

# Annual Report 2023–2024

The Banyule Story



## About this report

This Annual Report demonstrates Banyule City Council's commitment to deliver our Council Plan and respond to our Community Vision.

### Banyule's Community Vision 2041

The [Banyule Community Vision 2041](#) reflects our community's values, aspirations and priorities over the next 17 years. It comprises an overarching vision statement and a series of community priority themes. Together these will guide us in shaping our policies and plans, and to prioritise investment.

The vision was developed through an extensive engagement process with people who live, work, study, visit or own a business across the municipality.

The Banyule Community Vision 2041 statement

***"We in Banyule are a thriving, sustainable, inclusive and connected community. We are engaged, we belong, and we value and protect our environment."***

### Community priority themes

The vision is supported by six priority themes:



**Our Inclusive and Connected Community**



**Our Sustainable Environment**



**Our Well-Built City**



**Our Valued Community Assets and Facilities**



**Our Thriving Local Economy**



**Our Trusted and Responsive Leadership**

### Acknowledgement of the traditional custodians

Banyule City Council is proud to acknowledge the Wurundjeri Woi-wurrung people as traditional custodians of the land and we pay respect to all Aboriginal and Torres Strait Islander Elders, past, present and emerging, who have resided in the area and have been an integral part of the region's history.

### Uluru Statement from the Heart

Banyule City Council accepts the invitation of the Uluru Statement from the Heart and supports a First Nations Voice to Parliament enshrined in the Australian Constitution.

### Diversity statement

Our community is made up of diverse cultures, beliefs, abilities, bodies, sexualities, ages and genders. We are committed to access, equity, participation and rights for everyone: principles which empower, foster harmony and increase the wellbeing of an inclusive community.



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# Welcome to the Banyule Story 2023–24

Banyule City Council is committed to transparent reporting and accountability. The Banyule Story 2023–24 is one way Council reports to the community on our operations and performance during the financial year.

The *Local Government Act 2020* (the Act) and Local Government (Planning and Reporting) Regulations 2020 came into operation on 24 October 2020. Part 4 of the Act addresses planning and financial management. This includes legislative requirements to develop strategic planning, budgeting and annual reporting documents.

## Snapshot of Banyule City Council

### Demographic profile

Banyule is comprised of diverse communities and suburbs that have their own character, needs and priorities. These unique qualities can be observed in seven precincts that are used by Council and the Australian Bureau of Statistics to breakdown data in a logical way.



Figure 1 | The seven unique precincts of Banyule and their suburbs

## Descriptions of Banyule precincts



### East Precinct

#### **Lower Plenty, Viewbank and Yallambie**

Has vast green spaces, including Banyule Flats Reserve, parkland lookouts, hiking trails and picnic areas. It has more open space than any other precinct and is an established residential area with a lower population density, creating a semi-rural character. Home to high class sporting facilities and reserves, including Yallambie Park, Glenauburn Reserve, Viewbank Reserve, Banyule Flats Reserve and Heidelberg Golf Club.

**Population 15,521**



### Mid Precinct

#### **Heidelberg, Macleod and Rosanna**

Unique public open spaces in the metropolitan area, with parklands along the Birrarung (Yarra) River corridor and the Rosanna Parklands. Heidelberg has a health precinct which includes Austin, Heidelberg Repatriation, Mercy and Warringal hospitals and allied health services. Heidelberg is also a major activity centre showcasing retail, commercial, transport and hospitality sectors and providing significant employment.

**Population 24,061**



### North Precinct

#### **Greensborough**

Boasts a green setting of Plenty River Valley and the river trail with its unique topography allowing views across the valley. This precinct is a main activity centre, characterised by retail and commercial space in and around Greensborough Plaza, combined with residential properties. It is home to the main Banyule Council office, Watsonia Swimming Pool and WaterMarc, the largest aquatic and leisure facility in the northern region.

**Population 15,948**



### North East Precinct

#### **Briar Hill, Eltham North, Montmorency and St Helena**

Native fauna and flora can be seen along the Plenty River Trail, along the 3.6 km circuit from Montmorency to Yallambie. The green and leafy areas, bustling Were Street village and shopping strip, and Anthony Beale Reserve showcase this precinct. Community infrastructure is concentrated mainly around Petrie Park, which is walking distance to the train station, and includes a large community hall, pavilion and scout hall.

**Population 17,789**





#### North West Precinct

##### **Bundoora, Watsonia and Watsonia North**

Features great cultural diversity and community facilities. NJ Telfer Reserve in Bundoora has a cluster of community buildings for scouts, preschool and maternal and child health, tennis and football. Watsonia station is walking distance to the library, neighbourhood houses and the community hall at Aminya Reserve. Gabonia Avenue Reserve and Elder Street Reserve have four sporting pavilions that support baseball, tennis, soccer and cricket. Yulong Reserve has three sporting pavilions.

**Population 19,478**



#### South Precinct

##### **Eaglemont, Ivanhoe and Ivanhoe East**

The picturesque Darebin Creek Trail, the Main Yarra Trail and Wilson Reserve Trail provides shared connectivity to other precincts. Ivanhoe Library and Cultural Hub and Ivanhoe Aquatic are two major community facilities. This precinct includes Eaglemont heritage estates and East Ivanhoe village for shopping and fine food. Ivanhoe is a main activity area and has a higher socio-economic profile. The sports precinct is home to 14 clubs and includes Ivanhoe Park, Chelsworth Park and Ivanhoe Recreation Reserve.

**Population 21,836**



#### West Precinct

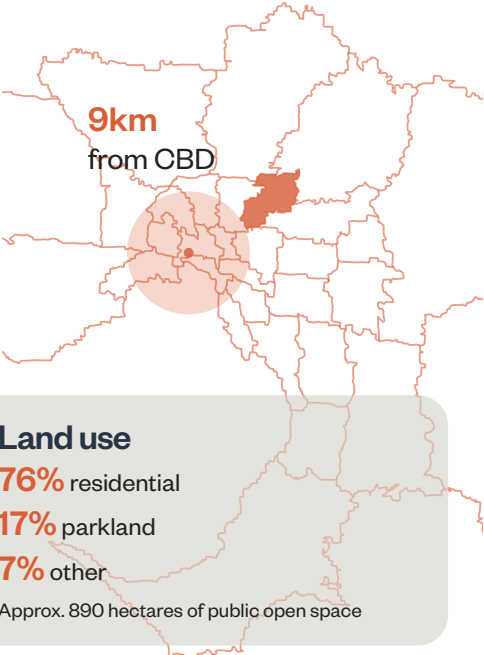
##### **Bellfield, Heidelberg Heights and Heidelberg West**

Significant cultural diversity is highlighted among this community and is supported by Barrbunin Beek Gathering Place, which is a gathering place for Aboriginal and Torres Strait Islanders and is one of the largest concentrations of First Nations peoples. Bellfield Community Hub provides preschool and maternal and child health services, social support for older adults and community meeting spaces.

Heidelberg Olympic Village hosted athletes in the 1956 Olympic Games. This precinct is included in the La Trobe National Employment and Innovation Cluster to boost businesses and jobs and features Darebin Creek Corridor.

**Population 14,970**

# Our Banyule Community



## Households

There are over **49,000** households



### Household types



**33%**  
Couples with children



**25%**  
Couples without children



**24%**  
Lone person households



**10%**  
One parent families

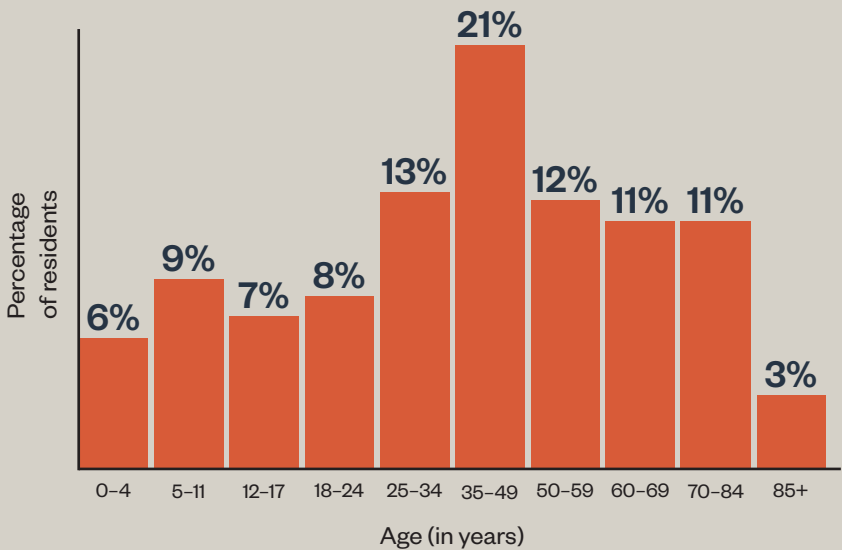
Average household size of **2.51** people

## Population



Banyule is a community of **129,602** residents (2023) and is forecast to grow to **161,397** by 2046

### Age groups



**1,110** residents who are a specialist homeless service client, **female 56%, male 44%** (2021-22)



**70%**  
Households purchasing or fully owning their home



**22%**  
Renting - private



**4%**  
Renting - social housing



## Diversity in Banyule



**24%** of residents born overseas

**22%** use a non-English language at home



**6%** of **female** and **5%** of **male** residents need assistance, due to disability



**871** residents identified as Aboriginal and/or Torres Strait Islander, **female** 49%, **male** 51%



**7%** of residents aged 16+ identified as (LGBTIQA+) Lesbian, Gay, Bisexual, Transgender, Intersex, Queer/Questioning, Asexual

## Economy in Banyule



**11,369** businesses



**55,168** jobs



**\$7.6** billion  
Gross Regional Product (GRP)

### Main industries



Health care and social assistance



Construction



Education and training



Retail trade

## Health and wellbeing in Banyule

**\$2,016** per week is the median household income (2021)

**17%** of people aged 15+ years with income \$2000 or more per week, **female** 11%, **male** 23% (2021)

**11%** of **female** and **7%** of **male** residents have a mental health condition (2021)

**67%** of **female** and **73%** of **male** residents participate in at least one sport and recreation activity (2022)

**7%** of adults ran out of food and couldn't afford to buy more (2023)

**8%** of households accessed at least one service in the last 12 months due to financial hardship (2022)

**29%** of adults consumed sugar-sweetened beverages daily or several times per week (2023)

**51%** of adults are overweight or obese (2023)

**38%** of adults did at least 150 minutes of moderate to vigorous physical activity per week (2023)

**14%** of adults smoke tobacco or vape (2023)

**34%** of adults spend 8 hours or more sitting on an average weekday (2023)

**14%** of adults experienced discrimination in the last 12 months (2023)

**11%** older lone person households aged 65+, over double the number of **female** as **male** (2023)

**\$540** on average was lost per adult during the year on electronic gaming machines (2022–23)

**24%** of adults experience loneliness (2023)

**78%** of households enjoy living in the local area (2022)

## Demographic trends

### Population

Banyule's estimated resident population for 2023 is 129,602. The population is forecast to grow to over 161,000 residents by 2046, with the largest percentage growth forecast for the suburb of Heidelberg. Banyule has an older age profile compared to Greater Melbourne. The median age of Banyule residents is 40 years old compared to 37 years old for Greater Melbourne.

### Health and wellbeing

One in three Banyule residents, or 33%, reported one or more long-term health conditions compared to 30% in Greater Melbourne. The most common condition was mental health (11,641 residents or 9.2%), followed by arthritis (8.7%) and asthma (8.4%).

### Diversity

Residents come from different cultures, with different languages, diverse abilities, sexualities and gender identities. Around one in four residents (24%) are born overseas and more than one in five (22%) use a language other than English at home. The top 5 non-English languages used are: Mandarin, Italian, Greek, Cantonese and Arabic. From 2016 to 2021, the largest increases were from India (425 more people), followed by China (309 more people) and Iran (189 more people).

Christianity remains the main religion in the municipality (45%) and there is an increasing population with no religion or secular beliefs (43%, up from 35% in 2016).



Figure 2 | Twilight Sounds, 2024





Figure 3 | Harmony Week, 2024

## Households

The municipality is home to many families with the main household type being couples with children (33%). From 2016 to 2021, the largest increase in household type was lone person households (1,326 more people) followed by couples without children (1,188 more people). Most households fully own or are purchasing their home (70%).

## Education

An increasing proportion of residents (aged 15 years and over) have completed Year 12 or equivalent (66%, up from 61% in 2016). Similarly, an increasing proportion have completed a Bachelor or higher degree (38%, up from 32% in 2016). In comparison, Greater Melbourne has a lower proportion of residents (aged 15 years and over) who have completed Year 12 or equivalent (64%) and a lower proportion with a Bachelor or higher degree (33%).

## Employment

More Banyule residents work in health care and social assistance than any other industry (10,480 persons or 16%). Compared to Greater Melbourne, Banyule has a higher proportion of residents employed as managers or professionals (48% compared to 41%).

The unemployment rate in the municipality is consistently lower compared to unemployment rates in Greater Melbourne, Victoria and Australia.

## A message from the CEO

I am pleased to present Banyule Council's Annual Report 2023–2024, which details our progress towards the goals that were set in the Community Vision 2041, Council Plan and Budget.

It's impossible to distil into a few highlights the massive amount of work achieved by Council and its more than 1,000 staff in another busy and successful year. Here are just a few:

### **Our Inclusive and Connected Community**

Council must consider the varied needs of our diverse community and make our facilities and services accessible to all. An important part of our job is promoting community connection and cohesion.

Two highlights of our work with the local Somali community were a Somali-Australian Youth Employment Forum and the continuation of the Safer Communities SALDHIG project.

Banyule Youth Services had a bumper year, with a packed program of creative activities at Jets Studios and a full calendar of events, including the popular YouthFest. I'm particularly proud of Banyule's Youth Summit, which gives young people a voice for positive change in our community.

### **Our Sustainable Environment**

The Bushland Management team held 78 community events at which thousands of trees were planted. The team installed nest boxes in bushland reserves to enhance biodiversity and protect important species such as parrots and Krefft's glider and conducted ecological burns to manage weeds and encourage regeneration of indigenous plants.

We completed the Redmond Court Wetland, reducing the flood risk while improving wildlife habitat. We expanded our fleet of electric vehicles and adopted two important new strategies – the Urban Forest Strategy and the Urban Food Strategy.

### **Our Well-Built City**

Despite the economic challenges, we delivered a full program of capital works. Stage one of the new Watsonia Town Square, including major road and infrastructure work, was finished on time and we completed detailed designs for the new Rosanna Library, which is now under construction. We upgraded 11 playgrounds in our Playground Replacement Program.

### **Our Valued Community Assets and Facilities**

Improved infrastructure is helping boost participation in community sport, particularly by women and girls. Upgrades to several sports pavilions included female-friendly changerooms, accessibility improvements, community meeting rooms and new kitchens. Beverley Road Reserve and Warringal Park Oval got a makeover, with improved drainage and new playing surfaces for year-round use.

We made significant progress on the redevelopment of Olympic Park, creating a regional sports, recreation and leisure precinct that has transformed Heidelberg West.

### **Our Thriving Local Economy**

Banyule remains in a secure and sustainable financial position. We continue to pay down debt, while maintaining a full program of capital works and delivering all the services and facilities our community needs and expects.

Our Economic Development team supported businesses with mentoring, networking and training. We're seeing the results of our work with 11 local traders' associations in increased visitor numbers and low shop vacancies.

We surpassed our goal of creating 1,000 job and training opportunities for people facing barriers to work and we teamed with the Victorian Government to redeploy 120 manufacturing workers after the closure of two factories in West Heidelberg.

Our work with organisations such as Heidelberg West Business Park and La Trobe University's Digital Innovation Hub has brought innovation and investment to Banyule.

## Our Trusted and Responsive Leadership

We expanded our community engagement programs, opening the Council decision-making process to more people than ever. We established the Banyule ThinkTank, a group of 55 local people that is helping Council better understand what our community needs and where to focus our attention.

Council is committed to the efficient and responsible use of public funds that deliver value to the community. We adopted a new Procurement Framework and a Sustainable Procurement Framework. We were the first council in Victoria to adopt a Modern Slavery Statement, embedding ethical procurement practices.



Allison Beckwith  
**Chief Executive Officer**

We were pleased with good results in the Local Government Community Satisfaction Survey. Banyule received a customer service rating of 74, above the Victorian average of 67 and the 71 average score for metropolitan councils.

Council's Privacy Policy was reviewed to reflect best practice and meet legislative requirements and new cyber security measures were introduced.

## Thank you

I'm proud of Banyule's councillor group and the staff who have worked so hard for our community, accomplishing everything in this report. As you read this report, we're already busy achieving great things to report at the end of 2024-25.



Figure 4 | Banyule City Council CEO, Allison Beckwith



# The year in review

## Priority theme 1:

### Our Inclusive and Connected Community



#### Delivering on Council's First Nations commitment



Council's engagement with the Wurundjeri Woi-wurrung Corporation's Cultural Consultation Unit has covered diverse topics such as the Housing Strategy,

Heritage Strategy, Urban Forest Strategy and the La Trobe National Employment and Innovation Cluster.

We consulted the group on 15 subjects, reflecting a commitment to integrating First Nations principles across the work of Council and across the municipality. Elders' feedback is crucial for ensuring cultural authenticity in decision-making. This approach not only respects the Wurundjeri Woi-wurrung heritage but also fosters inclusive governance and strengthens community ties. It sets a positive example of embracing diversity and promoting mutual understanding, crucial for advancing reconciliation efforts and shaping a cohesive future.

The National Sorry Day healing ceremony hosted over 180 community members at Malahang Reserve to acknowledge the Stolen Generations. This mark of respect included lowering the flags to recognise the day as one of mourning for First Nations peoples. At the event, Wurundjeri Elder Aunty Di Kerr reflected on what the day means in today's society. Recognising this significant date is a vital part of Council's commitment to truth-telling.

National Reconciliation Week was a time of celebration and education for the whole community. Council hosted four events, with over 500 participants taking part. This year's theme "Now More than Ever" was a reflection on everyone's roles in supporting Reconciliation.



Figure 5 | Welcome sign at Barrbunin Beek Aboriginal Gathering Place

The highlight event was the family day hosted at Barrbunin Beek Aboriginal Gathering Place, which had activities and opportunities for the whole community to come together and learn about First Nations history.

#### New community engagement artwork

In early 2024, the Community Engagement team worked with First Nations artist, Merindah-Gunya, to create a new artwork for [Shaping Banyule](#), our online engagement platform. The artwork will also feature on banners, marquees and more when we're out and about talking with the community.

The artwork celebrates First Nations design and helps create a more inclusive and welcoming space for the First Nations and broader community to participate in and engage with Council projects.

To develop the piece, Merindah-Gunya worked with Council's First Nations staff, creating a design that shows connection to Country and Council's commitment to community engagement and Reconciliation. More details on the artwork can be found on the [Shaping Banyule website](#).



Figure 6 | The new Shaping Banyule website banner

## Council's award winning SALDHIG Project



Figure 7 | Banyule Council SALDHIG Project award winners

The [Safer Communities SALDHIG Project](#) (also known as the Diverse Communities project) was recognised with two awards during 2023–24, the LGPro Community Partnerships Award for Excellence and a Highly Commended in the Victorian Multicultural Awards for Excellence in the Local Government category.

SALDHIG supported Somali-Australian young people and their families to build protective factors through better service access and capacity building for both the community and agencies supporting them.

Almost 500 professionals undertook community capacity building workshops, and 4,000 young people and families were engaged through support, programs, activities and events during the project. This was achieved not only through the project team, but the wonderful support Council had from 12 partner organisations.

## Older adults staying active

The annual Older Adults Walk-a-thon for Active April was held at Willinda Park athletics track in Greensborough.

The event was organised and delivered by Council's Age-Friendly team in partnership with the Diamond Valley Athletics Club who manage the athletics track.

The event booked out weeks in advance with 160 people registering and was a huge success. The free event included a series of different physical activities for older adults, including walking laps, croquet, tai chi, walking soccer and seniors Zumba.

This will continue as an annual Council event for older adults in Banyule to celebrate Active April.



Figure 8 | Participants at the Older Adults Walk-a-thon, 2024

## Engaging with Banyule young people

On 10 September 2023, Banyule Youth Services hosted the highly anticipated annual event for young people. YouthFest attracted a crowd of over 5,000 people with most participants aged from 12 to 18.

YouthFest is an exciting celebration of youth culture and empowerment, with a key focus on embracing diversity and fostering intersectional inclusion. It is a free, annual festival designed by, and for, the young people of Banyule. YouthFest is a key engagement event for the Youth Services team, providing the chance to break down barriers to young people engaging with supports, while also providing over 100 meaningful volunteer, entrepreneurial and performance opportunities for young people.



Figure 9 | Attendees at YouthFest, 2023

Now in its fourteenth year, the festival has evolved beyond being solely a music event. It now incorporates advocacy opportunities for young people, provides information on current issues, hosts sports activities, youth market stalls, workshops, rides and an assortment of multicultural activities. In 2023, YouthFest launched its first ever dedicated low sensory area, 'The Nest', and received overwhelmingly positive feedback from young people with disabilities and sensory needs who said that the space enabled them to participate in a community event that may have been otherwise inaccessible.



## Priority theme 2:

### Our Sustainable Environment



#### Supporting native wildlife

To enhance local biodiversity, 17 nest boxes were installed across various bushland reserves in Banyule. These installations included nestboxes in eucalyptus trees at Banyule Flats Reserve, providing essential shelter for Krefft's gliders and ringtail possums. Additionally, Krefft's glider boxes were placed along Darebin Creek, supporting the movement and growth of glider populations within this vital vegetation corridor. Parrot nest boxes were also installed at Marigolds Reserve, Yallambie, to help sustain and increase local parrot species populations.



Figure 10 | Nest box installation



Figure 11 | A nest box ready for local wildlife

#### Completion of the Redmond Court Wetland Project

Council completed the Redmond Court Wetland Project which involved removing over 100 tonnes of litter, sediment and vegetation from the wetland to improve water quality and flow through the site, as well as reduce flooding, while improving habitat for the wildlife in the wetland.



Figure 12 | Redmond Court Wetlands, Bundoora



## Providing environment grants to the community

The Environment grants program offers up to \$100,000 to community environmental projects in Banyule each year. This year, 14 grants were awarded to support a diverse range of projects aimed at delivering community and environmental benefits.

Projects included:

- School habitat projects at Rosanna and Heidelberg, including a Frog Bog, indigenous tree planting sessions involving planting indigenous vegetation to encourage local wildlife, enhance biodiversity and provide learning opportunities for students
- Programs to educate about sustainability and connect people with nature, including nature journalling, school and preschool incursions, cultural education and activities, a litter-focused education program and workshops about local fauna
- Bushland restoration projects in Greensborough, Rosanna and Ivanhoe involving community groups and schools
- Creation of edible gardens and wicking beds for the community in Watsonia and Heidelberg.



Figure 13 | Community vegetable garden at Watsonia Library



## Priority theme 3:

### Our Well-Built City



#### Watsonia Town Square stage one completion

Stage one of the Watsonia Town Square is complete. The project is creating a new community space in the heart of Watsonia to support the local economy and community.

#### Rosanna Library detailed design finalisation

The Rosanna Library project progressed with the detailed design being finalised and an agreement reached with Woolworths on the construction. Demolition of the old site has commenced and construction of the new building will begin in 2025.

#### New and enhanced playgrounds



Figure 14 | The new playground at Montmorency Park, Montmorency

Seven new playgrounds were delivered as part of Council's Playground Replacement Program.

Each year, Council renews several of Banyule's 150 playgrounds as they reach the end of their functional life, replacing them with a new design for the community. The old playgrounds are then upcycled by the Rotary Club of Nunawading who refurbish and rebuild them in Sri Lanka.

Every playground is designed to respond to the needs of local residents and the playground classifications as outlined in the [Public Open Space Plan 2016–2031](#).

Council have completed or are nearing completion on the following projects:

- Bolton Street Reserve Playground, Eltham
- Larool Avenue Reserve Playground, St Helena
- Glendale Reserve Playground, Eltham North

- Malcolm Blair Reserve Playground, Greensborough
- Montmorency Park Playground, Montmorency
- Yulong Reserve Playground, Bundoora.

Council has also enhanced several existing playgrounds by providing new nature play areas that allow children to develop creativity and stimulate their imagination, as well as connect to nature. These playgrounds include:

- Buna Reserve, Heidelberg West
- Haward Walkway, Rosanna
- Nellie Ibbott Reserve, Ivanhoe
- The Righi Reserve, Eaglemont.

#### Timber Repurposing Program creations

Council continued to strengthen the Timber Repurposing Program throughout 2023–24.

The timber collected, which has predominantly come from trees that were removed as part of North East Link Project, has been used to create several playground items and seating.

A special art project at Nellie Ibbott Reserve was undertaken by local First Nations artist Phillip HOWE to create a lizard sculpture in-situ that tells a story of the rivers and waterways that surround and flow through our municipality. The markings on the sculpture refer to the three important local rivers – the Plenty, Darebin and Birrarung (Yarra) – and traditional camp sites along their banks. It replaces a beloved lizard sculpture that had weathered beyond repair.



Figure 15 | Sculpture by Phillip HOWE at Nellie Ibbott Reserve, Ivanhoe

## Priority theme 4:

### Our Valued Community Assets and Facilities



#### Supporting young people in Banyule

[Jets Studios](#), an integral part of Banyule Youth Services, plays a crucial role in providing a safe and supportive environment for young people throughout the municipality. This multifunction facility caters to a broad cohort of local young people and offers supported respite for individuals with disabilities or diverse needs.

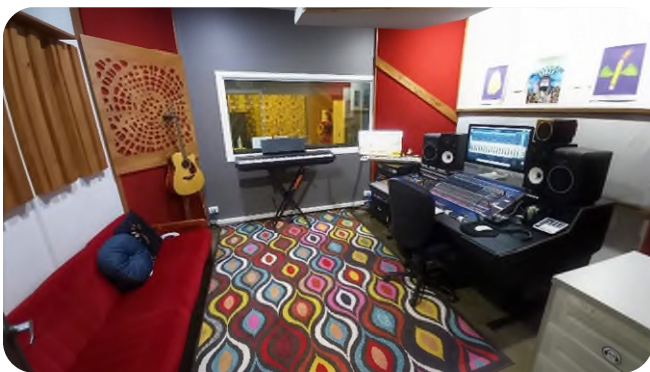


Figure 16 | Industry standard music recording studio at Jets Studios

Jets Studios currently accommodates 116 weekly participants, reflecting the widespread demand for services. It is a hub of social connection and engagement, providing diverse programs and pathways aimed at empowering and enriching the lives of young people across Banyule.

#### Sports field redevelopments

Beverley Street Reserve and Warringal Park sports fields are home to two of Banyule's largest sporting clubs, accommodating plenty of active sport throughout the year. Between these two clubs there are 45 junior teams and 11 senior teams, including girls and women's teams.

The redevelopment of these sport fields means the clubs have a high-standard competitive playing surface year round. This means they can provide more opportunities for training and player development, as well as a better experience for all players. It is great to see the growth participation in our local sports clubs especially the female participation spurred by improved infrastructure.

#### Progressing the Olympic Park Masterplan

This project has transformed the entire Heidelberg West area, upgrading sporting, recreational and leisure facilities for local residents, clubs and the wider community. Council is very proud of what has been achieved and we are excited for the immense social, cultural, and recreational benefits it will bring to our residents.

Stages 3 and 4 included:

- Redevelopment of South Oval – which includes one sports field, two National Premier Leagues soccer pitches and a cricket pitch
- Redevelopment of North Oval – which includes one sports field including one community soccer pitch and cricket pitch
- The slip lane entrance from Southern Road
- The refurbishment of Barrbunin Beek, Aboriginal gathering place.

The final stages of 3 and 4 will be the construction of the pavilion which will commence in early 2025.



Figure 17 | A redeveloped Olympic Park oval, Heidelberg West

## Priority theme 5:

### Our Thriving Local Economy



#### Milestone achievement:

#### Over 1,000 local job outcomes

Council is pleased to announce a significant milestone that was achieved through the Social Enterprise Strategy and the Inclusive Local Jobs Strategy. Council has exceeded our goal of creating 1,000 local job outcomes for individuals facing barriers to work, achieving a total of 1,023 outcomes one year ahead of schedule.

These strategies have driven employment participation and inclusive economic growth. By fostering local job creation and supporting diverse employment opportunities, Council has contributed to a more vibrant and resilient local economy. This milestone underscores the success of our approach in advancing community well-being and supporting equitable access to employment.

As Council celebrates this achievement, our focus remains on expanding opportunities for those facing barriers to work and further enhancing economic participation and growth. Council is dedicated to continuing our efforts to create pathways for meaningful employment and promote a thriving, inclusive community.

#### Supporting women in business

The 2024 Women in Business Lunch was held at The Centre Ivanhoe, the event provided an inspiring and entertaining experience for 272 attendees.

Dr Louise Mahler, the keynote speaker, captivated the audience with her insightful presentation, imparting valuable knowledge about body language and communication.

Council gave local businesses an opportunity to submit a promotion for our digital showbag, which was emailed to all attendees. This innovative approach not only took a 'digital first' approach to the promotional aspect of the event but also highlighted the team's commitment to being more sustainable.



Figure 18 | Women in Business Lunch at The Centre, Ivanhoe

#### Supporting local manufacturing sector workers

In 2024, Council's Inclusive Jobs Service partnered with the Department of Employment and Workplace Relations (DEWR) to support over 120 workers facing redundancy due to the closures of Opal Australian Paper and Westaflex's West Heidelberg factories.

Representatives from all levels of government, employment service providers, education institutions and not-for-profit industry groups participated in various events to offer personalised employment services and career development opportunities to the affected workers.

The response was overwhelmingly positive, with over 70% of impacted workers enrolled in employment services. Nearly all other individuals have commenced employment with other local businesses or are pursuing further career development opportunities with training and education providers.

This partnership marks a step up in the level of collaboration between Council's Inclusive Jobs Service and DEWR, underscoring Council's commitment to retaining valuable local manufacturing talent within the Banyule area and preventing vulnerable community members from falling into the welfare system.



Figure 19 | A Council Inclusive Jobs Service session



## Priority theme 6:

### Our Trusted and Responsive Leadership



#### Providing a great customer experience

Here are some highlights on how Council have been delivering outstanding customer service:

- Council received a Customer Service Rating of 74 in the Local Government [Community Satisfaction Survey](#) compared to state-wide average result of 67 and a metropolitan council average result of 71
- Reporting strategies were implemented for the Voice of Customer (VoC) Framework. The findings have assisted teams to better manage customer requests and glean insights from feedback
- Council increased options for how customers can report issues and raise requests via an improved '[Report It](#)' feature on Council's website
- The Customer Experience team has enhanced and uplifted the overall customer experience by providing a more streamlined, responsive and personalised service to Banyule customers
- The Middleware project ensures that customers will experience a more consistent and reliable service across various platforms, as it enables seamless data transfer and communication between different systems
- Customers benefit from greater data protection and reduced risk of service disruptions through a robust and secure digital infrastructure, leading to a more trustworthy and dependable service environment
- A new membership solution called Xplor Recreation was implemented at Banyule Leisure Centres to improve and streamline processes for staff and deliver a self-service web portal for patrons of the centres to manage their own account.

#### Operation Sandon

In August 2023, the Independent Broad-based Anti-corruption Commission (IBAC) released its Operation Sandon special report detailing recommendations to all councils in Victoria on governance and transparency improvements.

While Council waited for formal Ministerial Direction, Council took the initiative to review its governance and integrity processes, and formally resolved to make changes to some of its Council meeting processes to enhance accountability, transparency and governance of Council's decision-making by including the formal record of who spoke to an item presented to Council, and who voted for and against it. Council also prohibited the use of the 'en bloc' motion, to ensure all decisions required by Council had appropriate consideration and debate.

Council is satisfied that many of the recommendations made by IBAC already formed part of Council's governance integrity framework.

#### International Women's Day 2024

In honour of International Women's Day, Council invited Dr Niki Vincent, Commissioner for Gender Equality in the Public Sector to speak to Banyule employees.

The discussion was led by Dr Vincent on the United Nations theme, 'Count Her In: Invest in Women, Accelerate Progress'. Dr Vincent shared advances made towards gender equality and highlighted the work that still needs to be done. Dr Vincent reminded employees of the importance of Council leading by example to champion gender equality and how Council officers play a key role in driving progress related to gender equality, equity and inclusion in the community.



## Community engagement

Embedding community engagement in project management across the organisation continued to gain momentum.

Over the 12 months from 1 July 2023, the community had the opportunity to get involved and provide feedback on 31 projects through our online engagement platform, [Shaping Banyule](#). Projects varied from local playgrounds where Council asked people to tell us about their preferences for play equipment, to new and revised strategies such as the [Marrageil Strategy](#) to support Aboriginal self-determination and the [Housing and Neighbourhood Character Strategies](#). In total 8,663 contributions were made to projects online, an increase of 35% on the previous year.



Figure 20 | Council staff consulting with the community

In-person engagement sessions were delivered to complement online activities and included workshops, pop-up and drop-in sessions, intercept surveys, information sessions and walking tours. Sessions were delivered at different times and in different locations to increase people's ability to participate. Over 1,500 community members took part.



Figure 21 | Community engagement pop-up session at Bell Street Mall, Heidelberg West

To build the organisation's capability, customised community engagement fundamentals training was delivered to 35 staff to increase officers' confidence and knowledge when planning and delivering engagement activities. Council also ran training with 21 staff to help analyse and make sense of comments and feedback received during these activities.



Figure 22 | Community engagement pop-up session at Were Street, Montmorency

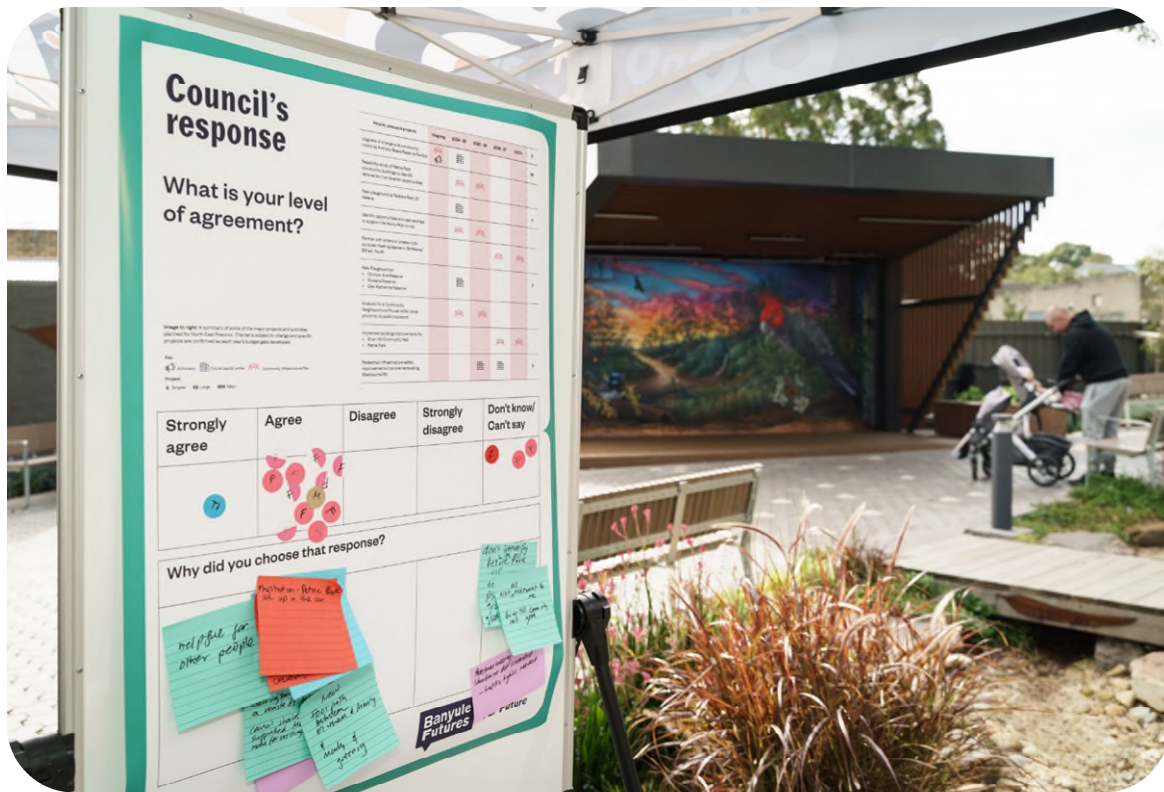


Figure 23 | An information board at a community engagement pop-up session

## Banyule Futures

***Banyule Futures is about Council working closely with the community to plan for the next four years.***

From April to June 2024, Council ran a survey and a series of community sessions to hear from people across Banyule.

During this time, Council heard from **over 880 community members** to strengthen [Banyule's Community Vision](#) and help us understand local priorities and concerns.

- 90 people took part in community workshops
- 590 people completed an online or hardcopy survey
- Over 200 people spoke with us at one of 10 pop-ups.

Comments and feedback received during these conversations have gone a long way to helping set up the [Banyule Community ThinkTank](#) for its conversations in the second half of 2024.

To reach people across the municipality for Banyule Futures, Council drew on the extensive engagement skill of resources from across the whole organisation. Staff from all teams were involved in delivering pop-up discussions, holding workshops and letting the community know about the ways their voices can be heard for future planning.

## What is the Banyule Community ThinkTank?

Following an expression of interest process in early 2024 where Council received over 400 applications, a randomly selected group of 55 community members was chosen to form the [Banyule Community ThinkTank](#).

ThinkTank members will have access to information, evidence and community feedback from the workshops, surveys and pop-ups to support them in their conversations.

By harnessing the wisdom of Banyule's diverse community, we're looking to work out:

- Council's big picture for the next four years (2025 to 2029) – **Council Plan**
- what is needed to improve the community's health and wellbeing – **Health and Wellbeing Plan**
- How to best manage our buildings and assets – **the Asset Plan**
- How to fund Council's work and what to prioritise – **the Budget**.

At the end of the four sessions, the ThinkTank will have the important role of making recommendations to the mayor and councillors on behalf of the community.



## Committees

As part of our commitment to good governance, quality decision-making and community participation, Council establishes and supports advisory committees. This provides opportunities for members of our community to share their expertise on a range of topics alongside external representation and councillors.

### Internal committees

#### Reconciliation Action Plan Advisory Committee

The aim of the Reconciliation Action Plan (RAP) Advisory Committee is to provide Council with advice and information on inclusion, access and equity issues facing Aboriginal and Torres Strait Islander communities and to oversee the development of Council's Innovate RAP between September 2020 and September 2022.



Figure 24 | Malahang Community Festival, 2023

#### Age-Friendly City Committee

The aim of the Age-friendly City Committee is to provide Council with advice on older adult issues and ageing well in Banyule. The Age-friendly Committee will oversee the relevant strategic plan and Council's involvement in the World Health Organisation's Global Network of Age-friendly Cities.

#### Arts and Culture Advisory Committee

The aim of the Arts and Culture Advisory Committee is to provide a formal mechanism for Council to consult with key stakeholders, seek specialist advice and enable community participation in the strategic development of arts, culture and heritage planning, policy and development.

#### Audit and Risk Committee

The Audit Committee assists the Council in fulfilling its governance responsibilities by overseeing compliance with laws, regulations, and accountability requirements. It ensures sound ethical standards, effective risk management systems, and robust controls are in place. The committee monitors compliance with Council policies and procedures, the overarching governance principles, and the Act, including any ministerial directions. Additionally, it oversees financial and performance reporting, provides advice on risk management and fraud prevention, and supervises internal and external audit functions.

#### Banyule Environment and Climate Action Advisory Committee

The aim of the Banyule Environment and Climate Action Advisory Committee is to provide feedback and advice to Council to support its work in developing and implementing long-term environmental policy, goals strategies, and in commenting on the achievement of these.

#### CEO Employment Matters Committee

The purpose of the CEO Employment Matters Committee is to provide advice and make recommendations to Council on the employment, performance, reappointment, recruitment and contractual matters relating to its CEO. The committee is made up of all nine councillors and includes an independent chairperson who is responsible for guiding and supporting the committee.

#### Disability and Inclusion Committee

The aim of the Disability and Inclusion Committee is to provide Council with disability, inclusion, access, equity and human rights advice. It also provides information on the evolving context of disability, and on the issues, barriers and challenges facing, the opportunities available to, and the aspirations of, people with disabilities in Banyule.

### **Inclusive Banyule Advisory Committee**

The aim of the Inclusive Banyule Advisory Committee is to deliver on Council's ongoing and embedded commitment to social justice and inclusion. The committee brings together policy, practice and lived experience to work cooperatively on social inclusion issues. The committee identifies issues for advocacy and works with Council to identify future policy issues and addresses the ongoing impacts of COVID-19 on social inclusion and considers social justice and equity in the community.

### **LGBTIQA+ Committee**

The aim of the LGBTIQA+ Committee is to provide Council with advice and information on inclusion, access and equity issues facing the LGBTIQA+ community, and on the implementation and review of Council's LGBTIQA+ Plan.

### **Multicultural Committee**

The aim of the Multicultural Committee is to provide Council with advice and information on the evolving context of multiculturalism, and on inclusion, access, equity and human rights issues, barriers and challenges facing, the opportunities available to, and the aspirations of, multicultural communities in Banyule.

## **External committees**

### **Darebin Creek Management Committee**

Established to ensure the preservation, restoration, environmental protection and ecologically sensitive development and maintenance of the Darebin Creek Linear Park.

### **Municipal Association of Victoria (MAV) State Council – representatives**

State Council is the MAV governing body. It is made up of representatives from each member council.

Members must appoint a representative to attend State Council meetings, exercise their council's vote and provide regular reports to their council on the activities

### **Metropolitan Transport Forum (MTF)**

The MTF is an advocacy group comprising members from Melbourne metropolitan local government, associate members representing transport companies, and participants from the Victorian Government and environment groups.

### **Northern Alliance for Greenhouse Action (NAGA)**

Investigates, develops and coordinates energy saving and greenhouse gas emissions abatement projects within the NAGA region.

### **Northern Councils Alliance**

The Northern Councils Alliance represents and works collectively for residents across seven municipalities including Banyule City Council, City of Darebin, Hume City Council, Mitchell Shire Council, Moreland City Council, Nillumbik Shire Council and the City of Whittlesea.

As a group of councils, the alliance is committed to working to deliver and advocate for ongoing improvements to the economic, social, health and wellbeing for its residents and businesses, both current and future.

A Memorandum of Understanding provides for voting on issues.

### **Yarra Plenty Regional Library (YPRL) Audit Committee**

This is a sub-committee of the YPRL Board which advises on financial and risk management issues.

### **Yarra Plenty Regional Library Board**

The Board is made up of two representatives of the three municipalities (Banyule, Nillumbik and Whittlesea) that constitute the service. Its role is to set policy and direction for the regional library service. The director of Community Wellbeing acts as delegate on the YPRL Board on behalf of Council.



## Advocacy

### 2023–24 advocacy priorities

Council endorsed its 2023–24 [advocacy priorities](#), with 27 priorities identified as needing investment from the Victorian and/or Australian Government. The priorities respond to each of the themes identified in the [Banyule Community Vision 2041](#).

A total of 13 priorities were new, 13 ongoing and one ongoing with a revised request (Odenwald Bridge).

New priorities respond to major infrastructure projects that Council is seeking funding for, along with requests around key social issues such as housing, gambling, mental health and food relief.

A 35 page advocacy priorities booklet was developed and provides a summary of each of our endorsed priorities, the actual request and the benefit of government investment or legislative change.

The document provides a blueprint for Council's advocacy to local Members of Parliament (MP) and has guided our:

1. Budget bids sent to local MPs in September
2. Advocacy requests sent to local MPs in November
3. State and Federal pre-budget submissions sent to Treasury in December.

A new section on Council's website was launched, hosting detailed information on all Council priorities.



Figure 25 | A Council pop-up stall to consult with the community

## North East Link

The final designs for the northern section of North East Link were released in October and placed on public exhibition for 21 days.

Council sent emails to 1,600 residents from a database to ensure they were aware of the designs and the timeframe to respond. Council also drafted a 31 page submission highlighting design concerns.

Council's submission highlighted the need for design changes to enhance amenity, improve connectivity and make better use of land. Council highlighted that the designs had fallen short of what the Planning Minister promised when signing off the Urban Design Strategy for the project in 2020.

Council also requested an urgent meeting with the North East Link Urban Design Advisory Panel and then presented to this panel in December.

Council also wrote to the Minister for Transport and the Minister for Public and Active Transport requesting a meeting to discuss the plans in more detail. Council continued to communicate with our local MPs and the Chief Operating Officer of North East Link Project (NELP) seeking improved designs.

Our community has also expressed its disappointment with the North East Link plans and tabled a petition in Parliament in December.

## North East Link tree replacement program

Council co-ordinated an onsite meeting with Senior Executives from North East Link in April to discuss the Tree Canopy Replacement Program that NELP is responsible for delivering.

The meeting identified sites where NELP had provided best practice tree planting and sites where their replacement trees had already died within the first year.

Council advised NELP that it had identified more than 12,000 locations where amenity trees could be planted in our municipality. These locations have been endorsed in our [Urban Forest Strategy](#) as suitable to create canopy cover. Council stressed that there was no need for any of the replacement trees that NELP need to provide to be planted outside our municipality.

Council proposed to plant the replacement trees (and maintain them) on behalf of NELP for what Council believe is just 29% of what it would cost them.

Council's proposal would enable NELP to reach its agreed canopy cover targets by 2045 and would enable best practice tree planting in the most optimal locations, using advanced tree stock.

## Northern Innovation and Sustainability Precinct

After a five-year hiatus, Banyule has been instrumental in invigorating discussions on the La Trobe National Employment and Innovation Cluster (NEIC). Banyule hosted the first meeting between stakeholders and coordinated a bus tour of the region with Victorian Government officials.

Council led the development of an Opportunities Statement for the area and rebranded it the Northern Innovation and Sustainability Precinct (NISP).

The precinct was identified by the Victorian Government as a NEIC and a priority precinct in [Plan Melbourne 2017-2050](#) because of its potential for jobs growth.

Whilst the Victorian Government has invested heavily in other NEICs, there has been minimal investment in the La Trobe cluster.

The Opportunities Statement identifies five key goals to enable the precinct to reach its full potential as an education, health and innovation powerhouse and provides the evidence to support government investment in the precinct.

The NISP is on the cusp of major change with billions of dollars of development planned or underway.

Council has identified an Australian Government funding opportunity through the Urban Partnerships and Precinct Program and is preparing a submission and advocacy plan to secure \$5 million of the \$150 million that is available over three years.



Figure 26 | Key areas in the Northern Innovation and Sustainability Precinct (NISP) [also known as La Trobe National Employment and Innovation Cluster (NEIC)]



## Watsonia Station upgrade

Council has met with local, State and Federal MPs to discuss major redevelopment of the Watsonia Railway Station and carpark after it was removed from the latest North East Link draft Urban Design Landscape Plans.

The station does not meet accessibility guidelines and its curved platforms do not align with best practice. Council has expressed urgency for the station to be redeveloped and for this upgrade to coincide with the construction of North East Link so as not to further inconvenience struggling traders and the surrounding community at a later date.

Council proposes a transformational redevelopment of the Watsonia Station that integrates best practice transport and land use to respond to the unique precinct opportunity currently present in Watsonia.

A major redevelopment of the station could include:

- Residential and commercial development above or alongside the station and on the station carpark site
- Underground station parking maximising precinct activation, amenity and safety
- A modern, attractive station design that promotes increased public transport use, safety, sense of place and civic pride
- Effective integration of the station with the broader commercial, residential and open space environment.

## Diamond Creek Road

Council's advocacy efforts have paid off, with Diamond Creek Road named as one of just five roads across the state to receive funding from the Metropolitan Roads Upgrade Program in the 2024–25 State Budget.

Funding is for a pedestrian signalised intersection between Civic Drive and St Helena Road in response to two car accidents involving local students last year.

The exact location of the crossing is still to be determined and Council will continue to advocate for its preferred site.

Council's advocacy was in partnership with local MPs and the community who started a local petition – all of which helped influence this exciting outcome.

## Electrification of WaterMarc Aquatic Centre

Council submitted a bid to the Victorian Government for \$2.3 million from the Efficient Energy Upgrade Fund. The investment would enable Council to operate Australia's first electrified aquatic and office precinct. If funded, the project will be shared to support other government organisations in jointly electrifying multiple buildings.

Council identified its interest in the funding with Senator Jenny McAllister, Assistant Minister for Climate Change and Energy who is responsible for administering the new fund. Minister McAllister joined Council on a tour of the Ivanhoe Aquatic Centre to discuss Council's advocacy for both Ivanhoe Aquatic and WaterMarc centres.



## Climate action

Greenhouse gas emissions from Council's operations continued to fall in the year, reducing by 332 tonnes of CO<sub>2</sub> equivalent. Key initiatives leading to this outcome include upgrades of several Council-managed facilities to enhance energy efficiency and replace gas appliances with electric alternatives. Emissions from our fleet also reduced slightly as several conventional passenger vehicles were replaced by electric vehicles.

Council also continued to support the community to reduce municipal-wide emissions through financial incentives, [education](#) and information. This included supporting solar installations on community facilities, upgrades to residential properties through the [Better Score](#) and [Solar Savers](#) programs, and offering a series of educational workshops, drop-in sessions and webinars.

Climate change is an ongoing challenge that requires a two-pronged approach: reducing or mitigating greenhouse gas emissions to limit future global warming and adapting to any locked-in warming. Adaptation requires effective management of climate-related risks and impacts such as:

- Infrastructure damage due to extreme weather
- Heat stress on vulnerable people
- Mental health impacts
- Impacts to gardens, green spaces and bushland areas.

Council has started developing our first Climate Change Adaptation Framework to identify climate change risks to Council services and the community. The framework will guide Council's approach to mitigating these risks and supporting the community to be resilient in the face of current and future climate change.

## Oriel Road integrated services hub

Council ramped up its advocacy for an integrated services hub to support postcode 3081 following an increase in affordable and community housing being planned for the West Heidelberg / Bellfield area.

Despite no funding allocation, Council's strong stand has prompted a conversation among four State Ministers to consider co-locating an integrated services hub with the Early Learning Children's Centre proposed for West Heidelberg.

Council developed an evidence-based information sheet and worked with local MP, the Hon Anthony Carbines to consider 155-157 Oriel Road for the development of the hub with proposed pedestrian connections to the Bardia Estate and Bell Street Mall.

Despite plans to build the Early Learning Children's Centre at Melbourne Polytechnic site, the Department of Education included the Oriel Road site in its considerations.

Minister for Housing, the Hon Harriet Shing indicated her support for Council's proposal at the opening of the Tarakan Housing Estate.

# Municipal Public Health and Wellbeing Plan

In accordance with section 26 of the *Public Health and Wellbeing Act 2008*, Banyule City Council has prepared a Municipal Public Health and Wellbeing Plan (MPHWP) which is reviewed on an annual basis.

As a part of Council's commitment to uplifting health and wellbeing across the municipality, the MPHWP outlines how Council will improve health and wellbeing outcomes in Banyule across the following five priority areas:

- Gender equality and the prevention of violence against women
- Tackling climate change and its impacts on health
- Social inclusion and connection
- Increasing healthy eating
- Increasing active living.

Council has chosen these five priority areas based on:

- An examination of data relating to health status and determinants of health in Banyule
- Identification of opportunities to uplift health and wellbeing in the community
- Available opportunities for partnership and active collaboration with state bodies, health and wellbeing agencies and community organisations in the municipality
- Engagement with the local community to understand their experiences of health and wellbeing in Banyule.

The MPHWP is framed upon the pillars of social determinants of health, health equity, social equity and social justice. Reporting on the MPHWP occurs through Council's Inclusive Banyule Advisory Committee, Council's website a variety of printed publications, and in line with legislated requirements.

Actions in the Council Plan Annual Action Plans that contribute to Council's work towards the MPHWP have the MPHWP icon listed in reports.



Figure 27 | Municipal Public Health and Wellbeing Plan (MPHWP) icon

Key actions for each health and wellbeing priority for 2023–24 include:

- Gender equality and the prevention of violence against women
  - Codesign of a 16 Days of Activism Campaign by young people to call out inequities at home. This codesign project was a result of the Banyule Youth Summit outcomes, where young people raised their concerns about gender inequity that they faced at home, at school and in the community
  - Delivered a Week without Violence campaign delivered in partnership with Banyule Community Health. This included the 'Reclaim the Night' walk around Heidelberg West
  - Undertook research to better understand family and gendered violence experienced by the LGBTIQ+ community
- Tackling climate change and its impacts on health
  - The development of the draft [Towards Zero Waste Management Plan 2024–2028](#) to create a comprehensive waste management system that balances environmental protection, public health and community needs
- Building social inclusion and connection
  - The delivery of the [Community Bus Pilot Project](#), supporting residents who commonly experience barriers in staying connected to their community
- Increasing healthy eating
  - Adoption of Banyule's first [Urban Food Strategy](#) and the implementation of its Year 1 [Action Plan](#), a blueprint for creating, celebrating and enhancing Banyule's food systems to ensure they are healthy, sustainable, equitable, inclusive and accessible
- Increasing active living
  - The development of a new Active Banyule Sports and Recreation Plan outlining opportunities to increase participation in sport and recreation activities across the municipality.

Council will continue to work towards improving health and wellbeing outcomes for the municipality for the duration of the MPHWP 2021–2025.

# Climate change and our natural environment

Council is committed to playing its part in addressing climate change and protecting the natural environment for current and future generations. This includes reducing emissions from Council operations and services, supporting accelerated climate action across the community, and fostering adaptation and resilience to climate change impacts to protect the health and wellbeing of people and our natural environment.

Council has several goals and targets to guide our response to environmental protection, including:

- 1. Carbon neutrality for our operations by 2028
- 2. A carbon neutral municipality by 2040
- 3. A protected and enhanced natural environment.

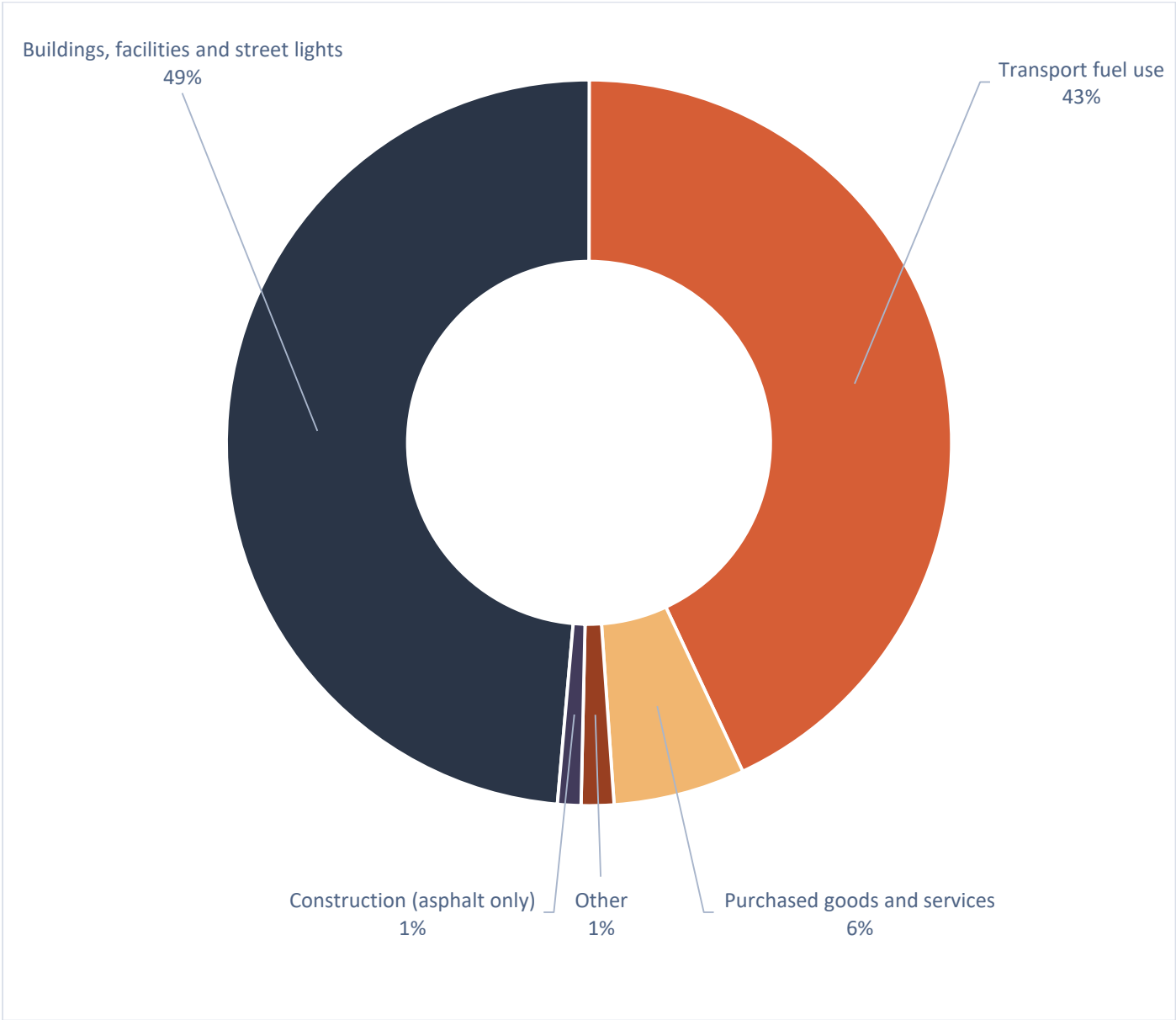


Figure 28 | Council's carbon footprint by source 2023–24





Figure 29 | An aerial view of parklands, the Birrarung (Yarra) River and surrounding buildings in Heidelberg

## Biodiversity

Biodiversity is still in decline across Australia despite efforts to protect and enhance habitat and manage threatened species. This year, Council commenced a review and redevelopment of the Biodiversity Strategy to guide Council's investment in biodiversity and set a bold vision for its protection and rejuvenation in partnership with the community and other stakeholders.

Council continued to manage natural spaces and support community volunteers to plant indigenous vegetation in bushland areas. Through the [Gardens for Wildlife](#) program Council, supported residents to improve their gardens for biodiversity. Council also offered opportunities for residents to connect with nature through the [Spring Outdoors](#) program and other nature-based events.



Figure 30 | Front yard of a Gardens for Wildlife participant



## Calendar of major events

### July



- Award-winning Syrian artist Miream Salameh's sculptural artwork installation *Missing Once In, Reborn Once Out*, was part of observing World Refugee Day 2024.

### September



- The 2023 Banyule Award for Works on Paper was awarded to a collaborative artwork by Yorta Yorta elder, Auntie Rochelle Patten and local artist Katie Howard (pictured)
- YouthFest 2023 was attended by 5,000 people.

### November



- Family-friendly Malahang Festival celebrates culture, community and diversity (pictured)
- 16 Days of Activism against Gender Based Violence.

### August



- *A Life and a Journey* exhibition of artworks by late renowned local artist, Murray Griffin.

### October



- Seniors Festival (pictured)
- Youth Services team delivered an online parent/carer session, 'Supporting Emotional Regulation in young people'
- National Carers Week.

### December



- Family-friendly Carols by Candlelight event hosted by Denis Walter (pictured)
- International Day of People with a Disability.



## January



- Free (or low cost) school holiday events that engaged more than 260 young people.

## March



- Eco Festival, bi-annual pet and sustainability-themed event (pictured)
- Harmony Day celebration.

## May



- *Conduit* exhibition by artists Peta Clancy and Jo Scicluna to celebrate National Reconciliation Week and NAIDOC (pictured)
- National Sorry Day Healing Ceremony
- International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT)
- National Volunteer Week.

## February



- Twilight Sounds free concert (pictured)
- Free family-friendly outdoor movies.

## April



- Friday Night Live music performances at Ivanhoe Library and Cultural Hub (pictured)
- Chillin' in Banyule showcased local performers.

## June



- National Reconciliation Week family day
- Jets Events and Production program hosted sold-out 'JETS, ALIVE!' event of young performers for young people (pictured)
- World Elder Abuse Awareness Day.



# Financial summary

Council's financial position remains strong. A summary of our performance is outlined below. For detailed information on Council's financial performance, please refer to the Performance Statement and Financial Report at the conclusion of this report.

## Operating position

Council achieved a surplus of \$9.79 million in 2023–24, which is lower than the prior year's surplus of \$14.75 million. This result is unfavourable compared to the budgeted operating surplus of \$16.96 million, largely due to a significant reduction in capital and operating grants income compared to the budget. Income was significantly reduced, with statutory fees and fines down by 12.3% and user fees and charges decreased by 9.6%, primarily due to a decline in building construction and property development in the current challenging economic climate.

Maintaining an underlying surplus continued to be challenging during 2023–24. Although achieving surpluses is a critical financial strategy to provide the capacity to renew the \$1.9 billion of community assets under Council's control, an underlying deficit was budgeted as Council focused on its own revenue sources. The reduction in fees and charges, statutory fees, and the delay in the recurrent Victorian Grants Commission funding also contributed to a higher-than-budgeted underlying deficit.

The actual underlying deficit for 2023–24 was \$5.33 million, compared with the budgeted underlying deficit of \$5.77 million. Despite the significant reduction in revenue from Council fees and charges, expenditure was controlled in several spending categories through regular forecasting and cost containment measures. Council is projecting a return to surplus from operating activities within the next few years.

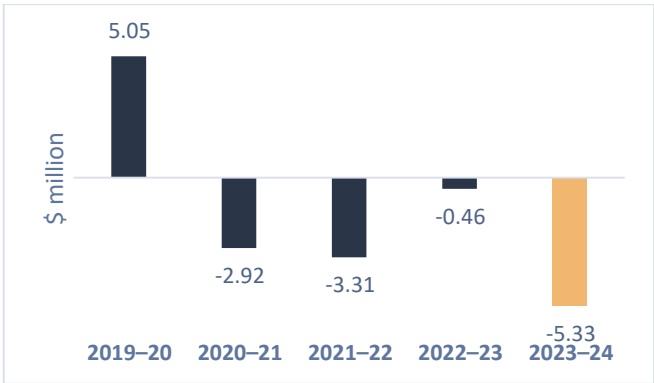


Figure 31 | Adjusted underlying surplus / deficit

## Liquidity

The total cash holdings, including term deposits, amount to \$79 million. Over 80% of these funds are allocated for specific purposes or are restricted. The working capital ratio, which measures Council's ability to meet its current commitments by comparing current assets to current liabilities, indicates that Council is expected to maintain a strong financial position over the next four years. The cash position is closely monitored to ensure ongoing financial sustainability.

Due to the strong cash position, Council has been able to continue paying down debt and delivering a significant capital works program. Additionally, Council has maintained a sound and financially sustainable position. While expected property sales in 2023–24 did not materialise due to a sluggish market, this has not had a significant impact, as expenditure reductions and the carryover of capital works have contributed to increased cash holdings.

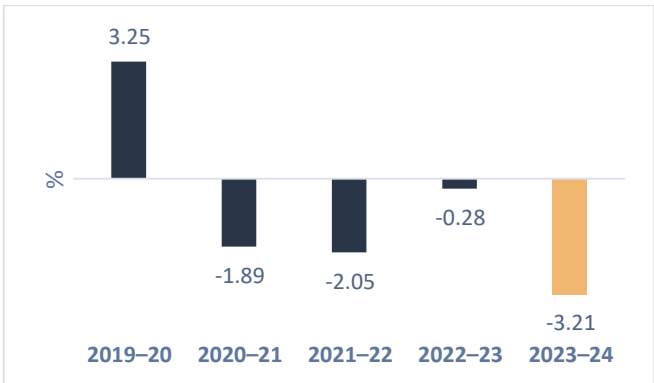


Figure 32 | Adjusted underlying result ratio

Obligations

Council is committed to keeping our infrastructure assets in good condition while also providing the necessary services to the community.

Council has consistently upheld its asset renewal ratio, which compares the expenditure on asset renewal and upgrades to depreciation, maintaining it above 100%.

While the asset renewal rate may vary annually based on the Capital Program and project completions, future investments in asset renewal will continue to be adequate to preserve Council's infrastructure assets.

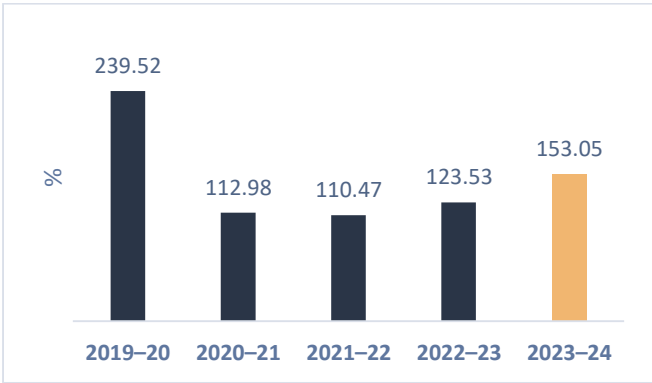


Figure 33 | Asset renewal ratio

By the close of the 2023-24 financial year, Council's loans and borrowings ratio measured by comparing interest-bearing loans and borrowings to rate revenue fell below 17%.

The outstanding loan amount is steadily decreasing due to Council's Debt Management Strategic Plan, which aims to reduce dependence on borrowings.

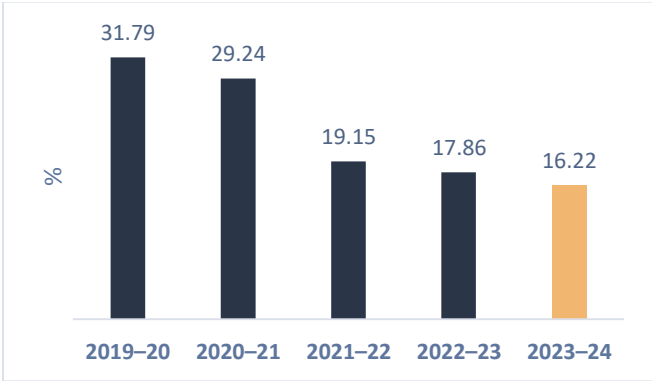


Figure 34 | Loans and borrowings ratio

Stability and efficiency

Council generates revenue from various sources, including rates, user fees, fines, grants and contributions. Rates are the primary funding source, amounting to \$116.92 million. The rates concentration ratio, which compares rate revenue to adjusted underlying revenue, remains at acceptable levels.

Our Revenue and Rating Plan focuses on exploring additional revenue and expenditure options to ensure Council can deliver high-quality services and community infrastructure. Council is also committed to finding strategic ways to reduce the rates burden on residents.

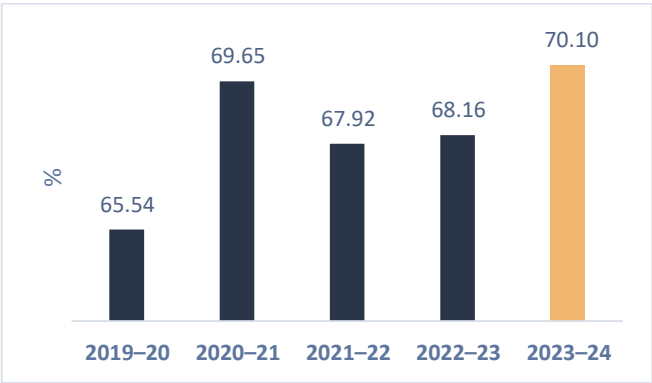


Figure 35 | Rates concentration ratio

Rate increases were aligned with the cap set at 3.5% for the 2023-24 financial year. The Financial Assistance Hardship Policy provided rate waivers for those experiencing financial difficulty, with over 428 applications submitted. In total, \$66,356 was waived under this policy. Council also continued to implement cost-saving measures to ensure rate increases remained within the local government rate capping framework.

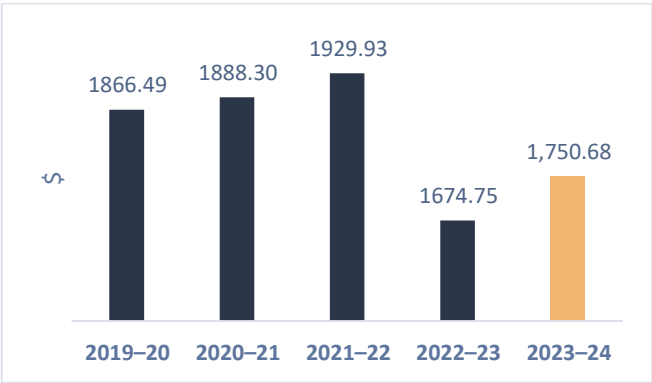


Figure 36 | Revenue level average rate per property assessment

## Description of operations

Council manages over 150 services, including youth and family support, community and health services, local laws, open space planning, waste management and economic development and planning. Council is also accountable for managing the budget.

Our vision, strategic goals and plans for enhancing services and facilities are detailed in the Council Plan 2021–2025 and the Budget 2024–2028, which are reviewed in this document. Service delivery and support are assessed using performance indicators and Council fulfills various responsibilities under Victorian and Australian legislation.

## Economic factors

During the 2023–24 financial year, the economy faced significant inflationary pressures, driven by disrupted supply chains, rising energy costs and strong demand, with the inflation rate hovering around 4%. Managing inflation through monetary policy proved challenging and prices were expected to remain elevated in the short term, impacting economic growth and consumer spending. Victoria's Gross Domestic Product (GDP) growth was projected to slow due to tighter monetary conditions and cautious consumer behaviour.

Globally, inflation appeared to be peaking and was anticipated to decline as supply chains and energy prices stabilised. In Australia, inflation remained around 4% throughout 2023–24, with expectations of a decrease to about 3% by mid-2025 as global and domestic pressures eased. Despite this, GDP growth was slow, influenced by high living costs and other economic factors. The tight labour market led to moderate wage increases, but high inflation and declining housing prices were likely to dampen household spending despite ongoing fiscal support.

## Major changes

In 2023–24, Council reviewed and implemented a revised structure within the Building Maintenance team. The restructure followed an independent review of the previous model of service provision, as well as benchmarking and a gap analysis. The new structure facilitates greater capacity to strategically plan Council's building maintenance requirements, and provides more focus on asset lifecycle maintenance, contractor management and centralised maintenance practices.

Additionally, Strategic Properties and Property Services were re-aligned into the broader Strategic Properties and Projects Department.





Figure 37 | Artist-in-Residence program at Mungga Artist Studios, Ivanhoe Library and Cultural Hub b

## Major capital works

Council's investment in resources for capital works programs is one of our largest items of expenditure each year with \$43.35 million in infrastructure projects started or completed in 2023–24. This is to ensure that the quality and standard of Banyule's infrastructure, including roads, footpaths, kerbs, buildings, our stormwater drainage network, and recreation and open space assets, is constructed, upgraded and maintained to meet community expectations.

During 2023–24 the major capital works included the following:

### Roads, streets and bridges



Sealed roads:  
\$2.03 million

Footpaths:  
\$3.2 million

Council continued to maintain our 545 km of roads made up of 538 km of sealed local roads and 7 km of unsealed roads. Bridges, carparking, public pathways and footpaths, valued at approximately \$302.54 million, support these roads.

Some of our 2023–24 projects included:

- Replacement of 8,500 m concrete footpath bays (completed)
- Resheet and upgrade of Main Road carpark, Lower Plenty (completed)
- Resheet of 41 streets comprising 50,000 m<sup>2</sup> of asphalt (completed)
- Replacement of boardwalk in Chelsworth Park, Ivanhoe (completed)
- Replacement of 570 lights to energy efficient LED lights (complete)
- Survey and detail design for the upgrade of the Plenty River Trail (ongoing).

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### Drainage



\$1.34 million

Council continued to maintain our drainage assets valued at approximately \$123.7 million: 822 km of piped drainage; 1,014 km of kerbs and channels; 21 flood retention basins; 35 wetland, water sensitive urban design and stormwater harvesting assets; and 22 gross pollutant / litter traps. Council carried out regular maintenance and annual upgrading programs of our drainage facilities.

Some of our 2023–24 projects included:

- Upgrade of the Redmond Court wetlands, Bundoora (complete)
  - Gresswell Forest litter trap, Bundoora (complete)
  - Drainage mitigation works on Old Eltham Road, near Yardie Court, Lower Plenty (complete)
  - Emergency repair of drain under Para Road adjacent to Palara Court, Montmorency (complete).
-

## Parks and gardens



### Parks and gardens:

\$8.08 million

### Playgrounds:

\$1.46 million

Our numerous parks with a total area of more than 800 ha include sports grounds, picnic areas, playgrounds and 311 ha of bushland. Most turf sports grounds include irrigation, drainage and floodlighting. Many cricket pitches, tennis courts and netball courts are provided throughout Banyule as well as community facilities for soccer, cricket, athletics, baseball, softball and Australian football. Council continued to maintain our sports facilities as well as picnic areas (including shelters, barbeques, gardens and trees) and playgrounds.

Some of our 2023–24 projects included:

- Upgrade to ovals at Warringal Park, Heidelberg and Ford Park, Bellfield (complete)
- Irrigation upgrade at James Street Reserve, Heidelberg Heights (complete)
- Upgrade to the outlet of Pecks Dam, Montmorency (complete)
- Upgrade to eight playgrounds, including major works at EJ Andrews Reserve, Briar Hill and Montmorency Park, Montmorency (complete)
- Upgrade to Chelsworth Park Tennis Courts, Ivanhoe (complete).

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## Buildings



\$10.37 million

Council continued to maintain our 322 building facilities and 48 picnic shelters which have an estimated value of \$246.94 million. These buildings include our administrative offices, works depots, libraries, childcare centres, maternal child and health centres, community centres, leisure and aquatic centres, investment properties, amenities buildings and other auxiliary buildings.

Some of our 2023–24 projects included:

- Rebuild of the Macleod football pavilion, Macleod (ongoing)
- Upgrade to Montmorency Bowling Club, Montmorency (complete)
- Renovations of various preschools including St Hellier Street Child Day Care, Heidelberg Heights; Wahroonga Preschool, Greensborough; Apollo Parkways Preschool, Greensborough and Winston Hill Preschool, Viewbank (complete)
- Replacement of the Macleod public toilet, Macleod (complete)
- Rebuild of the East Ivanhoe Preschool, East Ivanhoe (ongoing).

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## Other assets



### Art collection

\$25,000

Council continued to maintain the dozens of artworks in our public art collection which include permanent sculptures, integrated art works and mural installations. Council also maintain and add to the Banyule Art Collection which consists of over 500 works by Australian artists, including paintings, works on paper, jewellery, metalworks, ceramics, glass, textiles, sculpture and artists' books. Together these collections have an estimated value of \$1.66 million. Collected artists include Brook Andrew, Mike Parr, Patricia Piccinini, Ryan Presley, Clifton Pugh and Sally Smart.

The annual acquisition budget provided the opportunity to commission a major new sculpture in addition to acquiring six artworks and commissioning two new artworks for the Banyule Art Collection.

Some of our 2023–24 projects included:

- Installation of the Were Street, Montmorency public artwork *Whispers on the Wind* by local artist Deb Lemcke, a series of detailed metal leaves reflecting the shapes of the local native tree species (complete)
- Acquisition of six artworks for the Banyule Art Collection (complete).



# Our council

## Banyule City Council profile

### Traditional Owners

Council recognises the Wurundjeri Woi-wurrung people as the Traditional Custodians of the lands and waters upon which Banyule is located. More than 50 Indigenous archaeological sites have been identified in Banyule and Council is committed to protecting these.

### City profile

Banyule is located between 7 and 21 km north-east of central Melbourne and is made up of 21 suburbs. The city covers an area of approximately 63 km<sup>2</sup>. The Birrarung (Yarra) River runs along Banyule's south border while the west is defined by Darebin Creek.

### Rich artistic heritage

The region's rolling hills and commanding vistas inspired Australian Impressionist painters (known as the Heidelberg School) which included Arthur Streeton, Walter Withers, Tom Roberts, Clara Southern and Frederick McCubbin. Famous architects and urban landscapers, including Walter Burley Griffin and Ellis Stones, left their mark on the local landscape.

### Olympic history

The Olympic Village in Heidelberg West was home to 4,200 athletes representing 67 countries during the 1956 Melbourne Games. After the Games, most of the Village accommodation was converted to public housing.



Figure 38 | Malahang Festival, 2023



Figure 39 | Harmony Day, 2024

## Open space and recreation

Banyule is renowned for its open spaces and plentiful parklands, especially along the Birrarung (Yarra) and Plenty River valleys. There are 466 ha of Council-owned open space in Banyule, as well as substantial areas of parkland managed by Parks Victoria. Banyule boasts excellent community leisure facilities, including 50 sports grounds and 44 km of shared trails.

## How we live

The city is primarily a residential area where 70% of households fully own or are purchasing their home and 25% or one in four households are renting. While separate houses dominate, increasing numbers of semi-detached houses, townhouses and units are being built.

## Population growth

The number of people living in Banyule is expected to increase in the next decade and our population is expected to age, with the greatest growth occurring in the 80 and over age group.

## Commerce and industry

Banyule's main industries are health care, education, retail and construction. Major commercial centres can be found in Greensborough, Heidelberg and Ivanhoe. Industrial areas are Heidelberg West, Greensborough, Briar Hill and Bundoora. Banyule is home to several large institutions such as Melbourne Polytechnic, Austin Hospital and is bordered by La Trobe University.

## Council offices

### Greensborough

[Level 3, 1 Flintoff Street, Greensborough](#)

### Ivanhoe

[275 Upper Heidelberg Road, Ivanhoe](#)

(at the Ivanhoe Library and Cultural Hub)

## Contact details

**Postal address:** P.O. Box 94, Greensborough, 3088

**Telephone:** 9490 4222

**National Relay:** If your hearing or speech is impaired, you can call us via the National Relay Service on 133 677 (TTY) or 1300 555 727 (ordinary handset) and ask for 9490 4222

**Email:** [enquiries@banyule.vic.gov.au](mailto:enquiries@banyule.vic.gov.au)

**Website:** [banyule.vic.gov.au](http://banyule.vic.gov.au)

## Councillors

The current Banyule City Council was elected in October 2020 and councillors are elected for a four-year term from October 2020 to October 2028. The Banyule municipality is divided into nine wards, represented by one councillor in each ward. The nine councillors are the elected representatives of all residents and ratepayers across Banyule.

The role of Council is to provide leadership for the good governance of the municipal district and the local Banyule community. Council serves the community, which includes ratepayers, residents, businesses, workers and community groups. As the level of government closest to the community, Council takes an active role in advocating for the needs and interests of residents and the community to the Victorian and Australian Government.

The principal duties of Council is to:

- Review and confirm the strategic direction of Council which is set out in the Council Plan and the Annual Action Plan
- Approve the Council Budget and Resource Allocation Plan
- Consider and approve a range of strategies and policies prepared by Council officers
- Fulfil responsibilities in relation to providing quality services, occupational health and safety, and protection of the environment.

The councillors are listed below:



### **Mayor Cr Tom Melican**

Ibbott Ward

#### **Year elected**

2003

#### **Terms as deputy mayor**

2006–07, 2007–08, 2020–21

#### **Terms as mayor**

2008–09, 2011–12, 2016–17,  
2023 to present

### **Committees and reference groups**

- CEO Employment Matters Committee
- Inclusive Banyule Advisory Committee
- Age-Friendly City Committee
- Disability and Inclusion Committee
- Metropolitan Transport Forum
- Northern Council Alliance
- Municipal Association Victoria (MAV) Committee, State Council



### **Deputy Mayor Cr Rick Garotti**

Grimshaw Ward

#### **Year elected**

2012

#### **Terms as deputy mayor**

2019–20, 2023 to present

#### **Terms as mayor**

2020–21

### **Committees and reference groups**

- Audit and Risk Committee
- CEO Employment Matters Committee
- Yarra Plenty Regional Library Board (and Audit Committee)





### **Councillor Peter Castaldo**

Griffin Ward

#### **Year elected**

2016

#### **Terms as mayor**

2022–23

#### **Committees and reference groups**

- CEO Employment Matters Committee
- Banyule Arts and Culture Advisory Committee
- Banyule Environment and Climate Action Advisory Committee
- Inclusive Banyule Advisory Committee
- Reconciliation Action Plan Advisory Committee
- Age-Friendly City Committee
- Disability and Inclusion Committee
- LGBTIQA+ Committee
- Multicultural Committee
- Northern Council Alliance



### **Councillor Alison Champion**

Sherbourne Ward

#### **Year elected**

2016

#### **Terms as deputy mayor**

2018–19, 2021–22

#### **Terms as mayor**

2019–20

#### **Committees and reference groups**

- CEO Employment Matters Committee
- LGBTIQA+ Committee
- Yarra Plenty Regional Library Board (and Audit Committee)



### **Councillor Mark Di Pasquale**

Bakewell Ward

#### **Year elected**

2012

#### **Terms as deputy mayor**

2016–17

#### **Terms as mayor**

2017–18

#### **Committees and reference groups**

- CEO Employment Matters Committee



### **Councillor Peter Dimarelos**

Olympia Ward

#### **Year elected**

2020

#### **Committees and reference groups**

- Audit and Risk Committee
- CEO Employment Matters Committee
- Banyule Arts and Culture Advisory Committee
- Reconciliation Action Plan Advisory Committee



### **Councillor Alida McKern**

Chelsworth Ward

#### **Year elected**

2020

#### **Terms as deputy mayor**

2022–23

#### **Committees and reference groups**

- CEO Employment Matters Committee
- Banyule Environment and Climate Action Advisory Committee
- Northern Alliance for Greenhouse Action



### **Councillor Fiona Mitsinikos**

Hawdon Ward

#### **Year elected**

2020

#### **Committees and reference groups**

- CEO Employment Matters Committee
- Multicultural Committee



### **Councillor Elizabeth Nealy**

Beale Ward

#### **Year elected**

2020

#### **Terms as mayor**

2021–22

#### **Committees and reference groups**

- Audit and Risk Committee
- CEO Employment Matters Committee
- Banyule Arts and Culture Advisory Committee
- Reconciliation Action Plan Advisory Committee
- Municipal Association Victoria (MAV) Committee, State Council
- Yarra Plenty Regional Library Board (and Audit Committee)

## Banyule wards

Banyule consists of nine wards: Bakewell, Beale, Chelsworth, Griffin, Grimshaw, Hawdon, Ibbott, Olympia and Sherbourne. Residents are represented by the mayor along with a councillor representing each ward. Ward boundaries ensure each councillor represents approximately the same number of voters.



Figure 40 | Map of Banyule and ward boundaries



Organisational structure

Council is the governing body that appoints a Chief Executive Officer (CEO). The CEO is responsible for the day-to-day management of operations per the strategic directions of the Council Plan. Four directors and the CEO form the Executive Management Team (EMT) and lead the organisation. Details of the CEO and directors are set out below, including tables detailing out the organisational structure of Council.



**Allison Beckwith**  
**Chief Executive Officer**

Appointed CEO in December 2019  
31 years local government experience

Bachelor of Applied Science  
(Consumer Science) – RMIT

Post Graduate of Business  
Management – Victoria University

Master of Business Administration  
– La Trobe University

Company Directors Course Graduate  
Australian Institute of Company  
Directors

Graduate Executive Leadership  
Program Local Government  
Professionals (LGPro)

Table 1 | Council department managers of the Executive Office directorate, and their business unit teams

<p><b>Allison Beckwith</b> <b>Director Executive Office and CEO</b></p> <ul style="list-style-type: none"><li>Office of the CEO and the Councillors</li></ul>	<p><b>Shawn Neilsen</b> <b>Manager Advocacy, Communications, Engagement and Performance</b></p> <ul style="list-style-type: none"><li>Advocacy</li><li>Communications</li><li>Community Engagement</li><li>Integrated Planning and Performance</li></ul>	<p><b>Krysten Forte</b> <b>Manager Governance and Integrity</b></p> <ul style="list-style-type: none"><li>Cemetery Administration and Support</li><li>Governance and Integrity</li></ul>
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**Natasha Swan**  
**Director**  
**City Development**

Appointed director in January 2022

26 years local government experience

Bachelor of Arts/  
Bachelor of Planning  
Design – University of  
Melbourne

Member and Fellow of  
the Victorian Planning &  
Environmental Law  
Association

Graduate Executive  
Leadership Program  
Local Government  
Professionals (LGPro)



**Marc Giglio**  
**Director**  
**Corporate Services**

Appointed director in January 2016

29 years local government experience

Bachelor of Business  
(Accounting) – Swinburne  
University of Technology

Fellow CPA Australia

Graduate Executive  
Leadership Program  
Local Government  
Professionals (LGPro)

Certificate in Public  
Participation – IAP2



**Joseph Tabacco**  
**Director**  
**Community Wellbeing**

Appointed director in May 2024

26 years local government experience

Bachelor of Business  
(Marketing) – Victoria  
University

Diploma of Local  
Government  
(Governance and  
Administration),  
Swinburne University

Graduate Australian  
Institute of Company  
Directors

Graduate Executive  
Leadership Program  
Local Government  
Professionals (LGPro)



**Darren Bennett**  
**Director**  
**Assets and  
City Services**

Appointed director in July 2021

25 years local government experience

Bachelor of Arts  
(Recreation) – Phillip  
Institute of Technology

Diploma of Project  
Management –  
Australian Institute of  
Management

Graduate Australian  
Institute of Company  
Directors

Graduate Executive  
Leadership Program  
Local Government  
Professionals (LGPro)

Table 2 | Council department managers of the other four directorates, and their business unit teams

City Development directorate	Corporate Services directorate	Community Wellbeing directorate	Assets and City Services directorate
<b>Niall Sheehy</b> <b>Manager Planning, Building and Laws</b> <ul style="list-style-type: none"> <li>• Building Services</li> <li>• Development Planning</li> <li>• Municipal Laws and Public Assets</li> </ul>	<b>Toni Toaldo</b> <b>Manager People and Culture</b> <ul style="list-style-type: none"> <li>• Human Resources</li> <li>• Business Partners</li> <li>• Organisational Development</li> <li>• Risk and Assurance</li> <li>• Safety and Wellbeing</li> </ul>	<b>Georgie Meyer</b> <b>Manager Inclusive and Creative Communities</b> <ul style="list-style-type: none"> <li>• First Nations</li> <li>• Arts and Culture</li> <li>• Inclusive Enterprise and Local Jobs</li> </ul>	<b>Greg Gale</b> <b>Manager Delivery and Assets</b> <ul style="list-style-type: none"> <li>• Building Maintenance</li> <li>• Capital Works</li> <li>• City Assets</li> <li>• Project Management</li> </ul>

<b>City Development directorate</b>	<b>Corporate Services directorate</b>	<b>Community Wellbeing directorate</b>	<b>Assets and City Services directorate</b>
<b>Jonathan Risby</b> <b>Manager Transport, Development and Environment</b> <ul style="list-style-type: none"> <li>• Environment</li> <li>• Transport and Development Engineering</li> <li>• Transport Planning and Projects</li> <li>• North East Link Project</li> </ul>	<b>Joseph Linnestad</b> <b>Manager Customer Experience and Business Improvement</b> <ul style="list-style-type: none"> <li>• Continuous Improvement</li> <li>• Customer Experience Operations</li> <li>• Customer Experience Strategy</li> </ul>	<b>Jo Wilson</b> <b>Manager Resilient and Connected Communities</b> <ul style="list-style-type: none"> <li>• Community Connections</li> <li>• Community Impact</li> <li>• Community Partnerships</li> <li>• Community Resilience and Health</li> </ul>	<b>Michael Tanner</b> <b>Manager Parks and Natural Environment</b> <ul style="list-style-type: none"> <li>• Bushland Management</li> <li>• Environmental Operations</li> <li>• Parks Presentation</li> <li>• Sportsfields and Parks Assets</li> <li>• Urban Forestry</li> </ul>
<b>Karen Leeder</b> <b>Manager City Futures</b> <ul style="list-style-type: none"> <li>• Economic Development</li> <li>• Open Space Planning and Design</li> <li>• Spatial and Property Systems</li> <li>• Strategic Planning and Urban Design</li> </ul>	<b>Tania O'Reilly</b> <b>Manager Finance and Procurement Services</b> <ul style="list-style-type: none"> <li>• Financial Accounting</li> <li>• Financial Performance and Planning</li> <li>• Revenue Services</li> <li>• Strategic Procurement</li> </ul>	<b>Nicole Maslin</b> <b>Manager Healthy and Active Communities</b> <ul style="list-style-type: none"> <li>• Banyule Leisure</li> <li>• Civic Precincts and Community Facilities</li> <li>• Sports and Leisure Contracts Management</li> <li>• Sports, Recreation and Community Infrastructure</li> </ul>	<b>James Lenihan</b> <b>Acting Manager Operations</b> <ul style="list-style-type: none"> <li>• Fleet Management</li> <li>• Operations Infrastructure</li> <li>• Operations Projects</li> <li>• Waste Management</li> </ul>
<b>Julian Harvey</b> <b>Manager Strategic Properties and Projects</b> <ul style="list-style-type: none"> <li>• Major Projects</li> <li>• Strategic Properties and Property Services</li> </ul>	<b>Joty Singh</b> <b>Manager Digital Transformation and Information Management</b> <ul style="list-style-type: none"> <li>• Digital Transformation</li> <li>• Information Management</li> <li>• IT Infrastructure, Operations and Applications</li> </ul>	<b>Roberta Colosimo</b> <b>Manager Family and Community Services</b> <ul style="list-style-type: none"> <li>• Aged Services</li> <li>• Early Childhood Services</li> <li>• Maternal and Child Health and Immunisation Services</li> <li>• Service Reform</li> <li>• Youth Services</li> </ul>	



## Council staff

A summary of the number of full time equivalent (FTE) Council staff by organisational structure, employment type and gender are set out below. Note: FTE is a unit of measurement of scheduled employee hours that add up to one full-time employee's work hours. E.g. If a full-time employee is scheduled to work 40 hours per week, this equates to 1.0 FTE.

As of 30 June 2024, Council's workforce comprised of 700.69 FTE positions, made up of 1,011 employees.

Table 3 | Summary of full time equivalent (FTE) staff by organisational structure, employment type and gender and total headcount by employment type

Employment type (Gender)	Executive directors	Assets and City Services	City Development	Community Wellbeing	Corporate Services	Executive Office	Total FTE	Total headcount
Permanent full time (Female)	3.00	23.00	49.60	83.40	56.24	10.80	226.04	228
Permanent full time (Male)	2.00	157.00	53.00	18.00	30.00	9.00	269.00	269
Permanent full time (Self-described)	0.00	0.00	0.00	1.00	1.00	0.00	2.00	2
Permanent part time (Female)	0.00	3.23	17.23	98.45	16.39	6.16	141.47	290
Permanent part time (Male)	0.00	0.00	8.88	24.81	1.97	0.00	35.67	100
Permanent part time (Self-described)	0.00	0.00	0.00	3.39	0.00	0.00	3.39	6
Casual (Female)	0.00	0.00	3.33	12.18	0.41	0.03	15.95	74
Casual (Male)	0.00	0.00	3.80	2.80	0.42	0.00	7.02	40
Casual (Self-described)	0.00	0.00	0.00	0.15	0.00	0.00	0.15	2
<b>Total FTE</b>	<b>5.00</b>	<b>183.23</b>	<b>135.85</b>	<b>244.18</b>	<b>106.44</b>	<b>26.00</b>	<b>700.69</b>	<b>1,011 people</b>

Table 4 | Summary of full-time equivalent (FTE) staff by employment classification and gender

Employment classification	Female	Male	Self-described	Total FTE
Band 1	11.96	8.11	0.00	20.06
Band 2	1.17	0.17	0.00	1.34
Band 3	39.79	20.15	0.03	59.97
Band 4	58.80	23.57	1.80	84.17
Band 5	61.64	32.01	2.00	95.66
Band 6	85.87	48.57	0.63	135.07
Band 7	38.58	35.63	1.00	75.21
Band 8	29.39	26.00	0.00	55.39
Band not applicable	56.26	117.48	0.08	173.82
<b>Total FTE</b>	<b>383.46</b>	<b>311.69</b>	<b>5.54</b>	<b>700.69</b>

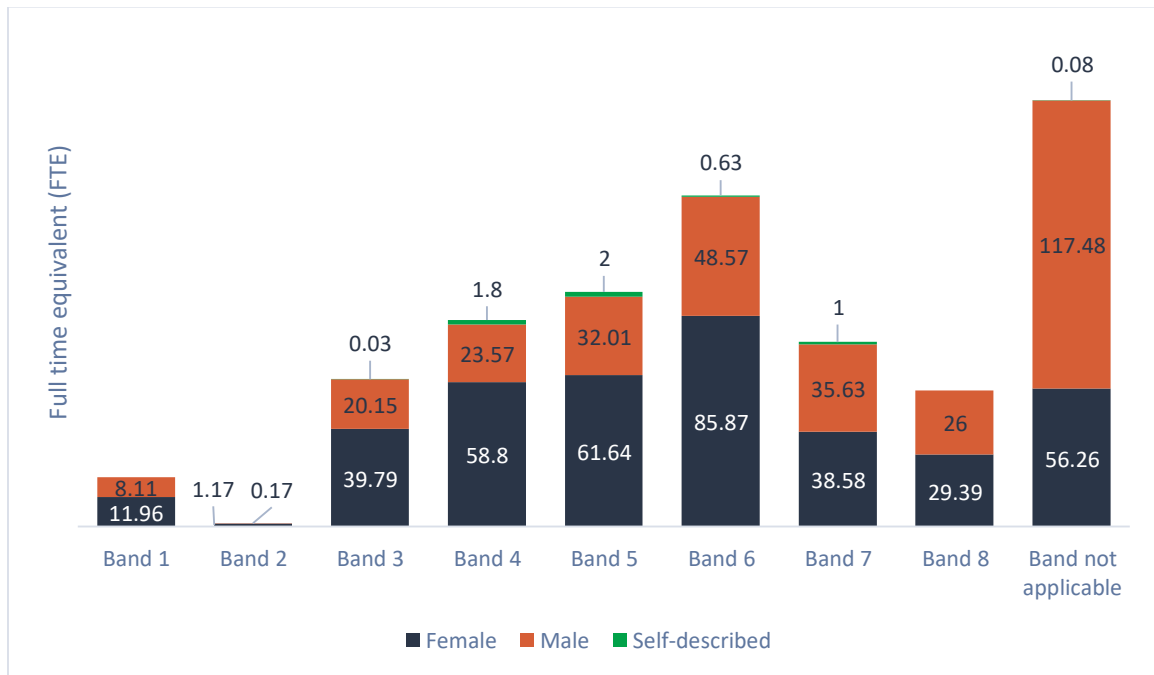


Figure 41 | Summary of full-time equivalent (FTE) staff by employment classification and gender

## Other staff matters

### Diversity and inclusion

Council has continued to demonstrate its unwavering commitment to diversity, equity and inclusion. The Workplace Diversity and Inclusion Strategy 2021–2025 is aimed at fostering a safe, respectful and inclusive work environment.

Throughout 2023–24, Council offered employees access to a range of training options related to diversity and inclusion and embedded the inclusive wellbeing calendar for employees. This initiative acknowledged a range of significant days relevant to our workforce and raised awareness of diversity and inclusion as well as wellbeing initiatives. Key dates include RU OK? Day, the 16 Days of Activism Against Gender-Based Violence, International Women’s Day and Men’s Health Week. The employee Diversity and Inclusion Advisory Group plays a crucial role as a consultative body for workplace policies, processes and initiatives, offering feedback enriched by diverse lived experiences.



Figure 43 | QWere Street Festival



Figure 42 | Celebrating International Day Against Homophobia, Biphobia, Intersex Discrimination and Transphobia (IDAHOBIT)

Through the Workplace Pathways Program, Council collaborates with local universities, schools, and community organisations to enhance diversity and inclusion. The aim is to support individuals facing barriers and ensure our workforce reflects community diversity. The program specifically targets young people, international students, and new arrivals as well as gendered workforces. Additionally, Council support apprenticeships and traineeships, providing training and mentorship to develop a skilled workforce that meets community needs. The program, which forms part of Council’s Employment Strategy, hosted 28 work experience students, 23 tertiary placements, one apprentice, and one graduate.



## Gender equality

As a defined entity under the *Gender Equality Act 2020*, Council is asked to promote, encourage and facilitate the achievement of gender equality and improve the status of women and gender diverse people. Council's obligations involve:

1. developing and implementing a Workplace Gender Equality Action Plan
2. Publicly reporting on its progress in relation to a biennial workplace gender equality audit
3. Promoting gender equality in policies, programs and services that impact the public
4. Completing gender impact assessments.

The progress of Council's gender equality work is overseen by the Gender Equality Steering Committee.

### Workplace Gender Equality Action Plan

Council's Workplace Gender Equality Action Plan 2021–2025 (GEAP) complements Council's broader diversity, and inclusion efforts to foster a safe, respectful and inclusive work environment. One where women, men and gender-diverse employees can fully and equally participate, pursue aspirations and achieve goals without being inhibited by gender-based bias or other forms of discrimination. Throughout 2023–24 Council successfully implemented a range of GEAP strategies including:

1. Developing Council's inaugural Sexual Harassment Prevention Action Plan
2. Embedding the Workplace Pathways Program with strategic focus on gender-balanced workforces
3. Updating the Recruitment Policy with an intersectional lens to embed diversity, equity, inclusion, gender equality and workplace adjustments
4. Drafting a new Family and Domestic Violence Support Policy for employees.

### 2023 Gender equality audit and progress report

Over the last 12 months, Council completed its second gender equality audit and submitted its first progress report to the Commission for Gender Equality in the Public Sector in February 2024. Council reported progress against all seven workplace gender equality indicators and is waiting on its compliance report from the commission. Key progress pride points included:

1. An increase in women in full time employment of 5%
2. A median total remuneration pay gap of 0%
3. Women held 50% or more of senior leadership positions.

Following the audit, the GEAP was strategically reviewed and updated to ensure relevance and sustainable outcomes that will set Council up for success in the final year of implementation and beyond.

### Gender Impact Assessments (GIAs)

In our 2023 progress report, Council was tasked with outlining the Gender Impact Assessments (GIAs) completed during the 2022–23 period. Council successfully completed nine GIAs for that period, marking significant progress in our gender equality initiatives.

The following year 2023–24, witnessed a substantial increase in the number of GIAs completed, thanks to extensive training and the development of numerous resources across the organisation. It is estimated that approximately 60 GIAs were completed throughout the year. The official assessment and reporting of these GIA actions will take place in 2025, coinciding with our next gender equality audit.

Council is deeply committed to fulfilling its obligations under the Gender Equality Act and aims to be a leader in promoting inclusivity within our community. GIAs are a crucial part of this commitment, helping to ensure that all our policies, programs and services consider the different impacts on people of different genders, fostering a more equitable and inclusive environment for everyone.

## Equal opportunity employment

Council is committed to promoting diversity and inclusion within our workplace. As a major employer with over 1,000 staff members, Council prioritise raising awareness and providing education about appropriate workplace conduct. Council offers a range of employment programs aimed at creating pathways for individuals from diverse backgrounds to gain work experience and skills.

Our workplace behaviour training equips staff with an understanding of equal employment principles and incident prevention. Upholding zero tolerance for sexual harassment, supported by our CEO and mayor, is a crucial aspect of our commitment to a safe and inclusive environment. Additionally, leadership and diversity and inclusion training empower our teams to proactively address workplace issues, fostering a culture that embraces our values of diversity and respect.

Council actively contributes to community diversity and inclusion, fostering a workplace where everyone feels valued, respected and a sense of belonging.

## Employment development reviews

Council emphasises the pivotal role of employee development reviews in cultivating a dynamic workforce. These structured annual appraisals provide a platform for aligning individual aspirations with organisational vision, priorities, and Council objectives, fostering a culture of continuous improvement. By understanding employee strengths, weaknesses and accomplishments, Council tailor support and guidance, empowering employees. This synergy between individual growth and organisational excellence underscores the value of employee development reviews in our journey towards sustained success.

Our unwavering commitment to employee development reviews reflects our dedication to nurturing talent and promoting professional advancement. These reviews enhance engagement, identify skill gaps and guide strategic training initiatives, bolstering our competitive edge. As Council navigates an evolving landscape, Council recognises the crucial role of these assessments in fostering collaboration and driving mutual growth.

## Professional development

In 2023–24, Banyule continues its strong commitment to leadership capability and development, essential for delivering high-quality services now and in the future. Council actively supports our staff in acquiring crucial skills and expertise through a comprehensive suite of learning and development opportunities.

Central to our strategy is the ongoing implementation of Banyule's Leadership Capability Framework, aimed at enhancing staff capabilities across all levels. This past year, Council have significantly advanced our efforts in this area. In addition to promoting wellbeing initiatives that provide access to diverse formal and informal training opportunities, Council have integrated comprehensive diversity and inclusion training.

Council's human resources information system serves as a centralised hub for employees to explore, manage and book learning opportunities, including blended face-to-face and online options. It also facilitates the recording of annual performance reviews, fostering qualitative, two-way conversations that enhance engagement and development.

Banyule continues to prioritise leadership development with robust internal and external programs. Internally, our Coaching and Mentoring Program pairs staff with senior leaders for personalised skill enhancement over 12 months. Externally, Council support senior members participating in initiatives like the Local Government Professionals (LGPro) Emerging Leader Program.

To further support our staff's professional growth, Council offers study assistance and facilitate team-building workshops. These initiatives are designed to cultivate a collaborative environment and strengthen team dynamics, essential for achieving our organisational goals.

Through these comprehensive initiatives, Banyule cultivates a culture of continuous learning and development, ensuring our staff are equipped with the skills and capabilities needed to meet the evolving demands of our organisation and community. Council is committed to investing in our employees' growth, empowering them to excel as effective and visionary leaders.

## Health and safety

Safety remains a top priority at Council as we continue our dedication to delivering exceptional services while safeguarding the wellbeing of our community and staff.

Under our robust Occupational Health and Safety (OHS) management system, Council upholds stringent oversight of existing health and safety measures. Regular progress reports are diligently reviewed by senior management to ensure prompt action where needed.

Throughout 2024, Council has implemented targeted initiatives aimed at enhancing safety across our operations. This includes advancing our commitments under the Safety Management Framework and embedding the Occupational Violence and Aggression Policy to protect our workforce. Comprehensive training on the Unwelcome Customer Behaviour Procedure has been extended to all directorates to equip staff with essential skills in managing challenging situations.

Our Health and Safety Representatives (HSRs) have undergone accredited training to effectively promote and maintain safety standards within their areas. Quarterly briefings for HSRs focus on themes such as ensuring all staff return home safely each day, further reinforcing our commitment to safety.

In 2023–24, Council received an LGPro Award for Excellence for groundbreaking work in transforming return-to-work processes and improving employee wellbeing. Innovative strategies to significantly increase the safe return of injured employees to work were developed and implemented, which also had the benefit of a decrease in costs.

The implementation of the COMPASS framework has been pivotal, focusing on rigorous site induction, staff accreditations, capability enhancement and compliance to further bolster our safety initiatives. Council proactively adheres to legislative requirements, ensuring a comprehensive approach to occupational health and safety.

These ongoing efforts underscore our steadfast commitment to fostering a safe and supportive environment at Council. Council remains dedicated to upholding the highest standards of safety for the benefit of our entire community.

## Wellbeing

At Council, we are dedicated to fostering a supportive and healthy workplace environment, ensuring the wellbeing of our employees through a comprehensive wellbeing calendar of events for 2023–24. This calendar includes important initiatives such as International Women's Day, RU OK? Day, Men's Health Week and the 16 Days of Activism, among many others.

Central to our commitment is the Employee Assistance Program, providing confidential support to address personal and work-related challenges for employees and their families. Additionally, our Fitness Passport program offers discounted rates at local leisure centres, promoting regular exercise and wellness.

Council supports our staff's financial security by facilitating contributions to superannuation funds and offering secondary bank accounts for easier financial management. Residents who are employees can conveniently pay their Council rates through payroll, demonstrating our commitment to supporting our community. Union fees are covered for eligible staff, ensuring they have representation and support within the workforce.

Health and wellbeing extends to families, with childcare benefits for employees with children in Council childcare centres. Our Social Club organises events that foster community and camaraderie among staff.

Council promotes sustainable commuting with a Novated Leasing/Salary Sacrifice Lease Plan and provide facilities such as showers and bike storage to support active transportation options. As a Breastfeeding Friendly Workplace, Council provides facilities and support for breastfeeding parents.

To promote overall health, Council offers free annual influenza vaccinations and regular fruit box deliveries to encourage healthy eating habits. These initiatives reflect our dedication to creating a workplace that prioritises the wellbeing of our employees, ensuring they thrive both personally and professionally at Council.



## Preventing violence against women

Council is dedicated to supporting and advocating for family and domestic violence issues through several key initiatives. Council is actively increasing awareness of gender equity within our organisation to foster a supportive environment for our employees and empower effective responses to these challenges.

Aligned with our health and wellbeing planning approach, the Prevention of Violence Against Women focuses on promoting gender equity and cultivating respectful and safe relationships, while breaking down gender stereotypes. This year, our partnership achieved significant progress through liaising with Council staff to promote gender equity within the workplace.

Council has developed and maintained procedures, processes, and educational programs that actively support employees experiencing family violence. These initiatives provide crucial resources, guidance, and assistance to individuals in need, ensuring they receive the support necessary to navigate difficult circumstances.

In addition, Council is reviewing our Family Violence Policy to incorporate best practices that strengthen our support mechanisms. While our grant application for violence prevention was not successful, Council is committed to implementing and integrating a primary prevention approach across our workplace. Furthermore, Council has developed its first Sexual Harassment Prevention Action Plan, aligned with the Respect@Work principles.



Figure 44 | Banyule Council attendees at the Walk Against Family Violence

This year's efforts also included a whole-staff presentation featuring guest speaker Phil Cleary, which engaged 80 depot staff in discussions on achieving gender equity and supporting the community. Tools and training have been developed to further Council's commitment to these goals.

Through these proactive measures, Council aims to set an example and foster a workplace culture that prioritises the wellbeing of all staff members. Council recognises the importance of addressing family and domestic violence and remains dedicated to creating a safe and supportive environment for our community.

## Child safe organisation

Banyule is committed to ensuring the safety and wellbeing of children and preventing child abuse. Our decision-making regarding children within our organisation centres on reducing and eliminating the risk of child abuse. Council maintains a zero-tolerance stance towards child abuse, taking all allegations and safety concerns seriously and responding promptly.

Council has actively integrated the new Child Safe Standards into its practices, striving for best practices in child safety. Key initiatives include comprehensive training for staff on the Child Safe Standards, updating recruitment processes and position descriptions to align with our commitment to child safety, and developing additional resources to support employees in fulfilling their responsibilities under these standards.

We promote Council as a child-safe organisation through various channels such as job advertisements, banners and our website. Through these efforts, Banyule ensures that robust measures are in place to protect and support the well-being of children across our community.

## Enterprise bargaining agreement

The terms and conditions of employment of Banyule staff are contained within Enterprise Agreement No. 8 2021. This agreement was ratified by the Fair Work Commission on 23 June 2022 and became operative on this date. Council will commence negotiations for Enterprise Agreement No. 9 in late 2024–25.

## Awards and recognition

Banyule proudly celebrate the exceptional contributions and achievements of our employees. Council strives to foster a workplace environment where talent thrives, innovation flourishes and diversity is celebrated.

In 2023–24, Council has been recognised with several prestigious awards, including the LGPro Awards for Excellence. Andrea Mullins received the Young Achiever award for her pioneering work in enhancing employee wellbeing and return-to-work processes. Her innovative strategies have significantly boosted the safe return of injured employees to work, leading to substantial cost savings for Council.

The Youth team was honoured with the Community Partnership Initiative award for their SALDHIG Diverse Communities Project. This initiative exemplifies best-practice community partnership, innovation and inclusion, particularly in supporting the Somali-Australian community. The project focused on capacity building, improving access and enhancing health and wellbeing outcomes.

Council also achieved the 2024 Customer Impact Award by LGPro for their customer service model, which marks a significant advancement in enhancing customer experience and standardising service delivery. Innovative strategies such as proactive case management, direct engagement with management during 'customer service week', and the introduction of customer experience specialist roles aim to effectively anticipate and meet customer needs. These accolades underscore Council's commitment to excellence and community service in 2023–24.

## Recognition of length of service

At the heart of our success lies a strong workplace culture, where Council cherishes the contributions of our employees and acknowledge their years of service through special awards. The Years of Service Awards serve as a testament to the loyalty and dedication of our long-serving team members, who have played an instrumental role in our achievements. Moreover, Council takes pride in our recognition initiatives, which celebrate individuals who have actively contributed to a positive workplace culture, promoted collaboration and lived our values.

As Council reflect on this remarkable year, we remain committed to nurturing a work environment that empowers every individual to thrive and contribute their best. The recognition received in various domains reinforces our dedication to excellence, inspiring us to continue building a workplace where talent is recognised, diversity is cherished, and every employee is valued as a critical part of our collective success. Together, we look forward to creating an even brighter future for Council and the community we proudly serve.



Figure 45 | LGPro Community Partnership Initiative award for Council's SALDHIG Diverse Communities Project



## Attraction and retention

Resource management at Council is strategically approached through comprehensive vacancy management, turnover analysis and proactive recruitment strategies. Council meticulously tracks and manage vacancies to ensure efficient allocation of resources and maintain optimal staffing levels across various departments. By monitoring turnover rates, Council gains insights into employee satisfaction and retention challenges, allowing us to identify areas for improvement and implement targeted retention strategies.

Our approach to vacancy management involves timely filling of positions to minimise operational disruptions while strategically aligning recruitment efforts with organisational needs and budgetary constraints. Council utilises turnover data not only

to assess the risk of losing valuable talent but also to implement retention initiatives aimed at enhancing employee engagement and job satisfaction.

Recruitment practices at Council are designed to attract diverse talent pools and support Council's commitment to inclusivity and equity. Council employs robust recruitment processes that emphasise fairness, transparency, and equal opportunity, ensuring that our workforce reflects the community we serve. These efforts are integral to maintaining a dynamic and capable team capable of delivering high-quality services to our community.

Council remains committed to optimising its workforce to meet a current and future organisational vision while fostering a supportive and fulfilling work environment for all employees.



Figure 46 | Community event at Ivanhoe Library and Cultural Hub



## Volunteers

Banyule City Council was proud to acknowledge our wonderful volunteers in Volunteer Week.

Our annual volunteer dinner was held on 22 May 2024 at the Great Hall, The Centre Ivanhoe.

The theme 'Something for Everyone' recognised the diversity of volunteering throughout our community in the arts, education, emergency services, sports, the environment, aged care, health and disability sectors.

A full house with over 380 volunteers from 56 organisations representing the extensive array of volunteers across the municipality. Michelle Giovas, the 2023 Banyule Citizen of the Year, was keynote

speaker for the event. Michelle is a prominent community member and passionate advocate for environmental protection and spoke about the immense value and impact of Banyule's volunteers.

Guests enjoyed a delicious three course dinner with a range of entertainment from master of ceremonies and comedian Monica Dullard, the Heidelberg Choral Society and the Luke and Jordan Experience.

Banyule Council sincerely thanks volunteers for their time, effort and commitment to making Banyule a better place to live, work and play.

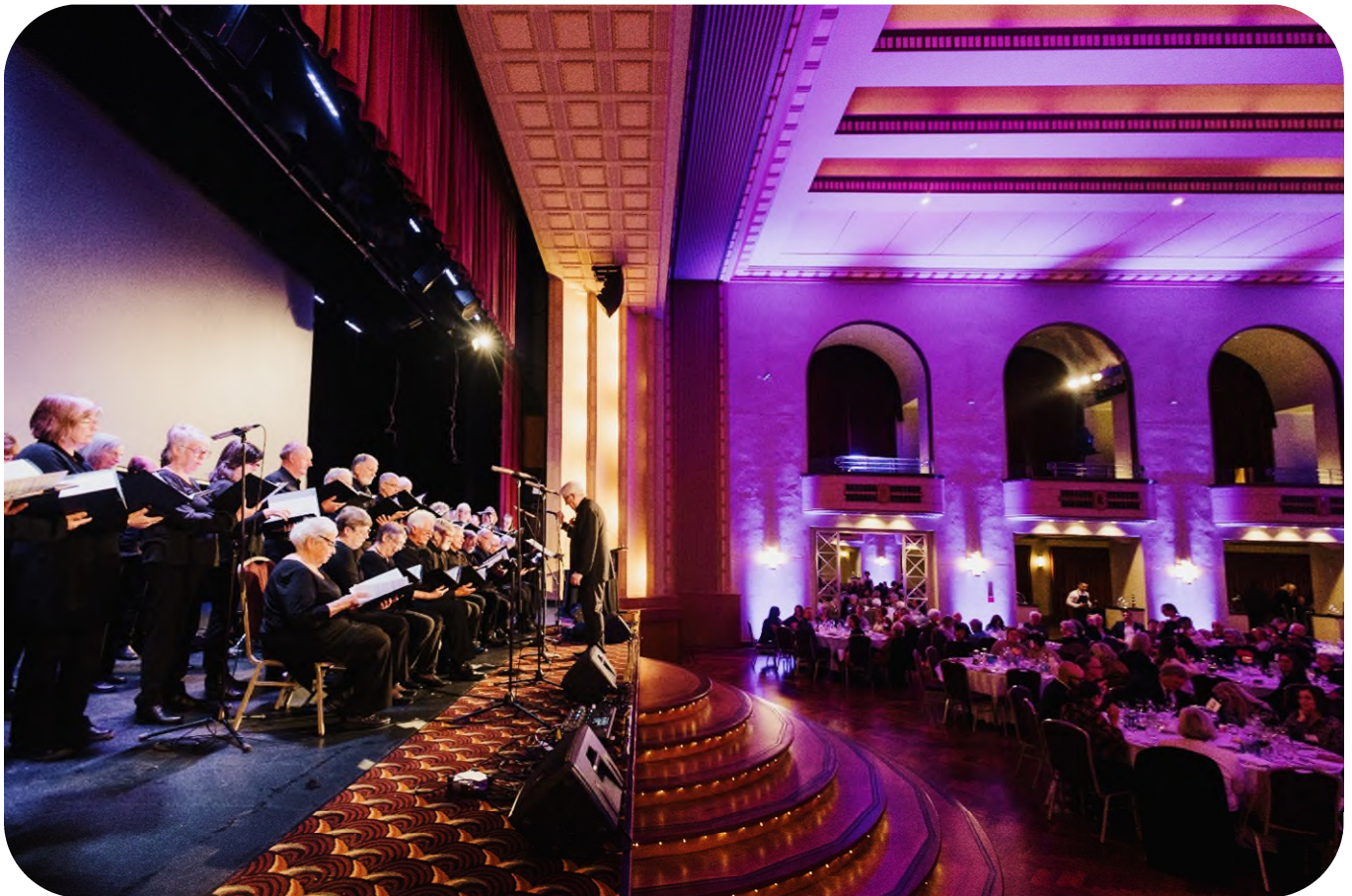


Figure 47 | Banyule Volunteer Celebration dinner, 2024

# Our performance

## Integrated Strategic Planning and Reporting Framework

Part 4 of the *Local Government Act 2020* requires councils to prepare the following:

- A [Community Vision](#) (for at least the next 10 financial years)
- A [Council Plan](#) (for at least the next four financial years)
- A [Financial Plan](#) (for at least the next 10 financial years)
- An [Asset Plan](#) (for at least the next 10 financial years)
- A [Revenue and Rating Plan](#) (for at least the next four financial years)
- An annual [Budget](#) (for the next four financial years)
- A quarterly Budget Report
- An Annual Report (for each financial year)
- Financial policies.

The Act also requires councils to prepare:

- A Workforce Plan (including projected staffing requirements for at least four years).

The diagram below depicts the integrated planning and reporting framework that applies to local government in Victoria. At each stage of the integrated planning and reporting framework there are opportunities for community and stakeholder input. This is important to ensure transparency and accountability to both residents and ratepayers.

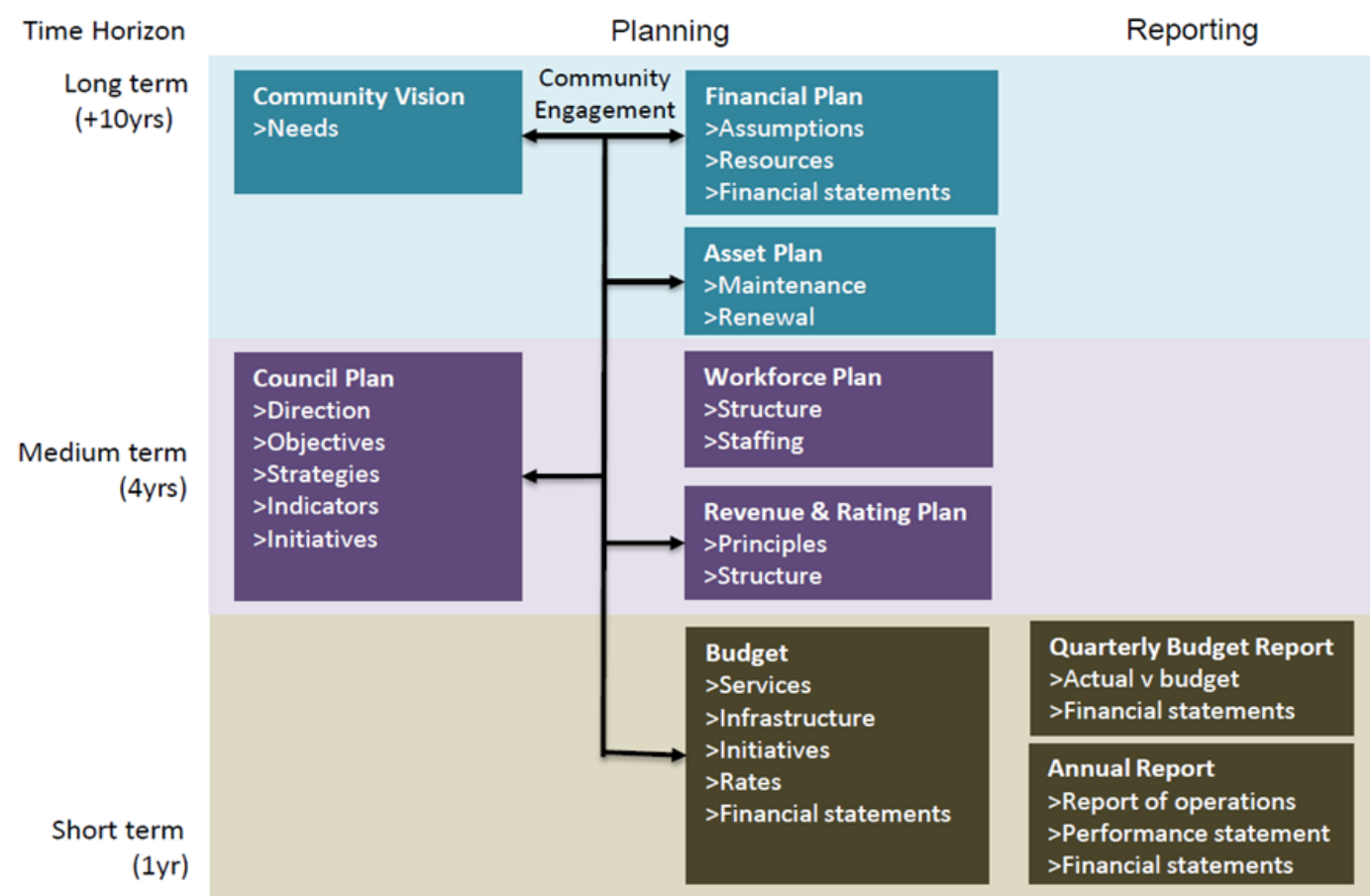


Figure 48 | The integrated planning and reporting framework (Source: Department of Jobs, Skills, Industry and Regions)

The timing of each component of the integrated planning and reporting framework is critical to the successful achievement of the planned outcomes.

## Integrated strategic planning and reporting

Council's integrated approach to planning, delivery and reporting is important for service delivery and health and wellbeing outcomes for the community, and to meet requirements of the new *Local Government Act 2020*.

Integrated planning and reporting aim to ensure we remain an adaptive, responsive and viable local government authority. This is facilitated by understanding what our community aspires to, setting direction within our resource capability and allowing Council to make informed decisions on behalf of our community.

Council's integrated approach to planning, delivery and reporting supports and underpins the delivery of the [Banyule Community Vision 2041](#) and Council Plan.

## Performance measurement

Banyule's performance for the 2023–24 year was demonstrated through reporting against our strategic objectives towards achieving the Council Plan 2021–2025.

Performance was measured as follows:

- Results achieved in relation to Council and community strategic indicators in the Council Plan
- Progress in relation to the initiatives identified in the Council Plan 2021–2025, Year 3 Annual Action Plan 2023–2024 and Budget 2023–2027
- Results against the prescribed performance indicators and measures of the Local Government Performance Reporting Framework (LGPRF), which is a mandatory system of performance reporting for all Victorian councils. The prescribed measures ensure that councils are measuring and reporting on their performance in a consistent way against other Victorian councils. It assists in working towards improving service delivery to demonstrate value for money to the community and to promote transparency and accountability in the local government sector. These prescribed measures include:
  - key service delivery areas
  - sustainable capacity measures
  - financial measures.
- Services funded in the Budget and the persons or sections of the community who are provided with those services.

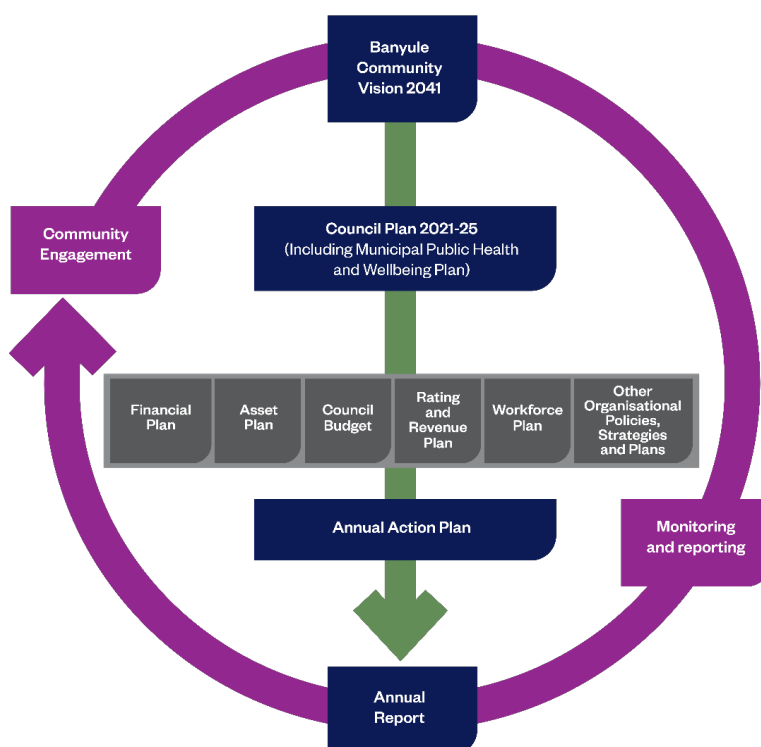


Figure 49 | Council's integrated planning model



## Council Plan 2021–2025

The [Council Plan](#) outlines Council's strategic priorities and directions in the broader context of the [Community Vision](#) and adopted policies, strategies and plans (including the Municipal Strategic Statement and Municipal Public Health and Wellbeing Plan). It works together with key plans such as the Financial Plan, Budget, Revenue and Rating Plan, Asset Plan and a range of other policies and plans. The Council Plan outlines and integrates Banyule's Health and Wellbeing Priorities for 2021–2025 and Banyule's Climate Action Response.

Achieving the six priority themes in the Council Plan is measured through a number of Council strategic indicators (operational internal measures) delivered internally and community strategic indicators (external controlled measures) that are long term impacts or change occurring in the community.

The Council Plan is reviewed on an annual basis to ensure that it continues to meet the needs of the community. It is implemented through Annual Action Plans, which reflect Council's decisions on the initiatives and priority services to be funded through the Budget each year.

The Budget and Financial Plan are closely linked with and support the achievement of the Council Plan and Community Vision 2041.



## Summary of Council Plan 2021–2025 Year 3 Annual Action Plan results

Here is an overview of our results towards delivering the 96 actions that were included in our Council Plan Year 3 Annual Action Plan 2023–2024. The full results can be viewed online in the [Year 3 Actions Final Report](#) on the Council Plan tab.

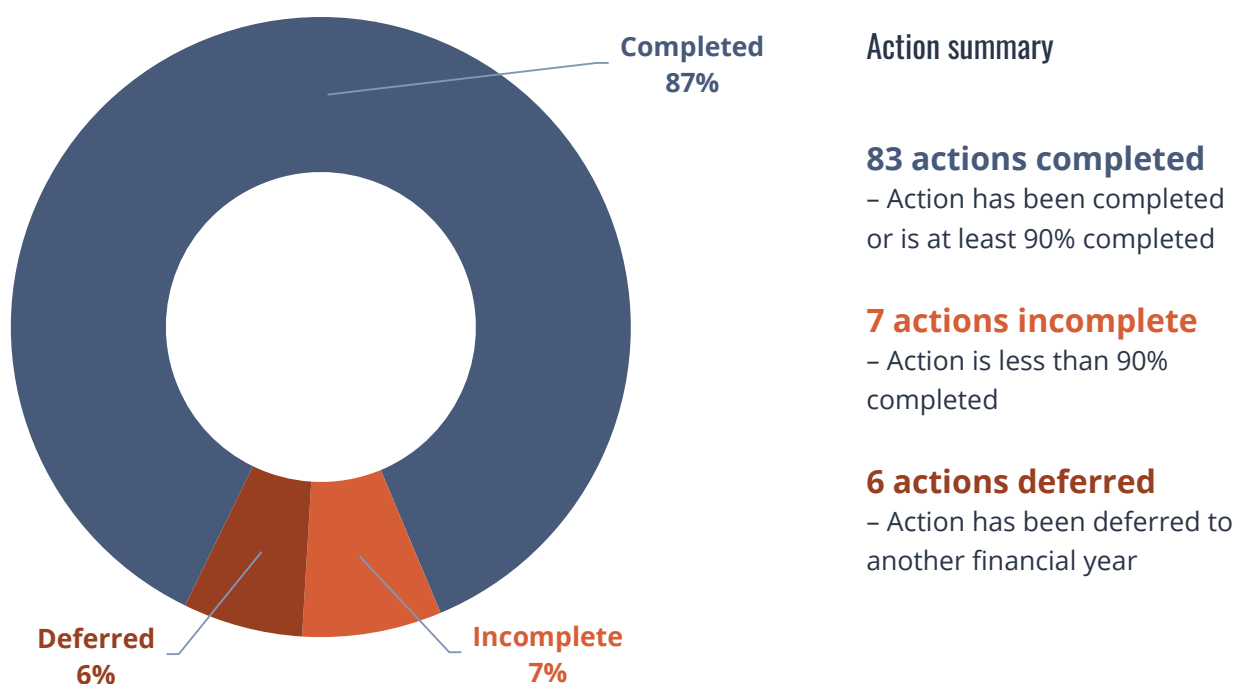


Figure 50 | Council Plan 2021–2025 Year 3 Action Plan action status summary

## Priority theme 1:

### Our Inclusive and Connected Community



#### Highlights

##### Neuro-affirming practice online workshop

The Banyule Nillumbik Youth Services Network hosted an online workshop on 28 May 2024 for youth sector professionals and parents of neurodivergent young people.

This workshop focused on practical skill development, myth busting and uplifting inclusive practices to create environments where young people can be their authentic selves. With a focus on practical skill development and myth busting, response to the session was extremely positive. Of those who completed the evaluation, 98% said that they were either 'Quite' or 'Extremely satisfied' with the session. In total there were 432 registrations with 245 attending live on the night.

What attendees told us:

**'I have ADHD and this session was so validating, looking back at my childhood, however also really relevant still for my work life, particularly considering disclosing in the workplace and associated challenges.'**

**'As a parent of three autistic young people in their late teens/early twenties, this presentation has been a refreshing change from the deficit approach that was the norm when they were first diagnosed. We need to move away from cure based, punitive approaches such as Applied Behavioural Analysis and learn from the experts by experience.'**

##### Somali-Australian Youth Employment Forum

The Somali-Australian Youth Employment Forum was organised by our Youth Engagement Officer with support from the Inclusive Employment Program Lead on Saturday 9 March 2024. The event connected over 50 young people aged between 14 to 25 from the Somali-Australian community with professionals who share a Somali-Australian background.

Attendees were able to have meaningful conversations, gain valuable insights and establish connections with professionals who understand their unique challenges. The enthusiasm and professional contribution by all contributed to the success of the event.



Figure 51 | Somali-Australian Youth Employment Forum

##### Youth Services – Shout It Out! Event

Council Youth Services team supported young people from the Jets Studios FReeZA program to deliver the second 'Shout It Out!' event for LGBTIQ+ young people.

This event was a recommendation that came from the 2023 Banyule Youth Summit. It's an event for young people by young people, with artist programming, branding, event management and more run by our dedicated youth participants.

The sold-out event was designed as a drug-, smoke-, alcohol- and vape-free safe space for young people and feedback received from attendees was very positive. The evening featured DJs, performances, a marketspace and had a low sensory space.

## New Hope Program for young street and graffiti artists

New Hope's talented group of young artists had a busy calendar. They exhibited works for a show at Ivanhoe Library and Cultural Hub, created two beautiful murals for community organisation Open House, designed stickers and crew t-shirts, and painted works on canvas and skateboard decks.

This program continues to be a very popular and important service for young street and graffiti artists seeking a safe, legal and inclusive space to develop artistically and personally. Techniques and skills are shared and learned from experienced artist facilitators and mentors, and a collaborative atmosphere ensures that New Hope is a welcoming and positive creative outlet for our participants.

While showcasing their incredible creativity, our New Hope participants are also supported by the great Banyule Youth Services team at Jets Studio as they navigate multiple challenges: educational disengagement, employment pathways, mental health issues, family and relationships, substance use and interactions with police and the youth justice system.

More fantastic art outcomes, meaningful engagement and great weekly sessions are happening at New Hope for 2024–25!

Feedback from our participants:

**'New Hope has improved my life heaps!'**

**'New Hope has been a lifeline  
for my son and I'm very grateful.'**

**'New Hope is like a little oasis for me, I love it.'**

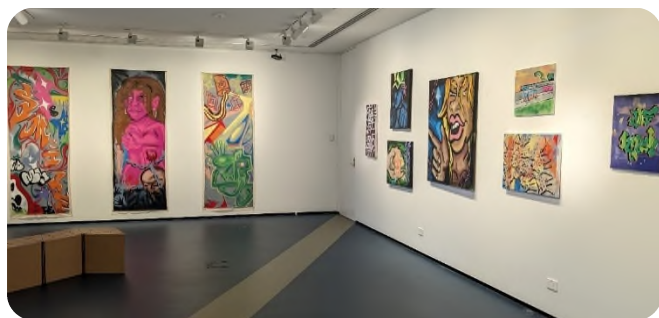


Figure 52 | New Hope art exhibition (2023), Ivanhoe Library and Cultural Hub

## International Day Against Homophobia, Biphobia, Intersex Discrimination and Transphobia (IDAHOBIT)

Council observed IDAHOBIT with the launch of the 'We Are' exhibition, an exhibition of people in our community and around Victoria who identify as LGBTIQ+.

The exhibition was designed to showcase that 'we exist in all colours, shapes and sizes, gender, identities, sexual preferences and sex characteristics. Yet, we are more alike than different. Let's celebrate who we all are, in all our glorious differences, and in our similarities. We simply ARE.'



Figure 53 | 'We Are' exhibition

Approximately 60 people attended the launch at Ivanhoe Library and Cultural Hub where self-portraits from members of the LGBTIQ+ community from Banyule and beyond were showcased.

## Partnering with community

During the last financial year, the Community Partnerships team has achieved significant outcomes for the Banyule community through its partner organisations and Neighbourhood Houses. Banyule Housing support program at Merri Outreach Support Service (MOSS) assisted 160 clients in the 2023–24 financial year. MOSS was able to exit 10 households into long term housing options for the 2023–24 financial year. These households were able to access the Housing Establishment Funds (HEF) to set up their new tenancies and also Banyule Housing support brokerage through Banyule Council.

In the emergency relief space, Diamond Valley Foodshare has provided 19,728 meals to 4,932 clients. Diamond Valley Community Support distributed 2,250 food parcels from the Greensborough site and an additional 1,152 bags to local pantries within Banyule.

In the Neighbourhood House space, Watsonia Neighbourhood House, in partnership with Council, delivered a Pop-Up Neighbourhood House project. This initiative enabled over 400 people to access affordable local programs closer to their homes and facilitated connections with other locals.



### International Day of People with Disability (IDPwD)

In partnership with VALID (Victorian peak advocacy organisation for adults with intellectual disability), Council hosted the launch of Diverse City zine, a publication that captures writing and images from community members across the wide and diverse spectrum of disability. The launch included 55 guests and an opportunity to hear from five of the artists featured in the publication.

IDPwD is a United Nations observed day celebrated internationally. It aims to increase public awareness, understanding and acceptance of people with disability and celebrate their achievements and contributions.

### Delivered home and community care services

Aged and Home and Community Care Program for Younger People (HACC PYP) Services delivered home and community care services to 966 individual clients, providing the following supports to enable residents to maintain living at home safely and independently:

- 15,304 meals
- 3,182 hours of social and individual support
- 12,100 hours of social support group
- 1,190 hours of home maintenance and modifications.



Figure 54 | IDPwD film screening at Ivanhoe Library and Cultural Hub

## Jets Express

Youth Services continues to provide this weekly creative arts program for young people with disabilities, supporting them to explore their creativity and expression through art and music. This year, the group developed a large-scale mural to be exhibited in the community, showcased a group animation at a local film festival for International Day of People with Disability, and performed and DJ'd live music at events in the community.

Through working with local artist and musicians, the Jets Express program continues to be an accessible space where young people can come together to share their experiences, express themselves, feel empowered to amplify their voices, while connecting with their community.

Feedback from our participants:

**'Jets is a really great organisation for helping anyone, as staff are very supportive. It has helped me manage my anxiety, problems at school and support my art passion, The support from the staff is soooooo good like everyone is always supporting and trying to make everyone's day the best day.'**

**'From a teen who didn't want to do anything and needing me to drive him out of bed and into the next activity with total disengagement or any enthusiasm, to requesting information on when sessions are returning for JETS and then getting to sessions on his accord. This is huge.'**

## Incorporating youth voice

One of the key ways Council ensures we engage with and listen to our young people is through the Youth Summit and Summit Report card.

In 2023, the fifth Banyule Youth Summit was held at the Heidelberg Golf Club. Over 100 young people from secondary schools in and around Banyule discussed issues identified by themselves and their

peers during pre-Summit workshops facilitated by Council's Youth Services team. A diverse group of young people attended, including people with disability, young LGBTIQ+ people and young people from various cultural backgrounds including Somali-Australian and First Nations young people.

Young people discussed and debated topics important to them which they believed could improve their community and the lives of themselves and their peers.

Topics included body image, youth voice, LGBTIQ+ issues, gender equity, masculinity, neurodiversity, disability inclusion, alcohol and other drugs, equal opportunities, mental health, climate change and cultural inclusion.

## Supporting families with increased access to services

The Breastfeeding Support Service was redesigned in 2023 to enhance accessibility and improve overall care. The service is part of Council's Maternal and Child Health program, catering to families with children from birth to school age.

Maternal and Child Health Nurses play a crucial role in assisting new parents and caregivers, helping them understand their child's health, facilitating connections with other parents, and making referrals to other community services.

Council has partnered with the Australian Breastfeeding Association to further strengthen the services provided, including increased access to expert Lactation Consultants, ensuring prompt assistance for families. The program's success is highlighted by a substantial increase in the number of new parents receiving breastfeeding support when they needed it the most and also emphasised the importance of supporting nursing working mothers.



Figure 55 | Lactation Consultant at World Breastfeeding Week display



## New policies, frameworks and strategies

Council developed and adopted a Gambling Harm Prevention Policy 2024–2028, as part of our role under the Health and Wellbeing Act 2008 to take reasonable steps to prevent harm within the community. The policy reiterates Council's commitment to a preventative public health approach for approaching gambling-related harm.

The Resilient and Safe Banyule Framework was developed and adopted to progress Council's role in preparing and supporting our community to respond to shocks and stressors. This framework builds on our commitment to community resilience as a strategic partner in the Resilient Melbourne Strategy, and broadly aligns with its four strategic priorities:

1. Empower communities to take active responsibility for their own and each other's wellbeing, safety and health
2. Create and sustain buildings, infrastructure and activities that promote social cohesion, equal opportunity and health
3. Provide diverse local employment opportunities that support an adaptable workforce that is ready for the jobs of the future
4. Enable strong natural assets and ecosystems alongside a growing population.

Council developed and adopted The Ageing Well in Banyule Framework 2024–2030 as a commitment to older adults. It outlines Council's vision and goals to enhance the wellbeing and quality of life of older adults in Banyule and will guide how Council develops and delivers services, programs and activities focused on improving the age friendliness and liveability of Banyule. Council's commitments are to:

- address ageism and honour the wisdom and experience of older adults
- support civic and social participation and connections
- support older adults to live and age well
- provide access to information and communication.

Creative Banyule: Arts and Culture Strategy 2023–2031 was adopted and will recognise, foster and grow the Banyule community's creative and cultural strengths, as per the cultural outcomes and strategic objectives of the [Community Vision 2041](#).

## Harmony Week

Harmony Week is an occasion to celebrate our diverse community and bring together Australians from many different backgrounds.

In partnership with Yarra Plenty Regional Library, the Harmony Week event created an opportunity for the community to come together, learn and connect. The estimated 700 attendees enjoyed a maker's market, a Japanese Kumihimo weaving workshop, children's craft activities and henna skin painting.

The event included an Acknowledgement of Traditional Custodians delivered by Uncle Charles Pakana, a traditional Chinese lion dance to drive away evil spirits and bring good luck, happiness and longevity to the organisation and its people, and a musical demonstration performed by Taste of India Darebin, with an opportunity for community members to try some of their instruments.



Figure 56 | Harmony Week, 2024



## Challenges

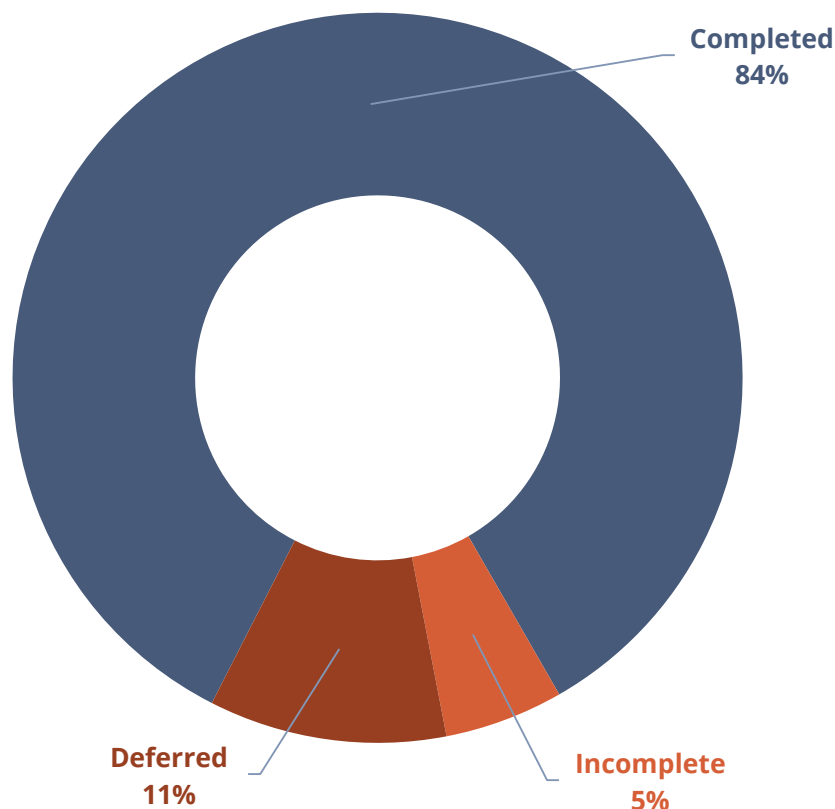
- Council supported the community through the referendum, which involved challenging and at times divisive public discussion.
- Council noted increased LGBTIQ+ vilification, hate, abuse and discrimination, impacting the safety and sense of belonging of the LGBTIQ+ community.
- Issues related to addressing family violence have amplified and local services report inability to respond to the needs of residents due to number of people needing services, complexity of presentations and lack of funding to provide services.
- The proportion of people who need assistance in Banyule has increased from 5% (ABS Census 2016) to 5.9% (ABS Census 2021). In Banyule, 9% of First Nations people need assistance with core activities. Health outcomes for people with disability remain poorer than the general population. One sixth of Banyule households report they may require access to at least one aged or disability service in the next year. However, access to services remains difficult due to the lack of bulk billing GP's, cost of services, and inability to respond to co-morbidity and waiting lists.
- The preparation for Aged Care Service Reform has been challenging, primarily attributed to persistent delays in the release of crucial information and reform prerequisites. Of particular concern is the lack of clarity surrounding the requirements stipulated in the new Aged Care Act. Despite the recent update on the implementation date of the new Aged Care Act set for June 2025, no additional guidance has been provided regarding the specifics of the new Act's provisions. While planning efforts have been commenced, the absence of comprehensive information leaves uncertainty looming over the adequacy and suitability of our current strategy. The Service Reform Coordinator and Aged Services Coordinator will continue to adopt an agile approach to planning for reform implementation.
- The rising demand for emergency relief, especially food relief, which has not been matched by increased funding. This demand has significantly impacted Banyule food relief providers.

## Future outlook

- Working with Traditional Owners, the First Peoples' Assembly and the Victorian Government towards Treaty in Victoria.
- Increase in programming and engagement at Barrbunin Beek Aboriginal Gathering Place, one of only eight in Victoria, has grown exponentially in the last two years.
- New strategy: [Marrageil Strategy 2024-2034](#): Aboriginal self-determination. This new approach will focus on increasing engagement and partnerships with local Aboriginal organisations and communities to lift up the lives of our whole community.
- New First Nations traineeship launched and tested for two years.
- New exhibition of national cultural significance at Ivanhoe Library and Cultural Hub which will attract visitors to the area and improve local trade.
- Extended Twilights Sounds program thanks to additional funding from the Federal Government department. Live Music Australia will see the event start earlier and include more performers.
- The implementation of obligations, regulations, and statutory duties outlined in the new Aged Care Act marks a significant milestone in July 2025. The Department of Health and Aged Care has allotted a 12-month grace period to facilitate this transition.
- Banyule's role in the direct provision of Aged Care Services will continue to be reviewed with Council and residents updated as the reforms progress in 2025.
- Plan for a future appropriate and accessible youth facility to meet the growing requirements of Banyule's young people.
- Develop and adopt the 2025-2029 Municipal Public Health and Wellbeing Plan.
- Exploration and development of a strategic response to racism, discrimination and oppression within the Banyule community.
- Exploration of ways to increase community connection opportunities for people experiencing social isolation and barriers to social participation.
- Exploration of ways to create more inclusion communications to increase information dissemination and promote participation in Council's community services and programs.

## Council Plan 2021–2025 Year 3 Annual Action Plan results

To deliver on this priority theme Council is undertaking 19 actions and below is the summary. The full results can be viewed online in the [Year 3 Actions Final Report](#) on the Council Plan tab.



### Actions summary

#### 16 actions completed

– Action has been completed or is at least 90% completed

#### 1 action incomplete

– Action is less than 90% completed

#### 2 actions deferred

– Action has been deferred to another financial year

Figure 57 | Council Plan 2021–2025 Year 3 Action Plan – priority theme 1 actions status

These are the key teams who deliver the initiatives and services to achieve this priority theme:

- **Inclusive and Creative Communities**

- First Nations
- Arts and Culture.

- **Resilient and Connected Communities**

- Community Connections
- Community Impact
- Community Partnerships
- Community Resilience and Health.

- **Family and Community Services**

- Aged Services
- Early Childhood Services
- Maternal and Child Health and Immunisation Services
- Service Reform
- Youth Services.

- **Healthy and Active Communities**

- Banyule Leisure
- Civic Precincts and Community Facilities
- Sports and Leisure Contracts Management
- Sports, Recreation and Community Infrastructure.

- **Resilient and Connected Communities**

- Community Connections
- Community Impact
- Community Partnerships
- Community Resilience and Health.

## Council strategic indicators





The following table reviews Council's performance against the desired trends or targets of Council Plan operational strategic indicators.

Table 5 | Banyule City Council indicators – Our Inclusive and Connected Community

✓ = Achieved target ↔ = Result is stable or a baseline figure ✗ = Did not reach target

Council strategic indicator	Desired trend or target	2021-22 result	2022-23 result	2023-24 result	Comments
<b>Council support for the diversity and inclusion of the Banyule Community</b>	Deliver the actions in the Inclusive Banyule Annual Action Plan	Indicator was being developed	25	<b>70</b> ✓	In the 2023-24 Inclusive Banyule Action Plan, 72 actions were proposed to support diversity and inclusion in Banyule; 70 have been delivered with the remaining identified as ongoing.
<b>Attendance at Council-run and supported arts and cultural events</b>	Increase ↗	13,500*	39,000	<b>48,500</b> ✓	<p>Council delivered five major festivals with each attracting exceptionally high participation numbers, including Council supported and community-led Boulevard Christmas Lights in Ivanhoe the week before Christmas.</p> <p>Number of participants at individual events:</p> <ul style="list-style-type: none"> <li>Youthfest = 4,000</li> <li>Malahang Festival = 4,000</li> <li>Carols By Candlelight = 7,000</li> <li>Boulevard Christmas Lights = 25,000 (estimated)</li> <li>Twilight Sounds Music Festival = 5,000</li> <li>Eco Fest = 2,000</li> <li>Outdoor movies = 1,500.</li> </ul> <p>* Note: Due to COVID-19, Youthfest and Boulevard Christmas Lights did not proceed in 2021-22 and the Malahang Festival was reduced in scale.</p>
<b>Number of people participating in active ageing programs and events</b>	Increase ↗	873	876	<b>1,483</b> ✓	Council delivered a range of age-friendly events and programs for older adults including social lunches, bus trips, technology help sessions, champions working groups, seniors group network, Age-Friendly Committee, the weekly Seniors Exercise Park program, OzHarvest cooking programs, Active April Walkathon and World Elder Abuse Awareness Day event.



Council strategic indicator	Desired trend or target	2021-22 result	2022-23 result	2023-24 result	Comments
<b>Immunisation coverage rate – 12 to 15 months old</b>	Equal to or better than the state and national average	94.89%	94.79%	<b>94.13%</b> 	Banyule's 2023-24 immunisation coverage rate of 94.13% for children between 12 and 15 months old was above both the Victorian and Australian averages. The average rates for children between 12 and 15 months old from July 2023 to June 2024 were: <ul style="list-style-type: none"> <li>• Victoria = 93.38%</li> <li>• Australia = 92.55%</li> </ul> The coverage rates are for the municipality and represent immunisations conducted by Council and general practitioners.
<b>Immunisation coverage rate – 24 to 27 months old</b>	Equal to or better than the state and national average	92.68%	92.36%	<b>92.04%</b>  Victoria  Australia	Banyule's 2023-24 immunisation coverage rate of 92.04% for children between 24 and 27 months old was above the Australian average. The average rates for children between 24 and 27 months old from July 2023 to June 2024 were: <ul style="list-style-type: none"> <li>• Victoria = 92.50%</li> <li>• Australia = 91.90%</li> </ul> The coverage rates are for the municipality and represent immunisations conducted by Council and general practitioners.
<b>Immunisation coverage rate – 60 to 63 months old</b>	Equal to or better than the state and national average	95.91%	94.54%	<b>95.23%</b> 	Banyule's 2023-24 immunisation coverage rate of 95.23% for children between 60 and 63 months old was above both the Victorian and Australian averages. The average rates for children between 60 and 63 months old from July 2023 to June 2024 were: <ul style="list-style-type: none"> <li>• Victoria = 94.78%</li> <li>• Australia = 93.85%</li> </ul> The coverage rates are for the municipality and represent immunisations conducted by Council and general practitioners.

Council strategic indicator	Desired trend or target	2021-22 result	2022-23 result	2023-24 result	Comments
<b>Community satisfaction with recreational facilities</b>	74 or above	76	75	<b>75</b> ✓	<p>Banyule received an index score of 75 from the 2024 Victorian Community Satisfaction Survey, which is one index point above the average for metropolitan councils (74) and seven index points above the state-wide average (68).</p> <p>Banyule Council understand that recreation and sport play a key role in the health and wellbeing of our community. Council strives to provide the community with equitable access to multipurpose, inclusive, accessible and sustainable facilities.</p> <p>Overall, 73% of respondents provided a rating of very good and good, which is higher than the metropolitan council average of 72% and above the state-wide average of 63% for the same ratings. The rating of average was provided by 18% of Banyule respondents and 5% rated poor or very poor for this service area (category) in 2024.</p>
<b>Community satisfaction with art centres and libraries</b>	74 or above	78	78	<b>77</b> ✓	<p>Banyule received an index score of 77 from the 2024 Victorian Community Satisfaction Survey, which is one index point above the average for metropolitan councils (76) and four index points above the state-wide average (73).</p> <p>Art centres and libraries is the area where Council performed best in 2024, maintaining the significant increase recorded in 2022. Perceptions of Council performance in this area remain at their highest levels recorded since 2014. Council performs higher than both the metropolitan group and state-wide averages in this service area.</p> <p>Overall, 69% of respondents provided a rating of very good and good, which is higher than the metropolitan council average of 68% and above the state-wide average of 65% for the same ratings. The rating of average was provided by 17% of Banyule respondents and 3% rated poor or very poor for this service area (category) in 2024.</p>

Council strategic indicator	Desired trend or target	2021-22 result	2022-23 result	2023-24 result	Comments
Number and diversity of young people attending youth programs and services	Increase ↗	9,028	11,296	15,924 ✓	<p>Banyule Youth Services engaged young people at events such as the Banyule Youth Summit as well as YouthFest 2023, which was attended by 5,022 young people. Support was delivered through youth workers and school workshops. Outreach was also provided to 3,514 individuals.</p> <p>Jets Studios, Council's youth hub, engaged a total of 1,001 attendees across weekly and monthly programs.</p> <p>The diversity and inclusion measures for the current participants in the weekly program are as follows:</p> <ul style="list-style-type: none"> <li>• 42% of participants are neurodiverse</li> <li>• 22% have a mental health condition</li> <li>• 7% live with a physical disability</li> <li>• 31% identify as LGBTQIA+</li> <li>• 6% are culturally and linguistically diverse (CALD).</li> </ul> <p>The Diverse Communities Team (SALDHIG) provided support to a total of 988 CALD young people and their families.</p>



## Community strategic indicators

The following table reviews the community results against the desired trends or targets of Council Plan community strategic indicators.

Table 6 | Banyule community indicators – Our Inclusive and Connected Community

✓ = Achieved target ⇔ = Result is stable or a baseline figure ✗ = Did not reach target

Community strategic indicator	Desired trend or target	2021-22 result	2022-23 result	2023-24 result	Comments
<b>Rate of family domestic violence</b>	Decrease ↓	1,359 (2020-21 data)	1,194 (2021-22 data)	<b>904</b> (2022-23 data) ✓	Family violence incident rate per 100,000 = 904.2 (2022-23 data). Data collected by Victoria Police on the Family Violence Reports (L17).
<b>Proportion of adult residents who consume enough fruit and vegetables to meet daily dietary requirements</b>	Increase ↑	5.0%* (2017-18 Australian Bureau of Statistics [ABS] data)	6.1% (2020-21 ABS data)	<b>4.2%</b> (2022 ABS data) ✗	Current statistics are not available at a Banyule level, however if we rely on the <a href="#">ABS Dietary Behaviours</a> data, we can propose that 6.1% of adults ate the recommended amount of both fruit and vegetables in 2022. * Note: The original 2021-22 result reported was based on the 2016-17 Victorian Population Health Survey (VPHS). In response to the COVID-19 pandemic, the VPHS was modified to provide critical information to inform the public health response and since then has no longer included a question about fruit and vegetable consumption. The 2021-22 result shown here was updated to the 2017-18 ABS Dietary behaviour data for comparison.
<b>Proportion of adults who get adequate physical exercise</b>	Increase ↑	15.0%* (2017-18 ABS data)	24.5% (2020-21 ABS data)	<b>22.4%</b> (2022 ABS data) ✗	Current statistics are not available at a Banyule level, however if we rely on the <a href="#">ABS Dietary Physical activity</a> data, we can propose that 22.4% of adults met the physical activity guidelines in 2022. * Note: The original 2021-22 result reported was based on the 2016-17 Victorian Population Health Survey (VPHS). In response to the COVID-19 pandemic, the VPHS was modified to provide critical information to inform the public health response and since then has no longer included a question about physical exercise. The 2021-22 result shown here was updated to the 2017-18 ABS Physical activity data for comparison.

Community strategic indicator	Desired trend or target	2021–22 result	2022–23 result	2023–24 result	Comments
Proportion of older people able to maintain independent living	Increase ↑	92%	94%	94% ↔	<p>The result represents the approximate proportion of older people able to maintain independent living in Banyule, based on 2021 ABS Census data. Banyule's Aged Services supported 2,019 clients in 2023–24. A number of these clients received more than one type of service. The services provided included:</p> <ul style="list-style-type: none"> <li>delivered meals: 33,177</li> <li>shopping and social engagement: 6,684 hours</li> <li>property maintenance: 2,670 hours</li> <li>social support group: 25,782 hours.</li> </ul>
Proportion of people who report feeling safe in the municipality	80% or above	98%	94%	94% ✓	94% of Banyule residents surveyed reported feeling safe as derived from the 2024 Victorian Community Satisfaction Survey.
Percentage of people who feel they 'belong' in Banyule (connection to community)	80% or above	88%	86%	82% ✓	82% of Banyule residents surveyed reported feeling a sense of 'belonging' as derived from the 2024 Victorian Community Satisfaction Survey.
Gambling harm in Banyule community	Decrease ↓	\$396	\$530	\$540 ✗	<p>This is the average loss per adult in Banyule per year on electronic gaming machines.</p> <p>The electronic gaming machine total gambling loss for Banyule between July 2023 and June 2024 was \$54.2 million, slightly less than last year (\$57.1 million, July 2022 to June 2023).</p> <p>Source: Based on losses published by the Victorian Gambling and Casino Control Commission.</p>

## Local Government Performance Reporting Framework (LGPRF) service performance indicators

The following statement provides the results of the prescribed service performance indicators and measures as per the requirements of the LGPRF, including explanation of results in the comments.

Table 7 | Service performance indicators – Our Inclusive and Connected Community

✓ = Achieved target    ↑↓ = Target not met but result was within variance levels    ✗ = Did not reach target and result was outside of variance levels

Service/classification/ indicator/measure	2021 result	2022 result	2023 result	2024 result	Target/ achieved	Comments
<b>Maternal and Child Health (MCH)</b> <b>Service standard</b> <i>Infant enrolments in the MCH service</i> [Number of infants enrolled in the MCH service (from birth notifications received)/ Number of birth notifications received] x100	100.54%	99.93%	99.78%	<b>100.72%</b>	99.00% ✓	Banyule Council MCH service continues the high engagement with families upon the birth of a child. Late change of address updates can result in the outcome to exceed 100%.
<b>MCH</b> <b>Service cost</b> <i>Cost of the MCH service</i> [Cost of the MCH service/Hours worked by MCH nurses]	\$74.54	\$77.52	\$82.23	<b>\$84.23</b>	\$85.10 ✓	Banyule Council MCH service continues to keep its cost of service within predicted range and below target.
<b>MCH</b> <b>Participation</b> <i>Participation in the MCH service</i> [Number of children who attend the MCH service at least once (in the year)/Number of children enrolled in the MCH service] x100	73.13%	74.46%	76.96%	<b>79.13%</b>	75.00% ✓	Banyule Council MCH service has exceeded the target set for engagement of children enrolled in the service, with results steadily increasing since 2021.



Service/classification/ indicator/measure	2021 result	2022 result	2023 result	2024 result	Target/ achieved	Comments
<b>MCH</b> <b>Participation</b> <i>Participation in the MCH service by Aboriginal children</i> [Number of Aboriginal children who attend the MCH service at least once (in the year)/ Number of Aboriginal children enrolled in the MCH service] x100	74.10%	82.46%	77.36%	<b>82.56%</b>	75.00% ✓	Banyule Council MCH service aims to ensure that families and children who identify as Aboriginal and/or Torres Strait Islander are aware of all relevant services and programs that can be accessed if they so choose.  Banyule Council MCH service has exceeded last year's result for engagement of Aboriginal children enrolled in the service.
<b>MCH</b> <b>Satisfaction</b> <i>Participation in four-week Key Age and Stage visit</i> [Number of four-week key age and stage visits/ Number of birth notifications received] x100	94.82%	95.38%	96.89%	<b>93.02%</b>	96.00% ↑↓	Banyule Council MCH service works to engage with families with whatever pathway they take from the hospital to community setting.
<b>Food Safety</b> <b>Timeliness</b> <i>Time taken to action food complaints</i> [Number of days between receipt and first response action for all food complaints/ Number of food complaints]	1.27	1.30	1.44	<b>1.28</b>	1.40 ✓	Banyule Council considers all food complaints seriously and will endeavour to acknowledge complainants as soon as practical. The difficulty will be where complaints are lodged after hours on a weekend or public holiday and delays will skew the average time for officers to reply.
<b>Food Safety</b> <b>Service standard</b> <i>Food safety assessments</i> [Number of registered class 1 food premises and class 2 food premises that receive an annual food safety assessment in accordance with the <i>Food Act 1984</i> /Number of registered class 1 food premises and class 2 food premises that require an annual food safety assessment in accordance with the <i>Food Act 1984</i> ] x100	97.96%	93.70%	95.05%	<b>97.17%</b>	99.00% ✓ *	Banyule Council's intention is that all registered premises should be assessed during the renewal period. In the 2023 calendar year (reported under as 2024 results as per Local Government Victoria requirements), top priority was given to low performing businesses including new registration and changeover of businesses to minimise public health risk.  * Local Government Victoria (LGV) classify results that are within 2.5% of target as target achieved.

Service/classification/ indicator/measure	2021 result	2022 result	2023 result	2024 result	Target/ achieved	Comments
<b>Food Safety</b> <b>Service cost</b> <i>Cost of food safety service</i> [Direct cost of the food safety service/ Number of food premises registered or notified in accordance with the <i>Food Act 1984</i> ]	\$491.53	\$625.63	\$526.77	<b>\$579.15</b>	\$570.00 ✓ *	The increased cost per premises is the result of a decrease in the number of registrations and notifications in 2023–24 due to closures. Further, there has been an increase in cost-of-service delivery to Banyule Council.  * Local Government Victoria (LGV) classify results that are within 2.5% of target as target achieved.
<b>Food Safety</b> <b>Health and safety</b> <i>Critical and major non-compliance outcome notifications</i> [Number of critical non-compliance outcome notifications and major non-compliance notifications about a food premises followed up/Number of critical non-compliance outcome notifications and major non-compliance notifications about a food premises] x100	100.00%	100.00%	100.00%	<b>100.00%</b>	100.00% ✓	Banyule Council continues its trend of achieving its target of 100%. Council considers all non-conformances outcomes as a serious risk to food safety. Council will ensure that all premises are followed up to minimise the risk of any immediate serious threat to public health.
<b>Food Safety</b> <b>Health and safety</b> <i>Food safety samples</i> [Number of food samples obtained/ Required number of food samples] x100	New indicator for 2024	New indicator for 2024	New indicator for 2024	<b>120.28%</b>	100.00% ✓	Banyule Council tests 68 samples out of the required 41 Class 1 premises and 104 samples of the required 102 (Class 2 and 3) premises each year. Testing all Class 1 premises equated to a result exceeding 100%. Banyule Council's Public Health Unit prioritises Class 1 Food premises due to their higher risk. Council goes beyond its statutory minimum obligations when undertaking sampling to ensure the highest standards of food safety and public health.

Council services

The following net cost statements per Council departments, provides information in relation to the services funded in the 2023–24 budget. The variance shows the over or under spend of funds allocated for service delivery by each department. Service descriptions of business unit teams within the departments are listed, including the persons or sections of the community who are provided the service.

Inclusive and Creative Communities

Table 8 | Net costs for Council services

Net costs for 2023–24	\$'000
Budget	1,627
Actual	1,640
Variance	-13

Provision of the following to the First Nations community and municipal community as a whole:

First Nations

- Developing Aboriginal and Torres Strait Islander programs
- Embedding of the previous Reconciliation Action Plan
- Developing the new Aboriginal Self-Determination Strategy and Action Plan
- Leading community relationship and support particularly regarding Traditional Custodians and community Elders
- Leading actions related to the Uluru Statement from the Heart
- Coordinating the Reconciliation Action Plan Advisory Committee
- Overseeing and supporting the Barrbunin Beek Aboriginal Gathering Place.

Provision of the following to the municipal population as a whole:

Arts and Culture

- Developing community culture and heritage
- Managing art collections, art exhibitions and public art installations
- Producing cultural programs, events and festivals for the community
- Programming and managing the cultural facility at Ivanhoe Library and Cultural Hub
- Providing funding support for community arts and culture sector.



Figure 58 | Mural by Natasha Corrigan (2024) inside Barrbunin Beek Gathering Place for Aboriginal and Torres Strait Islander people



Healthy and Active Communities

Table 9 | Net costs for Council services

Net costs for 2023–24	\$'000
Budget	8,180
Actual	7,045
Variance	1,135

Provision of the following to the municipal population as a whole:

Banyule Leisure

- Managing and operating Council’s owned and operated leisure and aquatic centres which include Ivanhoe Aquatic Centre, Olympic Leisure Banyule and NETS Stadium
- Increasing community participation in aquatic, health and fitness services and programs
- Increasing community participation in structured and unstructured sports
- Engaging with clubs and providers of health and fitness program providers to activate underutilised spaces for the purpose of promoting physical activity.

Civic Precincts and Community Facilities

- Overseeing, managing and activating civic precincts including Ivanhoe Library and Cultural Hub, Greensborough Civic Precinct, The Centre Ivanhoe and future oversight of the Rosanna Library Precinct
- Managing key contracts and partnerships for the above facilities
- Managing community halls and rotundas for hire.

Sports and Leisure Contracts

- Managing contracts and master planning of major leisure and recreation facilities which include Ivanhoe Golf Course, Chelsworth Park, WaterMarc, Macleod Recreation Centre and Watsonia Pool.

Sports, Recreation and Community Infrastructure

- Planning sport and recreation services and community infrastructure
- Increasing sport participation opportunities
- Seasonal allocation of sports pavilions and grounds
- Managing leases and licences for sporting clubs
- Developing and engaging with clubs
- Managing minor and major capital works and recreation programs.



Figure 59 | Members of Montmorency Bowls Club, Montmorency

Resilient and Connected Communities

Table 10 | Net costs for Council services

Net costs for 2023–24	\$'000
Budget	4,433
Actual	4,786
Variance	-353

Provision of the following to the municipal community as a whole:

Community Connections

- Facilitating community connectedness and responding to identified needs through the delivery of programs for the community
- Providing regional assessment service, service access and navigation
- Providing age-friendly programs, events, activities, social planning and support
- Community development and strengthening
- Providing community grants, age friendly grants and monthly equipment grants
- Managing the Banyule community bus trial
- Supporting volunteer management, developing volunteer policy and guidelines
- Managing the Banyule Community Fund
- Providing the Support for Carers Program.

Community Partnerships

- Managing Shop 48 The Harmony Centre and Bellfield Community Hub and working with the 3081 Outcomes Framework to ensure both facilities are meeting community needs
- Developing and monitoring funding agreements for community service organisations that receive annual Council funding
- Maintaining the Banyule and Neighbourhood Houses Partnership Agreement and facilitating the action plan
- Facilitating the three networks that work to inform and advocate for service provision in the 3081 postal code area, the Banyule and Nillumbik Emergency Relief Network and Banyule Community Gardens Network
- Strengthening community capacity and responding to identified needs through facilitating partnerships and networking opportunities for the community.

Community Resilience and Health

- Managing community safety and resilience, and emergency management programs including preparedness, response, relief and recovery
- Developing fully integrated strategic and operational plans, to respond to incidents affecting the community and to promote and maintain high standards of public health and wellbeing, community resilience and emergency preparedness across Banyule
- Coordinating public health protection services including environmental health and food safety.

Provision of the following to support Council's direct service delivery areas:

Community Impact

- Providing organisational leadership in collective impact, social policy work, and community inclusion to the organisation
- Supporting key strategic projects
- Building strong relationships to achieve the Community Vision and Council Plan
- Supporting Council's population and advisory committees and health and wellbeing planning
- Monitoring, forecasting and analysing community change and wellbeing
- Undertaking extensive community research on behalf of Council departments and the community.



Figure 60 | Social Support Group Program

## Family and Community Services

Table 11 | Net costs for Council services

Net costs for 2023–24	\$'000
Budget	6,818
Actual	5,577
Variance	1,241

Provision of the following to families, children and to the municipal community as a whole:

### Maternal and Child Health and Immunisation Services

- Delivering maternal and child health services including key ages and stages
- Providing parent education to first time parents
- Delivering supported playgroup to vulnerable families in accordance with Department of Families, Fairness and Housing funding
- Coordinating and delivering immunisation services for families and the community including the free vaccination program
- Managing the commercial immunisation program and Nillumbik tender.

Provision of the following to carers, older people and younger people with significant health issues:

### Aged Services

- Organising social support groups
- Providing social support services for individuals including assistance with accessing the community shops, carer support, delivered meals, property maintenance and modifications, assessment and outreach
- Providing the Home and Community Care Program (HACC PYP) through assessment, community support, meals and property maintenance for younger people under 65 who do not qualify, are awaiting National Disability Insurance Scheme (NDIS) approval and on a pension or have significant health issues and require assistance
- Undertaking strategy and development with a focus on positive ageing.

Provision of the following to families and children:

### Early Childhood Services

- Operating two kindergartens and three long day care centres
- Facilitating the Banyule Kindergarten Central Enrolment Scheme which manages registrations for the 27 kindergartens
- Providing support and information, activities and programs for children and their families
- Facilitating the development of integrated and coordinated services for children and their families
- Managing early childhood facilities and capital works program.

Provision of the following to young people aged 12 to 25 years and their families:

### Youth Services

- Supporting individuals, LGBTQIA+ and culturally and linguistically diverse (CALD) residents
- Facilitating the development and delivery of integrated and coordinated services for young people and their families
- Providing youth communications
- Undertaking strategic planning, policy development and participation opportunities to facilitate active participation opportunities for Banyule's youth community
- Delivering free school workshops focusing on increasing the wellbeing of young people
- Managing Jets Creative Arts Youth Facility and delivering weekly programs
- Providing Banyule after hours youth outreach and a program support team
- Delivering school holiday activities.

Provision of the following to support Council's direct service delivery areas:

### Service Reform

- Providing strategic support for the review of reforms, programs and services within the Family and Community Services business unit and broader Community Wellbeing directorate, including Continuous Improvement and Strategic Projects teams.



## Priority theme 2:

### Our Sustainable Environment



#### Highlights

##### Bushland Management support

The Bushland Management team supported 78 community events across Banyule which included facilitating working bee events with nine community groups and two schools. 596 people participated in these events and 8,561 plants were planted by the Bushland Management team and community groups.

Successful ecological patch burns were undertaken by Bushland Rangers to reduce weeds and encourage regeneration of the indigenous plants that need fire to regenerate.

The control of these weeds promotes locally Indigenous plants to regenerate and germinate. The overarching objective is to protect and enhance biodiversity and to maintain and restore habitat for wildlife.

##### Environmental framework, strategy and plans

Council commenced the development of three important environmental documents, the Climate Change Adaptation Framework, the Biodiversity Strategy and the Corporate Emissions Reduction Plan.

In 2023–24 Council completed an extensive community consultation and stakeholder engagement process, garnering important insights and feedback on Council's performance, key challenges and future opportunities. The strategies will be finalised in 2024–25 and will guide Council investment in corporate priorities such as climate action and biodiversity conservation over the coming five to ten years.



Figure 61 | Community planting at Banyule Flats Reserve, Viewbank

## Challenges

- Reducing our greenhouse gas emissions from aquatic centres like WaterMarc and heavy vehicles, such as waste trucks, remain an ongoing challenge. Council continued to explore emerging technologies with other councils, advocate for support and apply for grant funding to support future upgrades.

## Future outlook

- Developing Council's first Climate Change Adaptation Framework.
- Finalising the redevelopment of our Corporate Emissions Reduction Plan and Biodiversity Strategy.
- Commencing redevelopment of Council's Community Climate Action Plan.

## Council Plan 2021–2025 Year 3 Annual Action Plan results

To deliver on this priority theme Council is undertaking 15 actions and below is the summary. The full results can be viewed online in the [Year 3 Actions Final Report](#) on the Council Plan tab.

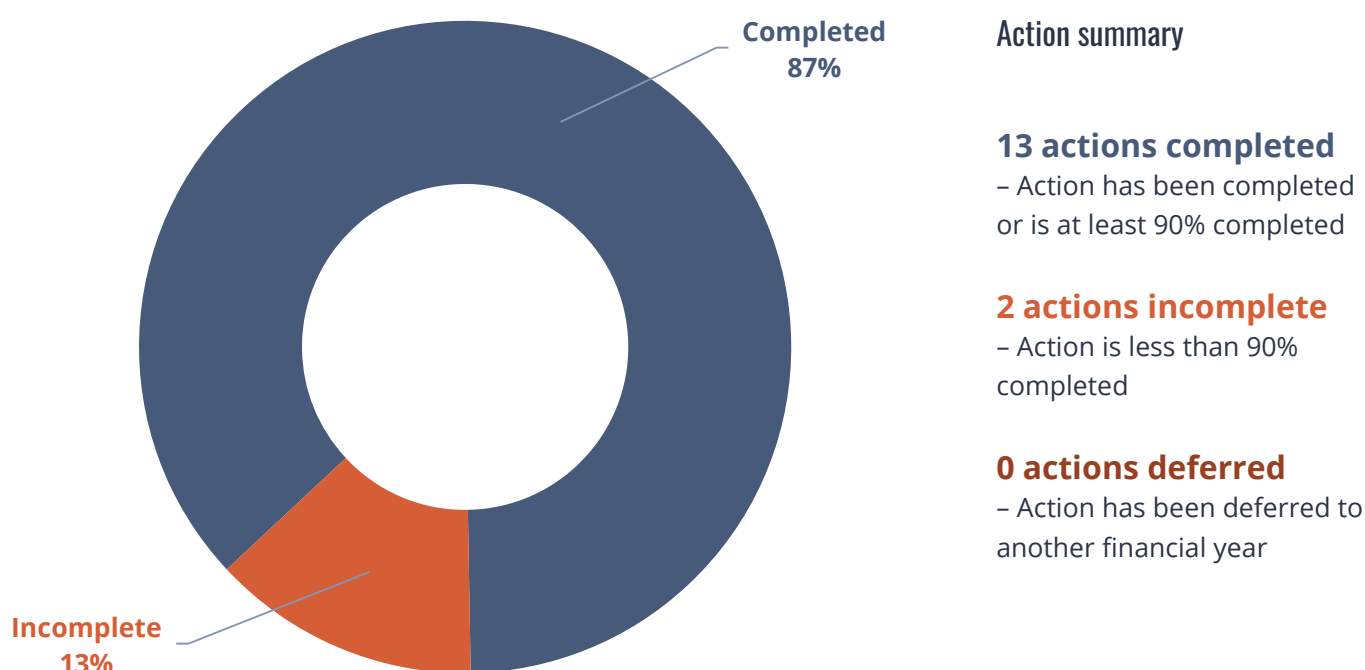


Figure 62 | Council Plan 2021–2025 Year 3 Action Plan – priority theme 2 actions status

These are the key teams who deliver the initiatives and services to achieve this priority theme:

- **Operations**
  - Fleet Management
  - Operations Infrastructure
  - Operations Projects
  - Waste Management.
- **Parks and Natural Environment**
  - Bushland Management
  - Environmental Operations
  - Parks Presentation
  - Sportsfields and Parks Assets
  - Urban Forestry.
- **Transport Development and Environment**
  - Environment
  - Transport Development and Engineering
  - Transport Planning and Projects.

## Council strategic indicators

The following table reviews Council's performance against the desired trends or targets of Council Plan operational strategic indicators.

Table 12 | Banyule City Council indicators – Our Sustainable Environment

✓ = Achieved target ⇔ = Result is stable or a baseline figure ✗ = Did not reach target

Council strategic indicator	Desired trend or target	2021-22 result	2022-23 result	2023-24 result	Comments
<b>Number of trees planted annually in the public realm</b>	3,000 trees	4,416	1,868	<b>800</b> ✗	<p>The <a href="#">Urban Forest Strategy</a> (UFS) was adopted by Council in late 2023. The UFS sets three key targets related to tree planting:</p> <ul style="list-style-type: none"> <li>• 30% canopy cover across all suburbs by 2050 with no loss in suburbs exceeding the target</li> <li>• 45% canopy cover across the footpath and local road network by 2050 with no loss in suburbs exceeding the target</li> <li>• 50% Canopy cover across the open space shared path network and surrounding playgrounds by 2050.</li> </ul> <p>An Implementation Plan supports the UFS with an increase in tree planting from 2024-25 year onwards. A new contract for tree planting and establishment commenced in 2024, setting the foundation for increased tree planting in the 2025 season.</p> <p>800 advanced trees were planted in streets and parks with 709 trees and taller shrubs planted in bushland reserves for a total of 1,509 trees.</p> <p>In addition to trees, a further 7,852 local Indigenous shrubs, grasses, groundcover herbs and semi-aquatic plants were planted within bushland reserves, with approximately half of these planted by friends of group volunteers.</p>



Council strategic indicator	Desired trend or target	2021-22 result	2022-23 result	2023-24 result	Comments
The number of new tree species introduced in the municipality	Cumulative increase ↗	5	5	1 ✓	<p>The 2023-24 tree planting program remains diverse, with a continuation of species and cultivar selections introduced in 2021-22 and 2022-23. A new action in the recently adopted <a href="#">Urban Forest Strategy</a> will develop a tree species selection matrix, which officers will use for future tree selections.</p> <p>In 2023-24 one new tree species and several cultivars were introduced. The cultivar <i>Corymbia maculata</i> 'Gamai', is a notable addition. It offers an upright form that enhances uniformity in avenue plantings. 'Gamai' is an indigenous word from the Dharawal people meaning spear and reflects the variety's tall and narrow shape. Although smaller than the <i>Corymbia maculata</i>, 'Gamai' retains its tolerance for a wide range of conditions and its structural integrity. Our current tree inventory includes 718 varieties.</p> <p>Note: Desired trend is a cumulative increase, therefore the target result is at least one new tree species introduced per year.</p>
Council's Greenhouse Gas (GHG) emissions	Zero by 2028	4,676 tonnes CO <sub>2</sub> e	4,323 tonnes CO <sub>2</sub> e	3,991 tonnes CO <sub>2</sub> e ✓	<p>Reported here are Council's Scope 1 and 2 (direct) emissions for the financial year. Council has committed to reducing these emissions to net zero without the use of offsets by 2028. The reporting year saw a reduction in Council's gas use due to electrification of small sites and energy efficiency works. All other emissions sources remained stable.</p> <p>Note: This figure still contains estimates as Council awaits full billing cycle for the April to June 2024 period. This figure will be updated in late 2024.</p>
Solar capacity (kW) across Council-owned assets	Increase ↗	1,538.4 kW	1,762.0 kW	1,790.0 kW ✓	A slight increase has been experienced since June 2023 due to the completion of 2022-23 solar projects.
Kerbside waste collection diverted from landfill	51%	52%	61%	65% ✓	This measure was impacted by the introduction of the Container Deposit Scheme this year, which will also reduce the figure of this measure going forward.

Council strategic indicator	Desired trend or target	2021-22 result	2022-23 result	2023-24 result	Comments
Potable water used from Council-owned and managed assets	330 ML decreasing to 300 ML by 2024	280 ML	263 ML	281 ML ✓	In 2023-24 Banyule saw rainfall that was close to average across Melbourne, after the seventh wettest year on record the previous year. Council used 281 million litres of water over the year to maintain ovals, open space pools and other infrastructure, against a target of limiting use to under 300 ML. This target was set at 10% lower than the previous year, but still achieved.  Banyule continued to build high quality community open space assets including new warm season grass ovals, which require large volumes of water to establish but less to maintain once established. Our municipal aquatic centres, also large water users, will benefit from water conservation audits because of the development of an Integrated Water Management Plan in 2024-25.
Community satisfaction with waste management services	70 or above	72	68	68 ✗	Banyule received an index score of 68 from the 2024 Victorian Community Satisfaction Survey, which is slightly below the average for metropolitan councils (70) and one index point above the state-wide average (67).  Overall, 69% of respondents provided a rating of very good and good, which is the same as the metropolitan council average of 69% and significantly higher than the state-wide average of 32% for the same ratings. The rating of average was provided by 15% of Banyule respondents and 15% rated poor or very poor for this service area (category) in 2024.
Organic waste collected per household (kg)	Minimum 200 kg	215 kg	315 kg	351 kg ✓	There has been an increase of 11.43% organic waste collected per household since the previous year.
Conversion of Council's fleet to electric fleet	By 2028	12 electric vehicles (EV)	0 EV	9 EV ✓	As part of Council's ongoing 'Plant Replacement Program', a total of 11 EV passenger vehicles were ordered in this reporting period.

## Community strategic indicators

The following table reviews the community results against the desired trends or targets of Council Plan community strategic indicators.

Table 13 | Banyule community indicators – Our Sustainable Environment

✓ = Achieved target ↔ = Result is stable or a baseline figure ✗ = Did not reach target

Community strategic indicator	Desired trend or target	2021–22 result	2022–23 result	2023–24 result	Comments
<b>Municipal greenhouse gas (GHG) emissions</b>	Zero emissions by 2040	1,111,000 tonnes CO <sub>2</sub> e (2019–20 result)	1,048,000 tonnes CO <sub>2</sub> e (2020–21 result)	<b>840,000 tonnes CO<sub>2</sub>e (2021–22 result)</b> ✓	<p>This latest available result is significantly lower than the previous year. This is due to a recalibration of the current and past emissions total due to improvements in data accuracy.</p> <p>Council continued to deliver programs in line with the Community Climate Action Plan to support the community and businesses reduce their emissions. This included supporting 60 residents through the Better Score Energy Efficiency Program, awarding \$85,000 in Environment Grants to support community led projects, continuing to support Jemena's community battery project in Bellfield, supporting a further five sporting clubs to install solar panels on their leased facilities, and responding to numerous enquiries about energy efficiency and electrification.</p> <p>Note: This is a lag indicator which requires data to be drawn from a wide range of sources and takes 18 months before a result can be measured. Results includes residential and commercial energy use as well as transport emissions.</p>
<b>Household waste produced</b>	Zero waste to landfill by 2030	0.87 tonnes	0.84 tonnes	<b>0.90 tonnes</b> ↔*	<p>This result is the total weight of waste collected per household consisting of rubbish, recyclables and FOGO.</p> <p>* Note: A more accurate method of calculating the total number of service households was implemented in 2023–24. This means comparison to previous years reporting may not be accurate.</p>



## Local Government Performance Reporting Framework (LGPRF) service performance indicators



The following statement provides the results of the prescribed service performance indicators and measures as per the requirements of the LGPRF, including explanation of results in the comments.

Table 14 | Service performance indicators – Our Sustainable Environment

✓ = Achieved target    ↑↓ = Target not met but result was within variance levels    ✗ = Did not reach target and result was outside of variance levels

Service/classification/ indicator/measure	2021 result	2022 result	2023 result	2024 result	Target/ achieved	Comments
<b>Waste Management</b> <b>Service standard</b> <i>Kerbside collection bins missed</i> [Number of kerbside garbage and recycling collection bins missed/ Number of scheduled kerbside garbage and recycling collection bin lifts] x10,000	16.68	20.10	17.99*	<b>17.76</b>	17.00 ↑↓	Banyule Council is in the process of improving its ability to identify missed bins from other non-collection issues. These improvements will result in more accurate data in the future.  * Note: 2022–23 result corrected to 17.99, due to data error.
<b>Waste Management</b> <b>Service cost</b> <i>Cost of kerbside garbage bin collection service</i> [Direct cost of the kerbside garbage bin collection service/Number of kerbside garbage collection bins]	\$107.64	\$124.88	\$91.16*	<b>\$100.87</b>	\$112.00 ✓	The implementation and community support of Banyule Council's bagless high performance Food Organics and Garden Organics (FOGO) system has helped manage costs, despite increases in the municipal landfill levy and waste industry costs. Higher community participation in FOGO will help manage future costs.  * Note: 2022–23 result corrected to \$91.16, due to data error.
<b>Waste Management</b> <b>Service cost</b> <i>Cost of kerbside recyclables collection service</i> [Direct cost of the kerbside recyclables bin collection service/Number of kerbside recyclables collection bins]	\$45.53	\$52.64	\$52.30	<b>\$54.35</b>	\$57.00 ✓	The introduction of the container deposit scheme on 1 November 2023 as well as light weighing of materials (making packaging products with less material) make comparison of recyclables weights in other years not directly comparable.

Service/classification/ indicator/measure	2021 result	2022 result	2023 result	2024 result	Target/ achieved	Comments
<b>Waste Management</b> <b>Waste diversion</b> <i>Kerbside collection waste diverted from landfill</i> [Weight of recyclables and green organics collected from kerbside bins/ Weight of garbage, recyclables and green organics collected from kerbside bins] x100	51.98%	52.03%	62.62%	64.27%	55.00% ✓	Diversion rates can vary from year to year as rainfall affects the Food Organics and Garden Organics (FOGO) collections, due to high or low garden growth. The commencement of the container deposit scheme has reduced the amount of glass in the recyclables bin, which will impact (reduce) diversion rates from landfill. Due to factors such as these, comparing diversion rates to prior rates is not a true comparator of performance from year to year.
<b>Animal Management</b> <b>Timeliness</b> <i>Time taken to action animal management requests</i> [Number of days between receipt and first response action for all animal management requests/Number of animal management requests]	2.94	2.37	4.14	10.11	3.00 ✗	All serious and urgent requests, such as dog attacks, menacing or rushing incidents, dogs at large and found dogs and cats are responded to within 30 minutes.  Service delivery has been strained as Banyule Council manage periods of vacancies which have been difficult to fill given the industry wide shortage of Animal Management skilled staff.
<b>Animal Management</b> <b>Service standard</b> <i>Animals reclaimed</i> [Number of animals reclaimed/ Number of animals collected] x100	49.03%	65.64%	33.02%*	20.48%	60.00% ✗	The number of stray animals collected that could not be identified through valid registration or microchipping has increased by 102% (more than doubled) since 2022. Animals with no valid form of identification means they have a decreased chance of being reunited with their owners.  * Note: 2022–23 result corrected to 33.02%, due to data error.
<b>Animal Management</b> <b>Service standard</b> <i>Animals rehomed</i> [Number of unclaimed collected animals rehomed/Number of unclaimed collected animals]* x100	40.93%	46.72%	68.42%	81.55%	30.00% ✓	Banyule Council continues to work with partner organisations to rehome animals.  * The calculation method for this measure was changed in 2023–24 by Local Government Victoria to include animals collected by third party providers.

Service/classification/ indicator/measure	2021 result	2022 result	2023 result	2024 result	Target/ achieved	Comments
<b>Animal Management</b> <b>Service cost</b> <i>Cost of animal management service per population</i> [Direct cost of the animal management service/Population]	\$3.27	\$3.06	\$3.59	<b>\$2.71</b>	\$3.50 	The cost of the 2023–24 Banyule Council Animal Management service is within target.
<b>Animal Management</b> <b>Health and safety</b> <i>Animal management prosecutions</i> [Number of successful animal management prosecutions/Number of animal management prosecutions] x100	100.00%	100.00%	100.00%	<b>100.00%</b>	95.00% 	Banyule Council continues the trend of achieving 100% successful prosecutions of animal management cases before the Magistrates' Court. All cases in 2023–24 year related to dog attacks or dogs at large.

Note: The indicator Waste Management kerbside bin collection requests has been retired and will no longer be reported on.





Figure 63 | Shadow puppetry performance at Ivanhoe Library and Cultural Hub

## Council services

The following net cost statements per Council departments, provides information in relation to the services funded in the 2023–24 budget. The variance shows the over or under spend of funds allocated for service delivery by each department. Service descriptions of business unit teams within the departments are listed, including the persons or sections of the community who are provided the service.

### Operations

Table 15 | Net costs for Council services

Net costs for 2023–24	\$'000
Budget	18,748
Actual	20,371
Variance	-1,623

Provision of the following to municipal households and to the municipal population as a whole:

#### Waste Management

- Performing strategic waste management
- Managing household kerbside waste: rubbish, recyclables, Food Organics and Garden Organics (FOGO), booked hard waste and booked bundled branch collection services
- Operating Council Waste Recovery Centre (transfer station)
- Providing Waste Wise Rethink Education Centre programs and outreach waste education programs
- Cleaning streetscapes between shops and streets
- Planning scheme waste compliance and providing design advice
- Operating commercial waste collection
- Operating parks and reserves waste collection
- Providing dumped rubbish response
- Managing waste management contracts
- Cleaning of public toilets and barbecues
- Clearing litter from shopping centres
- Collecting litter.

Provision of the following to support Council's direct service delivery areas:

#### Fleet Management

- Conducting repairs and servicing of Council's fleet and plant
- Attending reactive breakdowns
- Purchasing parts and controlling stock
- Administration, utilisation, renewal and disposal of fleet
- Managing bulk fuel supplies and fuel cards
- Managing fleet and plant risk and compliance
- Coordinating accident repairs
- Initiating and managing service and supply contracts
- Managing the vehicle booking system.

#### Operations Infrastructure

- Maintaining and inspecting roads, footpaths, kerbs and channels and unsealed roads
- Maintaining and conducting minor maintenance of stormwater drainage system
- Maintaining road line marking
- Repairing and replacing signs, guardrails and street furniture
- Mechanical sweeping of sealed roads
- Inspecting and clearing drainage pits.

#### Operations Projects

- Ensuring regulatory compliance for Council's Operations Centre
- Managing leases with onsite tenants
- Delivering projects and new technology
- Resolving customer enquiries and complaints
- Providing administrative support to internal business units.

Parks and Natural Environment

Table 16 | Net costs for Council services

Net costs for 2023–24	\$'000
Budget	14,232
Actual	13,375
Variance	857

The provision of the following to the municipal community as a whole:

Bushland Management

- Managing environmental reserves
- Restoring habitat
- Recording flora and fauna
- Controlling noxious weeds and pest animals
- Developing wildlife corridors
- Maintaining, constructing, restoring and protecting bush reserves and river/creek reserves
- Providing technical advice and environmental education
- Organising community planting days and Friends Group working bees.

Environmental Operations

- Managing and monitoring Council's Water Sustainability Plan including the various elements of water sensitive urban design, water harvesting, integrated water management, stormwater quality and environmental improvements.

Parks Presentation

- Maintaining garden beds
- Mowing of active and passive parks and reserves
- Maintaining active and passive reserves
- Replacing half cost fencing
- Controlling litter in parks
- Maintaining dog tidy bins
- Managing fire fuel
- Maintaining and mowing of right of ways.

Sportsfields and Parks Assets

- Maintaining Banyule's park assets including playgrounds, sports grounds, irrigation systems, paths, fences, park furniture and barbecues
- Implementing Council's park asset renewal programs
- Delivering open space capital works projects
- Providing technical advice and expertise.

Urban Forestry

- Maintaining street and park trees
- Controlling pests and diseases
- Planning replacement and planting
- Managing tree roots and tree removal
- Assessing Council trees
- Managing nursery operations for tree propagation.



Figure 64 | Water sensitive urban design: stormwater litter trap, also known as gross pollutant trap, Greenwood Reserve, Bundoora

Transport and Development Engineering

Table 17 | Net costs for Council services

Net costs for 2023-24	\$'000
Budget	1,809
Actual	1,202
Variance	607

Provision of the following to the municipal community as a whole:

Environment

- Developing and implementing policies and strategies that set Council’s strategic direction for environmental sustainability, including the Corporate Emissions Reduction Plan, Community Climate Action Plan and Biodiversity Strategy
- Supporting sustainability upgrades into Council buildings and public spaces to conserve energy and lower greenhouse gas emissions
- Building the capacity of Council to integrate environmental sustainability considerations into all its operations and services

- Implementing sustainability projects on Council land
- Providing environmental advice, education and upskilling programs and events to support environmental sustainability in the community
- Offering financial incentives such as the Better Score and Solar Savers programs to support residents to undertake energy efficiency and electrification upgrades to their homes
- Delivering programs to connect people with nature and support nature stewardship, including Gardens for Wildlife and the Spring Outdoors program
- Implementing projects to enhance biodiversity on public land
- Supporting the Banyule Environment and Climate Action Advisory Committee (BECAAC)
- Offering environment grants to the community
- Supporting community-led sustainability initiatives.



Figure 65 | Community members with a heat pump purchased through the Better Score Program



## Transport and Development Engineering (continued)

Provision of the following to support Council's direct service delivery areas:

### Transport Planning and Projects

- Undertaking transport planning and works with Victorian Government agencies for integrated transport solutions that improve public transport, walking, cycling and infrastructure to benefit the Banyule community in line with Banyule's Integrated Transport Plan
- Providing Council oversight in the areas of traffic, engineering, drainage, landscaping of the major transport projects occurring in Banyule – North East Link, M80 Ring Road Alliance, Level Crossing Removal Project and the Greensborough bus interchange car park
- Ensuring the provision of specialist transport planning advice to all sections of Council
- Developing and implementing policies and strategies that set direction in car parking – Residential Parking Permit Policy, Car Share Policy and Guidelines, On-Street Parking Management Framework
- Providing active travel advice, education and programs to support active travel in the community and specifically to Banyule's primary schools
- Development of the Banyule TravelSmart map to support sustainable transport use in the community.

### Transport and Development Engineering

- Reviewing and approving development proposals, subdivisions and development plans to ensure compliance with legislation, permits, policies, practices, standards and specifications
- Reviewing, developing, managing and implementing of Council's flood mapping and modelling, flood level information, and the Special Building Overlays contained within the Banyule Planning Scheme
- Reviewing and approving of building over drainage easement applications
- Reviewing and issuing of legal point of discharge
- Determining of flood levels and conditions for approval of developments in land liable to flooding
- Investigating and resolving high level parking, traffic and road safety issues raised by the community
- Ensuring the provision of specialist traffic management advice in relation to new developments especially subdivisions and more complex developments as part of the planning approvals process
- Implementing parking and transport policies, plans and strategies
- Assessing traffic management plans for major events, street parties, road works and other projects
- Delivering the School Crossing Supervision Program through the provision of supervision at school crossings
- Providing parking enforcement to effectively manage urban spaces, support economic activities, enhance safety, and promote sustainable development
- Implementing of electronic parking systems, including paid parking, pay by mobile application and parking sensors
- Encouraging the use of sustainable transport modes in all aspects of transport engineering.

## Priority theme 3:

### Our Well-Built City



#### Highlights

##### Enhancing kindergartens

There are several key Council infrastructure projects underway to enhance the kindergarten experience across the municipality.

##### Bundoora Preschool redevelopment

Planning has started to redevelop the existing Bundoora Preschool and maternal and child health service to be co-located onto a new site in the same area. This will be funded through the Department of Education Building Blocks Grants – Capacity Building program, to help meet the anticipated shortfall of 86 places by 2029 and provide essential free kindergarten hours and services for local families.

##### Heidelberg West government kindergarten facility

A government-owned and run early learning centre will be established in the Heidelberg West area.

##### Watsonia North Preschool

As part of the Community Infrastructure Planning process, the need and feasibility of expanding the Watsonia North Preschool to include the Macorna Street Community Hall was explored. This could help increase the number of kindergarten hours delivered.

##### Skye Street Children's Co-operative redevelopment

There will be an upgrade to the outdoor playground to improve the layout and accessibility in both outdoor spaces at Skye Street Children's Co-operative.

##### Community Drive, Greensborough

As part of the Community Infrastructure Planning process, opportunities will be explored to renovate or co-locate services at Community Drive in Greensborough. This will include the Greenhills Preschool and Yandell Kindergarten.



Figure 66 | The new playground at Glendale Reserve, Eltham North

## Challenges

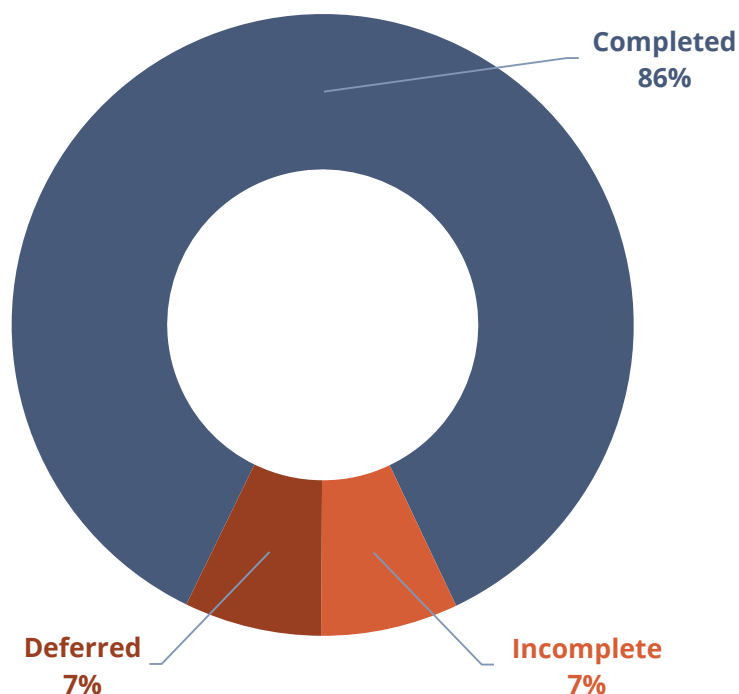
- An increase in social housing has brought with it an increase in demand for support services that cannot be met due to funding cuts.
- There were increased demands in the homelessness/housing sector, particularly affecting the rough sleeper cohort, which Merri Outreach Support Service continues to advocate for.

## Future outlook

- Managing planning policy changes including the new Housing Framework and Neighbourhood Character Policy, as well as changes made by the Victorian government to meet housing targets.

## Council Plan 2021–2025 Year 3 Annual Action Plan results

To deliver on this priority theme Council is undertaking 14 actions and below is the summary. The full results can be viewed online in the [Year 3 Actions Final Report](#) on the Council Plan tab.



### Action summary

#### 12 actions completed

– Action has been completed or is at least 90% completed

#### 1 action incomplete

– Action is less than 90% completed

#### 1 action deferred

– Action has been deferred to another financial year

Figure 67 | Council Plan 2021–2025 Year 3 Action Plan – priority theme 3 actions status

These are the key teams who deliver the initiatives and services to achieve this priority theme:

- **City Futures**
  - Open Space Planning and Design
  - Spatial and Property Systems
  - Strategic Planning and Urban Design.
- **Planning, Building and Laws**
  - Building Services
  - Development Planning
  - Municipal Laws and Public Assets.

## Council strategic indicators

The following table reviews Council's performance against the desired trends or targets of Council Plan operational strategic indicators.

Table 18 | Banyule City Council indicators – Our Well-Built City

✓ = Achieved target ↔ = Result is stable or a baseline figure ✗ = Did not reach target

Council strategic indicator	Desired trend or target	2021-22 result	2022-23 result	2023-24 result	Comments
Investment in public open spaces	Increase ↗	\$6,051,000	\$7,750,000	<b>\$6,808,931</b> ✗	This represents the total amount that was expended from the Open Space Fund during 2023-24. The purpose of this fund is to deliver 'new and upgraded' projects in parks and reserves across Banyule. It should be noted that this doesn't include maintenance expenditure.
Tree canopy	Increase ↗	Data unavailable	Data unavailable	<b>Data unavailable</b>	Budget has been allocated for canopy modelling to occur in the next financial year, as per the <a href="#">Urban Forest Strategy</a> action S4.3.
Planning applications decided within 60 days	75%	75.17%	80.21%	<b>78.59%</b> ✓	There has been a decrease in number of decisions made within 60 days, however this remains above the target of 75%.
Community satisfaction with the appearance of public areas	71 or above	74	71	<b>68</b> ✗	Banyule received an index score of 68 from the 2024 Victorian Community Satisfaction Survey, which is three index points below the average for metropolitan councils (70) and equal to the state-wide average (68).  Overall, 64% of respondents provided a rating of very good and good. The rating of average was provided by 23% of Banyule respondents and 11% rated poor or very poor for this service area (category) in 2024.
Percentage of Council decisions upheld by the Victorian Civil and Administrative Tribunal	Increase ↗	55.55%	44.00%*	<b>67.44%</b> ✓	The number of decisions set aside by the Tribunal has decreased significantly because of an increase in varied permits and instances where consent was reached between all parties. The number of decisions set aside by the Tribunal is only a small percentage of the total applications received for the year (1,149).  * This figure was incorrectly reported last year and now corrected.



## Community strategic indicators

The following table reviews the community results against the desired trends or targets of Council Plan community strategic indicators.

Table 19 | Banyule community indicators – Our Well-Built City

✓ = Achieved target ⇌ = Result is stable or a baseline figure ✗ = Did not reach target

Community strategic indicator	Desired trend or target	2021-22 result	2022-23 result	2023-24 result	Comments
Proportion of people using active and public modes of transport	Increase ↗	Data unavailable	Data unavailable	24.35% ⇌	Data shown is for March 2020. Due to restrictions related to COVID-19 over 2020 and 2021, the Victorian Government did not collect regular data for the Victorian Integrated Survey of Travel and Activity (VISTA). Results will be updated once the next VISTA data publication is available.
Liveability index	Increase ↗	Data unavailable	65.5	65.5 ⇌	This survey was not conducted in 2024 but will be conducted again in 2025. In April 2023, Council conducted its first ever Living in Banyule Liveability Survey receiving an overall Liveability Index of 65.5. This result is higher than Australian (62.6), metropolitan Australian (64.0), Victorian (64.6) and Melbourne (65.0) averages.
Number of social and affordable housing dwellings approved	Cumulative increase ↗	201 dwellings (gross)	51	3 ✓	There were three social and affordable housing dwellings approved between July 2023 and June 2024. Note: Desired trend is a cumulative increase, therefore the target result is at least one new approved dwelling per year.
Average Built Environment Sustainability Scorecard (BESS) score	Increase ↗	55.21%	56.91%	59.50% ✓	The increase average BESS score represents improved adoption of environmentally sustainable design measures in developments in Banyule.
Home ownership rate	Increase ↗	35.9%	35.9%	35.9% ⇌	Home ownership data is provided through the 2021 ABS Census. No additional data is currently available to adjust this rate.


## Local Government Performance Reporting Framework service performance indicators

The following table provides the results of the prescribed service performance indicators and measures as per the requirements of the LGPRF, including an explanation of the results in the comments.

Table 20 | Service performance indicators – Our Well-Built City

✓ = Achieved target    ↑↓ = Target not met but result was within variance levels    ✗ = Did not reach target and result was outside of variance levels

Service/classification/ indicator/measure	2021 result	2022 result	2023 result	2024 result	Target/ achieved	Comments
<b>Statutory Planning</b> <b>Timeliness</b> <i>Time taken to decide planning applications</i> [The median number of days between receipt of a planning application and a decision on the application]	21	26	28	25	25 ✓	The median number of days for Banyule Council to decide on a planning application has reduced, indicating improved timeframes for permit applicants.
<b>Statutory Planning</b> <b>Service standard</b> <i>Planning applications decided within required time frames</i> [(Number of regular planning application decisions made within 60 days) + (Number of VicSmart planning application decisions made within 10 days)/Number of planning application decisions made] x100	78.33%	76.50%	83.58%	78.07%	76.00% ✓	The number of decisions within the statutory timeframe has decreased due to an increase in VicSmart decisions outside the 10 business days, coupled with a shortage of specialised skilled staff that are required to process specific applications. Banyule Council still reached our target, and our result remains higher than earlier years.
<b>Statutory Planning</b> <b>Service cost</b> <i>Cost of statutory planning service</i> [Direct cost of the statutory planning service/Number of planning applications received]	\$1,961.81	\$2,026.18	\$2,127.38	\$2,617.81	\$2,100.00 ✗	The cost of the Banyule Council Statutory Planning service per application has increased, despite a reduction in expenditure, due to a 19% decrease in the number of planning applications received.

Service/classification/ indicator/measure	2021 result	2022 result	2023 result	2024 result	Target/ achieved	Comments
<b>Statutory Planning</b> <b>Decision making</b> <i>Council planning decisions upheld at VCAT</i> [Number of VCAT decisions that did not set aside Council's decision in relation to a planning application/ Number of VCAT decisions in relation to planning applications] x100	51.92%	55.56%	44.00%*	<b>67.44%</b>	60.00% 	The number of decisions by the Tribunal that were 'set aside', or overturned to be in favour of the applicant, has decreased significantly because of an increase in varied permits and instances where consent was reached between all parties. The 14 decisions set aside by the Tribunal is only a small percentage of the 1,149 applications received for the year.

Council services

The following net cost statements per Council departments, provides information in relation to the services funded in the 2023–24 budget. The variance shows the over or under spend of funds allocated for service delivery by each department. Service descriptions of business unit teams within the departments are listed, including the persons or sections of the community who are provided the service.

City Futures

Table 21 | Net costs for Council services

Net costs for 2023–24	\$'000
Budget	1,573
Actual	1,622
Variance	-49

Provision of the following to support Council's direct service delivery areas:

Open Space Planning and Design

- Ensuring Council's parks, reserves, playgrounds and recreation trails continually evolve to meet the needs of current and future communities through the development and implementation of Banyule's Public Open Space Plan, reserve masterplans, policies, strategies, and embedding open space planning and design best practice.

Spatial and Property Systems

- Coordinating spatial and property systems
- Maintaining and providing spatial approaches to managing Council's operations.

Strategic Planning and Urban Design

- Planning direction for current and future land use and built form through preparation of policies, strategies, structure plans for activity centres, master planning and design frameworks for renewal areas
- Facilitating Council's role as the planning authority for planning scheme amendments
- Participating in Victorian Government strategic planning projects associated with the Victorian Planning Provisions and periodically reviewing and updating the Banyule Planning Scheme
- Delivering quality urban design led outcomes for streetscapes and design guidance for projects and planning applications across the public and private realm.



Figure 68 | The new playground at Bolton Street, Eltham



Planning, Building and Laws

Table 22 | Net costs for Council services

Net costs for 2023-24	\$'000
Budget	-3,150
Actual	-2,071
Variance	-1,079

Provision of the following to the road users, pet owners, parents and the municipal community as a whole:

Municipal Laws and Public Assets

- Delivering proactive patrol programs to maintain and promote community safety and harmony
- Delivering administrative and field services in amenity and animal management
- Processing and issuing permits relating to traders, tradespersons, accessible parking, animal registrations, excess animals, commercial waste bins, street furniture and other uses of Council controlled land
- Delivering educational programs in responsible pet ownership, road safety, building and construction environment, amenity regulation and fire prevention
- Developing, implementing and reviewing appropriate local laws to achieve a safe and liveable environment
- Providing inspections on Council assets to ensure service standards are maintained
- Managing permits relating to the asset protection local law and stormwater drainage
- Undertaking internal review of all contested infringements and prosecuting matters in the Magistrates’ Court for breaches of the local law and any relevant acts managed by the team (*Environment Protection Act 2017, Domestic Animals Act 1994, Country Fire Authority Act 1958, Fire Rescue Victoria Act 1958 and Road Management Act 2004*).

Provision of the following to landowners, builders and developers:

Building Services (BPi)

- Assessing building permit applications, conducting mandatory inspections and issuing occupancy permits and final certificates for buildings and structures
- Providing property hazard and building permit history information to designers, solicitors, private building surveyors and ratepayers
- Conducting property safety inspections including fire safety audits on high-risk buildings and pool and spa safety barrier compliance inspections to ensure a safer built environment
- Administering and enforcing the Building Act 1993 and Building Regulations 2018, including investigation of illegal and dangerous buildings to ensure public and occupant safety.

Development Planning

- Processing and assessing planning applications in accordance with the Planning and Environment Act 1987, the Planning Scheme and policies
- Providing advice about development and land use proposals as well as providing information to assist the community in its understanding of these proposals
- Investigating non-compliances with planning permits and the Planning Scheme and taking appropriate enforcement action when necessary
- Defending Council planning decisions at VCAT
- Assessing applications to subdivide land or buildings under the Subdivision Act 1988.



Figure 69 | Pet themed ‘Cat-isms’ exhibition at Ivanhoe Library and Cultural Hub

## Priority theme 4:

### Our Valued Community Assets and Facilities



#### Highlights

##### Montmorency Bowling Club redevelopment

This project was part of the Petrie Park Masterplan which was completed in 2016. A land swap took place between Council and the resident behind the bowling club, which facilitated an enhanced upgrade of the Montmorency Bowling Club that incorporated greater efficient and effective design outcomes.

The pavilion was redeveloped with a new social community space, full kitchen, meeting room, storage, office and accessible toilets.

The Montmorency Bowling Club is one of the largest member-based bowling clubs in Banyule and further growth is anticipated with the increasing population of older adults. It is also used by school groups and the community for social bowling and meetings.

##### Improvements at WaterMarc

WaterMarc received the following improvements:

- Facilitated the gym to be safely accessed by patrons 24 hours a day, 7 days a week
- Warm water pool air conditioning system replacement and upgrade of four other air conditioning systems to improve sustainability
- Upgrade of the Revolve Cycle Studio with new lighting, stage, fans and screens
- Installed a new Changing Places accessible change room at the warm water pool
- Replacement of the waterplay rubber flooring and sub base to improve the life cycle of the facility and improve drainage to the area.



Figure 70 | WaterMarc's new Revolve Cycle Studio

## Challenges

- Council's ability to upgrade community building to improve accessibility for people with disability is impacted by number of ageing buildings, cost of upgrades and budgetary limitations.
- There is a downturn in new planning applications.
- There has been an increase in completed developments following peak years of development approvals in 2020 and 2021.
- Council is working with residents to update flood extend overlays to property that has been identified as prone to regular overland water flows.
- In early 2024, many shared use paths, park assets and reserves, playgrounds, sporting fields, bushland reserves and wetlands were impacted by floods, silt and debris.

## Future outlook

- A Special Charge Scheme Policy to be developed in consultation with community for upgrading unsealed roads, private drains and footpaths.
- Road Management Plan requires to be reviewed and updated by June 2025.
- Asset Plan requires to be reviewed and updated by June 2025.
- Council will develop an Integrated Water Management Plan to address water quality, quantity and conservation throughout the municipality.
- Source new and improved Asset Management System.
- Development of a 'Fit for People' standards for Council's community facilities and services.

## Council Plan 2021–2025 Year 3 Annual Action Plan results

To deliver on this priority theme Council is undertaking 17 actions and below is the summary. The full results can be viewed online in the [Year 3 Actions Final Report](#) on the Council Plan tab.

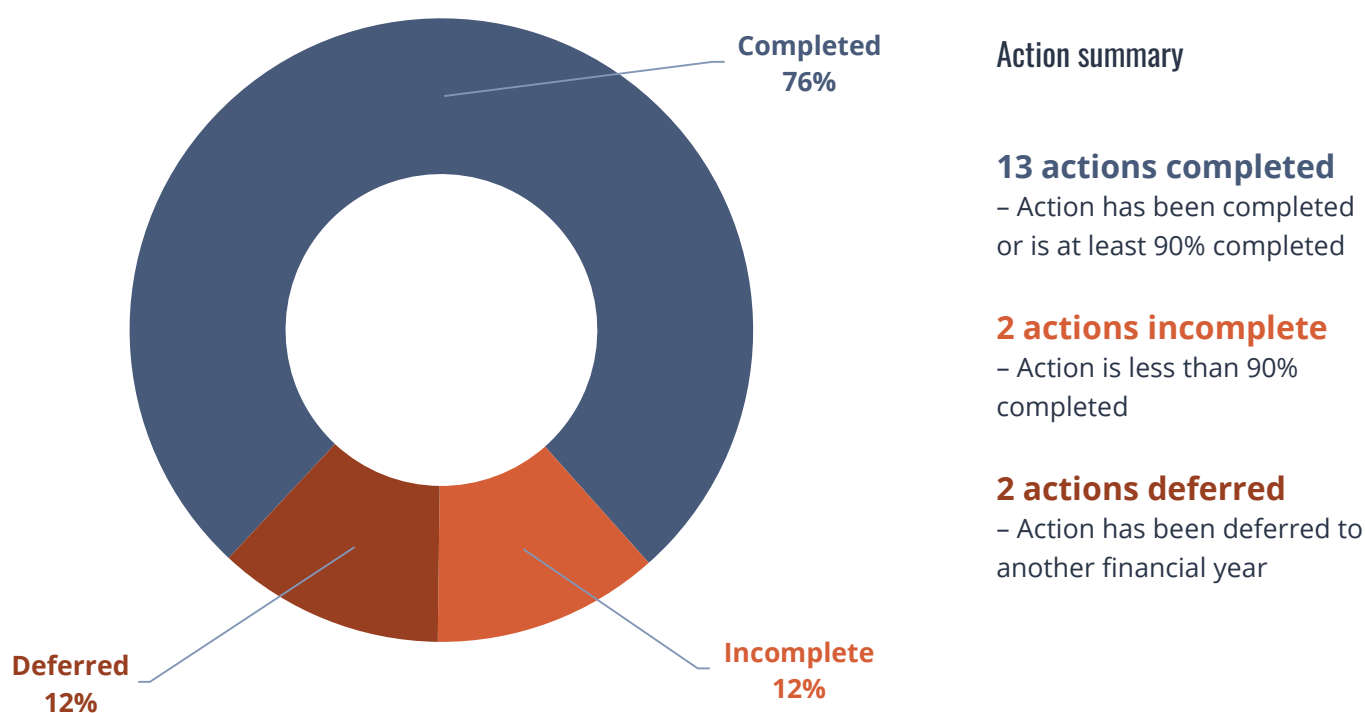


Figure 71 | Council Plan 2021–2025 Year 3 Action Plan – priority theme 4 actions status

These are the key teams who deliver the initiatives and services to achieve this priority theme:

- **Delivery and Assets**
  - Building Maintenance
  - Capital Works
  - City Assets.
- **Strategic Properties and Projects**
  - Major Projects
  - Strategic Properties and Property Services.

## Council strategic indicators

The following reviews Council's performance against the desired trends or targets of Council Plan operational strategic indicators.

Table 23 | Banyule City Council indicators – Our Valued Community Assets and Facilities

✓ = Achieved target ⇌ = Result is stable or a baseline figure ✗ = Did not reach target

Council strategic indicator	Desired trend or target	2021–22 result	2022–23 result	2023–24 result	Comments
<b>Annual Capital Works program completed on time and on budget</b>	90%	79%	80%	<b>91%</b> ✓	Council achieved a 91% completion rate.
<b>Community satisfaction with condition of sealed local roads</b>	68 or above	68	64	<b>61</b> ✗	<p>Banyule received an index score of 61 from the 2024 Victorian Community Satisfaction Survey, which is equal to the average for metropolitan councils (61) and 16 index points above the state-wide average (45).</p> <p>It should be noted that this downward trend is consistent with state-wide scores for councils. Banyule's result is still significantly higher than the state-wide average. Large infrastructure projects such as the Level Crossing Removal Project and North East Link Project have impacted major roads and caused many traffic diversions.</p> <p>Overall, 43% of respondents provided Banyule a rating of very good and good, which is above the state-wide average of 32% for the same ratings. 30% of Banyule respondents rated average and 15% rated poor or very poor for this service area (category) in 2024.</p>
<b>Number of public safety requests for Council-owned and managed assets</b>	Decrease ↓	1,209	981	<b>1,148</b> ✗	Overall, the numbers of requests have increased in the following areas: footpath defects (518), graffiti – Council assets (372) and playground maintenance (154). There was a decrease in pedestrian crossings/footpath and public transport investigations (104).



Council strategic indicator	Desired trend or target	2021-22 result	2022-23 result	2023-24 result	Comments
<b>Proportion of building related projects in the annual Capital Works Program where the Sustainable Building Guidelines have been applied</b>	100%	Measure was being developed	100%	<b>100%</b> ✓	All our building capital projects applied the Sustainable Building Guidelines.
<b>Number of building projects that increased accessibility to all users</b>	Cumulative increase ↗	5	8	<b>9</b> ✓	<p>The following buildings included building accessibility improvements as part of the project scope in the 2023-24 financial year:</p> <ul style="list-style-type: none"> <li>• Rosanna Fire Station Community House</li> <li>• Greenhills Neighbourhood House</li> <li>• Macleod YMCA</li> <li>• Montmorency Bowling Club</li> <li>• Greensborough Bowling Club</li> <li>• Viewbank Scout Hall</li> <li>• Ivanhoe Golf Clubhouse</li> <li>• Jets Studio</li> <li>• Greensborough Historical Society.</li> </ul> <p>Note: Desired trend is a cumulative increase, therefore the target result is at least one applicable building project per year.</p>
<b>Length of new and improved on-road and off-road shared paths and trails throughout the municipality</b>	Cumulative increase ↗	2,700 m	328 m	<b>344 m</b> ✓	<p>There were 344 m of new footpaths installed in 2023-24, bringing the total for the last three years to 3,372 m. The 2021-22 figure was much higher due to the construction of Darebin Creek trail.</p> <p>Note: Desired trend is a cumulative increase, therefore the target result is at least one metre of path per year.</p>

Council strategic indicator	Desired trend or target	2021-22 result	2022-23 result	2023-24 result	Comments
Percentage of active library borrowers in municipality	Increase ↑	16.01%	16.71%	18.35% ✓	Council continues to see an increase in the number of library members however this number does not reflect the total number of members that only use our digital platforms or physically visit the library, where usage cannot be recorded.
Utilisation of aquatic facilities (Visits per municipality population)	Increase ↑	4.61	8.27	8.74 ✓	Ivanhoe Aquatic and Olympic Leisure Centres have seen growth across several programs and services across the year and WaterMarc attendances returned to levels experienced before COVID-19, with strong membership numbers and casual aquatic visits. There has been a noticeable shift of residents joining gyms and swimming lessons within catchment areas, which has resulted in a more localised customer base.
Proportion of Council buildings meeting zero emissions target	Increase ↑	82%	85%	92% ✓	<p>Council owns and manages 257 buildings. Of these, 236 (92%) are powered by renewably sourced electricity and are low emissions buildings. The remaining 21 buildings (8%) still hold natural gas accounts for heating and cooking, and subsequently generate emissions.</p> <p>Note: No Council facility qualifies as a 'zero' emissions building due to the presence of fugitive emissions. In buildings these are gas leaks from equipment such as refrigerators and heating/cooling systems. Fugitive emissions sources represent a very small percentage of a facility's emissions profile. In our baseline year (2018-19), fugitive emissions sources represented approximately 0 to 5% of a facility's emissions profile. As such, buildings that have had electricity and natural gas emissions eliminated are referred to as 'low emissions buildings'.</p>

## Community strategic indicators

The following table reviews the community results against the desired trends or targets of Council Plan community strategic indicators.

Table 24 | Banyule community indicators – Our Valued Community Assets and Facilities

✓ = Achieved target ⇔ = Result is stable or a baseline figure ✗ = Did not reach target

Community strategic indicator	Desired trend or target	2021 result	2022 result	2023 result	Comments
Vehicle-related accidents, injuries and fatalities in the municipality*	Decrease ↓	40	33	41 ✗	<p>There has been an increase in vehicle related fatalities (3) and injuries (38) in 2023 from the previous year. The trend prior to 2021 was for a decrease in injuries each year from 2018. 2023 figures are still below those of 2018 (72) so overall is trending in the right direction.</p> <p>Figures are from the Victorian Government Transport Accident Commission data.</p> <p>* Note: due to data availability this reporting has been amended to show by calendar year.</p>

## Local Government Performance Reporting Framework (LGPRF) service performance indicators

The following statement provides the results of the prescribed service performance indicators and measures as per the requirements of the LGPRF, including explanation of results in the comments.




Table 25 | Service performance indicators – Our Valued Community Assets and Facilities

✓ = Achieved target    ↑↓ = Target not met but result was within variance levels    ✗ = Did not reach target and result was outside of variance levels

Service/classification/ indicator/measure	2021 result	2022 result	2023 result	2024 result	Target/ achieved	Comments
<b>Aquatic facilities</b> <b>Service standard</b> <i>Health inspections of aquatic facilities</i> [Number of authorised officer inspections of Council aquatic facilities/ Number of Council aquatic facilities]	3.33	4.00	12.00	10.67	10.00 ✓ *	Banyule Council aims to proactively inspect each pool across four periods of the year. The number of health inspections completed by Authorised Officers across Council's aquatic facilities has significantly increased over the last four years, as a proactive approach to water sampling and testing to ensure the health and safety of pool users. This year was slightly lower than last year, but still above the minimum requirements and benchmarked averages.  * Local Government Victoria (LGV) classify results that are within 2.5% of target as target achieved.
<b>Aquatic facilities</b> <b>Utilisation</b> <i>Utilisation of aquatic facilities</i> [Number of visits to aquatic facilities/ Population]	3.45	4.61	8.27	8.74	5.00 ✓	Ivanhoe Aquatic and Olympic Leisure Centres have seen growth across several programs and services across the year and WaterMarc attendances returned to pre-COVID 19 levels with strong membership numbers and casual aquatic visits. There has been a noticeable shift of residents joining gyms and swimming lessons within catchment areas, which has resulted in a more localised customer base.  Banyule Council has focused on refining the customer journey through the implementation of new point-of-sale systems, which has increased membership and casual visits at Ivanhoe Aquatic Centre. At Olympic Leisure Centre there has been a notable rise in participation in activities such as the gym and group fitness programs, along with a substantial increase in court user groups, following an extended closure for maintenance in late 2023. The new system at WaterMarc has enhanced our customer engagement, allowing for online planning and booking of programs like group fitness classes, as well as self-management of memberships.



Service/classification/ indicator/measure	2021 result	2022 result	2023 result	2024 result	Target/ achieved	Comments
<b>Aquatic facilities</b> <b>Service cost</b> <i>Cost of aquatic facilities</i> [Direct cost of aquatic facilities less income received/Number of visits to aquatic facilities]	\$4.88*	\$5.05	\$1.00	<b>\$0.13</b>	\$2.50 ✓	Banyule Leisure achieved its income targets for the 2023–24 financial year. WaterMarc was also able to deliver the guaranteed net lump sum payment to Banyule Council this year as well as an additional profit outcome. * Note: 2020–21 result corrected to \$4.88, due to data error.
<b>Libraries</b> <b>Resource currency</b> <i>Recently purchased library collection</i> [Number of library collection items purchased in the last five years/Number of library collection items] x100	87.07%	92.51%	92.59%	<b>81.28%</b>	90.00% ✗	With the temporary Rosanna pop-up library having a smaller collection than the original branch size and the cost of items increasing, Banyule Council have limited new collection purchases. In response, Yarra Plenty Regional Libraries has implemented sustainable collection retention practices. This has resulted in a decrease to the percentage of the collection less than five years old.
<b>Libraries</b> <b>Service cost</b> <i>Cost of library service per population</i> [Direct cost of the library service/Population]	\$33.68	\$36.90	\$39.17	<b>\$39.57</b>	\$42.00 ✓	Direct costs are apportioned to member councils through the Library Agreement. Costs have increased due to the general increase of operational costs across the library service and the addition of the pop-up library in the foyer of the Bellfield Community Hub.
<b>Libraries</b> <b>Utilisation</b> <i>Library loans per population</i> [Number of collection item loans/Population]	New indicator for 2024	New indicator for 2024	New indicator for 2024	<b>6.21</b>	Baseline result	Banyule Council have seen a slight decrease in loans of physical items. A significant factor continues to be the smaller temporary Rosanna pop-up library with limited collection numbers.

Service/classification/ indicator/measure	2021 result	2022 result	2023 result	2024 result	Target/ achieved	Comments
<b>Libraries</b> <b>Participation</b> <i>Library membership</i> [Number of registered library members/ Population] x100	New indicator for 2024	New indicator for 2024	New indicator for 2024	30.62%	17.00% (as listed in Budget 2023–27) 	Banyule Council continues to see an increase in the number of library members however this number does not reflect the total number of members that only use our digital platforms or physically visit the library, where usage cannot be recorded.
<b>Libraries</b> <b>Participation</b> <i>Library visits per head of population</i> [Number of library visits /Population]	New indicator for 2024	New indicator for 2024	New indicator for 2024	4.09	Baseline result	Yarra Plenty Regional Libraries indicate Banyule Council library visits have increased almost 4% compared to the previous year. Library programming and use of building spaces for Wi-Fi and study continues to be key drivers for visitor numbers. This increase is largely evident by visitation to the Ivanhoe Library and Cultural Hub.
<b>Roads</b> <b>Satisfaction of use</b> <i>Sealed local road requests</i> [Number of sealed local road requests/ Kilometres of sealed local roads] x100	64.75	88.13	121.75	73.79	<110 	The decrease in the number of requests received during 2023–24 can be attributed partially to the stabilisation of traffic following the completion of the Hurstbridge Line Duplication project (including Greensborough Station upgrade), and normalisation of traffic following commencement of the North East Link project, both of which are large-scale state projects that have introduced a higher volume of heavy vehicles to Banyule Council's road network.
<b>Roads</b> <b>Condition</b> <i>Sealed local roads maintained to condition standards</i> [Number of kilometres of sealed local roads below the renewal intervention level set by Council / Kilometres of sealed local roads] x100	97.06%	97.47%	97.47%	97.40%	97.00% 	Banyule Council has consistently maintained a high percentage of roads within condition standards, placing in the 97th percentile. This accomplishment is a result of our continuous improvement program, which focuses on proactive road inspections and implementing necessary measures to strengthen road infrastructure performance.

Service/classification/ indicator/measure	2021 result	2022 result	2023 result	2024 result	Target/ achieved	Comments
<b>Roads</b> <b>Service cost</b> <i>Cost of sealed local road reconstruction</i> [Direct cost of sealed local road reconstruction/Square metres of sealed local roads reconstructed]	N/A	N/A	N/A	<b>\$206.15</b>	No target was set as this is our first data set in some time	This was Banyule Council's first road reconstruction project in some time, and the costs were within the metropolitan average range. It is important to note that each reconstruction project is unique, and their costs depend on various factors. Primarily, the soil conditions below the pavement determine the extent of stabilisation treatment required.
<b>Roads</b> <b>Service cost</b> <i>Cost of sealed local road resealing</i> [Direct cost of sealed local road resealing/ Square metres of sealed local roads resealed]	\$31.08	\$32.00	\$43.86	<b>\$34.51</b>	\$50.00 ✓	The unit rate for resealing local roads in 2023–24 has returned to Banyule Council's standard rate, which reduced from the previous year as the scope of projects in 2023–24 was mainly limited to resurfacing, with minimal additional patching work required.  The total road area resurfaced in 2023–24 was down due to higher investment in a road reconstruction project that has now been completed.
<b>Roads</b> <b>Satisfaction</b> <i>Satisfaction with sealed local roads</i> [Community satisfaction rating out of 100 with how Council has performed on the condition of sealed local roads]	68	68	64	<b>61</b>	65 ↑↓	Banyule received an index score of 61 from the 2024 Victorian Community Satisfaction Survey, which is equal to the average for metropolitan councils (61) and 16 index points above the state-wide average (45).  It should be noted that this downward trend is consistent with state-wide scores for councils. Banyule's result is still significantly higher than the state-wide average. Large infrastructure projects such as the Hurstbridge Line Duplication and North East Link Project have impacted major roads and caused many traffic diversions.  Overall, 43% of respondents provided Banyule a rating of very good and good, which is above the state-wide average of 32% for the same ratings. The rating of average was provided by 30% of Banyule respondents and 15% rated poor or very poor for this service area (category) in 2024.

Note: The libraries indicators 'Physical library collection usage' and 'Active library borrowers in municipality' have been retired and will no longer be reported on.

Council services

The following net cost statements per Council departments, provides information in relation to the services funded in the 2023–24 budget. The variance shows the over or under spend of funds allocated for service delivery by each department. Service descriptions of business unit teams within the departments are listed, including the persons or sections of the community who are provided the service.

Delivery and Assets

Table 26 | Net costs for Council services

Net costs for 2023–24	\$'000
Budget	5,202
Actual	7,112
Variance	-1,910

Provision of the following to the municipal population as a whole:

Capital Works

- Managing and reporting on capital works
- Managing projects and supervising contracts for building works projects and all major and minor civil works, road resurfacing, pedestrian trails, bike and shared path construction and maintenance, road construction and reconstruction projects.

Building Maintenance

- Providing reactive, preventative, and planned maintenance across all Council buildings and their assets
- Managing essential safety measures.

City Assets

- Overseeing strategic asset management
- Managing programming for road and footpath (pavement) renewals and maintenance
- Planning of capital works
- Managing the Asset Management Policy and strategies and plans for all infrastructure asset classes
- Performing asset condition audits
- Investigating flooding issues
- Scoping for new drainage works or upgrades.



Figure 72 | A new kitchen as part of Montmorency Bowling Club redevelopment



Strategic Properties and Projects

Table 27 | Net costs for Council services

Net costs for 2023-24	\$'000
Budget	-856
Actual	-939
Variance	83

Provision of the following to support Council's direct service delivery areas:

Major Projects

- Providing leadership and managing a variety of major projects for the organisation to achieve positive outcomes for the community, meet beneficial financial outcomes and deliver new and revitalised community assets.

Strategic Properties and Property Services

- Looking after Council's long-term interests and growth through sustainable property and land acquisitions, divestments and investments
- Managing all aspects of ongoing land management including works consent, lease and license arrangements, discontinuances and ongoing re-valuation.



Figure 73 | Friday Night Live event at Ivanhoe Library and Cultural Hub

## Priority theme 5:

### Our Thriving Local Economy



#### Highlights

##### Providing local businesses with training opportunities

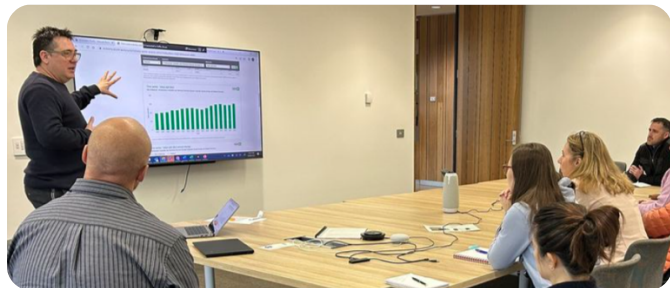


Figure 74 | A Council and small business mentoring session

##### Mentoring

Council partnered with Small Business Mentoring Services to offer monthly face-to-face business mentoring sessions tailored to support local businesses and 14 businesses took part.

##### Networking

Throughout the year there were many networking opportunities for local businesses. Council provided different events to cater to a wide range of audiences. These opportunities included Women in Business Lunch (262 attendees), Business Networking Breakfast (58 attendees) and Business Networking Night (53 attendees).

##### Training

Council assisted in the promotion of over 25 workshops and courses that provided businesses with the opportunity to learn and gain new skills that can benefit their business and growth.

Some additional business events were:

- Sustainable Procurement Webinar (21 attendees)
- Founders' Walk & Connect (13 attendees)
- Maximising your marketing workshop (17 attendees)
- Economy id for business (19 attendees)
- Digital Picnic AI training (20 attendees).

##### Supporting retail traders' associations

Council assisted the 11 local trader associations with marketing, business support, event and activations. This helped build excitement and engagement in these areas and resulted in an increase of visitors and customers. Shop vacancies remain low, at three percent across the municipality.

##### Partnering for innovation and investment

Council collaborates with many organisations, state and federal agencies and educational institutions to attract investment and promote Banyule across various sectors. This included attending the launch of La Trobe University's Digital Innovation Hub. Banyule Business also engages with major sectors such as manufacturing and innovation to help understand the needs of our business community and build relationships throughout Banyule.

##### Diamond Village Shopping Centre upgrade

The Economic Development Team secured a grant from the Living Local Fund from the Victorian Government to revitalise and upgrade Diamond Village Shopping Centre.

To support the local community and traders, this vibrant and sustainable streetscape is designed to foster social connections and help to boost the local economy. Council's project was made possible thanks to grants from the Department of Jobs, Skills, Industry and Regions, and contributions from Council.

With the funds, Council has been able to achieve fantastic upgrades to Diamond Village including rebranding, new signage, a mural, new seating, painting and more.



Figure 75 | Diamond Village Shopping Centre, Watsonia



## Women's Professional Development Forum 2023

Council is committed to offering opportunities that promote professional development for its employees. As part of its Gender Equality Action Plan, Council sponsored 17 employees to attend the Local Government Professionals (LGPro) Women's Professional Development Forum.

Employees heard from a range of speakers on topics such as navigating career success, managing change and prioritising wellbeing. An expert panel discussed the unique challenges women face in the workplace and offered practical skills to navigate those challenges. Employees actively participated, asking questions, and contributing to powerful conversations. It was a fantastic day for learning, connecting and celebrating our collective success.

Initiatives like this ensure Council is investing in our people, retaining staff and maintaining equal representation at leadership levels.



Figure 76 | Banyule Council attendees at the LGPro Women's Professional Development Forum

## Workplace Pathways Program

The Workplace Pathways Program (WPP) provides participants with diverse opportunities to develop skills, gain practical work experience, and transition successfully into the workforce.

In 2023–24, the WPP successfully moved from its pilot phase. It is now a fully integrated part of Council's Employment Strategy, as it creates inclusive employment opportunities at Council. This year, the WPP helped Council departments engage 28 work experience students, 23 tertiary placements, one apprentice and four cadetship style roles.

As a result of this successful program, in 2023–24 we welcomed our first graduate of the program, with a tertiary placement participant transitioning into ongoing employment at Council.

## Inclusive Employment Program



Figure 77 | An Inclusive Employment Program session

The Inclusive Employment Program was delivered for the sixth year, supporting 12 local people facing barriers to employment. The program offers a 6-month job opportunity with Banyule City Council in a role tailored to an individual's areas of interest, goals, strengths and ability. Participants gain local government experience and can access coaching and development opportunities to help build their core skills for work and networks.

## Social Enterprise Partnership Program



Figure 78 | For Change social enterprise cafe in Bellfield

Council's award-winning Social Enterprise Partnership Program supports social enterprises to identify and access growth opportunities through planned capital works and other Council-identified projects. In turn, social enterprises support local residents experiencing barriers to employment with work and training opportunities.

Over the past year, Council has supported eight organisations to establish, grow or explore the development of their social enterprises in Banyule through the program. From providing subsidised lease options to funding the development of an online store, the program is constantly adapting to the needs of Council, community, business and an ever-changing operating environment for social enterprises.

## Adoption of an updated Asset Management Policy

Council reviewed and updated Asset Management Policy, which was adopted in August 2023. The policy defines a broad framework and principles for sustainable and effective lifecycle management of all infrastructure assets required for current and future service delivery.

## Heidelberg West Business Park

The Heidelberg West Business Park is one of Banyule's most important employment precincts, being home to almost 700 businesses and 4,600 employees. Council collaborates with the Heidelberg West Business Park Association to help grow their membership and create networking opportunities at key events.

## Home-Based Business Forum for the community

Council collaborated with Nillumbik Council for the annual Home-Based Business Forum. The guest speakers, Clarissa Harris and Karyn Harte, shared their expertise on brand development, marketing strategies and maintaining motivation while running a home-based business to the 87 business owners who attended the event.

## Updated Public Toilet Plan 2023

Council reviewed and updated the [Public Toilet Plan](#), which provides 10 years program for renewal, upgrade and new construction of toilets. The plan was developed through community engagement in two stages.

## Challenges

- People with disability continue to face higher rates of unemployment and the barriers to meaningful and ongoing employment remain difficult to address.
- The current economic climate impacts consumer spending with less vitality in our shopping precincts, which means businesses are doing it tough.
- Due to reduction in funding, a number of community organisations had to reduce how many desks they were licencing at Shop 48 in Heidelberg West.

## The future

- Renewal of the highly successful Banyule Social Enterprise Strategy 2020–2025 and Banyule Inclusive Local Jobs Strategy 2020–2025.



Figure 79 | The Annual Home-Based Business Forum



## Council Plan 2021–2025 Year 3 Annual Action Plan results

To deliver on this priority theme Council is undertaking 12 actions and below is the summary. The full results can be viewed online in the [Year 3 Actions Final Report](#) on the Council Plan tab.

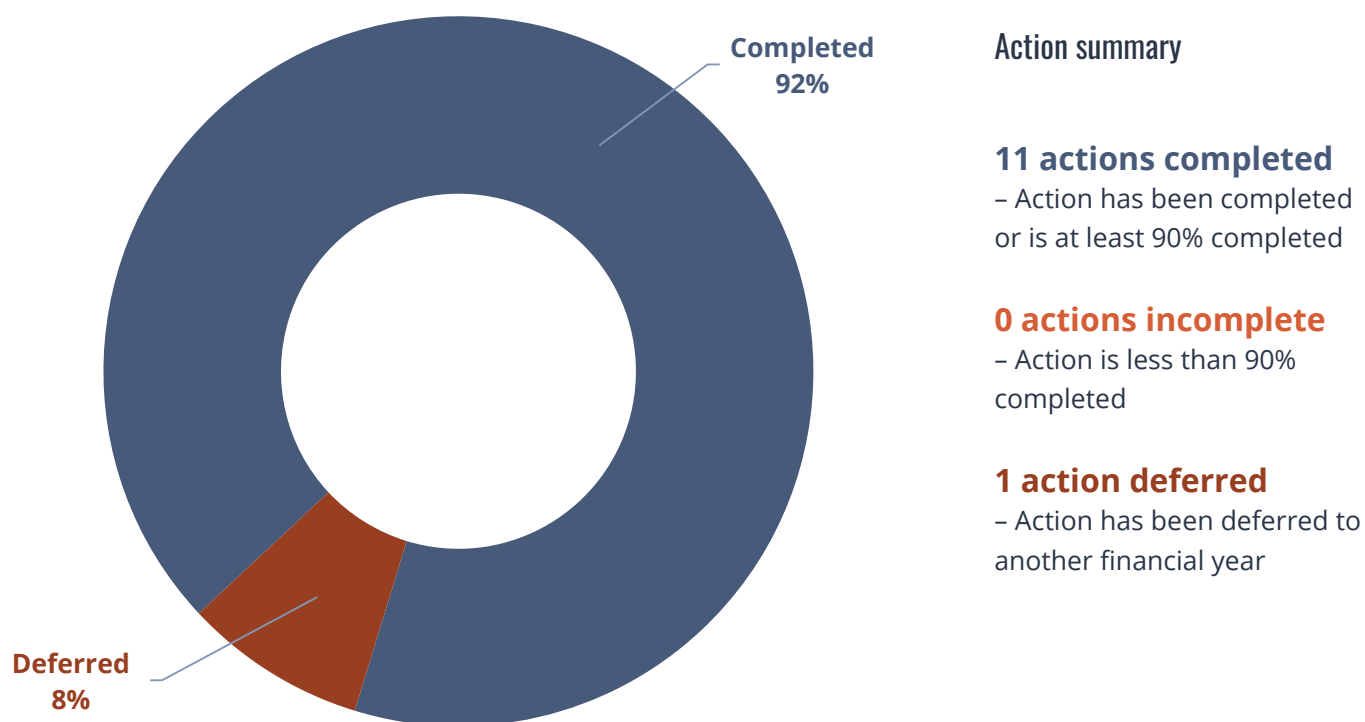


Figure 80 | Council Plan 2021–2025 Year 3 Action Plan – priority theme 5 actions status

These are the key teams who deliver the initiatives and services to achieve this priority theme:

- **City Futures**
  - Economic Development.
- **Inclusive and Creative Communities**
  - Inclusive Enterprise and Local Jobs.

## Council strategic indicators

The following table reviews Council's performance against the desired trends or targets of Council Plan operational strategic indicators.

Table 28 | Banyule City Council indicators – Our Thriving Local Economy

✓ = Achieved target ↔ = Result is stable or a baseline figure ✗ = Did not reach target

Council strategic indicator	Desired trend or target	2021–22 result	2022–23 result	2023–24 result	Comments
Attendance at Council economic development events	Increase ↗	142	980	574 ✗	This involves all the smaller events, networking and training held by Council and also promoted events, training and networking that are held or created outside of Banyule or are in collaboration with other agencies or municipalities.
Number of community members provided with business skills and employment support	Increase ↗	11	24	54 ✓	Reported are the number of unique community individuals or organisations who attended business skills and employment appointments and were provided with support for social enterprise, microenterprise, disability enterprise, Aboriginal enterprise and creative enterprise.
Number of inclusive employment opportunities created within Banyule	1,000 jobs (from 2020–25)	204	333	297 ✓	This year 297 job outcomes were created. The Inclusive Local Jobs Strategy and the Social Enterprise Strategy collectively have a target of creating 1,000 job outcomes by 2025. The target has been reached one year ahead of schedule, with a total of 1,023 outcomes recorded already.
Proportion of local residents employed by Council contractors	Increase ↗	Data unavailable	Data unavailable	Data unavailable	Without a specific survey conducted amongst our contractors there is no accurate method to measure this data. Data that had previously been listed for this indicator has been removed as it was not specific for contractors.
Proportion of goods and services purchased locally	Increase ↗	17.46%	20.07%	22.15% ✓	Data was only available up to 26 March 2024.

Council strategic indicator	Desired trend or target	2021–22 result	2022–23 result	2023–24 result	Comments
Number of partnerships and joint programs with local peak industry bodies and agencies	Increase ↗	5	5	14 ✓	This result includes collaborations with La Trobe National Employment and Innovation Cluster (NEIC), Northern Business Achievement Awards and Economic Development Regional Forum.
Number of economic development events hosted by Council	Increase ↗	15	29	49 ✓	Council continued to partner with our trusted collaborators to share local events, training and networking. There were 49 events hosted and or supported in partnership by Council between July 2023 and December 2024.
Number of social enterprises operating in Banyule	Increase ↗	11	16	49 ✓	There has been a strong growth in the number of social enterprises in Banyule, with 11 new social enterprises being identified. This rise has come from a combination of new social enterprises being created, existing social enterprises expanding into the municipality and more organisations self-identifying.

## Community strategic indicators

The following table reviews the community results against the desired trends or targets of Council Plan community strategic indicators.

Table 29 | Banyule community indicators – Our Thriving Local Economy

✓ = Achieved target ⇌ = Result is stable or a baseline figure ✗ = Did not reach target

Community strategic indicator	Desired trend or target	2021–22 result	2022–23 result	2023–24 result	Comments
<b>Growth in gross domestic product (GDP) for the municipality</b>	Increase ↑	\$6.29 billion	\$7.06 billion* (June 2022)	<b>\$7.62 billion (June 2023)</b> ✓	Annual GDP has increased 7.93% from the previous year. Note: There is a lag in the release of this data. Most recent data represents June 2023, which was released in April 2024. * Result updated due to lag in data release.
<b>Number of businesses in the municipality</b>	Increase ↑	11,016 (2021)	11,777 (2022)	<b>12,199 (2023)</b> ✓	There were an estimated 12,199 total GST registered businesses in Banyule as at 31 December 2023, which is a decrease of 159 businesses from the same time last year. Data is captured by calendar year due to a lag in data availability from the Australian Tax Office. Note: These results only capture businesses registered that hold GST status, which means has gross income minus GST that exceeds the GST threshold of \$75,000. Therefore, this data is likely to significantly underrepresent the number of businesses in the municipality such as sole traders, start-ups or consultants.



Community strategic indicator	Desired trend or target	2021-22 result	2022-23 result	2023-24 result	Comments
<b>Number of businesses started in the municipality</b>	Cumulative increase ⬆	1,422 (2021)	761* (2022)	<b>422 (2023)</b> ✓	<p>There were an estimated 422 new GST registered businesses started in Banyule in 2023, which is a decrease of 339 businesses from the same time last year. Data is captured by calendar year due to a lag in data availability from the Australian Tax Office (ATO). It should be noted that in 2021 Victorians were still experiencing COVID-19 lockdowns.</p> <p>Note: These results only capture businesses registered that hold GST status, which means has gross income minus GST that exceeds the GST threshold of \$75,000. Therefore, this data is likely to significantly underrepresent the number of businesses in the municipality such as sole traders, start-ups or consultants. Desired trend is a cumulative increase; therefore the target result is at least one new business started per year.</p> <p>* Results amended due to updated data from ATO.</p>
<b>Number of start-ups in the municipality</b>	Increase ⬆	Data unavailable	Data unavailable	<b>Data unavailable</b>	The external data source that this indicator was created based upon did not end up being developed. Therefore, there is no data available for this measure.
<b>Number of businesses closed in the municipality</b>	Decrease ⬇	713	913	<b>552</b> ✓	<p>There were 552 GST registered businesses cancelled in Banyule in 2023, which is a decrease of 361 businesses from the previous reporting. Data is captured by calendar year due to a lag in data availability from the Australian Tax Office.</p> <p>Note: These results only capture businesses registered that hold GST status, which means has gross income minus GST that exceeds the GST threshold of \$75,000. Therefore, this data is likely to significantly underrepresent the number of businesses in the municipality such as sole traders, start-ups or consultants.</p>
<b>Vacancy rate at major retail precincts</b>	Decrease ⬇	Not measured	3.6%	<b>3.5%</b> ✓	The figure is based on current vacancies across our 11 major retail activity centres: Bell Street Mall, East Ivanhoe, Eaglemont, Greensborough, Heidelberg, Ivanhoe, Lower Plenty, Macleod, Montmorency, Rosanna and Watsonia.

Community strategic indicator	Desired trend or target	2021-22 result	2022-23 result	2023-24 result	Comments
Number of jobs in the municipality	Increase ↑	48,413	51,189	55,168 (December 2023) ✓	There has been an increase of 3,979 jobs in Banyule since the last reporting period. Due to a 6-month lag in data availability these results are reported by calendar year.
Proportion of residents employed locally	Increase ↑	24.6%	25.8%	25.8% ↔	The actual number of residents who live and work locally is 16,503. This figure is only updated every five years for the census. Data outside of this period is not collected.
Local unemployment rate	Decrease ↓	3.0%	2.4%	2.7% (December 2023) ✗	As at 31 December 2023, the unemployment rate in Banyule was 2.7%, which equates to 1,953 people. Due to a 6-month lag in data availability these results are reported by calendar year. Comparatively, the whole of metropolitan Melbourne was 3.8%.

## Local Government Performance Reporting Framework (LGPRF) service performance indicators

There are no prescribed service performance indicators or measures as per the requirements of the LGPRF under this priority theme.

### Council services

The following net cost statements per Council departments, provides information in relation to the services funded in the 2023–24 budget. The variance shows the over or under spend of funds allocated for service delivery by each department. Service descriptions of business unit teams within the departments are listed, including the persons or sections of the community who are provided the service.

### City Futures

Table 30 | Net costs for Council services

Net costs for 2023–24	\$'000
Budget	1,385
Actual	977
Variance	408

Provision of the following to businesses and industry:

#### Economic Development

- Strengthening the viability of local businesses, including strip shopping centres
- Supporting new and established businesses, through training and mentoring
- Facilitating regular networking opportunities for the local business community
- Undertaking investment attraction initiatives to strengthen key industry sectors, increase job creation opportunities and promote the Banyule's competitive advantage
- Collaborating with external stakeholders across industry, government, academia, major institutions and organisations
- Developing business attraction and retention strategies across industry sectors
- Leading investment in retail centres through the special rate and charge scheme and supporting Retail Trader Associations
- Coordinating the Small Business Permit Assist program as a one-stop-shop for permit advice through Council
- Overseeing activity centre streetscape upgrades and activations
- Leading the implementation of the Economic Development Strategy.



Figure 81 | Placement students from La Trobe University working with the Economic Development team

Inclusive and Creative Communities

Table 31 | Net costs for Council services

Net costs for 2023–24	\$'000
Budget	1,705
Actual	1,252
Variance	453

Provision of the following to the municipal population as a whole:

Inclusive Enterprise and Local Jobs

- Managing the First Nations Traineeship Program, Social Enterprise Partnerships Program, Social Enterprise Support Service and Banyule Inclusive Employment Program
- Delivering programs, services and initiatives that innovatively improve economic opportunity and inclusion in Banyule
- Managing inclusive jobs capacity building service for local businesses.



Figure 82 | Heidelberg West Business Park Association members, precinct manager and Council staff





## Priority theme 6:

### Our Trusted and Responsive Leadership

#### Highlights

##### 16 Days of activism against gender-based violence

###### – 2023 Walk Against Family Violence

As part of Council's commitment to promoting gender equality and the prevention of gender-based violence, a sizeable group of employees attended the 2023 Walk Against Family Violence in Melbourne's CBD.

Employees from across all areas of Council attended. The notable turnout was recognised by Banyule locals who were at the walk and by Vicki Ward, Member for Eltham and Minister for Prevention of Family Violence.



Figure 83 | Council attendees at the 2023 Walk Against Family Violence

##### Procurement Framework implemented

A core responsibility of Council is to demonstrate the efficient and responsible use of public funds that deliver value to the community. As such, the Contract Management Framework includes various key elements, including policy development, risk assessment, compliance measures, roles and responsibilities clarification, transparency and performance evaluation to meet this objective. By adhering to this structured approach, Council is enabled to minimise risks, foster transparency and drive efficiency in contract management processes. It provides a strategic pathway for Council to effectively negotiate, draft, monitor and manage contracts with various stakeholders, fostering successful and mutually beneficial agreements.

##### Social media adoption

Council's website and social media platforms continue to be increasingly important for reaching our community, complementing our print and traditional media offerings.

Council's website received over 1.2 million visits over the year. Every Council meeting was livestreamed on both Facebook and Council's website

Over the year, the overall followers across our four main social media platforms increased by an average of 13.37% compared to the previous year, including:

- Facebook followers grew from 11,848 to 12,456 (an increase of 5.13%), with a total reach of 709,300, an increase on the previous year's 266,385
- Instagram followers increased from 3,349 to 4,264 (an increase of 27.31%), with a total reach of 85,100, an increase on the previous year's 62,380
- LinkedIn followers grew from 7,102 to 8,977 (an increase of 26.39%), with total impressions of 208,078, an increase on the previous year's 132,661.

##### Submissions to Council meetings

A total of 98 public questions were submitted to Council via Council meetings:

- Questions that were read out by community members who attended the Council Meetings were answered live by Council staff and recorded in the meeting minutes
- Questions that were submitted anonymously or by community members who did not attend the meetings were answered within the meeting minutes and the response is also emailed to the relevant member of the public.

There were 249 reports that were presented to Council meetings for consideration, which included 7 petitions.

A total of 213 people submitted a request to speak on various Council reports and petitions.

## Ongoing accessibility improvements for participation

### in Council meetings

Council reviewed and refined processes to improve customer experience, participation and accessibility in Council meetings.

To help achieve this, we reviewed and updated our website information on requests to speak, petitions and public questions, to make sure that we are providing clear, straightforward instructions for community members wishing to participate in Council meetings.

Council also implemented changes to our agenda and minute software to produce fully accessible documents with navigation functionality.

### Managing Council's risks and providing a safe workplace

Council implemented a subset of Australian Cyber Security Centre's Essential Eight cyber security recommendations to improve our security capability and maturity to protect sensitive and private data.

A successful IT disaster recovery testing was completed to ensure data and software systems can be successfully restored in the event of a disaster.

Council's Privacy Policy was reviewed to ensure it reflects current practices and requirements of the *Privacy and Data Protection Act 2014*.

An assessment of Council's maturity against the Victorian Protective Data Security Standards was completed. Council's maturity has increase from 68% in 2022 to 88% in 2024, with 78 of the 89 relevant controls implemented to improve Council's security posture.

### Sustainable Procurement Framework and sourcing tool

Sustainable procurement practices are essential. Council is committed to ensuring that we match our procurement practices with environmental and social responsibilities to minimise impact to the environment and to create a positive influence for local communities.

Council has implemented a Sustainable Procurement Framework to build a stronger local economy and a more inclusive community, while also reducing the adverse environmental, social and economic impacts of purchased products, services and works. This includes considerations such as

waste disposal, cost of operations and maintenance over the life of the goods, services and works.

Using this new framework, Council has increased our number of active social benefit suppliers from 20 to 34, including social enterprises, Aboriginal enterprises and disability enterprises. Council has also increased our trade with local suppliers over the last year by \$600,000.

## Banyule City Council's first (voluntary) Modern Slavery

### Statement adopted

Council proudly celebrates being the first local government council in Victoria to author and adopt a Modern Slavery Statement.

The adoption of this statement marks the beginning of an ongoing journey toward enhancing ethical procurement practices. This document confirms our contribution to the global fight against modern slavery and is aligned with the UN's Sustainable Development Goal 8.7.

Initially, the Strategic Procurement team ensured that Council's ambitions for supply chain integrity were integrated into the Sustainable Procurement Framework and the Procurement Policy. The team actively engaged key stakeholders to gather insights on how the statement should promote ethical procurement and align with Council's broader objectives. The process involved a thorough examination of the Attorney General's seven mandatory reporting criteria, which were addressed with evidence-based responses.

As a result of this research, Council has committed to raising awareness through ongoing training, conducting a more in-depth analysis of our supply chains, and incorporating a questionnaire quotation and tender processes. These initiatives aim to position Council as a leader in social responsibility, contributing positively to the community. Furthermore, this adoption lays a foundation for continuous improvement in procurement practices and ensures Council is well-prepared for future regulations, reflecting Council's dedication to ethical procurement and the protection of human rights.

## Challenges

- Escalating construction costs on new facilities and upgrades.
- Developing a specification for implementing a central and integrated asset management system meeting the requirements of all stakeholders.

## The future

- Holding Banyule Community ThinkTank and Banyule Futures sessions to check on our Community Vision and gain direction for the next Council Plan, Asset Plan, Financial Plan and Municipal Public Health and Wellbeing Plan.
- Source and implement a Contract Management system (platform).
- Review of Council's advisory and population committees and proposal for re-establishment.



Figure 84 | Carols by Candlelight 2023

## Council Plan 2021–2025 Year 3 Annual Action Plan results

To deliver on this priority theme Council is undertaking 19 actions and below is the summary. The full results can be viewed online in the [Year 3 Actions Final Report](#) on the Council Plan tab.

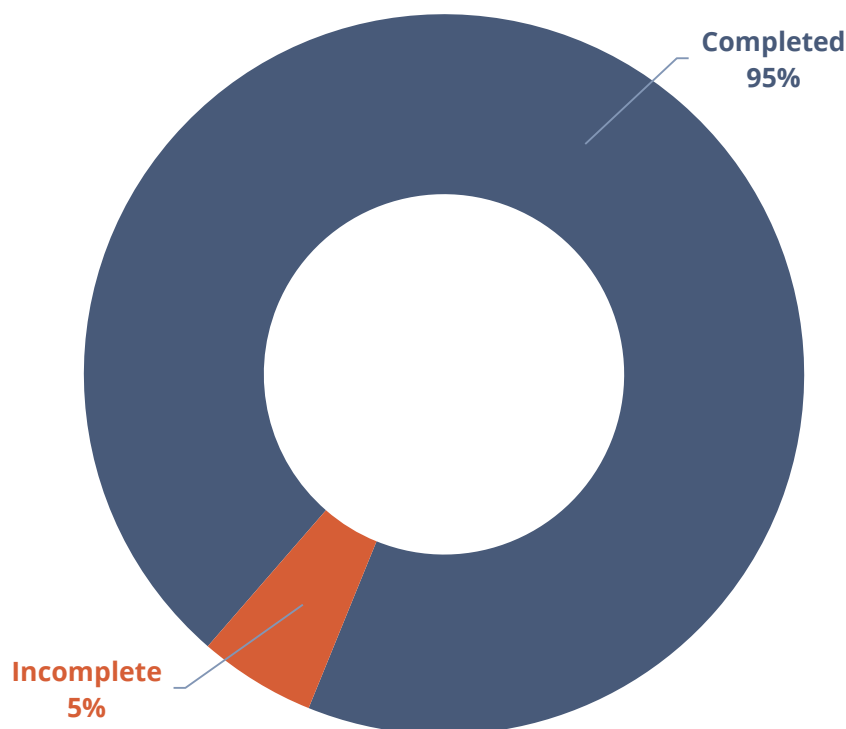


Figure 85 | Council Plan 2021–2025 Year 3 Action Plan – priority theme 6 actions status

### Action summary

#### 18 actions completed

– Action has been completed or is at least 90% completed

#### 1 action incomplete

– Action is less than 90% completed

#### 0 actions deferred

– Action has been deferred to another financial year

These are the key teams who deliver the initiatives and services to achieve this priority theme:

- **Advocacy, Communication, Engagement and Performance**
  - Advocacy
  - Communications
  - Community Engagement
  - Integrated Planning and Performance.
- **Customer Experience (CX) and Business Improvement**
  - Continuous Improvement
  - CX Operations
  - CX Strategy.
- **Digital Transformation and Information Management**
  - Information Management
  - IT Infrastructure, Operations, and Applications
  - Program Management.
- **Executive Office**
  - Office of the CEO and Councillors.
- **Governance and Integrity**
  - Cemetery Administration and Support
  - Governance and Integrity.
- **Finance and Procurement**
  - Financial Accounting
  - Financial Performance and Planning
  - Revenue Services
  - Strategic Procurement.
- **People and Culture**
  - Business Partners
  - Organisational Development
  - Risk and Assurance
  - Safety and Wellbeing.



## Council strategic indicators

The following table reviews Council's performance against the desired trends or targets of Council Plan operational strategic indicators.

Table 32 | Banyule City Council indicators – Our Trusted and Responsive Leadership

✓ = Achieved target ↔ = Result is stable or a baseline figure ✗ = Did not reach target

Council strategic indicator	Desired trend or target	2021–22 result	2022–23 result	2023–24 result	Comments
<b>Community satisfaction with Council decisions made in the interest of the community</b>	61 or above	61	57	57 ✗	<p>Banyule received an index score of 57 from the 2024 Victorian Community Satisfaction Survey, which is equal to the average for metropolitan councils (57) and seven index points above the state-wide average (50).</p> <p>Councillors make decisions in the best interest of the municipal district that they represent, as per their role as defined in the Act. Council is required to adhere to their Community Engagement Policy and consult with their community on the development and review of key projects, strategies, plans, frameworks and policies. The feedback that is received from community engagement activities informs the development of officer recommendations that Council considers and decides on.</p> <p>Overall, 36% of respondents provided Banyule a rating of very good and good, which is above the state-wide average of 32% for the same ratings. 32% of Banyule respondents rated average and 16% rated poor or very poor for this service area (category) in 2024.</p>
<b>Percentage of decisions made in closed Council meetings</b>	Below 4%	4.42%	6.72%	5.62% ✗	<p>Whilst more reports were presented to Council in 2023–24 compared to 2022–23, there was a decrease in confidential items presented in a closed Council meeting under 66(2)(a) of the <i>Local Government Act 2020</i> (the Act) because of fewer strategic property matters to be considered. Whilst there was an increase in CEO Employment Matters Committee reports being tabled due to the reappointment process of the CEO's contract, there is still a positive reduction in reports presented to closed Council meetings. When those closed Council meetings were held, and where appropriate, resolutions were released to the public and included in the ordinary Council meeting minutes to demonstrate Council's commitment to transparency principles in the Act.</p> <p>It should be noted that there is variance threshold of three percentage points to account for variability.</p>

Council strategic indicator	Desired trend or target	2021-22 result	2022-23 result	2023-24 result	Comments
Community satisfaction with overall performance of Council	68 or above	69	67	64 ✗	<p>Banyule received an index score of 64 from the 2024 Victorian Community Satisfaction Survey, which is one index point above the average for metropolitan councils (63) and 10 index points above the state-wide average (54).</p> <p>Banyule's result is higher than the metropolitan and state averages and is consistent with previous years.</p> <p>Overall, 90% of respondents provided a rating of very good, good and average for this service area (category) in 2024.</p>
Community satisfaction with community consultation and engagement	58 or above	59	59	57 ✗	<p>Banyule received an index score of 57 from the 2024 Victorian Community Satisfaction Survey, which is one index point above the average for metropolitan councils (56) and six index points above the state-wide average (51).</p> <p>Community satisfaction with Council's community engagement remains consistent. Banyule has a Community Engagement Policy and toolkit which sets out Council's process for planning and delivering community engagement.</p> <p>Overall, 41% of respondents provided Banyule a rating of very good and good, which is above the metropolitan average of 39% and state-wide average of 33% for the same ratings. 27% of Banyule respondents rated average and 20% rated poor or very poor for this service area (category) in 2024.</p>
Community satisfaction with Council's advocacy	57 or above	58	58	55 ✗	<p>Banyule received an index score of 55 from the 2024 Victorian Community Satisfaction Survey for 'Lobbying on behalf of the community', which is one index point above the average for metropolitan councils (54) and five index points above the state-wide average (50).</p> <p>Banyule's score is higher than the metropolitan and Victorian averages. Council endorsed its first ever Advocacy Framework and priorities in May 2022 and continued to progress and report on advocacy on each of its advocacy priorities.</p> <p>Overall, 53% of respondents provided a rating of very good, good and average for this service area (category) in 2024.</p>

Council strategic indicator	Desired trend or target	2021-22 result	2022-23 result	2023-24 result	Comments
Community satisfaction with Council informing the community	64 or above	66	64	63 ✗	<p>Banyule received an index score of 63 from the 2024 Victorian Community Satisfaction Survey, which is one index point above the average for metropolitan councils (62) and seven index points above the state-wide average (56).</p> <p>Council continued to provide the Banyule Banner eight times a year as well as four editions of the <i>News From Our Neighbourhood</i> newsletter along with increased use of digital communications including social media, digital newsletters and Council's website.</p> <p>Overall, 84% of respondents provided a rating of very good, good and average for this service area (category) in 2024.</p>
Community satisfaction with customer service	72 or above	73	75	74 ✓	<p>Banyule received an index score of 74 from the 2024 Victorian Community Satisfaction Survey, which is three index points above the average for metropolitan councils (71) and seven index points above the state-wide average (67).</p> <p>Banyule's result is consistent with last year's score of 75 and is significantly higher than the Victorian average.</p> <p>Overall, 88% of respondents provided a rating of very good, good and average for this service area (category) in 2024.</p>
Number of people participating in Council-led community engagement activities	Increase ↗	4,929	6,417	8,598 ✓	<p>This is the number of community members who made contributions to online Council engagement activities through the <a href="#">Shaping Banyule</a> website. The Public Order Review - dogs and cats in public places, Active Banyule and Banyule Futures were the projects that received the greatest number of contributions.</p> <p>In addition, teams during this period ran 20 workshops, 46 pop-ups, two walking tours and 13 information sessions to hear from and talk with more than 1,500 community members.</p>
Participation in Banyule advisory committees	Increase ↗	62.7%	66.1%	68.51% ✓	<p>Across the eight advisory and population committees, 42 meetings occurred with a total of 96 members over the year. As a result of discussions, Council received 10 recommendations.</p>
VAGO sustainability ratios	All ratios rated as 'low risk'	71.43%	71.43%	85.71% ✗	<p>Six out of seven ratios meet the required target to indicate long-term financial sustainability.</p>

# Community strategic indicators

The following table reviews the community results against the desired trends or targets of Council Plan community strategic indicators.

Table 33 | Banyule community indicators – Our Trusted and Responsive Leadership

✓ = Achieved target ⇔ = Result is stable or a baseline figure ✗ = Did not reach target


Community strategic indicator	Desired trend or target	2021-22 result	2022-23 result	2023-24 result	Comments
Victorian and Australian government projects and grants allocated are in line with Banyule community aspirations	Increase ↗	Not measured	124	115 ✗	Banyule Council was successful in gaining 65 recurrent and 50 non-recurrent grants in 2023-24.




## Local Government Performance Reporting Framework (LGPRF) service performance indicators

The following statement provides the results of the prescribed service performance indicators and measures as per the requirements of the LGPRF, including explanation of results in the comments.

Table 34 | Service performance indicators – Our Trusted and Responsive Leadership

 = Achieved target  
  = Target not met but result was within variance levels  
  = Did not reach target and result was outside of variance levels

Service / <i>classification</i> / indicator / measure	2021 result	2022 result	2023 result	2024 result	Target/ achieved	Comments
<b>Governance</b> <b>Transparency</b> <i>Council decisions made at meetings closed to the public</i> [Number of Council resolutions made at meetings of Council, or at meetings of a delegated committee consisting only of councillors, closed to the public/ Number of Council resolutions made at meetings of Council or at meetings of a delegated committee consisting only of councillors] x100	2.87%	4.42%	6.72%	5.62%	5.50%  *	Whilst more reports were presented to Banyule Council in 2023–24 compared to 2022–23, there was a decrease in confidential items presented in a closed Council meeting under 66(2)(a) of the <i>Local Government Act 2020</i> (the Act) because of fewer strategic property matters to be considered. Whilst there was an increase in CEO Employment Matters Committee reports being tabled due to the reappointment process of the CEO's contract, there is still a positive reduction in reports presented to closed Council meetings. When those closed Council meetings were held, and where appropriate, resolutions were released to the public and included in the ordinary Council meeting minutes to demonstrate Councils commitment to transparency principles in the Act.  It should be noted that there is variance threshold of three percentage points to account for variability. * Local Government Victoria (LGV) classify results that are within 2.5% of target as target achieved.

Service / <i>classification / indicator / measure</i>	2021 result	2022 result	2023 result	2024 result	Target/ achieved	Comments
<b>Governance</b> <b>Consultation and engagement</b> <i>Satisfaction with community consultation and engagement</i> [Community satisfaction rating out of 100 with how Council has performed on community consultation and engagement]	58	59	59	57	59 ↑↓	Banyule received an index score of 57 from the 2024 Victorian Community Satisfaction Survey, which is one index point above the average for metropolitan councils (56) and six index points above the state-wide average (51).  Community satisfaction with Council's community engagement remains consistent. Banyule has a Community Engagement Policy and toolkit which sets out Council's process for planning and delivering community engagement.  Overall, 41% of respondents provided Banyule a rating of very good and good, which is above the metropolitan average of 39% and state-wide average of 33% for the same ratings. 27% of Banyule respondents rated average and 20% rated poor or very poor for this service area (category) in 2024.
<b>Governance</b> <b>Attendance</b> <i>Councillor attendance at Council meetings</i> [The sum of the number of councillors who attended each Council meeting/ (Number of Council meetings) × (Number of councillors elected at the last Council general election)] x100	88.24%	94.44%	92.59%	90.85%	85.00% ✓	The lower attendance rate from Banyule councillors in comparison to 2022–23 could be due to unexpected and unplanned leave requirements, illness or personal competing priorities. Councillors who sought an approved and granted leave of absence from Council are not listed as apologies in line with the LGPRF criteria requirements.
<b>Governance</b> <b>Service cost</b> <i>Cost of elected representation</i> [Direct cost of the governance service/ Number of councillors elected at the last Council general election]	\$51,447.78	\$58,477.44	\$67,291.56	\$76,696.33	\$70,000.00 ↑↓	Overall costs for communications were higher due to increased costs with distribution of Banyule councillor newsletters. Distribution arrangements were changed to increase reliability and coverage of the municipality.  A 2% rise in councillor allowances was introduced in July 2023 and again in December 2023.


Service / <i>classification</i> / <i>indicator</i> / measure	2021 result	2022 result	2023 result	2024 result	Target/ achieved	Comments
<b>Governance</b> <b>Satisfaction</b> <i>Satisfaction with Council decisions</i> [Community satisfaction rating out of 100 with how Council has performed in making decisions in the interest of the community]	61	61	57	57	Equal to or greater than the Metro Council Group average 	<p>Banyule received an index score of 57 from the 2024 Victorian Community Satisfaction Survey, which is equal to the average for metropolitan councils (57) and seven index points above the state-wide average (50).</p> <p>Councillors make decisions in the best interest of the municipal district that they represent, as per their role defined in the <i>Local Government Act 2020</i>. Council is required to adhere to their Community Engagement Policy and consult with their community on the development and review of key projects, strategies, plans, frameworks and policies. The feedback that is received from community engagement activities informs the development of officer recommendations that Council considers and makes decisions on.</p> <p>Overall, 36% of respondents provided Banyule a rating of very good and good, which is above the state-wide average of 32% for the same ratings. 32% of Banyule respondents rated average and 16% rated poor or very poor for this service area (category) in 2024.</p>



Figure 86 | Smoking ceremony to launch the Banyule Award for Works on Paper, 2023, at Ivanhoe Library and Cultural Hub



## Council services

The following net cost statements per Council departments, provides information in relation to the services funded in the 2023–24 budget. The variance shows the over or under spend of funds allocated for service delivery by each department. Service descriptions of business unit teams within the departments are listed, including the persons or sections of the community who are provided the service.

### Advocacy, Communications, Engagement and Performance

Table 35 | Net costs for Council services

Net costs for 2023–24	\$'000
Budget	2,549
Actual	2,645
Variance	-96

Provision of the following to support Council's direct service delivery areas:

#### Communications

- Producing material that informs the community of the services and activities provided by the Council and other issues affecting people that live, work or play in Banyule
- Leading a customer responsiveness culture
- Enhancing and protecting the Council's reputation
- Developing integrated communication plans for key initiatives linked to the Council Plan
- Undertaking a corporate research program to inform improved service outcomes
- Managing all aspects of Council's communications with the community
- Creating and maintaining a broad range of information sources to assist customer responsiveness
- Managing Council's website and social media accounts
- Producing material that informs the community of the services and activities provided by Council.

#### Advocacy

- Delivering advocacy campaigns in collaboration with the responsible director, CEO and councillors.

#### Community Engagement

- Planning and delivery of community engagement activities that give the community a voice in Council projects and services
- Delivery of training to build staff community engagement knowledge, capability and confidence
- Support to analyse data generated during engagement activities to aid decision making.

#### Integrated Planning and Performance

- Collaborating with the community on key community development activities
- Providing organisational integration of corporate planning and transparent reporting
- Developing Council Plans and annual action plans in collaboration with the community
- Supporting the organisation with business planning and integrated reporting
- Developing service plans and future service planning
- Supporting the development of strategies, policies and plans that address community priorities
- Supporting the development of the Community Vision.



Figure 87 | 'Wominjeka' (meaning 'Welcome' in the Woi-wurrung language of the Wurundjeri people) wall mural at Barrbunin Beek Aboriginal Gathering Place

Customer Experience (CX) and Business Improvement

Table 36 | Net costs for Council services

Net costs for 2023-24	\$'000
Budget	3,037
Actual	3,000
Variance	37

Provision of the following to the municipal population as a whole:

CX Operations (Customer Service)

- Being the key interface between Council and the community we serve
- Assisting customers via phone, online and face to face at our customer service centres
- Aiming to resolve the majority of queries at first point of contact and redirect other queries, as needed, to relevant departments.

Provision of the following to support Council’s direct service delivery areas:

Continuous Improvement (CI)

- Managing a framework to support a culture of learning and problem solving which adds value for our staff, customers and community
- Leading, supporting and facilitating improvement projects and initiatives, and building CI capability across Council
- Championing the identification of ideas through harvesting workshops and the implementation of organisational wide idea challenges.

CX Strategy

- Supporting the wider organisation to better understand and improve customer experience
- Leading key initiatives from Banyule’s updated Customer Experience strategy – including training, the implementation of a Voice of Customer program and the continued embedding of the Banyule Service Promise.



Figure 88 | Carols by Candlelight 2023

Digital Transformation and Information Technology

Table 37 | Net costs for Council services

Net costs for 2023–24	\$'000
Budget	7,105
Actual	6,570
Variance	535

Provision of the following to support Council's direct service delivery areas:

Digital Transformation

- Delivering the digital transformation program guided by the Digital Transformation Strategy, which is a significant program of change and assists Council to continue to be a customer-centric organisation.

Information Management

- Implementing and reviewing Council's information management program to ensure policies and procedures meet Public Record Office Victoria record keeping requirements
- Managing incoming and outgoing correspondence
- Capturing and actioning incoming customer enquiries and records into Council's electronic document and records management system (EDRMS)
- Delivering the records archiving and disposal program

- Organising mail and courier deliveries across sites
- Providing records and information advice
- Delivering the EDRMS training program

Information Technology Infrastructure, Operations and Applications

- Providing an important role for the organisation in the management of corporate applications that ensure reliable and effective business services
- Managing applications throughout their lifecycle to ensure they remain fit for purpose
- Delivering project services that design, build and deploy new applications
- Delivering improvements to existing applications
- Providing improvements through innovative technologies
- Providing reliable and secure infrastructure services and IT service desk support for our organisation and Councillors
- Managing infrastructure throughout its life cycle
- Supporting and offering leading data, hardware, network, audio and visual, telephony and mobile solutions
- Delivering project services that design, configure and deploy infrastructure solutions providing modern and flexible platforms to support business and digital innovation.

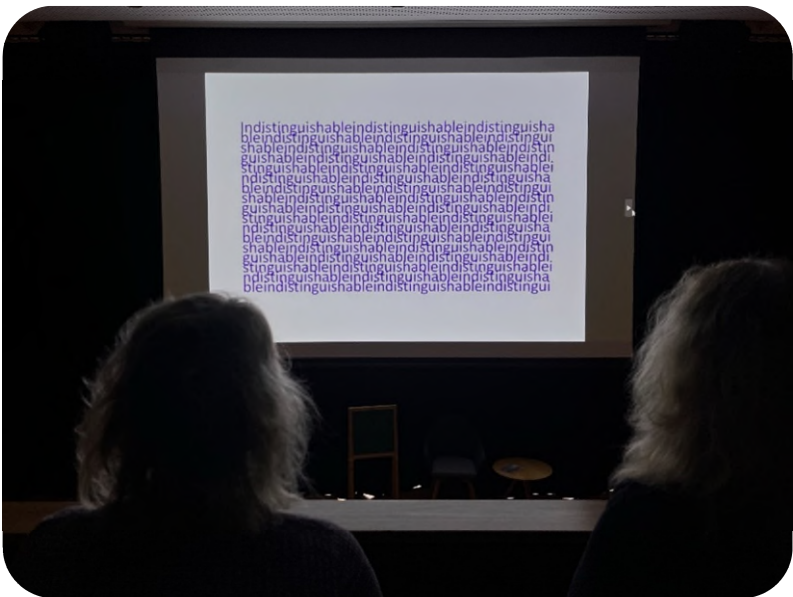


Figure 89 | Peter Murphy poetry workshop

Finance and Procurement

Table 38 | Net costs for Council services

Net costs for 2023–24	\$'000
Budget	4,340
Actual	4,372
Variance	-32

Provision of the following to support Council's direct service delivery areas:

Financial Accounting:

- Providing specialist financial advice
- Managing Council's key financial systems and controls to ensure accurate and timely payment to suppliers
- Providing financial data for legislative reporting and informed decision-making.

Financial Performance and Planning:

- Providing budgeting and financial performance analysis and reporting
- Administering Council's payroll in accordance with regulatory compliance
- Maximising financial transparency and the prudent use of ratepayers' funds across Council.

Revenue Services:

- Providing quality services to our customers by accurately managing levying and collecting rates, property services and other Council fees and charges, including Council databases and communication of the rate payment options available, to residents in a timely manner compliant with all required legislation and policies
- Managing accounts receivables
- Administering Rates Hardship applications.

Strategic Procurement:

- Managing procurement and conduct of all public tenders
- Administering the purchasing system and purchasing card systems
- Providing reliable and consistent procurement expertise, guidance and efficient processes to ensure Council acquires goods and services through fair and open tender processes
- Applying the principles of sustainability in all procurement decisions and activities.



Figure 90 | *Alight* dance performance (2023), by Patrick O'Luanaigh and Tai Platania



Governance and Integrity

Table 39 | Net costs for Council services

Net costs for 2023–24	\$'000
Budget	895
Actual	727
Variance	168

Provision of the following to the municipal community as a whole:

Cemetery Administration and Support

- Managing the three Council-run cemeteries which include including Warringal, Hawdon and Greensborough cemeteries.

Provision of the following to support Council’s direct service delivery areas:

Governance and Integrity

- Providing advice and support to Council staff, councillors, the CEO and the Executive Management Group on matters relating to Council meetings and councillor briefings, and governance advice under the Act (such as gifts, benefits and hospitality, corruption, conflicts of interest, transparency and access to information)
- Administering the conduct of Council meetings and general or by elections and electoral representation reviews
- Supporting councillors in their legal obligations, compliance requirements and ongoing training and development
- Managing freedom of information requests, information privacy, protected disclosures and providing support as the ombudsman liaison officer
- Maintaining statutory registers, authorisations and delegations.



Figure 91 | Friday Night Live performance at Ivanhoe Library and Cultural Hub

Office of the CEO and Councillors

Table 40 | Net costs for Council services

Net costs for 2023-24	\$'000
Budget	1,595
Actual	1,694
Variance	-99

Provision of the following to support the executive office, comprising of the CEO and four directors and their support staff, and to the municipal community as a whole:

Office of the CEO and Councillors

- Providing strategic advice to Council
- Implementing policies
- Managing day-to-day operations
- Managing the organisational structure
- Developing and implementing a Code of Conduct for Council employees
- Providing executive support to the CEO and councillors, including coordinating several corporate and civic events and citizenship ceremonies.



Figure 92 | Australian citizenship ceremony at The Centre, Ivanhoe

## People and Culture

Table 41 | Net costs for Council services

Net costs for 2023–24	\$'000
Budget	6,012
Actual	6,573
Variance	-561

Provision of the following to support Council's direct service delivery areas:

### Safety and Wellbeing

- Delivering occupational health and safety
- Prioritising the health, safety and wellbeing of our people
- Aligning our safety management and rehabilitation management systems with best practice. Council extends this commitment to our visitors and others who work for us and with us, placing our people's physical and psychological safety at the forefront of our work
- Auditing, monitoring and reviewing measurable targets to achieve continuous improvement in safety capabilities
- Consulting broadly and encouraging participation with our internal community, including and health and safety representatives
- Encouraging reporting and subsequent risk assessments in consultation with key parties
- Cooperating and coordinating health and safety activities to achieve positive safety outcomes
- Managing injured workers through early intervention and rehabilitation for a safe return to work
- Offering an employee assistance program, including 24/7 counselling, coaching, financial, legal and nutrition support, critical incident support, and specialised support for Indigenous Australians and LGBTIQ+ colleagues
- Providing comprehensive and relevant health, safety and wellbeing training for our people that caters to our operations.

### Organisational Development

- Delivering organisational development and learning programs
- Coordinating staff professional, leadership, cultural development and wellbeing programs
- Overseeing Council's employee performance and development management system
- Providing advice and support on workforce planning, resource management and recruitment
- Integrating methodologies and tailoring solutions to workforce demands
- Collaborating with leadership to enhance efficiency, innovation and cultural enrichment
- Leading initiatives in diversity and inclusion, gender equality, family violence, sexual harassment, and People and Culture strategic policy development
- Guiding Council through change with strategic execution and workforce strategies to refine processes and nurture team synergy towards our Community Vision
- Covering the full employee lifecycle and promoting diversity to ensure the workforce reflects our community
- Enhancing cross-departmental collaboration and leveraging technology for advanced employee experience, learning and development
- Implementing change management initiatives, establishing robust feedback mechanisms and conducting ongoing alignment and engagement evaluations
- Addressing all needs holistically, fostering potential, celebrating achievements and nurturing growth.



## Business Partners

- Leading industrial relations, employee relations, remuneration, award/agreement interpretation and workplace culture
- Providing sound employee relations management advice and support to management, people leaders and employees across Council
- Collaborating with leaders to successfully implement change management initiatives
- Providing advice and tools to foster positive employee relations and high levels of engagement
- Ensuring compliance with employment legislation
- Providing guidance on legal matters related to employment
- Supporting our people and the ongoing needs of Council utilising significant knowledge and experience with strategic people management processes and legislative requirements.

## Risk and Assurance

- Delivering risk management
- Managing enterprise business risk including occupational health and safety, WorkCover, risk management and insurance, including Council's Disaster Recovery and Business Continuity Plans
- Coordinating the Audit and Risk Committee
- Ensuring the effective and efficient coordination of Council's organisation-wide enterprise Risk Management Framework and business continuity plans
- Manage Council's insurance portfolio including the procurement of insurance broking services and policy renewals ensuring that cover is always maintained, maximising insurable risk transfer and cost efficiency
- Providing internal and external support on risk-related activities
- Leading Council's internal audit function
- Providing assurance that Council's risk management, governance and internal control process are operating effectively.



Figure 93 | Seniors Festival 2023



# Governance, management, and other information

## Governance

Council is committed to fair dealing and high standards of ethical behaviour in caring for and managing our city. The community places its trust in our councillors, staff and contractors to ensure that Council serve them faithfully, honestly and manage resources responsibly on their behalf.

Council must therefore ensure the business of Council is conducted efficiently, impartially and with integrity, and that the interests of the Banyule community are always our priority.

Underpinning everything Council does is strong governance, astute financial management and efficient service delivery. Council remains transparent and accountable as an organisation.

## Decision-making

Council's formal decision-making process is conducted through Council meetings of Council. Council delegates the majority of its decision-making to Council staff. These delegations are

exercised in accordance with adopted Council policies. The decisions of Council and Council staff are to be made to ensure that they:

- Consider the diverse needs of the local community in decision-making
- Provide leadership by establishing strategic objectives and monitoring achievements
- Ensure that resources are managed in a responsible and accountable manner
- Advocate for the interests of the local community to other communities and governments
- Foster community cohesion and encourage active participation in civic life.

Council is committed to effective and sustainable forms of democratic and corporate governance as the key to ensuring that Council and its administration meet the community's priorities. The community has many opportunities to provide input into Council's decision-making processes including community consultation activities, public forums, formal submission process, attending ward meetings or other meetings organised by Council.



Figure 94 | Seniors Festival 2023

## Meetings of Council

Ordinary meetings of Council are generally held on a three-weekly cycle on a Monday evening in the Council Chambers at the Ivanhoe Library and Cultural Hub. The meeting schedule is adopted by Council each year for the forthcoming year and is advertised on Council's website. Council meetings commence at 7 pm and are open to the public.

Community members can attend Council meetings except when Council resolves to close the meeting to consider confidential matters or when absolutely required due to safety concerns. Where matters are designated confidential, Council is transparent to the community about why, and detail the potential impact it would have on Council if the matters considered in the meeting were dealt with in an open Council meeting. Council meetings provide residents with an opportunity to witness the deliberations and decisions of Council, to ask questions of Council and to raise issues for Council to consider in its decision-making process.

The meeting procedure is outlined in Council's Governance Rules (the Rules). The Rules regulate the conduct of Council meetings, processes regarding the election of the mayor and deputy mayor, guidance on how the community can participate in Council meetings and include Council's Election Period Policy.

According to the Rules, voting is by a show of hands. The mayor takes precedence at all municipal proceedings within the municipality and takes the chair at all meetings of Council when present. If the mayor is unable to chair the Council meeting, the deputy mayor will undertake that role.

Council meetings are livestreamed on Council's Facebook page and recorded and available on Council's website for two years thereafter. The community can listen in from afar or come to the Council Chambers and sit in the gallery.

Council usually meets in person, however in line with Chapter 2, Division 13 s61 of the Rules, Council can meet and make decisions virtually or via a hybrid Council meeting if required.



Figure 95 | Local artist, Julia Greenham, facilitating a painting workshop in Mungga Artist Studios, Ivanhoe Library and Cultural Hub

## Public participation in Council meetings

Anyone can address Council on a matter that is on Council's agenda by submitting a request to speak by midday on the day of the meeting. Speakers are allowed two minutes to present to Council.

Members of the public can submit a question to be asked during public question time towards the conclusion of the formal meeting. Questions must be submitted by midday the Friday prior to the Council meeting scheduled for a Monday. Questions and responses are read out at the Council meeting if the submitter is present, and all questions and answers are included in Council minutes for that meeting and provided directly to the question submitter.

Council completed a review of its Governance Rules in 2023 focusing on the way the community can engage in Council meetings, which was undertaken through a robust consultation process. The updated Governance Rules were adopted at the 30 October 2023 Council meeting.

For the 2023–24 financial year, Council held 17 meetings in total being:

- 16 ordinary Council meetings
- one special Council meeting.



Figure 96 | Banyule Volunteer Celebration dinner, 2024

The following table provides a summary of councillor attendance at Council meetings and special Council meetings for the 2023–24 financial year.

Table 42 | Councillor attendance at Council meetings

Councillors	Council meeting	Special Council meeting	Total
Cr Peter Castaldo	15	1	16
Cr Alison Champion	15	1	16
Cr Mark Di Pasquale	14	1	15
Cr Peter Dimarelos	13	1	14
Cr Rick Garotti	15	1	16
Cr Alida McKern	13	0	13
Cr Tom Melican	16	1	17
Cr Fiona Mitsinikos	15	0	15
Cr Elizabeth Nealy	16	1	17

## Councillor briefing sessions

In addition to regular Council meetings, briefing sessions are held to inform Councillors about important issues. These sessions provide Councillors and Council officers with an opportunity to discuss issues in detail, seek further information and allow questions and concerns to be addressed in an open and frank environment. Briefing meetings are not a decision-making forum; they allow councillors to explore options and gain a more detailed understanding of the matters in question. Decisions of Council can only be made during a formally constituted Council meeting. Briefing meetings are supported by formal Council briefing reports or briefing presentations on key issues that require councillors' oversight, feedback and understanding.



Record of councillors

In accordance with the Act, at the Council meeting on 30 October 2023, Council adopted the Banyule Governance Rules which includes the requirement to report to Council on councillor attendance at informal meetings that are scheduled or planned for the purpose of discussing the business of Council or briefing councillors and are attended by at least one member of Council staff. A record of councillor attendance is not required for a Council meeting, delegated committee meeting or community asset committee meeting.

At an informal meeting of councillors, if a councillor has a conflict of interest, they must disclose it, complete a prescribed form and leave the meeting before the matter is considered.

Council keeps a written record of the names of councillors and members of Council staff attending the meeting, the matters considered at the meeting, and any conflict of interest disclosed by a councillor attending. For the 2023–24 period, 96 informal meetings of councillors were recorded.

The intent and purpose of a record of councillor meeting report is to provide transparency to the community on how and why councillors are meeting, and the matters discussed.

Table 43 | Councillor attendance at informal meetings

Period	Council meetings	Record of informal meetings of Councillors
2023–24	17	96

It should be noted that at the 20 May 2024 Council meeting there were 36 retrospective records of informal meetings of Councillors submitted for the period February 2023 to March 2024. These had been identified via a Governance initiated audit and had not been previously submitted and recorded.

Delegated committees

The Act allows Councils to establish one or more delegated committees consisting of two councillors. Council may include any other persons to be appointed to the delegated committee.

Council has no delegated committees as permitted under section 63 of the Act.

Advisory committees

Council has established several advisory committees and councillors are appointed as representatives on those committees. In addition to Council-established advisory committees, there are several other committees that include nominated Councillor representatives.

Committees with Council appointed councillors

Council appoints councillors to committees at the Statutory Meeting of Council where the election of the mayor and deputy mayor takes place in November each year.

At that meeting on 13 November 2023, Council appointed councillors to the Audit and Risk Committee, the CEO Employment Matters Committee and a range of external committees, as well as resolved to review the remaining Council-established advisory committees.

Code of conduct

Banyule’s [Councillor Code of Conduct](#) (the Code) is designed to assist councillors in maintaining the highest standards of conduct and behaviour, as well as how to deal with conflicts which may occur. The Code is also intended to assist the mayor, deputy mayor and councillors to undertake and fulfill their office duties appropriately. Further information regarding the Code is available on Banyule’s website.

Section 139 of the Act requires each Council to adopt a Councillor Code of Conduct. All councillors made a declaration which was noted in the minutes of the 11 November 2020 meeting that they will abide by the Code. In accordance with the Act, Council adopted their Councillor Code of Conduct at the meeting on 8 February 2021. The Code must be reviewed within four months after a Victorian general election.

As community and civic leaders, councillors commit to lead by example and promote the highest standard in the way Council business is conducted. The values and behaviours include:

- Leadership – Councillors will strongly represent and advocate on behalf of the community and exercise courage in leadership and decision-making.
- Responsibility – Councillors will actively and openly participate in Council decision-



making processes and strive to achieve effective governance and the best outcome for the community.

- Integrity – Councillors will always act with honesty and integrity and demonstrate high standards of professionalism.
- Respect – Councillors will act in ways which support individual contribution and worth and strive to achieve healthy working relationships.
- Inclusion – Councillors will value the contribution and individuality of others and commit to develop open and positive working relationships.
- Initiative – Councillors will aim to achieve continuous improvement in performance and the highest standards and outcomes for Banyule.

The Code also includes:

- Prescribed standards of conduct
- General conduct obligations
- Procedures for resolving disputes between councillors
- Procedures for the disclosure of conflict of interests
- Statement of caretaker procedures for the election period
- Procedures to ensure Council resources are not inappropriately used during an election period.

## Conflict of interest

The Act sets out, in general terms, the conduct expected of councillors and members of delegated committees. In performing the role of a councillor, councillors must act honestly and must exercise reasonable care and diligence in carrying out their duties.

Councillors must not make improper use of their position or information gained in their role as a councillor to:

- Gain, or attempt to gain, directly or indirectly, an advantage for themselves or for any other person
- Cause or attempt to cause detriment to Council.

Conflicts of interest are covered in section 126 of the Act and places stringent obligations on councillors to disclose any conflict of interest they may have in a matter which is to be, or is likely to

be, considered or discussed at a meeting of Council or a delegated committee.

Conflict of interest provisions apply only if the nature of the interest of the councillor may conflict with the performance of their public duties. Where a conflict of interest exists, the councillor is not allowed to vote on the matter before Council and must leave the Council chamber before the vote is taken.

Disclosure of conflict of interest provisions requires a councillor to disclose the type of interest, whether it is general or material, and the nature the conflict of interest.

A councillor is considered to have a general conflict of interest in a matter if an impartial, fair-minded person would consider that the person's private interests could result in that person acting in a manner that is contrary to their public duty.

A material conflict of interest generally arises if an affected person would gain benefit or suffer a loss depending on the outcome of a matter. The benefit may arise, or the loss incurred directly or indirectly or in a pecuniary or non-pecuniary form. An 'affected person' for the purpose of section 128 of the Act is:

- The relevant person
- A family member of the relevant person
- A body corporate of which the relevant person or their spouse or domestic partner is a director or a member of the governing body
- An employer of the relevant person, unless the employer is a public body
- A business partner of the relevant person
- A person for whom the relevant person is a consultant, contractor or agent
- A beneficiary under a trust or an object of a discretionary trust of which the relevant person is a trustee
- A person from whom the relevant person has received a disclosable gift.

To ensure impartiality in decision-making, the CEO, councillors and staff nominated by the CEO are required to make a six-monthly return of any prescribed interest they hold. Council staff with delegated powers must also disclose any conflict of interest they may have in a matter where they are executing their delegated authority.

During 2023–24, 14 conflicts of interest were declared at a Council meeting.

Table 44 | Register of conflict of interest

<b>Conflict of interest – <i>Local Government Act 2020</i></b>	<b>Number</b>
General interest (s 127)	0
Material conflict of interest (s 128)	
Direct benefit or loss	5
Indirect benefit or loss	9
Relating to a family member	0
Spouse/domestic partner is a director or member of a governing body	0
An employer of the relevant person	0
A business partner of the relevant person	0
A person for whom the relevant person is a consultant, contractor or agent	0
A beneficiary under a trust or an object of a discretionary trust of which the relevant person is a trustee	0
A person from whom the relevant person has received a disclosable gift	0
<b>Total</b>	<b>14</b>

## Councillor allowances

In accordance with Section 39 of the Act, councillors are entitled to receive an allowance while performing their duty as a councillor. The mayor is also entitled to receive a higher allowance.

The Victorian Government sets the upper and lower limits for all allowances paid to councillors and mayors. Councils are divided into three categories based on the income and population of each council.

As per the Act, allowances for the mayor, deputy mayor and councillors are defined by a 'determination' of the Victorian Independent Remuneration Tribunal (the Tribunal) under the *Victorian Independent Remuneration Tribunal and Improving Parliamentary Standards Act 2019*.

The determination sets a base allowance every year for each councillor and that value varies depending on the role. The amount also depends on which allowance category that the Tribunal has assigned to Council. There are four council allowance categories in Victoria and Banyule City Council is in category three.

The following table contains details of current allowances fixed for the mayor and councillors during the year.

Table 45 | Councillor allowances for 2023–24

	<b>Allowance</b>	<b>Allowance after 18 December 2023 determination</b>
<b>Mayor</b>	\$126,958	\$130,390
<b>Deputy mayor</b>	\$63,480	\$65,195
<b>Councillors</b>	\$38,316	\$39,390

## Councillor expenses

In accordance with Section 40 of the Act, Council is required to reimburse a councillor for expenses incurred whilst performing their duties as a councillor. Council is also required to adopt and maintain a Council Expenses Policy in relation to the reimbursement of expenses for councillors. The policy provides guidance for the payment of reimbursements of expenses and the provision of resources, facilities and other support to the mayor and councillors to enable them to discharge their duties. Council also publishes in its Annual Report the details of the expenses, including reimbursement of expenses for each councillor and member of a Council committee paid by Council.

The details of the expenses including reimbursement of expenses for each councillor and member of a Council committee paid by Council for the 2023–24 year are set out in the following table below.

The information and communications column includes phone and internet charges and issuing of information technology equipment. This column also includes publication and distribution costs associated with *News From Our Neighbourhood* (individual Ward newsletters).

Councillors are given the opportunity to attend conferences and training sessions as an important part of their ongoing learning, enabling them to enhance their knowledge and to make informed decisions. Conferences and training sessions must be relevant to the role and responsibilities of a councillor and local government. Councillors have undertaken several training sessions since being sworn in. Some sessions or workshops were mandatory in accordance with the Act. Specialised training may also be required for the mayor and deputy mayor to support and assist councillors when undertaking these roles during their term.

Table 46 | Councillor expenses for 2023–24

Councillors	Travel \$	Travel interstate & international \$	Car mileage \$	Childcare \$	IT & communications \$	Conferences & training \$	Total \$
<b>Cr Peter Castaldo</b>	0.00	0.00	0.00	0.00	0.00	2,043.40	<b>2,043.40</b>
<b>Cr Alison Champion</b>	0.00	0.00	0.00	0.00	0.00	20.00	<b>20.00</b>
<b>Cr Mark Di Pasquale</b>	101.49	0.00	465.94	0.00	272.36	0.00	<b>839.79</b>
<b>Cr Peter Dimarelos</b>	0.00	0.00	0.00	0.00	0.00	80.00	<b>80.00</b>
<b>Cr Rick Garotti</b>	0.00	0.00	903.94	0.00	0.00	2010.00	<b>2,913.94</b>
<b>Cr Alida McKern</b>	0.00	0.00	933.98	0.00	0.00	1,163.94	<b>2,097.92</b>
<b>Cr Tom Melican</b>	0.00	0.00	0.00	0.00	0.00	4757.97	<b>4,757.97</b>
<b>Cr Fiona Mitsinikos</b>	136.50	0.00	0.00	0.00	274.93	0.00	<b>411.43</b>
<b>Cr Elizabeth Nealy</b>	0.00	0.00	0.00	0.00	0.00	1,241.00	<b>1,241.00</b>



## Management

Council has implemented a number of statutory and better practice items to strengthen its management framework. Having strong governance and management frameworks leads to better decision making by Council. The Act requires Council to undertake an assessment against the prescribed governance and management checklist and include this in its report of operations. Council's Governance and Management Checklist results are set out in the section below. The following items have been highlighted as important components of the management framework.

## Risk management

In December 2021, Council adopted the Risk Management Framework and Policy in line with current best practice in the management of enterprise, strategic and project risks. The Risk Management Framework and Policy covers all parts of Council's activities to ensure:

- That our approach to risk management is outlined and to provide a consistent methodology to assess, prioritise and manage risk
- That risk management is an essential element of corporate governance and is integrated into Council planning, reporting and decision making
- That Council creates and maintains a risk management environment that enables Council to deliver high quality services and meet strategic and operational objectives

That Council demonstrates the application of the risk management process of identifying, analysing, evaluating and treating risk, as detailed in the Risk Management Standard ISO 31000.

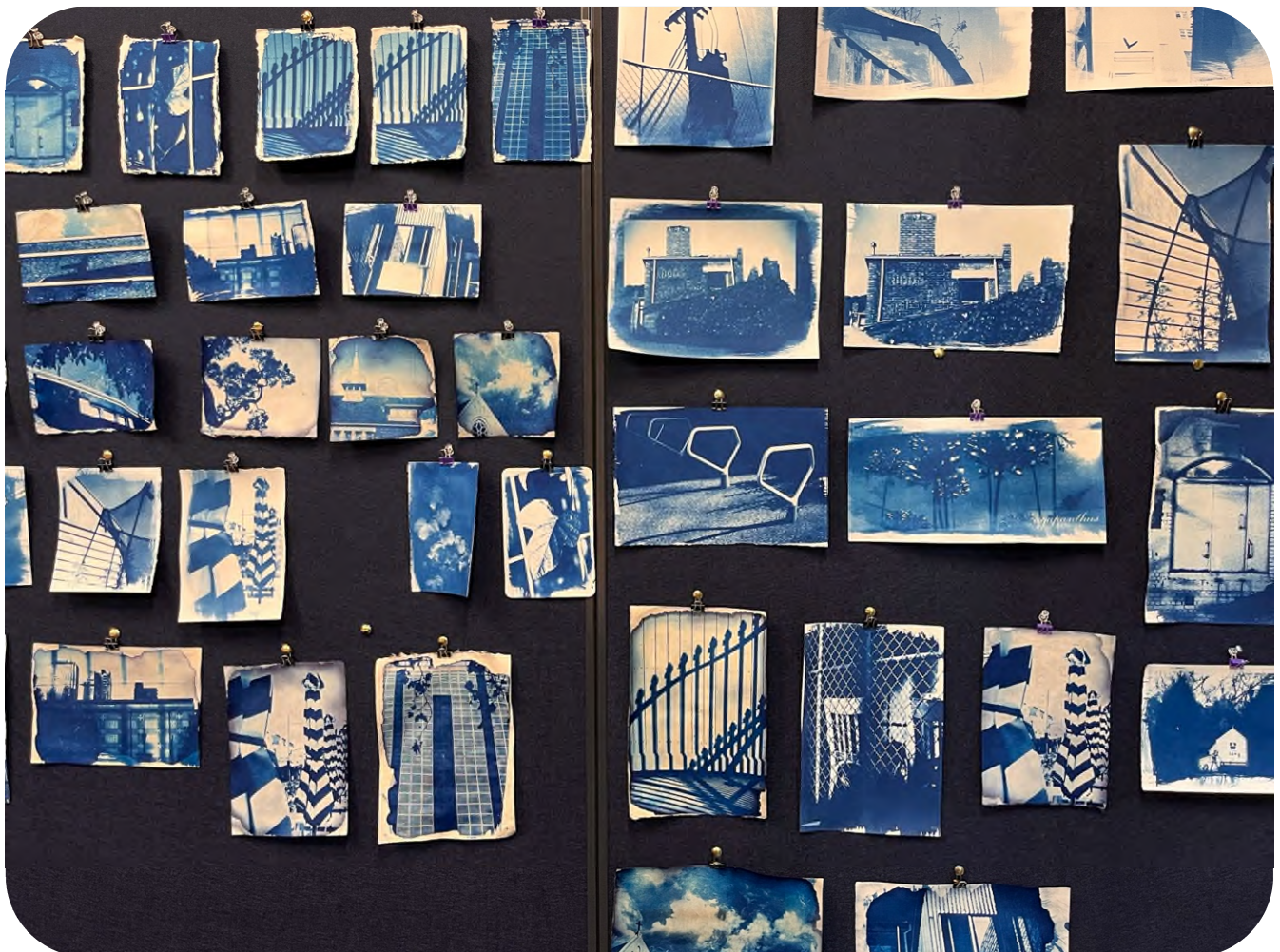


Figure 97 | Madeline Bowser - cyanotype photography display at Ivanhoe Library & Cultural Hub, October 2023



## Audit and Risk Committee

The role of the Audit and Risk Committee (the Committee) is to oversee and monitor the effectiveness of Council in carrying out its responsibilities for accountable financial management, good corporate governance, maintaining an effective system of internal control and risk management and fostering an ethical environment. The Committee consists of three independent members, Professor Stuart Kells (Chair), Mr Greg Rimmer-Hollyman and Lisa Young, and three councillors. Independent members are appointed for a three-year term, with a maximum of two terms. The chair is elected annually from amongst the independent members.

The Committee meets four times a year. The Internal Auditor, CEO, director Corporate Services, director City Development, director Community Wellbeing, director Assets and City Services, manager People and Culture and manager Finance and Procurement Services attend all Committee meetings. Other management representatives attend as required to present reports and various councillors and the mayor are regular attendees. The external auditors attend in March and September each year to present and talk to financial reporting.

Prior to each meeting the Internal Auditor meets with the Committee in the absence of management. Minutes from each Committee meeting are subsequently reported to the next ordinary Council meeting.

## External audit

Council is externally audited by the Victorian Auditor-General. For the 2023–24 year the annual external audit of Council's Financial Statements and Performance Statement was conducted by Mann Judd (the Victorian Auditor-General's representative). The external auditors attend the March and September Committee meetings to present the financial reporting. The external audit management letter and responses are also provided to the Committee.

## Internal audit

Council's internal audit function provides independent and objective assurance that the appropriate processes and controls are in place across Council. The department is jointly resourced by an in-house Internal Auditor who has extensive local government experience and an external provider. A risk based three-year Strategic Internal Audit Plan (SIAP) is revised annually to ensure the audit resources remain focused on the appropriate areas. The review process considers Council's risk framework, the Council Plan, the impact of any change on operations, systems or the business environment, prior audit coverage and outcomes and management input. The SIAP is reviewed and approved by the Committee annually.

The Internal Auditor attends each Committee meeting to report on the status of the SIAP to provide an update on the implementation of audit recommendations and to present findings of completed reviews. The responsible director and manager for each area reviewed are required to attend the Committee meeting to respond to questions in relation to the review. All audit issues identified are risk rated. Recommendations are assigned to the responsible manager and tracked for reporting back to the Committee. Managers provide quarterly status updates that are reviewed by the Internal Auditor and reported to the Executive Management Team and the Committee. Quality assurance is measured through client satisfaction surveys for each review, the annual Committee self-assessment, completion of the internal audit plan and benchmarking against other internal audit functions.

The SIAP for 2023–24 was completed with the following reviews conducted:









- Cyber security
- Leisure centre operations
- Tree management
- Customer experience transformation
- Previous internal audit follow up verification of completed actions.

## Governance and management checklist

The following are the results in the prescribed form of Council's assessment against the prescribed governance and management checklist.




Table 47 | Governance and management checklist

Governance and management item/ <i>Description of item</i>	Assessment	Completed
<b>1. Community engagement policy</b> <i>Policy under section 55 of the Local Government Act 2020 (the Act) outlining Council's commitment to engaging with the community on matters of public interest</i>	Adopted in accordance with section 55 of the Act Date of adoption: 1 July 2021	
<b>2. Community engagement guidelines</b> <i>Guidelines to assist staff to determine when and how to engage with the community</i>	Date of commencement of current guidelines: 1 July 2021 Regular review of online resources to support staff to design and deliver community engagement activities.	
<b>3. Financial Plan</b> <i>Plan under section 91 of the Act outlining the financial and non-financial resources required for at least the next 10 financial years</i>	Adopted in accordance with section 91 of the Act Date of adoption: 27 June 2022	
<b>4. Asset Plan</b> <i>Plan under section 92 of the Act setting out the asset maintenance and renewal needs for key infrastructure asset classes for at least the next 10 years</i>	Adopted in accordance with section 92 of the Act Date of adoption: 27 June 2022	
<b>5. Revenue and Rating Plan</b> <i>Plan under section 93 of the Act setting out the rating structure of Council to levy rates and charges</i>	Adopted in accordance with section 93 of the Act Date of adoption: 24 June 2024	
<b>6. Annual budget</b> <i>Plan under section 94 of the Act setting out the services to be provided and initiatives to be undertaken during the budget year and the funding and other resources required</i>	Adopted in accordance with section 94 of the Act Date of adoption: 24 June 2024	
<b>7. Risk policy</b> <i>Policy outlining Council's commitment and approach to minimising the risks to Council's operations</i>	Date of commencement of current policy: 11 December 2021 Date of review: September 2023	

<b>Governance and management item/ Description of item</b>	<b>Assessment</b>	<b>Completed</b>
<b>8. Fraud policy</b> <i>Policy outlining Council's commitment and approach to minimising the risk of fraud</i>	Date of commencement of current policy: 7 September 2020	
<b>9. Municipal emergency management planning</b> <i>Council's participation in meetings of the Municipal Emergency Management Planning Committee (MEMPC)</i>	MEMPC meetings attended by one or more representatives of Council (other than the chairperson) during the financial year Dates of MEMPC meetings attended: 10 August 2023, 9 November 2023, 8 February 2024 and 9 May 2024	
<b>10. Procurement policy</b> <i>Policy under section 108 of the Act outlining the principles, processes and procedures that will apply to the purchase of goods and services by the Council</i>	Adopted in accordance with section 108 of the Act Date of adoption: 24 May 2021 Date of review: August 2023	
<b>11. Business continuity plan</b> <i>Plan setting out the actions that will be undertaken to ensure that key services continue to operate in the event of a disaster</i>	Date of commencement of current plan: 1 December 2021 Date of review: Annually	
<b>12. Disaster recovery plan</b> <i>Plan setting out the actions that will be undertaken to recover and restore business capability in the event of a disaster</i>	Date of commencement of current plan: 1 June 2022 Date of review: 1 October 2023	
<b>13. Complaint policy</b> <i>Policy under section 107 of the Act outlining Council's commitment and approach to managing complaints</i>	Developed in accordance with section 107 of the Act Date of commencement of policy: 30 April 2021	
<b>14. Workforce plan</b> <i>Plan outlining Council's commitment and approach to planning the current and future workforce requirements of the organisation</i>	Established in accordance with section 46 of the Act Date of commencement of current plan: 1 December 2021	
<b>15. Payment of rates and hardship policy</b> <i>Policy outlining Council's commitment and approach to assisting ratepayers experiencing financial hardship or difficulty paying their rates</i>	Date of commencement of current policy: 24 June 2024	

<b>Governance and management item/ Description of item</b>	<b>Assessment</b>	<b>Completed</b>
<b>16. Risk management framework</b> <i>Framework outlining Council's approach to managing risks to the Council's operations</i>	Date of adoption of current framework: 11 December 2021 Date of review: September 2023	✓
<b>17. Audit and Risk Committee</b> <i>Advisory committee of Council under section 53 and section 54 of the Act whose role is to monitor the compliance of Council policies and procedures, monitor Council's financial reporting, monitor and provide oversight on internal and external audit functions</i>	Established in accordance with section 53 of the Act Date of establishment: 1997 Date of legislated establishment: 1 September 2020 The Audit and Risk Committee met on four occasions throughout the past 12 months: 22 September 2023, 8 December 2023, 22 March 2024 and 21 June 2024	✓
<b>18. Internal Audit</b> <i>Independent accounting professionals engaged by Council to provide analyses and recommendations aimed at improving Council's governance risk and management controls</i>	Engaged Date of engagement of current provider: 1 October 2022 to 30 September 2025	✓
<b>19. Performance Reporting framework</b> <i>A set of indicators measuring financial and non-financial performance, including the performance indicators referred to in section 98 of the Act</i>	Date of operation of current framework: 1 July 2022 The performance reporting framework includes indicators in the Council Plan 2021–2025 (adopted 25 October 2021) and Budget 2023–2027 (adopted on 26 June 2023) as required under the Act	✓
<b>20. Council Plan reporting</b> <i>Report reviewing the performance of Council against the Council Plan including the results in relation to the strategic indicators for the first six months of the financial year</i>	Date of reports: 28 August 2023 5 February 2024	✓
<b>21. Quarterly budget reports</b> <i>Quarterly reports presented to Council under section 97 of the Act comparing actual and budgeted results and an explanation of any material variations</i>	Reports presented to Council in accordance with section 97(1) of the Act Dates presented: 30 October 2023: 2022–23 Annual Financial Report 20 November 2023: 2023–24 quarter 1 26 February 2024: 2023–24 quarter 2 20 May 2024: 2023–24 quarter 3	✓
<b>22. Risk reports</b> <i>Six-monthly reports of strategic risks to Council's operations, their likelihood and consequences of occurring and risk minimisation strategies</i>	Date of reports: 21 June 2024 (Audit and Risk Committee) Next review of Council's strategic risks will be scheduled after the 2024 local government elections	✓



Governance and management item/ <i>Description of item</i>	Assessment	Completed
<b>23. Performance Reporting</b> <i>Six-monthly reports of indicators measuring financial and non-financial performance, including the performance indicators referred to in section 98 of the Act</i>	<p>Date of reports:</p> <p>9 August 2023: based on 2022–23 end of year reporting</p> <p>24 April 2024: six-month non-financial report</p> <p>As in prior years, Council monitors financial and non-financial indicator performance on a quarterly basis, as part of more extensive and informative reporting throughout the entire year. Council's Annual Report includes reporting against targets that Council has set for both Victorian Government and strategic indicators in the Council Plan, including a focus on annual State Government indicators</p>	 <p>Financials reported quarterly</p> <p>Non-financials reported six-monthly</p>
<b>24. Annual Report</b> <i>Annual report under sections 98, 99 and 100 of the Act to the community containing a report of operations and audited financial and performance statements</i>	<p>Presented at a meeting of the Council in accordance with section 100 of the Act</p> <p>Date of presentation: 30 October 2023</p>	
<b>25. Councillor Code of Conduct</b> <i>Code under section 139 of the Act setting out the standards of conduct to be followed by councillors and other matters</i>	<p>Reviewed and adopted in accordance with section 139 of the Act</p> <p>Date of review: 8 February 2021</p> <p>In line with the <i>Local Government Act Amendment Bill 2024</i> all councils in Victoria will be required to adopt a Model Code of Conduct and it is no longer required to be adopted. At the 2024 Swear in Ceremony of the 2024–28 Council group, councillors will need to declare an oath or affirmation regarding the Model Code of Conduct.</p>	

Governance and management item/ Description of item	Assessment	Completed
<b>26. Delegations</b> <i>Documents setting out the powers, duties and functions of Council and the Chief Executive Officer that have been delegated to members of staff, in accordance with sections 11 and 47 of the Act</i>	<p>Reviewed in accordance with section 11(7) of the Act and a register kept in accordance with sections 11(8) and 47(7) of the Act</p> <p>Date of review: 8 April 2024</p> <p>Previous review: October 2023</p> <p>Banyule City Council's instruments of delegation were reviewed twice in this financial year, which included the review and adoption of the instruments on 8 April 2024.</p> <p>The following is a list of all instruments of delegation that were reviewed:</p> <ul style="list-style-type: none"> <li>• S5 – Instrument of Delegation Council to the CEO</li> <li>• S6 – Instrument of Delegation Council to Members of Council Staff</li> <li>• S7 – Instrument of Sub-Delegation CEO to Members of Council Staff</li> <li>• S11A – Instrument of Appointment and Authorisation <i>Planning &amp; Environment Act 1987</i></li> <li>• S11B – Instrument of Appointment and Authorisation <i>Environment Protection Act 2017</i></li> <li>• S12 – Instrument of Delegation and Authorisation from Municipal Building Surveyor</li> <li>• S13 – Instrument of Delegation CEO Powers Duties and Functions</li> <li>• S14 – Instrument of Delegation by CEO (VicSmart Applications) <i>Planning &amp; Environment Act 1987</i></li> <li>• S16 – Instrument of Delegation CEO for Bushfire Reconstruction Applications <i>Planning &amp; Environment Act 1987</i></li> <li>• S18 – Instrument of Sub-Delegation <i>Environment Protection Act 2017</i></li> <li>• Instrument of Delegation – Contract and Expenditure Delegation.</li> </ul>	✓
<b>27. Meeting procedures</b> <i>Governance Rules under section 60 of the Act governing the conduct of meetings of Council and delegated committees</i>	<p>The Governance Rules were adopted in accordance with section 60 of the Act and Council's Community Engagement Policy.</p> <p>Date Governance Rules adopted: 30 October 2023</p>	✓

I certify that this information presents fairly the status of Council's governance and management arrangements.



**Cr Tom Melican**  
Mayor

Dated: Tuesday, 17 September 2024



**Allison Beckwith**  
Chief Executive Officer

Dated: Tuesday, 17 September 2024

## Adopted strategies and policies

Over the past 12 months, Banyule City Council has adopted the below strategies and policies:

- Kerbside Contamination Management Policy
- Asset Management Policy
- Procurement Policy
- Urban Food Strategy
- Creative Banyule Arts and Culture Strategy 2023–2031
- Public Toilet Plan
- Banyule Volunteer Policy 2023
- Heritage Strategy 2023–2033
- Resilient and Safe Banyule Framework
- Ageing Well Framework 2024–2030
- Gambling Harm Prevention Policy
- Cyber Security Strategy
- Public Realm Framework
- Towards Zero Waste Management Plan
- Banyule Community Fund Granting Framework
- Banyule City Council Budget 2024–2028
- Revenue and Rating Plan 2024–2028
- Rates Hardship Assistance Policy 2024–2025
- Modern Slavery Statement
- Council Plan - Year 4 Annual Action Plan 2024–2025.

Further details are available on the [Council Plans and strategies](#) page of the Banyule Council website.

## Statutory information

The following information is provided in accordance with legislative and other requirements applying to Council.

### Charter of Human Rights and Responsibilities

The *Victorian Charter of Human Rights and Responsibilities Act 2006* (the Charter) sets out the rights, freedoms and responsibilities of all Victorians. Local government must observe the rights set out in the Charter when creating laws, developing policy and providing services and act in a way that is consistent with the rights protected under the Charter. During this year, no complaints were received by Council or the Victorian Ombudsman in relation to our implementation of the Charter.

Council takes a range of steps to ensure that actions and decision of Council adequately meet the requirements and principles of the Charter. This includes providing training for Council's staff on understanding the Charter and being able to identify potential human rights issues. Council staff are required to assess the impacts of decisions, policies and actions against the Charter and take steps to address any potential conflicts.

Council reports on actions that have been undertaken to comply with the Charter through responding to surveys developed by the Victorian Human Rights and Equal Opportunity Commission into the operation of the Charter within local government.

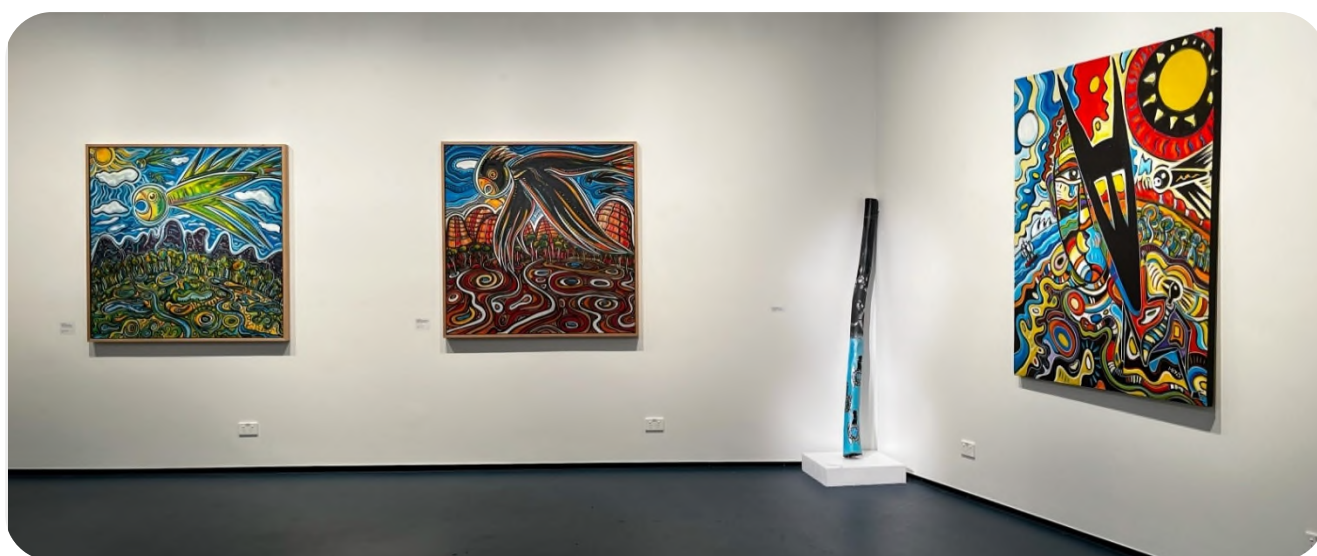


Figure 98 | Barrbunin Beek exhibition, Loft 275 gallery, Ivanhoe Library & Cultural Hub. Three paintings by First Nations artist, Phillip HOWe, and hand-painted yidaki by Aunty Alice Baksh.

## Contracts

For Council contracts that are greater than a value of \$100,000, strategic reviews are conducted to determine:

- Whether the service is still required
- The strategic approach for delivering and providing the service
- How the service aligns to Council's strategic objectives
- Analysis of the supplier market where possible
- The best procurement methodology and delivery.

Council issued more than 100 request for quotes and public tenders in 2023–24, covering the following service categories:

- events services
- marketing services
- community services
- consultancy and other work
- capital and infrastructure works
- operational services
- technology.

In compliance with the Procurement Policy's provision for exemption from the general publicly advertised tender and quotations, Council entered nine other contracts valued at \$300,000 or more for goods or services without engaging in a competitive process.

Table 48 | Council contracts greater than a value of \$100,000

Contract number	Contract name	Successful supplier/s	Contract active/live
1291-2023	Civil Works for Watsonia Town Square	Evergreen Civil Pty Ltd	28/07/2023
1302-2023	Montmorency Park Playground renewal	Commercialscapes	16/08/2023
1300-2023	Viewbank Scout Hall refurbishment	Malcorp	28/07/2023
1295A-2023	Oval reconstructions for Warringal Parklands oval	Evergreen Turf Group	20/08/2023
1295B-2023	Oval reconstructions for Ford Park North oval	Green Turf	23/08/2023
1308-2023Q	Apollo Parkways Preschool yard upgrade	Rubble	12/09/2023
1289-2023	Roads to Recovery – Reconstruction of Rangeview Rd, Lower Plenty	Parkinson Group (Vic) Pty Ltd	17/07/2023
1293-2023	Provision of air conditioning and mechanical services maintenance	ASM Chilltech	23/08/2023
1296-2023	Provision of catering panel	Panel of caterers	01/09/2023
1287-2023	Macleod Park pavilion construction	Kendall Constructions	03/11/2023
1309-2023	East Ivanhoe Preschool upgrade	Notion Partners	23/10/2023
1311-2023	Redmond Court Wetlands – Deck and outlet works	DRM Civil Pty Ltd	02/11/2023
1315-2023Q	Ford Park, North Park and Heidelberg Park scoreboards	Malcorp	24/11/2023
1319-2023	Roof sheet replacements on various Council buildings	NPS	13/11/2023
1320-2023	Fire equipment maintenance and service	Essential Safety Solutions	07/12/2023



<b>Contract number</b>	<b>Contract name</b>	<b>Successful supplier/s</b>	<b>Contract active/live</b>
<b>1328-2023Q</b>	Redmond Court Wetlands – Weir and channel earthworks	Contek	01/12/2023
<b>1346-2023Q</b>	Design for replacing external combustible wall cladding for 1 Flintoff and WaterMarc	Peddle Thorp	19/12/2023
<b>1337-2023Q</b>	Stormwater drainage mitigation works between 223 Old Eltham Road to Yardie Court, Lower Plenty	New Horizon	09/01/2024
<b>1310-2023</b>	Demolition and construction of public toilet at Macleod Village	Mathcon	18/01/2024
<b>2602/0336</b>	NCA road maintenance and associated services	Asphaltech, Supersealing, Citywide Nth, Crack Sealing Solutions	01/07/2024
<b>1312-2023</b>	Greensborough Baseball Club batting cage construction	Sherwood	11/12/2023
<b>1332-2023Q</b>	Chelsworth Park boardwalk bridge renewal works (re-issue from floods 1225-2022)	Geoff Brereton	21/12/2023
<b>1339-2023</b>	Warm water pool amenities upgrade and refurbishment of fitness rooms at WaterMarc	Johns Lyng	18/01/2024
<b>1324-2023</b>	Lift maintenance and service	Otis	01/03/2024
<b>SS-08-2020</b>	SPC banking and finance services	Commonwealth Bank	01/03/2024
<b>1321-2023</b>	Construction of Ivanhoe East streetscape	Kaizen Civil Pty Ltd	19/12/2023
<b>1335-2023</b>	Banyule playgrounds - replacement, design and delivery (x5)	Adventure +	31/01/2024
<b>1355-2024Q</b>	Olympic Park water main upgrade	New Plumbing Solutions	27/03/2024
<b>1340-2023</b>	Supply, installation and maintenance of paid parking machines	Reino International Pty Ltd t/as Duncan Solutions Australia	25/03/2024
<b>1344-2023</b>	Tree planting and establishment services	Flemings Steven's Specialist Trees Urban Treescapes	26/03/2024
<b>1349-2024Q</b>	Managed services CXP and middleware	Fusion5	17/04/2024
<b>1365-2024Q</b>	Provision of autumn street sweeping	Sage Road Trust t/as Crown Complete Sweeping	15/04/2024
<b>1359-2024</b>	Swimming pool plant preventative and reactive maintenance	Roejen Services Pty Ltd	13/05/2024
<b>1353Q-2024</b>	Food, water and environmental sampling services	Agrifood	01/06/2024
<b>1338-2023</b>	Managed tyre service for Council truck fleet	Rotar Tyre Service Bridgestone Australia Ltd	28/05/2024
<b>1363-2024Q</b>	Sportsfield lighting control upgrade at various locations	HAC	21/05/2024

<b>Contract number</b>	<b>Contract name</b>	<b>Successful supplier/s</b>	<b>Contract active/live</b>
<b>1341-2023</b>	Construction of new sprinkler system, ground and first floors – WaterMarc	NPS	06/05/2024
<b>1351-2024</b>	Skye Children's Co-Operative landscape upgrade	Planned Construction Group	19/04/2024
<b>NCA 1350-2024A</b>	NCA road maintenance and associated services	Asphaltech	28/03/2024
<b>NCA 1350-2024B</b>	NCA road maintenance and associated services	Supersealing	26/03/2024
<b>NCA 1350-2024C</b>	NCA road maintenance and associated services	Citywide Nth	30/04/2024
<b>1307-2023</b>	Southern Road Slip Lane Construction	AMH Civil Pty Ltd	01/02/2024
<b>NCA 1350-2024D</b>	NCA road maintenance and associated services	Crack Sealing Solutions	26/03/2024

## Disability Action Plan

In accordance with section 38 of the *Disability Act 2006*, Council has prepared a Disability Action Plan and must report on the implementation of the Disability Action Plan in our Annual Report.

Council's Disability Action Plan is encompassed in the [Inclusive Banyule Plan 2022–2026](#). This plan outlines Council's commitment to people with a disability and their families and aligns with the Victorian Government's inclusion themes outlined in [Inclusive Victoria 2022–2026](#). Council adopted four primary ways of addressing disability inclusion.

These are:

1. Addressing perceptions and attitudes that inhibit the opportunities of people with disability
2. Elevating visibility and awareness of people with disability
3. Identifying and addressing systemic barriers to inclusion of people with disability
4. Understanding the lived experiences of people with disability.



Figure 99 | Two Conversations on the Birrarung exhibition by artists Phillip HOWe and Anthony Williams, Ivanhoe Library and Cultural Hub

To ensure actions remain relevant and aligned with community needs, Council works with the Disability and Inclusion Committee to plan and deliver annual actions, and reports on progress through Council's Inclusive Banyule Advisory Committee, and Council's website and a variety of printed publications.

In the period between July 2023 and June 2024 Council, in partnership with the Disability and Inclusion Committee, progressed 15 actions and the following outcomes were achieved:

- As a result of reviewing the Inclusive Business Guides, Council gained an enhanced understanding of the local shopping experiences of people with disability and their carers or families and the needs of local businesses. It was agreed to separate the needs of older adults from people with disability. A simplified guide will be published by December 2024.
- Following a review of volunteering information on Council's website, Council adopted a Volunteer Policy which better responds to the needs of people with disability and enhanced information is available on Council's website.
- As a result of implementing the Inclusive Employment Program, local job outcomes have been created for six people with disability.
- In partnership with key stakeholders including community members, the Disability and Inclusion Committee and key organisations, Council completed a major review and update of webpages for people with disability.
- To improve access to Council's major facilities and community halls for hire, Council worked with the Disability and Inclusion Committee to map improvements. As a result, accessibility features and photos in community halls for hire have been published, and Council has adopted the Cérge platform for the Ivanhoe Library and Cultural Hub, complementing the existing WaterMarc platform.
- Easy English versions of the [Community Vision 2041](#), [Council Plan 2021–2025](#) and [Inclusive Banyule Plan 2022–2026](#) were published and made available on Council's website.
- Council created and published sensory maps and social stories for the Malahang Festival, Eco Festival, Twilight Sounds and Carols by Candlelight.
- Council added additional accessibility features on its website, including a link to the Australian Government [Access Hub](#) website.
- Council created the [Report It](#) website page to make it easier for community to report access issues in public spaces.
- Council addressed considerations for accessible parking and progressed changes including the East Ivanhoe shopping precinct.
- Council continued to seek guidance from the Office for Disability to understand timelines for changes to the Disability Act, with no actionable updates received.
- Council convened six Disability and Inclusion Committee meetings.
- Council partnered with VALID to deliver an event to acknowledge International Day of People with Disability. The Disability and Inclusion Committee supported Council to adopt the ongoing use of the disability pride flag, which will be flown throughout Disability Pride month in July each year and to mark International Day of People with Disability. Council promoted Disability Pride month in the *Banyule Banner* to introduce this new acknowledgement to community.
- Banyule convened and provided administrative support to the Disability Services Network and the network met on four occasions.

Council looks forward to continuing to work with our community to address barriers and amplify opportunities for inclusion for people with disability.



## Documents available for public inspection

Council's Public Transparency Policy supports Council in its ongoing drive for good governance and the importance of open and accountable conduct, and how Council information is to be made publicly available.

In accordance with regulation 12 of the Local Government (General) Regulations 2015, publicly available information will be published on Council's website, subject to:

- Privacy, security or commercial considerations wherein only summaries or redacted
- Public notices as required by legislation
- The availability of documents in the document called a 'Part II Statement' published in accordance to the *Freedom of Information Act 1982* (FOI Act). Part II of the FOI Act requires government agencies and councils to publish several statements designed to assist members of the public in accessing the information they hold.

## Domestic Animal Management Plan

In accordance with the *Domestic Animals Act 1994* Section 68a, Council is required to prepare a Domestic Animal Management Plan (DAMP) at four yearly intervals and evaluate its implementation in our Annual Report.

Council adopted the DAMP 2022–2026 in February 2022. The DAMP was developed through consultation with Council's Municipal Laws team and input from Banyule residents, stakeholders and organisations with vested interests in animal management.

Council commenced the review of the Dogs and Cats in Public Places Order in December 2022, and a new Council order was adopted in June 2024 that will come into effect from 1 February 2025.

Initiatives delivered under the DAMP during 2023–24 included:

- A review of the current public order provisions for the presence of dogs and cats in public places
- Free cat desexing program for all Banyule residents
- Discounted registration for all desexed dogs and cats
- An online pet registration service.

Council continues to foster and manage responsible animal ownership by implementing initiatives that assist with reuniting animals and owners, rehoming animals and delivering quality animal management services.



Figure 100 | Artworks by Phillip HOWe, from *Two Conversations on The Birrarung* exhibition, at Ivanhoe Library and Cultural Hub

## Election Period Policy

The Act requires all councils to adopt and maintain an Election Period Policy in its Governance Rules (the Rules). Council last reviewed the Election Period Policy (Chapter 8 of the Rules) on 14 November 2022.

All levels of government in Australia accept that during the period leading up to an election that the government assumes a 'caretaker role'.

During the election period, also referred to as caretaker period, the business of government continues, and ordinary matters of administration still need to be addressed. However, successive governments have followed a series of practices, known as the 'caretaker conventions', which aim to ensure that their actions do not bind an incoming government and limit its freedom of action.

The Election Period Policy sets out guidelines, rules and information for Council, councillor candidates and staff to follow to understand what can and cannot be undertaken during the 'caretaker period'. The overarching aim of the policy is to ensure that the upcoming general election scheduled for Saturday 26 October 2024 (and subsequent elections) for Banyule City Council are conducted in a responsible, fair, equitable and transparent manner.

The policy covers a range of directions, such as prohibiting Council from making decisions during the election period that:

- Relates to the appointment and remuneration of the CEO (but not the appointment and remuneration of an acting CEO)
- Commit Council to expenditure exceeding one per cent of the Council's income from general rates, municipal charges and service rates and charges in the preceding financial year.

In addition to the decisions specified above, the policy provides guidance to Council on a host of other critical matters, including but not limited to how Council uses resources during the Election Period, how Council will manage its community consultation and publications during this time and access to information and assistance to Councillors.

The election period commences on 17 September 2024 at midday and ends on 26 October 2024 at 6 pm.

## Food Act Ministerial Directions

In accordance with section 7E of the *Food Act 1984*, Council is required to publish a summary of any Ministerial Directions received during the financial year in our Annual Report. No such Ministerial Directions were received by Council during the financial year.



Figure 101 | The opening night event for the Banyule Award for Works on Paper, 2023, Ivanhoe Library and Cultural Hub



## Freedom of information

In accordance with section 7(4AA)(a) and 7(4AA)(b) of the *Freedom of Information Act 1982* (FOI Act), Council is required to publish certain statements in our Annual Report or separately such as on its website, concerning its functions and information available. Council has chosen to publish the statements separately however provides the following summary of the application and operation of the FOI Act.

The FOI Act gives the community a legal right to access certain Council documents. Council is an agency which must adhere to the requirements of the FOI Act and responds to FOI requests directly related to our operations.

The FOI Act has four basic principles:

- The public has a legal right of access to information.
- Local governments are required to publish information concerning the documents they hold.
- People may request that inaccurate, incomplete, out-of-date or misleading information in their personal records be amended.
- People may appeal against a decision not to give access to the information or not to amend a personal record.

Requests for access documents must be in writing and accompanied by the appropriate application fee. Applicants should specify the documents they are seeking to access. Access charges may also apply once documents have been processed and a decision on access is made (for example, photocopying and search and retrieval charges).

On receipt of a FOI request, a decision must be made within 30 days with the provision to extend by an additional 15 days where consultation is required. Where a decision is made to refuse or defer access, the applicant will be notified in writing of the reasons for the refusal and the options available to appeal the decision. Application forms are available on Council's website.

## Reporting of FOI requests during 2023–24

There were 29 FOI requests finalised in 2023–24.

Further information regarding FOI can be found on the [Freedom of information: Victorian Government website](#) and on [Council's website](#).

## Legislation impacting Council

In November 2023, the Minister for Local Government announced that a review of the Local Government Act 2020 would be undertaken as it related to the Councillor Conduct Framework. Through a consultation process that was undertaken in February 2023, Council submitted a response to Local Government Victoria regarding the proposed reforms at its 18 March 2024 Council meeting.

The *Local Government Amendment Act 2024* passed through parliament, became law and received Royal Assent on the 25 June 2024. The changes to the Act will come into force in two stages and amends the Electoral Regulations 2020 and the Local Government (Governance and Integrity) Regulations 2020.



Figure 102 | Malahang Community Festival, 2023

## Local Laws

Local Laws are a form of regulations that apply to a specific local council and enable councils to put in place legislative controls that reflect the different circumstances of each municipality and address matters that require regulation either through the issuing of permits or providing for enforcement measures.

Local Laws have a maximum duration of 10 years. Once a Local Law 'sunset' (expires), Council must adopt a replacement Local Law.

The Act allows Councils to make Local Laws with respect to any Act, matter or thing over which that Council has a function or power under this or any other Act. This is subject to certain legislative requirements which includes the requirement that a Local Law must:

- Be consistent with all Acts including the *Charter of Human Rights and Responsibilities Act 2006*
- Not duplicate or be inconsistent with a planning scheme
- Not exceed the power to make Local Laws conferred by the Act
- Be expressed as clearly and unambiguously as is reasonably possible.

Banyule's General Local Law No. 1 (2015) was adopted by Council on 23 March 2015 and is due to sunset on 15 April 2025.

A review is currently underway, and the draft Community Local Law is currently being exhibited for community consultation in preparation for final adoption in February 2025.

Council also has Governance Local Law No 2 (2022) which provides for the use of the common seal and issuing of infringement notices in relation to offences against the Local Law.

## Order of Council – Alcohol prohibition

In accordance with its General Local Law No. 1(2015) alcohol prohibition applies with and in the environs of the below-listed locations. The restriction means that it is an offence to consume or be in possession of an open container of alcohol in the following locations:

- Bundoora, Andrew Place Shopping Precinct
- Eaglemont, Silverdale Road Shopping Strip
- Greensborough Shopping Precinct
- Heidelberg Shopping Precinct
- Heidelberg West, Olympic Village Shopping Centre located at Southern Road, including the park, community centre and adjoining laneway
- Heidelberg West, The Mall Shopping Precinct
- Heidelberg West, Waterdale Road North Shops and surrounds including park
- Ivanhoe Shopping Precinct and Council Offices, Ivanhoe
- The Boulevard, Ivanhoe, 15 December–January, 7 pm to 2 am inclusive
- Montmorency Shopping Precinct
- Ivanhoe East Shopping Precinct and surrounds
- Macleod Shopping Precinct and surrounds
- Lower Plenty Shopping Precinct
- Watsonia Shopping Centre and surrounds
- Waterdale Road Shopping Precinct and surrounds
- Rosanna Shopping Precinct and surrounds.

It should be noted that the prohibition does not apply to individual trading premises, licensed premises, premises operating pursuant to a current Footpath Trading Permit issued by Council, subject to any additional licensing requirements or any other license granted by Licensing Victoria but does extend to all other public places within the above areas as indicated by signs.



## Public interest disclosure procedures

(Previously known as protected disclosure or 'whistleblower' complaints.)

Banyule City Council is a public body subject to the *Public Interest Disclosures Act 2012* (PID Act). The purpose of the PID Act is to encourage and facilitate the making of disclosures of improper conduct by public officers and public bodies, including Council as a public body, its staff, employees and councillors.

Banyule is committed to the aims and objectives of the PID Act. It recognises the value of transparency and accountability in our administrative and management practices and supports the making of disclosures that reveal improper conduct. It does not tolerate improper conduct by the organisation, our employees, officers or councillors, nor reprisals against those who come forward to disclose such conduct.

The Independent Broad-based Anti-corruption Commission (IBAC) has responsibility for identifying and preventing serious corrupt conduct across the whole public sector, including members of parliament, the judiciary and state and local government.

IBAC also has a broad oversight role in relation to police personnel misconduct and an important education function to proactively assist public sector agencies to improve their systems and processes to prevent corrupt conduct.

People making a disclosure must believe, on reasonable grounds that the councillor or Council employee has engaged in, or proposes to engage in, improper conduct. The conduct must be serious enough to constitute a criminal offence or reasonable grounds for dismissal.

Further information and a copy of the Banyule's [Public Interest Disclosure Procedures](#) is available on Council's website or by calling Council on 9490 4222.

### Reporting of disclosures during 2023–24

Council received no matters through the Public Interest Disclosure Procedure this year and received no referrals or enquiries from IBAC or the Victorian Ombudsman.



Figure 103 | Special performance event for ARC exhibition at Ivanhoe Library and Cultural Hub

## Recognising carers

Banyule City Council recognises the important and valuable contribution carers make to the Banyule community. The *Carers Recognition Act 2012* defines a care relationship as being above what a relationship would typically involve. In the 2021 Census, it identified that in Banyule there were 15,172 carers providing unpaid assistance to a person with a disability, long-term illness or older adult. This represented 14.6% of the Banyule population aged 15 years and over. In recognising carers within the Council workforce, carers are reflected in our Enterprise Agreement under the leave and public holidays section.

In 2023–24, Council undertook the following activities to support carers in our community:

- Providing support for First Nations carers through a formal partnership with Banyule Community Health. The funding supported the delivery of health, social and cultural groups for Elders and other First Nations carers as well as educational sessions and support specifically tailored to parents of children with disabilities and developmental delays awaiting access to specialist services
- Providing 1,843 hours of carer support to 105 carers through group activities such as First Nations carer groups, yoga, tai chi qigong classes, art therapy sessions, coffee catchups and a carer support group
- Advertising opportunities and events for carers in Council newsletters, on Council's website and via mailing lists. A dedicated program webpage was developed, enabling carers to learn about and register for the program and link to key support services
- Sending regular emailed bulletins to 345 carers registered with Council's Carer Support Program as well as to 97 local practitioners who work with carers. These note updates about resources, events and opportunities for carers. Older carers receive additional information about supports and activities through Council's *Age-in-Focus* newsletter
- Including the views of carers in planning and delivery of all programs and services. Where Council delivers service to people with disability, older people, families and children in our community, at an operational level, carers are involved in decision-making for service provision and review. At the point of an assessment visit, carers are advised of their eligibility to receive services, additional to the person they care for, and typically are directed to the Carers Gateway
- Maintaining relationships and co-hostings activities with many local agencies which support carers through the Carer Support Program

- Supporting Banyule residents who are providing unpaid care to people with a chronic health condition, a disability, neurodivergence, a mental health condition or age-related frailty through our Carer Support Program. The program offers phone support and individual and group opportunities for carers to have a break, meet other carers and look after their physical and mental wellbeing. This support is partly funded through the Victorian Government's Support for Carers Program and is guided by program guidelines, the Victorian Carer Strategy 2018–2022 and the *Victorian Carer Recognition Act 2012*
- Delivering 100 carer hours of support to 44 carers via a range of forums and workshops hosted by Council's Carer Support Program and presented by partner agencies
- Providing 403 hours of phone, online and in-person support to 139 individual carers. This support includes provision of phone counselling, advice, information and support to access services such as My Aged Care, Carer Gateway, Disability Gateway and local issue-specific agencies. One hundred new carers were welcomed to the program
- Continuing our popular Carer Wellbeing Pass initiative, to support carers to have a break from their caring role and stay fit and healthy at a time most convenient to them. A total of 750 free visits to WaterMarc or Ivanhoe Aquatic were issued to 109 carers
- Council's Youth Services purchased technical equipment and games for their young carers social group.

Quotes from carers in the community:

**'The instructor is amazing, and it is making a huge positive impact on my life. I love the physical side of it – but also the mental side of it – really helpful and restorative.'**

**– Tai Chi and Qigong class attendee**

**'I attended the art therapy session yesterday and found it very relaxing and beneficial.'**

**The instructor was wonderful.'**

**'I do find this is very beneficial for me...**

**I really value the time out but mostly the opportunity to look after my health and feel like I have the strength and energy for caring.'**

**– Carer of a person with a disability who also has a Carer Wellbeing Pass**

## **Road Management Act Ministerial direction**

In accordance with section 22 of the Road Management Act 2004, Council must publish a copy or summary of any Ministerial direction in our Annual Report. No such Ministerial Directions were received by Council during the financial year.

## Infrastructure and development contributions

In accordance with section 46GM and 46QD of the *Planning and Environment Act 1987*, a council that is a collecting or development agency must prepare and give a report to the Minister for Planning on infrastructure and development contributions including levies and works in kind. The report must be published in a council's annual report.

For the 2023–24 year the following information about infrastructure and development contributions is disclosed. Note: Council did not enter into any agreements for Development Contributions Plan (DCP) land, works, services or facilities accepted in-kind in the 2023–24 financial year.

Table 49 | Total Development Contributions Plan (DCP) levies received in 2023–24

DCP name (Year approved)	Levies received in 2023–24
DCP 2016/2017 (2019)	\$660,898
<b>Total</b>	

Table 50 | Total DCP contributions received and expended to date (*for DCPs approved after 1 June 2016*)

DCP name (Year approved)	Total levies received	Total levies expended	Total works-in-kind accepted	Total DCP contributions received (levies and works-in-kind)
DCP 2016/2017 (2019)	\$660,898	\$660,898	-	\$660,898
<b>Total</b>	<b>\$660,898</b>	<b>\$660,898</b>	<b>-</b>	<b>\$660,898</b>



Table 51 | Land, works, services or facilities delivered in 2023–24 from DCP levies collected

Project description	Project ID	DCP name (Year approved)	DCP fund expended	Works-in-kind accepted	Council's contribution	Other contributions	Total project expenditure	Percentage of item delivered
Ivanhoe Aquatic - stage 2 construction	B51	DCP 2016/2017 (2019)	\$1,800	-	\$21,701	-	\$595,011	14%
Louis Street/Ethel Street to Phillip Court, Greensborough - road rehabilitation	R222	DCP 2016/2017 (2019)	\$226	-	\$23,963	-	\$24,189	100%
Olympic Park - pavilion	B52	DCP 2016/2017 (2019)	\$5,189	-	\$605,224	-	\$677,471	21%
Petrie Park Bowling Club - stage 1 multipurpose facility	B53	DCP 2016/2017 (2019)	\$2,764	-	\$422,300	\$450,000	\$1,926,574	100%
<b>Total</b>			<b>\$9,979</b>	<b>-</b>	<b>\$1,073,188</b>	<b>\$450,000</b>	<b>\$3,223,245</b>	

Note: The 2023–24 annual expenditure incurred on DCP 2016/2017 projects was \$1.53 million. As of 30 June 2024, the total accumulated expenditure on these DCP projects was \$3.22 million.

From 2016–17 to the 2022–23 financial year, Council had invested a total of \$73.39 million into other DCP projects. In 2022–23, Council received \$816,428 of DCP levy income for these projects.

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# Glossary

Term	Description
<b>Act, the</b>	The <i>Local Government Act 2020</i> .
<b>Advisory committees</b>	The main function of an advisory committee is to assist Council in the consultative process and provide valuable information to support the decision-making of Council. Each year Council appoints Councillor representatives to a number of advisory committees. Their role in relation to these committees is representation, advocacy and consultation.
<b>ALGA</b>	Australian Local Government Association: the national voice of local government, representing 537 councils across the country.
<b>Annual Report</b>	A report of Council's operations of the previous financial year and contains a report of operations, audited financial statements and an audited performance statement.
<b>Appropriateness</b>	Means indicators or measures that provide users with sufficient information to assess the extent to which an entity has achieved a pre-determined target, goal or outcome.
<b>Auditor-General</b>	An independent officer of the Parliament, appointed under legislation, to examine and report to Parliament and the community, on the efficient and effective management of public sector resources, and provide assurance on the financial integrity of Victoria's system of government.
<b>Budget</b>	A plan setting out the services and initiatives to be funded for the financial year and how they will contribute to achieving the strategic objectives specified in the Council Plan.
<b>CALD</b>	Culturally and linguistically diverse.
<b>Capital works</b>	Work undertaken on Council-owned assets including new works, expansions, upgrades and renewal or disposal.
<b>CEO</b>	Chief Executive Officer.
<b>Continuous improvement</b>	The process of ensuring that review and improvement practices are built into operational activities.



Term	Description
<b>Corporate governance</b>	Taking responsibility for the economic and ethical performance of the municipality, the underlying principles of which are openness, inclusion, integrity and accountability. Governance differs from the everyday management of affairs, in that it identifies the strategic directions for the organisation and implements the controls and checks, which enable the governing body to measure management's performance.
<b>Council asset</b>	An asset is a physical component of a facility that has value, enables a service to be provided and has an economic life greater than 12 months.
<b>Council Plan</b>	A plan setting out the medium-term strategic objectives, strategies, strategic indicators and resources reflecting vision and aspirations of the community for the next four years.
<b>DCP</b>	Development Contributions Plan.
<b>Financial performance indicators</b>	A prescribed set of indicators and measures that assess the effectiveness of financial management in a council covering operating position, liquidity, obligations, stability and efficiency.
<b>Financial Statements</b>	The Financial Statements and notes prepared in accordance with the Local Government Model Financial Report, Australian Accounting Standards and other applicable standards as they apply to the general purpose financial reports and a statement of capital works and included in the Annual Report.
<b>Financial year</b>	The period of 12 months beginning on 1 July and ending on 30 June the following year.
<b>Financial year representation</b>	Representation of financial years is presented in one of two formats as appropriate; either as 2023–24 or where a whole year is used it represents end of the relevant financial year, that is, 2024 represents 2023–24.
<b>FOGO</b>	Food Organics and Garden Organics waste collection.
<b>FOI</b>	Freedom of Information.
<b>Governance and management checklist</b>	A prescribed checklist of policies, plans and documents that councils must report the status of in the Report of Operations, covering engagement, planning, monitoring, reporting and decision-making.
<b>HACC PYP</b>	Home and Community Care Program for Young People.
<b>Indicator</b>	What will be measured to assess performance.
<b>Infrastructure</b>	The physical 'skeleton' required to enable the community to be connected and operational. This includes roads, drains, footpaths and public open spaces as well as public facilities and buildings.

Term	Description
<b>Initiatives</b>	Actions that are one-off in nature and/or lead to improvements in service.
<b>Integrated planning and reporting framework</b>	A framework that applies to local government in Victoria to ensure transparency and accountability to the local community.
<b>Internal audit</b>	An independent appraisal to examine and evaluate Council's financial, management and internal control systems.
<b>Major initiative</b>	Significant initiatives that will directly contribute to the achievement of the Council Plan during the current year and have a major focus in the budget.
<b>MAV</b>	Municipal Association of Victoria: the peak representative and lobbying body for Victoria's 79 councils.
<b>Measure</b>	How an indicator will be measured and takes the form of a computation, typically including a numerator and denominator.
<b>Minister</b>	The Minister for Local Government.
<b>NEIC</b>	National Employment and Innovation Cluster.
<b>NRW</b>	National Reconciliation Week.
<b>Performance Statement</b>	A statement including the results of the prescribed service outcome indicators, financial performance indicators and sustainable capacity indicators for the financial year and included in the Annual Report.
<b>Regulations</b>	The Local Government (Planning and Reporting) Regulations 2014 and/or Local Government (Planning and Reporting) Regulations 2020.
<b>Report of Operations</b>	A report containing a description of the operations of Council during the financial year and included in the Annual Report.
<b>Revenue and Rating Plan</b>	A plan setting out the rating structure of Council to levy rates and charges.
<b>Service outcome indicators</b>	The prescribed service performance indicators to be included in the Performance Statement which measure whether the stated service objective has been achieved.
<b>Service performance indicators</b>	A prescribed set of indicators measuring the effectiveness and efficiency of Council services covering appropriateness, quality, cost and service outcomes.
<b>Services</b>	Assistance, support, advice and other actions undertaken by a council for the benefit of the local community.
<b>Strategic objectives</b>	The outcomes a council is seeking to achieve over the next four years and included in the Council Plan.

Term	Description
<b>Strategies</b>	High-level actions directed at achieving the strategic objectives in the Council Plan.
<b>Sustainable capacity indicators</b>	A prescribed set of indicators measuring whether councils have the capacity to meet the agreed service and infrastructure needs of the local community and absorb foreseeable changes and unexpected shocks into the future covering financial performance, capacity and governance, and management.

## Appendix A – Our Banyule community infographic – text version

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This section contains accessible long descriptions for complex images that appear within the Our Banyule community infographic under the Snapshot of Banyule City Council section.

### Our Banyule community

Banyule is 9km from the Central Business District.

Land use: 76% residential, 17% parkland, 7% other. There are approximately 890 hectares of public open space.

### Population

Banyule is a community of 129,602 residents (2023). Which will grow to 161,397 by 2046.

### Households

There are over 49,000 households.

Household types:

33% couples with children,

25% couples without children,

24% lone person households,

10% one parent families.

Banyule's population is made up of the following age groups:

6% are 0 to 4 years old

9% are 5 to 11 years old

7% are 12 to 17 years old

8% are 18 to 24 years old

13% are 25 to 34 years old

21% are 35 to 49 years old

12% are 50 to 59 years old

11% are 60 to 69 years old

11% are 70 to 84 years old

3% are 85 years old and over.

Average household size of 2.51 people.

1,110 Banyule residents who were a Specialist Homeless Service client. 56% female and 44% male (2021–22).

70% households purchasing or fully owning their home, 22% renting private, 4% renting social housing.

### Diversity

24% residents born overseas.

22% use a non-English language at home.



6% of female and 5% of male residents need assistance due to disability.

871 residents identified as Aboriginal and/or Torres Strait Islander. Of that, 49% are female and 51% are male.

7% of residents aged 16 and over identified as Lesbian, Gay, Bisexual, Transgender, Intersex, Queer/Questioning, Asexual (LGBTIQ+) (VPHS data 2017).

## **Economy in Banyule**

11,369 businesses

55,168 jobs.

\$7.6 billion Gross Regional Product (GRP).

The main industries are healthcare and social assistance, construction, education and training and retail trade.

## **Health and wellbeing**

\$2,016 per week is the median household income (2021).

17% of people aged 15+ years with income \$2,000 or more per week (women 11%, men 23%).

11% of female and 7% male residents have a mental health condition including anxiety and depression (2021).

67% of female residents and 73% of male residents participate in at least one sport and recreation activity, and on average each resident participated in two activities (2022).

7% of adults ran out of food and couldn't afford to buy more (2023).

8% of households accessed at least one service in the last 12 months due to financial hardship (2022).

29% of adults consumed sugar-sweetened beverages daily or several times per week (2023).

51% of adults were overweight or obese (2023).

38% of adults did at least 150 minutes of moderate to vigorous physical activity per week (2023).

14% of adults smoke tobacco or vape (2023).

34% of adults spend 8 hours or more sitting on an average weekday (2023).

14% of adults experiences discrimination in the last 12 months (2023).

11% older lone person households aged 65+. Of that, 70% are female and 30% are male (2021).

\$540 on average was lost per adult per year on electronic gaming machines (2023–24).

24% of adults experience loneliness (2023).

78% of households enjoy living in their local area (2022).

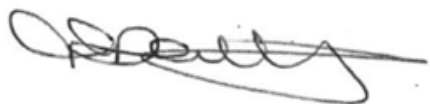
# Annual Report 2023–2024

Performance Statement

# Certification of the Performance Statement

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In my opinion, the accompanying performance statement has been prepared in accordance with the *Local Government Act 2020* and the Local Government (Planning and Reporting) Regulations 2020.



TANIA O'REILLY, CA  
Principal Accounting Officer

Dated: Tuesday, 17 September 2024  
Greensborough

In our opinion, the accompanying performance statement of the Banyule City Council for the year ended 30 June 2024 presents fairly the results of council's performance in accordance with the *Local Government Act 2020* and the Local Government (Planning and Reporting) Regulations 2020.

The performance statement contains the relevant performance indicators, measures and results in relation to service performance, financial performance and sustainable capacity.

At the date of signing, we are not aware of any circumstances that would render any particulars in the performance statement to be misleading or inaccurate.

We have been authorised by the council and by the Local Government (Planning and Reporting) Regulations 2020 to certify this performance statement in its final form.



RICK GAROTTI  
Councillor

Dated: Tuesday, 17 September 2024  
Greensborough



ELIZABETH NEALY  
Councillor

Dated: Tuesday, 17 September 2024  
Greensborough



ALLISON BECKWITH  
Chief Executive Officer

Dated: Tuesday, 17 September 2024  
Greensborough

# Independent Auditor's Report

## *To the Councillors of Banyule City Council*

<b>Opinion</b>	<p>I have audited the accompanying performance statement of Banyule City Council (the council) which comprises the:</p> <ul style="list-style-type: none"><li>• description of municipality for the year ended 30 June 2024</li><li>• service performance indicators for the year ended 30 June 2024</li><li>• financial performance indicators for the year ended 30 June 2024</li><li>• sustainable capacity indicators for the year ended 30 June 2024</li><li>• notes to the accounts</li><li>• certification of the performance statement.</li></ul> <p>In my opinion, the performance statement of Banyule City Council in respect of the year ended 30 June 2024 presents fairly, in all material respects, in accordance with the performance reporting requirements of Part 4 of the <i>Local Government Act 2020</i> and Local Government (Planning and Reporting) Regulations 2020.</p>
<b>Basis for Opinion</b>	<p>I have conducted my audit in accordance with the <i>Audit Act 1994</i> which incorporates the Australian Standards on Assurance Engagements. I further describe my responsibilities under that Act and those standards in the <i>Auditor's Responsibilities for the Audit of the performance statement</i> section of my report.</p> <p>My independence is established by the <i>Constitution Act 1975</i>. My staff and I are independent of the council in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 <i>Code of Ethics for Professional Accountants</i> (the Code) that are relevant to my audit of the performance statement in Victoria. My staff and I have also fulfilled our other ethical responsibilities in accordance with the Code.</p> <p>I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.</p>
<b>Councillors' responsibilities for the performance statement</b>	<p>The Councillors are responsible for the preparation and fair presentation of the performance statement in accordance with the performance reporting requirements of the <i>Local Government Act 2020</i> and Local Government (Planning and Reporting) Regulations 2020 and for such internal control as the Councillors determines is necessary to enable the preparation and fair presentation of a performance statement that is free from material misstatement, whether due to fraud or error.</p>



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**Auditor's  
responsibilities  
for the audit of  
the performance  
statement**

As required by the *Audit Act 1994*, my responsibility is to express an opinion on the performance statement based on the audit. My objectives for the audit are to obtain reasonable assurance about whether the performance statement as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Standards on Assurance Engagements will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of users taken on the basis of this performance statement. As part of an audit in accordance with the Australian Standards on Assurance Engagements, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

- identify and assess the risks of material misstatement of the performance statement, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the council's internal control
- evaluate the overall presentation, structure and content of the performance statement, including the disclosures, and whether performance statement represents the underlying events and results in a manner that achieves fair presentation.

I communicate with the Councillors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

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MELBOURNE  
20 September 2024



Travis Derricott  
*as delegate for the Auditor-General of Victoria*

## Description of municipality

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Banyule is located between seven and 21 kilometres northeast of central Melbourne and is made up of 21 suburbs. Banyule covers an area of approximately 63 square kilometres. The Yarra River runs along Banyule's south border while the west is defined by Darebin Creek.

Banyule is renowned for its open spaces and parklands, especially along the Yarra and Plenty River valleys. There are 617 hectares of Council-owned open space in Banyule, as well as substantial areas of parkland managed by Parks Victoria. These provide a wealth of recreational, environmental and tourism opportunities for the region. There are sites of botanical, zoological, habitat and heritage significance, including Aboriginal archaeological sites and scar trees, and points of interest associated with the Heidelberg School of Artists.

Banyule's estimated resident population is 129,602 and is forecast to grow to 161,397 residents by 2046. Banyule has a diverse community from over 140 countries. A significant number of residents have European ancestry, and there is an increasing population of people with Asian and African ancestry. This diverse population brings a cultural richness to our community.

Banyule is primarily a residential area. There are industrial areas in Heidelberg West, Greensborough, Briar Hill and Bundoora, as well as institutions such as the Austin and Repatriation Medical Centre and Simpson Army Barracks. Banyule also has a range of educational, health and leisure facilities.

On 30 January 2020, COVID-19 was declared as a global pandemic by world health organisation. Since then, various measures have been taken by all three levels of government in Australia to reduce the spread of COVID-19. These measures have had an impact on Council's actual results for 2020–21 to the current reporting year 2023–24.

For example, in response to government directives amidst the COVID-19 outbreak, Council's leisure centre facilities, libraries, community centres and transfer station were closed at various times between 2019–20 through to late 2022, while childcare centre usage was also scaled back significantly.

*Note: Banyule City Council's Performance Statement is prepared and completed in accordance with the Local Government Act 2020 and the Local Government (Planning and Reporting) Regulations 2020, and the 'Local Government Better Practice Guide: Model Performance Statement 2023–2024', Department of Government Services.*

## Service performance indicators

For the year ended 30 June 2024

Service / <i>classification / indicator / measure</i>	Result 2021	Result 2022	Result 2023	Target as per Budget	Result 2024	Comments
<b>Aquatic facilities</b> <b>Utilisation</b> <i>Utilisation of aquatic facilities</i> [Number of visits to aquatic facilities / Population]	3.45	4.61	8.27	5.00	<b>8.74</b>	<p>Ivanhoe Aquatic and Olympic Leisure Centres have seen growth across several programs and services across the year and WaterMarc attendances returned to pre-COVID 19 levels with strong membership numbers and casual aquatic visits. There has been a noticeable shift of residents joining gyms and swimming lessons within catchment areas, which has resulted in a more localised customer base.</p> <p>Banyule Council has focused on refining the customer journey through the implementation of new point-of-sale systems, which has increased membership and casual visits at Ivanhoe Aquatic Centre. At Olympic Leisure Centre there has been a notable rise in participation in activities such as the gym and group fitness programs, along with a substantial increase in court user groups, following an extended closure for maintenance in late 2023. The new system at WaterMarc has enhanced our customer engagement, allowing for online planning and booking of programs like group fitness classes, as well as self-management of memberships.</p>

Service / <i>classification / indicator / measure</i>	Result 2021	Result 2022	Result 2023	Target as per Budget	Result 2024	Comments
<b>Animal Management</b> <b>Health and safety</b> <i>Animal management prosecutions</i> [Number of successful animal management prosecutions / Number of animal management prosecutions] x100	100.00%	100.00%	100.00%	95.00%	<b>100.00%</b>	Banyule Council continues the trend of achieving 100% successful prosecutions of animal management cases before the Magistrates' Court. All cases in 2023–24 year related to dog attacks or dogs at large.
<b>Food Safety</b> <b>Health and safety</b> <i>Critical and major non-compliance outcome notifications</i> [Number of critical non-compliance outcome notifications and major non-compliance notifications about a food premises followed up / Number of critical non-compliance outcome notifications and major non-compliance notifications about a food premises] x100	100.00%	100.00%	100.00%	100.00%	<b>100.00%</b>	Banyule Council continues its trend of achieving its target of 100%. Council considers all non-conformances outcomes as a serious risk to food safety. Council will ensure that all premises are followed up to minimise the risk of any immediate serious threat to public health.



Service / <i>classification / indicator / measure</i>	Result 2021	Result 2022	Result 2023	Target as per Budget	Result 2024	Comments
<b>Governance</b> <b>Consultation and engagement</b> <i>Satisfaction with community consultation and engagement</i> [Community satisfaction rating out of 100 with how Council has performed on community consultation and engagement]	58	59	59	59	<b>57</b>	Banyule received an index score of 57 from the 2024 Victorian Community Satisfaction Survey, which is one index point above the average for metropolitan councils (56) and six index points above the state-wide average (51).  Community satisfaction with Council's community engagement remains consistent. Banyule has a Community Engagement Policy and toolkit which sets out Council's process for planning and delivering community engagement.  Overall, 41% of respondents provided Banyule a rating of very good and good, which is above the metropolitan average of 39% and state-wide average of 33% for the same ratings. 27% of Banyule respondents rated average and 20% rated poor or very poor for this service area (category) in 2024.
<b>Libraries</b> <b>Participation</b> <i>Library membership</i> [Number of registered library members / Population] x100	N/A	N/A	N/A	17.00%	<b>30.62%</b>	Banyule Council continues to see an increase in the number of library members however this number does not reflect the total number of members that only use our digital platforms or physically visit the library, where usage cannot be recorded.
<b>MCH</b> <b>Participation</b> <i>Participation in the MCH service</i> [Number of children who attend the MCH service at least once (in the year) / Number of children enrolled in the MCH service] x100	73.13%	74.46%	76.96%	75.00%	<b>79.13%</b>	Banyule Council MCH service has exceeded the target set for engagement of children enrolled in the service, with results steadily increasing since 2021.

Service / <i>classification</i> / indicator / measure	Result 2021	Result 2022	Result 2023	Target as per Budget	Result 2024	Comments
<b>MCH</b> <b>Participation</b> <i>Participation in the MCH service by Aboriginal children</i> [Number of Aboriginal children who attend the MCH service at least once (in the year) / Number of Aboriginal children enrolled in the MCH service] x100	74.10%	82.46%	77.36%	75.00%	<b>82.56%</b>	Banyule Council MCH service aims to ensure that families and children who identify as Aboriginal and/or Torres Strait Islander are aware of all relevant services and programs that can be accessed if they so choose. Banyule Council MCH service has exceeded last year's result for engagement of Aboriginal children enrolled in the service.
<b>Roads</b> <b>Condition</b> <i>Sealed local roads maintained to condition standards</i> [Number of kilometres of sealed local roads below the renewal intervention level set by Council / Kilometres of sealed local roads] x100	97.06%	97.47%	97.47%	97.00%	<b>97.50%</b>	Banyule Council has consistently maintained a high percentage of roads within condition standards, placing in the 97th percentile. This accomplishment is a result of our continuous improvement program, which focuses on proactive road inspections and implementing necessary measures to strengthen road infrastructure performance.

Service / <i>classification / indicator / measure</i>	Result 2021	Result 2022	Result 2023	Target as per Budget	Result 2024	Comments
<b>Statutory Planning</b> <b>Service standard</b> <i>Planning applications decided within required time frames</i> [(Number of regular planning application decisions made within 60 days) + (Number of VicSmart planning application decisions made within 10 days) / Number of planning application decisions made] x100	78.33%	76.50%	83.58%	76.00%	<b>78.07%</b>	The number of decisions within the statutory timeframe has decreased due to an increase in VicSmart decisions outside the 10 business days coupled with a shortage of specialised skilled staff that are required to process specific applications. Banyule Council still reached our target, and our result remains higher than earlier years.
<b>Waste Management</b> <b>Waste diversion</b> <i>Kerbside collection waste diverted from landfill</i> [Weight of recyclables and green organics collected from kerbside bins / Weight of garbage, recyclables and green organics collected from kerbside bins] x100	51.98%	52.03%	62.62%	52.00%	<b>64.27%</b>	Diversion rates can vary from year to year as rainfall affects the Food Organics and Garden Organics (FOGO) collections, due to high or low garden growth. The commencement of the container deposit scheme has reduced the amount of glass in the recyclables bin, which will impact (reduce) diversion rates from landfill. Due to factors such as these, comparing diversion rates to prior rates is not a true comparator of performance from year to year.

# Financial performance indicators

For the year ended 30 June 2024

Dimension / <i>classification / indicator / measure</i>	Result 2021	Result 2022	Result 2023	Target as per Budget	Result 2024	Forecast 2025	Forecast 2026	Forecast 2027	Forecast 2028	Material Variations and Comments
<b>Efficiency</b> <b>Expenditure level</b> <i>Expenses per property assessment</i> [Total expenses / Number of property assessments]	\$2,776.05	\$2,915.88	\$2,872.54	\$3,045.00	\$3,002.30	\$3,138.97	\$3,227.16	\$3,273.43	\$3,345.67	The stable result indicates that Council has and is projecting to continue to use its resources efficiently with an increase reflecting the higher Consumer Price Index over recent years.
<b>Efficiency</b> <b>Revenue level</b> <i>Average rate per property assessment</i> [Sum of all general rates and municipal charges / Number of property assessments]	\$1,888.30	\$1,929.93	\$1,674.75	N/A	\$1,750.68	\$1,784.19	\$1,839.93	\$1,897.84	\$1,957.21	Council first separated its waste charges from the general rate in 2022–23 resulting in the significant drop in the average rate per property assessment in the current year. The average rate income will continue to be maintained with consideration of future rate capping expectations and growth in property assessments.



Dimension / <i>classification / indicator / measure</i>	Result 2021	Result 2022	Result 2023	Target as per Budget	Result 2024	Forecast 2025	Forecast 2026	Forecast 2027	Forecast 2028	Material Variations and Comments
<b>Liquidity</b> <b>Working capital</b> <i>Current assets compared to current liabilities</i> [Current assets / Current liabilities] x100	226.59%	242.14%	269.19%	246.00%	248.01%	260.09%	216.08%	215.26%	207.09%	Council has continued to deliver a strong liquidity position and to generate sufficient cash to pay bills on time and to draw on these cash reserves to fund a significant capital works and Initiatives program now and into the future.
<b>Liquidity</b> <b>Unrestricted cash</b> <i>Unrestricted cash compared to current liabilities</i> [Unrestricted cash / Current liabilities] x100	118.12%	85.66%	87.74%	N/A	73.07%	129.75%	144.29%	138.87%	126.62%	Unrestricted cash has fluctuated over the years with loan repayments and will increase in future years with planned capital sales.

Dimension / classification / indicator / measure	Result 2021	Result 2022	Result 2023	Target as per Budget	Result 2024	Forecast 2025	Forecast 2026	Forecast 2027	Forecast 2028	Material Variations and Comments
<b>Obligations</b> <b>Loans and borrowings</b> <i>Loans and borrowings compared to rates</i> [Interest bearing loans and borrowings / Rate revenue] x100	29.24%	19.15%	17.86%	N/A	16.22%	14.78%	13.29%	11.87%	10.41%	Council has continued to manage its loans and borrowing consistent with the agreed repayments schedule across its banking partners.
<b>Obligations</b> <b>Loans and borrowing</b> <i>Loans and borrowings repayments compared to rates</i> [Interest and principal repayments on interest bearing loans and borrowings / Rate revenue] x100	3.77%	11.19%	2.34%	N/A	2.24%	2.16%	2.09%	2.03%	1.96%	Council has continued to manage its loans and borrowings consistent with the agreed repayments schedule across its banking partners.

Dimension / classification / indicator / measure	Result 2021	Result 2022	Result 2023	Target as per Budget	Result 2024	Forecast 2025	Forecast 2026	Forecast 2027	Forecast 2028	Material Variations and Comments
<b>Obligations</b> <b>Indebtedness</b> Non-current liabilities compared to own source revenue [Non-current liabilities / Own source revenue] x100	17.35%	15.56%	14.39%	N/A	12.72%	12.19%	10.84%	9.51%	8.19%	Council has greater capacity to meet long term obligations with the planned reduction in non-current liabilities through the gradual paying down of Council's loans. Council has in place strategies to increase its own source revenue over the next few years.
<b>Obligations</b> <b>Asset renewal and upgrade</b> Asset renewal and upgrade compared to depreciation [Asset renewal and asset upgrade expense / Asset depreciation] x100	112.98%	110.47%	123.53%	259.00%	153.05%	225.92%	173.86%	114.96%	119.92%	Council continues to ensure that assets are maintained and renewed to meet community needs. Asset renewal will fluctuate from year to year depending on the nature of the Capital Program and completion of these projects in the year planned. Bellfield Community Hub was completed in 2022-23. The Rosanna Library and Precinct Upgrade planned for 2023-24 will now be completed in 2024-25.

Dimension / classification / indicator / measure	Result 2021	Result 2022	Result 2023	Target as per Budget	Result 2024	Forecast 2025	Forecast 2026	Forecast 2027	Forecast 2028	Material Variations and Comments
<b>Operating position</b> <b>Adjusted underlying result</b> Adjusted underlying surplus (or deficit) [Adjusted underlying surplus (deficit)/ Adjusted underlying revenue] x100	-1.89%	-2.05%	-0.28%	N/A	-3.21%	-3.26%	-3.62%	-2.04%	-0.93%	Council has invested significant funds into its Digital Transformation Strategy to improve its effectiveness.
<b>Stability</b> <b>Rates concentration</b> Rates compared to adjusted underlying revenue [Rate revenue / Adjusted underlying revenue] x100	69.65%	67.92%	68.16%	69.00%	70.10%	68.15%	68.96%	69.07%	69.22%	Council has maintained stability in its ability to generate revenue from a range of sources to fund services and activities.



Dimension / classification / indicator / measure	Result 2021	Result 2022	Result 2023	Target as per Budget	Result 2024	Forecast 2025	Forecast 2026	Forecast 2027	Forecast 2028	Material Variations and Comments
<b>Stability</b> <b>Rates effort</b> <i>Rates compared to property values</i> [Rate revenue / Capital improved value of rateable properties in the municipality] x100	0.22%	0.21%	0.18%	N/A	0.20%	0.20%	0.21%	0.22%	0.22%	Property valuations are used to apportion the rate burden across each property and do not affect the total amount of rates levied across Council.  For 2023–24 property values across the municipality (and used for rating purposes) increased by 4.30%, whilst rating income has increased by the rate cap as set by the minister at 2.75%.

# Sustainable capacity indicators

For the year ended 30 June 2024

<b>Classification / indicator / measure</b>	<b>Result 2021</b>	<b>Result 2022</b>	<b>Result 2023</b>	<b>Result 2024</b>	<b>Comments</b>
<b>Population</b> <i>Expenses per head of municipal population</i> [Total expenses / Municipal population]	\$1,178.26	\$1,262.02	\$1,286.54	\$1,320.43	Council has consistently provided services to the community at a reasonable cost across the municipal population.
<b>Population</b> <b>Infrastructure per head of municipal population</b> [Value of infrastructure / Municipal population]	\$5,102.50	\$5,451.69	\$5,607.24	\$6,028.89	The municipal population is steadily increasing and Council has ensured that it continues to increase investment into the renewal of its infrastructure to support and provide the services that the community needs.
<b>Population</b> <i>Population density per length of road</i> [Municipal population / Kilometres of local roads]	241.65	236.97	233.52	237.80	The municipality has maintained this ratio with majority of the Councils road network inhabited and serviced.
<b>Own-source revenue</b> <b>Own-source revenue per head of municipal population</b> [Own-source revenue / Municipal population]	\$1,028.28	\$1,107.84	\$1,152.86	\$1,194.90	Council will generate income outside of rates and grants from rental, fees and charges, property sales, developer contributions and user fees and charges. This income is used to support population growth throughout the community, fund capital works and initiatives and to meet service delivery expectations of the community.

<b>Classification / indicator / measure</b>	<b>Result 2021</b>	<b>Result 2022</b>	<b>Result 2023</b>	<b>Result 2024</b>	<b>Comments</b>
<b>Recurrent grants</b> <b>Recurrent grants per head of municipal population</b> [Recurrent grants / Municipal population]	\$119.33	\$116.75	\$117.04	\$79.32	The amount received from Australian Government and Victorian Government will fluctuate each year according to the programs being offered. Funding support includes but is not limited to childcare, social support, home modifications and property maintenance and local road renewals. Council has seen a reduction in the amount of recurrent grants it receives per head of municipal population in 2023–24, when the Victoria Grants Commission (VGC) funding was paid in July 2024 (after year end) whereas in previous years this funding has been paid in the previous financial year.
<b>Disadvantage</b> <b>Relative Socio-Economic Disadvantage</b> [Index of Relative Socio-Economic Disadvantage by decile]	9.00	9.00	9.00	9.00	Council has maintained stability over the years against this ratio to support community outcomes where services are most needed.
<b>Staff turnover</b> <b>Percentage of staff turnover</b> [Number of permanent staff resignations and terminations / Average number of permanent staff for the financial year] x100	21.0%	20.0%	20.0%	21.2%	Staff turnover continues to fluctuate from year to year pending organisational changes. Council continues to implement strategies to reduce the workforce turnover through staff engagement strategies, recruitment and retention initiatives.

# Notes to the accounts

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## Basis of preparation

Council is required to prepare and include a Performance Statement within its Annual Report. The Performance Statement includes the results of the prescribed service performance, financial performance indicators and sustainable capacity and measures together with a description of the municipal district, an explanation of material variations in the results and notes to the accounts. This statement has been prepared to meet the requirements of the *Local Government Act 2020* and Local Government (Planning and Reporting) Regulations 2020.

Where applicable the results in the Performance Statement have been prepared on accounting bases consistent with those reported in the Financial Statements. The other results are based on information drawn from Council information systems or from third parties (e.g. Australian Bureau of Statistics or the Council's satisfaction survey provider).

The Performance Statement presents the actual results for the current year and the previous three years, along with the current year's target, if mandated by the Local Government (Planning and Reporting) Regulations 2020. Additionally, for the prescribed financial performance indicators and measures, the Performance Statement includes the target budget for the current year and the results forecast by the Council's Budget 2024–2028 and Financial Plan 2024–2034.

The Local Government (Planning and Reporting) Regulations 2020 requires explanation of any material variations in the results contained in the Performance Statement. Council has adopted materiality thresholds relevant to each indicator and measure and explanations have not been provided for variations below the materiality thresholds unless the variance is considered to be material because of its nature.

The forecast figures included in the Performance Statement are those adopted by Council in its Budget 2024–2028 on 24 June 2024. The Budget 2024–2028 includes estimates based on key assumptions about the future that were relevant at the time of adoption and aimed at achieving sustainability over the long term. Detailed information on the actual financial results is contained in the General Purpose Financial Statements. The Budget 2024–2028 can be obtained by contacting Council.



## Definitions

Key term	Definition
<b>Aboriginal children</b>	means a child who is an Aboriginal person
<b>Aboriginal person</b>	has the same meaning as in the <i>Aboriginal Heritage Act 2006</i>
<b>adjusted underlying revenue</b>	means total income other than: <ul style="list-style-type: none"> <li>• non-recurrent grants used to fund capital expenditure</li> <li>• non-monetary asset contributions</li> <li>• contributions to fund capital expenditure from sources other than those referred to above</li> </ul>
<b>adjusted underlying surplus (or deficit)</b>	means adjusted underlying revenue less total expenditure
<b>annual report</b>	means an annual report prepared by a council under section 98 of the Act
<b>asset renewal expenditure</b>	means expenditure on an existing asset or on replacing an existing asset that returns the service capability of the asset to its original capability
<b>asset upgrade expenditure</b>	means expenditure that— (a) enhances an existing asset to provide a higher level of service; or (b) extends the life of the asset beyond its original life
<b>critical non-compliance outcome notification</b>	means a notification received by council under section 19N(3) or (4) of the <i>Food Act 1984</i> , or advice given to council by an authorized officer under that Act, of a deficiency that poses an immediate serious threat to public health
<b>current assets</b>	has the same meaning as in the Australian Accounting Standards
<b>current liabilities</b>	has the same meaning as in the Australian Accounting Standards
<b>food premises</b>	has the same meaning as in the <i>Food Act 1984</i>
<b>intervention level</b>	means the level set for the condition of a road beyond which a council will not allow the road to deteriorate and will need to intervene
<b>local road</b>	means a sealed or unsealed road for which the council is the responsible road authority under the <i>Road Management Act 2004</i>
<b>major non-compliance outcome notification</b>	means a notification received by a council under section 19N(3) or (4) of the <i>Food Act 1984</i> , or advice given to council by an authorized officer under that Act, of a deficiency that does not pose an immediate serious threat to public health but may do so if no remedial action is taken
<b>MCH</b>	means the Maternal and Child Health Service provided by a council to support the health and development of children within the municipality from birth until school age
<b>non-current liabilities</b>	means all liabilities other than current liabilities
<b>own-source revenue</b>	means adjusted underlying revenue other than revenue that is not under the control of council (including government grants)
<b>population</b>	means the resident population estimated by council
<b>rate revenue</b>	means revenue from general rates, municipal charges, service rates and service charges
<b>relative socio-economic disadvantage</b>	in relation to a municipal district, means the relative socio-economic disadvantage, expressed as a decile for the relevant financial year, of the area in which the municipal district is located according to the Index of Relative Socio-Economic Disadvantage of SEIFA

Key term	Definition
<b>restricted cash</b>	means cash, cash equivalents and financial assets, within the meaning of the Australian Accounting Standards, not available for use other than for a purpose for which it is restricted, and includes cash to be used to fund capital works expenditure from the previous financial year
<b>SEIFA</b>	means the Socio-Economic Indexes for Areas published from time to time by the Australian Bureau of Statistics on its internet site
<b>unrestricted cash</b>	means all cash and cash equivalents other than restricted cash

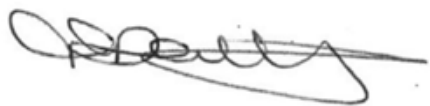
# Annual Report 2023–2024

Financial Report

# Certification of the Financial Statements

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In my opinion, the accompanying Financial Statements have been prepared in accordance with the *Local Government Act 2020*, the *Local Government (Planning and Reporting) Regulations 2020*, Australian Accounting Standards and other mandatory professional reporting requirements.



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TANIA O'REILLY, CA  
Principal Accounting Officer

Dated: Tuesday, 17 September 2024  
Greensborough

In our opinion the accompanying Financial Statements present fairly the financial transactions of Banyule City Council for the year ended 30 June 2024 and the financial position of the Council as at that date.

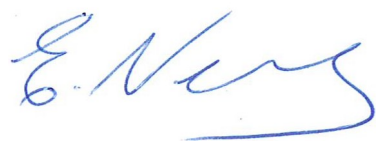
As at the date of signing, we are not aware of any circumstances which would render any particulars in the Financial Statements to be misleading or inaccurate.

We have been authorised by the Council on Monday, 16 September 2024 and by the *Local Government (Planning and Reporting) Regulations 2020* to certify the Financial Statements in their final form.



RICK GAROTTI  
Councillor

Dated: Tuesday, 17 September 2024  
Greensborough



ELIZABETH NEALY  
Councillor

Dated: Tuesday, 17 September 2024  
Greensborough



ALLISON BECKWITH  
Chief Executive Officer

Dated: Tuesday, 17 September 2024  
Greensborough



# Independent Auditor's Report

## *To the Councillors of Banyule City Council*

<b>Opinion</b>	<p>I have audited the financial report of Banyule City Council (the council) which comprises the:</p> <ul style="list-style-type: none"><li>• balance sheet as at 30 June 2024</li><li>• comprehensive income statement for the year then ended</li><li>• statement of changes in equity for the year then ended</li><li>• statement of cash flows for the year then ended</li><li>• statement of capital works for the year then ended</li><li>• notes to the financial statements, including material accounting policy information</li><li>• certification of the financial statements.</li></ul> <p>In my opinion the financial report presents fairly, in all material respects, the financial position of the council as at 30 June 2024 and their financial performance and cash flows for the year then ended in accordance with the financial reporting requirements of Part 4 of the <i>Local Government Act 2020</i>, the Local Government (Planning and Reporting) Regulations 2020 and applicable Australian Accounting Standards.</p>
<b>Basis for Opinion</b>	<p>I have conducted my audit in accordance with the <i>Audit Act 1994</i> which incorporates the Australian Auditing Standards. I further describe my responsibilities under that Act and those standards in the <i>Auditor's Responsibilities for the Audit of the Financial Report</i> section of my report.</p> <p>My independence is established by the <i>Constitution Act 1975</i>. My staff and I are independent of the council in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 <i>Code of Ethics for Professional Accountants</i> (the Code) that are relevant to my audit of the financial report in Victoria. My staff and I have also fulfilled our other ethical responsibilities in accordance with the Code.</p> <p>I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.</p>
<b>Councillors' responsibilities for the financial report</b>	<p>The Councillors of the council are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards, the <i>Local Government Act 2020</i> and the Local Government (Planning and Reporting) Regulations 2020, and for such internal control as the Councillors determine is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.</p> <p>In preparing the financial report, the Councillors are responsible for assessing the council's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless it is inappropriate to do so.</p>

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**Auditor's responsibilities for the audit of the financial report**

As required by the *Audit Act 1994*, my responsibility is to express an opinion on the financial report based on the audit. My objectives for the audit are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

- identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the council's internal control
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Councillors
- conclude on the appropriateness of the Councillors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the council's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the council to cease to continue as a going concern.
- evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the Councillors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

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MELBOURNE  
20 September 2024

Travis Derricott  
*as delegate for the Auditor-General of Victoria*

# Comprehensive Income Statement

For the year ended 30 June 2024

	Note	2024 \$'000	2023 \$'000
<b>INCOME/REVENUE</b>			
Rates and charges	3.1	116,918	111,948
Statutory fees and fines	3.2	8,351	8,509
User fees and charges	3.3	19,220	18,681
Grants - operating	3.4(a)	10,171	13,608
Grants - capital	3.4(b)	9,689	10,758
Interest income	3.5	4,061	2,438
Rental income	3.6	3,221	3,131
Contributions income - monetary	3.7	6,204	7,392
Net gain on disposal of property, infrastructure, plant & equipment	3.8	343	22
Fair value adjustments for investments	5.1(b)(i) & 6.3(a)	125	80
Fair value adjustment for investment properties	6.4	144	-
Other income	3.9	2,452	1,913
Share of net profits of associates	6.3 (b)	26	-
<b>Total Income/Revenue</b>		<b>180,925</b>	<b>178,480</b>
<b>EXPENSES</b>			
Employee costs	4.1(a)	81,787	72,066
Materials, contracts and services	4.2	48,586	50,751
Utility charges	4.3	4,444	4,492
Depreciation	4.4	23,664	23,190
Amortisation – intangible assets	4.5	222	222
Depreciation – right of use assets	4.6	513	559
Donations expenditure	4.7	850	1,098
Finance costs - leases	4.8	61	14
Borrowing costs	4.9	1,590	1,666
Contributions expense	4.10	7,451	7,674
Impairment loss	6.1 & 6.2	197	305
Allowance for impairment losses	4.11	414	89
Share of net losses of associates		-	219
Other expenses	4.12	1,352	1,390
<b>Total Expenses</b>		<b>171,131</b>	<b>163,735</b>

Surplus/ (Deficit) for the year		9,794	14,745
OTHER COMPREHENSIVE INCOME			
Items that will not be reclassified to surplus or deficit in future periods			
Net asset revaluation gain	9.1(b)(i)	107,629	-
Total other comprehensive income			-
Total Comprehensive Result		117,423	14,745

The above Comprehensive Income Statement should be read in conjunction with the accompanying notes.



# Balance Sheet

As at 30 June 2024

	Note	2024 \$'000	2023 \$'000
<b>ASSETS</b>			
<b>Current Assets</b>			
Cash and cash equivalents	5.1 (a)	32,025	23,778
Other financial assets	5.1 (b)	46,929	65,220
Trade and other receivables	5.1 (c)	22,201	21,914
Inventories	5.2 (a)	45	49
Prepayments	5.2 (b)	1,726	2,640
Assets classified as held for sale	6.1	11,448	11,676
<b>Total current assets</b>		<b>114,374</b>	<b>125,277</b>
<b>Non-Current Assets</b>			
Trade and other receivables	5.1 (c)	204	199
Investments	6.3	3,586	3,517
Property, infrastructure, plant and equipment	6.2	1,930,315	1,804,396
Right of use assets	5.8	336	357
Investment property	6.4	13,652	13,597
Assets classified as held for sale	6.1	17,174	15,159
Intangible assets	5.2 (c)	62	284
<b>Total non-current assets</b>		<b>1,965,329</b>	<b>1,837,509</b>
<b>Total Assets</b>		<b>2,079,703</b>	<b>1,962,786</b>
<b>LIABILITIES</b>			
<b>Current Liabilities</b>			
Trade and other payables	5.3 (a)	14,824	11,922
Provisions	5.5	15,944	15,315
Trust funds and deposits	5.3 (b)	7,564	6,693
Contract and other liabilities	5.3 (c)	6,450	11,291
Interest bearing loans and borrowings	5.4	1,096	1,014
Lease liabilities	5.8	238	304
<b>Total current liabilities</b>		<b>46,116</b>	<b>46,539</b>
<b>Non-Current Liabilities</b>			
Provisions	5.5	1,170	1,038
Trust funds and deposits	5.3 (b)	667	1,171
Interest bearing loans and borrowings	5.4	17,761	18,857

Lease liabilities	5.8	104	51
<b>Total non-current liabilities</b>		<b>19,702</b>	<b>21,117</b>
<b>Total Liabilities</b>		<b>65,818</b>	<b>67,656</b>
<b>Net Assets</b>		<b>2,013,885</b>	<b>1,895,130</b>
<b>EQUITY</b>			
Accumulated surplus		582,975	565,512
Reserves	9.1(a)	1,430,910	1,329,618
<b>Total Equity</b>		<b>2,013,885</b>	<b>1,895,130</b>

*The above Balance Sheet should be read in conjunction with the accompanying notes.*

# Statement of Changes in Equity

For the year ended 30 June 2024

2024	Note	Total \$'000	Accumulated Surplus \$'000	Revaluation Reserve \$'000	Other Reserves \$'000
Balance at beginning of the financial year		1,895,130	565,512	1,300,152	29,466
Opening adjustment to recognise cemetery net assets		1,332	1,332	-	-
<b>Adjusted Balance at beginning of financial year</b>		<b>1,896,462</b>	<b>566,844</b>	<b>1,300,152</b>	<b>29,466</b>
Surplus for the year		9,794	9,794	-	-
Net asset revaluation gain	9.1(b)(i)	107,629	-	107,629	-
Transfers from asset revaluation reserve	9.1(b)(i)	-	-	-	-
Transfers to other reserves	9.1(b)(ii)	-	(13,493)	-	13,493
Transfers from other reserves	9.1(b)(ii)	-	19,830	-	(19,830)
<b>Balance at end of the financial year</b>		<b>2,013,885</b>	<b>582,975</b>	<b>1,407,781</b>	<b>23,129</b>

2023	Note	Total \$'000	Accumulated Surplus \$'000	Revaluation Reserve \$'000	Other Reserves \$'000
Balance at beginning of the financial year		1,880,385	548,699	1,304,268	27,418
Surplus for the year		14,745	14,745	-	-
Transfers from asset revaluation reserve	9.1(b)(i)	-	4,116	(4,116)	-
Transfers to other reserves	9.1(b)(ii)	-	(18,859)	-	18,859
Transfers from other reserves	9.1(b)(ii)	-	16,811	-	(16,811)
<b>Balance at end of the financial year</b>		<b>1,895,130</b>	<b>565,512</b>	<b>1,300,152</b>	<b>29,466</b>

The above Statement of Changes in Equity should be read in conjunction with the accompanying notes.

# Statement of Cash Flows

for the year ended 30 June 2024

	Note	2024 Inflows/ (Outflows) \$'000	2023 Inflows/ (Outflows) \$'000
<b>Cash Flows from Operating Activities</b>			
<b>Receipts:</b>			
Rates and charges		114,764	111,048
Statutory fees and fines		7,720	8,123
User fees and charges		19,016	15,712
Grants - operating		10,101	13,098
Grants - capital		6,848	12,857
Contributions - monetary		6,025	7,485
Interest received		3,753	1,922
Rent		3,912	4,346
Trust funds and deposits received		2,862	3,003
Other receipts		2,440	1,911
<b>Payments:</b>			
Employee costs		(80,477)	(73,294)
Materials, contracts and services		(46,346)	(51,139)
Trust funds and deposits refunded		(2,495)	(2,143)
Net GST (payment)		(272)	(329)
Other payments		(14,364)	(16,277)
<b>Net cash provided by operating activities</b>	9.2	<b>33,487</b>	<b>36,323</b>
<b>Cash Flows from Investing Activities:</b>			
Payments for property, infrastructure, plant and equipment		(42,660)	(35,516)
Proceeds from sale of property, plant and equipment		390	6,239
Payments for financial assets		(84,082)	(91,556)
Redemption of financial assets		104,100	91,399
<b>Net cash used in investing activities</b>		<b>(22,252)</b>	<b>(29,434)</b>



<b>Cash Flows from Financing Activities:</b>		
Finance costs - interest	(1,591)	(1,666)
Repayment of borrowings	(1,014)	(939)
Interest paid – lease liabilities	(61)	(14)
Repayment of lease liabilities	(431)	(450)
<b>Net cash used in financing activities</b>	<b>(3,097)</b>	<b>(3,069)</b>
<b>Net increase in cash and cash equivalents</b>	<b>8,138</b>	<b>3,820</b>
Cash and cash equivalents at the beginning of the financial year	23,778	19,958
Opening Balance adjustment to recognise cemetery cash and cash equivalents	109	-
Adjusted Cash and cash equivalents at the beginning of the financial year	23,887	19,958
<b>Cash and cash equivalents at the end of the financial year</b>	<b>32,025</b>	<b>23,778</b>
<i>Financing arrangements</i>	5.6	

*The above Statement of Cash Flows should be read in conjunction with the accompanying notes.*

# Statement of Capital Works

For the year ended 30 June 2024

	Note	2024 \$'000	2023 \$'000
<b>Capital Works</b>			
<b>Infrastructure</b>			
Roads, streets and bridges	6.2	13,949	10,226
Drainage	6.2	1,340	617
Parks and gardens	6.2	8,083	10,708
Playgrounds	6.2	1,463	392
<b>Total infrastructure</b>		<b>24,835</b>	<b>21,943</b>
<b>Property</b>			
Freehold land	6.2	2,190	2,012
Freehold buildings	6.2	9,958	7,926
Leasehold improvements	6.2	-	55
<b>Properties held for resale</b>		<b>2,175</b>	<b>-</b>
<b>Total property</b>		<b>14,323</b>	<b>9,993</b>
<b>Plant and equipment</b>			
Motor vehicles	6.2	2,428	-
Plant and equipment	6.2	2,328	1,493
Furniture and fittings	6.2	29	178
Waste management	6.2	-	219
<b>Total plant and equipment</b>		<b>4,785</b>	<b>1,890</b>
<b>Other assets</b>			
Art collection	6.2	26	140
<b>Total other assets</b>		<b>26</b>	<b>140</b>
<b>Total capital works expenditure</b>		<b>43,969</b>	<b>33,966</b>
<b>Represented by:</b>			
New assets		7,462	5,136
Asset renewal		24,534	20,927
Asset upgrade		11,684	7,719
Asset expansion		289	184
<b>Total capital works expenditure</b>		<b>43,969</b>	<b>33,966</b>

Note: Work in progress is incorporated into the specific asset class based on the nature of the work.

The above Statement of Capital Works should be read in conjunction with the accompanying notes.

# Notes to the Financial Report for the year ended 30 June 2024

## Note 1. Overview

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### Introduction

Banyule City Council ("Council") was established by an Order of the Governor in Council on 14 December 1994 and is a Body Corporate.

Council has two Service Centres located at:

- Greensborough – Level 3 1 Flintoff Street
- Ivanhoe (in Library & Cultural Hub) – 275 Upper Heidelberg Road

Council's website address is: [www.banyule.vic.gov.au](http://www.banyule.vic.gov.au)

### 1.1 Statement of compliance

These Financial Statements are a general purpose Financial Report that consists of a Comprehensive Income Statement, Balance Sheet, Statement of Changes in Equity, Statement of Cash Flows, Statement of Capital Works and notes accompanying these Financial Statements. The general purpose Financial Report complies with Australian Accounting Standards (AAS), other authoritative pronouncements of the Australian Accounting Standards Board, the *Local Government Act 2020*, and the *Local Government (Planning and Reporting) Regulations 2020*.

The Council is a not-for-profit entity and therefore applies the additional AUS paragraphs applicable to a not-for-profit entity under the Australian Accounting Standards.

### 1.2 Accounting policy information

#### (a) Basis of Accounting

Accounting policies are selected and applied in a manner which ensures that the resulting financial information satisfies the concepts of relevance and reliability, thereby ensuring that the substance of the underlying transactions or other events is reported. Specific accounting policies applied are disclosed in sections where the related balance or financial statement matter is disclosed.

The accrual basis of accounting has been used in the preparation of these Financial Statements, except for the cash flow information, whereby assets, liabilities, equity, income and expenses are recognised in the reporting period to which they relate, regardless of when cash is received or paid.

The financial statements are based on the historical cost convention unless a different measurement basis is specifically disclosed in the notes to the financial statements.

Judgements, estimates and assumptions are required to be made about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and associated judgements are based on professional judgement derived from historical experience and various other factors that are believed to be reasonable under the circumstances. Actual results may differ from these estimates.

The financial statements have been prepared on a going concern basis. The financial statements are in Australian dollars.

Revisions to accounting estimates are recognised in the period in which the estimate is revised and also in future periods that are affected by the revision. Judgements and assumptions made by management in the application of AAS's that have significant effects on the Financial Statements and estimates relate to:

- the fair value of land, buildings, infrastructure, plant and equipment (Note 6.2)
- the determination of depreciation for buildings, infrastructure, plant and equipment (Note 6.2)
- the determination of employee provisions (Note 5.5)
- the determination of whether performance obligations are sufficiently specific so as to determine whether an arrangement is within the scope of AASB 15 *Revenue from Contracts with Customers* or AASB 1058 *Income of Not-for-Profit Entities* (refer to Note 3)
- the determination, in accordance with AASB 16 *Leases*, of the lease term, the estimation of the discount rate when not implicit in the lease and whether an arrangement is in substance short-term or low value (refer to Note 5.8)
- whether or not AASB 1059 *Concession Arrangements: Grantors* is applicable (refer to Note 8.2)
- other areas requiring judgements.

Unless otherwise stated, all accounting policies are consistent with those applied in the prior year. Where appropriate, comparative figures have been amended to accord with current presentation, and disclosure has been made of any material changes to comparatives.

The figures presented in all the Financial Statements and the notes to the Financial Statements are expressed as thousands of dollars when indicated by "\$'000". Otherwise, the figures are exact to the nearest one dollar. Minor discrepancies in tables between totals and the sum of components are due to rounding.

## **(b) Goods and Services Tax (GST)**

Income and expenses are recognised net of the amount of associated GST. Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the taxation authority is included with other receivables or payables in the balance sheet.



## Note 2. Analysis of our results

### 2.1 Performance against budget

The performance against budget notes compare Council's financial plan, expressed through its annual budget, with actual performance. The *Local Government (Planning and Reporting) Regulations 2020* requires explanation of any material variances. Council has adopted a materiality threshold of the lower of \$1.5 million or 10% (if over \$1,000,000) where further explanation is warranted. Explanations have not been provided for variations below the materiality threshold unless the variance is considered to be material because of its nature.

The budget figures detailed below are those adopted by Council on 26 June 2023. The Budget was based on assumptions that were relevant at the time of adoption of the Budget. Council sets guidelines and parameters for the income and expense targets in this budget in order to meet Council's planning and financial performance targets for both the short and long-term.

These notes are prepared to meet the requirements of the *Local Government Act 2020* and the *Local Government (Planning and Reporting) Regulations 2020*.

#### 2.1.1 Income and Expenditure

	Ref	Budget 2024 \$'000	Actual 2024 \$'000	Variance \$'000	Variance %
<b>INCOME</b>					
Rates and charges		116,401	116,918	517	0.44
Statutory fees and fines	(a)	9,517	8,351	(1,166)	(12.25)
User fees and charges	(b)	21,257	19,220	(2,037)	(9.58)
Grants – operating	(c)	11,845	10,171	(1,674)	(14.13)
Grants – capital	(d)	18,786	9,689	(9,097)	(48.42)
Interest income		3,101	4,061	960	30.96
Rental income		3,098	3,221	123	3.97
Contributions income - monetary		5,853	6,204	351	6.00
Net gain on disposal of property, infrastructure, plant and equipment		181	343	162	89.50
Fair value adjustment for investments		-	125	125	-
Fair value adjustment for investment properties		-	144	144	-
Share of net profits of associates		-	26	26	-
Other income	(e)	958	2,452	1,494	155.95
<b>Total income</b>		<b>190,997</b>	<b>180,925</b>	<b>(10,072)</b>	<b>(5.27)</b>

EXPENSES					
Employee costs	(f)	79,901	81,787	(1,886)	(2.36)
Materials, contracts and services		51,793	48,586	3,207	6.19
Utility charges		4,288	4,444	(156)	(3.64)
Depreciation		24,992	23,664	1,328	5.31
Amortisation – intangible assets		222	222	-	0.00
Depreciation – right of use assets		402	513	(111)	(27.61)
Donations expenditure		962	850	112	11.64
Finance costs - leases		20	61	(41)	(205.00)
Borrowing costs		1,590	1,590	-	0.00
Contributions expense		7,719	7,451	268	3.47
Impairment loss		-	197	(197)	-
Bad & Doubtful Debts - Allowance for impairment losses		616	414	202	32.79
Other expenses		1,533	1,352	181	11.81
<b>Total expenses</b>		<b>174,038</b>	<b>171,131</b>	<b>2,907</b>	<b>1.67</b>
<b>Surplus for the year</b>		<b>16,959</b>	<b>9,794</b>	<b>(7,165)</b>	<b>(42.25)</b>
OTHER COMPREHENSIVE INCOME					
<b>Items that will not be reclassified to surplus or deficit in future periods:</b>					
Net asset revaluation increase		-	107,629	107,629	-
<b>Total Comprehensive Result</b>		<b>16,959</b>	<b>117,423</b>	<b>100,464</b>	<b>592.39</b>

## Explanation of Material Variations – Income and Expenditure

Ref	Item	Explanation
(a)	Statutory fees and fines	The Building & Planning statutory permits and fees were under budget. Development Planning Permit fees remain below expectations with the decline in construction site activity—driven by economic factors, rising material costs, and a shortage of labour. Additionally, there was reduced income from animal statutory infringements, fines, and litter infringements that also contributed to the shortfall in statutory fees and fines.
(b)	User fees and charges	The Waste Recovery Centre (WRC) was closed for commercial customers due to staffing and infrastructure restrictions on our capacity in 2023/2024 which significantly affected Council's revenue. Although the WRC Pits are operating now, they are still not operating to full capacity limiting the expected intake of the level of waste.
(c)	Grants – Operating	The shortfall in operating grants is primarily due to the Victoria Grants Commission allocation received in advance in June 2023. There was no corresponding early payment in June 2024 which resulted in a \$2.9m shortfall.  This shortfall was partially mitigated by several unbudgeted grants received during 2023/2024 from both state and federal governments.
(d)	Grants – capital	Capital Grants were lower than budget predominantly due to the delay in Capital works impacting on the recognition of the grant income. This included the East Ivanhoe Preschool Upgrade which had grant funding \$3.4m lower than budgeted.  Capital grants were also impacted by the Grants Commission - Local Roads Grants being received in advance in June 2023. There was no corresponding early payment in June 2024 which resulted in a \$1.1m shortfall.  Other projects whose budgeted grant funding will not be recognised until future years include the Olympic Park Masterplan, Macleod Park Pavilion Redevelopment, Rosanna Library & Precinct Upgrade, and Montmorency North Pavilion Upgrade.
(e)	Other income	Other income is higher than budgeted due to Workcover reimbursements which Council does not budget for as the level of claims in a given year is not foreseeable.  There was also an increase in the volume of reimbursements relating to the Northeast Link Project and a new income source for 2023/24 being the Container Deposit Scheme (CDS) Income, based on the cans & cartons collected from kerbside recycling.
(f)	Employee Costs	Council's initiatives program was budgeted from Materials, Contracts and Services but was spent from employee costs representing a shift of \$1.1 million rather than an over-spend.  There was also an over-spend in maternity/parental leave taken compared to budgeted by \$170k.

## 2.1.2 Capital Works

	Ref	Budget 2024 \$'000	Actual 2024 \$'000	Variance \$'000	Variance %
<b>Infrastructure</b>					
Roads, streets and bridges	(a)	16,231	13,949	2,282	14.06
Drainage	(b)	2,622	1,340	1,282	48.89
Parks and gardens	(c)	11,119	8,083	3,036	27.30
Playgrounds		1,245	1,463	(218)	(17.51)
<b>Total infrastructure</b>		<b>31,217</b>	<b>24,835</b>	<b>6,382</b>	<b>20.44</b>
<b>Property</b>					
Freehold land	(d)	-	2,190	(2,190)	-
Freehold buildings	(e)	29,053	9,958	19,095	65.72
Properties held for resale	(f)	-	2,175	(2,175)	-
<b>Total property</b>		<b>29,053</b>	<b>14,323</b>	<b>14,730</b>	<b>50.70</b>
<b>Plant and Equipment</b>					
Motor vehicles	(g)	4,902	2,428	2,474	50.47
Plant and equipment		2,440	2,328	112	4.59
Furniture and fittings		340	29	311	91.47
<b>Total plant and equipment</b>		<b>7,682</b>	<b>4,785</b>	<b>2,897</b>	<b>37.71</b>
<b>Other assets</b>					
Art collection		50	26	24	48.00
<b>Total other assets</b>		<b>50</b>	<b>26</b>	<b>24</b>	<b>48.00</b>
<b>Total capital works expenditure</b>		<b>68,002</b>	<b>43,969</b>	<b>24,033</b>	<b>35.34</b>
<b>Represented by:</b>					
New assets		2,464	7,462	(4,998)	(202.84)
Asset renewal		42,323	24,534	17,789	42.03
Asset upgrade		22,315	11,684	10,631	47.64
Asset expansion		900	289	611	67.89
<b>Total capital works expenditure</b>		<b>68,002</b>	<b>43,969</b>	<b>24,033</b>	<b>35.34</b>

## Explanation of Material Variations – Capital Works

Ref.	Item	Explanation
(a)	Roads, streets & bridges	<ul style="list-style-type: none"> <li>The Watsonia Town Square and East Ivanhoe Village Streetscape Renewal projects are both multi-year projects. Budgets of \$1.2 million and \$1.1 million, respectively, have been carried forward to the 2024/25 fiscal year.</li> </ul>
(b)	Drainage	<ul style="list-style-type: none"> <li>Stormwater Drainage Mitigation Works: Due to the complexity of the drainage construction, the design and construction is going to take a longer time to complete. As a result, \$750k of the budget will be carried forward to fund the completion of the project. Additionally, Council is conducting flood modelling to enhance the accuracy of prioritizing this drainage mitigation program.</li> <li>Depot Environmental Compliance Works Program has also not been able to be completed with \$920k expected to be carried forward to next year.</li> </ul>
(c)	Parks and gardens	<ul style="list-style-type: none"> <li>The Redmond Court Wetland upgrade has been rescoped, resulting in cost savings of \$1.15m.</li> <li>The Petrie Park &amp; EJ Andrews Reserve Improvements project is multi-year; the unspent balance of the budget of \$633k will be carried forward.</li> <li>The Warringal Parklands Oval surface renovation has been completed with cost savings of \$349k.</li> <li>The East West Powerline Easement Bike Path (NELP) project has been deferred, with a budget carry forward of \$300k.</li> </ul>
(d)	Freehold land	<ul style="list-style-type: none"> <li>Strategic Property Acquisitions: Two properties were purchased during 2023/24, which were unbudgeted. These acquisitions are expected to deliver future public realm benefits and create additional opportunities for community infrastructure.</li> </ul>
(e)	Freehold buildings	<ul style="list-style-type: none"> <li>Rosanna Library &amp; Precinct Upgrade: This multi-year project is now scheduled to begin construction in July 2024. A budget of \$6.4 million has been carried forward to the 2024/25 fiscal year.</li> <li>Macleod Park Change Rooms: This multi-year project has had budget of \$3.5 million carried forward to 2024/25.</li> <li>Olympic Park Masterplan: Construction is planned for early 2025, with a budget carry forward of \$1.9 million.</li> <li>East Ivanhoe Preschool Upgrade is a multi-year project with budget of \$1.6 million to be carried forward to 2024/25.</li> <li>Montmorency North Pavilion Upgrade is a multi-year project and had \$0.9 million earmarked to be carried forward to 2024/25.</li> <li>Heidelberg Theatre Storage Upgrade is a multi-year project with \$0.9 million to be carried forward to 2024/25.</li> </ul>
(f)	Properties held for resale	<ul style="list-style-type: none"> <li>Crown Grant Restriction Removal: An unbudgeted uplift payment of \$2.175 million was made for the removal of a crown grant restriction at 232 Banksia Street, Bellfield</li> </ul>
(g)	Motor vehicles	<ul style="list-style-type: none"> <li>Seven rubbish trucks and four Volvo electric vehicles (EVs) ordered will be delivered in the FY24/25 due to production delays and availability issues, respectively.</li> </ul>



## 2.2 Analysis of council's results by Directorate

Council delivers its functions and activities through the following Directorates:

### Assets and City Services

Assets and City Services are responsible for building, maintaining and enhancing Council's public spaces, buildings and infrastructure. This includes the collection of waste and recycling, parks and gardens maintenance, plant and fleet management, emergency management and the construction and maintenance of a diverse range of assets that underpin the wellbeing of the community.

### City Development

City Development are responsible for managing sustainable growth and development within Banyule including land use, transport and environmental strategy, approvals and enforcement. This covers a wide range of areas including city futures, planning and building, economic development, property management, municipal laws, environmental sustainability and transport (roads, footpaths, and active transport).

### Community Wellbeing

Community Wellbeing are responsible for supporting and promoting the health and wellbeing of residents within Council. This is done by providing a wide range of programs and services to support the community in living a healthy and active lifestyle and to maintain a connection to the community in which they live. This includes community planning, social enterprise and local jobs; services and for all stages of life including maternal child health, youth and aged; health services, leisure, recreation and culture programs.

### Corporate Services

Corporate Services are responsible for providing efficient, effective and proactive support to the three other directorates to aid them in delivering services to the public. Covering the areas of finance and procurement, organisational systems, human resources, governance and communication; Corporate Services provides oversight and support to the organisation to ensure all legislative requirements are met and we strive to implement best practices across Council.

### Core Corporate

Core Corporate is the Chief Executive Officer's division is responsible for Executive & Planning, Corporate Governance and Advocacy, Communications, Engagement and Performance and for providing support to the Mayor and Councillors. The division also oversees Council meetings, legal, public registers, delegations and has oversight of Council's integrity processing including public interest disclosures and enquiries.

### General Rates

General Rates is the revenue received from municipal charges, services rates and service charges levied on properties as per the Local Government Act.

## Summary of income/revenue, expenses and assets by Directorate

2024	Income \$'000	Expenses \$'000	Surplus/ (Deficit) \$'000	Grants included in income \$'000	Total assets \$'000
Assets & City Services	10,887	50,239	(39,352)	1,942	870,625
City Development	24,963	21,919	3,044	6,196	308,034
Community Wellbeing	23,779	41,991	(18,212)	11,568	674,653
Corporate Services	6,383	51,381	(44,998)	154	226,391
Core Corporate	321	5,530	(5,209)	-	-
General Rates	114,592	71	114,521	-	-
<b>Total</b>	<b>180,925</b>	<b>171,131</b>	<b>9,794</b>	<b>19,860</b>	<b>2,079,703</b>

2023	Income \$'000	Expenses \$'000	Surplus/ (Deficit) \$'000	Grants included in income \$'000	Total assets \$'000
Assets & City Services	13,225	47,094	(33,869)	4,219	821,680
City Development	32,781	21,755	11,026	6,906	290,717
Community Wellbeing	20,573	41,268	(20,695)	9,483	636,725
Corporate Services	1,761	48,637	(46,876)	3,758	213,664
Core Corporate	11	4,869	(4,858)	-	-
General Rates	110,129	112	110,017	-	-
<b>Total</b>	<b>178,480</b>	<b>163,735</b>	<b>14,745</b>	<b>24,366</b>	<b>1,962,786</b>

## Note 3. Funding for the delivery of our services

### 3.1 Rates and Charges

For the basis of rates calculation, Council uses Capital Improved Value as the basis of valuation of all properties within the municipality. The Capital Improved Value of a property is the value of the land, dwellings and all its improvements.

The valuation base used to calculate general rates for 2023/2024 was \$57,260,611,300 excluding cultural & recreational properties and any supplementary valuations processed during the year (\$60,417,062,000 for 2022/2023).

The date of the general revaluation of land for rating purposes within the municipal district was on 1 January 2023 and the valuation was first applied in the rating year commencing 1 July 2023.

Note	2024 \$'000	2023 \$'000
Residential	90,110	87,509
Commercial	6,019	5,270
Industrial	2,737	2,163
Cultural and recreational	17	12
<b>Total general rates</b>	98,883	94,954
General rates	98,883	94,954
Service rates and charges	15,708	15,175
Supplementary rates & charges	923	518
Interest on rates	713	635
<b>Total general rates and charges</b>	116,227	111,282
Special rates and charges	684	661
Interest on special rates and charges	7	5
<b>Total rates and charges</b>	<b>116,918</b>	<b>111,948</b>

Annual rates and charges are recognised as income when Council issues annual rates notices, as a result of the adoption by Council of its annual budget and fulfilling the statutory process. Supplementary rates are recognised when a valuation and reassessment is completed, and a supplementary rate notice issued.

Income from construction special rates and special charges is recognised at the commencement of each scheme. Income from shopping centre special rates and charges schemes is recognised on a yearly basis, for the length of each scheme, as the schemes run on a year-by-year basis.

## 3.2 Statutory fees and fines

	Note	2024 \$'000	2023 \$'000
Building and Planning permits and fees		2,756	3,281
Food Act and Health registrations		600	584
Local laws infringements and fines		4,580	4,261
Asset protection permits		165	163
Other fees and fines		250	220
<b>Total statutory fees and fines</b>		<b>8,351</b>	<b>8,509</b>

Statutory fees and fines (including parking fees and fines) are recognised as income when the service has been provided, the payment is received, or when the penalty has been applied, whichever first occurs.

## 3.3 User Fees and Charges

	Note	2024 \$'000	2023 \$'000
Aquatic and Leisure Centre fees and charges		6,418	5,758
Building and Planning permits and fees		314	304
Childcare centre charges		903	1,068
Community buses, halls and events		389	358
Delivered meals charges		430	426
Engineering services' fees		292	286
Functions Centre charges		115	186
Home modifications & property maintenance		103	95
Immunisation fees		479	399
Local laws fees		2,149	2,195
Planned activity group fees and charges		128	115
Pre-school enrolment		116	107
Road, drain & footpath works		320	170
Sports ground rentals income		275	223
Transfer station tipping fees		6,190	6,620
Other fees and charges		599	371
<b>Total user fees and charges</b>		<b>19,220</b>	<b>18,681</b>

	Note	2024 \$'000	2023 \$'000
<b>User fees and charges by timing of revenue recognition</b>			
User fees and charges recognised over time		2,285	2,006
User fees and charges recognised at a point in time		16,935	16,675
<b>Total user fees and charges</b>		<b>19,220</b>	<b>18,681</b>

User fees are recognised as revenue at a point in time, or over time, when (or as) the performance obligation is satisfied. Recognition is based on the underlying contractual terms.

### 3.4 Funding from other levels of government

Grants were received in respect of the following:

	Note	2024 \$'000	2023 \$'000
<b>Summary of Grants</b>			
Recurrent		10,280	14,896
Non-recurrent		9,580	9,470
<b>Total grants</b>		<b>19,860</b>	<b>24,366</b>
<b>Summary of Grants</b>			
State Government funded grants		14,740	14,528
Commonwealth Government funded grants		5,120	9,838
<b>Total grants</b>		<b>19,860</b>	<b>24,366</b>
<b>Summary of Grants</b>			
Operating grants		10,171	13,608
Capital grants		9,689	10,758
<b>Total grants</b>		<b>19,860</b>	<b>24,366</b>

#### (a) Operating Grants

	Note	2024 \$'000	2023 \$'000
<b>Recurrent – State Government</b>			
Children's services		196	297
Delivered meals		16	16
HACC assessment and care management		35	841
Home, personal and respite care		348	245
Immunisation		92	116
Maternal and child health centres		1,468	1,273
Planned activity group (incl. carer support)		-	-
Pre-schools and childcare centres		1,453	1,004
Property maintenance		14	78



School crossing supervisors	601	576
Supported playgroup	130	125
Vic Roads maintenance	-	102
Working for Victoria	-	-
Youth services	85	271
Other grants	769	123
<b>Total State Government</b>	<b>5,207</b>	<b>5,067</b>
<b><i>Recurrent – Commonwealth Government</i></b>		
Child-care centres	2,217	1,797
Delivered meals	257	202
HACC assessment and care management	98	93
Home, personal and respite care	-	-
Social Support Group	1,525	1,233
Property maintenance and home modifications	466	373
Victorian Grants Commission – general purpose	154	3,758
Other grants	55	21
<b>Total Commonwealth Government</b>	<b>4,772</b>	<b>7,477</b>
<b>Total recurrent operating grants</b>	<b>9,979</b>	<b>12,544</b>
<b><i>Non-Recurrent – State Government</i></b>		
Outdoor Dining & Entertainment (COVID-19)	-	98
Pre-schools and childcare centres	84	15
Waste Management	-	59
Jobs Victoria	6	381
Regulation Reform Incentive Fund	-	260
Other grants	55	242
<b>Total State Government</b>	<b>145</b>	<b>1,055</b>
<b><i>Non-Recurrent – Commonwealth Government</i></b>		
Other grants	47	9
<b>Total Commonwealth Government</b>	<b>47</b>	<b>9</b>
<b>Total non-recurrent operating grants</b>	<b>192</b>	<b>1,064</b>
<b>Total operating grants</b>	<b>10,171</b>	<b>13,608</b>

## (b) Capital Grants

	Note	2024 \$'000	2023 \$'000
<b>Recurrent – State Government</b>			
<b>Total State Government</b>		-	-
<b>Recurrent – Commonwealth Government</b>			
Roads to recovery		261	898
Victoria Grants Commission – local roads		40	1,454
<b>Total Commonwealth Government</b>		<b>301</b>	<b>2,352</b>
<b>Total recurrent capital grants</b>		<b>301</b>	<b>2,352</b>
<b>Non-Recurrent – State Government</b>			
Bellfield Community Centre		-	240
Infrastructure upgrades		5,073	3,323
Pre-school and child day care centres		1,174	547
Sports grounds and pavilions		3,061	2,819
Other grants		80	1,477
<b>Total State Government</b>		<b>9,388</b>	<b>8,406</b>
<b>Non-Recurrent – Commonwealth Government</b>			
Other grants		-	-
<b>Total Commonwealth Government</b>		<b>-</b>	<b>-</b>
<b>Total non-recurrent capital grants</b>		<b>9,388</b>	<b>8,406</b>
<b>Total capital grants</b>		<b>9,689</b>	<b>10,758</b>
<b>Total grants</b>		<b>19,860</b>	<b>24,366</b>

## (c) Recognition of grant income

Before recognising funding from government grants as revenue, the Council assesses whether there is a contract that is enforceable and has sufficiently specific performance obligations in accordance with AASB 15 *Revenue from Contracts with Customers*. When both these conditions are satisfied, the Council:

- identifies each performance obligation relating to revenue under the contract/agreement
- determines the transaction price
- recognises a contract liability for its obligations under the agreement
- recognises revenue as it satisfies its performance obligations, at the point in time or over time when services are rendered.

Where the contract is not enforceable and/or does not have sufficiently specific performance obligations, the Council applies AASB 1058 *Income for Not-for-Profit Entities*.

Grant revenue with sufficiently specific performance obligations is recognised over time as the performance obligations specified in the underlying agreement are met. Where performance obligations are not sufficiently specific, grants are recognised on the earlier of receipt or when an unconditional right to receipt has been established. Grants relating to capital projects are generally recognised progressively as the capital project is completed. The following table provides a summary of the accounting framework under which grants are recognised.

	Note	2024 \$'000	2023 \$'000
<b>Income recognised under AASB 1058 <i>Income of Not-for-Profit Entities</i></b>			
General purpose (VLGGC)		194	5,212
Other specific purpose grants		9,951	8,761
<b>Revenue recognised under AASB 15 <i>Revenue from Contracts with Customers</i></b>			
Specific purpose grants		9,715	10,393
<b>Total</b>		<b>19,860</b>	<b>24,366</b>

**(d) Unspent Grants received on condition that they be spent in a specific manner**

	Note	2024 \$'000	2023 \$'000
<b>Operating</b>			
Balance at start of year		199	943
Received during the financial year and remained unspent at balance date		-	165
Received in prior years and spent during the financial year		(40)	(909)
<b>Balance of unspent operating grants at year end</b>	<b>5.3 (c)</b>	<b>159</b>	<b>199</b>
<b>Capital</b>			
Balance at start of year		10,233	7,556
Received during the financial year and remained unspent at balance date		1,656	7,423
Received in prior years and spent during the financial year		(6,194)	(4,746)
<b>Balance of unspent capital grants at year end</b>	<b>5.3 (c)</b>	<b>5,695</b>	<b>10,233</b>
<b>Total unspent grants at year end</b>		<b>5,854</b>	<b>10,785</b>

### 3.5 Interest Income

	Note	2024 \$'000	2023 \$'000
Interest on investments		4,059	2,434
Interest from sporting clubs		2	2
Other interest		-	2
<b>Total interest income</b>		<b>4,061</b>	<b>2,438</b>

### 3.6 Rental income

	Note	2024 \$'000	2023 \$'000
Residential/commercial rental		2,404	2,382
Recycling centre rental		817	749
<b>Total rental income</b>		<b>3,221</b>	<b>3,131</b>

Interest and rental income are recognised as they are earned.

### 3.7 Contributions income – monetary

	Note	2024 \$'000	2023 \$'000
Developer contributions		661	816
Public Open Space – contributions		4,645	5,518
Contributions for capital works projects		427	464
Other contributions		471	594
<b>Total contributions – monetary</b>		<b>6,204</b>	<b>7,392</b>

Monetary contributions are recognised as income at their fair value when Council obtains control over the contributed asset.

### 3.8 Net gain/(loss) on disposal of property, infrastructure, plant and equipment

	Note	2024 \$'000	2023 \$'000
<b>Assets classified as held for sale</b>			
Proceeds from sale of assets		-	2,740
Less: Written down value of assets sold	6.1	-	(2,932)
<b>Total net (loss) on sale of assets classified as held for sale</b>		<b>-</b>	<b>(192)</b>
<b>Property, infrastructure, plant and equipment</b>			
Proceeds from sale of assets		390	3,467
Compensation for land divested by the state government as part of the North East Link Project		-	33
Less: Written down value of assets disposed	6.2	(47)	(3,286)
<b>Total net gain on sale/disposal of property, infrastructure, plant and equipment</b>		<b>343</b>	<b>214</b>
<b>Total net gain on disposal of assets held for sale and property, infrastructure, plant and equipment</b>		<b>343</b>	<b>22</b>

The profit or loss on sale of an asset is determined when control of the asset has irrevocably passed to the buyer.

Note: Land at 15 Flintoff Street, Greensborough was compulsory acquired by the Victorian Government during 2022/23 as part of the Car Parks for Commuters Project. The value of compensation to Council is still under negotiation, a Trade & Other Receivables item has been recognised at the current book value.

### 3.9 Other Income

	Note	2024 \$'000	2023 \$'000
Insurance claims		8	-
Container Deposit Scheme Income		219	-
Sale of surplus parcels of land (incl Right-of-ways)		172	226
Vehicle Contributions		249	283
Workcover reimbursements		1,085	919
Other revenue		719	485
<b>Total other income</b>		<b>2,452</b>	<b>1,913</b>

Other income is measured at the fair value of the consideration received or receivable and is recognised when Council gains control over the right to receive the income.



## Note 4. The cost of delivering services

### 4.1 (a) Employee costs

	Note	2024 \$'000	2023 \$'000
Salaries and wages		61,757	58,678
Labour Hire Agency Staffing	(a)	4,079	-
Annual leave and loading		5,668	5,524
Long service leave		2,024	996
Superannuation		7,059	6,440
WorkCover		2,376	1,484
Other on costs		241	286
Less: Capitalised labour		(1,134)	(1,074)
Less: Capitalised oncosts		(283)	(268)
<b>Total employee costs</b>		<b>81,787</b>	<b>72,066</b>

(a) For 2023/24 Labour Hire Agency staffing has been reclassified from Materials, Contracts and Services

### 4.1 (b) Superannuation

Council made contributions to the following funds:

	Note	2024 \$'000	2023 \$'000
<b>Defined benefit fund</b>			
Employer contributions to Local Authorities Superannuation Fund (Vision Super)		161	181
		<b>161</b>	<b>181</b>
Employer contributions payable at reporting date:		-	-
<b>Accumulation funds</b>			
Employer contributions to Local Authorities Superannuation Fund (Vision Super)		6,898	6,259
		<b>6,898</b>	<b>6,259</b>
Employer contributions payable at reporting date		-	-

Vision Super acts as a clearing house for all employees with alternative super funds, so all superannuation is paid by Council to Vision Super.

Refer to Notes 8.1(d) and 9.3 for further information relating to Council's superannuation obligations.

## 4.2 Materials, contracts and services

	Note	2024 \$'000	2023 \$'000
Advertising		250	198
Auditor's remuneration	4.13	217	141
Bank and payment collection fees		348	339
Building and Planning charges and government fees		57	69
Childcare centre costs		107	102
Contractor costs			
• Agency staffing	(a)	-	4,281
• Aquatic and leisure costs		675	1,244
• Building maintenance costs		2,644	2,244
• Consultant costs		752	707
• Information Technology services and licenses		2,690	3,001
• Initiative costs		3,623	2,524
• Legal expenses		486	658
• Parking and traffic enforcement		1,963	1,836
• Parks maintenance		2,845	2,410
• Waste collection costs		1,264	1,034
• Other contractor costs		6,998	6,760
General materials and supplies		3,440	3,243
Infringement collection lodgement fees		254	226
Insurances		2,443	2,030
Plant and motor vehicle operating		3,338	3,125
Postage costs		318	261
Printing, stationery and external communications		836	817
Program costs		1,525	1,477
Staff training and equipment		1,039	1,033
Sundry expenses		284	282
Waste disposal general		8,739	8,959
Other		1,451	1,750
<b>Total materials, contract and services</b>		<b>48,586</b>	<b>50,751</b>

(a) For 2023/24, Labour Hire Staffing costs has been re-classified to employee costs.

Expenses are recognised as they are incurred and reported in the financial year to which they relate.

### 4.3 Utility charges

	Note	2024 \$'000	2023 \$'000
Gas and electricity		2,800	2,751
Public street lighting		538	563
Telephone		256	355
Water		850	823
<b>Total utility charges</b>		<b>4,444</b>	<b>4,492</b>

### 4.4 Depreciation

	Note	2024 \$'000	2023 \$'000
Infrastructure	6.2(a)	15,754	14,806
Property	6.2(a)	4,144	4,005
Investment Property	6.4	89	89
Plant and equipment	6.2(a)	3,677	4,290
<b>Total depreciation</b>		<b>23,664</b>	<b>23,190</b>

Refer to note 5.2(c), 5.8 and 6.2 for a more detailed breakdown of depreciation charges and accounting policy.

### 4.5 Amortisation – intangible assets

	Note	2024 \$'000	2023 \$'000
Software	5.2(c)	222	222
<b>Total amortisation – intangible assets</b>		<b>222</b>	<b>222</b>

### 4.6 Depreciation – right of use assets

	Note	2024 \$'000	2023 \$'000
Leasehold improvements	6.2(a)	74	69
Plant and equipment	5.8	300	358
Property and infrastructure	5.8	139	132
<b>Total depreciation – right of use assets</b>		<b>513</b>	<b>559</b>

## 4.7 Donations expenditure

	Note	2024 \$'000	2023 \$'000
Banyule Support and Information		109	105
Community Services grants		194	202
Diamond Valley Community Support		109	105
Economic Support Package (COVID-19 Support)		60	59
Environmental sustainability		(4)	66
Other donations		382	561
<b>Total donations expenditure</b>		<b>850</b>	<b>1,098</b>

## 4.8 Finance cost - leases

	Note	2024 \$'000	2023 \$'000
Interest – lease liabilities		61	14
<b>Total finance cost - leases</b>		<b>61</b>	<b>14</b>

## 4.9 Borrowing costs

	Note	2024 \$'000	2023 \$'000
Interest on borrowings – total		1,590	1,666
<b>Total borrowing costs</b>		<b>1,590</b>	<b>1,666</b>

Borrowing costs are recognised as an expense in the period in which they are incurred.

## 4.10 Contributions expense

	Note	2024 \$'000	2023 \$'000
Darebin Creek management		149	143
Neighbourhood Houses		240	230
Traders Associations contributions		859	1,170
Yarra Plenty Regional Library		5,662	5,551
YMCA contributions		100	129
Other contributions		441	451
<b>Total contributions expense</b>		<b>7,451</b>	<b>7,674</b>

## 4.11 Allowance for impairment losses

	Note	2024 \$'000	2023 \$'000
Animal fines debtors		5	25
Local law fines debtors		-	49
Parking fines debtors		369	379
Other debtors		40	(364)
<b>Total allowance for impairment losses</b>		<b>414</b>	<b>89</b>

An allowance for impairment losses in respect of debtors is recognised based on an expected credit loss model. This model considers both historic and forward-looking information in determining the level of impairment.

### (i) Movement in allowance for impairment losses in respect of debtors

	Note	2024 \$'000	2023 \$'000
Balance at beginning of the year		202	597
New allowances recognised during the year		19	-
Amounts already allowed for and written off as uncollectable		(64)	(31)
Amounts allowed for but recovered during the year		-	(364)
<b>Balance at end of the year</b>		<b>157</b>	<b>202</b>

### (ii) Movement in allowance for impairment losses – Parking & Other By-Laws Debtors

	Note	2024 \$'000	2023 \$'000
Balance at beginning of the year		3,875	3,422
New allowances recognised during the year		396	453
Amounts already allowed for and written off as uncollectable		-	-
Amounts allowed for but recovered during the year		-	-
<b>Balance at end of the year</b>		<b>4,271</b>	<b>3,875</b>

## 4.12 Other expenses

	Note	2024 \$'000	2023 \$'000
Councillor allowances		468	443
Fire Service Property Levy on Council properties		178	180
General Rate Waivers		97	156
Records storage		34	44
Short-term and low value leases	5.8	3	7
Other		572	560
<b>Total other expenses</b>		<b>1,352</b>	<b>1,390</b>



## 4.13 Auditors' remuneration

	Note	2024 \$'000	2023 \$'000
Auditors' remuneration - VAGO - audit of the financial statements, performance statement and grant acquittals		69	58
Auditors' remuneration - Internal Audit		143	81
Fees for minor audits – other external auditors		5	2
<b>Total auditors' remuneration</b>	<b>4.2</b>	<b>217</b>	<b>141</b>

## Note 5. Investing in and financing our operations

### 5.1 Financial assets

#### (a) Cash and cash equivalents

	Note	2024 \$'000	2023 \$'000
Cash on hand		7	8
Cash at bank		29,018	20,770
Money market call account		3,000	3,000
<b>Total cash and cash equivalents</b>		<b>32,025</b>	<b>23,778</b>

Cash and cash equivalents include cash on hand, deposits at call and other highly liquid investments with original maturities of three months or less, net of outstanding bank overdrafts.

#### (b) Other financial assets

	Note	2024 \$'000	2023 \$'000
Term deposits		31,513	60,100
Managed Funds – Victorian Funds Management Corporation	5.1(b)(i)	15,416	5,120
<b>Total other financial assets</b>		<b>46,929</b>	<b>65,220</b>
<b>Total cash and cash equivalents and other financial assets</b>		<b>78,954</b>	<b>88,998</b>

Other financial assets are valued at fair value, being market value, at balance date. Term deposits are measured at original cost. Any unrealised gains and losses on holdings at balance date are recognised as either a revenue or expense. Term deposits with original maturity dates of 3 to 12 months are classified as current, whilst term deposits with maturity dates greater than 12 months are classified as non-current.

Managed funds are measured at fair value. Unrealised and realised gains and losses from revaluations of financial assets at fair value are recognised in the Statement of Comprehensive Income, under fair value adjustments.

#### (i) Managed funds - VFMC

	Note	2024 \$'000	2023 \$'000
Opening Balance		5,120	-
Additions		10,000	5,000
Interest Earned / Units distributed		214	57
Fair Value adjustment		82	63
<b>Closing balance</b>		<b>15,416</b>	<b>5,120</b>

(c) Trade and other receivables

	Note	2024 \$'000	2023 \$'000
<b>Current</b>			
<b>Statutory receivables</b>			
Rates debtors		10,571	8,617
Special rates and charges debtors		100	81
Other property-based debts		80	-
Parking infringement debtors		5,200	4,691
Allowance for expected credit loss – parking infringements		(3,764)	(3,395)
Other by-laws debtors		744	724
Allowance for expected credit loss – other by-laws		(507)	(480)
Net GST receivable		2,043	1,803
<b>Non-statutory receivables</b>			
Club contribution debtors	(i)	3	3
Other debtors	(i)	7,888	10,072
Allowance for expected credit loss – other debtors	(ii)	(157)	(202)
<b>Total current</b>		<b>22,201</b>	<b>21,914</b>
<b>Non-Current</b>			
<b>Statutory receivables</b>			
Rates debtors		81	73
<b>Non-statutory receivables</b>			
Club contribution debtors	(i)	52	55
Other debtors	(i)	71	71
<b>Total non-current</b>		<b>204</b>	<b>199</b>
<b>Total trade and other receivables</b>		<b>22,405</b>	<b>22,113</b>

(i) These items are considered non-statutory receivables and therefore treated as financial instruments and are included in the 'Ageing of Receivables' table 5.1(c)(i).

(ii) This represents the impairment allowance for non-statutory receivables based on the expected credit loss method taking into account historical trends and is detailed in the 'Impairment of aged non-statutory receivables' table 5.1(c)(ii).

Note: Non-current trade and other receivables includes debtors who are on long term interest-accruing payment plans and/or bonds and deposits which are not expected to be returned in the next 12 months.

Short term receivables are carried at invoice amount. An allowance for expected credit losses is recognised based on past experience and other objective evidence of expected losses. Long term receivables are carried at amortised cost using the effective interest rate method.

### (i) Ageing of Receivables

At balance date other debtors representing financial assets were past due, but not impaired.

The ageing of Council's Trade and Other Receivables (excluding statutory receivables) was:

	Note	2024 \$'000	2023 \$'000
Current – not yet due		6,612	8,221
Past due – by up to 30 days		395	497
Past due – between 31 and 60 days		165	200
Past due – between 61 and 90 days		235	526
Past due – more than 91 days		607	757
<b>Total trade and other receivables</b>		<b>8,014</b>	<b>10,201</b>

### (iii) Impairment of aged non-statutory receivables

Financial assets	Debtor gross carrying amount \$'000	Expected Loss %	Lifetime expected credit losses \$'000
Current – not yet due	6,612	0.11%	7
Past due – by up to 30 days	395	0.70%	3
Past due – between 31 and 60 days	165	0.81%	1
Past due – between 61 and 90 days	235	8.08%	19
Past due – more than 91 days	607	20.82%	127
<b>Total</b>	<b>8,014</b>		<b>157</b>

Provision for doubtful debt is recognised based on an expected credit loss model. This model considers both historic and forward-looking information in determining the level of impairment.

## 5.2 Non-financial assets

### (a) Inventories

Non-financial assets	Note	2024 \$'000	2023 \$'000
Inventories held for distribution at cost		45	49
<b>Total inventories</b>		<b>45</b>	<b>49</b>

Inventories held for distribution are measured at cost, adjusted when applicable, for any loss of service potential.

### (b) Prepayments

Non-financial assets	Note	2024 \$'000	2023 \$'000
Prepayments		1,726	2,640
<b>Total other assets</b>		<b>1,726</b>	<b>2,640</b>

## (c) Intangible assets

Non-financial assets	Note	2024 \$'000	2023 \$'000
Software at cost	(a)	62	284
<b>Total intangible assets</b>		<b>62</b>	<b>284</b>

(a) Intangible assets are comprised of Council's Electronic Document and Records Management System (EDRMS) software purchase and in-house development costs.

### Intangible assets reconciliation

	Note	Software \$'000
<b>Gross carrying amount</b>		
Balance at 1 July 2023		2,217
Impaired/Written Off (WIP)		-
<b>Balance at 30 June 2024</b>		<b>2,217</b>
<b>Accumulated amortisation</b>		
Balance at 1 July 2023		(1,933)
Amortisation expense		(222)
<b>Balance at 30 June 2024</b>		<b>(2,155)</b>
Net book value at 30 June 2023		284
<b>Net book value at 30 June 2024</b>		<b>62</b>

Intangible assets with finite lives are amortised as an expense on a systematic basis over the asset's useful life. Amortisation is generally calculated on a straight-line basis, at a rate that allocates the asset value, less any estimated residual value over its estimated useful life. Estimates of the remaining useful lives and amortisation method are reviewed at least annually, and adjustments made where appropriate.



## 5.3 Payables, trust funds and deposits and contract and other liabilities

### (a) Trade and other payables – current

#### Non-statutory payables

	Note	2024 \$'000	2023 \$'000
Trade creditors		10,919	8,514
Accrued expenses		3,905	3,408
<b>Total trade and other payables</b>		<b>14,824</b>	<b>11,922</b>

### (b) Trust funds and deposits

	Note	2024 \$'000	2023 \$'000
<b>Summary</b>			
Current		7,564	6,693
Non-current		667	1,171
<b>Total trust funds and deposits</b>		<b>8,231</b>	<b>7,864</b>
<b>Summary</b>			
Trust funds		1,367	1,285
Deposits held		6,864	6,579
<b>Total trust funds and deposits</b>		<b>8,231</b>	<b>7,864</b>
<b>Current trust funds</b>			
Funds relating to planning permit conditions		615	79
Other trust funds		85	35
<b>Total current trust funds</b>		<b>700</b>	<b>114</b>
<b>Current refundable deposits held</b>			
Road opening permits / Asset Protection		6,519	6,245
Sub-divisions		24	24
Sundry		181	181
Tender contracts		89	55
Other deposits		51	74
<b>Total current refundable deposits held</b>		<b>6,864</b>	<b>6,579</b>
<b>Total current trust funds and deposits held</b>		<b>7,564</b>	<b>6,693</b>
<b>Non-current trust funds</b>			
Funds relating to Planning Permit conditions		667	1,171
Other trust funds		-	-
<b>Total non-current trust funds</b>		<b>667</b>	<b>1,171</b>
<b>Total trust funds and deposits</b>		<b>8,231</b>	<b>7,864</b>

## Purpose and nature of items

Trust Funds – Amounts received as deposits and retention amounts controlled by Council are recognised as trust funds until they are returned, transferred in accordance with the purpose of the receipt, or forfeited. Trust funds that are forfeited, resulting in council gaining control of the funds, are to be recognised as revenue at the time of forfeit.

Refundable Deposits – Deposits are taken by Council as a form of surety in a number of circumstances, including in relation to building works, tender deposits, contract deposits and the use of civic facilities. Council has a contractual right to retain certain amounts until a contractor has met certain requirements or a related warrant or defect period has elapsed. Subject to the satisfactory completion of the contractual obligations, or the elapsing of time, these amounts will be paid to the relevant contractor in line with Council's contractual obligations.

### (c) Contract and other liabilities - Current

	Note	2024 \$'000	2023 \$'000
Grant received in advance – operating	3.4 (d)	159	198
Grant received in advance – capital	3.4 (d)	5,695	10,233
Prepaid revenue		544	709
Other contributions		52	151
<b>Total contract and other liabilities</b>		<b>6,450</b>	<b>11,291</b>

Contract liabilities – Contract liabilities reflect consideration received in advance from customers in respect of services for which Council is yet to meet its obligations (e.g. Aquatic/Gym Memberships). Contract liabilities are derecognised and recorded as revenue when promised goods and services are transferred to the customer. Refer to Note 3.

Other liabilities – Grant consideration is recognised as income following specific guidance under AASB 1058 where it meets the appropriate criteria such as the funding agreement containing 'sufficiently specific' performance obligations put upon Council. This criterion predominantly relates to Council's Capital grants which are recognised as the asset is constructed. Income is recognised to the extent of costs incurred-to-date because the costs of construction most closely reflect the stage of completion of the funded project. As such, Council has deferred recognition of a part of the grant consideration received as a liability for outstanding obligations.

## 5.4 Interest bearing liabilities

	Note	2024 \$'000	2023 \$'000
<b>Current</b>			
Borrowings – secured	(a)	1,096	1,014
<b>Total Current</b>		<b>1,096</b>	<b>1,014</b>
<b>Non-Current</b>			
Borrowings – secured	(a)	17,761	18,857
<b>Total Non-Current</b>		<b>17,761</b>	<b>18,857</b>
<b>Total Interest-bearing loans and borrowings</b>		<b>18,857</b>	<b>19,871</b>

(a) The interest-bearing loans are secured by a deed of charge over Council rates.

The maturity profile of Council's borrowings is:

	Note	2024 \$'000	2023 \$'000
Not later than one year		1,096	1,014
Later than one year, but not later than five years		5,442	5,009
Later than five years		12,319	13,848
<b>Total Interest-bearing loans and borrowings</b>		<b>18,857</b>	<b>19,871</b>

Borrowings are initially measured at fair value, being the cost of the interest-bearing liabilities, net of transaction costs. The measurement basis subsequent to initial recognition depends on whether the Council has categorised its interest-bearing liabilities as either financial liabilities designated at fair value through the profit and loss, or financial liabilities at amortised cost. Any difference between the initial recognised amount and the redemption value is recognised in net result over the period of the borrowing using the effective interest method. The classification depends on the nature and purpose of the interest-bearing liabilities. The Council determines the classification of its interest-bearing liabilities based on contractual repayment terms at every balance date.

## 5.5 Provisions

2024	Annual Leave \$'000	Long Service Leave \$'000	Purchased Leave \$'000	Total \$'000
Balance at beginning of the financial year	5,499	10,794	60	16,353
Additional provisions	5,695	1,608	50	7,353
Amounts used	(5,458)	(1,938)	(81)	(7,477)
Increase in the discounted amount arising because of time and the effect of any change in the discount rate	2	883	-	885
<b>Balance at the end of the financial year</b>	<b>5,738</b>	<b>11,347</b>	<b>29</b>	<b>17,114</b>

2023	Annual Leave \$'000	Long Service Leave \$'000	Purchased Leave \$'000	Total \$'000
Balance at beginning of the financial year	5,530	10,991	50	16,571
Additional provisions	5,540	1,498	59	7,097
Amounts used	(5,556)	(1,703)	(49)	(7,308)
Increase in the discounted amount arising because of time and the effect of any change in the discount rate	(15)	8	-	(7)
<b>Balance at the end of the financial year</b>	<b>5,499</b>	<b>10,794</b>	<b>60</b>	<b>16,353</b>

## Employee provisions:

### Current

Current provisions expected to be wholly settled within 12 months:

	Note	2024 \$'000	2023 \$'000
Annual Leave		5,239	4,984
Long Service Leave		1,754	1,314
Purchased Leave		29	60
<b>Total Current provisions expected to be wholly settled within 12 months</b>		<b>7,022</b>	<b>6,358</b>

Current provisions expected to be wholly settled after 12 months:

	Note	2024 \$'000	2023 \$'000
Annual Leave		499	515
Long Service Leave		8,423	8,442
Purchased Leave		-	-
<b>Total Current provisions expected to be wholly settled after 12 months</b>		<b>8,922</b>	<b>8,957</b>
<b>Total Current Employee provisions</b>		<b>15,944</b>	<b>15,315</b>

### Non-Current

	Note	2024 \$'000	2023 \$'000
<b>Non-Current</b>			
Long Service Leave		1,170	1,038
<b>Total Non-Current Employee provisions</b>		<b>1,170</b>	<b>1,038</b>
<b>Total Employee provisions</b>		<b>17,114</b>	<b>16,353</b>

### Employee Provisions Summary

	Note	2024 \$'000	2023 \$'000
Current		15,944	15,315
Non-current		1,170	1,038
<b>Total aggregate carrying amount of employee provisions</b>		<b>17,114</b>	<b>16,353</b>

The calculation of employee costs and benefits includes all relevant on-costs and are calculated as follows at reporting date:



## Annual leave and purchased leave

A liability for annual leave is recognised in the provision for employee benefits as a current liability because the Council does not have an unconditional right to defer settlement of the liability. Liabilities for annual leave are measured at:

- Nominal value if the Council expects to wholly settle the liability within 12 months
- Present value if the Council does not expect to wholly settle within 12 months.

Liabilities that are not expected to be wholly settled within 12 months of the reporting date are recognised in the provision for employee benefits as current liabilities, measured at the present value of the amounts expected to be paid when the liabilities are settled using the remuneration rate expected to apply at the time of settlement.

## Long service leave

Liability for long service leave is recognised in the provision for employee benefits.

Liability for long service leave (LSL) is recognised in the provision for employee benefits. Unconditional LSL is disclosed as a current liability as the Council does not have an unconditional right to defer settlement.

Unconditional LSL is measured at nominal value if expected to be settled within 12 months or at present value if not expected to be settled within 12 months. Conditional LSL that has been accrued, where an employee is yet to reach a qualifying term of employment, is disclosed as a non-current liability and measured at present value.

Key assumptions:

- Wage inflation rate 4.450% (as per Department of Treasury & Finance)
- Discount rate of 4.348% (as per Department of Treasury & Finance)

## 5.6 Financing arrangements

	Note	2024 \$'000	2023 \$'000
<b>Facilities</b>			
Business card facilities		200	200
Overdraft facilities		700	700
Interest bearing loans	5.4	18,857	19,871
<b>Total facilities</b>		<b>19,757</b>	<b>20,771</b>
<b>Unused Facilities</b>			
Business card facilities		135	154
Overdraft facilities		700	700
<b>Total Unused Facilities</b>		<b>835</b>	<b>854</b>
<b>Used Facilities</b>			
Business card facilities		65	46
Interest bearing loans	5.4	18,857	19,871
<b>Total Used Facilities</b>		<b>18,922</b>	<b>19,917</b>
<b>Total facilities</b>		<b>19,757</b>	<b>20,771</b>

## 5.7 Commitments

Council has entered into the following commitments. Commitments are not recognised in the Balance Sheet. Commitments are disclosed at their nominal value and presented inclusive of the GST payable.

### (a) Commitments for expenditure

2024	Not later than 1 year \$'000	Later than 1 year and not later than 2 years \$'000	Later than 2 years and not later than 5 years \$'000	Later than 5 years \$'000	Total \$'000
<b>Operating</b>					
Asset maintenance	9	9	-	-	18
Cleaning services	17	13	-	-	30
Consulting services	993	73	-	-	1,066
IT services & licences	3,666	89	178	-	3,933
Leisure equipment & services	532	-	-	-	532
<b>Total operating commitments</b>	<b>5,217</b>	<b>184</b>	<b>178</b>	<b>-</b>	<b>5,579</b>
<b>Capital</b>					
Buildings	13,841	334	-	-	14,175
Drainage	11	-	-	-	11
Parks	263	12	-	-	275
Roads & Footpaths	3,490	255	-	-	3,745
<b>Total capital commitments</b>	<b>17,605</b>	<b>601</b>	<b>-</b>	<b>-</b>	<b>18,206</b>

2023	Not later than 1 year \$'000	Later than 1 year and not later than 2 years \$'000	Later than 2 years and not later than 5 years \$'000	Later than 5 years \$'000	Total \$'000
<b>Operating</b>					
Asset maintenance	192	-	-	-	192
Cleaning services	33	-	-	-	33
Consulting services	101	-	-	-	101
Insurance	46	-	-	-	46
IT Services & Licences	48	48	51	38	185
Leisure Equipment & Services	545	-	-	-	545
Tree pruning	326	-	-	-	326
Waste management	33	-	-	-	33
<b>Total operating commitments</b>	<b>1,324</b>	<b>48</b>	<b>51</b>	<b>38</b>	<b>1,461</b>
<b>Capital</b>					

Buildings	4,378	301	-	-	4,679
Furniture & Fittings	225	-	-	-	225
Parks	1108	-	-	-	1,108
Plant & Equipment	1106	115	112	-	1,333
Playgrounds	158	-	-	-	158
Roads & Footpaths	1645	-	-	-	1,645
<b>Total capital commitments</b>	<b>8,620</b>	<b>416</b>	<b>112</b>	<b>-</b>	<b>9,148</b>

## (b) Operating lease receivables

At the reporting date, Council has entered into commercial property leases on some of its properties. These properties held under operating leases have remaining non-cancellable lease terms of between 1 and 25 years. Some leases include a CPI based revision of the rental charge annually.

Future undiscounted minimum rental income under non-cancellable operating leases is as follows:

	<b>2024 \$'000</b>	<b>2023 \$'000</b>
Not later than one year	2,502	2,781
Later than one year and not later than five years	5,462	5,314
Later than five years	3,501	4,663
<b>Total operating lease receivables</b>	<b>11,465</b>	<b>12,758</b>

The income for the period is shown in the Comprehensive Income Statement, under revenue as rental income.

## 5.8 Leases

At inception of a contract, all entities would assess whether a contract is, or contains, a lease. A contract is, or contains, a lease if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration. To identify whether a contract conveys the right to control the use of an identified asset, it is necessary to assess whether:

- The contract involves the use of an identified asset;
- The customer has the right to obtain substantially all of the economic benefits from use of the asset throughout the period of use; and
- The customer has the right to direct the use of the asset.

This policy is applied to contracts entered into, or changed, on or after 1 July 2019.

As a lessee, Council recognises a right-of-use asset and a lease liability at the lease commencement date. The right-of-use asset is initially measured at cost which comprises the initial amount of the lease liability adjusted for:

- any lease payments made at or before the commencement date less any lease incentives received; plus
- any initial direct costs incurred; and
- an estimate of costs to dismantle and remove the underlying asset or to restore the underlying asset or the site on which it is located.

The right-of-use asset is subsequently depreciated using the straight-line method from the commencement date to the earlier of the end of the useful life of the right-of-use asset or the end of the lease term. The estimated useful lives of right-of-use assets are determined on the same basis as those of property, plant and equipment. In addition, the right-of-use asset is periodically reduced by impairment losses, if any, and adjusted for certain measurements of the lease liability.

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, an appropriate incremental borrowing rate. Generally, Council uses an appropriate incremental borrowing rate as the discount rate.

Lease payments included in the measurement of the lease liability comprise the following:

- Fixed payments
- Variable lease payments that depend on an index or a rate, initially measured using the index or rate as at the commencement date;
- Amounts expected to be payable under a residual value guarantee; and
- The exercise price under a purchase option that Council is reasonably certain to exercise, lease payments in an optional renewal period if Council is reasonably certain to exercise an extension option, and penalties for early termination of a lease unless Council is reasonably certain not to terminate early.

When the lease liability is remeasured in this way, a corresponding adjustment is made to the carrying amount of the right-of-use asset or is recorded in profit or loss if the carrying amount of the right-of-use asset has been reduced to zero.

#### Right of use assets

	Plant and equipment \$'000	Property and infrastructure \$'000	Total \$'000
Balance at 1 July 2023	155	202	357
Additional Leases	418	-	418
Depreciation charge	(300)	(139)	(439)
<b>Balance at 30 June 2024</b>	<b>273</b>	<b>63</b>	<b>336</b>

#### Lease liabilities

	2024 \$'000	2023 \$'000
<b>Maturity analysis - contractual undiscounted cash flows</b>		
Less than one year	245	310
One to five years	109	51
More than five years	-	-
<b>Total undiscounted lease liabilities as at 30 June</b>	<b>354</b>	<b>361</b>
<b>Lease liabilities included in the Balance Sheet at 30 June</b>		
Current	238	304
Non-current	104	51
<b>Total lease liabilities</b>	<b>342</b>	<b>355</b>

## Short-term and low value leases

Council has elected not to recognise right-of-use assets and lease liabilities for short-term leases that have a lease term of 12 months or less and leases of low-value assets (individual assets worth less than existing capitalisation thresholds for a like asset up to a maximum of AUD\$10,000), including IT equipment. Council recognises the lease payments associated with these leases as an expense on a straight-line basis over the lease term.

### Expenses relating to:

	2024 \$'000	2023 \$'000
Short term leases	-	-
Leases of low value assets	3	7
<b>Total</b>	<b>3</b>	<b>7</b>
Variable lease payments (not included in measurement of liabilities)	-	-

### Non-cancellable lease commitments – Short term and low value leases

Commitments for minimum lease payments for short-term and low-value leases are payable as follows:

	2024 \$'000	2023 \$'000
Within one year	3	5
Later than one year but not later than five years	1	1
<b>Total lease commitments</b>	<b>4</b>	<b>6</b>



## Note 6. Assets we manage

### 6.1 Non-current assets classified as held for sale

	Note	2024 \$'000	2023 \$'000
<b>Current - To be sold within 12 months</b>			
Opening balance on Council's valuation		11,676	14,608
Transfer from property, infrastructure, plant and equipment		-	-
Change in valuation	(a)	(228)	-
Less: Written down value of assets sold		-	(2,932)
<b>Assets held for sale (Current)</b>		<b>11,448</b>	<b>11,676</b>
<b>Non-Current - To be sold later than 12 months</b>			
Opening balance on Council's valuation		15,159	13,125
Transfer from property, infrastructure, plant and equipment			2,034
Uplift payment for the removal of a restriction		2,176	
Change in valuation	(a)	(161)	-
<b>Assets held for sale (Non-Current)</b>		<b>17,174</b>	<b>15,159</b>
<b>Total non-current assets classified as held for sale</b>		<b>28,622</b>	<b>26,835</b>

A non-current asset classified as held for sale (including disposal groups) is measured at the lower of its carrying amount and fair value less costs to sell and are not subject to depreciation. Non-current assets, disposal groups and related liabilities and assets are classified as held for sale if their carrying amount will be recovered through a sale transaction rather than through continuing use. This condition is regarded as met only when the sale is highly probable.

(a) Valuation changes were adjusted against the revaluation reserve where possible (offsetting \$192,000 previous valuation increases) and the remaining balance of \$197,000 was processed through the comprehensive income statement as an impairment.

## Non-current assets classified as held for sale

2024	Note	Level 1 \$'000	Level 2 \$'000	Level 3 \$'000
Asset held for sale-land (non-specialised)	(b)	-	28,622	-
Asset held for sale-buildings (non-specialised)	(b)	-	-	-
<b>Total</b>		-	<b>28,622</b>	-

(b) Classified in accordance with fair value hierarchy – see Note 8.4.

2023	Note	Level 1 \$'000	Level 2 \$'000	Level 3 \$'000
Asset held for sale-land (non-specialised)	(b)	-	26,835	-
Asset held for sale-buildings (non-specialised)	(b)	-	-	-
<b>Total</b>		-	<b>26,835</b>	-

(b) Classified in accordance with fair value hierarchy – see Note 8.4.

## 6.2 Property, Infrastructure, Plant and Equipment

### Summary of Property, Infrastructure, Plant and Equipment 2024

2024	Infrastructure \$'000	Plant & equip \$'000	Property \$'000	Art \$'000	W.I.P \$'000	Total \$'000
Carrying value 1 July 2023	450,110	13,356	1,328,199	1,632	11,099	1,804,396
Acquisitions	18,439	4,637	8,966	25	9,727	41,794
Transfer between class	1,866	346	1,556	-	(3,768)	-
Transfer to asset held for sale	-	-	-	-	-	-
Transfer to investment property	-	-	-	-	-	-
Revaluation	50,336	-	57,485	-	-	107,821
Depreciation	(15,754)	(3,677)	(4,218)	-	-	(23,649)
Impairment	-	-	-	-	-	-
Disposal	-	(47)	-	-	-	(47)
<b>Carrying value 30 June 2024</b>	<b>504,997</b>	<b>14,615</b>	<b>1,391,988</b>	<b>1,657</b>	<b>17,058</b>	<b>1,930,315</b>

## Summary of Work in Progress (WIP)

2024	Opening WIP \$'000	Additions \$'000	Transfers \$'000	Written off \$'000	Closing WIP \$'000
Roads	1,100	5,723	(242)	-	6,581
Drainage	447	158	(446)	-	159
Parks and gardens	5,104	515	(1,090)	-	4,529
Playgrounds	83	-	(83)	-	-
Freehold buildings	3,816	3,082	(1,492)	-	5,406
Land	134	100	-	-	234
Furniture and fittings	14	-	(14)	-	-
Plant and equipment	401	148	(401)	-	148
Arts	-	1	-	-	1
<b>Total work in progress</b>	<b>11,099</b>	<b>9,727</b>	<b>(3,768)</b>	<b>-</b>	<b>17,058</b>

## Asset recognition thresholds and depreciation periods

Asset Category	Depreciation Rate %	Useful life years	Threshold Limit \$
<b>Property, infrastructure, plant and equipment</b>			
Roads, streets and bridges			
• Roads – seals	4	25	All
• Roads – sub-structure	1	100	All
• Bridges	0.50 – 1.00	200-100	10,000
• Medians, retaining walls and local area traffic management	1.00 – 1.18	100 - 85	10,000
• Footpaths	1.67	60	All
• Kerb and channel	1.42	70	All
Drainage	1	100	5,000
Parks and gardens	4 – 20	25 – 5	1,000
Playgrounds	5.55	18	1,000
Freehold buildings	1.25	80	5,000
Freehold land	-	-	All
Motor vehicles	15	6.60	All
Plant and equipment	4.00 – 33.33	25 – 3	1,000
Furniture and fittings	5 – 10	20 - 10	5,000
Works of art	-	-	All
<b>Leasehold improvements</b>			
Leasehold improvements - building	10	10	5,000
<b>Intangibles</b>			
IT software	10	10	50,000

Note: As a result of condition surveys undertaken on Council's road bridges during 2023/24, the useful life and depreciation rates were adjusted to reflect an increase in useful lives. This adjustment has also resulted in bridges being separated from 'medians, retaining walls and local area traffic management' in the above table.

## (a) Reconciliation

Reconciliations of the carrying amounts of each class of property, infrastructure, plant and equipment at the beginning and end of the current financial year are set out below:

### Infrastructure

Infrastructure	Roads, streets and bridges \$'000	Drainage \$'000	Parks and gardens \$'000	Playgrounds \$'000	TOTAL Infrastructure \$'000
At fair value 1 July 2023	509,647	252,618	86,968	12,664	861,897
Accumulated depreciation at 1 July 2023	(226,356)	(141,080)	(37,122)	(7,229)	(411,787)
<b>Carrying value at 1 July 2023</b>	<b>283,291</b>	<b>111,538</b>	<b>49,846</b>	<b>5,435</b>	<b>450,110</b>
<b>Movements in Fair Value</b>					
Acquisition of assets at fair value	8,226	1,182	7,568	1,463	18,439
Transfers	241	477	1,065	83	1,866
Disposals	-	-	-	-	-
Revaluation increase/(decrease)	37,764	32,378	-	-	70,142
<b>Total</b>	<b>46,231</b>	<b>34,037</b>	<b>8,633</b>	<b>1,546</b>	<b>90,447</b>
<b>Movements in accumulated depreciation</b>					
Depreciation	(9,311)	(2,524)	(2,971)	(948)	(15,754)
Accumulated depreciation of disposals	-	-	-	-	-
Revaluation increase/(decrease)	(503)	(19,303)	-	-	(19,806)
<b>Total</b>	<b>(9,814)</b>	<b>(21,827)</b>	<b>(2,971)</b>	<b>(948)</b>	<b>(35,560)</b>
At fair value 30 June 2024	555,878	286,655	95,601	14,210	952,344
Accumulated depreciation at 30 June 2024	(236,170)	(162,907)	(40,093)	(8,177)	(447,347)
<b>Carrying value at 30 June 2024</b>	<b>319,708</b>	<b>123,748</b>	<b>55,508</b>	<b>6,033</b>	<b>504,997</b>

## Plant and Equipment

Plant and Equipment	Motor vehicles \$'000	Plant and equipment \$'000	Furniture and fittings \$'000	Waste Management \$'000	TOTAL Plant and Equipment \$'000
At fair value 1 July 2023	20,663	26,210	7,127	2,521	56,521
Accumulated depreciation at 1 July 2023	(14,710)	(22,154)	(6,054)	(247)	(43,165)
<b>Carrying value at 1 July 2023</b>	<b>5,953</b>	<b>4,056</b>	<b>1,073</b>	<b>2,274</b>	<b>13,356</b>
<b>Movements in Fair Value</b>					
Acquisition of assets at fair value	2,428	2,180	29	-	4,637
Transfers	-	346	-	-	346
Disposals	(1,188)	(217)	-	-	(1,405)
<b>Total</b>	<b>1,240</b>	<b>2,309</b>	<b>29</b>	<b>-</b>	<b>3,578</b>
<b>Movements in accumulated depreciation</b>					
Depreciation	(2,045)	(1,187)	(217)	(228)	(3,677)
Accumulated Depreciation of Disposals	1,143	215	-	-	1,358
<b>Total</b>	<b>(902)</b>	<b>(972)</b>	<b>(217)</b>	<b>(228)</b>	<b>(2,319)</b>
At fair value 30 June 2024	21,903	28,519	7,156	2,521	60,099
Accumulated depreciation at 30 June 2024	(15,612)	(23,126)	(6,271)	(475)	(45,484)
<b>Carrying value at 30 June 2024</b>	<b>6,291</b>	<b>5,393</b>	<b>885</b>	<b>2,046</b>	<b>14,615</b>



## Property and Other Assets

Property and Other Assets	Note	Freehold land \$'000	Freehold buildings \$'000	Leasehold Improvements \$'000	TOTAL Property \$'000	Art collection \$'000	TOTAL Other \$'000
At fair value 1 July 2023		1,091,058	330,932	739	1,422,729	1,632	1,632
Accumulated depreciation at 1 July 2023		-	(94,067)	(463)	(94,530)	-	-
<b>Carrying value at 1 July 2023</b>		<b>1,091,058</b>	<b>236,865</b>	<b>276</b>	<b>1,328,199</b>	<b>1,632</b>	<b>1,632</b>
<b>Movements in Fair Value</b>							
Acquisition of assets at fair value		2,090	6,876	-	8,966	25	25
Transfers		-	1,556	-	1,556	-	-
Transfers to asset held for sale		-	-	-	-	-	-
Disposals		-	-	-	-	-	-
Revaluation increase/(decrease)		55,873	2,431	-	58,304	-	-
<b>Total movements in FV</b>		<b>57,963</b>	<b>10,863</b>	<b>-</b>	<b>68,826</b>	<b>25</b>	<b>25</b>
<b>Movements in accumulated depreciation</b>							
Depreciation		-	(4,144)	(74)	(4,218)	-	-
Transfers to asset held for sale		-	-	-	-	-	-
Accumulated Depreciation of Disposals		-	-	-	-	-	-
Revaluation		-	(819)	-	(819)	-	-
<b>Total</b>		<b>-</b>	<b>(4,963)</b>	<b>(74)</b>	<b>(5,037)</b>	<b>-</b>	<b>-</b>
At fair value 30 June 2024		1,149,021	341,795	739	1,491,555	1,657	1,657
Accumulated depreciation at 30 June 2024		-	(99,030)	(537)	(99,567)	-	-
<b>Carrying value at 30 June 2024</b>		<b>1,149,021</b>	<b>242,765</b>	<b>202</b>	<b>1,391,988</b>	<b>1,657</b>	<b>1,657</b>

## Work in progress

Work in progress	Property \$'000	Plant & Equipment \$'000	Infrastructure \$'000	Arts \$'000	TOTAL WIP \$'000
At fair value 1 July 2023	3,950	415	6,734	-	11,099
<b>Carrying value at 1 July 2023</b>	<b>3,950</b>	<b>415</b>	<b>6,734</b>	<b>-</b>	<b>11,099</b>
<b>Movements in Fair Value</b>					
Acquisition of assets at fair value	3,182	148	6,396	1	9,727
Transfers	(1,492)	(415)	(1,861)	-	(3,768)
Written off	-	-	-	-	-
<b>Total</b>	<b>1,690</b>	<b>(267)</b>	<b>4,535</b>	<b>1</b>	<b>5,959</b>
At fair value 30 June 2024	5,640	148	11,269	1	17,058
<b>Carrying value at 30 June 2024</b>	<b>5,640</b>	<b>148</b>	<b>11,269</b>	<b>1</b>	<b>17,058</b>

## Acquisition

The purchase method of accounting is used for all acquisitions of assets, being the fair value of assets provided as consideration at the date of acquisition plus any incidental costs attributable to the acquisition. Fair value is the price that would be received to sell an asset (or paid to transfer a liability) in an orderly transaction between market participants at the measurement date. Refer also to Note 8.4 for further disclosure regarding fair value measurement.

Where assets are constructed by Council, cost includes all materials used in construction, direct labour, borrowing costs incurred during construction and an appropriate share of directly attributable variable and fixed overheads.

In accordance with Council's Policy, the threshold limits have applied when recognising assets within an applicable asset class and unless otherwise stated are consistent with the prior year.

Roads, drainage and building assets have been brought to account in the Balance Sheet of Council at cost in the year of acquisition or construction and are subject to depreciation on a straight-line basis over their useful lives from the financial year following acquisition. These assets were revalued at 30 June 2024 at their current replacement cost less accumulated depreciation (calculated on a straight-line basis).

Land assets have been brought to account in the Balance Sheet of Council at cost in the year of acquisition. These assets were revalued at 30 June 2024 at their fair value. Land is not subject to depreciation.

Parks and gardens assets, playgrounds, motor vehicles, plant and equipment, furniture and fittings, art collection assets, waste management big bins and intangible assets have been brought to account in the Balance Sheet of Council at cost in the year of acquisition or construction and are valued at cost.

## **Land under roads**

Council does not recognise land under roads that it controlled prior to 30 June 2008. Land under roads acquired after 30 June 2008, if material, will be brought to account at fair value in line with Accounting Standard 1051.

## **Depreciation and Amortisation**

Buildings, land improvements, plant and equipment, infrastructure, and other assets having limited useful lives are systematically depreciated over their useful lives to Council in a manner which reflects consumption of the service potential embodied in those assets. Estimates of remaining useful lives and residual values are made on a regular basis with major asset classes reassessed annually. Depreciation rates and methods are reviewed annually. Depreciation for roads and drainage assets are depreciated from the financial year following acquisition or construction.

Where assets have separate identifiable components that are subject to regular replacement, these components are assigned distinct useful lives and residual values and a separate depreciation rate is determined for each component.

Road earthworks are not depreciated on the basis that they are assessed as not having a limited useful life.

Land is not a depreciable asset. Council's art collection assets are not considered depreciable.

Straight line depreciation is charged based on the residual useful life as determined each year. Depreciation periods used are listed below and are consistent with the prior year unless otherwise stated.

## **Repairs and Maintenance**

Routine maintenance, repair costs and minor renewal costs are expensed as incurred. Where the repair relates to the replacement of a component of an asset and the cost exceeds the capitalisation threshold, the cost is capitalised and depreciated.

## **Leasehold Improvements**

Leasehold improvements are recognised at cost and are amortised over the unexpired period of the lease or, the estimated useful life of the improvement, whichever is the shorter. At balance date, leasehold improvements are amortised over a 10-year period.

## **Work in Progress**

Any work in progress at the end of a financial year is identified and recorded as a non-current asset in the Balance Sheet. Upon completion of each project, the value of work in progress will be transferred to the appropriate non-current depreciable asset class within infrastructure, property plant and equipment of the Balance Sheet and will be subject to appropriate depreciation charges thereafter.

## (b) Valuation of land and buildings

At 30 June 2024, Council's land and buildings were restated to Council's valuation of fair value based on existing use. The valuations were carried out by Council's Valuer, Mr C Kouratos, AAPI.

The valuation of land and buildings is at fair value, being market value based on highest and best use permitted by relevant land planning provisions. Where land use is restricted through existing planning provisions, the valuation is reduced to reflect this limitation. This adjustment is an unobservable input in the valuation. The adjustment has no impact on the comprehensive Income Statement.

Council's Valuer's valuation, in the case of land and buildings is determined in accordance with the Valuation of Land Act 1960. The valuation is calculated using market value, as a fair value, based on existing use.

Specialised land is valued at fair value using site values adjusted for englobo (undeveloped and/or unserviced) characteristics, access rights and private interests of other parties and entitlements or infrastructure assets and services. This adjustment is an unobservable input in the valuation. The adjustment has no impact on the comprehensive Income Statement. Any significant movements in the unobservable inputs for land and land under roads (if any) will have a significant impact on the fair value of these assets.

Details of Council's land and buildings (excluding leasehold improvements) and information about the fair value hierarchy as at 30 June 2024 are as follows:

2024	Level 1 \$'000	Level 2 \$'000	Level 3 \$'000	Date of last Valuation	Type of Valuation
Freehold land	-	151,196	-	30/06/2024	Full
Specialised land	-	-	997,825	30/06/2024	Full
Freehold buildings	-	-	242,765	30/06/2024	Full
<b>Total</b>	<b>-</b>	<b>151,196</b>	<b>1,240,590</b>		

Please note that details on the three levels of valuations can be found in note 8.4

## (c) Valuation of infrastructure

As at 30 June 2024, valuation of Council's bridges, road median and drainage assets have been determined by the valuation undertaken by Council's Engineer Mr Mohammad Rashid, Chartered Professional Engineer under the Institution of Engineers Australia and Registered Professional Engineer by Business Licensing Authority, Victoria. The valuation is at fair value based on current replacement cost, less accumulated depreciation in accordance with the basis of valuation.

As at 30 June 2024, Council's road assets (excluding medians) were restated to Council's valuation of current replacement cost. The valuation of these assets was carried out by Mr Mohammad Rashid using SMEC Pavement Management system software to assist with this process. As part of the valuation process for year ended 30 June 2024, Council undertook a condition survey in 2023, which has been the basis for SMEC to recalculate the current condition used in the valuation of Council's road and footpath assets.

The valuation is at fair value based on current replacement cost less accumulated depreciation as at the valuation date.

The Financial Statements for the Year Ended 30 June 2024 reflect the revaluation of assets that occurred on 30 June 2024. The next revaluation is due to be reflected in the Financial Statements for year ending 30 June 2026.

For drainage, roads, streets and bridges assets, the valuation represents an estimate of written down current replacement costs determined by reference to engineering construction plans and Melbourne Water base maps after taking into account construction costs written down for the current condition of the assets and the impact of any economic or technical obsolescence.

Details of Council's infrastructure (excluding parks & playgrounds) and information about the fair value hierarchy as at 30 June 2024 are as follows:

2024	Level 1 \$'000	Level 2 \$'000	Level 3 \$'000	Date of last Valuation	Type of Valuation
Roads, streets and bridges	-	-	319,708	30/06/2024	Full
Drainage	-	-	123,748	30/06/2024	Full
<b>Total</b>	<b>-</b>	<b>-</b>	<b>443,456</b>		

Please note that details on the three levels of valuations can be found in note 8.4

## (d) Description of significant unobservable inputs into level 3 valuations

### Specialised Land and land under roads

Specialised land is valued using a market based direct comparison technique. Significant unobservable inputs include the extent and impact of restriction of use and the market cost of land per square metre. The extent and impact of restrictions on use varies and results in a reduction to surrounding land value between 0% and 90%. The market value of land varies significantly depending on the location of the land and the current market conditions. Currently land values range between \$3.00 and \$5,700 per square metre.

### Specialised Buildings

Specialised buildings are valued using a current replacement cost technique. Significant unobservable inputs include the current replacement cost and remaining useful lives of buildings. Current replacement costs for buildings are calculated on a square metre basis and ranges from \$275 to \$12,750 per square metre. Current replacement costs for multi-level car parks are calculated on a car space basis and the unit cost is \$19,800 per car space. The useful lives of buildings are 80 years. Current replacement cost is sensitive to changes in market conditions, with any increase or decrease in cost flowing through to the valuation. Useful lives of buildings are sensitive to changes in expectations or requirements that could either shorten or extend the useful lives of buildings.

### Infrastructure Assets

Infrastructure assets are valued based on the current replacement cost. Significant unobservable inputs include the current replacement cost and remaining useful lives of infrastructure. The remaining useful lives of infrastructure assets are determined on the basis of the current condition of the asset and vary from 25 years to 200 years. Replacement cost is sensitive to changes in market conditions, with any increase or decrease in cost flowing through to the valuation. Useful lives of infrastructure are sensitive to changes in use, expectations or requirements that could either shorten or extend the useful lives of infrastructure assets.

## Reconciliation of Specialised Land

2024	Note	2024 \$'000	2023 \$'000
Parks and Reserves		856,637	815,844
Council buildings zoned for public use		104,295	99,006
Car Parks		32,589	30,867
Cemeteries		4,304	3,850
<b>Total specialised land</b>		<b>997,825</b>	<b>949,567</b>



## 6.3 Investments

Investments	Note	2024 \$'000	2023 \$'000
Investments – unlisted shares held at fair value accounted for through profit and loss	6.3(a)	301	258
Investments in associates	6.3(b)	3,285	3,259
<b>Total investments</b>		<b>3,586</b>	<b>3,517</b>

### (a) Investments – unlisted shares

Investments	Note	2024 \$'000	2023 \$'000
Procurement Australasia		301	258
<b>Increase in fair value recognised in net result</b>		<b>43</b>	<b>17</b>

Investments – unlisted shares are measured at fair value. Movements in fair value are recognised through the profit and loss statement. Council does not exert any control over the operations, and the investment is of a unique nature with no active market/no ability to redeem the investment.

Procurement Australasia (previously MAPS Group) is an incorporated buying group for large scale and shared service contracts.

### (b) Investments in associates

Investments	Note	2024 \$'000	2023 \$'000
Share of Yarra Plenty Regional Library Corporation		3,285	3,259
<b>Total investments in associates</b>		<b>3,285</b>	<b>3,259</b>

<b>Council's share of accumulated surplus</b>			
Council's share of accumulated surplus at start of year		3,259	3,478
Reported change from prior year's equity		-	-
Reportable (deficit)/ surplus for year		26	(219)
<b>Council's share of accumulated surplus at end of year</b>		<b>3,285</b>	<b>3,259</b>
<b>Movement in carrying value of specific investment:</b>			
Carrying value of investment at start of year		3,259	3,478
Share of total change in equity for year		26	(219)
<b>Carrying value of investment at end of year</b>		<b>3,285</b>	<b>3,259</b>
<b>Council's share of expenditure commitments:</b>			
Lease commitments		260	72
Operating commitments		83	121
<b>Council's share of expenditure commitments</b>		<b>343</b>	<b>193</b>

### Council's share of contingent liabilities and contingent assets:

The Yarra Plenty Regional Library has no known contingent liabilities as at 30 June 2024 nor as at 30 June 2023.

### Significant restrictions:

Yarra Plenty Regional Library does not pay any dividends to Council. No loans or monetary advances were made between Council and the Library.

Associates are all entities over which Council has significant influence, but not control or joint control.

Investments in associates are accounted for using the equity method of accounting. The investment was initially recorded at cost and adjusted thereafter for post-acquisition changes in the Council's share of the net assets of the entities. Council's share of the financial result of the entities is recognised in the Comprehensive Income Statement.

Council has an equity interest share in the following associate:

- 40.71% (40.81% in 2023) in the Yarra Plenty Regional Library.

Council's share is based on the total of contributions paid by Council, since the inception of the library, as a percentage of the total contributions paid by the three Councils. The contributions made each year are based on the patronage across the various Library locations throughout the three Councils.

The valuation is made as at 30 June each year. The 2024 valuation is based on draft Financial Statements (2023 was based on draft Financial Statements and the prior year's equity has been adjusted to match the finalised financial statements).

The Yarra Plenty Regional Library is an independent legal entity with an Executive Management Team, which is responsible for the day-to-day operations of the organisation. Banyule is one of three Councils with a stake in the library and each of the three Councils has put forward two members which make up the six-person Regional Library Board.

## 6.4 Investment property

Investment Property	2024 \$'000	2023 \$'000
Balance at beginning of financial year	13,597	13,686
Depreciation - Building	(89)	(89)
Fair Value Adjustments	144	-
<b>Balance at end of Financial Year</b>	<b>13,652</b>	<b>13,597</b>

Investment property is held to generate long-term rental yields or capital gains. Investment property is measured initially at cost, including transaction costs. Costs incurred subsequent to initial acquisition are capitalised when it is probable that future economic benefit in excess of the originally assessed performance of the asset will flow to Council. Subsequent to initial recognition at cost, investment property is carried at fair value, determined annually by a valuer. Changes to fair value are recorded in the Comprehensive Income Statement in the period that they arise.

### Valuation of investment property

Valuation of investment property was carried out in 2023/24 in accordance with a valuation by Council's Valuer, Mr C Kouratos, AAPI who was experienced in the location and category of the property being valued. The valuation is at fair value, based on the current market value for the property.

Rental income from the leasing of investment properties is recognised in the Comprehensive Income Statement, when invoiced, on a straight-line basis over the lease term.

## Note 7. People and relationships

### 7.1 Council and key management remuneration

#### (a) Related parties

##### Parent Entity

Banyule City Council is the parent entity.

##### Subsidiaries and Associates

By virtue of the fact that Banyule Councillors also form the Board of Trustees of the Banyule Cemeteries Trust, this entity is considered to be a controlled entity under AASB 10: Consolidated Financial Statements. However, the cemetery accounts have not been consolidated into Council's accounts due to immateriality. The cemetery financial results are detailed in note 7.2.

Interest in associates are detailed in note 6.3 (b) and include the Yarra Plenty Regional Library, over which Banyule City Council has joint control along with City of Whittlesea and Nillumbik Shire Council.

#### (b) Key management personnel

Key management personnel (KMP) are those people with the authority and responsibility for planning, directing and controlling the activities of Banyule City Council. The Councillors, Chief Executive Officer and Executive Directors are deemed KMP:

Key Management Personnel	2024 No.	2023 No.
<b>Councillors</b>		
Cr. Tom Melican (Mayor from 13/11/2023)	1	1
Cr. Rick Garotti (Deputy Mayor from 13/11/2023)	1	1
Cr. Peter Castaldo (Mayor to 13/11/2023)	1	1
Cr. Alida McKern (Deputy Mayor to 13/11/2023)	1	1
Cr. Alison Champion	1	1
Cr. Mark Di Pasquale	1	1
Cr. Peter Dimarelos	1	1
Cr. Fiona Mitsinikos	1	1
Cr. Elizabeth Nealy	1	1
<b>Total Number of Councillors</b>	<b>9</b>	<b>9</b>
<b>Officers</b>		
Chief Executive Officer	1	1
Director Assets & City Services	1	1
Director City Development	1	1
Director Community Wellbeing	3	1
Director Corporate Services	1	1
<b>Total of Chief Executive Officer and Directors</b>	<b>7</b>	<b>5</b>

<b>Total Key Management Personnel</b>	<b>16</b>	<b>14</b>
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*Note for previous page: During 2023/24 the Director of Community Wellbeing position was vacated and a manager acted in the director position for 7 weeks until the new Director was appointed.*

### (c) Remuneration of key management personnel

Remuneration comprises employee benefits including all forms of consideration paid, payable or provided by Council, or on behalf of the Council, in exchange for services rendered. Remuneration of Key Management Personnel and Other senior staff is disclosed in the following categories.

- Short-term benefits include amounts such as wages, salaries, annual leave or sick leave that are usually paid or payable on a regular basis, as well as non-monetary benefits such as allowances and free or subsidised goods or services.
- Long-term benefits include long service leave accrued during the year.
- Post employment benefits include pensions and other retirement benefits paid or payable on a discrete basis when employment has ceased.
- Termination benefits include termination of employment payments, such as severance packages.

<b>Total Remuneration of Key management Personnel</b>	<b>2024 \$'000</b>	<b>2023 \$'000</b>
Short-term benefits	2,013	1,930
Long-term benefits	35	34
<b>Total</b>	<b>2,048</b>	<b>1,964</b>

The numbers of key management personnel whose total remuneration from Council and any related entities, fall within the following bands:

<b>Remuneration of Key management Personnel</b>	<b>2024 No.</b>	<b>2023 No.</b>
\$30,000 - \$39,999	7	5
\$40,000 - \$49,999	1	1
\$50,000 - \$59,999	1	1
\$60,000 - \$69,999	-	1
\$70,000 - \$79,999	1	-
\$90,000 - \$99,999	1	1
\$170,000 - \$179,999	1	-
\$260,000 - \$269,999	-	1
\$280,000 - \$289,999	-	2
\$290,000 - \$299,999	1	1
\$300,000 - \$309,999	1	-
\$320,000 - \$329,999	1	-
\$390,000 - \$399,999	-	1
\$410,000 - \$419,999	1	-
<b>Total</b>	<b>16</b>	<b>14</b>

## (d) Remuneration of other senior staff

Other senior staff are officers of Council, other than Key Management Personnel, whose total remuneration exceeds \$170,000 and who report directly to a member of the KMP.

Total remuneration of Other senior staff was as follows	2024 \$'000	2023 \$'000
Short-term benefits	3,076	2,903
Long-term benefits	71	64
<b>Total</b>	<b>3,147</b>	<b>2,967</b>

The numbers of Senior Officers are shown below in their relevant income bands:

Remuneration of Other senior staff was as follow	2024 No.	2023 No.
<b>Income range:</b>		
\$170,000 - \$179,999	3	1
\$180,000 - \$189,999	3	2
\$190,000 - \$199,999	1	6
\$200,000 - \$209,999	8	5
\$220,000 - \$229,999	-	1
\$230,000 - \$239,999	1	-
<b>Total</b>	<b>16</b>	<b>15</b>

## 7.2 Related party disclosures

### (a) Transactions with related parties

During the period Council entered into the following transactions with related parties:

#### Payments made to/ (received from) Yarra Plenty Regional Library

	2024 \$'000	2023 \$'000
Operational contributions	6,229	6,106
Grant funding	-	17
Cleaning costs for Ivanhoe Hub	124	117
Maintenance of building & equipment	2	3
Other miscellaneous expenditure	1	-
Fuel & vehicle repairs	(20)	(13)
Reimbursement for lease	(72)	(13)
Reimbursement of utilities & outgoings	(109)	(105)

*Note: The amounts in the above table include GST (where applicable). Council provides YPRL with rent-free use of the library buildings in Watsonia, and Ivanhoe. The lease relates to a shop space used as a book collection point in Rosanna while the construction of a new Rosanna Library is underway.*



## Banyule Cemeteries Trust

The Banyule Cemeteries Trust is an entity managed by Council on behalf of the Department of Health. Banyule's nine Councillors act as the board of trustees. Due to immateriality, Council has elected not to consolidate the cemeteries financials under AASB 10: Consolidated Financial Statement.

### Income Statement – Cemeteries Trust

	2024 \$'000	2023 \$'000
<b>INCOME</b>		
User Fees & Charges	192	182
Interest Income	80	47
Grants	-	1
<b>Total Income</b>	<b>272</b>	<b>230</b>
<b>EXPENSES</b>		
Employee costs	(83)	(75)
Materials, contracts and services	(159)	(145)
Other expenses	(17)	(6)
<b>Total Expenses</b>	<b>(259)</b>	<b>(226)</b>
<b>Surplus for the year</b>	<b>13</b>	<b>4</b>

### Balance Sheet – Cemeteries Trust

	2024 \$'000	2023 \$'000
<b>ASSETS</b>		
Cash and cash equivalents	113	109
Other financial assets	1,513	1,431
Trade and other receivables	29	28
<b>Total Assets</b>	<b>1,655</b>	<b>1,568</b>
<b>LIABILITIES</b>		
Trade and other payables	206	177
Employee provisions	104	59
<b>Total Liabilities</b>	<b>310</b>	<b>236</b>
<b>Net Assets</b>	<b>1,345</b>	<b>1,332</b>
<b>EQUITY</b>		
Accumulated Surplus	1,345	1,332
<b>Total Equity</b>	<b>1,345</b>	<b>1,332</b>

The Cemetery Trust is charged overheads for the use of Council's Corporate Services (finance, information technology, human resources, office space etc)

The charge is calculated using the same method that allocates overheads across Council.

### Overheads charged to Cemetery

Dates	\$'000
2023/2024	58
2022/2023	56

### (b) Outstanding balances with related parties

The following balances are outstanding at the end of the reporting period in relation to transactions with related parties:

The Banyule Cemeteries Trust financials are managed via Council's bank accounts on a daily basis. Intermittently, transfers are made from the Cemetery to Council for the costs incurred when the cemeteries term deposit investments mature.

### Owed by Cemetery Trust to Council

Dates	\$'000
2023/2024	206
2022/2023	177

### (c) Loans to/from related parties

The aggregate amount of loans in existence at balance date that have been made, guaranteed or secured by the Council to a related party is: \$Nil (2023: \$Nil).

### (d) Commitments to/from related parties

The aggregate amount of commitments in existence at balance date that have been made, guaranteed or secured by the council to a related party are as follows: \$Nil (2023: \$Nil).

## Note 8. Managing uncertainties

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### 8.1 Contingent assets and liabilities

Contingent assets and contingent liabilities are not recognised in the Balance Sheet, but are disclosed and if quantifiable, are measured at nominal value. Contingent assets and liabilities are presented inclusive of GST receivable or payable, respectively.

#### Contingent assets

Contingent assets are possible assets that arise from past events, whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the Council.

##### (a) Divested land

As part of the North East Link Project, the State Government has divested Council of the property known as Borlase Reserve in 2019/20. While the property is no longer under Council's control, the compensation for the loss of land is still under negotiation/arbitration. During 2021/22 Council received \$3.50 million initial compensation, while the final balance of compensation is yet to be agreed.

The property was disposed from Council's Balance Sheet in 2019/20 and \$3.50 million income was recognised in 2021/22, with potential additional income to be recognised in future years when the negotiations are complete.

The state government also divested land from Council at 15 Flintoff Street, Greensborough for the construction of a public transport hub as part of the Car Parks for Commuters Project. Similar to the above, the property is no longer under Council's control and the compensation for the loss of land is still under negotiation. Council has received no compensation as at 30/06/2024; a Trade & Other Receivables item has been recognised for the disposed land value.

##### (b) Building defects

Due to the large quantity of Capital Works carried out across Council, there may arise instances where building works are identified as being defective or not satisfactorily completed. In these instances, there is an expectation that the original contractor will promptly return to rectify all identified issues. Where this is not done, Council may take action to seek damages, so that the building rectifications can be undertaken by another contractor.

#### Contingent liabilities

Contingent liabilities are:

- possible obligations that arise from past events, whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the Council; or
- present obligations that arise from past events but are not recognised because:
- it is not probable that an outflow of resources embodying economic benefits will be required to settle the obligation; or
- the amount of the obligation cannot be measured with sufficient reliability.

The following are potential contingencies to be considered by Council.

### (c) Guarantees for loans to other entities

The Banyule City Council has undertaken to act as guarantor for:

#### Loan Guarantor

Entity category	2024 \$'000	2023 \$'000
Bank loans for local organisations	42	44
Bank loans for operators of Council facilities	498	667
<b>Total guarantees</b>	<b>540</b>	<b>711</b>

Council is currently acting as guarantor for two loans; one for a Sporting Club for significant capital improvements to a sporting facility on Council land and the other for major improvements at a leased Council owned facility. Council was guarantor for one community organisation lease for equipment located within a Council facility which recently completed. At balance date, the total outstanding balance on these guarantees was \$539,446.81 (\$711,220.17 in 2023). At balance date we have received independent confirmation that the Clubs are continuing to meet repayments in accordance with the requirements of their individual agreements.

The amount disclosed for financial guarantee in this note is the nominal amount of the underlying loan that is guaranteed by Council, not the fair value of the financial guarantee.

Financial guarantee contracts are not recognised as a liability in the Balance Sheet unless the lender has exercised their right to call on the guarantee or Council has other reasons to believe that it is probable that, that right will be exercised.

### (d) Superannuation

Banyule City Council has obligations under a defined benefit superannuation scheme that may result in the need to make additional contributions to the scheme. Matters relating to this potential obligation are outlined in Note 9.3. As a result of the volatility in financial markets the likelihood of making such contributions in future periods exists. At this point in time, it is not known if additional contributions will be required, their timing or potential amount.

### (e) Contingent liabilities mitigated by insurances

As a Council with statutory regulatory responsibilities and ownership of numerous land holdings, the Council is regularly met with claims for damages allegedly arising from actions of Council or its Officers, and also claims allegedly arising from incidents which occur on land belonging to Council. Council carries professional indemnity and public/products liability insurance against these claims. There are no claims of which Council is aware which would fall outside the terms of Council's policies.

### (f) Liability mutual insurance

Council is a participant of the MAV Liability Mutual Insurance (LMI) Scheme. The LMI scheme provides public liability and professional indemnity insurance cover. The LMI scheme states that each participant will remain liable to make further contributions to the scheme in respect of any insurance year in which it was a participant to the extent of its participant's share of any shortfall in the provision set aside in respect of that insurance year, and such liability will continue whether or not the participant remains a participant in future insurance years.

## 8.2 Changes in accounting standards

Certain new Australian Accounting Standards and interpretations have been published that are not mandatory for the 30 June 2024 reporting period. Council assesses the impact of these new standards.

In December 2022 the Australian Accounting Standards Board (AASB) issued AASB 2022-10 Amendments to Australian Accounting Standards - Fair Value Measurement of Non-Financial Assets of Not-for-Profit Public Sector Entities to modify AASB 13 Fair Value Measurement. AASB 2022-10 amends AASB 13 Fair Value Measurement for fair value measurements of non-financial assets of not-for-profit public sector entities not held primarily for their ability to generate net cash inflows. The AASB 13 modifications:

- are applicable only to not-for-profit public sector entities;
- are limited to fair value measurements of non-financial assets not held primarily for their ability to generate net cash inflows;
- are to be applied prospectively for annual periods beginning on or after 1 January 2024;
- would not necessarily change practice for some not-for-profit public sector entities; and
- do not indicate that entities changing practice in how they measure relevant assets made an error in applying the existing requirements of AASB 13.

Council will assess any impact of the modifications to AASB 13 ahead of the 2024-25 reporting period. In December 2022 the Australian Accounting Standards Board (AASB) issued AASB 2022-6 Amendments to Australian Accounting Standards - Non-current Liabilities with Covenants. AASB 2022-6 amends AASB 101 Presentation of Financial Statements to improve the information an entity provides in its financial statements about long-term liabilities with covenants where the entity's right to defer settlement of those liabilities for at least twelve months after the reporting period is subject to the entity complying with conditions specified in the loan arrangement. The amendments in AASB 2022-6 are effective for annual periods beginning on or after 1 January 2024. Council will assess any impact of the modifications to AASB 101 ahead of the 2024-25 reporting period.

## 8.3 Financial instruments

### (a) Objectives and policies

Council's principal financial instruments comprise cash assets, term deposits, receivables (excluding statutory receivables), payables (excluding statutory payables) and bank borrowings. Details of the material accounting policy information and methods adopted, including the criteria for recognition, the basis of measurement and the basis on which income and expenses are recognised, in respect of each class of financial asset, financial liability and equity instrument is disclosed in the notes of the Financial Statements. Risk management is carried out by senior management under policies approved by Council. These policies include identification and analysis of the risk exposure to Council and appropriate procedures, controls and risk minimisation.

### (b) Market risk

Market risk is the risk that the fair value or future cash flows of Council financial instruments will fluctuate because of changes in market prices. The Council's exposure to market risk is primarily through interest rate risk with only insignificant exposure to other price risks and no exposure to foreign currency risk.



## (c) Interest rate risk

Interest rate risk refers to the risk that the value of a financial instrument or cash flows associated with the instrument will fluctuate due to changes in market interest rates. Interest rate liability risk arises primarily from long term loans and borrowings at fixed rates which exposes Council to fair value interest rate risk. Council does not hold any interest-bearing financial instruments that are measured at fair value, and therefore has no exposure to fair value interest rate risk. Cash flow interest rate risk is the risk that the future cash flows of a financial instrument will fluctuate because of changes in market interest rates. Council has minimal exposure to cash flow interest rate risk through its cash and deposits that are at floating rates.

Investment of surplus funds is made with approved financial institutions under the *Local Government Act 2020*. Council manages interest rate risk by adopting an investment policy that ensures:

- Diversification of investment product;
- Monitoring of return on investments; and
- Benchmarking of returns and comparison with budget.

There has been no significant change in Council's exposure, or its objectives, policies and processes for managing interest rate risk or the methods used to measure this risk from the previous reporting year.

Interest rate movements have not been sufficiently significant during the year to have an impact on Council's year end result.

## (d) Credit risk

Credit risk is the risk that a contracting entity will not complete its obligations under a financial instrument and cause Council to make a financial loss. Council has exposure to credit risk on some financial assets included in Council's Balance Sheet. Particularly significant areas of credit risk exist in relation to outstanding fees and fines as well as loans and receivables from sporting clubs and associations. To help manage this risk Council:

- Will not perform any significant works before payment has been made;
- may require collateral where appropriate; and
- will only invest surplus funds with financial institutions which have a recognised credit rating specified in our investment policy.

Trade and other receivables consist of a large number of customers, spread across the ratepayer, business and government sectors. Credit risk associated with the Council's financial assets is minimal because the main debtor is secured by a charge over the rateable property. Impairment of financial assets are determined using an expected loss model (simplified approach) based on historical data, according to the age of outstanding debts.

Council may also be subject to credit risk for transactions which are not included in the Balance Sheet, such as when a guarantee is provided for another party. Details of Council's contingent liabilities are disclosed in Note 8.1.

The maximum exposure to credit risk on recognised financial assets at the reporting date is the carrying amount, net of any allowance for impairment of those assets, as disclosed in the Balance Sheet and notes to the Financial Statements. Council does not hold any collateral.

## **(e) Liquidity risk**

Liquidity risk includes the risk that, as a result of our operational liquidity requirements, Council:

- will not have sufficient funds to settle a transaction when required;
- will be forced to sell a financial asset at below value; or
- may be unable to settle or recover a financial asset.

To help reduce these risks Council:

- has a liquidity policy which targets a minimum and average level of cash and cash equivalents to be maintained;
- has readily accessible standby facilities and other funding arrangements in place;
- has a liquidity portfolio structure that requires surplus funds to be invested within various bands of liquid instruments;
- monitors budget to actual performance on a regular basis; and
- set limits on borrowings relating to the percentage of loans to rate revenue and percentage of loan principal repayments to rate revenue.

The Council's maximum exposure to liquidity risk is the carrying amounts of financial liabilities as disclosed in the face of the Balance Sheet and the amounts related to financial guarantees disclosed in Note 8.1 and is deemed insignificant based on prior periods data and current assessment of risk.

There has been no significant change in Council's exposure, or its objectives, policies and processes for managing liquidity risk or the methods used to measure this risk from the previous reporting year.

With the exception of borrowings, all financial liabilities are expected to be settled within normal terms of trade. Details of the maturity profile for borrowings are disclosed in Note 5.4. Unless otherwise stated, the carrying amounts of financial instruments reflect their fair value.

## **(f) Sensitivity disclosure analysis**

Taking into account past performance, future expectations, economic forecasts and management's knowledge and experience of the financial markets, Council believes the following movements are 'reasonably possible' over the next 12 months:

- A parallel shift of -0.50% and +0.25% in market interest rates (AUD) from year end weighted average interest rates of 4.89%.

These movements will not have a material impact on the valuation of Council's financial assets and liabilities, nor will they have a material impact on the results of Council's operations.

## 8.4 Fair value measurement

### (a) Fair value hierarchy

Council's financial assets and liabilities are not valued in accordance with the fair value hierarchy. Council's financial assets and liabilities are measured at amortised cost.

Council measures certain assets and liabilities at fair value where required or permitted by Australian Accounting Standards. AASB 13 *Fair Value Measurement* aims to improve consistency and reduce complexity by providing a definition of fair value and a single source of fair value measurement and disclosure requirements for use across Australian Accounting Standards.

All assets and liabilities for which fair value is measured or disclosed in the Financial Statements are categorised within a fair value hierarchy, described as follows, based on the lowest level input that is significant to the fair value measurement as a whole:

- **Level 1:** Quoted (unadjusted) market prices in active markets for identical assets or liabilities;
- **Level 2:** Valuation techniques for which the lowest level input that is significant to the fair value measurement is directly or indirectly observable; and
- **Level 3:** Valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable.

For the purpose of fair value disclosures, Council has determined classes of assets and liabilities on the basis of the nature, characteristics and risks of the asset or liability and the level of the fair value hierarchy as explained above.

In addition, Council determines whether transfers have occurred between levels in the hierarchy by reassessing categorisation (based on the lowest level input that is significant to the fair value measurement as a whole) at the end of each reporting period.

### (b) Revaluation

Subsequent to the initial recognition of assets, non-current physical assets, other than plant and equipment, are measured at their fair value, being the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. At balance date, the Council reviewed the carrying value of the individual classes of assets measured at fair value to ensure that each asset materially approximated its fair value. Where the carrying value materially differed from the fair value at balance date, the class of asset was revalued.

Fair value valuations are determined in accordance with a valuation hierarchy. Changes to the valuation hierarchy will only occur if an external change in the restrictions or limitations of use of an asset result in changes to the permissible or practical highest and best use of the asset. In addition, Council undertakes a formal revaluation of land, buildings, and infrastructure assets every 2 years. The valuation is performed either by experienced council officers or independent experts. The following table sets out the frequency of revaluations by asset class.

## Asset class

Asset class	Revaluation frequency
Roads, streets and bridges	2 years
Drainage	2 years
Freehold buildings	2 years
Freehold land	2 years

Where the assets are revalued, the revaluation increase are credited directly to the asset revaluation reserve except to the extent that an increase reverses a prior year decrease for that class of asset that had been recognised as an expense in which case the increase is recognised as revenue up to the amount of the expense. Revaluation decreases are recognised as an expense except where prior increases are included in the asset revaluation reserve for that class of asset in which case the decrease is taken to the reserve to the extent of the remaining increase. Within the same class of assets, revaluation increase and decrease within the year are offset.

### (c) Impairment of assets

At each reporting date, the Council reviews the carrying value of its assets to determine whether there is any indication that these assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, is compared to the assets carrying value. Any excess of the assets' carrying value over its recoverable amount is expensed to the comprehensive income statement, unless the asset is carried at the revalued amount in which case, the impairment loss is recognised directly against the revaluation surplus in respect of the same class of asset to the extent that the impairment loss does not exceed the amount in the revaluation surplus for that same class of asset.

## 8.5 Events occurring after balance date

No matters have occurred after balance date that require disclosure in the financial report.

## Note 9. Other matters

### 9.1 Reserves

#### (a) Summary of reserve types

2023	Balance as at 30/06/2024 \$'000	Balance as at 30/06/2023 \$'000
Asset Revaluation Reserve	1,407,781	1,300,152
Asset Replacement Reserves	23,129	29,466
<b>Total Reserves</b>	<b>1,430,910</b>	<b>1,329,618</b>

#### (b) Reserve movements

The following transfers to and from Council's reserves occurred during the reporting period:

##### (i) Asset Revaluation Reserve

2024	Balance at 01/07/2023 \$'000	Increase/ (Decrease) \$'000	Transfer to Acc. Surplus \$'000	Transfer between classes \$'000	Balance as at 30/06/2024 \$'000
<b>Infrastructure</b>					
Roads and streets	191,718	35,104	-	-	226,822
Bridges, medians and local area traffic management	3,427	2,157	-	-	5,584
Drainage	90,644	13,075	-	-	103,719
Parks and gardens	247	-	-	-	247
<b>Total</b>	<b>286,036</b>	<b>50,336</b>	<b>-</b>	<b>-</b>	<b>336,372</b>
<b>Property</b>					
Freehold land	972,805	55,873	-	-	1,028,678
Freehold buildings	40,836	1,612	-	-	42,448
<b>Total</b>	<b>1,013,641</b>	<b>57,485</b>	<b>-</b>	<b>-</b>	<b>1,071,126</b>
<b>Other Assets</b>					
Heritage and Art Collection	283	-	-	-	283
<b>Total</b>	<b>283</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>283</b>
<b>Assets classified as held for resale</b>					
Freehold land	192	(192)	-	-	-
<b>Total</b>	<b>192</b>	<b>(192)</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total Asset revaluation reserve</b>	<b>1,300,152</b>	<b>107,629</b>	<b>-</b>	<b>-</b>	<b>1,407,781</b>

The asset revaluation reserve is used to record the increased (net) value of Council's assets over time.



2023	Balance at 01/07/2022 \$'000	Increase/ (Decrease) \$'000	Transfer to Acc. Surplus \$'000	Transfer between classes \$'000	Balance as at 30/06/2023 \$'000
<b>Infrastructure</b>					
Roads and streets	191,718	-	-	-	191,718
Bridges medians and local area traffic management	3,427	-	-	-	3,427
Drainage	90,644	-	-	-	90,644
Parks and Gardens	247	-	-	-	247
<b>Total</b>	<b>286,036</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>286,036</b>
<b>Property</b>					
Freehold land	975,724	-	(2,919)	-	972,805
Freehold buildings (a)	40,836	-	-	-	40,836
<b>Total</b>	<b>1,016,560</b>	<b>-</b>	<b>(2,919)</b>	<b>-</b>	<b>1,013,641</b>
<b>Other assets</b>					
Heritage and culture – including art collection	283	-	-	-	283
<b>Total</b>	<b>283</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>283</b>
<b>Assets classified as held for re-sale</b>					
Freehold land	1,218	-	(1,026)	-	192
Freehold buildings	171	-	(171)	-	-
<b>Total</b>	<b>1,389</b>	<b>-</b>	<b>(1,197)</b>	<b>-</b>	<b>192</b>
<b>Total Asset Revaluation Reserve</b>	<b>1,304,268</b>	<b>-</b>	<b>(4,116)</b>	<b>-</b>	<b>1,300,152</b>

(ii) Asset Replacement Reserves

2024	Balance as at 01/07/23 \$'000	Transfers between \$'000	Transfers to \$'000	Transfers from \$'000	Balance as at 30/06/24 \$'000
<b>Statutory reserves</b>					
Public Open Space	8,372	-	5,703	(6,672)	7,403
Off-Street Car Parking	252	-	-	(39)	213
<b>Total statutory reserves</b>	<b>8,624</b>	<b>-</b>	<b>5,703</b>	<b>(6,711)</b>	<b>7,616</b>
<b>Discretionary Reserves</b>					
General	2,215	(27)	-	119	2,307
Plant and Equipment	7,751	9,000	2,350	(2,260)	16,841
Strategic Properties	(7,143)	(9,000)	-	(2,996)	(19,139)
Asset Renewal	5,777	-	2,910	(3,500)	5,187
Car Parking Meters	5,387	-	1,040	(200)	6,227
BPI Investment	121	-	-	-	121
IT Equipment	6,734	27	1,490	(4,282)	3,969
<b>Total discretionary reserves</b>	<b>20,842</b>	<b>-</b>	<b>7,790</b>	<b>(13,119)</b>	<b>15,513</b>
<b>Total replacement reserves</b>	<b>29,466</b>	<b>-</b>	<b>13,493</b>	<b>(19,830)</b>	<b>23,129</b>

2023	Balance as at 01/07/22 \$'000	Transfers between \$'000	Transfers to \$'000	Transfers from \$'000	Balance as at 30/06/23 \$'000
<b>Statutory reserves</b>					
Public Open Space	10,186	-	4,509	(6,323)	8,372
Off-Street Car Parking	252	-	-	-	252
<b>Total statutory reserves</b>	<b>10,438</b>	<b>-</b>	<b>4,509</b>	<b>(6,323)</b>	<b>8,624</b>
<b>Discretionary Reserves</b>					
General	1,728	(1,500)	3,410	(1,423)	2,215
Plant and Equipment	3,996	750	3,005	-	7,751
Strategic Properties	18	(7,000)	2,740	(2,901)	(7,143)
Asset Renewal	165	7,000	2,853	(4,241)	5,777
Car Parking Meters	4,463	-	960	(36)	5,387
BPI Investment	121	-	-	-	121
IT Equipment	6,489	750	1,382	(1,887)	6,734
<b>Total discretionary reserves</b>	<b>16,980</b>	<b>-</b>	<b>14,350</b>	<b>(10,488)</b>	<b>20,842</b>
<b>Total replacement reserves</b>	<b>27,418</b>	<b>-</b>	<b>18,859</b>	<b>(16,811)</b>	<b>29,466</b>

The above tables generally indicate usage of funds for budgeted capital works and recovery of capital from previous expenditures and investment projects in the ordinary course of business. These amounts are determined in accordance with the approved budget and subsequent Council reports.

- The Public Open Space Reserve is a statutory reserve where developers contribute income to the reserve by law. The funds are spent on 'public open spaces', for example playgrounds.
- The Off-Street Car Parking Reserve is no longer operational due to a change in legislation. Developers did contribute income to the reserve. Funds were used to provide additional car parking spaces in the area where the funds were generated from.
- The General Reserve is maintained to have money set aside for future projects.
- The Plant and Equipment Reserve is used to fund the purchase of vehicles (all types) and some items of plant and equipment.
- The Strategic Properties Reserve is maintained to fund the purchasing, development and selling of properties with a view to add income to Council.
- The Asset Renewal Reserve is used to fund the renewal of assets in the future.
- The Car Parking Meters Reserve receives the net income from parking meters. The Reserve will be used to purchase new parking meters and fund the maintenance of existing parking meters.
- The BPi Investment Reserve receives a portion of the BPi department's profit each year. The Reserve is used to fund equipment and software to enhance their competitiveness with external businesses.
- The Information Technology (IT) Equipment Reserve accumulates funds to be used for the purchase and maintenance of computer systems.

## 9.2 Reconciliation of surplus to cash flows from operating activities

	Note	2024 \$'000	2023 \$'000
<b>Surplus for the year</b>		9,794	14,745
<b>Non-cash adjustments:</b>			
Profit on disposal of infrastructure, property, plant and equipment	3.8	(343)	(22)
Depreciation and amortisation	4.4, 4.5 & 4.6	24,399	23,971
Impairment loss	6.1	197	305
Borrowing costs - interest	4.9	1,590	1,666
Finance costs - leases	4.8	61	14
Net movement in investments and share of associates	5.1(b)(i), 6.3	(365)	139
Fair value adjustment of investment property	6.4	(144)	-
<b>Change in assets and liabilities, excluding investing activities</b>			
(Increase) in trade and other receivables		(484)	(4,345)
Decrease in inventories	5.2 (a)	4	27
(Increase)/decrease in prepayments	5.2 (b)	914	(763)
Increase/(decrease) in trade and other payables	5.3 (a)	1,636	(2,173)
Increase in/(decrease) in contract and other liabilities	5.3 (c)	(4,841)	2,117
Increase/(decrease) in employee provisions	5.5	702	(218)
Increase in trust funds and deposits	5.3 (b)	367	860
<b>Net cash provided by operating activities</b>		<b>33,487</b>	<b>36,323</b>

## 9.3 Superannuation

Banyule City Council makes the majority of its employer superannuation contributions in respect to its employees to the Local Authorities Superannuation Fund – Vision Super (the Fund). This Fund has two categories of membership, accumulation and defined benefit, each of which is funded differently.

Obligations for contributions to the Fund are recognised as an expense in the Comprehensive Income Statement when they are made or due.

### Accumulation Fund

The Fund's accumulation category, Vision MySuper/Vision Super Saver, receives both employer and employee contributions on a progressive basis. Employer contributions are normally based on a fixed percentage of employee earnings (for the year ended 30 June 2024, this was 11.0% as required under Superannuation Guarantee (SG) legislation (2023: 10.5%)).

Defined Benefit Plan

Banyule City Council does not use defined benefit accounting for its defined benefit obligations under the Fund’s Defined Benefit category. This is because the Fund’s Defined Benefit category is a pooled multi-employer sponsored plan. The Defined Benefit Scheme was closed to new members on 31 December 1993.

There is no proportional split of the defined benefit liabilities, assets or costs between the participating employers as the defined benefit obligation is a floating obligation between the participating employers and the only time that the aggregate obligation is allocated to specific employers is when a call is made. As a result, the level of participation of Banyule City Council in the Fund cannot be measured as a percentage compared with other participating employers. Therefore, the Fund Actuary is unable to allocate benefit liabilities, assets and costs between employers for the purposes of AASB 119.

Funding arrangements

Banyule City Council makes employer contributions to the Defined Benefit category of the Fund at rates determined by the Trustee, on the advice of the Fund Actuary.

A triennial actuarial investigation for the Defined Benefit category as at 30 June 2023 was conducted and completed by 31 December 2023. The vested benefit index (VBI) of the Defined Benefit category as at 30 June 2023 was 104.1%. Council was notified of the 30 June 2023 VBI during August 2023.

The financial assumptions used to calculate the 30 June 2023 VBI were:

Net investment returns	5.70% pa
Salary information	3.50% pa
Price inflation (CPI)	2.80% pa

The VBI is used as the primary funding indicator. Because the VBI was above 100%, the 30 June 2023 actuarial investigation determined the Defined Benefit category was in a satisfactory financial position and that no change was necessary to the Defined Benefit category’s funding arrangements from prior years.

Employer Contributions

Regular Contributions

On the basis of the results of the 2023 triennial actuarial investigation conducted by the Fund Actuary, Council makes employer contributions to the Fund’s Defined Benefit category at rates determined by the Fund’s Trustee. For the year ended 30 June 2024, this rate was 11.0% of members' salaries (10.5% in 2022/23). This rate is expected to increase in line with any increases in the SG contribution rate and was reviewed as part of the 30 June 2023 triennial valuation.

In addition, Council reimburses the Fund to cover the excess of the benefits paid as a consequence of retrenchment above the funded resignation or retirement benefit.



## **Funding Calls**

If the Defined Benefit category is in an unsatisfactory financial position at an actuarial investigation or the Defined Benefit category's VBI is below its shortfall limit at any time other than the date of the actuarial investigation, the Defined Benefit category has a shortfall for the purposes of SPS 160 and the Fund is required to put a plan in place so that the shortfall is fully funded within three years of the shortfall occurring. The Fund monitors its VBI on a quarterly basis and the Fund has set its shortfall limit at 98% from 26 July 2024 (previously 97%).

In the event that the Fund Actuary determines that there is a shortfall based on the above requirement, the Fund's participating employers (including Banyule City Council) are required to make an employer contribution to cover the shortfall.

Using the agreed methodology, the shortfall amount is apportioned between the participating employers based on the pre-1 July 1993 and post-30 June 1993 service liabilities of the Fund's Defined Benefit category, together with the employer's payroll at 30 June 1993 and at the date the shortfall has been calculated.

Due to the nature of the contractual obligations between the participating employers and the Fund, and that the Fund includes lifetime pensioners and their reversionary beneficiaries; it is unlikely that the Fund will be wound up.

If there is a surplus in the Fund, the surplus cannot be returned to the participating employers.

In the event that a participating employer is wound-up, the Defined Benefit obligations of that employer will be transferred to that employer's successor.

## **The 2023 interim actuarial investigation surplus amounts**

An actuarial investigation is conducted annually for the Defined Benefit category of which Council is a contributing employer. Generally, a full actuarial investigation is conducted every three years and interim actuarial investigations are conducted for each intervening year. A full investigation was conducted as at 30 June 2023.

The Fund's actuarial investigation identified the following for the Defined Benefit category of which Council is a contributing employer:

- A VBI surplus of \$84.70 million (2022: \$44.60 million);
- A total service liability surplus of \$123.60 million (2022: \$105.80 million); and
- A discounted accrued benefits surplus of \$141.90 million (2022: \$111.90 million).

The VBI surplus means that the market value of the fund's assets supporting the defined benefit obligations exceed the vested benefits that the defined benefit members would have been entitled to if they had all exited on 30 June 2023.

The total service liability surplus means that the current value of the assets in the Fund's Defined Benefit category plus expected future contributions exceeds the value of expected future benefits and expenses as at 30 June 2023.

The discounted accrued benefit surplus means that the current value of the assets in the Fund's Defined Benefit category exceeds the value of benefits payable in the future but accrued in respect of service to 30 June 2023.

## **The 2024 interim actuarial investigation**

An interim actuarial investigation is being conducted for the Fund's position as at 30 June 2024 as the Fund provides lifetime pensions in the Defined Benefit category. It is anticipated that this actuarial investigation will be completed by October 2024.

The VBI of the Defined Benefit category was 105.4% as at 30 June 2024. The financial assumptions used to calculate the 30 June 2024 VBI were:

Net investment returns	5.6% pa
Salary information	3.5% pa
Price inflation (CPI)	2.7% pa

Council was notified of the 30 June 2024 VBI during August 2024.

Because the VBI was above 100%, the Defined Benefit category was in a satisfactory financial position at 30 June 2024 and it is expected that the actuarial investigation will recommend that no change will be necessary to the Defined Benefit category's funding arrangements from prior years.

### The 2020 interim actuarial investigation

The last triennial actuarial investigation conducted prior to 30 June 2023 was at 30 June 2020. This actuarial investigation was completed by 31 December 2020. The financial assumptions for the purposes of that investigation were:

	2020 Triennial investigation	2023 Triennial investigation
<b>Net investment return</b>	5.6% pa	5.7% pa
<b>Salary inflation</b>	2.50% pa for two years, and 2.75% pa thereafter	3.50% pa
<b>Price inflation</b>	2.0% pa	2.8% pa

### Superannuation contributions

Contributions by Council (excluding any unfunded liability payments) to the above superannuation plans for the financial year ended 30 June 2024 are detailed below:

<b>Scheme</b>	<b>Type of scheme</b>	<b>Rate</b>	<b>2024 \$'000</b>	<b>2023 \$'000</b>
<b>Vision Super</b>	Defined Benefits	11% (2023: 10.5%)	\$266	\$283
<b>Vision Super</b>	Accumulation	11% (2023: 10.5%)	\$3,988	\$3,916
<b>Other Funds</b>	Accumulation	11% (2023: 10.5%)	\$4,097	\$3,655

*Note: The above numbers include salary sacrificed superannuation that has been paid by Council on behalf of the employees.*

In addition to the above contributions, Council has paid unfunded liability payments to Vision Super totalling \$Nil. (2022/23 \$Nil).

There were no contributions outstanding and no loans issued from or to the above schemes as at 30 June 2024.

The expected contributions to be paid to the Defined Benefit category of Vision Super for the year ending 30 June 2025 is \$201,000.

## Note 10. Change in accounting policy

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There have been no changes to accounting policies in the 2023/2024 year.

There are no pending accounting standards that are likely to have a material impact on Council.

# How to contact Banyule City Council

For all enquiries or information about any Council services:

Telephone: **9490 4222**

Email: **[enquiries@banyule.vic.gov.au](mailto:enquiries@banyule.vic.gov.au)**

Website: **[www.banyule.vic.gov.au](http://www.banyule.vic.gov.au)**

If your hearing or speech is impaired, you can call us through the National Relay Service on **133 677** (TTY) or **1300 555 727** (ordinary handset) and ask for 9490 4222.

## Postal address:

PO Box 94, Greensborough 3088

## Council service centre:

Greensborough: Level 3, 1 Flintoff Street

## Ivanhoe Library and Cultural Hub:

Ivanhoe: 275 Upper Heidelberg Road

## Office hours of opening:

Monday to Friday from 8:30 am to 5 pm

## Interpreter service:

If you need an interpreter, please contact TIS National on 131 450 and ask to be connected to Banyule Council on 9490 4222.

如果你需要一名翻译, 请打电话到国家电话翻译服务处 (TIS National) 131 450, 再转接到Banyule市政府9490 4222。

若你需要口譯員, 請致電131 450聯絡TIS National, 要求他們為你致電 9490 4222接通Banyule市政廳。

Se hai bisogno di un interprete chiama TIS National al numero 131 450 e chiedi di essere messo in comunicazione con il Comune di Banyule al numero 9490 4222.

Αν χρειάζεστε διερμηνέα τηλεφωνήστε στην Εθνική Υπηρεσία Διερμηνέων Μεταφραστών στον αριθμό 131 450 και ζητήστε να σας συνδέσουν με τη Δημαρχία Banyule στο 9490 4222.

إذا كنتم بحاجة إلى مترجم يرجى الاتصال بالخط القومي للترجمة الهاتفية على الرقم 131 450 وطلب إيصالكم ببلدية بانيول على الرقم 9490 4222.

Nếu bạn cần thông dịch viên, vui lòng liên hệ TIS National qua số 131 450 và yêu cầu được kết nối với Hội đồng Banyule theo số 9490 4222.

Haddii aad u baahan tahay mutarjum wac khadka qaranka oo ah TIS 131 450 weydiina in lagugu xiro Degmada Banyule tel: 9490 4222.

Ако ви треба преведувач ве молиме јавете се на TIS NATIONAL на 131 450 и замовете да ве поврзат со Banyule Council на 9490 4222.

و از طریق شماره تماس بگیريد TIS National اگر به مترجم نیاز دارید، لطفاً با شماره 131 450 با وصل شوید Banyule 9490 4222 به شورای