provides frontline customer service and reception services for the benefit of all residents, ratepayers and visitors, and is responsible for driving key changes in behaviour and delivering programs of value to the community in achieving customer experience improvements.
Emergency management	Working in partnership with stakeholders and the community, contribute to the development of a disaster-resilient community that is better able to prepare for, respond to and recover from emergency events.
Food safety and public health	Provides services to the community in food safety and health premises regulation, septic tank regulation, public health protection and amenity and noise regulation.
Finance	Provides internal service delivery in finance, budgeting and procurement services, rates and property valuations.
Governance	Manages Council's overall governance matters, including coordination of Council meetings, elections, civic functions and legislative requirements; legal services; records management; and Mayor and Councillor resources and support services.
Human resources	Provides internal service delivery in the areas of recruitment and selection, staff learning and development and employee and industrial relations.
Information technology	Provides internal service delivery in information technology services and solutions, on-line services and telecommunications.



Rainbow lorikeets at Diamond Creek

Implementation and reporting

Council is committed to regularly monitoring and reporting progress on the Council Plan 2021-2025 to the Nillumbik community.

A progress report against key deliverables in the Annual Action Plan aligned to the Council Plan will be prepared and reported to a Council Meeting each quarter, and progress against the Council Plan will be reported annually through the Annual Report.

Outcomes from the Council Plan 2021-2025 will also align with and be actioned through other Council strategy documents and plans, and reported to a Council Meeting periodically, in accordance with Council's Strategic Planning Framework. This framework is consistent with the requirements of the *Local Government Act 2020*, and aligns to the four themes of the Council Plan.

The *Local Government Act 2020* promotes an integrated approach to strategic planning and reporting. This ensures a strong alignment between the Community Vision, Council Plan 2021-2025 and other Council documents that direct and influence initiatives, activities and projects undertaken by Council.

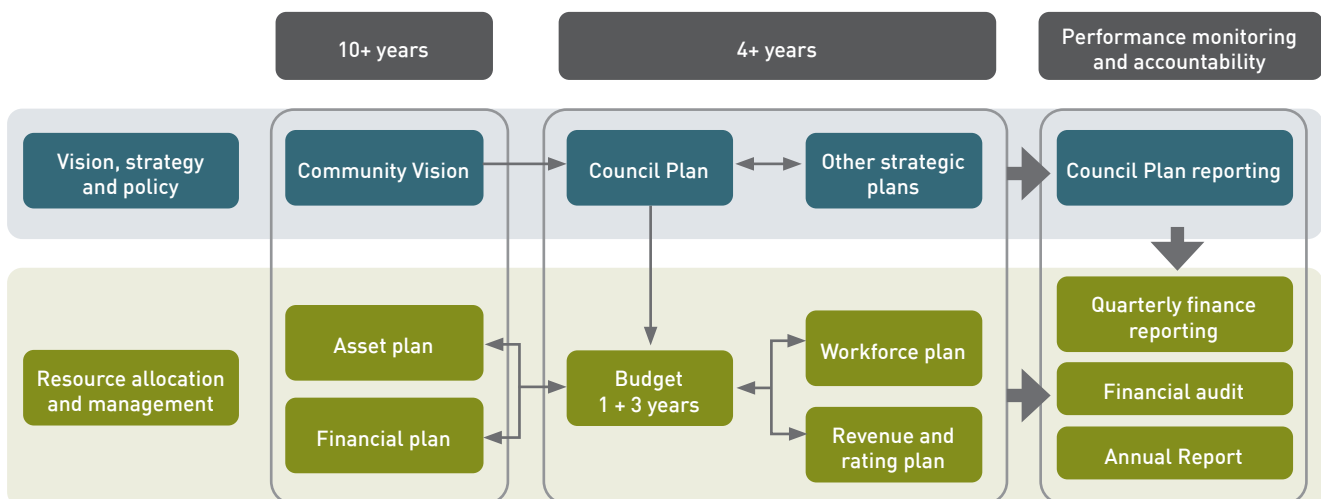
The benefits of this approach include:

- Clarity of direction and streamlining of effort, planning, cost and administration
- Reporting on the results helps ensure Council transparency and accountability to the community
- Strategies, policies and plans have a clear purpose and are easy to understand and implement, and the development of action and annual plans provide accountability for the delivery of strategy and projects across Council
- The results achieved through the implementation of strategies and plans are easy to see as all strategies and plans have appropriate objectives and clear performance measures linked to reporting mechanisms.

Strategic planning framework

Authorisation	Legislation and regulation			
Aspiration	Community Vision – Nillumbik 2040			
Policy position	Access, Equity and Inclusion Policy, Community Engagement Policy			
Strategic planning	Asset Plan	Budget	Council Plan	Financial Plan
	Municipal Planning Strategy	Municipal Health and Wellbeing Plan	Revenue & Rating Plan	Workforce Plan
Strategies and plans	COMMUNITY AND CONNECTION Disability Action Plan Early Years Infrastructure Plan Gender Equality Action Plan Reconciliation Charter Reconciliation Action Plan Youth Strategy	PLACE AND SPACE Arts and Culture Strategy Biodiversity Strategy Diamond Creek MAC Structure Plan Eltham MAC Structure Plan Equine in Nillumbik Plan Green Wedge Management Plan Housing Strategy Integrated Transport Statement and Strategy Neighbourhood Character Strategy Open Space Strategy Recreation and Leisure Strateg Road Management Plan Roadside Management Plan	SUSTAINABLE AND RESILIENT Climate Action Plan Economic Development Strategy Integrated Water Management Plan Nillumbik Community Pandemic Recovery Plan	RESPONSIBLE AND ACCOUNTABLE Advocacy Plan Bushfire Mitigation Strategy Communications Strategy Domestic Animal Management Plan Domestic Water Management Plan Municipal Fire Management Plan Nillumbik Customer First Strategy
Action and implementation	Action and implementation plans			
	Department business plans			
	Nillumbik Planning Scheme			

Council's planning and reporting framework



About Nillumbik

History

The area now comprising the Shire of Nillumbik was inhabited for tens of thousands of years by the Wurundjeri-willam clan of the Woi-wurrung speaking people. Wurundjeri is the clan name, willam refers to a subsection of the clan associated with a specific land area recorded as the Yarra and Plenty. The Wurundjeri people called the region 'nillumbik', meaning shallow earth, a name later used by the Europeans who settled here.

European settlement of the Nillumbik area dates from the late 1830s, with land used mainly for grazing, timber cutting and viticulture. Despite this timber and agricultural activity, the area was slow to develop until the discovery of gold in the 1850s. Gold saw the establishment of townships such as Panton Hill, Research, Queenstown (now St Andrews) and Diamond Creek in the late 1850s and 1860s. From 1870 to 1900, orchards spread along the Diamond Valley, with the prosperity of the fruit-growing industry resulting in the townships of Arthurs Creek, Doreen, Plenty and Strathewen. A railway was built to Eltham and later Hurstbridge in the early 1900s supporting industry and residents.

Location

Renowned as "the Green Wedge Shire", Nillumbik is located in Melbourne's north-east and provides our residents with easy access to Melbourne, its services, job opportunities and facilities; along with access to an abundance of open space, vibrant communities and unique environmental landscapes.

Nillumbik Shire's boundaries are the Kinglake National Park in the north, the Yarra escarpment in the east, the Yarra River in the south, and the Plenty River and Yan Yean Road in the west. Nillumbik's location on the urban fringe along with its unique environmental characteristics make the area prone to bushfire. Our community's strong sense of belonging and high levels of engagement has strengthened its ability to prepare for, respond to and recover from bushfires.

Community

Nillumbik has a population of approximately 65,000 people who enjoy a healthy, safe and family-friendly lifestyle. Nillumbik is a collection of townships and villages, each with its own unique identity and heritage.

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

Green Wedge

Melbourne has 12 Green Wedges, widely known as the "lungs of Melbourne". The Nillumbik Green Wedge covers 91 per cent of the total area of the Shire and is host to a number of state and national parks. Home to approximately 12,630 residents, Nillumbik's Green Wedge is highly valued locally and regionally because of its biodiversity, natural beauty, recreation opportunities, visitor experiences, mixed-use trails, grazing land and agriculture, and offers residents and visitors a unique rural environment of bushland, small farms, rivers and forest.

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

Eltham Copper Butterfly





A Brush-tailed Phascogale in a tree hollow

Environment

The Shire of Nillumbik contains an array of peri-urban areas, bushlands, landscapes, open spaces, townships and communities. The Yarra River corridor is a special and defining element of the southern edge of the Shire, and flows around the special environmental living zone of the Bend of Islands, on to North Warrandyte, Research and Eltham. A distinguishing feature of the municipality is its vast Green Wedge with the key purposes of conservation, agriculture, lifestyles and tourism.

Much of Nillumbik is characterised by open grassy woodland, with relatively shallow soils dominated by long-leafed and red box eucalypts, and with the fertile soils of an old volcano at Kangaroo Ground offering localised rich farming land. The Arthurs Creek and Strathewen areas have seen a long history of orchards and cattle farming, yet still retain many stands of ancient eucalypts. The tree canopy cover in Nillumbik is more extensive than the average for metropolitan areas with 30 per cent tree canopy cover in Nillumbik compared with 16.2 per cent for metropolitan areas.¹

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

Active lifestyles

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

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

Artistic and cultural identity

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

The strength of Nillumbik's artistic traditions, commencing with the early Australian Impressionist painters, the mudbrick movement and through to current practice in contemporary arts, is evident in Nillumbik's artist communities including Baldessin Press, Butterfly Studios, Dunmoochin and Montsalvat as well as the very popular Artists Open Studio weekends. Nillumbik also has strong links to the performing arts and is proud to be home to acclaimed and emerging authors, photographers, filmmakers and musicians. Nillumbik's contribution to arts and culture is regularly showcased at local, regional and international forums.

¹ Nillumbik Shire Council (2021) Community Profile – Open Space and Sustainability, p.105.

Snapshot of the Shire

Land Area

Area: 432 square kilometres



Housing



Nillumbik	Greater Melbourne	
7%	33%	Medium and high-density housing
\$2,093	\$1,539	Median weekly household income
48%	34%	Households with a mortgage
9%	29%	Households renting

Employment and education



Nillumbik	Greater Melbourne	
28%	27%	University qualification
19%	15%	Trade qualification (certificate)
4.3%	6.8%	Unemployment rate

Travel and transport



Nillumbik	Greater Melbourne	
10%	15%	Public transport to work
70%	64.1%	Travel to work by car (as driver or passenger)



Population and demographics

65,369 total population

70,315 is the forecasted population by 2036

Nillumbik	Greater Melbourne	
0.4%	0.5%	Aboriginal and Torres Strait Islander Population
16%	34%	Overseas born
9%	32%	Language spoken at home other than English
41 years	36 years	Median age
24.2%	21.6%	Residents aged 0-17 years
40.1%	47.4%	Residents aged 18 – 49 years
27.9%	21.2%	Residents aged 50-69 years
6.7%	7.7%	Residents aged 70-84 years
1.1%	2.1%	Residents aged 85+

Volunteers



Nillumbik	Greater Melbourne	
24%	17.6%	Volunteering

Socio-economic status



Nillumbik	Greater Melbourne	
1093	1021	SEIFA index of disadvantage

Environment



1,300+	Indigenous flora species
83	Threatened indigenous flora species
370+	Indigenous fauna species
72 (Victoria listing)	Threatened indigenous fauna species
7 (Australia listing)	

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



Yarra River at
Eltham South

Nillumbik Shire Council

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nillumbik.vic.gov.au