The Banyule Story 2024–2025

Annual Report

Banyule City Council

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.

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.

Welcome to the Banyule Story

Sharing our story

Banyule City Council is committed to transparent reporting. The Banyule Story 2024–2025 (the Banyule Story) is Council's Annual Report and one of the ways Council shares information about its performance and operations with the community.

This report meets the requirements of *the Local Government Act 2020* and the *Local Government (Planning and Reporting) Regulations 2020*. It shows how Council is delivering on the Council Plan and working towards the long-term community vision.

The Banyule Story is presented in three separate documents:

- **Part 1: Report of Operations** – outlines Council's activities, achievements and governance
- **Part 2: Performance Statement** – reports on Council's audited service and financial performance against indicators
- **Part 3: Financial Report** – provides audited financial statements and notes

This document forms Part 1 of the Banyule Story and serves as the Report of Operations for 2024–25.

Banyule's Community Vision 2041

The [Banyule Community Vision 2041] (the Community Vision) sets out what matters most to the people of Banyule. It reflects the values, aspirations and priorities of those who live, work, study, visit or run a business in the municipality.

The vision was shaped through extensive community engagement. In 2021, more than 1,300 people shared their ideas, helping Council understand what is most important to them. A group of community members co-wrote the vision statement and identified six priority themes that reflect the community's goals. These themes were reviewed and updated in 2025 following further engagement.

The Community Vision guides Council's planning, policies and investment decisions.

Community Vision 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 Vision priority themes

Figure 1 | The six priority themes of the Banyule Community Vision 2041

Image: Smoking Ceremony at Malahang Festival, supporting cultural connection, cleansing the space and promoting wellbeing for all visitors

Contents

Part 2: Performance Statement 2024–25

This is published as a separate document and is available online.

Part 3: Financial Report 2024–25

This is published as a separate document and is available online.

Introducing Banyule Council

Message from the Mayor and CEO

Figure 2 | Allison Beckwith, CEO and Cr Elizabeth Nealy, Mayor

We are proud to serve a community that is connected, inclusive and actively shaping its future. The 2024–25 Banyule Story reflects the collective efforts of Council, residents, local business and community organisations to build a municipality where everyone can thrive – socially, culturally, economically and environmentally.

There have been many achievements across all six Banyule Plan priority themes.

Our Inclusive and Connected Community

The wellbeing of our community remained at the centre of everything we do.

A third of Banyule's 130,000+ residents reported living with a long-term health condition. Council advanced a broad range of health and wellbeing initiatives, including support for carers in our community. We also developed a new Active Banyule Plan for staying healthy and connected at all stages of life.

The Maternal and Child Health service continued to support Banyule families, helping them provide the best start in life for their children. Our MCH nurses conducted more than 1,300 home visits, 1,800 family violence screening tests, 560 specialist lactation appointments and 800 toddler eye tests. Council's MCH and immunisation services delivered the National Immunisation program to children and schools as well as a busy flu vaccination program for individuals and businesses.

Banyule Youth Services interacted with around 18,000 young people through its popular arts and music programs, school holiday activities, parent sessions, school workshops, youth support appointments, YouthFest and the Banyule Youth Summit.

Our award-winning Inclusive Employment Program entered its seventh year, offering job pathways to people facing employment barriers, while our partnerships supported more than 300 jobseekers and created nearly 60 new employment opportunities.

Community engagement was central to our work, with staff training, youth-led summits and the inaugural Banyule ThinkTank among major efforts to involve our community in decision-making and goal setting. Input from more than 1,200 residents shaped the Banyule Plan 2025–2029 and other key documents including the Health and Wellbeing Plan, Revenue and Rating Plan, Financial Plan, Budget and the Asset Plan.

Banyule is proudly diverse. Almost one in four residents were born overseas, and one in five speak a language other than English at home. We celebrated this diversity with vibrant events including YouthFest, Lantern Festival, Carols by Candlelight (or biggest ever!), Chillin' in Banyule, Disability Pride Month and National Reconciliation Week, in partnership with Barrbunin Beek Aboriginal Gathering Place. These events brought tens of thousands of community members together in celebration and unity.

Our Sustainable Environment

Environmental sustainability remains a top priority. Council's greenhouse gas emissions continue to decline, as we progress steadily towards our goals of carbon neutrality by 2028 for Council operations and 2040 for the community. The Climate Change Adaptation Framework and Biodiversity Strategy were key milestones, supported by significant local action including more than 12,000 indigenous plants planted by our Bushland Management Team and community volunteers. We responded to urgent environmental issues, including the removal of 450 tonnes of contaminated sediment from Southern Road wetland, protecting Darebin Creek.

We implemented the new Community Local Law 2025 to help people understand their rights and responsibilities and provide protections for public and private space and community health and safety.

Our Well-Built City

We met the statutory timeframe for 88% of all planning application decisions, one of the highest rates of any council in Victoria. We were successful in a number of prosecutions for illegal tree removals, protecting the integrity of our neighbourhoods and Banyule's prized environmental estate. We resealed and repaired 28 local roads, installed new pedestrian crossings and replaced 7,600 bays of concrete footpath. We completed maintenance on hundreds of community buildings and Banyule's extensive drainage assets. Banyule's 800 hectares of sports grounds, picnic areas and playgrounds and 311 hectares of bushland were kept in tip-top condition by teams of mowers, gardeners, maintenance workers and our Bushland Management team.

Our Valued Community Assets and Facilities

Infrastructure and facilities were improved with upgrades to parks, playgrounds, sports facilities and community buildings throughout Banyule. Significant progress was made on Watsonia Town Square and Rosanna Library, two big projects that Council is delivering on time and on budget. Art Gallery 275 at Ivanhoe Library and Cultural Hub was upgraded to comply with international museum standards and we are proud to host an exhibition of works on long-term loan from the National Collection at the National Gallery of Australia.

Our Thriving Local Economy

In addition to the many regular programs and support offered to local businesses by Banyule Business, we launched a Social Enterprise Growth Fund, awarding funds to six local enterprises to support innovation, inclusion and growth. Council's partnership with Himilo Workforce is creating real jobs and training for people facing employment barriers. The annual Women in Business event was a success, with 200 people attending to network and be inspired.

Figure 3 | Natural beauty of Banyule

Our Trusted and Responsive Leadership

In November 2024, a new Banyule Council was sworn in, with three new councillors and six re-elected. The local government elections every four years are always exciting, but it brings an increased workload for many staff, particularly our Governance and Integrity team, which did a fantastic job helping ensure the election ran smoothly and, afterwards, inducting the new councillors in their role and responsibilities. Council reviewed Banyule's community advisory committees, deciding on 10 committees to advise on specific issues from Age-Friendly City to Audit and Risk and Environment and Climate Action.

We maintained a busy schedule of meetings, submissions and campaigns advocating to state and federal Members of Parliament and policy makers for more resources across a range of priority projects. Most notably, we secured more than $2 million in funding to transition WaterMarc to renewable energy. The new Council reviewed our advocacy priorities for 2025–26.

In 2024–25, Council delivered a strong financial performance, with draft results being an operating surplus of $19.1 million and the underlying surplus of $0.9 million, a significant turnaround from the budgeted underlying deficit of $5.7 million.

Capital works expenditure totalled $50.7 million, below the budgeted $65.1 million, with $23 million in projects carried forward into 2025–26.

These efforts are underpinned by our commitment to responsible budgeting, strategic capital works planning, and continuous improvement in service delivery, today and into the future.

Thank you

Banyule has many natural advantages – our beautiful parks and bushland, our urban forest and significant waterways. Our other major assets are human – Council's staff of 1,000+ who deliver more than 100 services every day, a community of people who are engaged and connected and a Council group that is committed to working together to make Banyule a better place for everyone.

Banyule residents volunteer at rates above the average. The value of their work to our community cannot be overstated and we thank all volunteers, no matter how large or small their contribution. As the level of government that is closest to the people we serve, we understand that community participation is key to our success and we thank everyone who has got involved throughout 2024–25. We look forward to working with you again in 2025–26.

We take this opportunity to thank the previous Banyule Council that served from 2020 to 2024. Each of the nine councillors can be proud of their work and the way in which they worked together for our community. It is no small feat to create a cohesive and productive team from nine passionate people who sometimes hold different opinions on important matters! The thing that unites us, always, is our commitment to the people of Banyule.

Councillor Elizabeth Nealy
Mayor,
Banyule Council

Allison Beckwith
Chief Executive Officer,
Banyule Council

Elected leadership: Our councillors

Banyule Council is made up of **nine wards**, each representing a unique local character and a similar population size. **One councillor is elected per ward**, serving a four-year term from October 2024 to October 2028. Collectively, these nine councillors advocate for the interests of all Banyule residents and ratepayers.

Figure 4 | Map of Banyule Council showing ward boundaries and the suburbs within each of the nine wards

Image: Yidaki (didgeridoo) and bilima (clapsticks) performance by Murrundaya Yepengna at Malahang Festival – photo by Andreas Weiss

Council's responsibilities include:

- Providing strategic leadership and good governance for the community
- Representing residents, businesses, workers, and community groups
- Advocating to Victorian and Australian governments on local priorities
- Endorsing the Council Plan, Annual Action Plan, and Budget
- Approving policies and overseeing service delivery, safety, and environmental stewardship

Banyule's councillors are listed below:

Mayor Councillor Elizabeth Nealy

Beale Ward

Year elected

2020

Terms as mayor

2021–22, 2024 to present

Committees and reference groups

Pre-election (up to September 2024)

- Audit and Risk Committee
- CEO Employment Matters Committee
- Municipal Association Victoria (MAV) Committee, State Council

Post-election (from November 2024)

- CEO Employment Matters Committee
- Municipal Association Victoria (MAV) Committee, State Council
- Northern Council Alliance

Deputy Mayor Councillor Peter Castaldo

Griffin Ward

Year elected

2016

Terms as deputy mayor

2024 to present

Terms as mayor

2022–23

Committees and reference groups

Pre-election (up to September 2024)

- CEO Employment Matters Committee

Post-election (from November 2024)

- CEO Employment Matters Committee

New appointments (from June 2025)

- First Nations Committee (Co-Chair)

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

Pre-election (up to September 2024)

- CEO Employment Matters Committee

Post-election (from November 2024)

- CEO Employment Matters Committee
- Yarra Plenty Regional Library Board

Councillor Alicia Curry

Ibbott Ward

Year elected

2024

Committees and reference groups

Post-election (from November 2024)

- CEO Employment Matters Committee

New appointments (from June 2025)

- Arts and Culture 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

Pre-election (up to September 2024)

- CEO Employment Matters Committee

Post-election (from November 2024)

- CEO Employment Matters Committee

New appointments (from June 2025)

- Environment and Climate Action Committee

Councillor Rick Garotti

Grimshaw Ward

Year elected

2012

Terms as deputy mayor

2019–20, 2023–24

Terms as mayor

2020–21

Committees and reference groups

Pre-election (up to September 2024)

- Audit and Risk Committee
- CEO Employment Matters Committee

Post-election (from November 2024)

- CEO Employment Matters Committee
- Yarra Plenty Regional Library Board

Councillor Alida McKern

Chelsworth Ward

Year elected

2020

Terms as deputy mayor

2022–23

Committees and reference groups

Pre-election (up to September 2024)

- CEO Employment Matters Committee
- Northern Alliance for Greenhouse Action

Post-election (from November 2024)

- CEO Employment Matters Committee
- Northern Alliance for Greenhouse Action

New appointments (from June 2025)

- Sustainable Living Committee

Councillor Mary O'Kane

Olympia Ward

Year elected

2024

Committees and reference groups

Post-election (from November 2024)

- Audit and Risk Committee
- CEO Employment Matters Committee

New appointments (from June 2025)

- Connected Communities Committee

Councillor Matt Wood

Hawdon Ward

Year elected

2024

Committees and reference groups

Post-election (from November 2024)

- CEO Employment Matters Committee
- Metropolitan Transport Forum

Council acknowledges the contributions of outgoing councillors

Banyule Council thanks the following outgoing councillors for their service and contributions to the community:

- **Cr Tom Melican,**
  Ibbott Ward
  Served from 2003 to 2024
- **Cr Peter Dimarelos,**
  Olympia Ward
  Served from 2020 to 2024
- **Cr Fiona Mitsinikos,**
  Hawdon Ward
  Served from 2020 to 2024

Figure 5 | Murrundaya Yepengna Dance Troupe, Neon Ngargee Season performance at Lantern Festival

Who we are

Traditional Custodians

Council acknowledges the Wurundjeri Woi-wurrung people as the Traditional Custodians of the lands and waters across Banyule. More than 50 indigenous archaeological sites have been identified in the area, and Council is committed to their protection.

Our location

Banyule is located 7 to 21 kilometres north-east of central Melbourne. It covers around 63 square kilometres across 21 suburbs. The Birrarung (Yarra) River forms the southern boundary, and Darebin Creek marks the western edge.

Our history and heritage

Banyule's scenic landscapes inspired the Heidelberg School of Australian Impressionist painters, including Arthur Streeton, Walter Withers, Tom Roberts, Clara Southern and Frederick McCubbin. Renowned architects and urban designers such as Walter Burley Griffin and Ellis Stones also shaped the local environment.

The Olympic Village in Heidelberg West housed 4,200 athletes from 67 countries during the 1956 Melbourne Olympic Games. After the Games, the accommodation was converted into public housing, forming part of the local community.

Natural environment and recreation

Banyule is known for its green spaces, especially along the Birrarung (Yarra) and Plenty River valleys. There are 466 hectares of Council-owned open space, 50 sports grounds and 44 kilometres of shared trails.

Housing and growth

Banyule is primarily residential, with 70% of households owning or purchasing their home and 25% renting. While separate houses are most common, there is growing development of townhouses, units and semi-detached homes. The population is expected to grow over the next decade, especially in the 80 years and over age group.

Economy and employment

Key industries in Banyule include health care, education, retail and construction. Major commercial centres are located in Greensborough, Heidelberg and Ivanhoe, with industrial areas in Heidelberg West, Greensborough, Briar Hill and Bundoora. Banyule is home to major institutions such as Melbourne Polytechnic and Austin Hospital and is bordered by La Trobe University.

Council offices

Greensborough

Level 3, 1 Flintoff Street, Greensborough

Ivanhoe

275 Upper Heidelberg Road, Ivanhoe
(Located at the Ivanhoe Library and Cultural Hub)

Contact details

Postal address: PO Box 94, Greensborough VIC 3088

Telephone: 9490 4222

National Relay Service: If you have difficulty hearing or speaking, you can contact Banyule Council through the National Relay Service.

Call 133 677 (TTY) or 1300 555 727 (voice) and ask for 9490 4222.

Email: enquiries@banyule.vic.gov.au

Website: banyule.vic.gov.au

Our precincts

Banyule is home to a diverse and vibrant community, with each suburb offering its own character, needs and priorities. To help organise data in a meaningful way, the Australian Bureau of Statistics (ABS) divided Banyule into seven distinct precincts. Council uses these ABS-defined precincts to better understand local communities and tailor services to reflect their unique qualities.

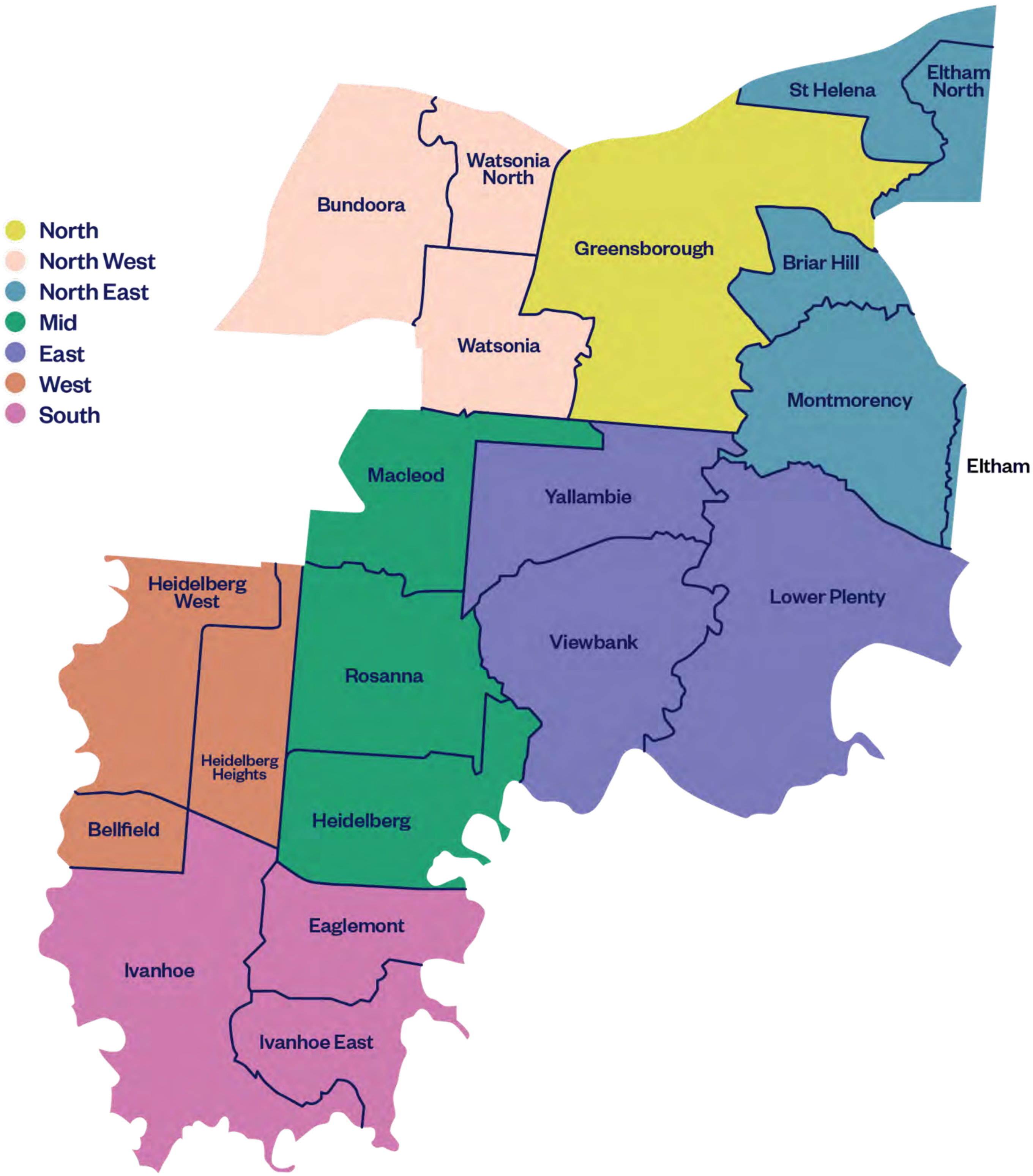


Figure 6 | Map of Banyule's seven distinct precincts and their suburbs

Banyule precincts overview

Each precinct has its own identity, shaped by its natural environment, facilities and population. This structure helps Council respond to the specific needs of different areas across the municipality.

East Precinct

Suburbs: Lower Plenty, Viewbank, Yallambie

This precinct is known for its extensive green spaces, including Banyule Flats Reserve, parkland lookouts, hiking trails and picnic areas. It has the most open space in Banyule and a semi-rural feel due to its lower population density. Key sporting facilities include Yallambie Park, Glenauburn Reserve, Viewbank Reserve, Banyule Flats Reserve and Heidelberg Golf Club.

Population: 15,532

Mid Precinct

Suburbs: Heidelberg, Macleod, Rosanna

This precinct features unique parklands along the Birrarung (Yarra) River corridor and Rosanna Parklands. Heidelberg is home to a major health precinct, including Austin, Heidelberg Repatriation, Mercy and Warringal hospitals and allied health services. It is also a key activity centre with retail, commercial, transport and hospitality services, providing significant employment opportunities.

Population: 24,394

North Precinct

Suburb: Greensborough

Located in the Plenty River Valley, this precinct offers scenic views and access to the river trail. Greensborough is a major activity centre with retail and commercial spaces surrounding Greensborough Plaza. It also includes residential areas and key community facilities such as the main Council office, Watsonia Swimming Pool and WaterMarc, the largest aquatic and leisure centre in the northern region.

Population: 16,059

North East Precinct

Suburbs: Briar Hill, Eltham North, Montmorency, St Helena

This precinct features leafy streets and native flora and fauna along the Plenty River Trail, including a 3.6 km circuit from Montmorency to Yallambie. Were Street village and Anthony Beale Reserve are local highlights. Community infrastructure is centred around Petrie Park, which includes a large community hall, pavilion and scout hall, all within walking distance of the train station.

Population: 18,083

North West Precinct

Suburbs: Bundoora, Watsonia, Watsonia North

Known for its cultural diversity and well-used community facilities, this precinct includes NJ Telfer Reserve in Bundoora, which hosts buildings for scouts, preschool, maternal and child health services, tennis and football. Watsonia Station is close to the library, neighbourhood houses and the community hall at Aminya Reserve. Across Gabonia Avenue Reserve, Elder Street Reserve and Yulong Reserve, there are seven sporting facilities supporting baseball, tennis, soccer and cricket.

Population: 19,849

South Precinct

Suburbs: Eaglemont, Ivanhoe, Ivanhoe East

This precinct features scenic trails including the Darebin Creek Trail, Main Yarra Trail and Wilson Reserve Trail, which connect to surrounding areas. Key community facilities include the Ivanhoe Library and Cultural Hub and Ivanhoe Aquatic. Eaglemont is known for its heritage estates, while East Ivanhoe offers boutique shopping and fine dining. Ivanhoe is a major activity centre with a higher socio-economic profile and a well-established sports precinct that supports 14 clubs across Ivanhoe Park, Chelsworth Park and Ivanhoe Recreation Reserve.

Population: 22,271

West Precinct

Suburbs: Bellfield, Heidelberg Heights, Heidelberg West

Celebrated for its cultural diversity, this precinct includes a strong First Nations presence supported by Barrbunin Beek Gathering Place, a dedicated space for Aboriginal and Torres Strait Islander communities. Bellfield Community Hub provides preschool and maternal and child health services, social support for older adults and spaces for community activities. Heidelberg Olympic Village, a legacy of the 1956 Olympic Games, is also located here. The precinct is part of the La Trobe National Employment and Innovation Cluster, which supports business growth and job creation. The Darebin Creek Corridor adds to the area’s natural appeal.

Population: 15,743

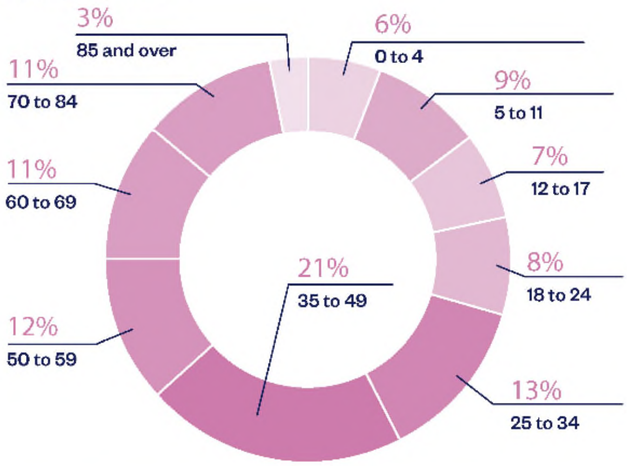
Our Banyule community

Population

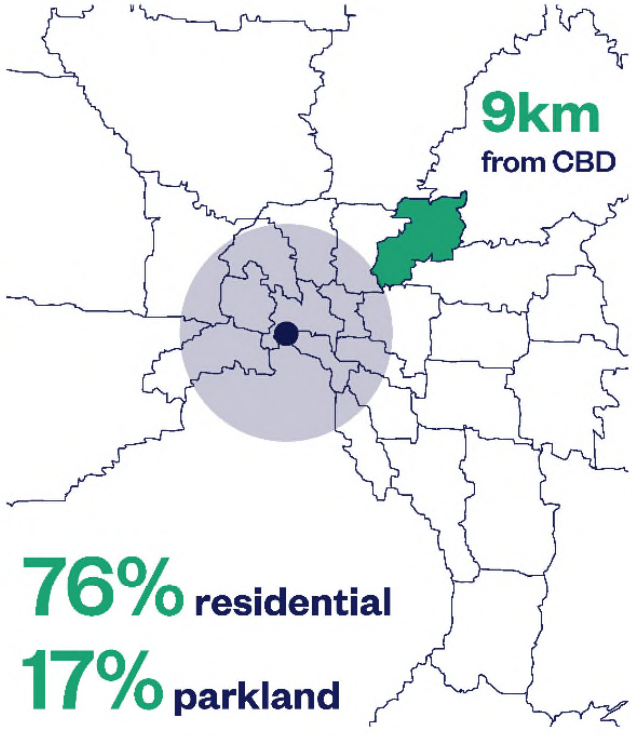
Banyule is a community of **131,931** residents (2024)

and is forecast to grow to **161,397** by 2046

Age groups



Land use



76% residential

17% parkland

7% other

Approx. 890 hectares of public open space

Households

There are over

49,000

households

2.5 **people** — average household size

Household types

33%
Couples with children

25%
Couples without children

24%
Lone person households

10%
One parent families

70%
Households purchasing or fully owning their home

22%
Renting - private

4%
Renting - social housing

1,262
residents accessed specialist homelessness services, 56% **female**, 44% **male** (2023–24)

Diversity in Banyule

24% of residents were born overseas

22% speak a language other than English at home

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

871 residents identify as Aboriginal and/or Torres Strait Islander

12% of adults identify as LGBTIQA+

Economy in Banyule

11,433 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 residents aged 15+ earn $2,000 or more per week, 11% of **females** and 23% of **males** (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 due to financial hardship (2022)

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

14% of adults report 'High, or very high' levels of psychological distress (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 report sitting for eight hours or more every weekday (2023)

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

11% of residents are older lone-person households aged 65+, 70% **female** and 30% **male** (2023)

$4.8m was lost on average each month to electronic gaming machines, or $566 per adult each year (2023–24)

24% of adults experience loneliness (2023)

26% of adults report a very high life satisfaction (2023)

Services statistics and area highlights

10,000+
visits to Barrbunin Beek Aboriginal Gathering Place (2023–24)

500+
local artists supported through our programs and services (2023–24)

10,000+
young people attended programs and services at Jets Studios and across Banyule (2024)

~500,000
trees assessed, pruned and protected across Council streets, parks, reserves and bushlands (2023–24)

48km^2
of **open space** were maintained, which is almost the size of Sydney Harbour (2023–24)

2,100+
planning applications and requests received (2023–24)

4,000+
young people immunised at local schools (2023–24)

2,300+
hours of support provided to carers in Banyule (2023–24)

14,000+
individual visits to Shop 48 at Bell St Mall (2023–24)

~40,000
residents and visitors attended our festivals and events (2023–24)

~5,000
children seen by Maternal and Child Health nurses (2024)

250 MCGs
worth of **grass was mowed** each month in summer and 125 MCGs each month in winter (2023–24)

4.4 million
bins were collected, providing a waste service to 55,000 properties (2023–24)

1.8+ million
visits to our aquatic and recreation facilities (2023–24)

~1,200
food safety inspections and sampling conducted (2023–24)

~100
user groups used Council's community halls (2023–24)

Infrastructure we maintain

667km
of **roads** (2023–24)

1,034km
of **kerbs** (2023–24)

802km
of **drainage pipes** (2023–24)

1,884m
of **open channels** (2023–24)

35,038
stormwater pits (2023–24)

989km
of **footpaths** (2023–24)

78km
of **open space** pathways (2023–24)

55
footbridges (2023–24)

To read an accessible long description of the Our Banyule community infographic, refer to Appendix A.

Demographic trends

Population

Banyule's estimated population in 2024 is 131,931. By 2046, this is expected to grow to over 161,000 residents, with Heidelberg forecast to have the highest percentage increase. Banyule has an older age profile than Greater Melbourne, with a median age of 40 compared to 37.

Health and wellbeing

About one in three residents (33%) live with one or more long-term health conditions, slightly higher than the Greater Melbourne average (30%). The most common condition is mental health, affecting around 9.2% of residents (11,641 people), followed by arthritis (8.7%) and asthma (8.4%).

Cultural diversity

Banyule is home to people from many different cultures, languages, abilities, sexualities and gender identities. Around one in four residents (24%) were born overseas and more than one in five (22%) speak a language other than English at home. The most common languages spoken (other than English) are Mandarin, Italian, Greek, Cantonese and Arabic.

Between 2016 and 2021, the largest increases in overseas-born residents were from India (+425), China (+309) and Iran (+189). Christianity remains the most common religion (45%), while the number of people with no religion or secular beliefs has grown to 43%, up from 35% in 2016.

Households

Families make up a large part of the community, with couples with children being the most common household type (33%). Between 2016 and 2021, the biggest increases were in lone person households (+1,326) and couples without children (+1,188). Most households either fully own or are buying their home (70%).

Education

More residents are completing higher levels of education. In 2021, 66% of people aged 15 and over had finished Year 12 or equivalent, up from 61% in 2016. Similarly, 38% had completed a bachelor's degree or higher, up from 32%. These figures are higher than the Greater Melbourne averages of 64% (Year 12) and 33% (Bachelor or higher).

Employment

Health care and social assistance is the largest industry for Banyule residents, employing 10,480 people (16%). Banyule also has a higher proportion of residents working as managers or professionals (48%) compared to Greater Melbourne (41%). The unemployment rate in Banyule is consistently lower than in Greater Melbourne, Victoria and Australia.

Figure 7 | Djirri Djirri, a Wurundjeri women's dance group, performing at YouthFest to celebrate culture and connection to Country

2024–25: What Council achieved and faced

Delivering for our community

Priority theme 1:
Our Inclusive and Connected Community

Strategic objective

> A safe, healthy, vibrant and connected community where people of all ages and life stages love to live, work and stay; diversity and inclusion are valued and encouraged.

Marrageil Strategy – A landmark step toward self-determination and healing

In July 2024, Banyule City Council adopted the [Marrageil Strategy 2024–2031](), a landmark step toward self-determination and healing for Aboriginal and Torres Strait Islander peoples. Marrageil means 'Powerful' in Woi-wurrung, and the strategy lives up to its name by embedding truth-telling, cultural safety and equity across all Council services

Co-designed with Traditional Owners and the local Aboriginal community, the strategy outlines six key focus areas that reflect the aspirations and priorities of First Nations peoples:

- Health, wellbeing and social connection
- Caring for Country
- Cultural heritage and celebration
- Inclusion and cultural safety
- Economic participation
- Representation and engagement

Marrageil includes a **community-led evaluation process** and annual action plans to ensure accountability. It builds on Banyule's reconciliation work and formalises Council's commitment to empowering First Nations voices in decision-making.

The strategy is already shaping Council's work. A First Nations traineeship was launched, and the Reconciliation Action Plan Advisory Committee provided cultural advice on inclusive employment and civic events. Council also strengthened its support for the Uluru Statement from the Heart.

Marrageil is not just a policy document. It represents a structural shift in how Council partners with First Nations communities to create a more just and culturally safe Banyule.

Banyule's Inclusive Employment Program gains recognition

Banyule's **Local Jobs Strategy** was nominated for a Local Government Professionals award, recognising Council's commitment to inclusive and meaningful employment pathways. The Inclusive Employment Pathways team was invited to present at the WA People and Culture Network webinar, following a successful showcase at the Local Government Inclusive Employment Webinar.

The program concluded with a celebration event on 29 July, attended by Uncle Charles, Mayor Elizabeth Nealy, councillors Alison Champion, Alicia Curry and Mary O'Kane, along with staff, leaders and families. Five participants have now secured employment within Council, marking a proud milestone for the program

Figure 8 | Participants from Banyule Council's Inclusive Employment Program, celebrating the program's achievements with councillors

Figure 9 | Young people and community members enjoying Banyule YouthFest 2024 at Macleod Park

YouthFest 2024 celebrates youth and diversity

On 15 September, **Banyule Youth Services (BYS)** hosted the annual YouthFest at Macleod Park, attracting 6,000 residents for a vibrant celebration of youth culture, creativity and community connection. The event featured free amusement rides, food trucks, interactive workshops, live music, a clothes stall and the Youth Marketspace. More than 100 young people contributed through performances, volunteering and paid roles, helping to shape the event and build their skills and confidence.

Festival stalls promoted learning on topics such as cultural diversity, First Nations perspectives, LGBTQIA+ inclusion, environmental action, youth consultation, harm reduction and local support services. A standout feature was 'The Nest,' a low sensory space offering mindfulness activities and quiet time, making the event more inclusive for young people with disabilities and neurodiversity.

YouthFest 2024 was a platform for young people to express themselves, connect with others and take part in shaping their community. It reflected Council's commitment to inclusion, youth leadership and accessible events.

Helping connect Banyule residents with services

In November 2024 Banyule's Service Navigation and Information Program went live to support Banyule residents in navigating the aged, disability, mental health, housing and homelessness, emergency relief, and social support service systems. This was in response to the end of the Regional Assessment Service in early 2024, leading to an expansion beyond just the aged services sector.

The program has helped over 200 residents, resulting in over 470 referrals to more than 170 different services. The service also produced the Banyule Emergency Relief and Material Aid Guide to help connect people with financial supports throughout the current cost of living crisis.

Priority theme 2:
Our Sustainable Environment

Strategic objective

> A progressive and innovative leader in protecting, enhancing and increasing the health and diversity of our natural environment, where we all commit to playing an active role in achieving environmental sustainability, waste and carbon emissions reduction.

Council is planning for climate change

In early 2024, Banyule Council began developing its first Climate Change Adaptation Framework to guide how the municipality responds to climate impacts.

Between January and April 2024, Council conducted community consultations to understand local concerns about climate change and sustainability. These included an online survey, resident forums and engagement with the Banyule Environment and Climate Action Advisory Committee.

Insights from these sessions (shown below) are informing high-level adaptation planning. These findings will shape a series of community co-design workshops scheduled for early 2025.

Council finalises Biodiversity Strategy

The draft Biodiversity Strategy was completed in 2024 after a six-week public exhibition period inviting community feedback. It was formally adopted by Council on 1 September 2025. The strategy sets a 10-year direction for protecting and enhancing Banyule's natural environment and aims to lead innovation in biodiversity management.

It is structured around five key themes:

- Knowledge and biodiversity
- Enhancing our biodiversity
- Protecting our biodiversity
- Wellbeing and our biodiversity
- Partnerships for our biodiversity

The strategy encourages knowledge sharing, monitoring of environmental trends and community involvement. It also recognises the shared responsibility for protecting Banyule's natural environment.

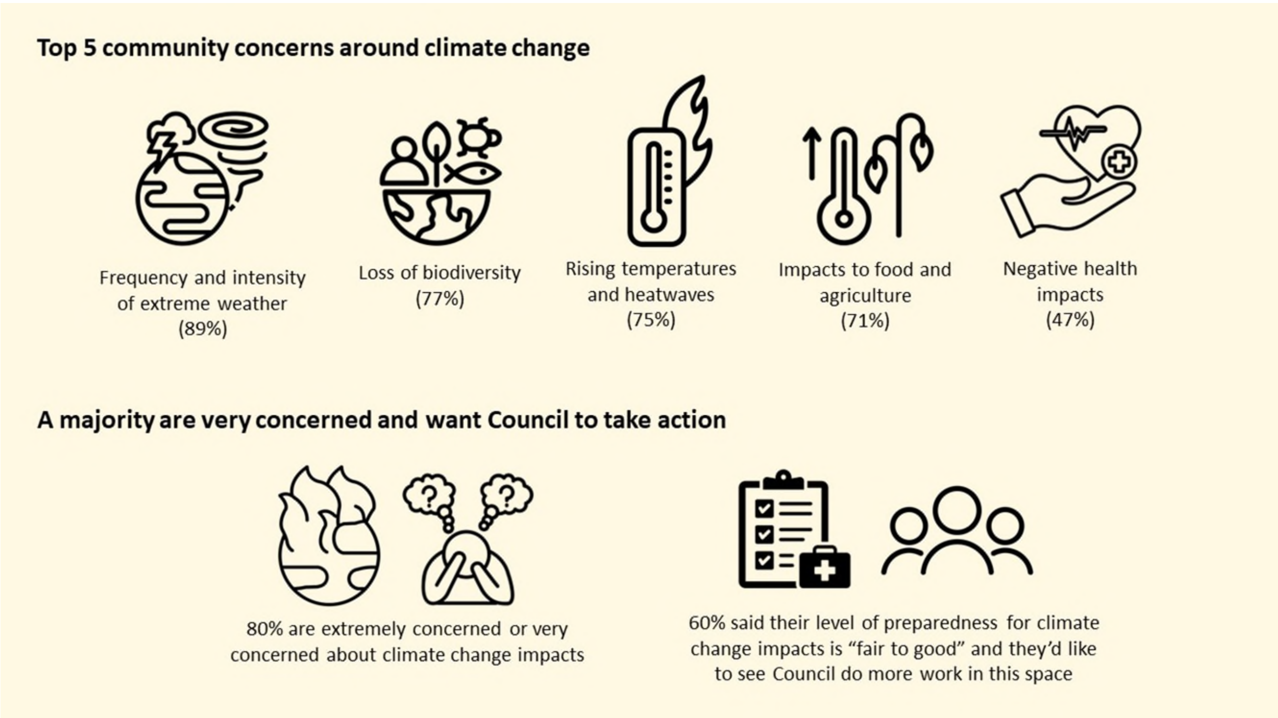


Figure 10 | Community feedback on climate change and sustainability

Banyule Council progresses its Corporate Emissions Reduction Plan

The review and redevelopment of Banyule's Corporate Emissions Reduction Plan (CERP) progressing well.

Phase 1: Research and evaluation
This phase included a review of the original CERP and an assessment of changes in Australian and Victorian Government policies. A briefing was presented to Council's Executive Management Team (EMT) and Council, outlining the work completed, estimated costs and key challenges in achieving the NetZero by 2028 target.

Phase 2: Stakeholder engagement
Internal stakeholder meetings were completed on schedule, with feedback gathered from 13 teams across Council directorates. In March, the Banyule Environment and Climate Action Advisory Committee was consulted. Additional meetings are being arranged to explore further themes. A community engagement campaign for the CERP and the Adaptation Framework ran from January to March 2024. Survey feedback has been analysed and the findings report is now available on Shaping Banyule. Council has kept the community informed about revised timelines and provided regular updates.

Phase 3: Strategy development
This phase is currently underway. A draft of the redeveloped CERP is being prepared, with key themes and priority areas identified. The draft will be presented to EMT in early 2025 ahead of a councillor briefing. Public exhibition is planned for the second quarter of 2025.

Council appreciates the community's ongoing engagement and looks forward to sharing further updates as progress continues toward the NetZero by 2028 goal.

Figure 11 | Chris Bowen, Federal Minister for Climate Change and Energy, Kate Thwaites, Honourable Member for Jagajaga, Banyule Mayor Cr Elizabeth Nealy and Banyule Deputy Mayor Cr Peter Castaldo at WaterMarc for the successful funding announcement to electrify the facility

Banyule Council improves water quality

Banyule Council is developing an Integrated Water Management Strategy to guide how water is managed across the municipality. The strategy will address the full water cycle, including flooding, water conservation and water quality impacts on wetlands and waterways. It is being developed in collaboration with Melbourne Water, Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation, Yarra Valley Water, EPA, Southern Rural Water and the wider community. Completion is expected by June 2026.

In 2024–25, Council delivered two major water quality projects. Victoria's first Universal Pollutant Trap was installed in Ivanhoe to protect Bailey's Billabong and the Birrarung (Yarra River). The trap intercepts litter and silt and includes a litter screen, granulated activated carbon filter and mesh filter. It was installed eight metres underground in the stormwater system.

Council also removed 450 tonnes of contaminated sediment from the Southern Road wetland in Heidelberg West. This protects Darebin Creek and supports Banyule's Water and Towards Zero Waste Plans. The sediment was dried on site to reduce transport and disposal costs, then sent to a soil recycling facility.

Priority theme 3:
Our Well-Built City

Strategic objective

A well planned, sustainable and liveable place that caters for all our current and emerging communities, where our local character and environment is protected and enhanced

Heidelberg West Business Park Masterplan wins urban design award

The Heidelberg West Business Park (HWBP) is a 96-hectare industrial precinct near La Trobe University. It is home to nearly 700 businesses and provides over 4,800 jobs, representing 10 percent of employment in Banyule.

The HWBP Masterplan outlines a future vision for the precinct as a hub for innovation, sustainability and accessibility. It provides guidance on land use, built form, public realm, transport, parking, sustainability and cultural objectives, along with proposed actions and an implementation strategy.

The Masterplan was recognised at the 2025 AILA State Awards, winning the Urban Design category.

Figure 12 | Artist impression of the Waterdale Road upgrade, as part of the Heidelberg West Business Park redevelopment

Banyule Council's Public Realm Framework receives planning award

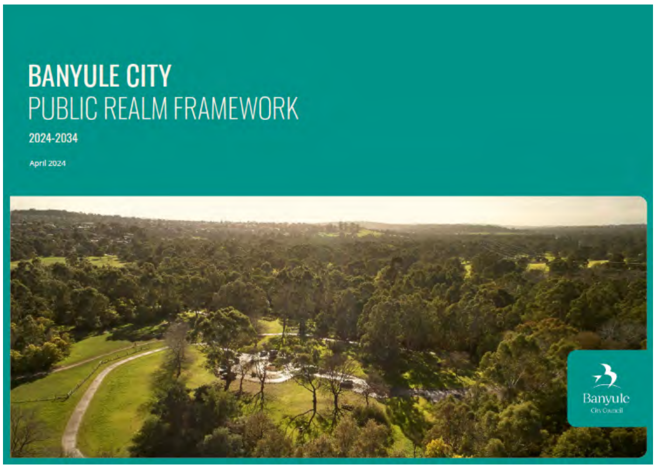


Figure 13 | Framework sets vision for vibrant public spaces

Banyule's Public Realm Framework was recognised with the 2024 Planning Institute of Australia (PIA) Victoria Award for Planning Excellence in the Strategic Planning Project category. . Developed in partnership with Mesh Planning and Flow Design Studio, the framework sets out a long-term vision to improve public spaces across the municipality.

Adopted in June 2024, the framework aims to create more enjoyable and functional public spaces, support community wellbeing, drive economic development and improve quality of life.

Biketober in Banyule 2024

In October 2024, Banyule participated in Biketober for the second year running. Biketober is an annual event that encourages people to take up bike riding for transport, aligning with Banyule's Green Travel Plan and vision to lead on the use of sustainable travel.

Our participation also allows all individuals and organisations within Banyule to also participate, at no cost to them. When compared with Biketober 2023, Biketober 2024 saw strong increases in participation and trip numbers across Banyule:

- 2024 saw 65 riders across 8 organisations participate, compared with 56 riders across 5 organisations in 2023.
- Participants completed a total of 612 trips covering 7100kms in 2024, compared with 417 trips covering 7144kms in 2023.
- Of the total number of participant trips in 2024, 286 trips covering 2700kms were specifically for commuting, compared with 138 trips covering 1526kms in 2023.

Figure 14 | Riders taking part in Biketober 2024, promoting bike riding for transport across Banyule

Priority theme 4:
Our Valued Community Assets and Facilities

Strategic objective

As custodians of our community, assets, facilities and services, we work to ensure that they are affordable, sustainable, evenly distributed, safe and accessible for all ages and abilities and designed to provide meaningful experiences and connections.

Council delivers new and enhanced play spaces across Banyule

Banyule Council delivered a range of new and upgraded play spaces in 2024–25, shaped by community feedback and designed to support nature play, active recreation and inclusive experiences for children and families.

A new approach to playground planning was trialled in St Helena and Eltham North, where four nearby sites were presented as a cohesive cluster. This method promotes play diversity across locations and responds to local needs through coordinated investment. As part of this cluster, Settlers Park (South) was upgraded to better support older children, with more challenging equipment, a multi-goal court and tree planting to improve shade and biodiversity. The remaining three playgrounds in the cluster are scheduled for delivery later in the year.

In Montmorency, upgrades at Kirwana Reserve and Olympic Avenue Reserve reflect community values and the natural landscape. Timber materials, soft textures and native planting were used to create inviting, sustainable play environments that encourage connection with nature.

A new half basketball and netball court was constructed at Manton Street Reserve, providing a popular recreation space for young people. The facility has been well used since opening, especially during school holidays.

These projects form part of Council's broader commitment to delivering high-quality, inclusive and sustainable play spaces across the municipality.

Figure 15 | Settlers South Park playground

Watsonia Town Square

We are pleased to open more sections of Watsonia Town Square as we get closer to completing this project. The Watsonia Road traffic lights have been activated. The southern pedestrian crossing (near the BP service station) is open. We have completed the library carpark and progressively improved pedestrian access, including a temporary footpath to the library to replace the Ibbotson Street pedestrian detour. The Morwell Avenue nature play and skateable areas, footpaths, seating and grassed area are completed. In the library section, we have made good progress on the play area, with some play equipment and seating already in place as we work around the established trees.

Quick look at another achievement

- 10-year Asset Plan 2025–2035 reviewed and adopted after a deliberative engagement process

Priority theme 5:
Our Thriving Local Economy

Strategic objective

A thriving, resilient, socially responsible local and integrated economy that encourages, supports and advocates for a diverse range of businesses and entrepreneurship, providing local investment and employment opportunities.

Council raises awareness of social enterprises at Malahang Festival

At the 2024 Malahang Festival, Banyule City Council coordinated a stall to promote social enterprise products. This initiative helped raise awareness of ethical business models and supported local makers and entrepreneurs.

Figure 16 | Social enterprise market stalls at Malahang Festival

Young creatives showcase talent and business skills at YouthFest 2024

In September, Banyule Youth Services invited young creatives to take part in the Market Space at YouthFest 2024. This initiative supported young people to build pathways into creative enterprise and gain practical experience in product development, marketing, financial management and customer service.

Market Space highlights:

- 21 young people applied to participate
- 60% of the 20 attendees were under 18
- Three participants earned more than $900 each
- Collectively, participants earned $7,000 during the event

The Market Space demonstrated the potential of youth-led enterprise and provided a platform for young people to connect with their community and build confidence.

Our Trusted and Responsive Leadership

Strategic objective

A responsive, innovative and engaged Council that has the trust of our community through demonstrated best practice governance, is financially sustainable, and advocates on community priorities and aspirations.

First Nations artwork strengthens Banyule's identity and inclusion

Banyule Council partnered with First Nations artist Merindah-Gunya to create a bespoke artwork that reflects the values of inclusion, respect and cultural connection. The artwork was commissioned by the Community Engagement team to visually represent Council's commitment to meaningful engagement with First Nations communities and the broader public.

Drawing on First Nations design elements, the artwork celebrates the history and ongoing connection of the Traditional Custodians of the land. It also supports Council's Reconciliation efforts by making First Nations culture visible in everyday spaces and encouraging deeper understanding of Banyule's cultural heritage.

The artwork is now displayed in key locations, including near the community meeting rooms at 1 Flintoff and at the Barrbunin Beek Gathering Place. These placements were chosen to ensure the artwork is seen by a wide cross-section of the community and staff.

The artwork aims to:

- Acknowledge and respect the Traditional Custodians of the land and their deep connection to Banyule
- Make First Nations people's presence and contributions visible in Council spaces
- Educate staff and the community about Banyule's rich cultural heritage
- Share cultural narratives that promote inclusivity and respect
- Create welcoming environments where all people feel connected
- Demonstrate Council's ongoing commitment to Reconciliation.

Figure 17 | Merindah-Gunya's artwork featured on gazebo and teardrop banner at a Shaping Banyule community pop-up event

Figure 18 | Artwork by First Nations artist Merindah-Gunya, displayed at 1 Flintoff Street Council office and Barrbunin Beek Gathering Place

CX Data Driven Transformation Initiative recognised with LGPro Excellence Award

Council received the LGPro Excellence Award in the Service Delivery category for the CX Data Driven Transformation Initiative. This project improved how Council interacts with the community by:

- Developing dynamic web forms to streamline processes
- Integrating live data sources to automate customer interactions
- Launching a training program to support clean data entry in the new customer relationship management (CRM) tool
- Reducing manual work through system improvements
- The initiative was delivered through strong collaboration across teams and demonstrated the value of leveraging internal expertise to drive innovation.

Quick look at other achievements

- Health and wellbeing priorities for 2025–2029 developed with community input and approved for inclusion in the Banyule Plan
- Council committees reviewed and refreshed, with a new policy, code of conduct and recruitment process completed

Celebrating community through events

July

- *Barrbunin Beek Aboriginal Artist* exhibition *(pictured)*
- Disability Pride Month

August

- *My Two Homes* exhibition by Junko Azukawa, bridging traditional Japanese ink art with the vibrant spirit of Australian nature *(pictured)*

September

- YouthFest 2024 *(pictured)* – 5,500 attendees, celebrating young people with music, activities and community engagement

October

- *A Return to Heidelberg* – a retrospective exhibition of Australian landscape artist John Borrack *(pictured)*

November

- Family-friendly Malahang Festival *(pictured)*
- 16 Days of Activism against Gender-Based Violence

December

- Family-friendly Carols by Candlelight event hosted by Wilbur Wilde *(pictured)*
- International Day of People with Disability

January

- Free (or low cost) school holiday events that engaged more than 1,350 young people throughout the year (pictured)

February

- Twilight Sounds – free music event *(pictured)*
- Free family-friendly outdoor movies
- Sunset Pride Party – celebrating LGBTIQA+

March

- Lantern Festival – biennial night-time arts event *(pictured)*

April

- Harmony Bazaar – a family day celebrating Harmony Week *(pictured)*

May

- National Sorry Day Healing Ceremony *(pictured)*
- Chillin' in Banyule – live local music
- International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT)
- National Volunteer Week

June

- National Reconciliation Week family day *(pictured)*
- World Elder Abuse Awareness Day
- LGBTIQA+ Pride Month

Listening to the community

Community engagement in 2024–25

Council continued to strengthen its commitment to meaningful engagement as a core part of its work.

- **Staff training**: 40 staff completed tailored training in community engagement, and **over 70 staff participated** in Banyule Futures activities, including pop-up conversations, workshops and deliberative discussions. Staff reported increased confidence and understanding of engagement practices.
- **Engagement reach**: From 1 July 2024, community members shared their views on **28 projects** via Shaping Banyule (Council's online engagement platform) and through in-person activities such as workshops, pop-ups and information sessions.
- **Topics covered**: Projects ranged from local playground upgrades, where residents helped choose play equipment, to broader plans like the Road Management Plan, which sets inspection and maintenance schedules for road safety.
- **Participation**: Council received **4,182 online contributions** and **1,026 face-to-face interactions**.

Figure 19 | Community members sharing ideas and feedback with Council staff at a Shaping Banyule pop-up to help plan future projects

Figure 20 | Community member leading a group discussion

Planning for Banyule's future together

Shaping Banyule's strategic plans

In 2024, Council launched Banyule Futures, a major engagement initiative where Council worked with the community to shape four key plans that will guide decisions and services from 2025 to 2029:

- The Banyule Plan – sets Council's overall direction and priorities
- The Health and Wellbeing Plan – focuses on improving community health and is integrated with the Banyule Plan to ensure health outcomes are considered across all areas of Council's work
- The Asset Plan –outlines how Council manages buildings, facilities and infrastructure to meet community needs
- The Budget –explains how Council funds its work and prioritises investment

These plans are central to delivering Banyule's Community Vision and ensuring Council's work reflects community values and priorities.

Figure 21 | Community members collaborating at one of four ThinkTank workshops

Community engagement and the ThinkTank

In 2024, Council connected with over 970 community members through surveys, pop-up discussions and workshops. This built on insights from the 2023 Living in Place survey, which identified community needs and aspirations.

To deepen this engagement, Council formed the Banyule Community ThinkTank (the ThinkTank, a representative group of 55 residents, randomly selected from more than 400 expressions of interest. Supported with data, evidence and community feedback, the ThinkTank met for four full-day workshops (totalling 24 hours) to:

- Develop **34 priorities** and **9 guiding principles** for Council's future work
- Refine the descriptions of the **Community Vision themes**
- Provide recommendations that shaped the draft strategic plans

In the second stage of engagement (March to April 2025), Council received **137 pieces of feedback** on the draft plans, helping to further refine and validate the direction.

These activities helped build trust, foster relationships, and ensure decisions were **evidence-based and community-led**.

Figure 22 | Community ThinkTank member sharing their ideas

Working with advisory committees

Council supported a range of advisory committees to promote good governance and encourage community participation. These committees included members with lived experience and expertise who helped shape Council's work.

In September 2024, all advisory and population committees were dissolved ahead of Council's general election. A review of each committee's achievements was presented to Council.

On 24 March 2025, Council adopted a refreshed committee structure, including five Advisory Committees, four Champions groups and a several working groups. Following an expression of interest process, Council approved the new membership on 23 June 2025.

The committees listed below were the main advisory and population committees active during the 2024–25 financial year and were formally dissolved as part of this transition.

Internal committees and their contributions

Reconciliation Action Plan Advisory Committee

This committee provided advice on inclusion, access and equity issues affecting Aboriginal and Torres Strait Islander communities. It also supported Council's strategic reconciliation commitments. Made up of up to 10 members with a connection to Banyule's First Nations communities, the committee's contributions focused on:

- **Strategy development** – instrumental in shaping the Marrageil Strategy, adopted in 2024.
- **Cultural advice** – supported improvements to the Inclusive Employment Program, helped establish a First Nations Traineeship, and informed changes to Citizenship Ceremonies and the Seven Seasons project.
- **Reconciliation** – championed the adoption of the Uluru Statement from the Heart and guided Council's approach to the Referendum and events such as Sorry Day, National Reconciliation Week and NAIDOC Week.

Age-Friendly City Committee

This committee advised Council on issues affecting older adults and supported Banyule's involvement in the World Health Organization's Global Network of Age-Friendly Cities. Key contributions included:

- **Social connection** – Provided advice on reducing isolation and improving access to social opportunities, especially for older adults who are not digitally connected. Discussions highlighted the importance of creating programs that meet the needs of older people without separating them from the broader community. Intergenerational, multicultural and intercultural activities were suggested for events like the Seniors Festival. The committee also emphasised the value of older adults leading and delivering community events.
- **Communication and digital literacy** – Helped shape the Age in Focus newsletter and shared insights into barriers older adults face when engaging online.
- **Addressing ageism** – Offered advice on how to shift perceptions and highlight the wisdom, experience and skills of older adults in the community.
- **Strategy development** – Co-designed the Ageing Well in Banyule Framework , which sets out a long-term approach to supporting older adults.
- **Active living** – Supported a wide range of programs that encourage older adults to stay active and connected. These included Wiser Driver and Wiser Walker, Life Saving Victoria's free swimming sessions, walking basketball, Heart Foundation Walking Groups, MYKI public transport training with Victoria Police, the Active April Walkathon and Bowls Club come-and-try sessions. The committee also contributed to broader Council strategies such as Active Banyule and the Public Realm Framework.

Figure 23 | Treasures from the Banyule Art Collection - Art Exhibition at Art Gallery 275, Ivanhoe Library and Cultural Hub

Arts and Culture Advisory Committee

This committee supported Council's strategic planning for arts, culture and heritage. Key achievements included:

- **Strategy development** – helped shape Creative Banyule 2023–2031 and contributed to the Heritage Strategy, Public Realm Framework, Climate Change Action Plan, Public Art Policy review and Festivals and Events Framework.
- **Art collections** – provided expertise in curation, gallery and museum management.
- **Grants** – informed decision-making for arts and culture grant allocations.

Figure 24 | Banyule supported Disability Pride Month initiatives

Disability and Inclusion Committee

This committee supported Council with advice on disability, inclusion, access, equity and human rights. Members shared lived experience and expertise to help Council better understand the barriers, opportunities and aspirations of people with disabilities in Banyule. Key contributions included:

- **Communication** – Provided advice to improve the accessibility of Council's website, use of inclusive language and access to major festivals and events.
- **Accessibility and universal design** – Contributed insights to projects such as the Changing Places facility at WaterMarc, carpark upgrades, inclusive sport initiatives and improving access to shopping precincts and local businesses.
- **Employment** – Offered guidance on strengthening Council's Inclusive Employment Program to support more inclusive workplaces.
- **Pride** – Supported community celebrations and helped shape initiatives for Disability Pride Month.

Inclusive Banyule Advisory Committee

This committee supported Council's commitment to social justice and inclusion by combining policy, practice and lived experience. Key areas of focus included:

- **Mental health** – Provided advice on service investment, referral pathways and mental health first aid training for community leaders.
- **Social and affordable housing** – Informed the development of Banyule's Interim Social and Affordable Housing Policy.
- **Family violence** – contributed to community education and support strategies addressing gender equity and inclusion.
- **Health and wellbeing planning** – Established a working group to help shape the Health and Wellbeing Plan.

LGBTIQA+ Committee

This committee provided advice on inclusion, access and equity issues affecting the LGBTIQA+ community, and supported the implementation and review of Council's LGBTIQA+ Plan. Key contributions included:

- **Addressing stigma, discrimination and violence** – Offered advice on managing backlash, supported legislative submissions and shared current research on the experiences of the LGBTIQA+ community.
- **Intersectionality and inclusion** – Helped Council understand the diverse needs within the LGBTIQA+ community and identified barriers to accessing local services, programs and activities. Feedback informed the Active Banyule Plan, particularly around inclusion in sport and recreation.
- **Cultural safety and community events** – Provided strategic guidance on activities marking days of significance, including IDAHOBIT, Midsumma Festival, Intersex Awareness Day and Trans Day of Visibility.

Multicultural Committee

This committee advised Council on inclusion, access, equity and human rights issues affecting multicultural communities in Banyule. It also explored opportunities and challenges in the multiculturalism context. Key themes included:

- **Safety and security** – Focused on supporting people seeking asylum and contributed to the ICAN Cities Appeal. The committee also informed a Victoria University research project on barriers to reporting racism and support needs.
- **Health and wellbeing** – Provided advice to improve Council's website information, helping multicultural communities access health and wellbeing services more easily.
- **Connection and culture** – Offered ongoing advice on recognising cultural events and improving inclusion practices in festivals and community activities.

Banyule Environment and Climate Action Advisory Committee

This committee advised Council on environmental sustainability, climate action and community-led ecological initiatives. It supported the development and delivery of long-term strategies to protect Banyule's natural environment and reduce emissions. Key themes included:

- **Strategic planning** – Provided advice on major environmental strategies including the Biodiversity Strategy, Corporate Emissions Reduction Plan and Banyule's first Climate Change Adaptation Framework.
- **Monitoring and reporting** – Oversaw the development of two State of the Environment reports and helped refine indicators for future environmental reporting.
- **Community action and grants** – Offered expertise to the assessment panel for Council's annual Environment Grants Program, which funded 51 community and school-based environmental projects during the committee's term.

Figure 25 | Vibrant lion dance performance by Hong De Lion and Dragon Dance Association at the Malahang Festival

Audit and Risk Committee

This committee supports Banyule Council in meeting its governance responsibilities. It oversees compliance with laws and regulations, ensures accountability, promotes ethical standards, and monitors the systems and controls in place to manage risk effectively.

Chief Executive Officer (CEO) Employment Matters Committee

This committee provides advice and makes recommendations to Council on matters relating to the CEO, including employment, performance, reappointment, recruitment and contractual arrangements. The Committee includes all nine councillors and is chaired by an independent member who guides and supports its work.

External committees

Council participates in external committees and partnerships that support collaboration, advocacy and shared decision-making across the region.

Darebin Creek Management Committee

Supports the preservation, restoration and environmentally sensitive development of the Darebin Creek Linear Park.

Municipal Association of Victoria (MAV) – State Council Representatives

Council appoints representatives to attend MAV State Council meetings, vote on behalf of Banyule and report back on key activities. The State Council is the MAV's governing body, made up of representatives from member Victorian councils.

Metropolitan Transport Forum (MTF)

An advocacy group made up of metropolitan councils, transport organisations, government representatives and environmental groups. The forum works together to improve transport outcomes across Melbourne.

Northern Alliance for Greenhouse Action (NAGA)

A regional partnership that develops and coordinates projects to reduce energy use and greenhouse gas emissions across member councils.

Northern Councils Alliance

A collective of seven councils: Banyule, Darebin, Hume, Mitchell, Merri-bek, Nillumbik and Whittlesea. These councils work together to improve economic, social, health and wellbeing outcomes for residents and businesses across the region. A Memorandum of Understanding guides decision-making and voting processes.

Yarra Plenty Regional Library (YPRL) Audit Committee

A sub-committee of the YPRL Board that provides advice on financial and risk management matters.

YPRL Board

The Board includes two representatives from each of the Banyule, Nillumbik and Whittlesea councils. Together, they set the strategic direction and policies for the regional library service. The Director of Community Wellbeing represents Council as its delegate on the YPRL Board.

Figure 26 | Bailey's Billabong, East Ivanhoe

Figure 27 | Contributing to open and accessible communication with the community

Improving communication with the community

Council continued to strengthen how it connects with residents, focusing on improving reach, responsiveness and impact.

- **New Communications Strategy**
  A draft Communications Strategy 2025–2029 was developed with input from more than 500 community members. It includes 40 proposed actions to improve how Council communicates. The final strategy will be adopted in late 2025.
- **Print communications**
  Seven editions of the Banyule Banner and three ward newsletters per councillor were delivered to households and businesses across Banyule.
- **Social media growth**
  Council gained 3,704 new followers across Facebook, Instagram and LinkedIn. Engagement also increased, supported by targeted paid campaigns.
- **Email engagement**
  The Banyule eNews subscriber list grew to over 7,473 people. Email open rates rose by 2.4% and click-through rates by 1%.
- **Website and online services**
  Council's website received a record 1.36 million visits in 2024–25, more than double pre-COVID levels. Online service use also grew, with 68,538 forms submitted, nearly 200% more than in 2019–20.
- **Targeted digital campaigns**
  Growth in digital engagement was driven by targeted campaigns and improved online touchpoints:
  - Rates notice emails prompted over 13,600 visits
  - Pet registration notices generated over 10,000 visits
  - Banyule eNews and Age in Focus eNewsletters drove more than 13,800 visits, up 1,300% and 3,400% respectively from the previous year

These results show that digital channels are playing an increasingly important role in helping the community stay informed, engaged and connected with Council services and initiatives.

Advocating for Banyule

Speaking up for the community

In July 2024, Council representatives attended the Australian Local Government Association (ALGA) conference in Canberra to raise local issues with federal decision-makers. While there, they met with Australian Government Ministers and advisers to advocate for Banyule's priorities. Throughout the year, Councillors and senior staff also continued to meet with Members of Parliament (MPs) to ensure Banyule's voice is heard on matters that affect the community.

What Council advocated for and achieved

Revitalising Bell Street Mall

Secured $250,000 from the Australian Government to develop a masterplan for the Bell Street Mall Neighbourhood Activity Centre.

Replacing trees lost to North East Link works

Successfully negotiated the planting and maintenance of 2,199 new trees, guided by Council's Urban Forest Strategy.

Preventing family violence

Hosted a roundtable with the Minister for Family Violence and neighbouring councils, calling for funding for dedicated prevention and gender equity officers in each council.

Launching the Northern Innovation and Sustainability Precinct (NISP)

Led the launch and submitted a funding bid to the Australian and Victorian Governments to support a masterplan and attract investment. Meetings with Ministers and MPs are ongoing.

Protecting community land from Windfall Gains Tax (WGT)

Joined four other councils to meet with the Minister to discuss the impact of the WGT and advocate for exemptions when land is rezoned for community benefit.

Improving glass recycling services

Worked with 33 Victorian councils to push for better rollout of kerbside glass recycling.

Improving planning reforms

Advocated to the Victorian Government for changes to the March 2025 planning reforms, with a focus on ensuring new housing reflects community needs and aspirations. This work is ongoing.

Electrifying WaterMarc

Secured $2.3 million in Australian Government funding to replace gas boilers with electric systems, enabling the entire 1 Flintoff Street building to run on 100% renewable energy.

Making Ivanhoe Railway Station safer

Advocated for and achieved installation of tactile ground surface indicators; full accessibility upgrades are still being pursued.

Improving pedestrian safety on Diamond Creek Road

After community and Council advocacy, secured $2.8 million from the Victorian Government for a new signalised crossing after two student accidents.

Upgrading Ivanhoe Park Croquet Club

Secured $250,000 in Victorian Government funding for lighting and clubhouse improvements.

Delivering female-friendly facilities at James Street Reserve

Secured $250,000 in Victorian Government funding for female-friendly changerooms.

Enhancing Ivanhoe Sports precinct

Received $2 million in Australian Government funding for a new netball facility and croquet club upgrades.

Reviewing advocacy priorities

Held a workshop with newly elected councillors in March to update advocacy priorities for the year ahead.

Advocacy priorities for 2025–26

Council has identified eight key advocacy priorities aligned with the Community Vision themes, alongside 17 ongoing items.

Advocacy priority	Description
Community Vision 2041 theme: Our Inclusive, Healthy and Connected Community	
Integrated Services Hub, Heidelberg West	• With affordable and community housing growth planned in the area, and existing demand for community support services, Council seeks a Victorian/Australian Government funding partnership to deliver an integrated services hub in Heidelberg West.
Housing	• In response to the Victorian Government's planning reforms, advocacy to boost the supply of social housing and bring community voice in planning matters. • Focus on ensuring future housing is balanced with community aspirations, including sustainability, design, neighbourhood character and tree canopy.
Homelessness	• Seeking ongoing Victorian Government funding for an assertive outreach program currently being trialled by Council. • Seeking provision of crisis accommodation, a feasibility study into a homeless youth hostel, extension of the existing 24-hour housing outreach service and advocating for key worker accommodation. • Seeking increased funding to extend operating hours and service capacity of Banyule's nearest intake service for housing and homelessness services.
Community Vision 2041 theme: Our Valued Community Assets and Facilities	
Ivanhoe Aquatic upgrade and electrification	• Seeking partnership funding from Victorian and Australian Governments of $13.5 million each to deliver $38 million upgrade and electrification project at Ivanhoe Aquatic. • Electrification of Ivanhoe aquatic contributes greatly to Council's zero emissions target. • This project will form a key part of Council's 2026 Victorian state election advocacy campaign and ongoing advocacy with the Australian Government.
Community Vision 2041 theme: Our Well-Built City	
Civic Drive Roundabout	• Partnership with Nillumbik Shire Council and Northern Councils Alliance (NCA), seeking funding for a feasibility and design study to achieve grade separation at the Civic Drive roundabout.
North East Link	• Seeking an extension of night-time north east truck curfew to a 24-hour ban. • Facilitate dynamic advocacy in response to community disruption due to NEL construction. • Ongoing advocacy on parking issues, tree planting and replacement trees.

Advocacy priority	Description
Watsonia station and precinct	• Seeking accessibility upgrades to Watsonia Station by committing funding to deliver the preferred designs developed by the Victorian Government in 2022. • Seeking safety improvements including improved lighting and shared pathways to the station. • Seeking connectivity improvements to the station, such as shared paths to Watsonia village and housing on the other (eastern) side of North East Link. • Seeking use of the existing carpark on the eastern side of NEL and provide a more modest above-ground carpark that does not restrict future development of the site.
Shared user path Ruthven Street, Macleod	• For the Victorian Government to complete a shared user path in Macleod during the removal of the level crossing at Ruthven Street, due to begin next year. • The missing link along Ellesmere Parade between Ruthven Street in Macleod and Davies Street in Rosanna has been identified as a high priority route for walking and cycling.

Improving health and wellbeing in Banyule

Banyule Council is committed to supporting the health and wellbeing of the community. The Municipal Public Health and Wellbeing Plan (MPHWP) is integrated with Banyule's Council Plan and developed in line with the *Public Health and Wellbeing Act 2008*. It is reviewed each year and outlines how Council will work to improve health outcomes across the municipality.

The MPHWP focuses on five key areas:

- Promoting gender equality and preventing violence against women
- Responding to climate change and its impact on health
- Supporting social inclusion and connection
- Encouraging healthy eating
- Increasing opportunities for active living.

These priorities were shaped by:

- Local health data and trends
- Opportunities to improve wellbeing across the community
- Potential for partnerships with state agencies, health organisations and community groups
- Engagement and feedback from community members about their experiences of health and wellbeing in Banyule.

The MPHWP is guided by principles of health equity, social justice and the social determinants of health. Progress is reported through Council's Inclusive Banyule Advisory Committee, Council's website, printed publications and in line with legislative requirements. Actions that support the MPHWP are marked with the MPHWP icon in Council's Annual Action Plan reports.

Figure 28 | Municipal Public Health and Wellbeing Plan (MPHWP) icon

Figure 29 | Promoting health and inclusion through community fitness events

What Council did for health and wellbeing

Promoting gender equality and preventing violence against women

- Represented metropolitan councils on the Safe and Equal 16 Days of Activism grassroots initiative Project Advisory Group, helping shape resources and support sessions provided by Respect Victoria.
- Participated in the 2024 Walk Against Family Violence, where Banyule had one of the strongest contingents of any local government area with up to 50 Council staff including all directors and the CEO walking in solidarity to send a clear message about family and gender-based violence.
- Partnered with Banyule Community Health to host an elder abuse session with a multicultural and multifaith focus, delivered by the Ethnic Communities Council of Victoria.
- Distributed 32 gender equity packs to stand alone kindergartens and Council owned childcare centres, including posters, books and resources promoting respect and challenging gender stereotypes.
- Collaborated with Yarra Plenty Regional Libraries to deliver an Auslan-interpreted story time and inclusive events for International Day of People with Disability, aligned with Respect Victoria's 16 Days theme of 'Respect is'.
- Supported delivery of Women's Health in the North's 'Active Consent' training for youth workers in Banyule and Nillumbik.
- Delivered two Women's Health in the North sessions of 'Gender Auditing in Sporting Clubs' training for northern region local government sport and recreation staff to support the Fair Access Policy.
- Co-hosted five Banyule Nillumbik Family Violence Network sessions, bringing together more than 15 local specialist and generalist support services. These sessions focused on emerging needs, new initiatives and opportunities for collaboration, with a strong emphasis on intersectional support in the family and sexual violence sector.

Climate and health: Responding to change

- Delivered the Towards Zero Waste Management Plan 2024–2028, including community workshops, school incursions and education campaigns.

Building inclusion and community connection

- Supported sporting clubs to adopt the Fair Access in Sport Policy and deliver safe, inclusive and accessible programs, including All Abilities and Rainbow Ready initiatives.

Supporting healthy eating in our community

- Delivered Year 1 of the Urban Food Strategy, including:
    - $200,000 in Victorian Government funding for the Urban Agriculture Education Centre at Bundoora Secondary College, in partnership with Local Food Connect
    - Establishment of the Urban Food Working Group
    - Reestablishment of the Banyule Nillumbik Emergency Relief Network, in partnership with Nillumbik Shire Council
    - Food asset mapping in partnership with Sustain Australia and Austin Health's North Eastern Public Health Unit.

Helping people stay active

- Delivered eight bike skills and maintenance programs across Banyule, including at Briar Hill, Greensborough, Bundoora, Malahang Festival, Warringal Park, Yulong Reserve and Macleod.
- Hosted cycling confidence workshops at Ivanhoe Library and La Trobe University, in partnership with Darebin City Council, engaging over 100 students in sustainable transport options.

Council looks forward to continuing this work through the MPHWP and its Year 1 Implementation Plan.

Taking climate action and caring for nature

Banyule Council remains committed to meaningful climate action and protecting the natural environment for current and future generations. Our focus is on reducing emissions from Council operations, supporting community-led climate action, and building resilience to the impacts of climate change to protect the wellbeing of our people and ecosystems.

Council's environmental goals

1. Achieve carbon neutrality for Council operations by 2028.
2. Reach carbon neutrality across the municipality by 2040.
3. Protect and enhance Banyule's natural environment.

What Council did for climate action

- Council's overall emissions continued to decline, driven by electrification of buildings and fleet upgrades. Gas use and fuel remain the largest contributors to Council's emissions.
- Community support included financial incentives, education and programs such as Better Score and Solar Savers, along with workshops, drop-in sessions and webinars.
- Council launched The Adaptation Game: Banyule to help residents understand and prepare for climate impacts.
- Climate change is being addressed through a two-part approach: reducing greenhouse gas emissions to limit future warming and adapting to the unavoidable impacts of a changing climate. Council developed Banyule's first Climate Change Adaptation Framework, identifying key risks to Council services and the wider community. Work is now underway on a detailed Adaptation Plan to guide long-term resilience efforts.

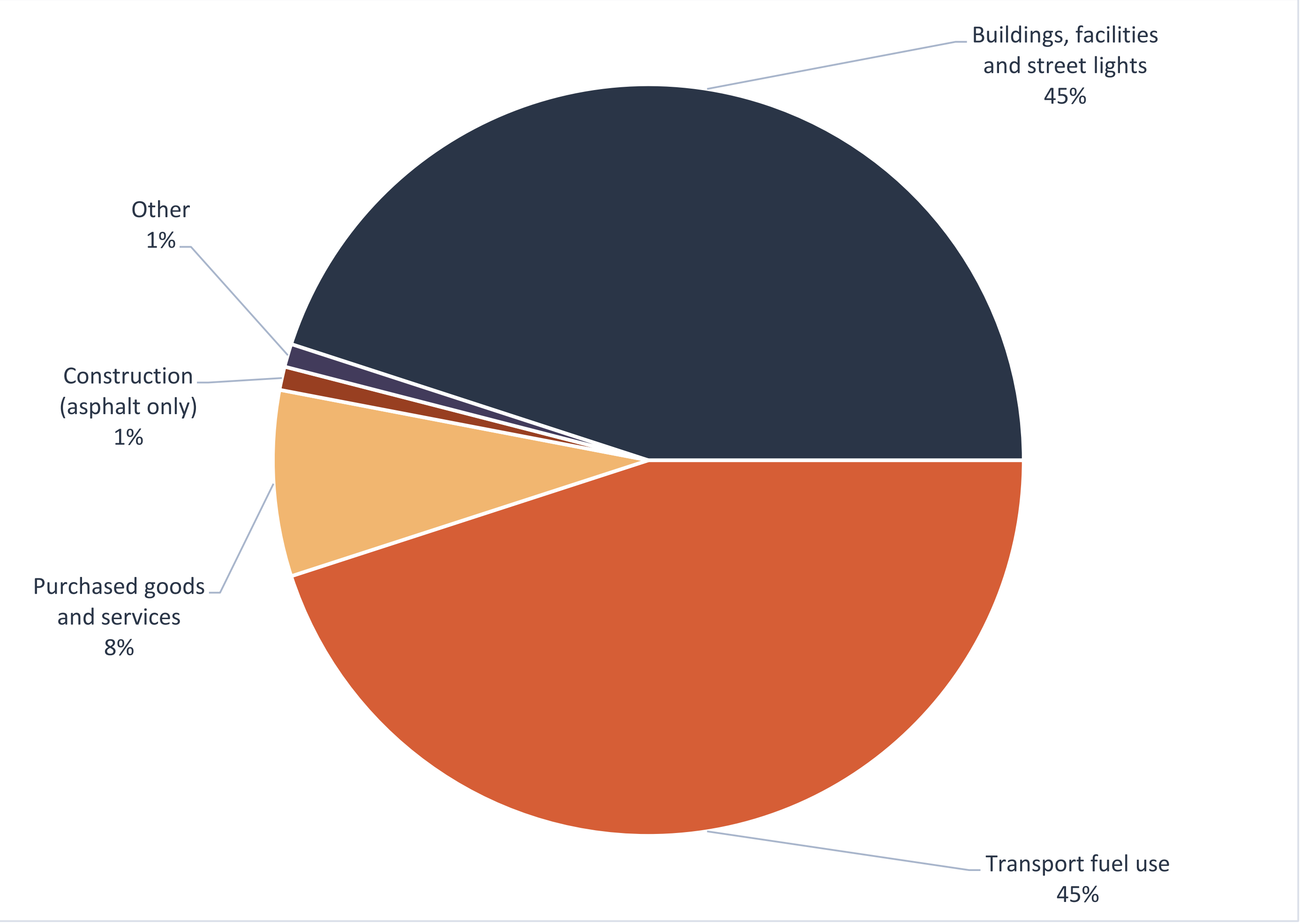


Figure 30 | Breakdown of Council's carbon footprint by emission source for 2024–25

Figure 31 | Banyule Flats wetlands, Viewbank – photo by Alex Sibbison photography

Protecting biodiversity and green spaces

- Council began reviewing its Biodiversity Strategy to guide future investment and strengthen community partnerships.
- The Gardens for Wildlife program continued to grow, with over 240 registered gardens now contributing to a more biodiversity-friendly Banyule. Supported by more than 20 passionate local volunteers, the program empowers residents to create gardens that support native plants and animals. Each participating property helps form a network of green spaces that connect conservation reserves and wildlife corridors across the municipality.
- Continued active management of bushland areas and supported local volunteers to plant indigenous vegetation.
- The Spring Outdoors program, Council's longest-running environmental engagement initiative, marked one of its most successful years in 2024. More than 850 people attended events that celebrated Banyule's biodiversity and natural spaces. These and other nature-based activities gave the community opportunities to connect with the environment, explore local biodiversity assets and learn from leading experts about the value of our natural surroundings.

How Council spends and delivers services

Council's financial position this year

Council continues to maintain a strong financial position. Below is a summary of our performance for the 2024–25 financial year. For more detail, please refer to the Performance Statement and Financial Report sections of this document.

How Council performed financially

Council recorded a surplus of $19.09 million in 2024–25, which is higher than last year's surplus of $9.79 million and above the budgeted surplus of $7.02 million. This was mainly due to increased grants, early payments from the Grants Commission, and higher rates and interest income.

While overall spending was slightly over budget, mainly due to higher utility and agency costs, Council still achieved a modest underlying surplus of $0.94 million, compared to a budgeted deficit of $5.74 million.

Although budgeting for a deficit may seem unusual, it was part of a deliberate strategy. Council focused on using its own revenue sources to fund services and projects, rather than relying on external grants. This approach supports the long-term goal of renewing and maintaining $1.9 billion worth of community assets, such as roads, buildings, and parks.

Council is projecting to maintain surpluses from operating activities over the next few years, helping to ensure financial sustainability and continued investment in community infrastructure.

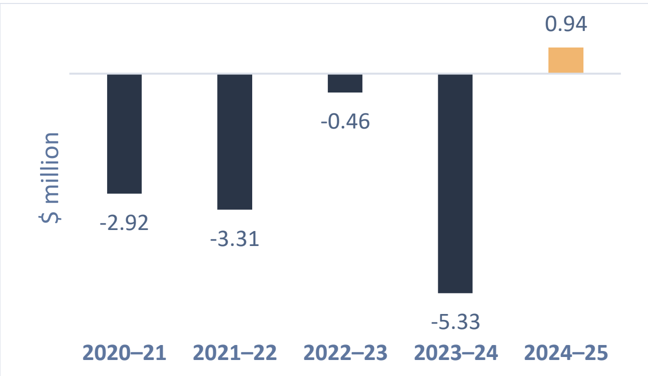


Figure 32 | Adjusted underlying surplus/deficit

How Council manages cash and debt

Council's cash and term deposits total $101 million, with over 80% allocated for specific purposes. Our working capital ratio shows that Council is well positioned to meet its financial commitments over the next four years.

Thanks to strong cash reserves, Council has continued to reduce debt and deliver major capital works. Although some property sales planned for 2024–25 did not go ahead, others were brought forward due to favourable market conditions. This shift did not negatively impact Council's financial position.

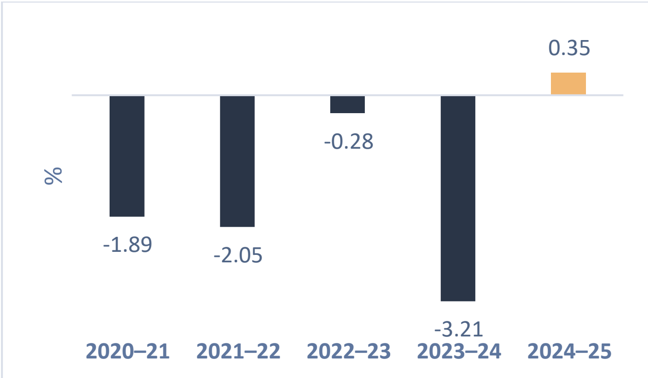


Figure 33 | Adjusted underlying result ratio

Investing in community assets

Council is committed to maintaining community infrastructure. Our asset renewal ratio remains above 100%, meaning we are investing enough to keep assets in good condition.

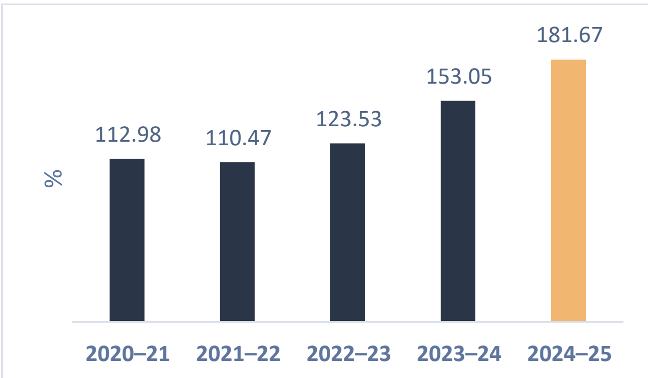


Figure 34 | Asset renewal ratio

By the end of 2024–25, Council's loans and borrowings ratio fell below 17%, reflecting ongoing efforts to reduce debt through our Debt Management Strategic Plan.

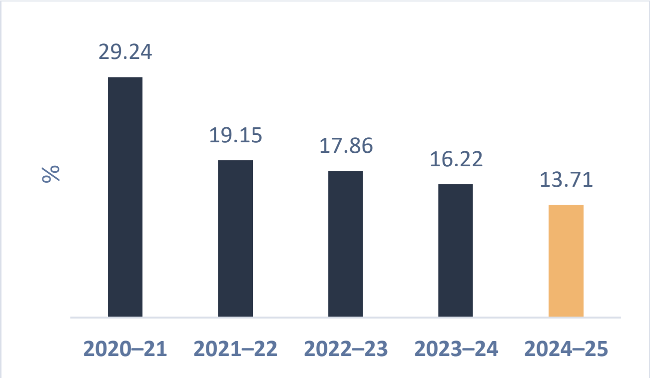


Figure 35 | Loans and borrowings ratio

Where Council's money comes from

Council generates income from a range of sources, including rates, user fees, fines, grants and contributions. Rates remain the main source of funding, totalling $121.56 million in 2024–25. The rates concentration ratio, which compares rate revenue to overall income, remains at a healthy level.

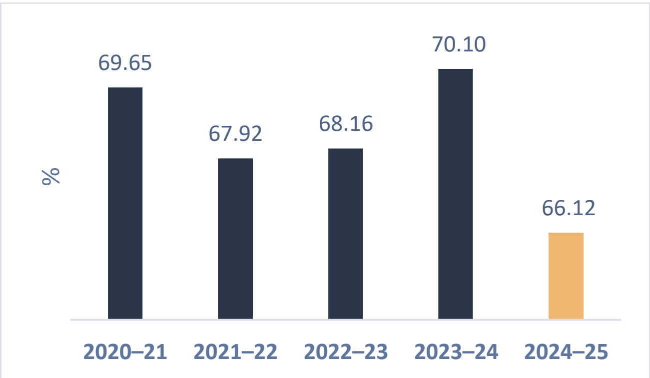


Figure 36 | Rates concentration ratio

Council's Revenue and Rating Plan guides how we manage income and spending. It focuses on finding new ways to generate revenue and manage costs, so we can continue delivering high-quality services and community infrastructure. Council is also committed to reducing the rates burden on residents wherever possible.

Rates were capped at 2.75% for the year, in line with the Victorian Government's rate cap. Through our Financial Assistance Hardship Policy, more than 547 applications were approved, resulting in $116,904 in waived rates for residents experiencing financial difficulty.

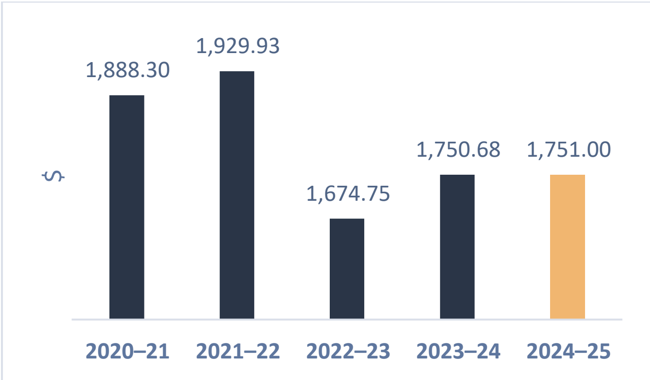


Figure 37 | Revenue level average rate per property assessment

Figure 38 | Banyule Council's main office alongside WaterMarc, right in the heart of Greensborough

What Council does

Council delivers more than 150 services to the community. These include youth and family support, health and wellbeing programs, local laws, waste and recycling, open space planning, and economic development and planning. Council is also responsible for managing the annual budget.

Our vision, goals and service improvements are outlined in the Council Plan and Budget 2024–2028, which are reviewed in this report. We track our performance using a range of indicators and meet responsibilities under both Victorian and Australian laws.

How the economy affects Banyule

In 2024–25, Victoria's economy continued to feel the effects of inflation, which stayed around 4%. This was mainly due to ongoing supply chain issues, high energy prices and strong demand. However, conditions began to improve, with signs that inflation could ease to around 3% by mid-2025.

Despite these challenges, the economy remained resilient. Job growth was strong, with over 85,000 Victorians finding employment, and business investment rose by 3.7%, outperforming Australian trends.

For the first time since the pandemic, wages started to grow faster than inflation. This was helped by a strong job market and lower interest rates. However, high living costs and slow growth in housing prices continued to affect household spending.

How Council changed in 2024–25

In 2024–25, Council made changes to how teams and services are structured to better meet the needs of the community. These changes are helping us become more flexible, efficient and focused on delivering what matters most.

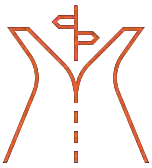
The restructure supports a skilled and responsive workforce, ready to deliver on the community's goals now and into the future. Everything we do is guided by our values: Respect, Responsibility, Initiative, Inclusion and Integrity.

What Council built and upgraded

Council continues to invest significantly in Banyule's infrastructure to ensure it meets the needs of a growing and diverse community. In 2024–25, infrastructure projects valued at $24.8 million were started or completed. These works help maintain and improve the quality of roads, footpaths, drainage, buildings, parks and open spaces.

During 2024–25 the major capital works included the following:

Roads, streets and bridges



$17.8 million

Including:

Sealed roads: $3.7 million

Footpaths: $5.3 million

Council maintains **543 km of roads**, including **538 km of sealed local roads** and **5 km of unsealed roads**, supported by bridges, carparks and public pathways and footpaths, valued at approximately $381.2 million.

Key projects in 2024–25 included:

- Replacement of 7,600 m concrete footpath bays
- Resheet and upgrade of Old Shire Office carpark, Heidelberg
- Resheeting of 28 local streets (55,000 m² of asphalt)
- Resheeting of Greenwood Drive from Morwell Avenue to Morton Crescent west (21,000 m² of asphalt)
- Construction of pedestrian-operated signals on St Helena Road
- Construction of the Para Road shared use path.

Figure 39 | Olympic Park pavilion

Drainage

$2.3 million

Council maintains a broad and complex drainage network, valued at approximately $132.7 million, that plays a vital role in managing stormwater and protecting the environment. This includes **822 kilometres of piped drainage**, **1,014 kilometres of kerbs and channels**, along with **21 flood retention basins**, **35 wetlands and stormwater harvesting systems** and **22 gross pollutant traps** (GPT) that help prevent litter and debris from entering local waterways.

Key projects in 2024–25 included:

- Installation of a GPT on Irvine Road, Ivanhoe
- Desilting of Southern Road Wetland
- Minor drainage upgrades at five locations across the municipality.

Parks and gardens

Parks and gardens: $3.8 million

Playgrounds: $883,000

Banyule's parks and gardens span **more than 800 hectares**, including **311 hectares of bushland**. These spaces offer a wide range of recreational opportunities, with **irrigated and floodlit sports grounds, picnic areas, barbeques, shelters, gardens, trees and playgrounds**. Facilities support a variety of sports, including cricket, tennis, netball, soccer, athletics, baseball, softball and Australian football. Council maintains these assets to ensure they remain safe, accessible and enjoyable for all members of the community.

Key 2024–25 projects included:

- Subsurface drainage, levelling and turf works at Loyola Reserve
- New automatic irrigation system at Elder Street Baseball Ground
- Playground renewals at Olympic and Kirwana Reserves, Montmorency
- Introduction of two electric mowers
- Spreading of 38,000 m² of mulch (almost the size of the MCG) to suppress weeds
- Implementation of a new grass cutting schedule for the Darebin Creek corridor.

Buildings

$20.6 million

Council manages **322 buildings** and **48 picnic shelters**, valued at approximately $249.6 million. These include offices, works depots, libraries, childcare centres, maternal child and health centres, community hubs, leisure and aquatic centres, investment properties and public toilets.

Key 2024–25 projects included:

- Rebuild of Macleod Football Pavilion (ongoing)
- Upgrade to Greensborough War Memorial Pavilion kitchen
- Renovations at Skye Children's Cooperative
- Replacement of James Street Reserve public toilet
- Rebuild of East Ivanhoe Preschool
- Upgrade of Anthony Beale Reserve changerooms
- Female-friendly changeroom upgrade at Greensborough Park.

Challenges Banyule faced and what's next

Challenges

External pressures and regulatory challenges

Banyule faces increasing costs and regulatory obligations that impact service delivery and financial planning. A key challenge is compliance with environmental regulations related to current and former landfill sites. Waste disposal costs have risen sharply due to changes in industry practices and government levies. For example, the EPA landfill levy increased from $125.90 per tonne in 2022–23 to $169.79 per tonne in 2025–26, a 27.9% increase.

These pressures are compounded by broader economic uncertainty, including inflation, supply chain disruptions, and population growth, which affect both operational costs and community expectations.

Managing financial pressures and Budget challenges

Council's Adjusted Underlying Result, a key measure of financial health excluding one-off grants and asset contributions, is projected to be a deficit of $0.3 million in 2025–26. A return to surplus is not expected within the current four-year budget cycle.

Maintaining adequate cash reserves is critical to ensure long-term sustainability and to meet potential liabilities, such as superannuation calls for defined benefit members. Banyule's Working Capital ratio is forecast to range from 2.11:1 to 1.73:1, indicating sufficient short-term assets to meet liabilities, but with tightening margins.

Improving services and operational efficiency

To respond to financial pressures and evolving community needs, Banyule is implementing several strategies:

- **Continuous Improvement Program**: Focused on streamlining operations and enhancing service delivery.
- **Digital transformation**: Investment in system upgrades to improve customer experience and internal efficiency.
- **Collaborative procurement**: Working with Northern Region councils to increase purchasing power and reduce costs 1.

These initiatives aim to maintain service quality while managing costs and improving responsiveness.

Planning reforms and Council's role

Recent planning reforms introduced by the Victorian Government have reduced Council's control over key areas such as environmental sustainability and neighbourhood character. The Townhouse and Low Rise Code, for example, limits Council's ability to enforce local design standards and removes appeal rights for many residents.

New planning approval pathways have shifted decision-making authority away from Council, challenging Banyule's ability to represent community interests in development matters.

Technology, health and safety challenges

Council's Environmental Health team has faced several operational challenges:

- A major IT system upgrade required extended user testing, delaying registration renewals for food and health businesses by four weeks.
- A data breach by an external IT provider, though quickly managed, highlighted the need for robust cyber security protocols.
- Implementation of the new 3.2.2A Food Standards Code involved rolling out new tools and training across aged care, childcare, and hospitality sectors.

These events underscore the importance of resilience, digital capability, and proactive risk management in service delivery.

What's next for Banyule

Figure 40 | Spectacular LED stilt performance by Fresh Creative Entertainment at Banyule's Lantern Festival

Strengthening community wellbeing and inclusion

- **Rolling out the Marrageil Strategy 2024–2034**, which supports Aboriginal self-determination and deepens partnerships with local Aboriginal organisations and communities.
- Expanding programs at Barrbunin Beek, one of only eight Aboriginal Gathering Places in Victoria, to support cultural connection and community leadership.
- Working with Traditional Owners, the First Peoples' Assembly and the Victorian Government as part of the journey **toward Treaty in Victoria**.
- Embedding the **Health and Wellbeing priorities 2025–2029** through integrated planning and meaningful community engagement.
- Establishing the Connected Communities Advisory Committee, which will help guide Council's **response to racism, discrimination and social isolation**.
- Supporting inclusive sport and recreation through the Fair Access in Sport Policy, ensuring everyone has the opportunity to participate and feel welcome.

Preparing for aged care reform

- Preparing for the **New Aged Care Act** coming into effect in July 2025, with a 12-month transition period.
- Reviewing Council's role in aged care service delivery and updating residents as reforms progress.
- Supporting staff and service providers through training and policy alignment.

Supporting arts, culture and local jobs

- Hosting a **nationally significant exhibition** at Ivanhoe Library and Cultural Hub to attract visitors and support local trade.
- Mapping arts and culture spaces across Banyule to identify future needs.
- Renewing the **Social Enterprise Strategy** and **Inclusive Local Jobs Strategy** to support employment and innovation.
- Delivering business events, networking and education sessions to strengthen relationships with local traders.
- Supporting Traders Associations and renewing Special Rate and Charge Schemes for Bell St, Lower Plenty and Heidelberg.
- Continuing the **Social Enterprise Partnership Program** to help residents access meaningful employment.

Investing in infrastructure and sustainability

- Renewing key assets including roads, footpaths, bridges, drainage and parks.
- Conducting audits of footpaths, gross pollutant traps (GPTs), and retaining walls.
- Establishing a border agreement with Darebin and Nillumbik for shared infrastructure management.
- Reopening the **Rethink Waste Education Centre** in 2026 with a new interactive show for schools and visitors.

Planning and environmental health

- **Responding to Victorian Government planning reforms** and exploring technology to improve assessment efficiency.
- Finalising the **2025–2029 Domestic Animal Management Plan** to guide community services.
- Supporting the rollout of **Victorian Food Regulator Reforms** to streamline regulation and reduce red tape.
- Assisting with the implementation of the **new Tobacco Licensing Scheme**, ensuring local business compliance by the end of 2025.

Figure 41 | Performance during Banyule Council's collaboration with Traditional Owners, the First Peoples' Assembly and the Victorian Government as part of Victoria's journey toward Treaty – photo by Leroy Miller, First Peoples' Assembly of Victoria

Our people and teams

Council's executive leadership and organisational structure

Banyule Council is led by a Chief Executive Officer (CEO), who is responsible for implementing Council's strategic direction and overseeing the organisation's operations. The CEO works with four directors as part of the Executive Management Team (EMT), ensuring services are delivered in line with Council's goals and community priorities.

In 2024–25, Council updated its organisational structure to improve how teams and services respond to community needs. These changes are helping Council become more flexible, efficient and focused on delivering what matters most.

The restructure supports a skilled and responsive workforce that is well placed to deliver on community priorities now and into the future. Council's work is guided by its values: Respect, Responsibility, Initiative, Inclusion and Integrity.

Details of the CEO, directors and organisational structure are outlined below.

Allison Beckwith
Chief Executive Officer

Appointed CEO in December 2019
32 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)

Graduate Executive Leadership Program Local Government

Table 2 | Executive Office directorate – Department managers and their business unit teams

Allison Beckwith **CEO and Director Executive Office** • Office of the CEO and Councillors	**Krysten Forte** **Manager Governance and Integrity** • Cemetery Administration and Support • Governance and Integrity

Natasha Swan
Director
City Development

Appointed director in January 2022

27 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

30 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

27 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

26 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)

The table below outlines Council's organisational structure across the four other directorates.

Table 1 | Council department managers and their business unit teams, grouped by directorates

City Development	Corporate Services	Community Wellbeing	Assets and City Services
Niall Sheehy **Manager City Planning, Safety and Amenity** • Building Services • Development Planning • Environmental Health • Municipal Laws and Public Assets	**Joseph Linnestad** **Manager Customer Experience** • Customer Experience Operations • Customer Experience Strategy • Emergency Management	**Georgie Meyer** **Manager Inclusive and Creative Communities** • First Nations • Arts and Culture • Community Impact • Community Partnerships • Inclusive Enterprise and Local Economy	**Greg Gale** **Manager Delivery and Assets** • Building Maintenance • Capital Works • City Assets • Project Management

City Development	Corporate Services	Community Wellbeing	Assets and City Services
Jonathan Risby **Manager Transport and Engineering** • Transport and Development Engineering • Transport Planning and Advocacy • North East Link Project	**Tim Wakeham** **Manager Business Transformation and Technology** • Continuous Improvement • Digital Transformation • Information Management • IT Infrastructure, Operations and Applications	**Shawn Neilsen** **Manager Advocacy, Communications, Engagement and Performance** • Advocacy • Communications • Community Engagement and Insights • Integrated Planning and Performance	**Michael Tanner** **Manager Parks and Natural Environment** • Bushland Management • Environmental Operations • Parks Presentation • Sportsfields and Parks Assets • Urban Forestry
Nadine Wooldridge **Manager City Futures** • Environment • Open Space Planning and Design • Strategic Planning and Urban Design	**Gloria Conte** **Chief Financial Officer Strategic Finance and Performance** • Financial Accounting • Financial Performance and Planning • Revenue Services • Strategic Procurement	**Nicole Maslin** **Manager Healthy and Active Communities** • Banyule Leisure • Civic Precincts, Hubs and Community Facilities • Sports and Leisure Contracts Management • Sports, Recreation and Community Infrastructure	**Kathy Hynes** **Manager Operations** • Fleet Management • Operations Infrastructure • Operations Projects and Site Management • Waste Management
Julian Harvey **Manager Strategic Properties and Projects** • Spatial and Property Systems • Strategic Properties and Property Services	**Toni Toaldo** **Manager People and Culture** • Employee Relations and Industrial Relations Business Partners • Inclusive Employment Pathways • Learning and Development • Organisational Development • Payroll • Risk and Assurance • Safety and Wellbeing • Talent Management	**Roberta Colosimo** **Manager Family and Community Services** • Aged Services • Early Childhood Services • Maternal and Child Health and Immunisation Services • Service Navigation • Service Reform • Youth and Community Connections	

Council's workforce at a glance

As of 30 June 2025, Banyule Council employed 1,001 individuals, equating to 697.6 full-time equivalent (FTE) positions. FTE is a standard way of measuring staffing levels based on hours worked. For example, one full-time employee working 40 hours per week equals 1.0 FTE. This helps provide a clearer picture of the workforce, especially when it includes part-time and casual roles. Workforce data is presented in accompanying tables and graphs.

Table 1 | Council FTE staff by executive and directorate, including employment type, gender and total headcount

Employment type (Gender)	Executive	Executive Office	Assets and City Services	City Development	Community Wellbeing	Corporate Services	Total FTE	Total headcount
Permanent full-time (Female)	2.0	6.0	25.0	43.6	79.1	55.5	**211.2**	**215**
Permanent full-time (Male)	3.0	1.0	147.3	59.0	23.8	36.0	**270.1**	**280**
Permanent full-time (Self-described)	0.0	0.0	0.0	2.0	1.0	0.0	**3.0**	**3**
Permanent part-time (Female)	0.0	2.3	2.5	22.0	103.2	15.3	**145.4**	**260**
Permanent part-time (Male)	0.0	0.0	3.1	8.1	25.2	3.6	**40.0**	**94**
Permanent part-time (Self-described)	0.0	0.0	0.0	0.0	2.5	0.0	**2.5**	**4**
Casual (Female)	0.0	0.1	0.0	4.6	11.1	0.3	**16.1**	**89**
Casual (Male)	0.0	0.0	0.0	3.5	3.4	0.7	**7.6**	**48**
Casual (Self-described)	0.0	0.0	0.0	0.4	0.5	0.7	**1.7**	**8**
Total FTE/ Headcount	**5.0**	**9.4**	**177.9**	**143.2**	**250.0**	**112.1**	**697.6**	**1,001**

Table 2 | Council FTE staff by employment classification and gender

Employment classification	Female	Male	Self-described	Total FTE
Band 1	12.6	7.7	0.6	**20.9**
Band 2	1.5	0.1	0.0	**1.6**
Band 3	46.7	19.3	2.6	**68.6**
Band 4	53.6	27.8	0.3	**81.7**
Band 5	54.2	36.7	1.0	**91.9**
Band 6	81.5	53.0	1.6	**136.2**
Band 7	32.8	40.0	1.0	**73.8**
Band 8	29.5	22.8	0.0	**52.4**
Band not applicable	60.2	110.2	0.1	**170.5**
Total FTE	**372.7**	**317.7**	**7.2**	**697.6**

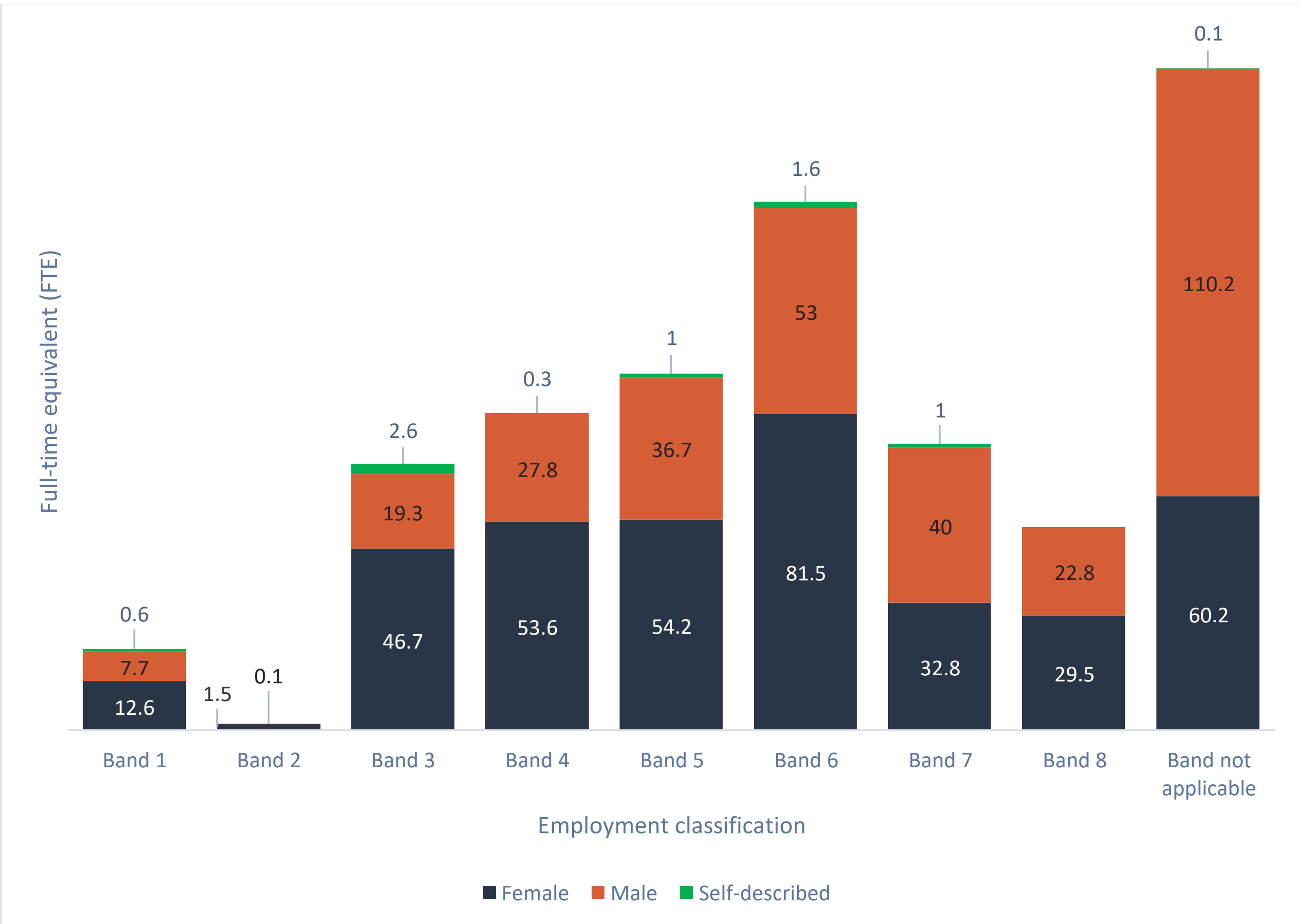


Figure 42 | Council (FTE) staff by employment classification and gender

How Council works together

Fostering an inclusive workplace

Council is one of the region's largest employers with **over 1,000 staff** and is committed to equitable access to employment. In 2024–25, **over 60 individuals** participated in Inclusive Employment and Workplace Pathways programs, receiving coaching, mentoring, and tailored support.

Key initiatives included:

- Mandatory training on child safety and sexual harassment prevention, with leaders completing a new eLearning module
- Launch of inclusive policies and use of Whispli, an anonymous reporting platform
- Participation in events promoting respect and inclusion

Championing diversity and inclusion

Guided by the **People Strategy 2030**, Council fosters a culture of inclusion and respect. In 2024–25, staff engaged in training on cultural safety, gender equality, LGBTIQA+ inclusion, disability awareness and mental health.

Highlights:

- Inclusive Wellbeing Calendar embedded across Council
- Active Diversity and Inclusion Advisory Group, made up of staff with diverse lived experiences
- New Gender Affirmation and Family Violence policies, reinforcing **Council's zero-tolerance approach to discrimination and harassment**
- New Anonymous Sexual Harassment **Reporting portal**

Inclusive Employment Pathways

Council's **Inclusive Employment Program** supported **12 local people** facing barriers to employment in 2024–25. The program offers tailored, temporary roles that match individual interests and strengths, helping participants gain experience and build skills in a supportive environment.

Through the **Workplace Pathways Program**, Council partnered with local schools, universities and community organisations to support **young people**, **international students**, **new arrivals** and those in **gendered workforces**. In 2024–25, Council hosted:

- 28 work experience students
- 23 tertiary placements
- 1 apprentice
- 1 graduate.

These programs form part of Council's broader Employment Strategy, which aims to create a workforce that reflects the diversity of the Banyule community and provides meaningful opportunities for all.

Advancing gender equality

As a defined entity under the *Gender Equality Act 2020*, Council continued implementing its Workplace Gender Equality Action Plan 2021–2025, supported by the **Gender Equality Steering Committee**. Key achievements in 2024–25 included:

- Launch of the **Sexual Harassment Prevention Action Plan**
- Endorsement of the **Family and Domestic Violence Support Policy**
- Integration of gender equity into recruitment and workforce planning.

Council submitted its first **Progress Report** to the Commission for Gender Equality in the Public Sector, following its second audit, which included:

- A **5% increase in women in full-time roles**
- A **0% median pay gap**
- **Gender parity in senior leadership**

Council also completed approximately **60 Gender Impact Assessments (GIAs)**, supported by targeted training and practical tools. These assessments help ensure policies, programs and services consider the needs of people of all genders.

Celebrating the people who make Banyule better

Figure 43 | 20th Annual Banyule Volunteer Celebration held at the Great Hall in Ivanhoe

Recognising Banyule's volunteer community

Council hosted the **20th Annual Banyule Volunteer Celebration**, bringing together **383 guests** from **80 volunteer groups**. Attendees represented sectors including arts, education, emergency services, sport, environment, aged care, health and disability support.

The evening included a three-course meal and entertainment by **MC Wilbur Wilde and his band**. **Volunteer awards** recognised outstanding service, with **Mayor Cr Elizabeth Nealy** thanking volunteers for their vital role in building a stronger, more connected community. Councillors also took part in the awards ceremony and spent time engaging with volunteers throughout the evening.

This annual celebration reflects Council's ongoing commitment to recognising and supporting the incredible contributions of volunteers across Banyule.

Young people stepped up at YouthFest

Young people played an important role in the success of **YouthFest 2025**, with **28 youth volunteers** supporting the event. Around **60**% of these volunteers **were involved in Council's youth programs**, while others joined through community engagement, waitlists or referrals.

Volunteers participated in **induction** and orientation sessions, **pre-event working bees**, and **event-day roles**, followed by a **celebration and debrief**. At the celebration night, young people received guidance on **including their volunteering experience on their resumes** and were informed about future opportunities to stay involved.

Feedback from volunteers highlighted strong interest in **live music** and **environmental initiatives**, with many valuing the chance to connect socially and contribute to a meaningful event. One new volunteer shared,

> "It was so busy [in the Banyule Youth Services tent] but it was nice to see so many people I know!"

These experiences help build confidence, skills and community connection among young people, while also strengthening Council's youth engagement efforts.

Recognising staff excellence

Celebrating awards and achievements

Inclusive Enterprise and Local Economy team

The team received multiple awards for its work supporting inclusive employment and economic development:

- **LGPro Awards for Excellence – Special Projects Category**

  High Commendation for the 1,000 Jobs for Banyule initiative
- **National Awards for Local Government – Career Starter Category**

  Honourable Mention for the Inclusive Employment Program
- **Economic Development Australia Awards – Diversity and Inclusion Category**

  Honourable Mention for the Inclusive Employment Program

These awards recognise Council's leadership in creating meaningful employment pathways for people facing barriers to work.

CX Data Driven Transformation initiative

Council received the **LGPro Excellence Award in the Service Delivery category** for the CX Data Driven Transformation initiative.

Led by the Customer Experience team, this project delivered:

- Dynamic web forms to streamline processes
- Integrated live data sources to automate customer interactions
- A comprehensive training program for a new customer experience management tool
- System improvements to reduce manual work and enhance customer experience

This collaborative initiative has significantly improved how Council serves the community.

Banyule Futures

Council was named a **finalist** in the **LGPro Community and Integrated Planning Award** for the **Banyule Futures** project.

This innovative approach combined data with community feedback to inform future planning. It included:

- **Place-based insights** for Banyule's seven precincts
- Engagement with over **970 community members**
- Contributions from more than **70 staff**

Banyule Futures helped shape the new Banyule Plan, Health and Wellbeing Plan, and other strategic documents, an outstanding whole-of-organisation effort.

Honouring years of service

Council values the dedication and contributions of its staff and celebrates their achievements through meaningful recognition programs.

The **Years of Service Awards** honour long-serving employees whose work has helped shape Council's culture and deliver positive outcomes for the community. These awards are more than milestones, they are a way to show appreciation and respect for the people who make Banyule a great place to work.

Recognition also extends to those who champion **innovation**, **inclusion** and **leadership**. Whether through formal awards or everyday appreciation, Council is committed to creating a workplace where every employee feels valued and seen.

As we reflect on the past year, we remain focused on building a culture of excellence, inclusion and shared success, one that honours the past and inspires a bright future for our organisation and the community we serve.

Growing and supporting Council's people

Attracting and retaining talent

Council takes a strategic approach to attracting and retaining staff, ensuring we have the right people in the right roles to deliver high-quality services.

In 2024–25, Council advertised **273 positions** and received over **8,150 applications**, showing strong interest in joining our organisation. Recruitment was steady throughout the year, with a median of **24 roles advertised per month**, reflecting improved workforce planning.

Recruitment processes were enhanced to ensure fairness and inclusivity. Updates to application forms, tailored job ads and better support for hiring managers helped create a more consistent and candidate-friendly experience.

Council also brought senior recruitment in-house, improving internal capability and reducing costs. **Agency spend dropped from $4.42 million to $2.59 million**, the lowest in five years, thanks to better planning and a focus on internal mobility and leave cover strategies.

These efforts support a dynamic and engaged workforce, where people are encouraged to grow, stay and contribute to meaningful outcomes for the Banyule community.

Enterprise bargaining and conditions

Council staff are currently employed under Enterprise Agreement No. 8 (2021), approved by the Fair Work Commission in June 2022.

In 2024–25, Council began negotiations for **Enterprise Agreement No. 9**, aiming for a single-employer agreement to deliver better outcomes for staff. A dedicated bargaining committee met regularly to support localised discussions. By June 2025, negotiations had concluded and the proposed agreement entered the finalisation phase.

The process was supported by Council's People and Culture team, who facilitated transparent communication and staff engagement throughout.

Figure 44 | Banyule Open Studios exhibition – Loft 275 at Ivanhoe Library and Cultural Hub

Professional development and leadership

Banyule Council continues to invest in workforce capability, recognising that professional development is key to delivering high-quality services and building a future-ready organisation.

In 2024–25, Council strengthened its commitment to leadership development through a diverse suite of internal and external programs. These initiatives were guided by the **Leadership Capability Framework**, which supports development across all levels of the organisation, from emerging leaders to senior executives.

Staff participated in a range of programs, including:

- **Coaching and Mentoring Program** – year-long partnerships with senior leaders to build leadership confidence and capability
- **LGPro Leadership Programs** – including Emerging, Executive and First Nations streams
- **Women's Network events** – supporting gender equity and professional connection

Council also delivered targeted training sessions on key topics such as:

- First Nations cultural awareness
- Emotional intelligence
- Change management
- Courageous conversations
- Cultural safety and inclusion.

Learning was supported through Council's human resources information system platform, which acts as a central hub for staff to explore, book and manage training opportunities. A mix of **face-to-face**, **online** and **eLearning modules** ensured flexible access to development.

Council played a key role in the **RMIT-led Earn and Learn Pilot Program**, offering accredited training at no cost to staff or Council. Twelve employees completed the **Lead and Mentor skillset**, while others began training in mental health resilience and sustainability-focused critical thinking.

In addition to formal training, Council supported staff through:

- Study assistance for external qualifications
- Team-building workshops to strengthen collaboration
- Capability-building initiatives aligned with strategic goals.

These efforts reflect Council's commitment to continuous learning and development, ensuring staff are equipped to meet evolving community needs and contribute meaningfully to Banyule's future.

Supporting career conversations

Council's Employee Development Reviews (EDRs) are a key part of our approach to building a high-performing and future-ready workforce. These structured annual conversations go beyond traditional performance appraisals. They provide a space for staff and leaders to reflect on achievements, identify development needs, and align personal goals with Council's strategic direction.

EDRs are designed to be two-way and meaningful, helping staff explore career pathways, access tailored training, and contribute to continuous improvement. Integrated into Council's HR system, EDRs are easy to manage and support ongoing progress tracking, goal setting, and learning access.

By embedding EDRs into our workforce planning, Council ensures that staff are supported to grow, adapt and succeed in a changing environment.

Keeping our people safe

Staff safety and wellbeing is a priority at Banyule. Council takes a proactive approach to occupational health and safety, making sure employees feel safe, supported and confident at work.

In 2024–25, Council recorded 1,059 safety-related events, showing a strong culture of reporting and risk awareness. Eight new Health and Safety Representatives were trained and took part in inspections, investigations and committee meetings. Quarterly briefings helped reinforce shared responsibility across teams.

The launch of the COMPASS Framework was a key milestone. It provides a central system to track staff training, qualifications and competencies, improving compliance and capability.

Council delivered tailored training, ergonomic checks and early intervention strategies to support wellbeing and meet legal duties. These efforts show our commitment to a safe and resilient workplace.

Supporting staff wellbeing

Council is committed to creating a workplace where wellbeing is supported and celebrated. Our approach recognises wellbeing includes physical, mental, emotional, social and financial health.

In 2024–25, Council delivered an Inclusive Wellbeing Calendar with events such as Reconciliation Week, Men's Health Week and RU OK Day. These initiatives promote awareness, connection and inclusion, and align with Council's Diversity and Inclusion Strategy.

Staff and families accessed 166 hours of counselling through the Employee Assistance Program, which supports personal and work-related challenges.

Physical wellbeing was supported through the Fitness Passport program, free flu vaccinations, fruit box deliveries and facilities for active commuting, including bike storage and showers.

Social connection is nurtured through the Banyule Social Club, which hosts events that build camaraderie and community. These initiatives reflect Council's commitment to helping staff thrive.

Preventing violence against women

Banyule Council continues to take a strong and compassionate approach to preventing violence against women. We are committed to embedding **gender equity** and **respectful relationships** into our workplace culture.

In 2024–25, Council endorsed the **Family and Domestic Violence Support Policy**, which provides confidential support, flexible work arrangements, and access to wellbeing services for staff experiencing family violence. This helps employees feel safe, supported and empowered at work.

Council also launched its first **Sexual Harassment Prevention Action Plan**, aligned with national **Respect@Work** principles. This was supported by the rollout of Whispli, an anonymous reporting platform that has reinforced our zero-tolerance approach to harassment.

Staff participated in awareness events including International Women's Day and 16 Days of Activism Against Gender-Based Violence.

The **Diversity and Inclusion Advisory Group** played a key role in shaping policies and programs, ensuring lived experience informs our approach to gender equity and violence prevention.

Together, these efforts are building a workplace culture that champions safety, respect and inclusion, setting a strong example for the wider community.

Child safety commitment

Council has zero tolerance for child abuse and is committed to keeping children and young people safe.

In 2024–25, staff completed child safety training and recruitment processes were updated to reflect child-safe values. Council promoted its commitment through signage, job ads and online platforms.

Training was tailored for teams like School Crossing Supervisors and Waste Management staff. The COMPASS Framework helped track staff qualifications and compliance.

These actions support a safe environment for children across Council and the community.

Figure 45 | Murrundaya Yepengna Dance Troupe, Neon Ngargee Season performance at Lantern Festival

Planning for the future

Council’s approach to planning and reporting

Banyule Council uses an integrated approach to planning, budgeting and reporting to ensure services are delivered effectively and meet community needs. This approach also supports compliance with the Act.

As part of the Integrated Strategic Planning and Reporting Framework, Council prepares the following key documents:

- Community Vision – a long-term vision for the next 10 or more years
- Council Plan – strategic priorities for the next four years
- Financial Plan – financial goals and forecasts for at least 10 years
- Asset Plan – management of community assets over 10 years
- Revenue and Rating Plan – how rates and revenue will be managed over four years
- Annual Budget – spending and service priorities for the next four years
- Quarterly Budget Reports – tracking progress throughout the year
- The Banyule Story (Annual Report) – performance summary each financial year
- Financial Policies – guiding responsible financial management
- Workforce Plan – staffing needs for the next four years.

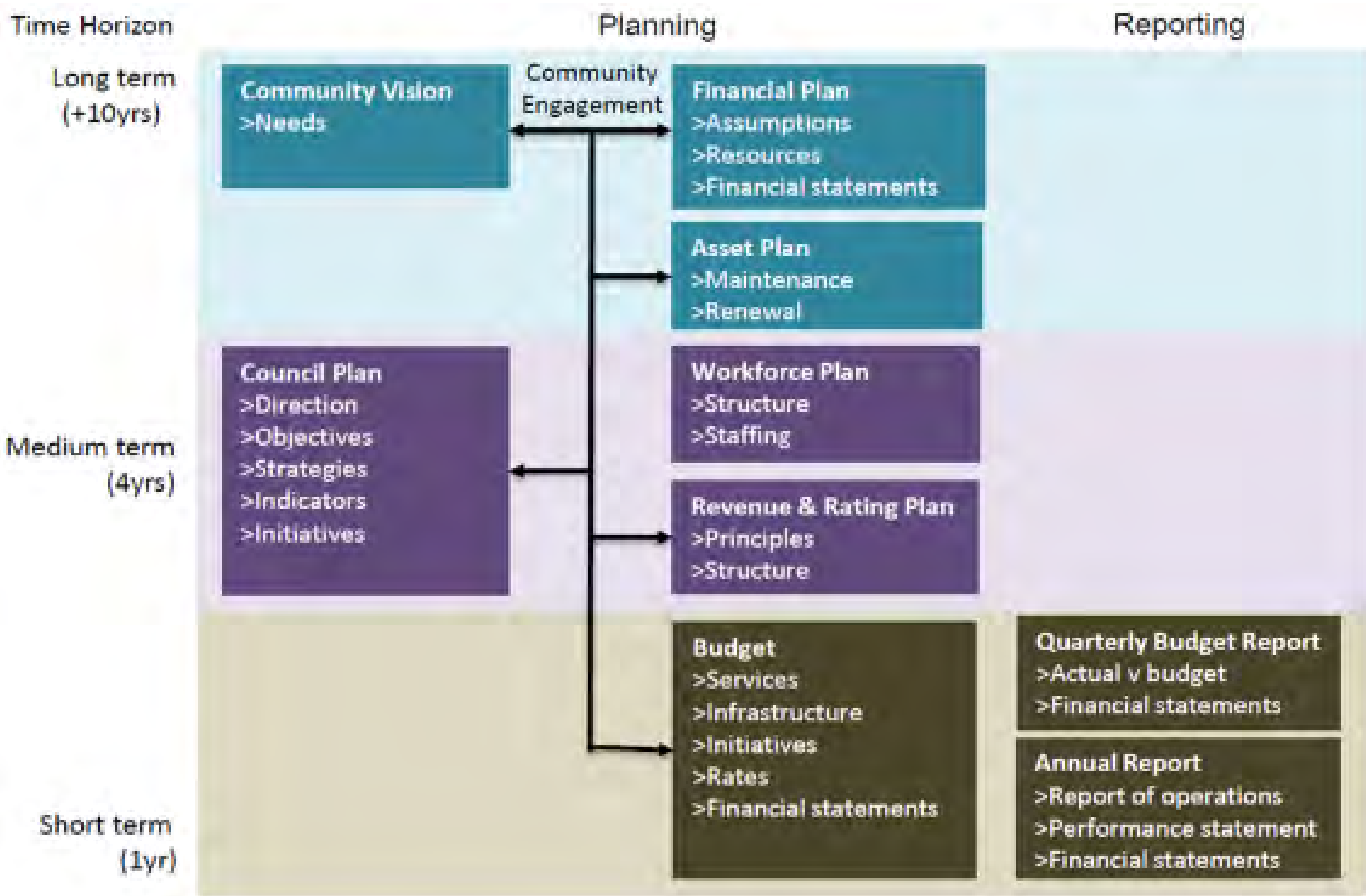


Figure 46 | Victoria’s Integrated Planning and Reporting Framework *(Source: Department of Jobs, Skills, Industry and Regions)*

Community input is encouraged at every stage, ensuring transparency and giving residents a voice in shaping Council’s direction.

How Council tracks progress

Council's performance in 2024–25 was measured against the [Council Plan 2021–2025] (the Council Plan) using:

- **Actions** from the Year 4 Annual Action Plan 2024–2025 and Budget 2024–2028
- **Strategic indicators** for Council and community outcomes
- The **Local Government Performance Reporting Framework (LGPRF)**, a mandatory framework used by all Victorian councils to ensure consistent and transparent reporting, which includes indicators across:
    - Service delivery
    - Financial performance
    - Sustainable capacity.

Council also reports on the services funded in the Budget and who in the community benefits from those services.

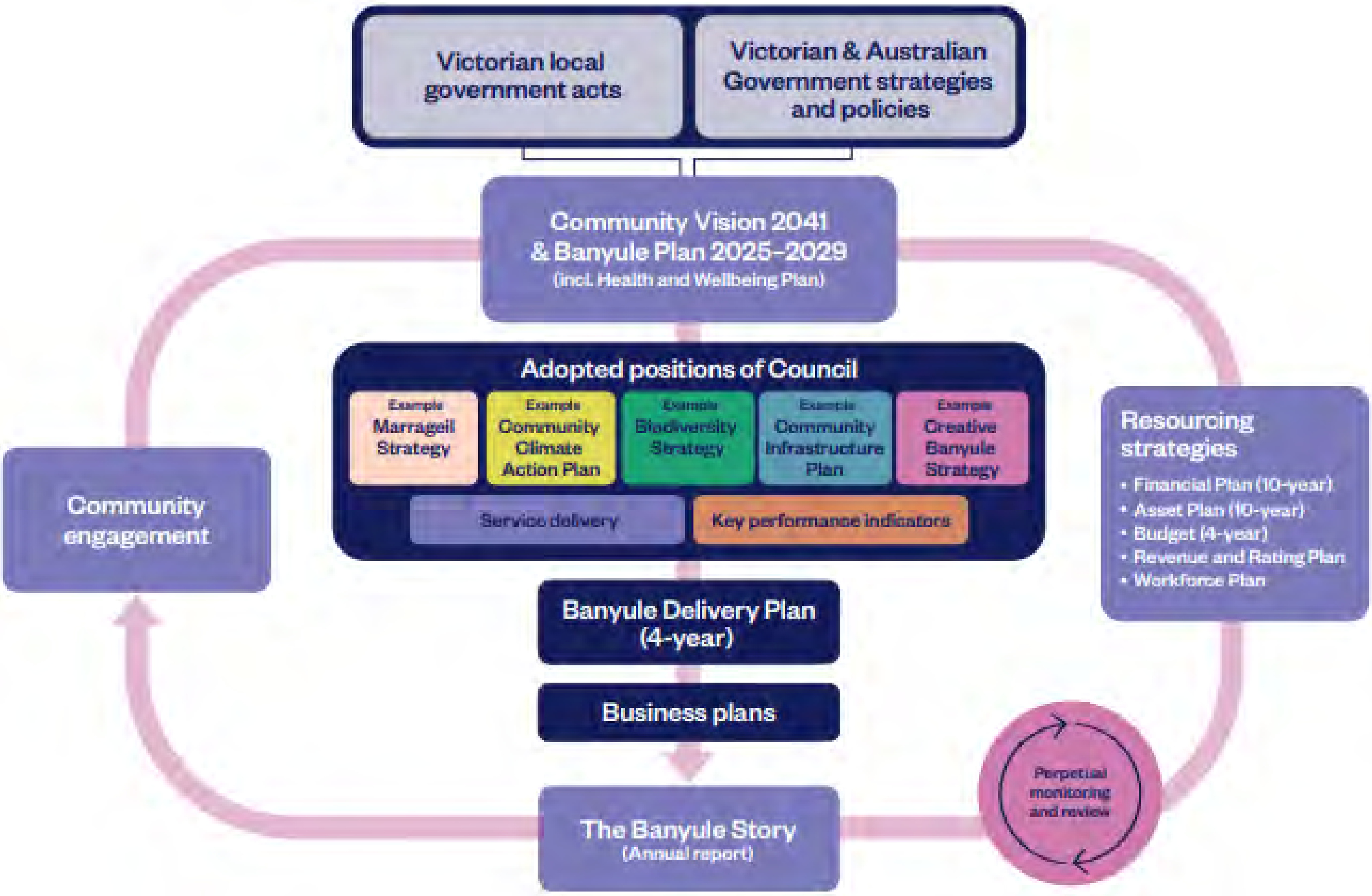


Figure 47 | Banyule's integrated planning model

This integrated approach ensures decisions are informed, resources are used wisely, and services continue to meet community expectations. It also helps Council deliver on the Community Vision and the Council Plan, by aligning long-term goals with annual actions, budgets and performance measures.

Delivering on the Council Plan

The Council Plan outlines Banyule' strategic priorities and works alongside other key documents including the Community Vision, Municipal Strategic Statement, Municipal Public Health and Wellbeing Plan, Financial Plan, Budget, Revenue and Rating Plan and Asset Plan.

It also integrates Banyule's **Health and Wellbeing Priorities** and **Climate Action Response**, ensuring a whole-of-community approach to planning and service delivery.

Progress was tracked across six priority themes using two types of strategic indicators:

- **Council indicators** – measured outcomes where Council was directly responsible for delivery
- **Community indicators** – reflected broader outcomes influenced by Council but not solely within its control

To support delivery of the Council Plan and achieve the Community Vision, Annual Action Plans were developed each year. These outlined the specific initiatives and services funded in the annual Budget, ensuring Council remained responsive to community needs and accountable for results.

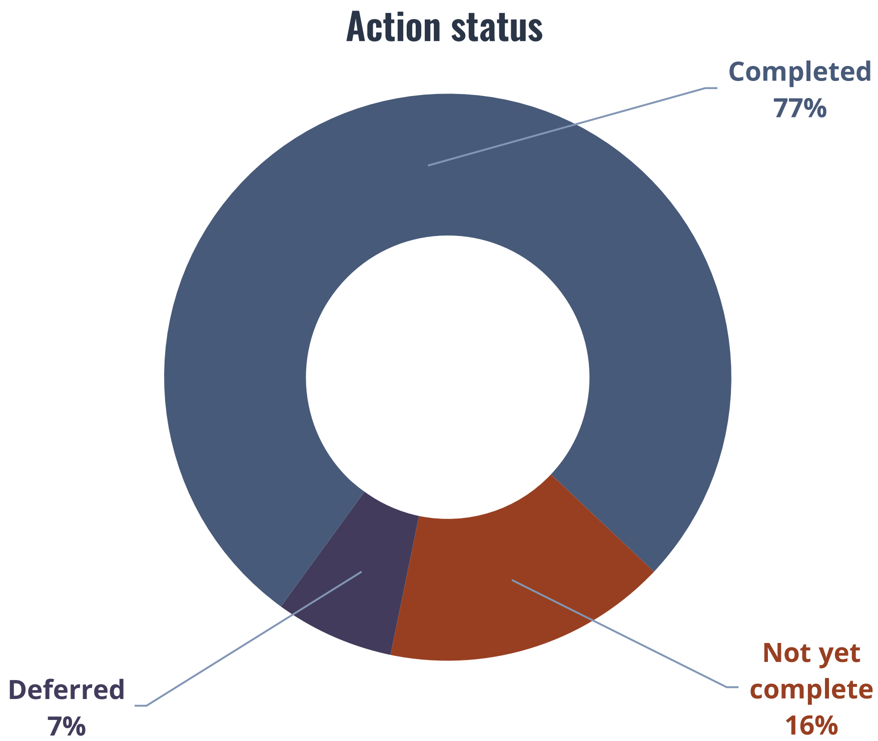
Figure 48 | Vibrant LED installations at the Lantern Festival

How Banyule measures success

Year 4 Action Plan – Summary of results

In 2024–25, Council worked to deliver 74 actions under the Year 4 Annual Action Plan. These actions supported improved services and outcomes for the Banyule community.

The full report is available on Banyule's website.



Action final results summary

57 actions completed

Successfully delivered or achieved at least 90% of intended outcomes

12 actions not yet complete

Still in progress and part of ongoing work

5 actions deferred

Rescheduled and included in future plans

Figure 49 | Summary of Council Plan 2021–2025 Year 4 Annual Action Plan results

Strategic indicators – Summary of results across 2021 to 2025

The Council Plan included 73 strategic indicators to track progress toward Banyule's strategic objectives. These indicators were grouped into:

- **Council indicators** – measured outcomes where Council was directly responsible for delivery. They helped assess how effectively Council implemented its priorities and delivered services that mattered to the community
- **Community indicators** – reflected broader outcomes that Council helped influence but did not directly control. These indicators provided insight into long-term trends in community wellbeing, inclusion and sustainability

Council and community indicators continue to be used in the Banyule Plan 2025–2029 to monitor progress and support transparent reporting.

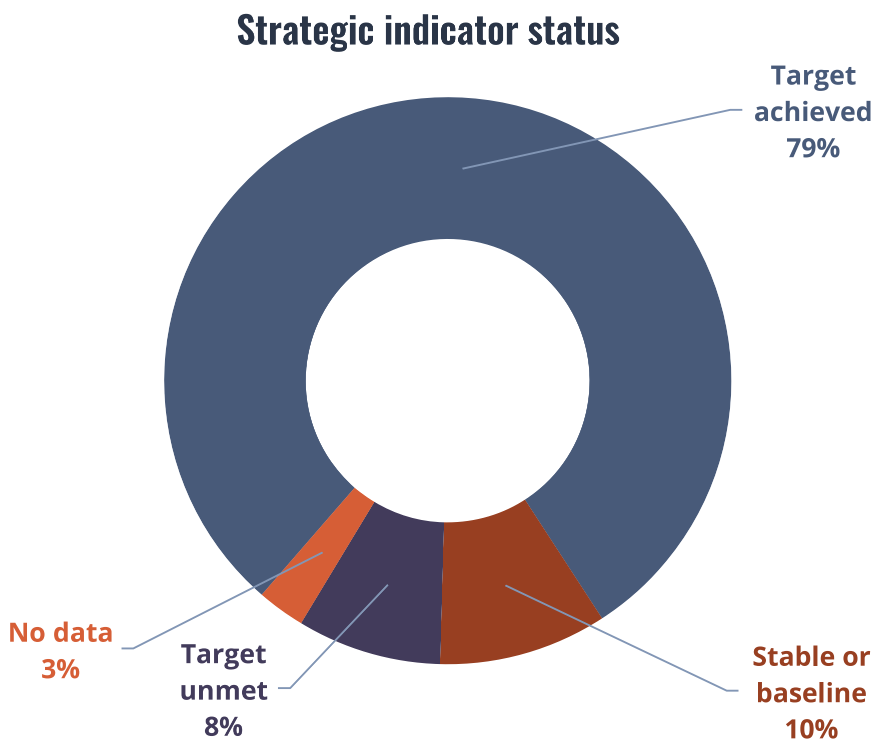


Figure 50 | Summary of Council Plan 2021–2025 strategic indicator results

Strategic indicator final results summary

58 targets achieved

Target or trend met or within expected range

7 stable or baseline data

Results remained steady or minimal data was available

6 targets unmet

Target or trend not met

2 no data

Data unavailable due to discontinued source

Priority theme 1:
Our Inclusive and Connected Community

Strategic objective

A safe, healthy, vibrant and connected community where people of all ages and life stages love to live, work and stay; diversity and inclusion are valued and encouraged.

What Council delivered

Treaty negotiations open with ceremony on Wurundjeri Woi-wurrung Country

On 21 November 2024, Banyule City Council joined Darebin City Council to host the Ceremonial Opening of Treaty Negotiations at Darebin Parklands on Wurundjeri Woi-wurrung Country.

The event marked the beginning of Australia's first statewide Treaty dialogue between the Victorian Government and the First Peoples' Assembly of Victoria. Hundreds of community members attended a traditional smoking ceremony and heard speeches from Co-Chairs Ngarra Murray and Rueben Berg, along with Premier Jacinta Allan.

The ceremony highlighted the importance of listening, healing and justice through shared decision-making. It also reinforced both councils' commitment to reconciliation and First Peoples' leadership in shaping a fair and inclusive Victoria.

This event builds on Council's support for the Uluru Statement from the Heart and its adoption of the Marrageil Strategy, which formalises Council's commitment to self-determination and cultural safety.

Figure 51 | Treaty negotiations – photo by Leroy Miller, First Peoples' Assembly of Victoria

Banyule celebrates National Reconciliation Week with community and partners

Figure 52 | Djirri Djirri, a Wurundjeri women's dance group, performing to celebrate National Reconciliation Week

In 2024–25, Banyule City Council partnered with Barrbunin Beek Aboriginal Gathering Place to deliver a powerful series of events for National Reconciliation Week. These events honoured truth, healing and community connection.

The week began with a moving National Sorry Day Healing Ceremony, attended by over 300 community members. Council also hosted a Flag Raising Ceremony, where more than 100 staff stood together to affirm their commitment to reconciliation.

A highlight was the Partners BBQ at Barrbunin Beek, which brought together over 100 representatives from local organisations to strengthen partnerships and learn from First Nations voices. The week concluded with a vibrant Barrbunin Beek Family Day, attended by 350 community members.

These events were shaped with input from the Reconciliation Action Plan Advisory Committee and reflect Council's commitment to walking alongside the Aboriginal community on the journey toward truth, respect and healing.

First Nations traineeship supports culturally safe career pathways

Banyule Council launched the **First Nations Traineeship Program** in partnership with AFL SportsReady's Warumilang Program. The program creates culturally safe and supported pathways into local government for Aboriginal and Torres Strait Islander peoples.

Trainees gain hands-on experience across Council departments, supported by mentoring and guidance from both Council staff and Warumilang mentors. The program is designed to foster First Nations employment, leadership and long-term career growth.

This traineeship is more than a job. It is a step toward systemic change and inclusion. It reflects Council's commitment to building a workforce that is representative of the community it serves.

The program was shaped with cultural advice from the Reconciliation Action Plan Advisory Committee and aligns with the Marrageil Strategy, which embeds truth-telling, cultural safety and equity across Council services. It also supports Council's broader Inclusive Employment Program, which helps local people facing barriers to work.

Figure 53 | Information stall promoting the First Nations Traineeship Program

St Kilda Film Festival – Bringing national cinema to Greensborough

In November 2024, Banyule hosted the **St Kilda Film Festival Victorian Tour** for the first time outside St Kilda in metropolitan Melbourne. Held at Hoyts Greensborough, the event featured 14 of Australia's top short films from the festival's 40th anniversary selection.

The collaboration between Banyule's Arts & Culture team and the festival organisers resulted in a **sold-out evening**, with attendees praising the atmosphere and hoping for future screenings. The event showcased Banyule's growing role in the creative arts and its ability to attract high-quality cultural programming to the region

Figure 54 | Still from *Katele (Mudskipper)* by John Harvey, one of 14 short films in the St Kilda Film Festival's first screening in Banyule

Helping young people thrive at school

In 2024–25, BYS worked closely with local secondary schools and expanded its support to primary schools, responding to the growing needs of students in the 'middle years', those transitioning to secondary school.

A total of **2,682 young people** took part in workshops and activities delivered at schools. BYS also provided referrals and phone consultations to school staff to support student wellbeing.

Workshops included:

- **Being Young** – a new session exploring local opportunities, adolescent brain development and what it means to grow up in Banyule
- **Wellbeing and Self-Care** – strategies for managing mental health and building resilience
- **Youth Work 101** – an introduction for school staff and professionals to youth work principles and adolescent development
- **Wellbeing Transition Workshop** – designed for Grade 5 and 6 students to support their move into secondary school

These programs help young people feel more confident, connected and supported during key life transitions.

Supporting parents and carers through free information sessions

[Banyule Youth Services](#) delivered free online sessions for parents and carers, focusing on real-life challenges identified by local families. The sessions were designed to be practical, accessible and supportive.

Topics covered in 2024–25 included:

- Supporting the transition to high school
- Navigating school refusal
- Digital parenting: regulate and respond

A total of 587 parents and carers booked into these sessions, showing strong community interest in learning and connection.

Supporting professionals who work with young people

In 2024–25, the Banyule Nillumbik Youth Services Executive Committee and Network continued to provide advocacy, education and peer support for professionals working with young people and their families.

Key activities included:

- Neuro-affirming practice training (245 online attendees)
- Borderline Personality Disorder training (31 in-person attendees)
- Knife Crime Forum (90 attendees)
- Healthy Masculinity Workshop for young people aged 14 to 18 (50 attendees)
- Two Hitting the Ground Running events (55 attendees)
- Wellbeing and thank-you event for local professionals (45 attendees)

These sessions helped build capacity across the sector and strengthened collaboration between youth-focused services.

Figure 55 | One of the professional development events hosted by Banyule Nillumbik Youth Services Network

Supporting inclusion through innovative programs at WaterMarc

WaterMarc introduced new programs in 2024–25 to help more people with disability stay active and improve their health and wellbeing.

Immersion Therapy

Figure 56 | A participant using scuba equipment during an Immersion Therapy session at WaterMarc

Immersion Therapy is a world-first, award-winning program that officially launched in Victoria at WaterMarc Banyule in November 2023. WaterMarc is only the second facility globally to offer this transformative service, which continued to expand throughout 2024–25.

This innovative therapy uses scuba equipment to create a weightless underwater environment. It supports people with disability and injury to improve physical mobility, build strength and enhance mental wellbeing. The program has been recognised internationally for its impact and is helping participants achieve outcomes that were previously thought impossible.

Boccia

Boccia is a precision ball sport designed for athletes with physical impairments affecting all four limbs. Players aim to position leather balls as close as possible to a white target ball, known as the jack. Balls can be thrown, kicked or launched using ramps and other assistive devices.

WaterMarc introduced Boccia in 2024 as a trial experience. Due to strong community interest, it is now a regular part of the timetable and continues to grow in popularity.

Figure 57 | Community members enjoying a Boccia class at WaterMarc, designed for people with physical impairments

Figure 58 | Somali Australian community members at a Banyule event

Somali Australian community engagement

Youth Services continued to support and engage the Somali Australian community through targeted events, programs and partnerships. This resulted in 1,488 total interactions.

- Women's only swimming (with WaterMarc)
  Two culturally safe sessions for Muslim women with 700 total attendees.
- African Women's Action Group program
  A fortnightly leadership and social program for young women with 150 participant visits.
- Eid movie nights
  Two fully booked family events held in April and June with 260 attendees.
- Young men's Iftar dinner
  A youth-led mental health-focused event featuring guest speakers with 50 attendees.
- Buraanbur night
  An intergenerational cultural dance event for women with 60 attendees.
- Futsal tournament (with Holstep Health)
  Promoted wellbeing and connection with Victoria Police, attracting approximately 250 attendees.

Helping people stay active through community walking

To support more people to be active more often, Banyule Leisure partnered with the Heart Foundation to launch the Ivanhoe Social Striders Walking Group in February 2025. The free weekly walk begins at Ivanhoe Aquatic every Wednesday and follows scenic routes through Darebin Parklands and the Ivanhoe corridor.

Participants enjoy gentle exercise, nature and social connection. One highlight was a visit to the Darebin Education Centre, where walkers learned about local animal species. After each walk, participants are invited to stay for a relaxed coffee or tea at the Ivanhoe Aquatic café.

This initiative supports physical and mental wellbeing while strengthening community connection.

Celebrating International Day of People with Disability

In partnership with the Yarra Plenty Regional Library, Banyule Council hosted a vibrant Community Fun Day to celebrate International Day of People with Disability. The event was opened by Deputy Mayor Cr Peter Castaldo and featured a range of inclusive activities, including an Auslan preschool storytime, a silent disco, a gallery exhibition and craft workshops.

A highlight was the creation a consultation mandala, where participants shared local solutions to address two key issues affecting people with disability: loneliness and discrimination. More than 300 people took part, making it a memorable and meaningful celebration.

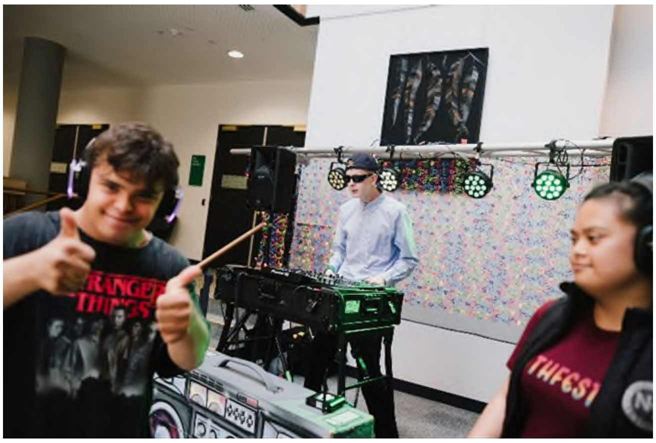


Figure 59 | Community Fun Day at Ivanhoe Library and Cultural Hub, for International Day of People with Disability 2024

Figure 60 | Community solutions mandala, facilitated by artist Annette Phillips for Internation Day of People with Disability

Neighbourhood Houses support connection and learning

Figure 61 | Melbourne Stars Chenda drummers perform at Multicultural Festival Day held at Diamond Valley Learning Centre

Banyule's Neighbourhood Houses continue to be vital community hubs, offering programs that support social connection, education and wellbeing. Each House responds to local needs and provides inclusive spaces for people of all ages and backgrounds.

Contact Community Centre

Contact Community Centre welcomed 370 members in 2024 and has enrolled 308 so far in 2025. New initiatives included the OM:NI (Older Men: New Ideas) group and a Dementia and Carers Art Group. Free sessions were offered during Seniors Week, and new information sessions were introduced. While formal intergenerational or intercultural programs are not yet in place, the Centre promotes informal connections through events and is exploring partnerships with the local kindergarten.

Diamond Valley Learning Centre (DVLC)

DVLC had 350 weekly participants. Popular programs included digital literacy, adult education and life skills. They launched three new fee-for-service short courses and celebrated their 50th anniversary with a Multicultural Festival Day. Their programs naturally fostered intergenerational and intercultural engagement.

Greenhills Neighbourhood House

Greenhills had 430 weekly participants in programmed activities. Popular programs included health and exercise, social and recreational activities, disability support, childcare and sustainability projects. The House provided emergency relief and launched a mini op shop. The Greenroom renovation was a major achievement. They delivered 23 intergenerational and 18 intercultural programs, including the Greenhills Family Fun Day and Community Cook-Up Lunch.

Livingstone Community Centre

Livingstone welcomed 250 weekly participants. Popular programs included social and recreational activities, health and exercise, music and theatre, and community lunches. The Centre provided material relief such as bill payments, gift cards, clothing and personal care items. One lunch attendee shared,

> 'I come for the food but stay for the company,'

highlighting the importance of social connection.

Olympic Neighbourhood House (ONH)

ONH had 864 weekly participants. High-demand activities included social and recreational programs, digital literacy, self-help groups and English language support. ONH delivered a wide range of community development projects and hosted events such as a Spray Art and Multicultural Community Day and a multicultural tea share.

Rosanna Fire Station Community House

Rosanna Fire Station welcomed 250 weekly participants. High-demand programs included family support, disability services, health and exercise, childcare, life skills and literacy. The House ran outreach initiatives such as a foodbank for families in need and delivered three intergenerational and intercultural programs, including Monthly Community Lunches and Cultural Diversity Week.

Watsonia Neighbourhood House

Watsonia had 382 weekly participants. High-demand programs included social and recreational activities, health and exercise, disability support and volunteer training. The House provided emergency accommodation and partnered with local organisations to promote social inclusion. They delivered 46 intergenerational and 48 intercultural programs, including Craft in the Park and Diwali celebrations.

Watsonia Neighbourhood House – After Dark partnership

The After Dark program supported social inclusion and gambling harm minimisation. It attracted an average of 71 weekly participants across 258 activities and 412 hours of programming. Activities included yoga, men's groups, craft, fitness, beauty, workshops and book clubs. Participants reported stronger community connections and reduced isolation.

Wellington Street Community House

Wellington Street engaged the community through activities leading up to and following its soft opening. These included a Mother's Day Market Stall, Creative Mail-Out, Drawing Workshop and Inclusive Community Interviews. Community feedback helped shape the Term 3 timetable to reflect local interests and needs.

Figure 62 | Tango Touch students perform at Multicultural Festival Day, hosted by Diamond Valley Learning Centre

Figure 63 | Community enjoying exhibition opening night of *A Return to Heidelberg* by John Borrack, 8 November 2024

A Return to Heidelberg celebrates John Borrack's artistic legacy

From October to November 2024, Banyule Council hosted a retrospective exhibition honouring renowned Australian landscape artist John Borrack at Art Gallery 275, located within the Ivanhoe Library and Cultural Hub. The exhibition, titled A Return to Heidelberg, reflected Borrack's deep connection to the Heidelberg district, where he lived from 1938 to 1962.

Now 92, Borrack's work continues to inspire reflection on the transformation of our ancient land. The exhibition featured a selection of his most celebrated pieces, showcasing his ability to capture the spirit of the Australian landscape. The community response was overwhelmingly positive, with many visitors expressing admiration for his artistic legacy and the cultural significance of his work.

Quick look at other achievements

- Climate control upgrades completed at Art Gallery 275, meeting international museum standards and enabling future touring exhibitions

What Council achieved under the Our Inclusive and Connected Community priority

Year 4 Annual Action Plan

Council identified **13 key actions** for the 2024–25 financial year under the Our Inclusive and Connected Community priority in Year 4 of the Council Plan.

Work was undertaken across these actions, contributing to Council's broader efforts to improve services and outcomes for the Banyule community. Most actions were completed, while some are still in progress.

The action results are summarised below. The full report is available on Banyule's website under the Council Plan section. Also listed are the key departments and teams leading this work.

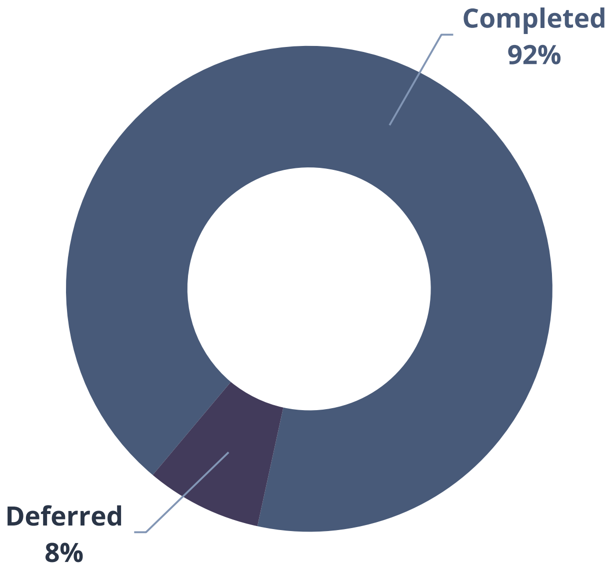


Figure 64 | Year 4 action results for Our Inclusive and Connected Community

- **12 actions were completed** or achieved at least 90% of their intended outcomes
- **1 action was deferred** and remains part of Council's future delivery plans

Council teams supporting this priority theme

Inclusive and Creative Communities

- First Nations
- Arts and Culture
- Community Impact
- Community Partnerships

City Planning, Safety and Amenity

- Environmental Health

Family and Community Services

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

Healthy and Active Communities

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

Figure 65 | Older adults enjoying a tai chi session as part of Banyule Council's active living programs

Strategic indicators: Council performance

Council strategic indicators measure outcomes where Council is directly responsible for delivery. These indicators help assess how effectively Council is implementing the priorities outlined in the Council Plan and delivering services that matter to the community.

The table below shows Council's performance against the targets or desired trends for the priority theme Our Inclusive and Connected Community. It includes results from the past four years and commentary on our performance across the life of the Council Plan.

Legend

✓ = Achieved target ⇆ = Result is stable or a baseline figure ✕ = Did not reach target

Table 3 | Council strategic indicators – Our Inclusive and Connected Community

Council strategic indicator	Desired trend or target	2021–22 result	2022–23 result	2023–24 result	2024–25 result	Comments
Council support for the diversity and inclusion of the Banyule Community	Deliver the actions in the Inclusive Banyule Annual Action Plan ✓	Indicator was being developed	25 actions	70 actions	**48 actions** ✓	All 48 actions in this year's Inclusive Banyule Annual Action Plan are progressing well, contributing to a total of 143 actions delivered over the past three years. This reflects Council's growing focus on inclusion and its strong commitment to making Banyule a welcoming and equitable place for everyone. For more detail, see the Year 3 Inclusive Banyule Achievements Report.

Council strategic indicator	Desired trend or target	2021–22 result	2022–23 result	2023–24 result	2024–25 result	Comments
Attendance at Council-run and supported arts and cultural events	Increase ↑ ✓	13,500* attendees	39,000 attendees	48,500 attendees	**66,000 attendees** ✓	Event attendance has grown steadily over the past four years, increasing each year to reach a total of approximately 167,000 attendees. This consistent upward trend highlights strong community interest and Council's ongoing investment in vibrant cultural programming. Major events such as the Boulevard Christmas Lights, Youthfest, and Twilight Sounds continue to draw thousands of people annually, helping to foster connection, celebration and a sense of belonging across Banyule. Number of attendees at individual events: • Youthfest = 5,500 attendees • Malahang Festival = 2,000 attendees • Carols By Candlelight = 8,000 attendees • Boulevard Christmas Lights = 34,000 attendees • Twilight Sounds Music Festival = 3,000 attendees • Lantern Festival = 7,000 attendees • Outdoor movies = 1,500 attendees • Ivanhoe Library and Cultural Hub (exhibitions, performances and workshops) = 5,000 attendees. **Note: Some events were cancelled or scaled back in 2021–22 due to COVID-19.*

Council strategic indicator	Desired trend or target	2021–22 result	2022–23 result	2023–24 result	2024–25 result	Comments
Number of people participating in active ageing programs and events	Increase	873 attendees	876 attendees	1,483 attendees	**1,864 attendees**	Participation in Council's age-friendly programs has more than doubled since 2021–22, with a total of 5,096 attendees over the past four years. This growth reflects a strong and increasing interest from older adults in staying active, connected and engaged in the community. Activities such as social lunches, exercise park sessions, pickleball, the Older Adults Walk-a-thon, World Elder Abuse Awareness Day events and the Ageing Well Housing Forum have helped build social connection, promote wellbeing and support healthy ageing in Banyule.
Immunisation coverage rate – 12 to 15 months old	Equal to or better than the Victorian and Australian average	94.89%	94.79%	94.13%	**93.31%**	While coverage has slightly declined over the past four years, Banyule's immunisation rate for children aged 12 to 15 months has consistently remained above both the Victorian and Australian averages. In 2024–25, Banyule recorded a coverage rate of 93.31%, compared to the Victorian average of 92.4% and the Australian average of 91.7%. These figures include immunisations delivered by Council and local general practitioners across the municipality.
Immunisation coverage rate – 24 to 27 months old	Equal to or better than the Victorian and Australian average	92.68%	92.36%	92.04%	**90.69%**	Over the past four years, immunisation coverage for children aged 24 to 27 months in Banyule has gradually declined but remains above the Australian average and in line with the Victorian average. In 2024–25, Banyule recorded a coverage rate of 90.69%, compared to 90.73% for Victoria and 90.25% for Australia. These figures represent immunisations delivered across the municipality by Council and local general practitioners.

Council strategic indicator	Desired trend or target	2021–22 result	2022–23 result	2023–24 result	2024–25 result	Comments
Immunisation coverage rate – 60 to 63 months old	Equal to or better than the Victorian and Australian average ✓	95.91%	94.54%	95.23%	**95.88%** ✓	Immunisation coverage for children aged 60 to 63 months in Banyule has remained consistently high across the past four years. Rates have stayed above the Australian average and have been either above or closely aligned with the Victorian average, showing strong performance in this age group. In 2024–25, Banyule's coverage rate was 95.88%, compared to 94.53% for Victoria and 92.48% for Australia. These figures represent immunisations delivered across the municipality by Council and local general practitioners.
Community satisfaction with recreational facilities	74 or above ✓	76	75	75	**82** **(8.2 out of 10)** ✓	Satisfaction with Banyule's recreational facilities has consistently met or exceeded Council's target over the past four years, reflecting strong community support for local recreation centres and aquatic facilities. In the 2025 Victorian Community Satisfaction Survey, Banyule received a strong satisfaction score of 8.2 out of 10 (or 82 out of 100). This was based on feedback about recreation centres and swimming pools. A solid 77% of respondents said they were very satisfied, while only 1% reported being dissatisfied. *It is noted that the 2025 results were likely influenced by a new survey provider and methodology to collect feedback, which changed from phone interviews to in-person surveys. As a result, 2025 data is not directly comparable with previous years.*

Council strategic indicator	Desired trend or target	2021–22 result	2022–23 result	2023–24 result	2024–25 result	Comments
Community satisfaction with art centres and libraries	74 or above ✓	78	78	77	**82** **(8.2 out of 10)** ✓	Across the past four years, satisfaction with Banyule's arts centres and libraries has consistently met or exceeded Council's target, reflecting the community's ongoing appreciation for these valued services. In the 2025 Victorian Community Satisfaction Survey, Banyule received a strong satisfaction score of 8.2 out of 10 (or 82 out of 100). This was based on responses to questions about local library services, arts and cultural venues, and arts and cultural events and programs. 76% of respondents said they were very satisfied, and only 0.3% reported being dissatisfied. *It is noted that the 2025 results were likely influenced by a new survey provider and methodology to collect feedback, which changed from phone interviews to in-person surveys. As a result, 2025 data is not directly comparable with previous years.*

Council strategic indicator	Desired trend or target	2021–22 result	2022–23 result	2023–24 result	2024–25 result	Comments
Number and diversity of young people attending youth programs and services	Increase ↑ ✓	9,028 attendees	11,296 attendees	15,924 attendees	**20,736 attendees** ✓	Youth engagement has increased every year over the past four years, with the annual number of participants doubling in 2024–25 compared to 2021–22. In total, 56,984 young people have taken part in Council-supported programs and events during this time. This steady growth reflects the success of Council's diverse youth offerings in reaching and supporting young people across Banyule. Jets Studios continues to play a key role in creating inclusive spaces, supporting a wide range of participants including neurodiverse youth, young people with disabilities, and those who identify as LGBTQIA+. These results highlight Council's strong commitment to inclusive and responsive youth services. Jets Studios continues to support a diverse group of young people through its weekly programs, including: • 50% who are neurodiverse • 20% with a mental health condition • 8% living with a physical disability • 34% who identify as LGBTQIA+ • 10% from CALD backgrounds.

Strategic indicators: Community outcomes

Community strategic indicators reflect broader outcomes that Council helps influence but does not have direct control over. These indicators provide insight into long-term trends in community wellbeing, inclusion and sustainability, and help track progress toward the Community Vision.

The table below shows how Banyule is performing against key community indicators for the priority theme Our Inclusive and Connected Community. It includes results from the past four years and commentary on trends observed over the life of the Council Plan.

Legend

✓ = Achieved target ⇆ = Result is stable or a baseline figure ✕ = Did not reach target

Table 4 | Community strategic indicators – Our Inclusive and Connected Community

Community strategic indicator	Desired trend or target	2021–22 result	2022–23 result	2023–24 result	2024–25 result	Comments
Rate of family violence	Decrease ↓ ⇆	1,359 per 100,000 population (2020–21 data)	1,194 per 100,000 population (2021–22 data)	1,163 per 100,000 population (2022–23 data)	**1,412 per 100,000 population (2023–24 data)** ✕	In 2023–24, Banyule recorded a family violence incident rate of 1,412 per 100,000 population, based on reports collected by Victoria Police (L17 Family Violence Reports). This was an increase of 21.4% compared to the previous year's rate of 1,163 per 100,000. These figures reflect only incidents that were reported, and it is likely that many more go unreported. While the community target is to reduce family violence, an increase in reported incidents may indicate that more experiences are being formally recorded, contributing to a more informed understanding of the issue in our community. *Note: there is a delay in reporting this data, as it is only made available by Victoria Police each December.*

Community strategic indicator	Desired trend or target	2021–22 result	2022–23 result	2023–24 result	2024–25 result	Comments
Proportion of adult residents who consume enough fruit and vegetables to meet daily dietary requirements	Increase ↑ ✗	5.0%* (2017–18 Australian Bureau of Statistics [ABS] data)	6.1% (2020–21 ABS data)	4.2% (2022 ABS data)	**4.2%** **(2022 ABS data)** ⇆	Current data on fruit and vegetable consumption is not available specifically for Banyule. However, based on national figures from the ABS Dietary Behaviours Survey, only 4.2% of Australian adults met the recommended daily intake for both fruit and vegetables in 2022. This figure has remained unchanged since the previous year and is lower than the 6.1% recorded in 2020–21. *Note: Earlier results were based on the Victorian Population Health Survey, which no longer includes this question due to changes made during the COVID-19 pandemic. For consistency, ABS data is now used.*
Proportion of adults who get adequate physical exercise	Increase ↑ ✓	15.0%* (2017–18 ABS data)	24.5% (2020–21 ABS data)	22.4% (2022 ABS data)	**22.4%** **(2022 ABS data)** ⇆	Although local-level data is not available, national figures from the ABS Dietary Physical Activity Survey suggest that 22.4% of Australian adults met the recommended physical activity guidelines in 2022. This is a slight decrease from 24.5% in 2020–21 but a notable improvement from 15.0% in 2017–18. *Note: The Victorian Population Health Survey no longer includes physical activity data, so ABS figures are used for consistency.*
Proportion of older people able to maintain independent living	Increase ↑ ✓	92%	94%	94%	**94%** ⇆	The proportion of older people in Banyule able to maintain independent living has remained steady at 94% across the last four years, showing consistent performance in supporting older residents to live independently. This result is based on 2021 ABS Census data. In 2024–25, Banyule's Aged Services supported 1,778 clients, many of whom received more than one type of service. These included: • delivered meals: 32,447 • shopping and social engagement: 6,587 hours • property maintenance: 2,500 hours • social support group: 20,850 hours.

Community strategic indicator	Desired trend or target	2021–22 result	2022–23 result	2023–24 result	2024–25 result	Comments
Proportion of people who report feeling safe in the municipality	80% or above ✓	98%	94%	94%	**80%** ✓	Over the past four years, Banyule residents have consistently reported feeling safe in public areas, with satisfaction scores meeting or exceeding the target each year. In the 2025 Victorian Community Satisfaction Survey, Banyule recorded a score of 8 out of 10 (or 80%) for the question "How safe do you feel in public areas of the City of Banyule?" This included safety during the day, at night, and around local activity centres. 71% of respondents said they felt very safe, and only 2% reported feeling unsafe. *It is noted that the 2025 results were likely influenced by a new survey provider and methodology to collect feedback, which changed from phone interviews to in-person surveys. As a result, 2025 data is not directly comparable with previous years.*
Percentage of people who feel they 'belong' in Banyule (connection to community)	80% or above ✓	88%	86%	82%	**80%** ✓	Banyule residents have consistently expressed a strong sense of connection to their local community across the last four years, with results meeting the target each year. In the 2025 Victorian Community Satisfaction Survey, Banyule scored 8 out of 10 (or 80%) for the statement "I feel part of the local community." 71% of respondents strongly agreed, and only 2% disagreed. *It is noted that the 2025 results were likely influenced by a new survey provider and methodology to collect feedback, which changed from phone interviews to in-person surveys. As a result, 2025 data is not directly comparable with previous years.*

Community strategic indicator	Desired trend or target	2021–22 result	2022–23 result	2023–24 result	2024–25 result	Comments
Gambling harm in Banyule community	Decrease ⤵ ✕	$396	$530	$540	**$593** ✕	Over the past four years, gambling losses in Banyule have steadily increased, highlighting a concerning trend in gambling harm across the community. In 2024–25, the average loss per adult on electronic gaming machines was $593, with total losses across the municipality reaching nearly $59.1 million. This was higher than the previous year's loss of $540 per adult and continues an upward trend from $396 in 2021–22. *Source: Victorian Gambling and Casino Control Commission.*

Measuring Local Government Performance Reporting Framework service performance indicators

Alongside measuring Council and community outcomes, we also report on how well our services are performing through the Local Government Performance Reporting Framework (LGPRF). These indicators are set by the Victorian Government and help councils across the state track the delivery of key services.

The table below shows Banyule's results for the priority theme Our Inclusive and Connected Community. It includes four years of data and commentary to help explain the results.

Legend

✓ = Achieved target ↑↓ = Result was within target range ✕ = Did not reach target

Table 5 | LGPRF indicators – Our Inclusive and Connected Community

Service/*classification*/ *indicator*/measure	2022 result	2023 result	2024 result	2025 result	Target/ achieved	Public comments
Maternal and Child Health (MCH) ***Service standard*** *Infant enrolments in the MCH service* [Number of infants enrolled in the MCH service (from birth notifications received) / Number of birth notifications received] x100	99.93%	99.78%	100.72%	**100.92%**	99.00% ✓	Banyule Council's Maternal and Child Health (MCH) service has seen more enrolments this year compared to last, continuing a steady increase over the past four years. The service remains a trusted support for families, with strong engagement following the birth of a child. In some cases, updates to address details are received after a visit has already occurred. This can lead to reported engagement rates appearing higher than 100%, but it reflects the service's commitment to reaching families as early as possible.
MCH ***Service cost*** *Cost of the MCH service* [Cost of the MCH service / Hours worked by MCH nurses]	$77.52	$82.23	$84.23	**$84.88**	$85.00 ✓	Banyule Council's cost for delivering the Maternal and Child Health (MCH) service has remained steady compared to last year. While there has been an increase over the past four years, the cost rise is in line with the cumulative inflation rate for the same period. The service continues to operate within its expected budget and remains under target costs, reflecting Banyule's commitment to providing high-quality care in a financially responsible way.

Service/***classification***/*indicator*/measure	2022 result	2023 result	2024 result	2025 result	Target/ achieved	Public comments
MCH ***Participation*** *Participation in the MCH service* [Number of children who attend the MCH service at least once (in the year) / Number of children enrolled in the MCH service] x100	74.46%	76.96%	79.13%	**77.93%**	75.00% ✓	Fewer families used Banyule Council's Maternal and Child Health (MCH) service this year compared to last, but the change was small and still within the expected range. Since 2021–22, participation has grown by over 3 percentage points. The service continues to meet or exceed its targets for supporting children enrolled in the program. For the past four years, Banyule has shown strong and steady performance in helping local families through the MCH service.
MCH ***Participation*** *Participation in the MCH service by Aboriginal children* [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	82.46%	77.36%	82.56%	**85.71%**	75.00% ✓	Participation in Banyule Council's Maternal and Child Health (MCH) service by Aboriginal children has increased by over 3 percentage points since last year and by the same amount since 2021–22. The MCH service is committed to ensuring Aboriginal and Torres Strait Islander families are aware of and can access the services and programs available to them. Since 2019–20, the service has consistently exceeded its targets for engaging Aboriginal children enrolled in the program, reflecting ongoing improvement and strong community connection.
MCH ***Satisfaction*** *Participation in four-week Key Age and Stage visit* [Number of four-week key age and stage visits / Number of birth notifications received] x100	95.38%	96.89%	93.02%	**96.72%**	94.00% ✓	Participation in Banyule Council's Maternal and Child Health (MCH) 4-week Key Age and Stage Visit has increased by over 3% since last year and by more than 1% since 2021–22. Council has exceeded its target, reflecting strong engagement with families during this important early milestone in a child's development.

Service/*classification*/ *indicator*/measure	2022 result	2023 result	2024 result	2025 result	Target/ achieved	Public comments
Food Safety ***Timeliness*** *Time taken to action food complaints* [Number of days between receipt and first response action for all food complaints / Number of food complaints]	1.30	1.44	1.28	**1.31**	1.40 ✓	Banyule Council continues to respond quickly to food complaints, with response times staying below the target. The Environmental Health team works closely with the North Eastern Public Health Unit (NEPHU) to investigate enteric diseases such as gastroenteritis. Council also responds directly to food business complaints as they arise. Through its food safety program, Council continues to provide a high level of service to the community and aims to investigate all food complaints within 48 hours.
Food Safety ***Service standard*** *Food safety assessments* [Number of registered class 1 food premises and class 2 food premises that receive an annual food safety assessment in accordance with the *Food Act 1984* / Number of registered class 1 food premises and class 2 food premises that require an annual food safety assessment in accordance with the *Food Act 1984*] x100	93.70%	95.05%	97.17%	**96.72%**	99.00% ↑↓	Banyule Council's food safety assessment rate has remained stable for more than four years and remains within the target range. Recent changes to the Food Standards Code 3.2.2A and the Food Act, including new allergen management requirements, have influenced how food safety services are delivered. Throughout the year, Environmental Health Officers updated processes and worked closely with local food businesses to help them understand and apply the new rules.
Food Safety ***Service cost*** *Cost of food safety service* [Direct cost of the food safety service / Number of food premises registered or notified in accordance with the *Food Act 1984*]	$625.63	$526.77	$579.15	**$614.32**	$570.00 ↑↓	The cost of delivering food safety services at Banyule Council has increased by $35.17 per business. This change is due to important updates in how the service is delivered. Even with this increase, the cost is still within the expected performance range, and over the past four years, the overall cost has gone down, showing better long-term value for the community.

Service/*classification*/ *indicator*/measure	2022 result	2023 result	2024 result	2025 result	Target/ achieved	Public comments
Food Safety ***Health and safety*** *Critical and major non-compliance outcome notifications* [Number of critical non-compliance outcome notifications and major non-compliance notifications about a food premises followed up / Number of critical non-compliance outcome notifications and major non-compliance notifications about a food premises] x100	100.00%	100.00%	100.00%	**100.00%**	100.00% ✓	Banyule Council continues to meet its target of inspecting 100% of registered food businesses. Council takes major and critical food safety issues seriously and ensures that any premises with serious risks are followed up within 48 hours to protect public health.
Food Safety ***Health and safety*** *Food safety samples* [Number of food samples obtained / Required number of food samples] x100	New indicator for 2024	New indicator for 2024	120.28%	**113.01%**	100.00% ✓	To help keep the community safe, Banyule Council collected 165 food samples in 2024–25, exceeding the required target of 146, which is set by the Victorian Government Gazette. The Gazette is an official publication that outlines legal and regulatory requirements for councils and other public bodies. Samples were taken from a range of food businesses, including higher-risk settings such as aged care homes, and 106 samples from other businesses like restaurants and cafes. By testing more than the minimum required, Council can detect potential issues earlier and provide stronger protection for people who are more vulnerable to foodborne illness. This reflects Council's ongoing commitment to public health and safety.

What it costs to deliver Council services

Each year, Banyule Council sets a budget to deliver services that support our community. This section outlines the cost of services provided in 2024–25 that contribute to the priority theme Our Inclusive and Connected Community.

Service costs are grouped by Council department. For each department, the budget, actual spending and the difference between the two are shown. A summary of the services delivered is also included, describing what each service offers and who it supports.

Costs for directors and managers are now included under the departments where those teams are based. This reflects changes to Banyule's organisational structure made during the year to better respond to community needs.

Inclusive and Creative Communities

Table 6 | Inclusive and Creative Communities – Service costs for 2024–25

Description	Amount ($'000)
Budgeted amount	**4,395**
Actual spending	**4,214**
Difference	**181**

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 and implementing the new Aboriginal Self-Determination Strategy and Action Plan
- Leading community relationship and support particularly regarding Traditional Custodians and community Elders
- Managing the First Nations Traineeship Program.

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.

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.

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

Community Impact

- Providing organisational leadership in collective impact, social policy work to the organisation
- Supporting key strategic projects including community access and inclusion initiatives
- Building strong relationships to achieve the Community Vision and the Banyule Plan
- Supporting Council's population and advisory committees
- Leading integrated health and wellbeing planning.

Healthy and Active Communities

Table 7 | Healthy and Active Communities – Service costs for 2024–25

Description	Amount ($'000)
Budgeted amount	**8,798**
Actual spending	**8,139**
Difference	**659**

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.

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.

Family and Community Services

Table 8 | Family and Community Services – Service costs for 2024–25

Description	Amount ($'000)
Budgeted amount	**8,524**
Actual spending	**7,324**
Difference	**1,200**

Provision of the following to families and children:

Early Childhood Services

- Operating two sessional- kindergartens and three long day care centres
- Managing the Banyule Kindergarten Central Enrolment Scheme which manages registrations for the 26 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
- Managing the leases for 28 Banyule owned early childhood facilities.

Provision of the following to young people (12 to 25 years), their families and the community as a whole:

Youth and Community Connections

- 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
- 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.

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).

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 delivering the 10 key ages and stage appointments and the enhanced home visiting program
- Providing breastfeeding support services
- Providing parent education to first time parents
- Delivering supported playgroup to families experiencing vulnerabilities in accordance with Department of Families, Fairness and Housing funding
- Delivering the National Immunisation Program free for children from 6 weeks till 5 years old for both Banyule and Nillumbik
- Provide 19 schools across Banyule and Nillumbik with free year 7 and year 10 National Immunisation Program vaccines
- Provide paid and funded public and commercial seasonal Flu Vaccines
- Additional opportunistic immunisations can be paid for and delivered by our service.

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

Strategic objective

> A progressive and innovative leader in protecting, enhancing and increasing the health and diversity of our natural environment, where we all commit to playing an active role in achieving environmental sustainability, waste and carbon emissions reduction.

What Council delivered

Spirit Trail – Celebrating Aboriginal heritage in Heidelberg West

In 2024–25, Banyule City Council launched the Spirit Trail, a new cultural and educational walking trail in Heidelberg West. The trail begins at the pedestrian footpath between Barrbunin Beek Aboriginal Gathering Place and the soccer oval at Olympic Park, winding along the scenic Darebin Creek.

The project was shaped through extensive community consultation in 2019 and 2023 with Barrbunin Beek and the Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation. These conversations informed the design and content of seven educational pillars, each sharing a unique aspect of local Aboriginal culture and history:

- Wurundjeri Woi-wurrung history
- The story and future of Barrbunin Beek
- Local Aboriginal advocates past and present
- Aboriginal Olympic participants from the area
- The Kulin Nation's seasonal calendar
- Aboriginal-controlled organisations
- The Bunjil creation story

The Spirit Trail is more than a walking path. It is a living cultural space that honours the stories, achievements and resilience of Aboriginal people in Banyule. It invites the community to reflect, learn and connect with Country in a meaningful way.

This project demonstrates the power of collaboration and the importance of truth-telling in public spaces. It also strengthens Council's commitment to reconciliation by embedding Aboriginal perspectives into the local landscape.

Figure 66 | One of seven educational pillars along the Spirit Trail in Heidelberg West, celebrating Wurundjeri Woi-wurrung culture and local Aboriginal history

Indigenous planting boosts local biodiversity

Figure 67 | Blue Banded Bee and Tall Lobelia – photo by Tom Crawshaw

More than **10,200 indigenous plants were planted** in 2024–25 by the Bushland Management Team in collaboration with the Narrap Ranger Unit, local environmental volunteers and schools. These plantings are essential to restoring ecosystem health and supporting native wildlife unique to Banyule.

While trees and shrubs are often seen as the most important, it is the smaller species such as grasses, herbs and lilies that form the foundation of biodiversity. These plants attract pollinators and play a vital role in food production and ecosystem function.

Conservation gains with the Narrap Ranger Unit

Council's Environment Operations and Bushland Management teams continued their partnership with the Narrap Ranger Unit to improve biodiversity along Darebin Creek and Banyule Flats. Together, they used cultural burning, indigenous planting, weed control and species monitoring to restore ecosystems. More than 200 native sedges, shrubs and grasses were planted in a wetland along the Birrarung, helping to improve water quality, habitat and long-term ecological health.

Figure 68 | Kangaroo Grass – photo by Tom Crawshaw

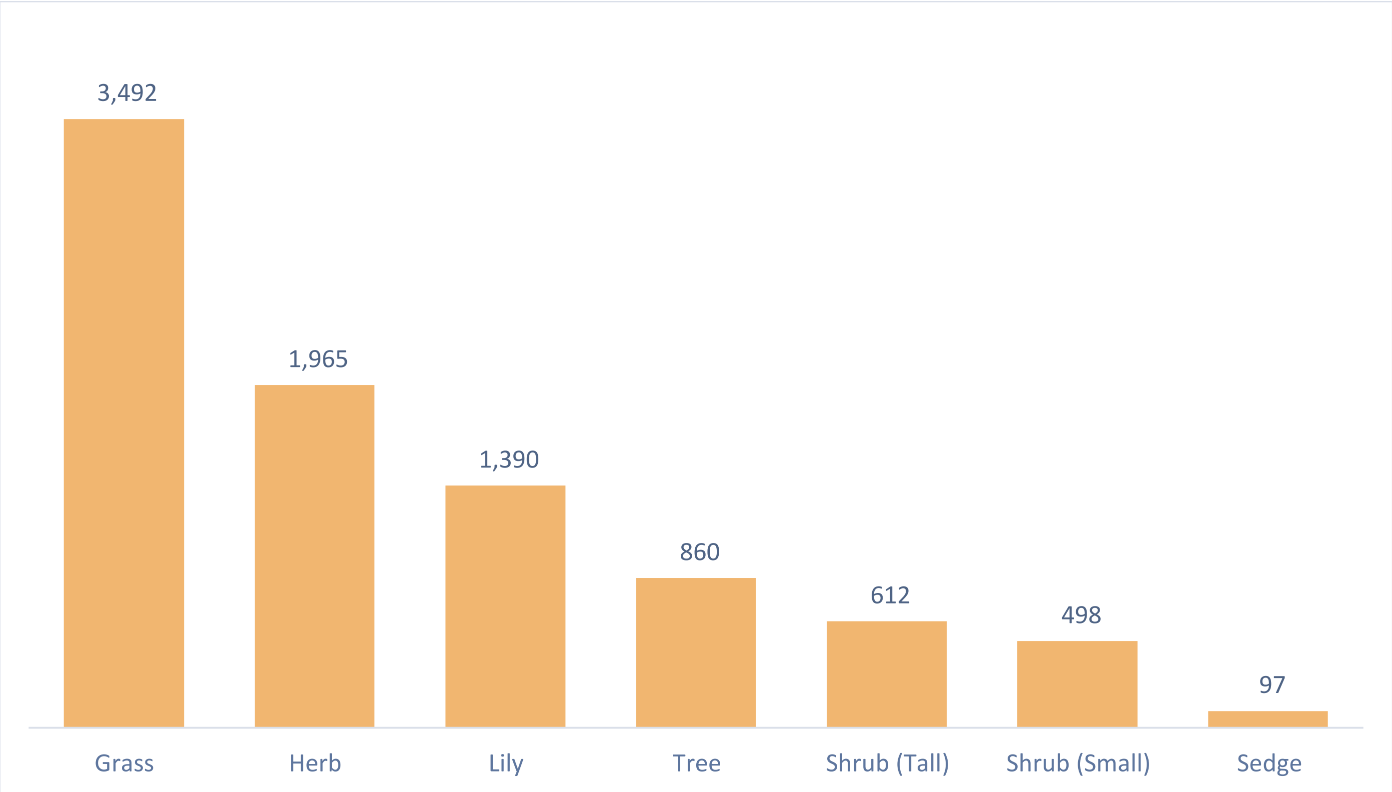


Figure 69 | Indigenous plant species planted by Bushland Management, environmental volunteers and Narrap teams to support biodiversity in 2024–25. Gardens for Wildlife, Schools for Wildlife and the Indigenous Plant Voucher program also contribute to the overall total.

Figure 70 | Powerful Owl – photo by Tom Crawshaw

Creating habitat for the Powerful Owl

Council partnered with Warringal Conservation Society to improve habitat in the back paddocks at Banyule Flats for the Powerful Owl, which is vulnerable in Victoria. The project focused on increasing habitat for Possums and Krefft's Gliders, key food sources for the owl. Nearly 600 indigenous shrubs were planted by Council staff and volunteers to provide food, shelter and nesting opportunities for native animals. This work also strengthens the Birrarung wildlife corridor, which is a culturally significant landscape for the Wurundjeri Woi-wurrung people.

Protecting the Eltham Copper Butterfly habitat

In September 2024, Council's Bushland Management team completed a critical habitat protection project for the Eltham Copper Butterfly in Montmorency. A Habitat Protection Fence was installed around a newly discovered population—Banyule's second known location for this endangered species, which was rediscovered in 2022. The butterfly is listed under Australian legislation, and protecting its habitat is part of Council's legal and environmental responsibilities. The site is now actively monitored to ensure the population remains healthy and continues to grow.

Figure 71 | Eltham Copper Butterfly – photo by Tom Crawshaw

Monitoring Krefft's Gliders along Darebin Creek

The Krefft's Glider Monitoring Program continued in 2024–25 with promising seasonal trends. Council installed more nesting boxes along the Darebin Creek Wildlife Corridor and monitored existing ones to track breeding activity. Higher counts were recorded in summer and early autumn, consistent with expected breeding patterns. While numbers were slightly lower than previous years, this may reflect increased nesting box programs by neighbouring councils. Banyule and Darebin Councils are working together to improve habitat and share data to support glider populations across the corridor.

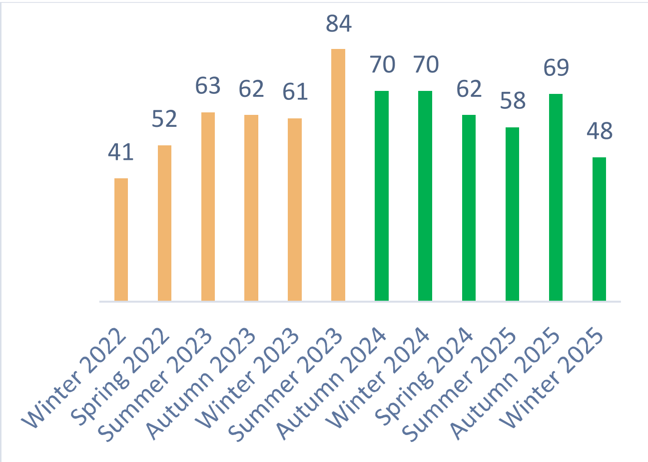


Figure 72 | Krefft's Glider counts recorded along Darebin Creek, showing seasonal trends and breeding activity. Green indicates the 2024–25 reporting period.

Resident gardens support local wildlife habitat

The [Banyule Gardens for Wildlife program](#) is a partnership between Council and the community. It offers free advice to residents on how to create habitat in their gardens to support local wildlife.

Established in 2022, the program has grown rapidly. Locally trained volunteers provide habitat gardening advice and help build connections between residents with shared interests. There are now more than 240 registered gardens and over 20 passionate volunteers involved.

Figure 73 | Krefft's Gliders – photo by Tom Crawshaw

Early childhood centres lead in sustainability

Morobe Street Children's Centre and St Hellier Street Children's Centre are the first early years services in Victoria to achieve 5-star certification through Sustainability Victoria's ResourceSmart program. They completed all five modules: Core, Biodiversity, Waste, Energy and Water.

This achievement reflects their commitment to reducing resource use, saving costs and embedding sustainability into everyday learning. The Coordinator at St Hellier Street said,

> 'We have just one world to live in and we need our youth to fix what we seem unable to do. Let's give them the knowledge and power.'

The Coordinator at Morobe Street added,

> 'As a team we always strive for better outcomes. What we instil in children today will be the power for tomorrow.'

Figure 74 | Fun activities provided by environmental education centre CERES through the ResourceSmart program

A board game helps residents prepare for climate risks

Figure 75 | *The Adaptation Game: Banyule* board game

In October 2024, Banyule Council partnered with Amble Studio to develop *The Adaptation Game: Banyule*. This cooperative board game helps residents explore how to prepare for local climate risks such as floods, heatwaves and storms.

The game uses Banyule-specific maps and scenarios to encourage players to think about how they would respond to challenges. It promotes preparedness and builds community resilience.

Already used in 16 other Victorian councils, the game will be released in November 2025. Banyule Council is inviting residents to become "game guides" to help run sessions in their local networks. Interested community members are encouraged to register.

Council engages community in sustainability

Figure 76 | 'Paint the Pot and Plant the Plant' activity at Malahang Festival

Banyule's Community Environmental Engagement Officer delivered a series of popular workshops in 2024–25. These included a Sustainable Insects workshop with acclaimed gardener Kat Lavers, seedling propagation and a plant identification field trip. In collaboration with the Waste Management team, workshops were also held on low-waste holiday gifts and composting.

Sustainability activities were featured at the Youth Summit and the Malahang Festival , helping to promote eco-friendly practices across the community. These events continue to inspire and educate residents about the importance of sustainability.

Spring Outdoors connects residents with nature

Figure 77 | Hedge Wattle – photo by Tom Crawshaw

The Spring Outdoors Program is Banyule Council's longest running environmental engagement initiative, now in its 26th year. The 2024 program offered residents opportunities to connect with nature, explore local biodiversity and learn from environmental experts.

More than 850 people attended events throughout spring, including:

- Walks on Country with Wurundjeri Woi-wurrung Elders and Educators
- Breakfast with the Birds
- Conservation Reserve Tour
- Spotlight Walks
- Frog Census
- Forest Therapy Session
- Environmental Friends Group Sessions

Council delivers waste education in schools

Figure 78 | Students conducting a waste audit and exploring ways to reduce and manage waste at school

The School Waste Incursions Program was relaunched in late 2024 by the Waste Education Team. The program helps students explore topics such as organic recycling, composting, worm farming, litter impacts, waste audits and the journey of waste beyond the bin.

Since its relaunch, more than 600 students across seven schools have participated.

Figure 79 | Council's timber repurposing compound. Artist: Brett Igmus Davies

Banyule Council gives timber a second life

Banyule's timber repurposing program began in 2020 with a simple idea: reuse fallen or damaged trees instead of discarding them. Originally destined for mulch, this timber is now transformed into furniture, sculptures and nature play elements in local parks and playgrounds.

In 2024–25, Council partnered with North East Link and the Level Crossing Removal Authority to repurpose trees removed during major infrastructure works. The timber is also used to create habitat logs in bushland reserves and sawdust from milling is shared with community gardens.

Quick look at other achievements

- Council adopted its first Climate Change Adaptation Framework to guide risk management and community resilience
- Development of the Adaptation Plan commenced in 2025–26, alongside the review of the Community Climate Action Plan.

Figure 80 | Lizard sculpture at Nellie Ibbott Reserve by local First Nations artist, HOWe, created using salvaged timber

What Council achieved under the Our Sustainable Environment priority

Year 4 Annual Action Plan

Council identified **12 key actions** for the 2024–25 financial year under the Our Sustainable Environment priority in Year 4 of the Council Plan.

Work was undertaken across these actions, contributing to Council's broader efforts to improve services and outcomes for the Banyule community. Most actions were completed, while some are still in progress.

The action results are summarised below. The full report is available on Banyule's website under the Council Plan section. Also listed are the key departments and teams leading this work.

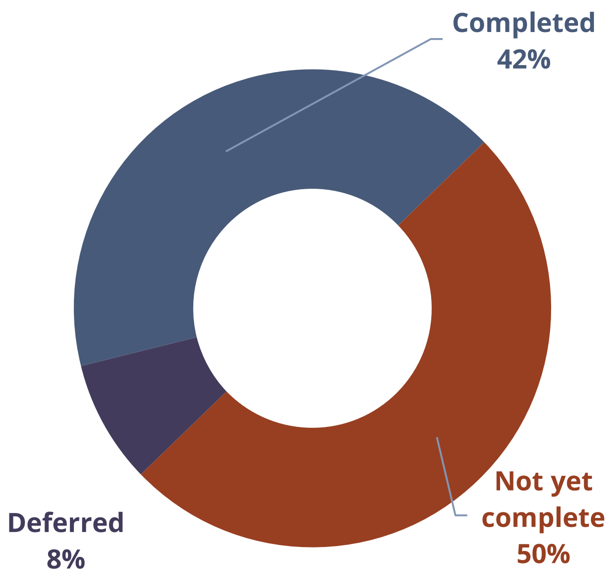


Figure 81 | Year 4 action results for Our Sustainable Environment

- **5 actions were completed** or achieved at least 90% of their intended outcomes
- **6 actions are not yet complete** and will form part of Council's ongoing work
- **1 action was deferred** and remains part of Council's future delivery plans

Council teams supporting this priority theme

City Futures

- Environment

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 Planning and Development

- Transport and Development Engineering
- Transport Planning and Projects.

Strategic indicators: Council performance

Council strategic indicators measure outcomes where Council is directly responsible for delivery. These indicators help assess how effectively Council is implementing the priorities outlined in the Council Plan and delivering services that matter to the community.

The table below shows Council's performance against the targets or desired trends for the priority theme Our Sustainable Environment. It includes results from the past four years and commentary on our performance across the life of the Council Plan.

Legend

✓ = Achieved target ⇆ = Result is stable or a baseline figure ✕ = Did not reach target

Table 9 | Council strategic indicators – Our Sustainable Environment

Council strategic indicator	Desired trend or target	2021–22 result	2022–23 result	2023–24 result	2024–25 result	Comments
Number of trees planted annually in the public realm	3,000 trees *(Total of 12,000 trees in public areas over four years)* ✕	4,416 trees	1,868 trees	800 trees	**2,736 trees** ✓ *(within the target range)*	Over the past four years, 9,820 trees have been planted across Banyule's public spaces. Planting numbers have varied each year, with the highest recorded in 2021–22 and a strong increase again in 2024–25. This year, in addition to the advanced trees planted in streets and parks, 1,315 trees and taller shrubs were added to bushland reserves, bringing the total number of plantings to 4,051 across both public and bushland areas. A further 8,890 local indigenous shrubs, grasses, groundcover herbs and semi-aquatic plants were planted in bushland reserves, with around half planted by dedicated Friends of groups and volunteers. The adoption of the Urban Forest Strategy in late 2023, along with its Implementation Plan, has renewed Council's focus on greening the municipality, and planting is expected to continue increasing each year.

Council strategic indicator	Desired trend or target	2021–22 result	2022–23 result	2023–24 result	2024–25 result	Comments
The number of new tree species introduced in the municipality	Cumulative increase *(at least one new species per year)*	5 new species	5 new species	1 new species	**6 new species**	A total of 17 new tree species have been introduced into Banyule's public spaces across the last four years, supporting greater biodiversity and resilience in the urban forest. The 2024–25 tree planting program continued this trend, with several new species and cultivar selections added. As part of the Urban Forest Strategy, Council developed a tree species selection matrix to guide future planting decisions and ensure a diverse and sustainable urban canopy.
Council's Greenhouse Gas (GHG) emissions	Zero by 2028	4,676 tonnes CO_2e	4,323 tonnes CO_2e	3,991 tonnes CO_2e	**3,891 tonnes CO_2e**	Council's greenhouse gas emissions have been steadily dropping over the past four years. Since last year, emissions are down by 3%, and compared to 2021–22, they have dropped by 17%. This reflects Council's ongoing efforts to cut emissions without relying on offsets, as part of our commitment to reach net zero by 2028. In 2024–25, the reduction was helped by switching to electric vehicles and making buildings more energy efficient. Other sources of emissions stayed about the same. *Note: This figure includes estimates, as Council awaits final billing data for April–June 2025. It will be updated later in the year.*
Solar capacity (kW) across Council-owned assets	Increase	1,538.4 kW	1,762.0 kW	1,790.0 kW	**1,790.0 kW**	Solar power capacity across Council-owned sites has grown over the past four years, increasing by 16% since 2021–22. This shows Council's continued investment in renewable energy. In 2024–25, capacity stayed the same, as no new solar systems were added this year.

Council strategic indicator	Desired trend or target	2021–22 result	2022–23 result	2023–24 result	2024–25 result	Comments
Kerbside waste collection diverted from landfill	51% ✓	52.03%	62.62%	64.27%	**64.94%** ✓	Banyule Council's waste diversion rate has steadily improved over the past four years, rising by 0.67 percentage points since last year and by 12.91 percentage points since 2021–22. The introduction of Food Organics and Garden Organics (FOGO) collection in 2023 played a key role in this increase. Good weather also encouraged plant growth, leading to record levels of organic waste being collected. More waste is now being kept out of landfill through kerbside collections, showing Banyule Council's strong commitment to a cleaner and greener community.
Potable water used from Council-owned and managed assets	330 ML decreasing to 300 ML by 2024 *(Four-year total target less than 1,260 ML)* ✓	280 ML	263 ML	281 ML	**315 ML** ✗	Council's potable water use has varied over the past four years, with most years meeting the target of keeping usage below 330 ML and then 300 ML. With a total target of less than 1,260 ML across the four years, Council achieved this with a combined use of 1,139 ML. In 2024–25, water use was the highest in recent years. This was mainly due to record summer heat and a dry autumn, which extended sportsground irrigation by two months. Over 41% of the year's water use occurred in the January to March quarter alone, showing how extreme weather can significantly increase demand. In addition, 38 ML of harvested stormwater from Kalparrin Lake could not be used due to sediment pollution, which increased reliance on potable water.

Council strategic indicator	Desired trend or target	2021–22 result	2022–23 result	2023–24 result	2024–25 result	Comments
Community satisfaction with waste management services	70 or above *(within the target range)*	72	68	68	**80 (8 out of 10)**	Satisfaction with waste management services has remained above target or within the target range over the past four years. Banyule scored 8 out of 10 (or 80) in the 2025 Victorian Community Satisfaction Survey. This score reflects feedback on seven waste services, including kerbside rubbish, recycling, FOGO, hard rubbish, litter collection in public areas, management of illegally dumped rubbish and the Banyule waste recovery centre (tip). *It is noted that the 2025 results were likely influenced by a new survey provider and methodology to collect feedback, which changed from phone interviews to in-person surveys. As a result, 2025 data is not directly comparable with previous years.*
Organic waste collected per household (kg)	Minimum 200 kg	215 kg	315 kg	351 kg	**367 kg**	Organic waste collection has increased every year over the past four years, with a 71% increase since 2021–22. In 2024–25, the average amount collected per household was 367 kg, up 5% from the previous year. This record result for the FOGO bin is likely due to favourable weather for plant growth and strong community uptake of the service since its launch in 2023.

Council strategic indicator	Desired trend or target	2021–22 result	2022–23 result	2023–24 result	2024–25 result	Comments
Conversion of Council's fleet to electric fleet	By 2028 ✓	12 electric vehicles (EVs)	0 EVs	20 EVs*	**9 EVs** ✓	Council's electric fleet has steadily expanded over the past four years, with 41 EVs added since 2021–22. Council now has 15% of its fleet classified as 'green' vehicles, which produce lower emissions than traditional petrol or diesel models. This includes EVs, hybrids and other low-emission alternatives that help reduce environmental impact. The light fleet, including cars, vans and utes, remains the focus due to EVs in this category being reliable, widely available and well suited to Council services. A 12-tonne electric rear loader was trialled for waste collection in 2024–25, providing useful insights. Further work is needed to assess its fit for Banyule's varied terrain. Progress will continue to be tracked over the next four years as part of the Banyule Plan, supporting our goal to reduce emissions and build a cleaner, more sustainable future. **Note: This figure has been corrected since last reporting.*

Strategic indicators: Community outcomes

Community strategic indicators reflect broader outcomes that Council helps influence but does not have direct control over. These indicators provide insight into long-term trends in community wellbeing, inclusion and sustainability, and help track progress toward the Community Vision.

The table below shows how Banyule is performing against key community indicators for the priority theme Our Sustainable Environment. It includes results from the past four years and commentary on trends observed over the life of the Council Plan.

Legend

✓ = Achieved target ⇆ = Result is stable or a baseline figure ✕ = Did not reach target

Table 10 | Community strategic indicators – Our Sustainable Environment

Community strategic indicator	Desired trend or target	2021–22 result	2022–23 result	2023–24 result	2024–25 result	Comments
Municipal greenhouse gas (GHG) emissions	Zero emissions by 2040 ✓	1,111,000 tonnes CO_2e (2019–20 result)	1,048,000 tonnes CO_2e (2020–21 result)	840,000 tonnes CO_2e (2021–22 result)	**801,000 tonnes CO_2e (2022–23 result)** ✓	Over the past four years, community emissions across Banyule have been steadily decreasing. Since 2021–22, emissions have dropped by around 310,000 tonnes of carbon dioxide equivalent, including a reduction of approximately 30,000 tonnes in the past year alone. This positive trend is mostly due to lower electricity and gas use in homes, supported by energy efficiency upgrades and a shift away from gas. Council programs have played a key role in this progress. The Better Score program helped households cut down on energy use, while Council also ran a range of education sessions, workshops and events to build community knowledge and capacity. *This indicator relies on data from many sources and takes about 18 months to compile. The most recent available result is for 2022–23 and includes residential and commercial energy use, along with transport emissions. Data for 2023–24 will be available later in 2025.*

Community strategic indicator	Desired trend or target	2021–22 result	2022–23 result	2023–24 result	2024–25 result	Comments
Household waste produced	Zero waste to landfill by 2030 ✓	0.87 tonnes	0.84 tonnes	0.90 tonnes	**0.90 tonnes** ✓	In 2024–25, rubbish and recycling volumes dropped slightly, while FOGO increased by 17 kg per household. This marks a new record for Banyule, with households diverting an average of 367 kg of FOGO from landfill since the service began on 1 July 2023. *Note: A more accurate method for calculating the number of service households was introduced in 2023–24. This means comparisons with previous years may not be exact.*

Measuring Local Government Performance Reporting Framework service performance indicators

Alongside measuring Council and community outcomes, we also report on how well our services are performing through the Local Government Performance Reporting Framework (LGPRF). These indicators are set by the Victorian Government and help councils across the state track the delivery of key services.

The table below shows Banyule's results for the priority theme X. It includes four years of data and commentary to help explain the results.

Legend

✓ = Achieved target ↑↓ = Result was within target range ✕ = Did not reach target

Table 11 | LGPRF indicators – Our Sustainable Environment

Service/***classification***/*indicator*/measure	2022 result	2023 result	2024 result	2025 result	Target/ achieved	Public comments
Waste Management ***Service standard*** *Kerbside collection bins missed* [Number of kerbside garbage and recycling collection bins missed / Number of scheduled kerbside garbage and recycling collection bin lifts] x10,000	20.10	17.99	17.76	**28.84**	17.00 ✕	Kerbside bin collections had been improving for two years, with fewer missed bins reported. This year, the number has increased. Driver shortages have caused delays to scheduled services. A single driver typically collects around 1,100 bins per day, so these shortages have led to thousands of missed bin reports. In many cases, bins were collected just a day later than usual.

Service/*classification*/ *indicator*/measure	2022 result	2023 result	2024 result	2025 result	Target/ achieved	Public comments
Waste Management ***Service cost*** *Cost of kerbside garbage bin collection service* [Direct cost of the kerbside garbage bin collection service / Number of kerbside garbage collection bins]	$124.88	$91.16	$100.87	**$128.13**	$115.00 ✗	Banyule Council’s cost to deliver the kerbside garbage bin service has fluctuated over the past four years and has increased this year, mainly due to a rise in the Municipal Landfill Levy. This levy, set by the Victorian Government, is a charge applied to each tonne of waste sent to landfill and is now the largest component of waste disposal costs. On 1 July 2025, the levy will increase again by 31.4%, rising from $129.27 to $169.79 per tonne.
Waste Management ***Service cost*** *Cost of kerbside recyclables collection service* [Direct cost of the kerbside recyclables bin collection service / Number of kerbside recyclables collection bins]	$52.64	$52.30	$54.35	**$69.89**	$60.00 ✗	Banyule Council’s cost to deliver the kerbside recyclables bin service has increased this year and over the past four years. This rise is mainly due to higher processor costs and higher disposal costs driven by the landfill levy.
Waste Management ***Waste diversion*** *Kerbside collection waste diverted from landfill* [Weight of recyclables and green organics collected from kerbside bins / Weight of garbage, recyclables and green organics collected from kerbside bins] x100	52.03%	62.62%	64.27%	**64.94%**	52.00% ✓	Banyule Council’s waste diversion rate has steadily improved over the past four years, rising by 0.67 percentage points since last year and by 12.91 percentage points since 2021–22. The introduction of Food Organics and Garden Organics (FOGO) collection in 2023 played a key role in this increase. Good weather also encouraged plant growth, leading to record levels of organic waste being collected. More waste is now being kept out of landfill through kerbside collections, showing Banyule Council’s strong commitment to a cleaner and greener community.

Service/***classification***/ *indicator*/measure	2022 result	2023 result	2024 result	2025 result	Target/ achieved	Public comments
Animal Management ***Timeliness*** *Time taken to action animal management requests* [Number of days between receipt and first response action for all animal management requests / Number of animal management requests]	2.37	4.14	10.11	**4.83**	4.00 ↑↓	Banyule Council has significantly improved response times compared to last year, reducing the average by more than five days. Performance is now tracking close to the target and within the expected range. While the current result is still just over two days longer than in 2021/22, this improvement reflects the positive development of the team. Successful recruitment, staff training and upskilling have all contributed to stronger service delivery.
Animal Management ***Service standard*** *Animals reclaimed* [Number of animals reclaimed / Number of animals collected] x100	65.64%	33.02%*	20.48%	**21.88%**	50.00% ✗	Banyule Council's animal reclaim rate has improved since last year but overall has been gradually declining over the past four years. Council approach in prioritising reuniting lost pets with their owners before taking them to the pound has reduced the number of animal impounded. Council also continues to educate the community about the importance of microchipping and registering pets, which makes it much easier to return animals home quickly and safely.
Animal Management ***Service standard*** *Animals rehomed* [Number of unclaimed collected animals rehomed / Number of unclaimed collected animals] x100	46.72%	68.42%	81.55%	**98.13%**	30.00% ✓	Banyule Council's animal rehoming rate has increased by more than 16% since last year and has been steadily improving for over four years. Since 2021–22, the rate has grown by more than 51%, helping more cats and dogs find new homes. When animals are collected and not reunited with their owners, our partner agencies work to place them in safe and loving environments.

Service/*classification*/ *indicator*/measure	2022 result	2023 result	2024 result	2025 result	Target/ achieved	Public comments
Animal Management ***Service cost*** *Cost of animal management service per population* [Direct cost of the animal management service / Population]	$3.06	$3.59	$2.71	**$3.28**	$3.50 ✓	Banyule Council's animal management service has experienced a slight increase in costs since last year, but expenses have remained below target and stable for more than four years. By continuing to improve how the service is delivered, Council has successfully reduced the overall cost of providing animal management in our community.
Animal Management ***Health and safety*** *Animal management prosecutions* [Number of successful animal management prosecutions / Number of animal management prosecutions] x100	100.00%	100.00%	100.00%	**100.00%**	95.00% ✓	Banyule Council has a strong history of successfully prosecuting animal management cases. In the 2024/25 financial year, six cases were resolved. This is one fewer case than the previous year. Since 2021/22, the number of prosecutions has increased by five, and all cases over the past four financial years and earlier have been successfully resolved.

What it costs to deliver Council services

Each year, Council sets a budget to fund services that support our community. The following sections, grouped by Council department, show the net cost of delivering services in 2024–25 that contribute to the priority theme Our Sustainable Environment. The variance highlights whether each department spent more or less than what was budgeted.

Each department section also includes descriptions of the services delivered by its business units, outlining who they support and what they provide.

City Futures

Table 12 | City Futures – Service costs for 2024–25

Description	Amount ($'000)
Budgeted amount	**843**
Actual spending	**3,207**
Difference	**-2,364**

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, Adaptation Plan and Biodiversity Strategy
- Supporting sustainability upgrades and electrification in 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
- Helping the community adopt sustainable and resilient practices
- 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
- Offering community environment grants
- Supporting community-led sustainability initiatives.

Figure 82 | Community garden at Bellfield Community Hub

Operations

Table 13 | Operations – Service costs for 2024–25

Description	Amount ($'000)
Budgeted amount	**20,312**
Actual spending	**21,325**
Difference	**-1,012**

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
- Bin repairs for over 150,000 bins
- Operating Council Waste Recovery Centre (transfer station)
- Waste education.

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.

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.

Operations Projects

- Ensuring regulatory compliance with Council's Operations Centre
- Managing leases with onsite tenants
- Delivering projects and innovative technology.

Figure | A Banyule Council rubbish truck reminds residents not to bin batteries, which can cause fires and harm the environment

Parks and Natural Environment

Table 14 | Parks and Natural Environment – Service costs for 2024–25

Description	Amount ($'000)
Budgeted amount	**15,256**
Actual spending	**14,282**
Difference	**974**

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

Bushland Management

- Management of high value biodiversity reserves
- Restoration of local ecosystems and habitat
- Recording and monitoring of local flora and fauna populations
- Integrated pest plant management on public land
- Control of pest animals on public land in and around sites of high biodiversity value
- Partnership with Wurundjeri Narrap Ranger team restoring local ecosystems on Country
- Support for community to engage with nature through organized.

Environmental Operations

- Managing and monitoring Council's Water 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 in activity centres
- Mowing of active and passive parks and reserves
- Maintaining active and passive reserves
- Maintaining fire prevention program.

Sportsfields and Parks Assets

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

Urban Forestry

- Maintaining street and park trees
- Controlling tree pests and diseases
- Planning replacement and new tree planting
- Updating the community with Urban Forest Forums
- Nature Strip Planting Guidelines.

Figure 83 | Council staff tending to plants in the tree nursery

Transport and Engineering

Table 15 | Transport and Engineering – Service costs for 2024–25

Description	Amount ($'000)
Budgeted amount	**-52**
Actual spending	**-776**
Difference	**724**

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

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 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.

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 (NEL), 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
- The Major Transport Projects team led Council's engagement with the Victorian Government's NEL and Level Crossing Removal Projects, achieving key urban design, traffic, and infrastructure improvements, while effectively representing community preferences, securing capital works funding, and overseeing asset handovers.

Priority theme 3:
Our Well-Built City

Strategic objective

A well planned, sustainable and liveable place that caters for all our current and emerging communities, where our local character and environment is protected and enhanced.

What Council delivered

A new shared path improves safety and supports tree health at Heidelberg Park

In 2024, Banyule Council delivered a new shared path through the existing carpark at Heidelberg Park. This link connects two existing trails and provides a safer route for pedestrians and cyclists.

The path includes sections made from recycled tyres, a locally developed material that allows water to pass through and resists root damage better than concrete. This design helps protect existing and future trees while reducing waste sent to landfill.

To support biodiversity and shade, Council planted several advanced trees near the path. These plantings offset the removal of one tree required for construction.

Figure 84 | New shared path and tree planting at Heidelberg Park

Council promotes active and sustainable transport across Banyule

Transport connects people to work, education, healthcare, goods and services. It also plays a vital role in community wellbeing and environmental sustainability.

Active and sustainable transport options, including walking, cycling and public transport, offer many benefits. They improve health, reduce travel costs and support the local economy. On a broader scale, they help lower greenhouse gas emissions, reduce congestion and improve air quality.

Banyule Council is committed to making active transport a safe, healthy and accessible choice for all. This includes creating opportunities for schools and individuals to build confidence and learn new skills for getting around sustainably.

Quick look at other achievements

- Detailed design for the new Rosanna Library finalised, progressing the redevelopment project
- Road Management Plan 2025–2029 reviewed and adopted following community engagement
- Council's first Special Charge Scheme Policy drafted to guide future infrastructure contributions
- Council implemented the new Community Local Law 2025, which will remain in effect until April 2035
- Alcohol-free zones introduced in 18 shopping precincts across Banyule under the new Local Law
- 87.64% of planning permit applications were decided within the statutory timeframe
- 73.33% of Council decisions were upheld by the Victorian Civil and Administrative Tribunal (VCAT)

What Council achieved under the Our Well-Built City priority

Year 4 Annual Action Plan

Council identified **eight key actions** for the 2024–25 financial year under the Our Well-Built City priority in Year 4 of the Council Plan.

Work was undertaken across these actions, contributing to Council's broader efforts to improve services and outcomes for the Banyule community. Most actions were completed, while some are still in progress.

The action results are summarised below. The full report is available on Banyule's website under the Council Plan section. Also listed are the key departments and teams leading this work.

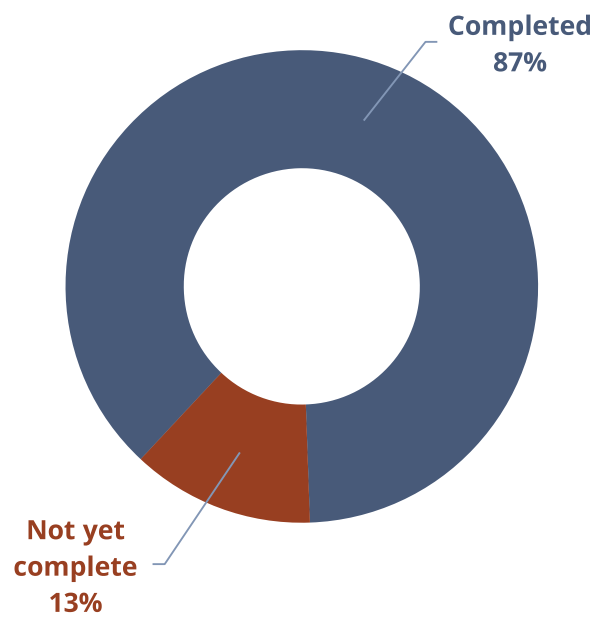


Figure 85 | Year 4 action results for Our Well-Built City

- **7 actions were completed** or achieved at least 90% of their intended outcomes
- **1 action is not yet complete** and will form part of Council's ongoing work

Council teams supporting this priority theme

City Futures

- Open Space Planning and Design
- Strategic Planning and Urban Design.

City Planning, Safety and Amenity

- Building Services
- Development Planning
- Municipal Laws.

Strategic indicators: Council performance

Council strategic indicators measure outcomes where Council is directly responsible for delivery. These indicators help assess how effectively Council is implementing the priorities outlined in the Council Plan and delivering services that matter to the community.

The table below shows Council's performance against the targets or desired trends for the priority theme Our Well-Built City. It includes results from the past four years and commentary on our performance across the life of the Council Plan.

Legend

✓ = Achieved target ⇆ = Result is stable or a baseline figure ✕ = Did not reach target

Table 16 | Council strategic indicators – Our Well-Built City

Council strategic indicator	Desired trend or target	2021–22 result	2022–23 result	2023–24 result	2024–25 result	Comments
Investment in public open spaces	Increase ↑ ✓	$6,051,000	$7,750,000	$6,808,931	**$9,097,328** ✓	Investment in public open spaces has increased over the last four years, by 50.3% since 2021–22 and by 33.6% compared to last year. In 2024–25, Council spent over $9 million on upgrades and improvements to parks, gardens and playgrounds. This includes more than $4.8 million to complete Watsonia Town Square. Please note this figure reflects capital investment and does not include maintenance costs.
Tree canopy	Increase ↑ ⇆	Measurement approach was being developed	Measurement approach was being developed	Measurement approach was being developed	**28.9% canopy cover** ⇆	After developing a consistent measurement approach, Banyule's tree canopy was formally assessed in 2024–25. The modelling, developed as part of the Urban Forest Strategy, found that canopy cover across the municipality is 28.9%. Some suburbs have canopy cover above 30%, while others are lower. This baseline will help track progress over time and guide future planting efforts to increase shade, biodiversity and climate resilience.

Council strategic indicator	Desired trend or target	2021–22 result	2022–23 result	2023–24 result	2024–25 result	Comments
Planning applications decided within 60 days	75% ✓	75.17%	80.21%	78.59%	**87.67%** ✓	There has been an increase in planning applications decided within the statutory timeframe across the last four years, rising 12.5 percentage points since 2021–22 and 9.08 percentage points compared to last year. This improvement reflects Council's ongoing commitment to making the planning process more efficient and responsive.
Community satisfaction with the appearance of public areas	71 or above ✓	74	71	68	**74 (7.4 out of 10)** ✓	Over the past four years, Banyule residents have reported high satisfaction with the appearance of public areas. In the 2025 [Victorian Community Satisfaction Survey](), Banyule scored 7.4 out of 10 (or 74), meeting the target. More than half of respondents (52%) were very satisfied, and only 4% were dissatisfied. *It is noted that the 2025 results were likely influenced by a new survey provider and methodology to collect feedback, which changed from phone interviews to in-person surveys. As a result, 2025 data is not directly comparable with previous years.*
Percentage of Council decisions upheld by the Victorian Civil and Administrative Tribunal	Increase ↑ ✓	56.55%	44.00%	67.44%	**73.33%** ✓	Council's decisions being upheld at VCAT have improved over the past four years. In 2024–25, there was an increase of 16.78 percentage points since 2021–22 and 5.89 percentage points compared to last year. This reflects stronger alignment between Council's planning decisions and VCAT outcomes.

Strategic indicators: Community outcomes

Community strategic indicators reflect broader outcomes that Council helps influence but does not have direct control over. These indicators provide insight into long-term trends in community wellbeing, inclusion and sustainability, and help track progress toward the Community Vision.

The table below shows how Banyule is performing against key community indicators for the priority theme Our Well-Built City. It includes results from the past four years and commentary on trends observed over the life of the Council Plan.

Legend

✓ = Achieved target ⇆ = Result is stable or a baseline figure ✕ = Did not reach target

Table 17 | Community strategic indicators – Our Well-Built City

Community strategic indicator	Desired trend or target	2021–22 result	2022–23 result	2023–24 result	2024–25 result	Comments
Proportion of people using active and public modes of transport	Increase ↑ ⇆	Data unavailable	Data unavailable	24.35%	**22.44%** ⇆	Over the past two years, the proportion of people using active and public transport in Banyule has remained relatively stable. In 2024–25, there was a small decrease of 1.91 percentage points from the previous year. This change is within acceptable limits to be considered stable. *Data was unavailable in earlier years due to COVID-19-related disruptions to the Victorian Integrated Survey of Travel and Activity.*
Liveability index	Increase ↑ ⇆	Data unavailable	65.5	65.5	**65.5** ⇆	First measured in 2023, Banyule's Liveability Index was 65.5. This score is higher than the Australian (62.6), metropolitan Australian (64.0), Victorian (64.6) and Melbourne (65.0) averages. The next survey will be conducted in late 2025.

Community strategic indicator	Desired trend or target	2021–22 result	2022–23 result	2023–24 result	2024–25 result	Comments
Number of social and affordable housing dwellings approved	Cumulative increase *(at least one dwelling per year)*	201 dwellings (gross)	51 dwellings	3 dwellings	**13 dwellings**	Over the past four years, Council has supported the approval of social and affordable housing across Banyule. By the end of 2024–25, the total number of approved dwellings reached 268, reflecting Council's commitment to improving access to affordable housing for people in our community.
Average Built Environment Sustainability Scorecard (BESS) score	Increase	55.21%	56.91%	59.50%	**59.94%**	The average BESS score has increased over the past four years, increasing by 4.74 percentage points since 2021–22 and 0.44 percentage points since last year. This shows stronger adoption of environmentally sustainable design in new developments across Banyule.
Home ownership rate	Increase	35.9%	35.9%	35.9%	**35.9%**	Banyule's home ownership rate remains at 35.9%, based on data from the 2021 ABS Census. No updated data is currently available.

Measuring Local Government Performance Reporting Framework service performance indicators

Alongside measuring Council and community outcomes, we also report on how well our services are performing through the Local Government Performance Reporting Framework (LGPRF). These indicators are set by the Victorian Government and help councils across the state track the delivery of key services.

The table below shows Banyule's results for the priority theme X. It includes four years of data and commentary to help explain the results.

Legend

✓ = Achieved target ↑↓ = Result was within target range ✕ = Did not reach target

Table 18 | LGPRF indicators – Our Well-Built City

Service/*classification*/ *indicator*/measure	**2022 result**	**2023 result**	**2024 result**	**2025 result**	**Target/ achieved**	**Public comments**
Statutory Planning ***Timeliness*** *Time taken to decide planning applications* [The median number of days between receipt of a planning application and a decision on the application]	26	28	25	**17**	25 ✓	In 2024/25, the median number of days for Banyule Council to decide on a planning application decreased by 8 days compared to last year, and by 9 days since 2021/22. This improvement reflects more efficient decision-making and ongoing efforts to improve how planning services are delivered. Council performed above target, showing a strong commitment to providing timely and reliable service.
Statutory Planning ***Service standard*** *Planning applications decided within required time frames* [(Number of regular planning application decisions made within 60 days) + (Number of VicSmart planning application decisions made within 10 days) / Number of planning application decisions made] x100	76.50%	83.58%	78.07%	**87.64%**	78.00% ✓	The number of planning applications Banyule Council decided on time has increased by more than 9 percentage points since last year and by over 11 percentage points since 2021–22, reflecting faster and more efficient service. Performance was well above targets for both VicSmart and regular applications, demonstrating Banyule Council's commitment to timely and effective planning decisions.

Service/***classification***/ *indicator*/measure	2022 result	2023 result	2024 result	2025 result	Target/ achieved	Public comments
Statutory Planning ***Service cost*** *Cost of statutory planning service* [Direct cost of the statutory planning service / Number of planning applications received]	$2,026.18	$2,127.38	$2,617.81	**$2,624.70**	$2,400.00	Banyule Council's cost to deliver statutory planning services remained steady compared to last year. Over the past four years, costs have gradually increased while the number of applications has decreased. In 2024/25, overall spending rose slightly, but the number of planning applications stayed about the same. This led to a small increase in the average service cost per application, which is still within Council's expected range.
Statutory Planning ***Decision making*** *Council planning decisions upheld at VCAT* [Number of VCAT decisions that did not set aside Council's decision in relation to a planning application / Number of VCAT decisions in relation to planning applications] x100	55.56%	44.00%	67.44%	**73.33%**	60.00%	The rate of Banyule Council planning decisions upheld by VCAT increased by over 5% this year and is more than 17% higher than in 2021/22. Council exceeded its performance target. The number of decisions 'set aside' by the Tribunal decreased over the past 12 months, with more matters being resolved through agreement between all parties before a final decision was needed.

What it costs to deliver Council services

Each year, Council sets a budget to fund services that support our community. The following sections, grouped by Council department, show the net cost of delivering services in 2024–25 that contribute to the priority theme Our Well-Built City. The variance highlights whether each department spent more or less than what was budgeted.

Each department section also includes descriptions of the services delivered by its business units, outlining who they support and what they provide.

City Futures

Table 19 | City Futures – Service costs for 2024–25

Description	Amount ($'000)
Budgeted amount	**1,182**
Actual spending	**4,286**
Difference	**-3,104**

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.

Strategic Planning and Urban Design

- Planning direction for current and future land use and built form through preparing 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.

Figure | Nature-inspired pathway design featured in a Banyule park

City Planning, Safety and Amenity

Table 20 | City Planning, Safety and Amenity – Service costs for 2024–25

Description	Amount ($'000)
Budgeted amount	-2,741
Actual spending	-5,213
Difference	2,472

Provision of the following to landowners, builders and developers:

Building Services (BPi)

- providing building permits and inspections and enforcement of Building Act and Regulations
- assessing building permit applications, issuing building permits, conducting mandatory inspections and issuing occupancy permits/final certificates for buildings and structures
- providing property hazard and building permit history information to designers, solicitors, private building surveyors and ratepayers
- providing technical advice on building regulation matters to property owners, architects, building designers, builders, developers and tradespeople
- 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 and Regulations including investigation of illegal and dangerous buildings to ensure public and occupant safety.

Provision of the following to landowners, architects, building designers, builders and developers:

Development Planning

- Processing and assessing planning applications in accordance with the Planning and Environment Act 1987, the Planning Scheme and policies
- Conducting investigations into alleged breaches of the Planning and Environment Act 1987 and taking enforcement action where appropriate
- Providing advice about development and land use proposals as well as providing information to assist the community in its understanding of these proposals.

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 issue 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 asset protection and stormwater permits
- Undertaking internal reviews of all contested infringements and prosecute matters in the magistrate 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)

- Undertaking proactive inspections and assistance with fire prevention during the Fire Danger Period to reduce the risk of hazards to residential and commercial properties.

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

Environmental Health

- Supporting food businesses to produce safe and suitable food through education and enforcement of food safety standards and regulations
- Promoting and protecting public health and wellbeing through investigation, education and enforcement and collaboration with supportive agencies including the Environment Protection Authority and Victoria Police
- Reducing the prevalence of communicable disease through investigation and education to businesses and the community
- Investigating customer requests relating to nuisances, waste and pollution under the Public Health and Wellbeing Act 2008 and Environment Protection Act 2017
- Undertaking an inspection program for all businesses registered under the Food Act 1984 and Public Health and Wellbeing Act 2008
- Investigating complaints relating to food safety, accommodation, beauty services and aquatic facilities in line with legislative responsibilities and regulations
- Support Emergency Management to prepare and deliver emergency management services
- Providing technical advice on public and environmental health matters to community members and business owners under the Food Act 1984, Public Health and Wellbeing Act 2008, Environment Protection Act 2017, Tobacco Act 1987 and the Residential Tenancies Act 1997 (Part 3 only) and all supporting
- Registration and annual renewal processes for all businesses requiring registration under the Food Act 1984 and Public Health and Wellbeing Act 2008 including food, beauty, accommodation and aquatic facilities and businesses.

Priority theme 4:
Our Valued Community Assets and Facilities

Strategic objective

As custodians of our community, assets, facilities and services, we work to ensure that they are affordable, sustainable, evenly distributed, safe and accessible for all ages and abilities and designed to provide meaningful experiences and connections.

What Council delivered

Improved local play spaces

Narvik Crescent Reserve received a targeted upgrade, featuring a new nature play area designed to encourage imaginative and open-ended play for children of all ages. Three additional nature play spaces were added to existing playgrounds not yet scheduled for full renewal.

These sites were refreshed using salvaged timber from Banyule's Timber Repurposing Program, adding character and environmental value while reducing waste to landfill.

Figure 86 | Ramu Reserve playground, Heidelberg West

Figure 87 | VC Henderson playground, Heidelberg

What Council achieved under the Our Valued Community Assets and Facilities priority

Year 4 Annual Action Plan

Council identified **12 key actions** for the 2024–25 financial year under the Our Valued Community Assets and Facilities priority in Year 4 of the Council Plan.

Work was undertaken across these actions, contributing to Council's broader efforts to improve services and outcomes for the Banyule community. Most actions were completed, while some are still in progress.

The action results are summarised below. The full report is available on Banyule's website under the Council Plan section. Also listed are the key departments and teams leading this work.

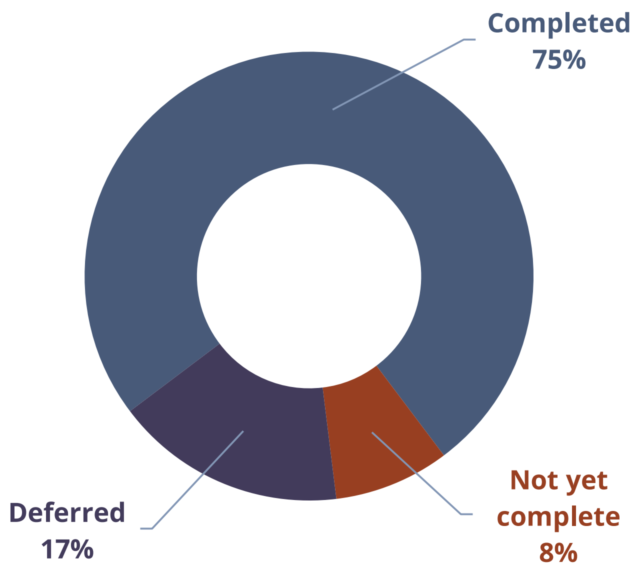


Figure 88 | Year 4 action results for Our Valued Community Assets and Facilities

- **9 actions were completed** or achieved at least 90% of their intended outcomes
- **1 action is not yet complete** and will form part of Council's ongoing work
- **2 actions were deferred** and remains part of Council's future delivery plans

Council teams supporting this priority theme

Delivery and Assets

- Building Maintenance
- Capital Works
- City Assets

Strategic Properties and Projects

- Property and Strategic Properties
- Spatial and Property Systems

Figure 89 | Celebrating the Banyule City Soccer Club pavilion upgrade with junior players

Strategic indicators: Council performance

Council strategic indicators measure outcomes where Council is directly responsible for delivery. These indicators help assess how effectively Council is implementing the priorities outlined in the Council Plan and delivering services that matter to the community.

The table below shows Council's performance against the targets or desired trends for the priority theme Our Valued Community Assets and Facilities. It includes results from the past four years and commentary on our performance across the life of the Council Plan.

Legend

✓ = Achieved target ⇆ = Result is stable or a baseline figure ✕ = Did not reach target

Table 21 | Council strategic indicators – Our Valued Community Assets and Facilities

Council strategic indicator	Desired trend or target	2021–22 result	2022–23 result	2023–24 result	2024–25 result	Comments
Annual Capital Works program completed on time and on budget	90% ✓	79%	80%	91%	**90%** ✓	Over the past four years, Council has met its target for completing the annual Capital Works program on time and on budget in two of those years, including in 2024–25. In earlier years, some projects were delayed due to challenges such as contractor availability, weather conditions and supply chain disruptions.
Community satisfaction with condition of sealed local roads	68 or above ✓	68	64	61	**70 (7 out of 10)** ✓	Satisfaction with the condition of sealed local roads has varied over the past four years. In the 2025 Victorian Community Satisfaction Survey, the result improved to 70 (or 7 out of 10), with 39%of residents saying they were very satisfied and only 7% reporting dissatisfaction. Banyule met or exceeded the target in two of the past four years. Council continues to maintain local roads through regular inspections and timely repairs to keep them safe and long-lasting. *It is noted that the 2025 results were likely influenced by a new survey provider and methodology to collect feedback, which changed from phone interviews to in-person surveys. As a result, 2025 data is not directly comparable with previous years.*

Council strategic indicator	Desired trend or target	2021–22 result	2022–23 result	2023–24 result	2024–25 result	Comments
Number of public safety requests for Council-owned and managed assets	Decrease	1,209 requests	981 requests	1,148 requests	**1,240 requests**	Public safety requests for Council-owned and managed assets have remained relatively stable over the past four years, with a slight increase in 2024–25. The most common requests were for footpath defects (563) and graffiti on Council assets (469). In contrast, requests related to playground maintenance (120) and pedestrian crossings or public transport investigations (88) decreased.
Proportion of building related projects in the annual Capital Works Program where the Sustainable Building Guidelines have been applied	100%	Measure was being developed	100%	100%	**100%**	Over the past three years, Council has applied its Sustainable Building Guidelines to 100% of building-related projects in the Capital Works Program. This demonstrates Council's strong commitment to environmentally responsible design and construction.
Number of building projects that increased accessibility to all users	Cumulative increase *(at least one building per year)*	5 buildings	8 buildings	9 buildings	**7 buildings**	Since 2021–22, Council has increased accessibility in 29 buildings, meeting its target every year. In 2024–25, accessibility improvements were delivered through several key projects, including: • Greensborough Park Pavilion change room • Watsonia Tennis Club change rooms • Community Facilities accessibility improvements • NETS Stadium mezzanine redevelopment • 7 Wellington Street, Montmorency renovation • Petrie Park Community Hall refurbishment • Skye Children's Cooperative redevelopment

Council strategic indicator	Desired trend or target	2021–22 result	2022–23 result	2023–24 result	2024–25 result	Comments
Length of new and improved on-road and off-road shared paths and trails throughout the municipality	Cumulative increase *(at least one path or trail per year)* ↑ ✓	2,700 m	328 m	344 m	**690 m** ✓	Over the past four years, Council has delivered 4,062 metres of new and improved shared paths and trails across Banyule and met target every year. In 2024–25, 690 metres of shared path were constructed at Para Road, Greensborough. The higher result in 2021–22 was due to the completion of the Darebin Creek Trail.
Percentage of active library borrowers in municipality	Increase ↑ ✓	16.01%	16.71%	18.35%	**19.46%** ✓	Library use has steadily increased over the past four years. In 2024–25, the proportion of active library borrowers in Banyule rose by 3.45 percentage points since 2021–22 and by 1.11 percentage points compared to last year. Libraries continue to be a valued part of community life, offering welcoming spaces, free resources and programs for all ages.
Utilisation of aquatic facilities ***(Visits per municipality population)***	Increase ↑ ✓	4.61 visits	8.27 visits	8.74 visits	**9.08 visits** ✓	More people are using Banyule Council's pools and aquatic centres. On average, each person in the community is visiting these facilities a bit more often this year compared to last year. In fact, from 2021–22 to 2024–25, the average number of visits per person has nearly doubled, increasing from 4.6 to just over 9 visits a year. WaterMarc had a great year, with visitor numbers now back to where they were before COVID-19 and 5% higher than last year. Ivanhoe Aquatic also had a 7% increase in visits. Many community members used services across multiple facilities, especially at Ivanhoe Aquatic.

Council strategic indicator	Desired trend or target	2021–22 result	2022–23 result	2023–24 result	2024–25 result	Comments
Proportion of Council buildings meeting zero emissions target	Increase	82%	85%	92%	**92%**	Over the past four years, Banyule Council has steadily increased the number of buildings that meet our low-emissions target. Since 2021–22, there has been a 10 percentage point improvement. There has been no change since last year, as work is still underway to upgrade more buildings by replacing gas systems with electric alternatives. These upgrades are expected to be completed by September 2025. Council owns and manages 257 buildings. Of these, 236 are powered by renewable electricity and are considered low emissions. The remaining 21 buildings still use natural gas for heating or cooking. *Note: No Council building is currently classified as fully zero emissions. This is due to small amounts of unavoidable emissions, such as minor gas leaks from equipment like fridges and air conditioners. These make up only a small part of a building's overall emissions.*

Strategic indicators: Community outcomes

Community strategic indicators reflect broader outcomes that Council helps influence but does not have direct control over. These indicators provide insight into long-term trends in community wellbeing, inclusion and sustainability, and help track progress toward the Community Vision.

The table below shows how Banyule is performing against key community indicators for the priority theme Our Valued Community Assets and Facilities. It includes results from the past four years and commentary on trends observed over the life of the Council Plan.

Legend

✓ = Achieved target ⇆ = Result is stable or a baseline figure ✕ = Did not reach target

Table 22 | Community strategic indicators – Our Valued Community Assets and Facilities

Community strategic indicator	Desired trend or target	2021 result	2022 result	2023 result	2024 result	Comments
Vehicle-related accidents, injuries and fatalities in the municipality*	Decrease ✓	40 incidents	33 incidents	41 incidents	**37 incidents** ✓	There has been a 7.5% decrease in vehicle-related accidents, injuries and fatalities since 2021, and a 9.8% decrease compared to last year. In 2024, all reported incidents were injuries, with no fatalities. The 2024 result also shows a strong improvement compared to 2018, when there were 72 incidents. This marks a 48.6% reduction over that time. Figures are sourced from the Victorian Government Transport Accident Commission. *Note: This data is reported by calendar year due to availability.*

Measuring Local Government Performance Reporting Framework service performance indicators

Alongside measuring Council and community outcomes, we also report on how well our services are performing through the Local Government Performance Reporting Framework (LGPRF). These indicators are set by the Victorian Government and help councils across the state track the delivery of key services.

The table below shows Banyule's results for the priority theme X. It includes four years of data and commentary to help explain the results.

Legend

✓ = Achieved target ↑↓ = Result was within target range ✕ = Did not reach target

Table 23 | LGPRF indicators – Our Valued Community Assets and Facilities

Service/*classification*/ *indicator*/measure	**2022 result**	**2023 result**	**2024 result**	**2025 result**	**Target/ achieved**	**Public comments**
Aquatic facilities ***Service standard*** *Health inspections of aquatic facilities* [Number of authorised officer inspections of Council aquatic facilities / Number of Council aquatic facilities]	4.00	12.00	10.67	**14.00**	8.00 ✓	Banyule Council regularly inspects all public pools to ensure they are clean, safe and meet health standards. Over the past four years, and again since last year, inspection rates have increased as part of Council's proactive approach to water testing. These regular checks help maintain high water quality and ensure that our public pools remain safe and enjoyable for everyone in the community.
Aquatic facilities ***Utilisation*** *Utilisation of aquatic facilities* [Number of visits to aquatic facilities / Population]	4.61	8.27	8.74	**9.08**	5.00 ✓	More people are using Banyule Council's pools and aquatic centres. On average, each person in the community is visiting these facilities a bit more often this year compared to last year. In fact, from 2021–22 to 2024–25, the average number of visits per person has nearly doubled, increasing from 4.6 to just over 9 visits a year. WaterMarc had a great year, with visitor numbers now back to where they were before COVID-19 and 5% higher than last year. Ivanhoe Aquatic also had a 7% increase in visits. Many community members used services across multiple facilities, especially at Ivanhoe Aquatic.

Service/*classification*/ *indicator*/measure	2022 result	2023 result	2024 result	2025 result	Target/ achieved	Public comments
Aquatic facilities ***Service cost*** *Cost of aquatic facilities* [Direct cost of aquatic facilities less income received / Number of visits to aquatic facilities]	$5.05	$1.00	$0.13	**$0.46**	$0.85 ✓	Banyule Council continues to manage the cost of running aquatic facilities responsibly. While costs have changed slightly since last year, there continues to be a reduction in overall expenses since 2021/22. WaterMarc delivered a strong financial result in the first year of its new contract, meeting the guaranteed net lump sum payment to Council and achieving an additional profit outcome.
Libraries ***Resource currency*** *Recently purchased library collection* [Number of library collection items purchased in the last five years / Number of library collection items] x100	92.51%	92.59%	81.28%	**85.98%**	75.00% ✓	The percentage of library items purchased within the last five years has increased by over 4% since last year and has met Banyule's target. Yarra Plenty Regional Libraries aim to keep the collection current and relevant for the community, while also applying sustainable collection retention practices that help reduce environmental impact and promote social responsibility through thoughtful purchasing and resource management.
Libraries ***Service cost*** *Cost of library service per population* [Direct cost of the library service / Population]	$36.90	$39.17	$39.57	**$41.70**	$42.00 ✓	In 2024/25, Banyule's library service costs rose by 5.4% from last year, and by 13% since 2021/22. This increase is due to rising operational expenses. Costs are shared between member councils under the Library Agreement. Despite the increase, Banyule's cost remains below target.
Libraries ***Utilisation*** *Library loans per population* [Number of collection item loans / Population]	New indicator for 2024	New indicator for 2024	6.21	**7.55**	6.50 ✓	The number of library collection item loans per person in Banyule has increased by more than one item per person this year. This significant rise is largely due to a modification in data collection requirements, which now include digital eMagazine loans. Data is now collected directly from digital platforms, making the process more consistent across all library services.

Service/*classification*/ *indicator*/measure	2022 result	2023 result	2024 result	2025 result	Target/ achieved	Public comments
Libraries ***Participation*** *Library membership* [Number of registered library members / Population] x100	New indicator for 2024	New indicator for 2024	30.62%	**34.72%**	17.00% ✓	Library membership in Banyule has grown by over 4%, based on the number of registered members compared to the overall population. This increase includes a recent change requiring library members who access free public Wi-Fi to be counted. Please note that this figure does not include people who use only the library's digital services. Since this was a new measure introduced last year, the 2025/26 target will be adjusted based on actual results.
Libraries ***Participation*** *Library visits per head of population* [Number of library visits / Population]	New indicator for 2024	New indicator for 2024	4.09	**4.00**	4.00 ✓	Library visitation in Banyule remained stable this year and is on target. The ongoing reduction in services at Rosanna Library and the Town Centre works at Watsonia Library continue to affect visitation numbers. We expect these figures to improve with the opening of the new Rosanna Library and the completion of the Watsonia Town Centre works in late 2025.
Roads ***Satisfaction of use*** *Sealed local road requests* [Number of sealed local road requests / Kilometres of sealed local roads] x100	88.13	121.75	73.79	**86.94**	100.00 ✓	Requests to fix sealed local roads in Banyule have increased since last year, but they remain below target. Results fluctuate depending on significant infrastructure projects and weather conditions. This year's result of 469 requests is similar to the number received four years ago and marks an 18% rise from last year's 397. Most of the increase came from more reports about road surface issues, while requests related to kerbs and channels stayed consistent. The rise is likely linked to the North East Link Project, with more heavy vehicles and construction detours causing faster wear and tear. Community awareness has also grown, leading to more people reporting problems.

Service/*classification*/ *indicator*/measure	2022 result	2023 result	2024 result	2025 result	Target/ achieved	Public comments
Roads ***Condition*** *Sealed local roads maintained to condition standards* [Number of kilometres of sealed local roads below the renewal intervention level set by Council / Kilometres of sealed local roads] x100	97.47%	97.47%	97.40%	**97.87%**	97.00% ✓	Banyule Council continues to keep most local roads in very good condition, with more roads rated as good or very good compared to last year and 2021–22. Right now, over 97% of roads in Banyule meet this standard. This shows the Council's strong commitment to looking after local roads. Regular checks are done and problems are fixed early to keep roads safe, smooth and long-lasting. Banyule has gone beyond its road maintenance targets for more than four years.
Roads ***Service cost*** *Cost of sealed local road reconstruction* [Direct cost of sealed local road reconstruction / Square metres of sealed local roads reconstructed]	N/A	N/A	$206.15	**N/A**	*No target was set, as no work was scheduled*	Not Applicable. Council did not undertake sealed local road reconstruction in 2024/25.
Roads ***Service cost*** *Cost of sealed local road resealing* [Direct cost of sealed local road resealing / Square metres of sealed local roads resealed]	$32.00	$43.86	$34.51	**$40.50**	$37.00 ✗	The cost of resealing local roads in Banyule has increased since last year. Over the past four years, costs have risen, but the increase is in line with the cumulative inflation rate for the same period. The average cost of resealing in 2024/25 has been affected by broader project scopes delivered over the past 12 months and the rising cost of construction materials, especially oil.

Service/***classification***/*indicator*/measure	2022 result	2023 result	2024 result	2025 result	Target/ achieved	Public comments
Roads ***Satisfaction*** *Satisfaction with sealed local roads* [Community satisfaction rating out of 100 with how Council has performed on the condition of sealed local roads]	68	64	61	**70***	61 ✓	In 2025, satisfaction with the maintenance and repair of sealed local roads in Banyule rose, with 39% of respondents saying they were very satisfied and only 7% reporting dissatisfaction. Banyule's result was above target. Banyule Council works hard to maintain the quality of local roads through regular inspections and timely repairs, helping to keep roads safe, smooth and long-lasting. *It is noted that the 2025 results were likely influenced by a new survey provider and methodology to collect feedback, which changed from phone interviews to in-person surveys. As a result, 2025 data is not directly comparable with previous years.

What it costs to deliver Council services

Each year, Council sets a budget to fund services that support our community. The following sections, grouped by Council department, show the net cost of delivering services in 2024–25 that contribute to the priority theme Our Valued Community Assets and Facilities. The variance highlights whether each department spent more or less than what was budgeted.

Each department section also includes descriptions of the services delivered by its business units, outlining who they support and what they provide.

Delivery and Assets

Table 24 | Delivery and Assets – Service costs for 2024–25

Description	Amount ($'000)
Budgeted amount	**5,417**
Actual spending	**5,755**
Difference	**-338**

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

Capital Works

- Managing and reporting on capital work
- 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

- Strategic Asset Management, programming for renewals and maintenance of infrastructure assets including road, footpath, bridge, kerb and channel, carpark, drainage, building and public toilets, Developing Capital Works Program, Road Management Plan, 10 Year Asset Plan, Special Charge Scheme Policy, implementing CAMMS for capital projects.

Major Projects

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

Strategic Properties and Projects

Table 25 | Strategic Properties and Projects – Service costs for 2024–25

Description	Amount ($'000)
Budgeted amount	**-423**
Actual spending	**-756**
Difference	**333**

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

Spatial and Property Systems

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

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-valuations.

Priority theme 5:

Our Thriving Local Economy

Strategic objective

A thriving, resilient, socially responsible local and integrated economy that encourages, supports and advocates for a diverse range of businesses and entrepreneurship, providing local investment and employment opportunities.

What Council delivered

Council partners with Himilo Workforce to support local creatives

In mid-2024, Council entered a partnership with Himilo Workforce, a social enterprise recruitment agency. This partnership supports the Local Creatives Project and contributes to Banyule's Arts and Culture Program.

Council conducted a comprehensive consultation with artists to better understand the challenges and professional development needs of Banyule's creative community. The consultation included:

- An online survey
- An in-person workshop
- Targeted discussions with young and First Nations artists

Council is also auditing creative businesses across Banyule to map the extent of the local creative industries. A summary report will be released in early 2025 to guide future support for artists through professional development, network building and access to creative spaces.

Figure 90 | Mass, Drawing Intensive – Loft 275, Ivanhoe Library and Cultural Hub

Quick look at other achievements

- Social Enterprise Growth Fund launched, awarding $16,488 across six local social enterprises to support innovation, inclusion and growth
- New partnership formed with SENVIC, delivering three capability-building events for the social enterprise sector
- Social Enterprise Partnership with Himilo Workforce delivered, supporting 24 residents into employment, engaging 71 employers and creating 59 employment pathways
- 50 local businesses engaged to promote inclusive hiring practices and connect with employment service providers
- Annual Women in Business event held, attracting more than 190 attendees
- Banyule nominees promoted for the Northern Business Achievement Awards, including Darling Daughters, Trengosa and Young Achiever Mikaela Copland from Tall Poppy Management
- Inclusive Employment Program delivered, creating 12 inclusive roles and five transitional pathway opportunities

What Council achieved under the Our Thriving Local Economy priority

Year 4 Annual Action Plan

Council identified **six key actions** for the 2024–25 financial year under the Our Thriving Local Economy priority in Year 4 of the Council Plan.

Work was undertaken across these actions, contributing to Council's broader efforts to improve services and outcomes for the Banyule community. All actions were successfully completed.

The action results are summarised below. The full report is available on Banyule's website under the Council Plan section. Also listed are the key departments and teams leading this work.

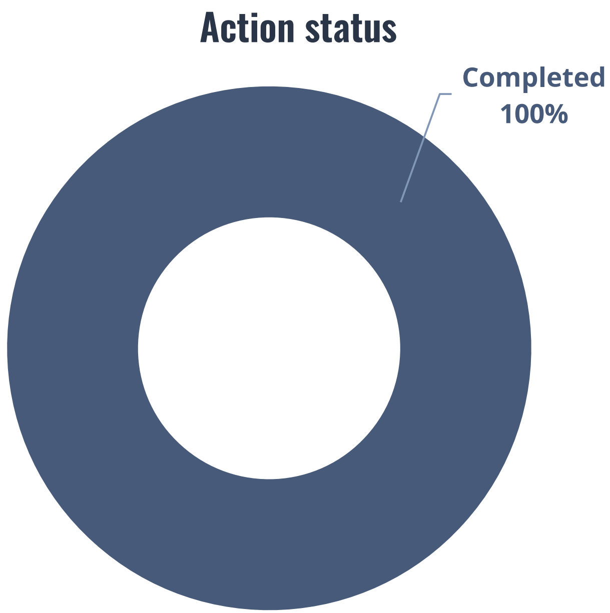


Figure 91 | Year 4 action results for Our Thriving Local Economy

- **6 actions were completed** or achieved at least 90% of their intended outcomes

Council teams supporting this priority theme

Inclusive and Creative Communities

- Inclusive Enterprise and Local Economy.

Strategic indicators: Council performance

Council strategic indicators measure outcomes where Council is directly responsible for delivery. These indicators help assess how effectively Council is implementing the priorities outlined in the Council Plan and delivering services that matter to the community.

The table below shows Council's performance against the targets or desired trends for the priority theme Our Thriving Local Economy. It includes results from the past four years and commentary on our performance across the life of the Council Plan.

Legend

✓ = Achieved target ⇆ = Result is stable or a baseline figure ✕ = Did not reach target

Table 26 | Council strategic indicators – Our Thriving Local Economy

Council strategic indicator	Desired trend or target	2021–22 result	2022–23 result	2023–24 result	2024–25 result	Comments
Attendance at Council economic development events	Increase ↑ ✓	142 attendees	980 attendees	574 attendees	**425 attendees** ✕	Event attendance has changed over the past four years, with the highest numbers recorded in 2022–23. Although there was a decrease since last year, attendance in 2024–25 still represents a 199.3% increase compared to 2021–22. This year, nine events were held. These included the Home Based Business Forum (run with Nillumbik) with 53 attendees, the Movers and Makers event with 54 attendees, a mentoring session with 5 participants, and a 'Netwalking' event with 6 participants. Other events included a social media workshop, the Small Business Bus visit, a session on becoming a supplier to Council, the Women in Business lunch and a session for creative industries.

Council strategic indicator	Desired trend or target	2021–22 result	2022–23 result	2023–24 result	2024–25 result	Comments
Number of community members provided with business skills and employment support	Increase ↑ ✓	11 individuals or organisations	24 individuals or organisations	54 individuals or organisations	**46 individuals or organisations** ✗	Although there was a decrease in the number of unique community members and organisations accessing business skills and employment support in 2024–25, the overall trend over the past four years shows strong growth. More than four times as many participants received support compared to 2021–22. Support was provided for social, micro, disability, Aboriginal and creative enterprises. Through the Social Enterprise Support Service, 33 individuals or businesses received tailored advice to develop, expand or start a social or inclusive enterprise. In addition, 13 community members took part in employment readiness workshops delivered in partnership with the Killara Foundation.
Number of inclusive employment opportunities created within Banyule	1,000 jobs (from 2020–25) ✓	204 job opportunities	333 job opportunities	297 job opportunities	**349 job opportunities** ✓	Council set a goal to create 1,000 inclusive job opportunities by 2025. This target was reached ahead of schedule, with more than 1,372 jobs created through local employment and social enterprise initiatives.
Proportion of local residents employed by Council contractors	Increase ↑	Data unavailable	Data unavailable	Data unavailable	**Data unavailable**	This measure could not be reported. Council does not currently have a way to accurately track how many local residents are employed by its contractors.

Council strategic indicator	Desired trend or target	2021–22 result	2022–23 result	2023–24 result	2024–25 result	Comments
Proportion of goods and services purchased locally	Increase	17.46%	20.07%	22.15%	**26.60%**	Local spending has steadily increased over the past four years. Since 2021–22, it has grown by 9.14 percentage points, including a 4.45 percentage point rise since last year. In 2024–25, 26.6% of Council's total expenditure was spent locally within the Northern Council Alliance region. Of this, 7.3% was spent directly within Banyule.
Number of partnerships and joint programs with local peak industry bodies and agencies	Increase	5 partnerships or joint programs	5 partnerships or joint programs	14 partnerships or joint programs	**15 partnerships or joint programs**	Council has strengthened its partnerships over the past four years, with a 200% increase since 2021–22 and a small rise since last year. This year, 15 collaborations were recorded, including work with the La Trobe National Employment and Innovation Cluster the Northern Business Achievement Awards and regional economic development forums.
Number of economic development events hosted by Council	Increase	15 events	29 events	49 events	**8 events**	Event numbers grew steadily over recent years, but this year only eight were held due to changes in the team and a restructure within the organisation. These included the Home Based Business Forum run in partnership with Nillumbik, the Movers and Makers event, a mentoring session and a 'Netwalking' activity. Council also helped promote 24 other business-related opportunities to the community, offering a mix of webinars, workshops and networking events.

Council strategic indicator	Desired trend or target	2021–22 result	2022–23 result	2023–24 result	2024–25 result	Comments
Number of social enterprises operating in Banyule	Increase ↑ ✓	11	16	27	**41** ✓	The number of social enterprises in Banyule has grown strongly since 2021–22. While there was a small drop this year, there are still nearly four times as many as there were four years ago, showing continued growth and momentum in this sector.

Strategic indicators: Community outcomes

Community strategic indicators reflect broader outcomes that Council helps influence but does not have direct control over. These indicators provide insight into long-term trends in community wellbeing, inclusion and sustainability, and help track progress toward the Community Vision.

The table below shows how Banyule is performing against key community indicators for the priority theme Our Thriving Local Economy. It includes results from the past four years and commentary on trends observed over the life of the Council Plan.

Legend

✓ = Achieved target ⇆ = Result is stable or a baseline figure ✕ = Did not reach target

Table 27 | Community strategic indicators – Our Thriving Local Economy

Community strategic indicator	Desired trend or target	2021–22 result	2022–23 result	2023–24 result	2024–25 result	Comments
Growth in gross domestic product (GDP) for the municipality	Increase ↑ ✓	$6.29 billion	$7.06 billion (June 2022)	$7.62 billion (June 2023)	**$8.08 billion (June 2024)** ✓	Banyule's local economy is growing, with the municipality's gross domestic product increasing by 6.04% over the past year and rising by 28.45% since 2021–22. *Note: There is a delay in the release of this data, with the most recent figures published in April 2025.*

Community strategic indicator	Desired trend or target	2021–22 result	2022–23 result	2023–24 result	2024–25 result	Comments
Number of businesses in the municipality	Increase ↑ ✓	11,016 businesses (2021)	11,777 businesses (2022)	12,199 businesses (December 2023)	**11,433 businesses (December 2024)** ✗	While the number of businesses dropped by 766 in December 2024, there has still been overall growth over the past four years, with 417 more businesses than there were in 2021. *Note: This data only includes businesses registered for GST, so it does not reflect the full picture, especially for sole traders and start-ups.*
Number of businesses started in the municipality	Cumulative increase *(at least one business per year)* ↑ ✓	1,422 businesses (2021)	761 businesses (2022)	422 businesses (December 2023)	**251 businesses (December 2024)** ✓	The number of new businesses starting in Banyule has slowed over the past few years. In 2024, 171 fewer businesses were started than the year before, and 1,171 fewer than in 2021, when many people were launching ventures during COVID-19 lockdowns. Despite the decline, new businesses have continued to start each year. *Note: This data only includes businesses registered for GST, so it does not reflect the full picture, especially for sole traders and start-ups.*
Number of start-ups in the municipality	Increase ↑	Data unavailable	Data unavailable	Data unavailable	**Data unavailable**	The external data source originally planned for this measure was never developed, so there is no data available for this indicator.
Number of businesses closed in the municipality	Decrease ↓ ✓	713 businesses	913 businesses	552 businesses	**246 businesses** ✓	The number of businesses closing has significantly decreased, with a 65.49% drop over four years and a 55.43% decrease from last year. *Note: This data only includes businesses registered for GST, so it does not reflect the full picture, especially for sole traders and start-ups.*

Community strategic indicator	Desired trend or target	2021–22 result	2022–23 result	2023–24 result	2024–25 result	Comments
Vacancy rate at major retail precincts	Decrease	Not measured	3.6%	3.5%	**5.4%**	Retail vacancy rates have increased slightly over the last three years and are now 1.8 percentage points higher than in 2022–23. The current rate is also 1.9 percentage points higher than last year, reflecting 59 vacant shopfronts across Banyule's 11 major retail centres. This figure is based on current vacancies in Bell Street Mall, East Ivanhoe, Eaglemont, Greensborough, Heidelberg, Ivanhoe, Lower Plenty, Macleod, Montmorency, Rosanna and Watsonia.
Number of jobs in the municipality	Increase	48,413 jobs	51,189 jobs	55,168 jobs (December 2023)	**56,441 jobs (December 2023)**	Job numbers in Banyule have grown strongly over the past four years, with 8,028 more jobs than in 2021–22 and an increase of 1,273 jobs from the previous year.
Proportion of residents employed locally	Increase	24.6%	25.8%	25.8%	**25.8%**	The number of residents who live and work locally has increased by 1.2 percentage points since 2021–22 and is currently estimated at around 16,503 people. *Note: This figure is based on census data, which is only updated every five years. No data is collected outside of this period.*
Local unemployment rate	Decrease	3.0%	2.4%	2.7% (December 2023)	**2.9% (December 2024)**	Local unemployment has decreased over the past four years and continues to remain low and stable.

Measuring Local Government Performance Reporting Framework service performance indicators

There are no service performance indicators or measures required under the Local Government Performance Reporting Framework (LGPRF) for this priority theme.

What it costs to deliver Council services

Each year, Council sets a budget to fund services that support our community. The following sections, grouped by Council department, show the net cost of delivering services in 2024–25 that contribute to the priority theme Our Thriving Local Economy. The variance highlights whether each department spent more or less than what was budgeted.

Each department section also includes descriptions of the services delivered by its business units, outlining who they support and what they provide.

Inclusive and Creative Communities

Table 28 | Inclusive and Creative Communities – Service costs for 2024–25

Description	Amount ($'000)
Budgeted amount	**3,132**
Actual spending	**2,883**
Difference	**249**

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

Inclusive Enterprise and Local Economy

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

Priority theme 6:
Our Trusted and Responsive Leadership

Strategic objective

A responsive, innovative and engaged Council that has the trust of our community through demonstrated best practice governance, is financially sustainable, and advocates on community priorities and aspirations.

What Council delivered

Council reviews school crossings to improve safety for children

Council's Traffic and Transport Engineering team completed a municipality-wide review of all 85 school crossings. The assessment will guide future improvements such as signage, drainage and speed reduction treatments. It also highlights the need for community education and targeted parking enforcement to support safe school journeys.

Figure 92 | Council's risk assessment of 85 school crossings identifies opportunities for upgrades and education

New cemetery system improves access to historical and family records

Council has commenced implementation of a new Cemeteries Database and Mapping System. The project includes transcription of historical records, drone mapping of graves and preparation for data migration. Once complete, the system will allow families and researchers to easily search and locate information online.

Customer Experience Platform transforms how Council connects with the community

In July 2024, Council launched the Customer Experience Platform (CXP), a major step toward a more digitised and customer-focused organisation. CXP is an integrated, data-driven system that improves both customer and employee experience.

Key improvements include:

Genuine self-service options for high-volume requests, such as hard waste bookings

Reduced data entry and easier-to-use tools for staff

Integration between key systems and improved communication with customers

The platform was developed through collaboration between teams in Digital Transformation, CX Strategy, Parks, Operations, Customer Service, IT and Communications.

Figure 93 | Customer service performance highlights for 2024–25, showing improvements in responsiveness and satisfaction

What Council achieved under the Our Trusted and Responsive Leadership priority

Year 4 Annual Action Plan

Council identified **23 key actions** for the 2024–25 financial year under the Our Trusted and Responsive Leadership priority in Year 4 of the Council Plan.

Work was undertaken across these actions, contributing to Council's broader efforts to improve services and outcomes for the Banyule community. Most actions were completed, while some are still in progress.

The action results are summarised below. The full report is available on Banyule's website under the Council Plan section. Also listed are the key departments and teams leading this work.

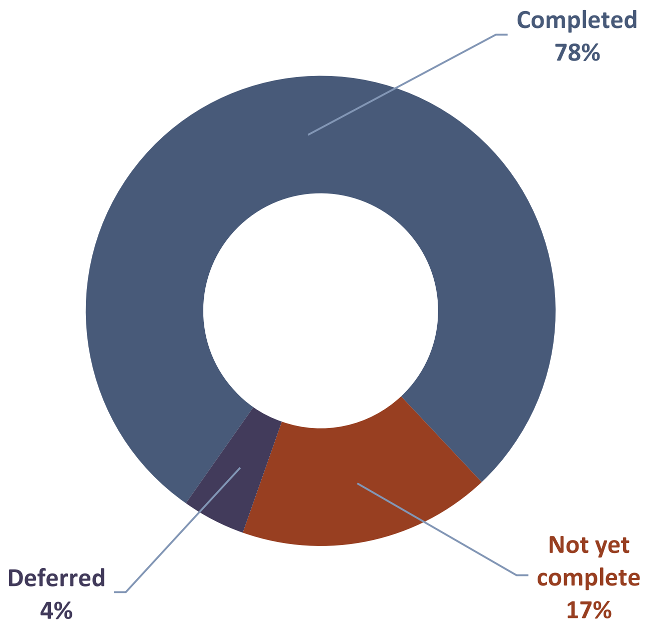


Figure 94 | Year 4 action results for Our Trusted and Responsive Leadership

- **18 actions were completed** or achieved at least 90% of their intended outcomes
- **4 actions are not yet complete** and will form part of Council's ongoing work
- **1 action was deferred** and remains part of Council's future delivery plans

Council teams supporting this priority theme

Advocacy, Communication, Engagement and Performance

- Advocacy
- Communications
- Community Engagement and Insights
- Integrated Planning and Performance

Business Transformation and Technology

- Continuous Improvement
- Digital Transformation
- Information Management
- IT Infrastructure and Operations.
- Customer Experience (CX)
- CX Operations
- CX Strategy
- Emergency Management

Executive Office

- Office of the CEO and Councillors

Governance and Integrity

- Cemetery Administration and Support
- Governance and Integrity

People and Culture

- Business Partners
- Inclusive Employment Pathways
- Organisational Development
- Payroll
- Risk and Assurance
- Safety and Wellbeing

Strategic Finance and Performance

- Financial Accounting
- Financial Performance and Planning
- Revenue Services
- Strategic Procurement

Strategic indicators: Council performance

Council strategic indicators measure outcomes where Council is directly responsible for delivery. These indicators help assess how effectively Council is implementing the priorities outlined in the Council Plan and delivering services that matter to the community.

The table below shows Council's performance against the targets or desired trends for the priority theme Our Trusted and Responsive Leadership. It includes results from the past four years and commentary on our performance across the life of the Council Plan.

Legend

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

Table 29 | Council strategic indicators – Our Trusted and Responsive Leadership

Council strategic indicator	Desired trend or target	2021–22 result	2022–23 result	2023–24 result	2024–25 result	Comments
Community satisfaction with Council decisions made in the interest of the community	61 or above ✓	61	57	57	**71 (7.1 out of 10)** ✓	In 2025, satisfaction with Banyule Council's decision-making rose, with 45% of respondents very satisfied and only 5% dissatisfied. Banyule Council's result was consistent with the average for metropolitan councils, based on data from the survey provider. Banyule continues to follow its Community Engagement Policy, ensuring residents are consulted on major projects and plans. Banyule scored 7 out of 10 for opportunities to engage with Council decisions, and 7.2 out of 10 for advocacy and representation, which is above the metropolitan council average. *It is noted that the 2025 results were likely influenced by a new survey provider and methodology to collect feedback, which changed from phone interviews to in-person surveys. As a result, 2025 data is not directly comparable with previous years.*

Council strategic indicator	Desired trend or target	2021–22 result	2022–23 result	2023–24 result	2024–25 result	Comments
Percentage of decisions made in closed Council meetings	Below 4% ✓ *(within the target range)*	4.42%	6.72%	5.62%	**4.68%** ✓ *(within the target range)*	The percentage of decisions made in closed Council meetings has remained within the target range over the past four years. In 2024–25, Council reduced the proportion of closed decisions by nearly 1 percentage point compared to the previous year. Of the 171 reports considered, only eight were confidential. This reduction is largely due to fewer strategic property and contractual matters, along with the completion of the CEO reappointment process.
Community satisfaction with overall performance of Council	68 or above ✓	69	67	64	**70** **(7 out of 10)** ✓	Satisfaction with Council's overall performance has remained relatively stable over the past four years, with results either meeting or within the target range. In the 2025 Victorian Community Satisfaction Survey, 41% of residents said they were very satisfied, and only 6% were dissatisfied. Council continues to focus on improving performance and communicating its priorities and achievements to the community. *It is noted that the 2025 results were likely influenced by a new survey provider and methodology to collect feedback, which changed from phone interviews to in-person surveys. As a result, 2025 data is not directly comparable with previous years.*
Community satisfaction with community consultation and engagement	58 or above ✓	59	59	57	**72** **(7.2 out of 10)** ✓	In 2025, satisfaction with community consultation and engagement in Banyule increased by 14%. More than half of respondents (52%) said they were very satisfied, while only 7% reported being dissatisfied. *It is noted that the 2025 results were likely influenced by a new survey provider and methodology to collect feedback, which changed from phone interviews to in-person surveys. As a result, 2025 data is not directly comparable with previous years.* Community members can continue to have their say on local projects and activities by visiting the Shaping Banyule website.

Council strategic indicator	Desired trend or target	2021–22 result	2022–23 result	2023–24 result	2024–25 result	Comments
Community satisfaction with Council's advocacy	57 or above ✓	58	58	55	**72 (7.2 out of 10)** ✓	Satisfaction with Council's advocacy has mostly met or remained within the target range over the past four years. The 2025 Victorian Community Satisfaction Survey asked residents about Council's representation, lobbying and advocacy on behalf of the community. In response, 46% said they were very satisfied, while only 5% reported dissatisfaction. Council continues to publicly report on its advocacy priorities and has secured funding for several key projects, including the full electrification of WaterMarc and safety upgrades to Diamond Creek Road, one of only five road projects funded in the 2024–25 Victorian Government budget. *It is noted that the 2025 results were likely influenced by a new survey provider and methodology to collect feedback, which changed from phone interviews to in-person surveys. As a result, 2025 data is not directly comparable with previous years.*
Community satisfaction with Council informing the community	64 or above ✓	66	64	63	**71 (7.1 out of 10)** ✓	Satisfaction with how Council informs the community has remained strong over the past four years, consistently meeting or falling within the target range. In the 2025 Victorian Community Satisfaction Survey, 44% of residents were very satisfied, and only 7% were dissatisfied. Council continues to use a mix of print and digital communications and has developed a new Communications Strategy for 2025–2029 to further improve its reach and impact. *It is noted that the 2025 results were likely influenced by a new survey provider and methodology to collect feedback, which changed from phone interviews to in-person surveys. As a result, 2025 data is not directly comparable with previous years.*

Council strategic indicator	Desired trend or target	2021–22 result	2022–23 result	2023–24 result	2024–25 result	Comments
Community satisfaction with customer service	72 or above ✓	73	75	74	**79 (7.9 out of 10)** ✓	Customer service satisfaction has consistently exceeded the target over the past four years and continues to improve. In the 2025 Victorian Community Satisfaction Survey, 71% of residents were very satisfied, and only 6% were dissatisfied. This reflects Council's ongoing commitment to delivering high-quality service. *It is noted that the 2025 results were likely influenced by a new survey provider and methodology to collect feedback, which changed from phone interviews to in-person surveys. As a result, 2025 data is not directly comparable with previous years.*
Number of people participating in Council-led community engagement activities	Increase ↑ ✓	4,929	6,417	8,598	**5,208** ✗	Over the past four years, more people have been getting involved in Council-led engagement activities. Although participation dropped in 2024–25, it was still higher than in 2021–22. The decrease was mostly due to the Council caretaker period, which meant fewer opportunities to engage. This year, 4,182 contributions were made online through Shaping Banyule, and 1,026 people took part in workshops, drop-in sessions and site walks.
Participation in Banyule advisory committees	Increase ↑ ✓	62.70%	66.10%	68.51%	**69.87%** ✓	Participation in Banyule's advisory committees has steadily grown over the past four years, with this year recording the highest level and sitting 7.17 percentage points above 2021–22. All committees were dissolved in September 2024 and reformed in June 2025.
VAGO sustainability ratios	All ratios rated as 'low risk' ✗	71.43%	71.43%	85.71%	**85.71%** ✗	While the target was not fully met, there has been improvement in the number of low-risk financial ratios over the past four years. Currently, six out of seven ratios meet the benchmark for long-term financial sustainability. The Adjusted Underlying Result Ratio remains rated as medium risk and will continue to be monitored as part of Council's financial planning and reporting.

Strategic indicators: Community outcomes

Community strategic indicators reflect broader outcomes that Council helps influence but does not have direct control over. These indicators provide insight into long-term trends in community wellbeing, inclusion and sustainability, and help track progress toward the Community Vision.

The table below shows how Banyule is performing against key community indicators for the priority theme Our Trusted and Responsive Leadership. It includes results from the past four years and commentary on trends observed over the life of the Council Plan.

Legend

✓ = Achieved target ⇆ = Result is stable or a baseline figure ✕ = Did not reach target

Table 30 | Community strategic indicators – Our Trusted and Responsive Leadership

Community strategic indicator	Desired trend or target	2021–22 result	2022–23 result	2023–24 result	2024–25 result	Comments
Victorian and Australian government projects and grants allocated are in line with Banyule community aspirations	Increase ↑ ⇆	Not measured	124	115	**119** ✓	There has been an increase in grant funding since last year, and the number of grants has remained steady over the past three years, showing consistent success. In 2024–25, Council secured 76 recurrent and 43 non-recurrent grants.

Measuring Local Government Performance Reporting Framework service performance indicators

Alongside measuring Council and community outcomes, we also report on how well our services are performing through the Local Government Performance Reporting Framework (LGPRF). These indicators are set by the Victorian Government and help councils across the state track the delivery of key services.

The table below shows Banyule's results for the priority theme X. It includes four years of data and commentary to help explain the results.

Legend

✓ = Achieved target ↑↓ = Result was within target range ✕ = Did not reach target

Table 31 | LGPRF indicators – Our Trusted and Responsive Leadership

Service/*classification*/ *indicator*/measure	**2022 result**	**2023 result**	**2024 result**	**2025 result**	**Target/ achieved**	**Public comments**
Governance ***Transparency*** *Council decisions made at meetings closed to the public* [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	4.42%	6.72%	5.62%	**4.68%**	5.50% ✓	The percentage of decisions made in closed Council meetings has remained within the target range over the past four years. In 2024–25, Council reduced the proportion of closed decisions by nearly 1 percentage point compared to the previous year. Of the 171 reports considered, only eight were confidential. This reduction is largely due to fewer strategic property and contractual matters, along with the completion of the CEO reappointment process.

Service/*classification*/*indicator*/measure	2022 result	2023 result	2024 result	2025 result	Target/ achieved	Public comments
Governance ***Consultation and engagement*** *Satisfaction with community consultation and engagement* [Community satisfaction rating out of 100 with how Council has performed on community consultation and engagement]	59	59	57	**72***	60 ✓	In 2025, satisfaction with community consultation and engagement in Banyule increased by 14%. More than half of respondents (52%) said they were very satisfied, while only 7% reported being dissatisfied. *It is noted that the 2025 results were likely influenced by a new survey provider and methodology to collect feedback, which changed from phone interviews to in-person surveys. As a result, 2025 data is not directly comparable with previous years. Community members can continue to have their say on local projects and activities by visiting the Shaping Banyule website.
Governance ***Attendance*** *Councillor attendance at Council meetings* [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	94.44%	92.59%	90.85%	**98.52%**	85.00% ✓	Banyule Council's councillors attended a higher percentage of meetings this year, with attendance increasing by over 7% compared to last year and continuing to improve since 2021/22. During the 2024/25 financial year, two approved leaves of absence were granted, resulting in two missed meetings. From 14 August to 15 October 2024, Council operated with eight councillors following a resignation. In line with attendance rules, this period is also not recorded as an absence. Only two official absences were recorded for the financial year, highlighting councillors' strong commitment to participation and good governance.

Service/*classification*/ *indicator*/measure	2022 result	2023 result	2024 result	2025 result	Target/ achieved	Public comments
Governance ***Service cost*** *Cost of elected representation* [Direct cost of the governance service / Number of councillors elected at the last Council general election]	$58,477.44	$67,291.56	$76,696.33	**$69,608.67**	$70,000.00 ✓	Banyule Council reduced the cost of elected representation by over $7,000 this year. While overall spending is slightly higher than four years ago, it remains below the cumulative inflation rate for the same period. Despite allocating extra funds to produce the Councillors Induction Manual for the newly elected group and to deliver additional training, Council successfully stayed under budget.
Governance ***Satisfaction*** *Satisfaction with council decisions* [Community satisfaction rating out of 100 with how Council has performed in making decisions in the interest of the community]	61	57	57	**71***	Equal to or greater than the metro council group average ✓	In 2025, satisfaction with Banyule Council's decision-making rose, with 45% of respondents very satisfied and only 5% dissatisfied. Banyule Council's result was consistent with the average for metropolitan councils, based on data from the survey provider. Banyule continues to follow its Community Engagement Policy, ensuring residents are consulted on major projects and plans. Banyule scored 7 out of 10 for opportunities to engage with Council decisions, and 7.2 out of 10 for advocacy and representation, which is above the metropolitan council average. *It is noted that the 2025 results were likely influenced by a new survey provider and methodology to collect feedback, which changed from phone interviews to in-person surveys. As a result, 2025 data is not directly comparable with previous years.

What it costs to deliver Council services

Each year, Council sets a budget to fund services that support our community. The following sections, grouped by Council department, show the net cost of delivering services in 2024–25 that contribute to the priority theme Our Trusted and Responsive Leadership. The variance highlights whether each department spent more or less than what was budgeted.

Each department section also includes descriptions of the services delivered by its business units, outlining who they support and what they provide.

Advocacy, Communications, Engagement and Performance

Table 32 | Advocacy, Communications, Engagement and Performance – Service costs for 2024–25

Description	Amount ($'000)
Budgeted amount	**3,106**
Actual spending	**2,933**
Difference	**173**

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

Advocacy

- Delivering advocacy campaigns and progressing advocacy priorities.

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
- Enhancing and protecting the Council's reputation.

Community Engagement and Insights

- 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

- Providing organisational integration of corporate planning and transparent reporting
- Developing Council Plans (i.e. the Banyule Plan) and annual action plans in collaboration with the community
- Supporting the organisation with business planning and integrated reporting.

Business Transformation and Technology

Table 33 | Business Transformation and Technology – Service costs for 2024–25

Description	Amount ($'000)
Budgeted amount	**8,925**
Actual spending	**8,398**
Difference	**526**

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

Continuous Improvement (CI)

- Lead and manage the organisation-wide CI Framework, fostering a culture of learning, innovation, and problem solving that delivers value to our staff, customers, and community
- Facilitate and support improvement projects and initiatives, while building capability across Council to embed continuous improvement into everyday practice
- Champion idea generation through targeted idea harvesting workshops and organisation-wide challenges, enabling staff to contribute solutions and innovations that shape better outcomes and ways of working.

Digital Transformation

- Delivering the digital transformation program guided by the Digital Transformation Strategy, which is a significant change program and assists Council to continue to be a customer-centric organisation
- Modernising systems and streamlining processes through user-centred design, automation, and smart technology to enhance service delivery and community outcomes
- Building organisational capability by uplifting digital skills, embedding innovation, and leveraging data insights to drive evidence-based decision-making.

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 mail and emails and outgoing physical correspondence
- Capturing and actioning incoming customer enquiries and records into Council's electronic document and records management system.

Information Technology Infrastructure, Operations and Applications

- Managing corporate applications that ensure reliable and effective business services
- Managing IT support for the organization and empowering staff with technology
- Managing IT infrastructure and cyber security ensuring data is protected
- Managing IT projects to improve services and gain efficiencies.

Customer Experience (CX)

Table 34 | Customer Experience (CX) – Service costs for 2024–25

Description	Amount ($'000)
Budgeted amount	**3,093**
Actual spending	**3,038**
Difference	**55**

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

CX Strategy

- Supporting the wider organisation to better understand and improve customer experience

Leading key initiatives from Banyule's Customer Experience strategy – including training, the implementation of a Voice of Customer program and the continued embedding of the Banyule Service Promise.

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.

Emergency Management

- 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.

Strategic Finance and Performance

Table 35 | Strategic Finance and Performance – Service costs for 2024–25

Description	Amount ($'000)
Budgeted amount	**4,825**
Actual spending	**4,667**
Difference	**158**

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.

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.

Governance and Integrity

Table 36 | Governance and Integrity – Service costs for 2024–25

Description	Amount ($'000)
Budgeted amount	**1,613**
Actual spending	**1,313**
Difference	**299**

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

Cemetery Administration and Support

- Managing the three Council-run cemeteries; 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
- Administering the conduct of Council meetings and general or by-elections and electoral representation.

Office of the CEO and Councillors

Table 37 | Office of the CEO and Councillors – Service costs for 2024–25

Description	Amount ($'000)
Budgeted amount	**1,793**
Actual spending	**1,782**
Difference	**11**

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 structures.

People and Culture

Table 38 | People and Culture – Service costs for 2024–25

Description	Amount ($'000)
Budgeted amount	**6,561**
Actual spending	**7,178**
Difference	**-617**

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

Employee Relations/Industrial Relations Business Partners

- Providing trusted, strategic support to leaders and employees across Council
- Managing employee and industrial relations, interpreting awards and enterprise agreements and fostering a positive workplace culture
- Collaborating with leaders to successfully implement change management initiatives
- Offering practical tools to strengthen engagement and ensure fair and consistent people practices across the organisation.

Organisational Development

- Designing and delivering learning, leadership and organisational development programs
- Coordinating professional development, cultural learning and wellbeing initiatives
- Overseeing Council's employee performance and development framework
- Providing strategic advice on workforce planning, resource management and recruitment
- Tailoring solutions to meet evolving workforce needs.

Risk and Assurance

- Managing enterprise-wide business risk including insurance and business continuity
- Coordinating the Audit and Risk Committee
- Leading the implementation of Council's Risk Management Framework
- Ensuring that risk is understood, owned, and effectively managed across all levels of the organisation, supporting resilience and informed decision-making.

Inclusive Employment Pathways

- Managing the Inclusive Employment and Workplace Pathways Programs
- Supporting local people who face barriers to employment by offering tailored, temporary roles that align with individual interests, strengths and goals
- Providing hands-on experience in local government, supported by job-readiness training, coaching, mentoring, and skill-building opportunities
- Providing diverse pathways for students through work experience, placements, cadetships, apprenticeships, and graduate programs
- Promoting diversity and inclusion, fill industry gaps and support the development of a future-ready workforce
- Staying informed about industry advancements to drive innovation and continuous improvement across its services.

Payroll

- Ensuring accurate, timely, and compliant payroll services
- Supporting leaders with real-time insights
- Playing a key role in workforce planning and legislative compliance
- Enhancing the employee experience through transparent and responsive service delivery.

Safety and Wellbeing

- Prioritising the physical and psychological health, safety and wellbeing of our employees, contractors and visitors
- Delivering proactive and integrated occupational health and safety services
- Aligning our safety management and rehabilitation management systems with best practice
- Auditing, monitoring and reviewing measurable targets to achieve continuous improvement in safety capabilities
- Embedding a culture of care and accountability across the organisation
- 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 LGBTIQA+ colleagues.

Governance and management

Banyule's governance approach

Banyule Council is committed to fair, transparent and ethical governance. Councillors, staff and contractors are entrusted to act with honesty, integrity and care when managing public resources and delivering services.

Robust governance, sound financial stewardship and efficient service delivery underpin all Council operations. Transparency and accountability remain central to how Council functions.

Decision-making at Council

Formal decisions are made at Council meetings, while many operational decisions are delegated to staff in line with adopted policies and strategic directions.

Council decisions aim to:

- Reflect the diverse needs of the community
- Provide leadership and monitor progress
- Manage resources responsibly
- Advocate for the interests of the community
- Strengthen community connection and participation

Community members can contribute through consultations, forums, submissions, ward meetings and other engagement opportunities.

Council meetings

Ordinary Council meetings are generally held **every three weeks** on **Monday evenings** at the **Ivanhoe Library and Cultural Hub**. The meeting schedule is set annually and published on Council's website. Meetings begin at **7pm** and are **open to the public** unless confidential matters are being discussed or safety concerns require closure.

Meetings are livestreamed on Council's Facebook page and recordings are available on Council's website and YouTube channel for two years. Community members are welcome to attend in person or watch online.

Council meetings follow the Governance Rules, which outline meeting procedures, the election of the Mayor and Deputy Mayor, and how the community can participate.

The mayor chairs meetings when present. If unavailable, the Deputy Mayor takes the chair. Voting is conducted by a show of hands.

Community participation in Council meetings

Community members can:

- **Speak at a meeting** on an agenda item by submitting a request by 12pm on the day of the meeting. Each speaker is allocated two minutes.
- **Submit a question** for Public Question Time by **12pm the Friday before** a scheduled Monday meeting. Questions are read and answered during the meeting if the submitter is present. All questions and responses are recorded in the meeting minutes and shared with the submitter.

In 2023, Council reviewed its Governance Rules to improve community engagement in meetings. The updated rules were adopted on 30 October 2023.

Councillor attendance at Council meetings

A total of 15 Council meetings were held:

- 13 ordinary Council meetings
- 2 special Council meetings.

Table 39 | Councillor attendance at Council meetings (2024–25)

Ward	Councillor	Council meetings	Special meetings	Total
Bakewell	**Cr Mark Di Pasquale**	12	1	**13**
Beale	**Cr Elizabeth Nealy**	13	2	**15**
Chelsworth	**Cr Alida McKern**	13	2	**15**
Griffin	**Cr Peter Castaldo**	13	2	**15**
Grimshaw	**Cr Rick Garotti**	13	2	**15**
Hawdon	***Cr Matt Wood**	9	1	**10**
Ibbott	***Cr Alicia Curry**	9	1	**10**
Olympia	***Cr Mary O'Kane**	9	1	**10**
Sherbourne	**Cr Alison Champion**	13	2	**15**
Hawdon	**#Cr Fiona Mitsinikos**	4	1	**5**
Ibbott	**#Cr Tom Melican**	4	1	**5**
Olympia	**#Cr Peter Dimarelos**	4	1	**5**

* Newly elected councillors sworn in on 11 November 2024
# Former councillors prior to 26 October 2024

Councillor briefings and informal meetings

Councillors regularly attend briefing sessions to explore issues in greater detail. These sessions are **not decision-making forums** but help inform the decisions made at formal Council meetings.

In 2024–25, Council recorded:

- 15 formal Council meetings
- 94 informal meetings of councillors

Committee appointments and advisory roles

Each November, Council holds its Statutory Meeting to elect the Mayor and Deputy Mayor and appoint Councillors to internal and external committees.

In 2024–25, Council reviewed its advisory committees, updating their names and roles. Appointments were made in two stages:

- 18 November 2024 – Internal and external committees
- 23 June 2025 – Remaining advisory committees

Council has:

- **Five advisory committees** with appointed councillor representatives
- **Six external committees** with councillor involvement

These appointments will remain in place until the next Mayoral election in November 2026, after which they will return to an annual cycle.

Council did **not establish any delegated committees** in 2024–25.

Model Councillor Code of Conduct

All Victorian councillors must comply with the Model Councillor Code of Conduct (the Model Cade), effective from 26 October 2024. It outlines standards across:

1. Performing the role of a councillor
2. Behaviours
3. Good governance
4. Integrity

Councillors publicly affirmed their commitment at the 9 December 2024 Council Meeting.

Managing conflict of interest

The Act outlines the conduct expected of councillors and members of delegated committees. Councillors must act honestly and exercise reasonable care and diligence in carrying out their duties. They must not misuse their position or information gained through their role to:

- Gain, or attempt to gain, an advantage for themselves or others
- Cause, or attempt to cause, detriment to Council

Where a conflict of interest exists, councillors are required to disclose the nature of the interest, whether general or material, before any discussion or decision takes place. Councillors must leave the chamber during deliberation and voting on the matter.

Conflicts may be:

- **General**: Where private interests could influence public duties
- **Material**: Where financial or other gain/loss may result

Under section 128 of the Act, an 'affected person' includes:

- The relevant person
- A family member
- A body corporate where the person or their partner is a director or member
- An employer (unless a public body)
- A business partner
- A client or associate (e.g. consultant, contractor, agent)
- A beneficiary of a trust where the person is trustee
- A person who has given the relevant person a disclosable gift

To maintain impartiality, the CEO, councillors and nominated staff are required to submit a return of prescribed interests every six months. Staff with delegated authority must also disclose any conflict of interest when exercising that authority.

During the 2024–25 period, nine conflicts of interest were declared at Council meetings.

Table 40 | Register of conflicts of interest (2024–25)

Type of conflict	No.
General interest (s127)	5
Material conflict of interest (s128)	
– Direct benefit or loss	1
– Indirect benefit or loss	2
– 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 object of a discretionary trust	0
– A person who has given a disclosable gift	0
Total	**8**

Councillor allowances

Under section 39 of the Act, allowances for the Mayor, Deputy Mayor and Councillors are determined by the Victorian Independent Remuneration Tribunal (the Tribunal). This is done in accordance with the *Victorian Independent Remuneration Tribunal and Improving Parliamentary Standards Act 2019* (the VIRTIPS Act).

The Tribunal sets a base allowance for each councillor, which varies depending on the role and the Council's assigned allowance category. Banyule City Council is classified as a Category 3 council.

Allowances are reviewed annually and adjusted by the Tribunal under section 23B of the VIRTIPS Act.

Table 41 | Councillor allowances (2024–25)

Role	Allowance
Mayor	$138,506
Deputy Mayor	$69,252
Councillor	$40,769

Councillor expenses

Section 40 of the Act requires councils to reimburse councillors for expenses incurred while performing their duties. Councils must also adopt and maintain an Expenses Policy that outlines how reimbursements are managed and what resources, facilities and support are provided to assist councillors in their roles. Details of expenses and reimbursements for each councillor and committee member are published annually. The following table outlines expenses incurred during 2024–25.

Table 42 | Councillor expenses (2024–25)

Councillor	Travel (Vic) $	Travel (Interstate/ Overseas) $	Conference/ Training $	Events $	IT and Comms $	Memberships/ Subscriptions $	Data/ Mobile $	Car mileage $
Cr Peter Castaldo	0	411.28	2573.08	154.00	970.00	348.00	0	0
Cr Alicia Curry	0	0	602.00	65.00	3356.63	245.00	203.00	1114.95
Cr Mary O'Kane	0	596.55	3099.84	293.00	3394.86	245.00	203.00	0
Cr Matt Wood	0	586.42	3227.73	129.00	3356.53	245.00	203.00	0
Cr Alida McKern	0	596.55	3199.63	144.00	3394.86	345.00	780.00	1137.01
Cr Alison Champion	0	0	851.00	209.00	3085.30	100.00	348.00	0
Cr Elizabeth Nealy	0	61.03	896.67	130.00	3394.86	1070.00	780.00	0
Cr Mark Di Pasquale	126.09	0	851.00	89.00	3999.34	0	780.00	439.72
Cr Rick Garotti	0	0	851.00	0	3,452.86	970.00	780.00	1002.56
Cr Tom Melican	0	411.27	1165.67	0	0	0	195.00	0
Cr Fiona Mitsinikos	0	0	0	0	0	100.00	130.00	0
Cr Peter Dimarelos	0	0	0	0	0	0	87.00	0

Note: Only categories where expenses were incurred are shown. For a full list of expense categories, refer to the Councillor Expense Register on Council's website.

The IT and Communications column includes phone and internet charges, provision of IT equipment, and costs associated with publishing and distributing *News from Our Neighbourhood* (Ward newsletters). Councillors are encouraged to attend conferences and training sessions relevant to their role in local government. These opportunities support ongoing learning and informed decision-making. Some sessions are mandatory under the Act, and specialised training may be required for the Mayor and Deputy Mayor to support their leadership roles.

Management and oversight

Banyule Council maintains a strong governance and management framework to ensure decisions are well-informed, risks are proactively managed, and services are delivered efficiently and transparently. This framework is underpinned by legislative requirements, best-practice policies, and continuous performance monitoring.

Audit and Risk Committee

The Audit and Risk Committee (the Committee) plays a key role in overseeing Council's financial management, internal controls, risk governance and ethical standards. It comprises four independent members, Marilyn Kearney (Chair), Greg Rimmer-Hollyman, Jonathan Kyvelidis 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 among the independent members.

The Committee met three times in 2024–25 (September, December and March). Attendees included the Internal Auditor, CEO, directors and external auditors. To support independence, pre-meeting sessions were held without management present. Minutes from each meeting were tabled at the next Ordinary Council Meeting.

Internal audit

Council's internal audit function provides independent assurance that systems and processes are operating effectively. The program is delivered through a combination of in-house expertise and an external provider, guided by a Strategic Internal Audit Plan that is reviewed and approved annually by the Committee.

In 2024–25, internal audits focused on:

- Municipal emergency management
- Procurement
- Building safety and pool compliance
- Follow-up review (2022–24 audits)
- Customer Experience Platform (CXP)

Audit recommendations are risk-rated and tracked quarterly. Updates are reviewed by the Executive Management Team and the Committee. Quality assurance is supported by client feedback, benchmarking and annual self-assessments.

External audit

Council's external audit is conducted by the Victorian Auditor-General's Office (VAGO), with Mann Judd acting on its behalf in 2024–25. External auditors presented findings at the March and September Audit and Risk Committee meetings, including the Financial Report and Performance Statement. Council's responses to the audit management letter were also reviewed.

Risk management

Council's Risk Management Framework, adopted in December 2021 and aligned with ISO 31000, provides a consistent approach to identifying, assessing and managing risk across all operations. The framework supports strategic and operational planning, service delivery and decision-making.

Strategic risk reports were presented to the Committee in December 2024 and March 2025. These reports outlined key risks, their likelihood and consequences, and the mitigation strategies in place.

Strategic documents adopted in 2024–25

In 2024–25, Banyule Council adopted a range of strategies and policies to guide decision-making, support service delivery and align with the strategic direction set out in the Council Plan and Community Vision.

These documents reflect Council's commitment to planning, transparency and continuous improvement:

- **Marrageil Strategy** – adopted 15 July 2024
- **Housing Strategy** – adopted 5 August 2024
- **Neighbourhood Character Strategy** – adopted 5 August 2024
- **Banyule Plan** – adopted 23 June 2025
- **Delivery Plan** – adopted 23 June 2025
- **Asset Plan** – adopted 23 June 2025
- **Annual Budget** – adopted 23 June 2025
- **Financial Plan** – adopted 23 June 2025
- **Revenue and Rating Plan** – adopted 23 June 2025

These documents are available on the [Policies, plans and strategies] page of Council's website.

Governance and management checklist

Council annually assesses its performance against a prescribed checklist under the Act. This checklist helps ensure Council is meeting its responsibilities and maintaining strong governance practices.

The table below shows the results of Banyule Council's assessment for 2024–25.

Table 43 | Governance and management checklist

Governance and management item/ *Description of item*	**Assessment**	**Completed**
1. Community engagement policy *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*	Adopted in accordance with section 55 of the Act Date of adoption: 1 July 2021	✓
2. Community engagement guidelines *Guidelines to assist staff to determine when and how to engage with the community*	Current guidelines in operation Date of commencement: 1 July 2021	✓
3. Financial Plan *Plan under section 91 of the Act outlining the financial and non-financial resources required for at least the next 10 financial years*	Adopted in accordance with section 91 of the Act Date of adoption: 23 June 2025	✓
4. Asset Plan *Plan that sets out the asset maintenance and renewal needs for key infrastructure asset classes for at least the next 10 years*	Adopted in accordance with section 92 of the Act Date of adoption: 23 June 2025	✓
5. Revenue and Rating Plan *Plan setting out the rating structure of Council to levy rates and charges*	Adopted in accordance with section 93 of the Act Date of adoption: 23 June 2025	✓
6. Annual budget *Plan setting out the services to be provided and initiatives to be undertaken over the next 12 months and the funding and other resources required*	Budget adopted in accordance with section 94 of the Act Date of adoption: 23 June 2025	✓

Governance and management item/ *Description of item*	**Assessment**	**Completed**
7. Risk policy *Policy outlining Council's commitment and approach to minimising the risks to Council's operations*	Current policy in operation Date of commencement: 22 September 2023	✓
8. Fraud policy *Policy outlining Council's commitment and approach to minimising the risk of fraud*	Current policy in operation Date of commencement: 14 April 2025	✓
9. Municipal emergency management planning *Participation in meetings of the Municipal Emergency Management Planning Committee (MEMPC)*	MEMPC meetings attended by one or more representatives of Council (other than the chairperson of the MEMPC) during the financial year. Dates of MEMPC meetings coordinated and attended: 8 August 2024, 14 November 2024, 20 February 2025 and 8 May 2025	✓
10. Procurement policy *Policy outlining the principles, processes and procedures that will apply to all purchases of goods and services by the Council*	Adopted in accordance with section 108 of the Act Date of commencement: 24 May 2021	✓
11. Business continuity plan *Plan setting out the actions that will be taken to ensure that key services continue to operate in the event of a disaster*	Current plan in operation Date of commencement: 1 December 2021 Date of review: 20 November 2024	✓
12. Disaster recovery plan *Plan setting out the actions that will be undertaken to recover and restore business capability in the event of a disaster*	Current plan in operation Date of commencement: 1 June 2022 Date of last review: 6 June 2025	✓
13. Complaint policy *Policy under section 107 of the Act outlining Council's commitment and approach to managing complaints*	Policy developed in accordance with section 107 of the Act Date of commencement: 30 April 2021 Date of last review: 26 February 2024	✓
14. Workforce plan *Plan outlining Council's commitment and approach to planning the current and future workforce requirements of the organisation*	Plan developed in accordance with section 46 of the Act Date of commencement: 1 December 2021 Date of last review: 23 July 2025	✓

Governance and management item/ *Description of item*	**Assessment**	**Completed**
15. Payment of rates and charges hardship policy *Policy outlining Council's commitment and approach to assisting ratepayers experiencing financial hardship or difficulty paying their rates*	Current policy in operation Date of commencement: 23 June 2025	✓
16. Risk management framework *Framework outlining Council's approach to managing risks to the Council's operations*	Current framework in operation Date of commencement: 11 December 2021 Date of last review: 22 September 2023	✓
17. Audit and Risk Committee *Advisory committee of Council under section 53 and section 54 of the Act*	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 three occasions throughout the past 12 months: 6 September 2024, 6 December 2024 and 28 March 2025	✓
18. Internal Audit *Independent accounting professionals engaged by the Council to provide analyses and recommendations aimed at improving Council's governance, risk and management controls*	Internal auditor engaged Date of engagement: 1 October 2022 to 30 September 2025	✓
19. Performance Reporting framework *A set of indicators measuring financial and non-financial performance, including the performance indicators referred to in section 98 of the Act*	Current framework in operation Date of commencement: 1 July 2022	✓
20. Council Plan report *Report reviewing the performance of the Council against the Council Plan, including the results in relation to the strategic indicators, for the first six months of the financial year*	Current report Date of reports: 22 July 2024 24 March 2025	✓

Governance and management item/ *Description of item*	**Assessment**	**Completed**
21. Quarterly budget reports *Quarterly reports to Council under section 97 of the Act, comparing actual and budgeted results and an explanation of any material variations*	Quarterly reports presented to Council in accordance with section 97(1) of the Act Date of reports: 15 October 2024 – Quarter 4 25 November 2024 – Quarter 1 3 March 2025 – Quarter 2 26 May 2025 – Quarter 3	✓
22. Risk reporting *Six-monthly reports of strategic risks to Council's operations, their likelihood and consequences of occurring and risk minimisation strategies*	Risk reports prepared and presented Date of reports: 6 December 2024 28 March 2025	✓
23. Performance reporting *Six-monthly reports of indicators measuring the results against financial and non-financial performance, including the performance indicators referred to in section 98 of the Act*	Performance reports prepared Date of reports: 15 October 2024: based on 2023–24 end of year reporting 12 March 2025: six-month non-financial report As in prior years, Council monitors financial and non-financial indicator performance six monthly, as part of more extensive and informative reporting throughout the year. Council's annual report (the Banyule Story) includes reporting against all performance indicators and targets referred to in section 98 of the Act.	✗ Financials reported quarterly Non-financials reported six-monthly
24. Annual report *Annual report under sections 98 and 99 of the Act to the community containing a report of operations and audited financial and performance statements*	Annual report presented at a meeting of Council in accordance with section 100 of the Act Date of presentation: 15 October 2024	✓
25. Councillor Code of Conduct *Code setting out the standards of conduct to be followed by councillors and other matters*	Code of conduct reviewed and adopted in accordance with section 139 of the Act Date in effect: 26 October 2024 In line with the *Local Government Act Amendment Bill 2024* all councils in Victoria are required to abide by the Model Councillor Code of Conduct, which came into effect on 26 October 2024. At the 2024 Swearing-In Ceremony for the 2024–28 Council term, councillors swore an oath or affirmation in support of the Model Code. They also publicly affirmed their commitment to the Code at the Ordinary Meeting of Council on 9 December 2024.	✓

Governance and management item/ *Description of item*	**Assessment**	**Completed**
26. Delegations *Documents setting out the powers, duties and functions of Council and the Chief Executive Officer that have been delegated to members of staff*	Delegations 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 Date of review: 14 April 2025	✓
27. Meeting procedures *Governance Rules governing the conduct of meetings of Council and delegated committees*	Governance Rules adopted in accordance with section 60 of the Act and Council's Community Engagement Policy Date rules adopted: 30 October 2023	✓

I certify that this information presents fairly the status of Council's governance and management arrangements.

Cr Elizabeth Nealy

Mayor, Banyule Council

Dated: 22 September 2025

Allison Beckwith

Chief Executive Officer, Banyule Council

Dated: 22 September 2025

Policies and statutory information

Protecting rights and promoting transparency

Charter of Human Rights and Responsibilities

Council upholds the rights and freedoms of all Victorians under the *Charter of Human Rights and Responsibilities Act 2006*. In 2024–25, **no complaints were received** by Council or the Victorian Ombudsman regarding its implementation.

To support compliance, Council:

- Trains staff to identify and respond to human rights concerns
- Assesses decisions and policies against the Charter
- Participates in sector-wide surveys led by the Victorian Human Rights and Equal Opportunity Commission.

Public transparency and access to information

Council's **Public Transparency Policy** outlines how information is made available to the public, in line with regulation 12 of the *Local Government (General) Regulations 2015*. Information may be redacted or summarised to protect privacy, security or commercial sensitivity.

Documents listed under the 'Part II Statement' of the *Freedom of Information Act 1982* are available on Council's website.

Freedom of information (FOI)

Under the *Freedom of Information Act 1982*, the public can:

- Access Council documents
- Request corrections to personal records if they are inaccurate or misleading
- Appeal decisions that deny access or refuse amendments

Requests must be submitted in writing with the required fee. Additional charges may apply for services such as photocopying or document retrieval. Council must respond within 30 days, with a possible 15-day extension if consultation is needed. If access is refused or deferred, applicants receive written reasons and information about appeal options.

FOI activity in 2024–25:

Council finalised **37 FOI requests**. More details and forms are available on Council's website.

Public Interest Disclosures

Council complies with the *Public Interest Disclosures Act 2012* (PID Act) , which encourages reporting of improper conduct by Councillors or staff. These disclosures, previously known as protected disclosures or 'whistleblower' complaints, help ensure accountability and integrity in public service.

The Independent Broad-based Anti-Corruption Commission (IBAC) oversees the PID process across the Victorian public sector, including local government. IBAC investigates serious misconduct and supports public sector organisations to strengthen their systems and prevent corruption.

A disclosure must be based on reasonable grounds and relate to conduct serious enough to constitute a criminal offence or grounds for dismissal.

In 2024–25:

- **0 disclosures** were received
- **0 referrals** were made by IBAC or the Victorian Ombudsman

Council does not tolerate improper conduct or reprisals against those who report it. Further information and a copy of Banyule's Public Interest Disclosure Procedures are available on Council's website or by calling 9490 4222.

Election Period Policy

Council's Election Period Policy, outlined in Chapter 8 of the Governance Rules, was last reviewed on 14 November 2022. A separate review of the Community Participation section was completed on 30 October 2023.

The policy supports fair and transparent conduct during the **caretaker period** before Council elections. During this time, Council continues its regular operations but avoids making decisions that could influence or bind the incoming Council. This practice is known as the caretaker convention.

The Election Period Policy provides clear guidance for councillors, candidates and staff on what can and cannot be done during this time. It helps ensure that Banyule's elections are conducted responsibly and with integrity.

Key restrictions during the election period include:

- Council must not make decisions about the **appointment or remuneration of the CEO,** except for an acting CEO
- Council must not commit to **expenditure exceeding 1%** of its income from general rates, municipal charges and service rates and charges from the previous financial year

The policy also outlines how Council will manage:

- Use of Council resources
- Community consultation and publications
- Access to information and support for councillors during the election period.

Legislation and compliance

Local Government Amendment Act 2024

The *Local Government Amendment Act 2024* introduced:

- The **Model Councillor Code of Conduct** (the Model Code) (effective 26 October 2024)
- New procedures for handling alleged breaches of the Model Code
- Internal arbitration requirements
- Mandatory training for Mayors and councillors.

Ministerial directions

- ***Food Act 1984***: No ministerial directions received
- ***Road Management Act 2004***: No ministerial directions received.

Inclusion and community wellbeing

Disability Action Plan

In line with section 38 of the *Disability Act 2006*, Banyule Council reports annually on the implementation of its Disability Action Plan. This work is embedded in the **Inclusive Banyule Plan 2022–2026**, which reflects **Council's commitment to access, equity and inclusion for people with disability and their families**.

The plan aligns with the Victorian Government's *Inclusive Victoria 2022–2026* and focuses on four key areas:

1. Challenging attitudes that limit opportunities
2. Increasing visibility and awareness
3. Removing systemic barriers
4. Understanding lived experiences

To ensure actions remained relevant and responsive, Council worked closely with the Disability and Inclusion Committee until September 2024, when all Advisory and Population Committees were dissolved. Annual actions were planned and delivered in partnership with the committee, with progress reported through the Inclusive Banyule Advisory Committee, Council's website and printed publications.

Key achievements in 2024–25

- **Local job outcomes for five people with disability through** the Inclusive Employment Program
- **Accessibility audits and upgrades** at Ivanhoe Library and Cultural Hub, Bellfield Community Hub, Shop 48 and Greensborough offices
- Technology and signage **improvements for hearing loops**
- Adoption of the Cérge platform for **digital accessibility at WaterMarc**
- **Easy English versions** of the Health and Wellbeing Priorities 2025–2029 and Disability and Inclusion Committee agendas
- **Inclusive features at community events** such as Auslan interpreters, accessible pathways, social stories and parking at Malahang Festival, Eco Festival, Twilight Sounds and Carols by Candlelight
- **Advocacy for accessibility upgrades** at Ivanhoe Train Station
- **Five Disability and Inclusion Committee meetings** hosted before committee closure
- **Celebration of International Day of People with Disability**, featuring:
  - Auslan storytime
  - Art and poetry by people with disability
  - Short films, Lego play, DJ and silent disco
  - Community consultation led by an art therapist
  - Launch of the Cérge accessibility tool at Ivanhoe Library and Cultural Hub
- Webinar for World Autism Day: ***Supporting Autistic Children with Life Transitions***, featuring keynote speaker Mel Spencer (CEO of Different Journeys) and a parent panel. The session attracted over 300 registrations, with 100 attending live, and the recording was shared with all registrants
- Support for the **Disability Services Network**
- Capital works to **improve access at community facilities**
- Establishment of the **Connected Communities Advisory Committee** and **Disability Champions** group
- Development of a new **accessible playground audit tool**

More details are available on Council's website.

Recognising carers

Carers play a vital role in supporting family members, friends and community members who need help due to disability, illness, mental health or ageing. In 2021, **14.6% of Banyule residents** aged 15 and over **identified as carers**.

Council's Carer Support Program provides practical and emotional support, guided by the *Victorian Carer Strategy 2018–2022* and the *Carers Recognition Act 2012*. The program is designed to improve wellbeing, reduce isolation and build resilience among carers of all ages and backgrounds.

Support delivered in 2024–25

- **1,843 hours of support** to **105 carers**
- **403 hours** of individual support delivered to **139 carers**
- **100 hours** of group support through events and workshops for **44 carers**
- **750 free wellbeing passes** issued to **109 carers**
- **Regular updates** sent to **345 registered carers** and **97 practitioners**
- **Support for young carers** through Banyule Youth Services
- Partnerships with Banyule Community Health to **support First Nations carers**

Carer voices

Feedback from carers highlights the positive impact of Council's support programs:

> 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

> '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.'

Figure 95 | Feedback from Banyule Carer Support Program participants

Animal management and local laws

Domestic Animal Management Plan (DAMP)

Under section 68A of the *Domestic Animals Act 1994*, Council is required to prepare a DAMP every four years. The current DAMP is due for renewal, and a draft was released for community consultation in 2024–25. Feedback was gathered from residents, stakeholders and animal welfare organisations.

The updated plan continues to support responsible pet ownership through initiatives such as:

- Online animal registration services
- A free cat desexing program for Banyule residents
- A proposed new requirement for mandatory desexing of newly registered cats to reduce stray animals and unwanted litters

Council remains committed to reuniting lost pets with their owners, rehoming animals, and delivering high-quality animal management services. Education and community engagement are key parts of this approach.

Dogs and Cats in Public Places Order

As part of the DAMP, Council adopted a new **Dogs and Cats in Public Places Order** in June 2024, which came into effect on 1 February 2025. Key changes include:

- A cat curfew from 7pm to 7am
- A clearer definition of 'effective control' for dogs in public places, placing more responsibility on dog owners

To support these changes, Council increased proactive patrols in parks and public spaces to engage with the community and promote responsible pet ownership.

More details are available on the **DAMP** consultation page on Shaping Banyule.

Community Local Law 2025

The Community Local Law 2025 was adopted on 3 March 2025 and will remain in effect until 15 April 2035. This law helps Council manage local issues through permits, enforcement, and community standards tailored to Banyule's needs.

Local Laws are unique to each municipality and must:

- Align with relevant legislation, including the *Charter of Human Rights and Responsibilities Act 2006*
- Avoid duplication or conflict with planning schemes
- Stay within Council's legal powers
- Be written clearly and unambiguously

In addition to the Community Local Law, Council maintains **Governance Local Law No. 2 (2022)**, which regulates the use of the common seal and the issuing of infringement notices for breaches of Council's Local Laws.

Alcohol-free zones in public spaces

Under the Community Local Law 2025, Council has designated specific public areas where alcohol consumption is prohibited. It is an offence to consume or carry an open container of alcohol in these locations:

Designated alcohol-free zones:

- **Bundoora** – Andrew Place shopping precinct
- **Eaglemont** – Silverdale Road shopping strip
- **Greensborough** – Shopping precinct
- **Heidelberg** – Shopping precinct
- **Heidelberg West** – Olympic Village Shopping Centre (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** – Council Offices and shopping precinct
- **Ivanhoe** – The Boulevard (15 December to January, 7pm to 2am inclusive)
- **Ivanhoe** – Waterdale Road shopping precinct and surrounds
- **Ivanhoe East** – Shopping precinct and surrounds
- **Lower Plenty** – Shopping precinct
- **Macleod** – Shopping precinct and surrounds
- **Montmorency** – Shopping precinct
- **Rosanna** – Shopping precinct and surrounds
- **Watsonia** – Shopping centre and surrounds.

These restrictions do not apply to:

- Licensed venues
- Premises with a current Footpath Trading Permit
- Locations approved by Licensing Victoria.

Clear signage is installed to indicate restricted areas.

Council procurement and contract management

Council maintains a robust procurement framework to ensure that contracts over $100,000 are regularly reviewed for strategic alignment, efficiency, and continued relevance. Each review considers:

- Whether the service remains necessary
- Optimal delivery method
- Market conditions and supplier availability
- Appropriate procurement approach

In 2024–25, Council issued more than 160 procurement opportunities, including:

- Requests for Quotes ($100,000 and $300,000)
- Public tenders (over $300,000)

These covered a diverse range of service areas:

- Events and marketing
- Community services
- Consultancy and professional services
- Capital works and infrastructure
- Operational services
- Technology

Additionally, 16 contracts exceeding $100,000 were awarded under approved exemptions in accordance with Council's Procurement Policy.

Table 44 | Contracts awarded over $100,000 in 2024–25

Contract number	Contract name	Successful supplier/s	Status
1095-2020	Distribution of Printer Material Services	Mr Moto	Active
0978-2019	Gym Equipment Lease	TechnoGym Australia Pty Ltd & CHG-Meridian Australia Pty Ltd	Active
294657	Executive Team Leadership Journey	Dattner Group Unit Trust	Closed
289213	Contract Management System	VendorPanel Pty Ltd	Active
1438-2024	Construction of Irvine Road GPT	Holcim (Australia) Pty Ltd (Humes)	Active
1417-2024Q	ERP Transition Plan	Ontwerp Consulting Pty Ltd	Active
1269-2023Q	Provision of Street Sweeping Services	Sage Road Pty Ltd (trading as Crown Complete Sweeping)	Active
296467	Olympic Park Dividing Net	A Star Sports Industries Pty Ltd	Active
1177-2022	Road Management Defect inspections	Talis Consultant	Active
297135	Content Management and Digital Forms System	Granicus Australia Pty Ltd	Active
1358B-2024	Skylight Replacement and Fall Protection at Macleod Nets Stadium & Operations Depot Bellfield	Skylights Linqs Group Pty Ltd	Active
297213	Purchase of Prime Mover Truck for Waste Recovery Centre	Daimler Trucks Somerton	Active
298552	Vehicle Wheel Wash System	PR Water Pty Ltd	Active
1461-2025	Accounts Payable Automation Solution	Civica Pty Ltd	Active
297681	WayFinding Management Plan	Mesh Livable Urban Communities	Active

Infrastructure and development contributions

Under sections 46GM and 46QD of the *Planning and Environment Act 1987*, councils that collect or manage development contributions must report annually to the Minister for Planning. This includes details of levies received and infrastructure delivered through Development Contributions Plans (DCPs).

In 2024–25, Banyule Council did not enter into any agreements for land, works, services or facilities accepted in-kind under a DCP.

Table 45 | Development Contributions Plan (DCP) levies received in 2024–25

DCP name (Year approved)	Levies received
DCP 2016/2017 (2019)	**$1,349,636**

Table 46 | Infrastructure delivered using DCP levies in 2024–25

Project	Project ID	DCP name	DCP funds used	Council contribution	Total project cost	% delivered
Ivanhoe Aquatic – Stage 2 Construction	B51	DCP 2016/2017 (2019)	$6,665	$2,985	$604,661	14%
Irvine Road Drain – Gross Pollutant Trap	D17	DCP 2016/2017 (2019)	$22,168	$399,600	$451,971	100%
St Helena Road – Road Rehabilitation	R112	DCP 2016/2017 (2019)	$3,213	$33,640	$51,656	100%
High Street, Watsonia – Stage 2	R128	DCP 2016/2017 (2019)	$829	$58,866	$60,000	100%
High Street, Watsonia – Stage 1	R61	DCP 2016/2017 (2019)	$829	$79,171	$80,000	100%
Olympic Park Pavilion	B52	DCP 2016/2017 (2019)	$28,973	$2,172,752	$2,880,904	63%
Total			**$62,677**	**$2,747,014**	**$4,129,192**	

In 2024–25, Council invested $2.8 million in projects funded under the DCP 2016/2017 (2019). By 30 June 2025, total cumulative expenditure on these projects reached $4.1 million.

Between 2016–17 and 2023–24, Council invested $75.3 million in other DCP projects. In 2024–25, it received $1,286,959 in DCP levy income to support these initiatives.

Tables in this report

Glossary

Term	Description
Act, the	The *Local Government Act 2020*.
Advisory committees	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.
ALGA	Australian Local Government Association: the national voice of local government, representing 537 councils across the country.
Annual Report	A yearly summary of Council's work and performance over the past financial year. It includes a report of operations, along with externally audited performance and financial statements.
Appropriateness	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.
Auditor-General	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.
Banyule Story, the	Banyule City Council's Annual Report that shows how Council is delivering on the Council Plan and working towards the Community Vision.
Budget	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.
CALD	Culturally and linguistically diverse.
Capital works	Work undertaken on Council-owned assets including new works, expansions, upgrades and renewal or disposal.
CEO	Chief Executive Officer.

Term	Description
Continuous improvement	The process of ensuring that review and improvement practices are built into operational activities.
Corporate governance	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.
Council asset	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.
Council Plan	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.
DCP	Development Contributions Plan.
Financial performance indicators	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.
Financial Report	The Financial Report 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.
Financial year	The period of 12 months beginning on 1 July and ending on 30 June the following year.
Financial year representation	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.
FOGO	Food Organics and Garden Organics waste collection.
FOI	Freedom of Information.
Governance and management checklist	A prescribed checklist of policies, plans and documents that councils must report the status of in the Report of Operations, covering engagement,

Term	Description
	planning, monitoring, reporting and decision-making.
HACC PYP	Home and Community Care Program for Young People.
Indicator	What will be measured to assess performance.
Infrastructure	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.
Initiatives	Actions that are one-off in nature and/or lead to improvements in service.
Integrated planning and reporting framework	A framework that applies to local government in Victoria to ensure transparency and accountability to the local community.
Internal audit	An independent appraisal to examine and evaluate Council's financial, management and internal control systems.
Major initiative	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.
MAV	Municipal Association of Victoria: the peak representative and lobbying body for Victoria's 79 councils.
Measure	How an indicator will be measured and takes the form of a computation, typically including a numerator and denominator.
Minister	The Minister for Local Government.
NEIC	National Employment and Innovation Cluster.
NRW	National Reconciliation Week.
Performance Statement	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.
Regulations	The Local Government (Planning and Reporting) Regulations 2014 and/or Local Government (Planning and Reporting) Regulations 2020.
Report of Operations	A report containing a description of the operations of Council during the financial year and included in the Annual Report.

Term	Description
Revenue and Rating Plan	A plan setting out the rating structure of Council to levy rates and charges.
Service outcome indicators	The prescribed service performance indicators to be included in the Performance Statement which measure whether the stated service objective has been achieved.
Service performance indicators	A prescribed set of indicators measuring the effectiveness and efficiency of Council services covering appropriateness, quality, cost and service outcomes.
Services	Assistance, support, advice and other actions undertaken by a council for the benefit of the local community.
Strategic objectives	The outcomes a council is seeking to achieve over the next four years and included in the Council Plan.
Strategies	High-level actions directed at achieving the strategic objectives in the Council Plan.
Sustainable capacity indicators	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 – Long description of the Our Banyule community infographic

This section provides accessible descriptions of complex visuals featured in the Our Banyule community infographic, located in the Introducing Banyule City Council section.

Our Banyule community

9km from the Central Business District.

Land use: 76% residential, 17% parkland, 7% other. Approximately 890 hectares of public open space.

Population

Banyule is a community of 131,931 residents (2024). Which will grow to 161,397 by 2046.

Banyule's population is made up of the following age groups:

- 6% Babies and pre-schoolers (0 to 4)
- 9% Primary schoolers (5 to 11)
- 7% Secondary schoolers (12 to 17)
- 8% Tertiary education and independence (18 to 24)
- 13% Young workforce (25 to 34)
- 21% Parents and homebuilders (35 to 49)
- 12% Older workers and pre-retirees (50 to 59)
- 11% Empty nesters and retirees (60 to 69)
- 11% Seniors (70 to 84)
- 3% Elderly aged (85 and over).

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.

1,262 residents who are a specialist homeless service client, 59% female, 41% male (2023–24).

70% households purchasing or fully owning their home, 22% renting private, 4% renting social housing.

Diversity

24% of residents were born overseas.

22% use a non-English language at home.

69.5% of residents think multiculturalism makes life in Banyule better

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

871 residents identify as Aboriginal and/or Torres Strait Islander.

12% of residents aged 18+ years identify as LGBTIQA+.

Economy in Banyule

11,433 businesses.

55,168 jobs.

$7.6 billion Gross Regional Product (GRP).

Main industries

Healthcare and social assistance.

Construction.

Education and training.

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 (female 11%, male 23%) (2021).
- 11% of female and 7% 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).
- 46.9% of adults self-report their health as excellent or very good 7.1% better than Victoria (2023).
- 14% of adults experienced discrimination in the last 12 months (2023).
- 11% older lone person households aged 65+, 70% are female and 30% are male (2023).
- $4.8 million on average was lost per month to electronic gambling machines or $566 on average per adult per year (2023–24).
- 24% of adults experience loneliness (2023).
- 78% of households enjoy living in their local area (2022).

Services statistics and area highlights

- More than 10,000 visits to Barrbunin Beek Aboriginal Gathering Place (2023–24)
- More than 14,000 individual visits to Shop 48 at Bell St Mall (2023–24)
- More than 500 local artists supported through our programs and services (2023–24)
- Almost 40,000 residents and visitors attended our festivals and events (2023–24)
- More than 10,000 youth attending programs and services at Jets Studios and across Banyule (2024)
- Almost 5,000 children seen by our Maternal and Child Health nurses (2024)
- Almost 500,000 trees assessed, pruned and protected across Council streets, parks, reserves and bushlands (2023–24)
- 125 MCG equivalents mowed each month in winter and 250 MCGs mowed each month in summer (2023–24)
- 48 kilometres squared of open space serviced, an area almost the size of Sydney Harbour (2023–24)
- 4.4 million bin lifts per year providing a waste service to over 55,000 properties (2023–24)
- More than 2,100 planning applications and requests received (2023–24)
- More than 1.8 million visits to our aquatic and recreation facilities (2023–24)
- More than 4,000 youth immunised at local schools (2023–24)
- Almost 1,200 food safety inspections and sampling (2023–24)
- More than 2,300 hours of support provided to carers in Banyule (2023–24)
- Almost 100 user groups used Council's community halls (2023–24).

Infrastructure we maintain:

- 667 kilometres of roads (2023–24)
- 1,034 kilometres of kerbs (2023–24)
- 802 kilometres of drainage pipes (2023–24)
- 1,884 metres of open channels (2023–24)
- 35,038 stormwater pits (2023–24)
- 989 kilometres of footpaths (2023–24)
- 78 kilometres of open space pathways (2023–24)
- 55 footbridges (2023–24).

Return to the Our Banyule community infographic.

Performance Statement

For the year ended 30 June 2025

Banyule
City Council

Contents

Certification of the Performance Statement

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*.

GLORIA CONTE, CPA
Principal Accounting Officer

Dated: Monday 22 September 2025
Greensborough

In our opinion, the accompanying performance statement of Banyule City Council for the year ended 30 June 2025 presents fairly the results of Council's performance in accordance with the *Local Government Act 2020* and the *Local Government (Planning and Reporting) Regulations 2020*.

The performance statement contains the relevant performance indicators, measures and results in relation to service performance, financial performance and sustainable capacity.

At the date of signing, we are not aware of any circumstances that would render any particulars in the performance statement to be misleading or inaccurate.

We have been authorised by the Council and by the *Local Government (Planning and Reporting) Regulations 2020* to certify this performance statement in its final form.

MARY O'KANE
Councillor

Dated: Monday 22 September 2025
Greensborough

MATT WOOD
Councillor

Dated: Monday 22 September 2025
Greensborough

ALLISON BECKWITH
Chief Executive Officer

Dated: Monday 22 September 2025
Greensborough

VAGO
Victorian Auditor-General's Office

Independent Auditor's Report

To the Councillors of Banyule City Council

Opinion

I have audited the accompanying performance statement of Banyule City Council (the council) which comprises the:

- description of municipality for the year ended 30 June 2025
- service performance indicators for the year ended 30 June 2025
- financial performance indicators for the year ended 30 June 2025
- sustainable capacity indicators for the year ended 30 June 2025
- notes to the accounts
- certification of the performance statement.

In my opinion, the performance statement of Banyule City Council in respect of the year ended 30 June 2025 presents fairly, in all material respects, in accordance with the performance reporting requirements of Part 4 of the *Local Government Act 2020* and Local Government (Planning and Reporting) Regulations 2020.

Basis for Opinion

I have conducted my audit in accordance with the *Audit Act 1994* which incorporates the Australian Standards on Assurance Engagements. I further describe my responsibilities under that Act and those standards in the *Auditor's Responsibilities for the Audit of the performance statement* section of my report.

My independence is established by the *Constitution Act 1975*. My staff and I are independent of the council in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to my audit of the performance statement in Victoria. My staff and I have also fulfilled our other ethical responsibilities in accordance with the Code.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Councillors' responsibilities for the performance statement

The Councillors are responsible for the preparation and fair presentation of the performance statement in accordance with the performance reporting requirements of the *Local Government Act 2020* and Local Government (Planning and Reporting) Regulations 2020 and for such internal control as the Councillors determines is necessary to enable the preparation and fair presentation of a performance statement that is free from material misstatement, whether due to fraud or error.

Level 31 / 35 Collins Street, Melbourne Vic 3000
T 03 8601 7000 enquiries@audit.vic.gov.au www.audit.vic.gov.au

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.

MELBOURNE
1 October 2025

Travis Derricott
as delegate for the Auditor-General of Victoria

Description of municipality

Banyule is a vibrant community located just 7 to 21 kilometres northeast of Melbourne's city centre. It is made up of 21 unique suburbs and spans around 63 square kilometres. The beautiful Yarra River forms Banyule's southern edge, while Darebin Creek marks the western boundary.

Known for its lush parklands and open spaces, Banyule is home to 617 hectares of Council-owned green space, along with additional areas managed by Parks Victoria. These natural spaces, especially those along the Yarra and Plenty River valleys, offer fantastic opportunities for recreation, relaxation and connecting with nature. The region also includes places of cultural and environmental importance, such as Aboriginal heritage sites and landmarks associated with the renowned Heidelberg School of Artists.

Banyule's population is around **131,931** and is expected to grow to over **161,000** by 2046. Our community is proudly diverse, with residents from more than **140 countries**. While many have European roots, there is also a growing number of people with Asian and African heritage. This brings a rich mix of cultures, languages and traditions to our neighbourhoods.

While Banyule is mostly residential, it also includes key industrial areas in Heidelberg West, Greensborough, Briar Hill and Bundoora. Important institutions like the **Austin and Repatriation Medical Centre** and **Simpson Army Barracks** are located here, along with a wide range of schools, health services and leisure facilities.

Like all communities, Banyule was impacted by the COVID-19 pandemic. Since it was declared a global pandemic in January 2020, all levels of government have taken steps to reduce its spread. These measures affected Council services from 2019–20 through to 2023–24. For example, leisure centres, libraries, community hubs, and the transfer station were closed at various times, and childcare services were scaled back.

Note:
Banyule City Council's Performance Statement is prepared in line with the Local Government Act 2020, the Local Government (Planning and Reporting) Regulations 2020 and the Local Government Better Practice Guide: Model Performance Statement 2024–2025 from the Department of Government Services.

Service performance indicators

For the year ended 30 June 2025

Service/***classification***/*indicator*/measure	Result 2022	Result 2023	Result 2024	Target as per Budget	Result 2025	Comments
Aquatic facilities ***Utilisation*** *Utilisation of aquatic facilities* [Number of visits to aquatic facilities / Population]	4.61	8.27	8.74	5.00	**9.08**	More people are using Banyule Council's pools and aquatic centres. On average, each person in the community is visiting these facilities a bit more often this year compared to last year. In fact, from 2021–22 to 2024–25, the average number of visits per person has nearly doubled, increasing from 4.6 to just over 9 visits a year. WaterMarc had a great year, with visitor numbers now back to where they were before COVID-19 and 5% higher than last year. Ivanhoe Aquatic also had a 7% increase in visits. Many community members used services across multiple facilities, especially at Ivanhoe Aquatic.
Animal Management ***Health and safety*** *Animal management prosecutions* [Number of successful animal management prosecutions / Number of animal management prosecutions] x100	100.00%	100.00%	100.00%	95.00%	**100.00%**	Banyule Council has a strong history of successfully prosecuting animal management cases. In the 2024–25 financial year, six cases were resolved. This is one fewer case than the previous year. Since 2021–22, the number of prosecutions has increased by five, and all cases over the past four financial years and earlier have been successfully resolved.

Service/***classification***/*indicator*/measure	Result 2022	Result 2023	Result 2024	Target as per Budget	Result 2025	Comments
Food Safety ***Health and safety*** *Critical and major non-compliance outcome notifications* [Number of critical non-compliance outcome notifications and major non-compliance notifications about a food premises followed up / Number of critical non-compliance outcome notifications and major non-compliance notifications about a food premises] x100	100.00%	100.00%	100.00%	100.00%	**100.00%**	Banyule Council continues to meet its target of inspecting 100% of registered food businesses. Council takes major and critical food safety issues seriously and ensures that any premises with serious risks are followed up without to protect public health.
Governance ***Consultation and engagement*** *Satisfaction with community consultation and engagement* [Community satisfaction rating out of 100 with how Council has performed on community consultation and engagement]	59	59	57	60	**72**	In 2025, satisfaction with community consultation and engagement in Banyule increased by 14%. More than half of respondents (52%) said they were very satisfied, while only 7% reported being dissatisfied. It is noted that the 2025 results were likely influenced by a new survey provider and methodology to collect feedback, which changed from phone interviews to in-person surveys. As a result, 2025 data is not directly comparable with previous years. Community members can continue to have their say on local projects and activities by visiting the Shaping Banyule website.

Service/***classification***/*indicator*/measure	Result 2022	Result 2023	Result 2024	Target as per Budget	Result 2025	Comments
Libraries ***Participation*** *Library membership* [Number of registered library members / Population] x100	N/A	N/A	30.62%	17.00%	**34.72%**	Library membership in Banyule has grown by over 4 percentage points, based on the number of registered members compared to the overall population. This increase includes a recent change requiring library membership for any users who access free public Wi-Fi. Please note that this figure does not include people who use only the library's digital services. Since this was a new measure introduced last year, the 2025–26 target will be adjusted based on actual results.
MCH ***Participation*** *Participation in the MCH service* [Number of children who attend the MCH service at least once (in the year) / Number of children enrolled in the MCH service] x100	74.46%	76.96%	79.13%	75.00%	**77.93%**	Fewer families used Banyule Council's Maternal and Child Health (MCH) service this year compared to last, but the change was small and still within the expected range. Since 2021–22, participation has grown by over 3 percentage points. The service continues to meet or exceed its targets for supporting children enrolled in the program. For the past four years, Banyule has shown strong and steady performance in helping local families through the MCH service.
MCH ***Participation*** *Participation in the MCH service by Aboriginal children* [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	82.46%	77.36%	82.56%	75.00%	**85.71%**	Participation in Banyule Council's Maternal and Child Health (MCH) service by Aboriginal children has increased by over 3 percentage points since last year and by the same amount since 2021–22. The MCH service is committed to ensuring Aboriginal and Torres Strait Islander families are aware of and can access the services and programs available to them. Since 2019–20, the service has consistently exceeded its targets for engaging Aboriginal children enrolled in the program, reflecting ongoing improvement and strong community connection.

Service/***classification***/ *indicator*/measure	**Result 2022**	**Result 2023**	**Result 2024**	**Target as per Budget**	**Result 2025**	**Comments**
Roads ***Condition*** *Sealed local roads maintained to condition standards* [Number of kilometres of sealed local roads below the renewal intervention level set by Council / Kilometres of sealed local roads] x100	97.47%	97.47%	97.50%	97.00%	**97.87%**	Banyule Council continues to keep most local roads in very good condition, with more roads rated as good or very good compared to last year and 2021–22. Right now, over 97% of roads in Banyule meet this standard. This shows the Council's strong commitment to looking after local roads. Regular checks are done and problems are fixed early to keep roads safe, smooth and long-lasting. Banyule has gone beyond its road maintenance targets for more than four years.
Statutory Planning ***Service standard*** *Planning applications decided within required time frames* [(Number of regular planning application decisions made within 60 days) + (Number of Vic Smart planning application decisions made within 10 days) / Number of planning application decisions made] x100	76.50%	83.58%	78.07%	78.00%	**87.64%**	The number of planning applications Banyule Council decided on time has increased by more than 9 percentage points since last year and by over 11 percentage points since 2021–22, reflecting faster and more efficient service. Performance was well above targets for both Vic Smart and regular applications, demonstrating Banyule Council's commitment to timely and effective planning decisions.

Service/*classification*/ *indicator*/measure	**Result 2022**	**Result 2023**	**Result 2024**	**Target as per Budget**	**Result 2025**	**Comments**
Waste Management ***Waste diversion*** *Kerbside collection waste diverted from landfill* [Weight of recyclables and green organics collected from kerbside bins / Weight of garbage, recyclables and green organics collected from kerbside bins] x100	52.03%	62.62%	64.27%	52.00%	**64.94%**	Banyule Council's waste diversion rate has steadily improved over the past four years, rising by 0.67 percentage points since last year and by 12.91 percentage points since 2021–22. The introduction of Food Organics and Garden Organics (FOGO) collection in 2023 played a key role in this increase. Good weather also encouraged plant growth, leading to record levels of organic waste being collected. More waste is now being kept out of landfill through kerbside collections, showing Banyule Council's strong commitment to a cleaner and greener community.

Financial performance indicators

For the year ended 30 June 2025

Dimension/ ***classification/*** *indicator*/measure	**Result 2022**	**Result 2023**	**Result 2024**	**Target as per Budget**	**Result 2025**	**Forecast 2026**	**Forecast 2027**	**Forecast 2028**	**Forecast 2029**	**Material variations and comments**
Efficiency ***Expenditure level*** *Expenses per property assessment* [Total expenses / Number of property assessments]	$2,915.88	$2,872.54	$3,002.30	$3,130.00	**$3,151.53**	$3,277.78	$3,268.28	$3,290.11	$3,307.12	The expenditure increase for 2024–25 was in-line with budget and allowed Council to continue to deliver services to meet community needs.
Efficiency ***Revenue level*** *Average rate per property assessment* [Sum of all general rates and municipal charges / Number of property assessments]	$1,929.93	$1,674.75	$1,750.68	$1,780.00	**$1,787.07**	$1,840.02	$1,861.42	$1,883.38	$1,905.92	Council separated its waste charges from the general rate in 2022–23 resulting in the significant drop in the average rate per property assessment. The average rate income since then has been maintained in line with the rate cap while maintaining consideration of future rate capping expectations and growth in the number of property assessments.

Dimension/ ***classification***/ *indicator*/measure	Result 2022	Result 2023	Result 2024	Target as per Budget	Result 2025	Forecast 2026	Forecast 2027	Forecast 2028	Forecast 2029	Material variations and comments
Liquidity ***Working capital*** *Current assets compared to current liabilities* [Current assets / Current liabilities] x100	242.14%	269.19%	248.01%	260.00%	**276.17%**	207.41%	195.48%	177.21%	169.13%	Council has continued to deliver a strong liquidity position and has been able to generate sufficient cash to pay bills on time and to draw on these cash reserves to fund significant capital works and initiatives program now and into the future.
Liquidity ***Unrestricted cash*** *Unrestricted cash compared to current liabilities* [Unrestricted cash / Current liabilities] x100	85.66%	87.74%	73.07%	177.15%	**-5.28%**	7.66%	16.84%	2.17%	-3.71%	Council's calculation of unrestricted cash has changed to no longer include term deposits with a maturity over 3 months to comply with LGPRF guidance. These term deposits are able to be re-called early if required, and so the low percentage of unrestricted cash is not a true representation of Council's ability to meet liabilities as and when they fall due. Using previous methodology, the 2024–25 result would have been 113.38%.
Obligations ***Loans and borrowings*** *Loans and borrowings compared to rates* [Interest bearing loans and borrowings / Rate revenue] x100	19.15%	17.86%	16.22%	14.83%	**14.69%**	12.78%	11.68%	10.31%	8.94%	Council has continued to manage its loans and borrowings by paying them down in line with the agreed repayments schedule.

Dimension/ ***classification***/ *indicator*/measure	Result 2022	Result 2023	Result 2024	Target as per Budget	Result 2025	Forecast 2026	Forecast 2027	Forecast 2028	Forecast 2029	Material variations and comments
Obligations ***Loans and borrowing*** *Loans and borrowings repayments compared to rates* [Interest and principal repayments on interest bearing loans and borrowings / Rate revenue] x100	11.19%	2.34%	2.24%	2.17%	**2.16%**	2.01%	2.00%	1.94%	1.89%	Council has continued to manage its loans and borrowings by paying them down in line with the agreed repayments schedule.
Obligations ***Indebtedness*** *Non-current liabilities compared to own source revenue* [Non-current liabilities / Own source revenue] x100	15.56%	14.39%	12.72%	12.19%	**11.37%**	10.06%	9.30%	7.90%	6.78%	Council has greater capacity to meet long term obligations with the planned reduction in non-current liabilities through the continued paying down of Council's loans.

Dimension/ ***classification***/ *indicator*/measure	Result 2022	Result 2023	Result 2024	Target as per Budget	Result 2025	Forecast 2026	Forecast 2027	Forecast 2028	Forecast 2029	Material variations and comments
Obligations ***Asset renewal and upgrade*** *Asset renewal and upgrade compared to depreciation* [Asset renewal and asset upgrade expense / Asset depreciation] x100	110.47%	123.53%	153.05%	224.00%	**167.66%**	233.78%	142.04%	139.44%	134.23%	Council continues to ensure that assets are maintained and renewed to meet community needs. Asset renewal and upgrade expenditure will fluctuate from year to year depending on the nature of the Capital Works Program and completion of these projects in the year planned. The 2024–25 actual result is below target due to capital projects carried forward to 2025–26.
Operating position ***Adjusted underlying result*** *Adjusted underlying surplus (or deficit)* [Adjusted underlying surplus (deficit)/ Adjusted underlying revenue] x100	-2.05%	-0.28%	-3.21%	-3.26%	**0.51%**	-0.14%	-2.71%	-1.09%	-1.16%	Council has been able to improve its underlying result to a small underlying surplus for 2024–25, however without the early payment of 50% of 2025–26 Victoria Grants Commission funds, would have had an underlying deficit. The results outline that Council is reliant on capital grants and contributions to be able to continue delivering services at the current level.

Dimension/ ***classification***/ *indicator*/measure	Result 2022	Result 2023	Result 2024	Target as per Budget	Result 2025	Forecast 2026	Forecast 2027	Forecast 2028	Forecast 2029	Material variations and comments
Stability ***Rates concentration*** *Rates compared to adjusted underlying revenue* [Rate revenue / Adjusted underlying revenue] x100	67.92%	68.16%	70.10%	68.00%	**65.60%**	67.18%	68.73%	68.23%	68.76%	Council's 2024–25 result was impacted by a 50% advance payment of the 2025–26 Victorian Grants Commission Allocation, paid in June 2025. Council has maintained stability in its ability to generate revenue from a range of sources to fund services and activities.
Stability ***Rates effort*** *Rates compared to property values* [Rate revenue / Capital improved value of rateable properties in the municipality] x100	0.21%	0.18%	0.20%	0.21%	**0.20%**	0.21%	0.21%	0.22%	0.23%	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 2024–25 rating income was increased by the rate cap as set by the minister at 2.75%.

Sustainable capacity indicators

For the year ended 30 June 2025

Classification/*indicator*/measure	**Result 2022**	**Result 2023**	**Result 2024**	**Result 2025**	**Comments**
Population ***Expenses per head of municipal population*** [Total expenses / Municipal population]	$1,262.02	$1,286.54	$1,320.43	**$1,389.31**	Expenditure increase for 2024–25 was in-line with budget and allowed Council to continue to deliver services to meet community needs.
Population ***Infrastructure per head of municipal population*** [Value of infrastructure / Municipal population]	$5,451.69	$5,607.24	$6,028.89	**$6,574.53**	Infrastructure per head has increased for 2024–25 as a result of both the level of capital works undertaken during the year as well as a change in accounting standard interpretation that increased valuations of existing infrastructure assets.
Population ***Population density per length of road*** [Municipal population / Kilometres of local roads]	236.97	233.52	237.80	**241.92**	The municipality has maintained a relatively consistent ratio with the majority of the Council's road network inhabited and serviced.
Own-source revenue ***Own-source revenue per head of municipal population*** [Own-source revenue / Municipal population]	$1,107.84	$1,152.86	$1,194.90	**$1,254.41**	Council aims to generate income outside of rates and grants from sources such as rental income, fees and charges, property sales and developer contributions. 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.
Recurrent grants ***Recurrent grants per head of municipal population*** [Recurrent grants / Municipal population]	$116.75	$117.04	$79.32	**$130.30**	The amount of grants received from the Australian and Victorian Governments fluctuate each year according to the funding programs offered. Council's results were heavily influenced by the timing of the Victorian Local Government Grants Commission (VLGGC) payments with 50% of the 2025–26 VLGGC allocation was paid in advance and recognised as income in the 2024–25 financial year.

Classification/*indicator*/measure	**Result 2022**	**Result 2023**	**Result 2024**	**Result 2025**	**Comments**
Disadvantage ***Relative Socio-Economic Disadvantage*** [Index of Relative Socio-Economic Disadvantage by decile]	9.00	9.00	9.00	**9.00** ***Within Victoria***	Council has maintained stability over the years against this ratio to support community outcomes where services are most needed.
Staff turnover ***Percentage of staff turnover*** [Number of permanent staff resignations and terminations / Average number of permanent staff for the financial year] x100	19.96%	19.96%	21.15%	**16.67%**	The historical staff turnover results were calculated including temporary staff (short-term contracts). The 2024–25 results have excluded temporary staff in line with the guidance. If they had been included the 2024–25 result would be 20.41% which is consistent with prior years. Council continues to implement strategies to reduce the workforce turnover through staff engagement strategies, recruitment, and retention initiatives.

Notes to the accounts

Basis of preparation

Council is required to prepare and include a Performance Statement within its Annual Report (Banyule Story). 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 Council's Budget 2025–2029 and Financial Plan 2025–2035.

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.

The forecast figures included in the Performance Statement are those adopted by Council in its Budget 2025–2029 on 23 June 2025. The Budget 2025–2029 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 2025–2029 can be obtained by contacting Council.

Definitions

Key term	Definition
Aboriginal children	means a child who is an Aboriginal person
Aboriginal person	has the same meaning as in the *Aboriginal Heritage Act 2006*
Adjusted underlying revenue	means total income other than: • non-recurrent grants used to fund capital expenditure • non-monetary asset contributions • contributions to fund capital expenditure from sources other than those referred to above
Adjusted underlying surplus (or deficit)	means adjusted underlying revenue less total expenditure
Annual report	means an annual report prepared by a council under section 98 of the Act
Asset renewal expenditure	means expenditure on an existing asset or on replacing an existing asset that returns the service capability of the asset to its original capability
Asset upgrade expenditure	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
Critical non-compliance outcome notification	means a notification received by council under section 19N(3) or (4) of the *Food Act 1984*, or advice given to council by an authorized officer under that Act, of a deficiency that poses an immediate serious threat to public health
Current assets	has the same meaning as in the Australian Accounting Standards
Current liabilities	has the same meaning as in the Australian Accounting Standards
Food premises	has the same meaning as in the *Food Act 1984*
Intervention level	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
Local road	means a sealed or unsealed road for which the council is the responsible road authority under the *Road Management Act 2004*
Major non-compliance outcome notification	means a notification received by a council under section 19N(3) or (4) of the *Food Act 1984*, 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
MCH	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
Non-current liabilities	means all liabilities other than current liabilities
Own-source revenue	means adjusted underlying revenue other than revenue that is not under the control of council (including government grants)
Population	means the resident population estimated by Council
Rate revenue	means revenue from general rates, municipal charges, service rates and service charges
Relative socio-economic disadvantage	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
Restricted cash	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
SEIFA	means the Socio-Economic Indexes for Areas published from time to time by the Australian Bureau of Statistics on its internet site
Unrestricted cash	means all cash and cash equivalents other than restricted cash

Financial Report

For the year ended 30 June 2025

Banyule
City Council

Contents

Certification of the Consolidated Financial Statements

In my opinion, the accompanying consolidated 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.

GLORIA CONTE, CPA
Principal Accounting Officer

Dated: Monday, 22 September 2025
Greensborough

In our opinion the accompanying consolidated financial statements present fairly the financial transactions of Banyule City Council for the year ended 30 June 2025 and the consolidated 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, 22 September 2025 and by the *Local Government (Planning and Reporting) Regulations 2020* to certify the consolidated financial statements in their final form.

MARY O'KANE
Councillor

Dated: Monday, 22 September 2025
Greensborough

MATT WOOD
Councillor

Dated: Monday, 22 September 2025
Greensborough

ALLISON BECKWITH
Chief Executive Officer

Dated: Monday, 22 September 2025
Greensborough

Independent Auditor's Report

To the Councillors of Banyule City Council

Opinion	I have audited the consolidated financial report of Banyule City Council (the council) and its controlled entities (together the consolidated entity), which comprises the: • consolidated balance sheet as at 30 June 2025 • consolidated comprehensive income statement for the year then ended • consolidated statement of changes in equity for the year then ended • consolidated statement of cash flows for the year then ended • consolidated statement of capital works for the year then ended • notes to the financial statements, including material accounting policy information • certification of the consolidated financial statements. In my opinion the financial report presents fairly, in all material respects, the financial position of the consolidated entity as at 30 June 2025 and the consolidated entity's financial performance and cash flows for the year then ended in accordance with the financial reporting requirements of Part 4 of the *Local Government Act 2020*, the *Local Government (Planning and Reporting) Regulations 2020* and applicable Australian Accounting Standards.
Basis for Opinion	I have conducted my audit in accordance with the *Audit Act 1994* which incorporates the Australian Auditing Standards. I further describe my responsibilities under that Act and those standards in the *Auditor's Responsibilities for the Audit of the Financial Report* section of my report. My independence is established by the *Constitution Act 1975*. My staff and I are independent of the council and the consolidated entity in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to my audit of the financial report in Victoria. My staff and I have also fulfilled our other ethical responsibilities in accordance with the Code. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.
Councillors' responsibilities for the financial report	The Councillors of the council are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards, the *Local Government Act 2020 and the Local Government (Planning and Reporting) Regulations 2020*, and for such internal control as the Councillors determine is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error. In preparing the financial report, the Councillors are responsible for assessing the council's and the consolidation entity'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.

Level 31 / 35 Collins Street, Melbourne Vic 3000
T 03 8601 7000 enquiries@audit.vic.gov.au www.audit.vic.gov.au

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 and consolidated entity'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 and consolidated entity'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 and consolidated entity 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 • obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the council and consolidated entity to express an opinion on the financial report. I remain responsible for the direction, supervision and performance of the audit of the council and the consolidated entity. I remain solely responsible for my audit opinion.

Auditor's responsibilities for the audit of the financial report (continued)	I communicate with the Councillors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

MELBOURNE
1 October 2025

Travis Derricott
as delegate for the Auditor-General of Victoria

Comprehensive Income Statement

For the year ended 30 June 2025

	Note	Consolidated 2025 $'000	Consolidated 2024 $'000
INCOME/REVENUE			
Rates and charges	3.1	121,557	116,918
Statutory fees and fines	3.2	10,470	8,351
User fees and charges	3.3	21,288	19,220
Grants - operating	3.4(a)	14,955	10,171
Grants - capital	3.4(b)	12,976	9,689
Interest income	3.5	4,192	4,061
Rental income	3.6	3,027	3,221
Contributions - monetary	3.7	6,562	6,204
Contributions – non monetary	3.7	2,394	-
Net gain on disposal of property, infrastructure, plant & equipment	3.8	1,066	343
Fair value adjustments for investments	5.1(b)(i) & 6.3(a)	475	125
Fair value adjustment for investment properties	6.4	-	144
Other income	3.9	3,270	2,452
Share of net profits of associates	6.3 (b)	151	26
Total Income/Revenue		**202,383**	**180,925**
EXPENSES			
Employee costs	4.1(a)	83,540	81,787
Materials, contracts and services	4.2	53,299	48,586
Utility charges	4.3	5,416	4,444
Depreciation	4.4	26,831	23,664
Amortisation – intangible assets	4.5	62	222
Depreciation – right of use assets	4.6	420	513
Donations expenditure	4.7	1,029	850
Finance costs - leases	4.8	38	61
Borrowing costs	4.9	1,500	1,590
Contributions expense	4.10	8,435	7,451
Impairment loss	6.2	562	197
Bad & Doubtful Debt - Allowance for impairment losses	4.11	673	414

	Note	Consolidated 2025 $'000	Consolidated 2024 $'000
Other expenses	4.12	1,488	1,352
Total Expenses		**183,293**	**171,131**
Surplus/ (Deficit) for the year		**19,090**	**9,794**
OTHER COMPREHENSIVE INCOME			
Items that will not be reclassified to surplus or deficit in future periods			
Net asset revaluation increase/(decrease)	9.1(b)(i)	57,574	107,629
Total other comprehensive income			
Total Comprehensive Result		**76,664**	**117,423**

The above Comprehensive Income Statement should be read in conjunction with the accompanying notes.

Balance Sheet

As at 30 June 2025

	Note	Consolidated 2025 $'000	Consolidated 2024 $'000
ASSETS			
Current Assets			
Cash and cash equivalents	5.1 (a)	40,069	32,025
Other financial assets	5.1 (b)	63,293	46,929
Trade and other receivables	5.1 (c)	25,955	22,201
Inventories	5.2 (a)	51	45
Prepayments	5.2 (b)	1,887	1,726
Assets classified as held for sale	6.1	16,058	11,448
Total current assets		**147,313**	**114,374**
Non-Current Assets			
Trade and other receivables	5.1 (c)	211	204
Investments	6.3	3,801	3,586
Property, infrastructure, plant and equipment	6.2	1,997,053	1,930,315
Right of use assets	5.8	700	336
Investment property	6.4	13,628	13,652
Assets classified as held for sale	6.1	-	17,174
Intangible assets	5.2 (c)	-	62
Total non-current assets		**2,015,393**	**1,965,329**
Total Assets		**2,162,706**	**2,079,703**
LIABILITIES			
Current Liabilities			
Trade and other payables	5.3 (a)	18,954	14,824
Provisions	5.5	16,209	15,944
Trust funds and deposits	5.3 (b)	7,645	7,564
Contract and other liabilities	5.3 (c)	9,104	6,450
Interest bearing loans and borrowings	5.4	1,202	1,096
Lease liabilities	5.8	227	238
Total current liabilities		**53,341**	**46,116**
Non-Current Liabilities			
Provisions	5.5	1,235	1,170
Trust funds and deposits	5.3 (b)	594	667

	Note	Consolidated 2025 $'000	Consolidated 2024 $'000
Interest bearing loans and borrowings	5.4	16,558	17,761
Lease liabilities	5.8	429	104
Total non-current liabilities		**18,816**	**19,702**
Total Liabilities		**72,157**	**65,818**
Net Assets		**2,090,549**	**2,013,885**
EQUITY			
Accumulated surplus		595,101	582,975
Reserves	9.1(a)	1,495,448	1,430,910
Total Equity		**2,090,549**	**2,013,885**

The above Balance Sheet should be read in conjunction with the accompanying notes.

Statement of Changes in Equity

For the year ended 30 June 2025

2025	Note	Consolidated Total $'000	Accumulated Surplus $'000	Revaluation Reserve $'000	Other Reserves $'000
Balance at beginning of the financial year		2,013,885	582,975	1,407,781	23,129
Surplus for the year		19,090	19,090	-	-
Net asset revaluation movement incl AASB 13 impacts		57,574	-	57,574	-
Transfers from asset revaluation reserve	9.1(b)(i)	-	18,382	(18,382)	-
Transfers to other reserves	9.1(b)(ii)	-	(44,774)	-	44,774
Transfers from other reserves	9.1(b)(ii)	-	19,428	-	(19,428)
Balance at end of the financial year		**2,090,549**	**595,101**	**1,446,973**	**48,475**

2024	Note	Consolidated 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	-	-
Adjusted Balance at beginning of financial year		1,896,462	566,844	1,300,152	29,466
Surplus for the year		9,794	9,794	-	-
Net asset revaluation gain	9.1(b)(i)	107,629	-	107,629	-
Transfers to other reserves	9.1(b)(ii)	-	(13,493)	-	13,493
Transfers from other reserves	9.1(b)(ii)	-	19,830	-	(19,830)
Balance at end of the financial year		**2,013,885**	**582,975**	**1,407,781**	**23,129**

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 2025

	Note	Consolidated 2025 Inflows/ (Outflows) $'000	Consolidated 2024 Inflows/ (Outflows) $'000
Cash Flows from Operating Activities			
Receipts:			
Rates and charges		121,438	114,764
Statutory fees and fines		9,212	7,720
User fees and charges		21,371	19,016
Grants - operating		16,899	10,101
Grants - capital		12,982	6,848
Contributions - monetary		6,734	6,025
Interest received		3,076	3,753
Rent		3,155	3,912
Trust funds and deposits received		2,982	2,862
Other receipts		3,270	2,440
Net GST (Refund)		636	-
Payments:			
Employee costs		(83,234)	(80,477)
Materials, contracts and services		(51,650)	(46,346)
Trust funds and deposits refunded		(2,974)	(2,495)
Net GST (payment)		-	(272)
Other payments		(15,846)	(14,364)
Net cash provided by operating activities	9.2	**48,051**	**33,487**
Cash Flows from Investing Activities:			
Payments for property, infrastructure, plant and equipment		(49,396)	(42,660)
Proceeds from sale of property, plant and equipment		27,435	390
Payments for financial assets		(40,007)	(84,082)
Redemption of financial assets		25,000	104,100
Net cash used in investing activities		**(36,968)**	**(22,252)**

Cash Flows from Financing Activities:			
Finance costs - interest		(1,508)	(1,591)
Repayment of borrowings		(1,097)	(1,014)
Interest paid – lease liabilities		(38)	(61)
Repayment of lease liabilities		(396)	(431)
Net cash used in financing activities		(3,039)	(3,097)
Net increase in cash and cash equivalents		8,044	8,138
Cash and cash equivalents at the beginning of the financial year		32,025	23,778
Opening Balance adjustment to recognise cemetery cash and cash equivalents		-	109
Adjusted Cash and cash equivalents at the beginning of the financial year		32,025	23,887
Cash and cash equivalents at the end of the financial year	5.1 (a)	40,069	32,025
Financing arrangements	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 2025

	Note	Consolidated 2025 $'000	Consolidated 2024 $'000
Infrastructure			
Roads, streets and bridges	6.2	17,818	13,949
Drainage	6.2	2,279	1,340
Parks and gardens	6.2	3,843	8,083
Playgrounds	6.2	883	1,463
Total infrastructure		**24,823**	**24,835**
Property			
Freehold land	6.2	1,116	2,190
Freehold buildings	6.2	20,545	9,958
Investment Property	6.4	65	-
Properties held for resale		-	2,175
Total property		**21,726**	**14,323**
Plant and equipment			
Motor vehicles	6.2	4,598	2,428
Plant and equipment	6.2	1,461	2,328
Furniture and fittings	6.2	77	29
Waste management	6.2	260	-
Total plant and equipment		**6,396**	**4,785**
Other assets			
Art collection	6.2	-	26
Total other assets		**-**	**26**
Total capital works expenditure		**52,945**	**43,969**
Represented by:			
New assets		5,993	7,462
Asset renewal		30,113	24,534
Asset upgrade		14,871	11,684
Asset expansion		1,968	289
Total capital works expenditure		**52,945**	**43,969**

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 2025

Note 1. Overview

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

1.1 Statement of compliance

These consolidated 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

These consolidated financial statements for the year ended 30 June 2025 comprise the results of operations for both Council and its wholly controlled subsidiary, namely the Banyule Cemeteries Trust for which Banyule's Councillors act as the board of trustees. Refer to Note 6.3(c) for further details of Council's subsidiary.

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.

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

		Consolidated			
	Ref	Budget 2025 $'000	Actual 2025 $'000	Variance $'000	Variance %
INCOME					
Rates and charges		120,802	121,557	755	0.62%
Statutory fees and fines		10,496	10,470	(26)	(0.25%)
User fees and charges		21,274	21,288	14	0.07%
Grants – operating	(a)	12,146	14,955	2,809	23.13%
Grants – capital	(b)	7,465	12,976	5,511	73.82%
Interest income		3,406	4,192	786	23.08%
Rental income		3,055	3,027	(28)	(0.92%)
Contributions income - monetary		6,860	6,562	(298)	(4.34%)
Contributions income – non monetary	(c)	-	2,394	2,394	-
Net gain on disposal of property, infrastructure, plant and equipment	(d)	2,246	1,066	(1,180)	(52.54%)
Fair value adjustment for investments		-	475	475	-
Share of net profits of associates		-	151	151	-
Other income	(e)	1,332	3,270	1,938	145.50%
Total income		**189,082**	**202,383**	**13,301**	**7.03%**
EXPENSES					
Employee costs		82,723	83,540	(817)	(0.99%)
Materials, contracts and services	(f)	55,495	53,299	2,196	3.96%
Utility charges		4,461	5,416	(955)	(21.41%)
Depreciation		26,182	26,831	(649)	(2.48%)
Amortisation – intangible assets		62	62	-	0.00%
Depreciation – right of use assets		527	420	107	20.30%

Donations expenditure	838	1,029	(191)	(22.79%)
Finance costs - leases	80	38	42	52.50%
Borrowing costs	1,500	1,500	-	0.00%
Contributions expense	8,019	8,435	(416)	(5.19%)
Impairment loss	-	562	(562)	-
Bad & Doubtful Debts - Allowance for impairment losses	611	673	(62)	(10.15%)
Other expenses	1,562	1,488	74	4.74%
Total expenses	**182,060**	**183,293**	**(1,233)**	**(0.68%)**
Surplus for the year	**7,022**	**19,090**	**12,068**	**171.86%**

Explanation of Material Variations – Income and Expenditure

Ref	Item	Explanation
(a)	Grants – Operating	The favourable variance in operating grants is mainly impacted by the Victorian Grants Commission general purpose grant allocation for 2025/26 being 50% paid in advance in June 2025. Additionally, there were a number of non-recurrent operating grants earned that were unbudgeted, including grants for tree planting related to the North East Link Project, Preschool Enrolment system upgrades and a grant from the Housing Support Program related to Bell Street Mall.
(b)	Grants – capital	The Victorian Grants Commission local roads allocation for 2025/26 was 50% paid in advance in June 2025 leading to a $669k favourable variance for 2024/25 Non-recurrent capital grants are generally recognised as they are spent and can be impacted by delays in the delivery of the related projects. Some large grants originally budgeted in 2023/24 were instead recognised in 2024/25 due to project delays including the East Ivanhoe Pre-school Upgrade while other grant funding was obtained during the year but was unbudgeted including funding for the construction of a shared user path along Para Rd.
(c)	Contributions income – non monetary	Non-monetary Contributions are rarely received by Banyule, only occurring when large developments are completed and the developers transfer assets to Council. These asset contributions include land/park assets as part of a public open space contribution and the transfer of infrastructure assets (Roads, footpaths, drains, etc).
(d)	Net gain on disposal of property, infrastructure, plant and equipment	The net gain on disposal of property, infrastructure, plant and equipment is impacted by the timing of the sale and settlements. A number of properties budgeted for sale did not take place in 2024/25, while the final staged settlements of the Bellfield school site sale were planned for 2025/26 but were brought forward and settled early.
(e)	Other income	Other income is higher than budgeted due to a number of reasons including Workcover reimbursements and insurance claims which Council does not budget for as the level of claims in a given year is not foreseeable. These items also have offsetting expenditure. There was also an increase in reimbursements relating to the Northeast Link Project and an unbudgeted income source for 2024/25 being the Container Deposit Scheme (CDS) Income, based on the cans & cartons collected from kerbside recycling.
(f)	Materials, contracts and services	Materials, Contracts & Services expenditure was underbudget by $2.196 million. This is mostly related to re-scheduling the delivery of the stages of the customer experience platform (CXP) which will postpone the expenditure until next financial year.

2.1.2 Capital Works

	Ref	Consolidated			
	Ref	Budget 2025 $'000	Actual 2025 $'000	Variance $'000	Variance %
Infrastructure					
Roads, streets and bridges		16,679	17,818	(1,139)	(6.83)
Drainage	(a)	3,827	2,279	1,548	40.45
Parks and gardens	(b)	4,899	3,843	1,056	21.56
Playgrounds		890	883	7	0.79
Total infrastructure		**26,295**	**24,823**	**1,472**	**5.60**
Property					
Freehold Land		-	1,116	(1,116)	-
Freehold buildings	(c)	32,346	20,545	11,801	36.48
Investment property		-	65	(65)	-
Total property		**32,346**	**21,726**	**10,620**	**32.83**
Plant and Equipment					
Motor vehicles		4,391	4,598	(207)	(4.71)
Plant and equipment		1,653	1,461	192	11.62
Furniture and fittings		235	77	158	67.23
Waste management		-	260	(260)	-
Total plant and equipment		**6,279**	**6,396**	**(117)**	**(1.86)**
Other assets					
Art collection		150	-	150	100.00
Total other assets		**150**	**-**	**150**	**100.00**
Total capital works expenditure		**65,070**	**52,945**	**12,125**	**18.63**
Represented by:					
New assets		1,144	5,993	(4,849)	(423.86)
Asset renewal		36,693	30,113	6,580	17.93
Asset upgrade		22,458	14,871	7,587	33.78
Asset expansion		4,775	1,968	2,807	58.79
Total capital works expenditure		**65,070**	**52,945**	**12,125**	**18.63**

Explanation of Material Variations – Capital Works

Ref.	Item	Explanation
(a)	Drainage	• The Depot Environmental Compliance Works program is now planned for 2025/26, $2.05 million has been carried forward to complete.
(b)	Parks and gardens	• Ivanhoe Park Sporting Precinct Plan is a multi-year project, detailed designs and carpark construction works are expected in 2025/26. • East West Powerline Easement bike path has commenced design, with construction planned for 2025/26-2026/27.
(c)	Freehold buildings	• The multi-year Rosanna Library is under construction, with completion expected in 2025/26; $8.09 million has carried forward. • A new Olympic Park Pavilion, as the final phase of the Olympic Park masterplan is under construction to be completed in 2025/26. • East Ivanhoe Preschool was completed 2024/25 (commenced in 2023/24) and was fully funded by the Department of Education.

2.2 Analysis of council's results by directorate

Council delivers its functions and activities through the following Directorates:

Assets and City Services

The Assets and City Services Directorate is dedicated to the efficient management, maintenance, and enhancement of the Council's essential infrastructure, public spaces, and environmental assets. This directorate ensures that critical services and facilities are safe, sustainable, and responsive to community needs. The Assets and City Services Directorate plays a vital role in enhancing urban liveability, supporting environmental sustainability, and ensuring the ongoing functionality of Council's infrastructure and public spaces. Through proactive management and sustainable practices, the directorate supports a cleaner, greener, and more connected community.

City Development

The City Development Directorate plays a central role in shaping a sustainable, inclusive, and well-connected urban environment. It brings together key departments responsible for planning, development, and strategic growth to ensure Council remains vibrant, liveable, and future-ready. The directorate provides a holistic approach to city development, balancing growth, sustainability, and community well-being. They play a vital role in shaping Council's future, driving forward strategic initiatives, and ensuring a thriving, well-planned, and sustainable urban environment for all.

Community Wellbeing

The Community Wellbeing Directorate focuses on enhancing the overall wellbeing of individuals and communities through a comprehensive range of services and initiatives. It includes Family and Community Services, which supports vulnerable individuals and families with access to essential services and resources. The Advocacy, Communications, Engagement, and Performance function ensures effective communication, community involvement, and the alignment of projects with organisational goals. The Creative and Inclusive function fosters a vibrant, diverse community through arts, culture, labour markets and inclusive programs. The Healthy and Active Communities team promotes physical and mental health, encouraging residents to lead active, healthy lifestyles through sport and recreation and through the management of key community facilities Together, these areas work in synergy to create a resilient, thriving community where everyone has the opportunity to participate.

Corporate Services

Corporate Services provides efficient, effective and proactive support to the other directorates to aid them in delivering services to the public. Covering the areas of 'strategic finance and performance', 'business transformation and technology', 'people and culture', 'customer experience' and 'municipal emergency management'; Corporate Services provides oversight and support to the organisation to ensure all legislative requirements are met and Council strives to implement best practices in all facets of operations.

Executive Office

The Executive Office provides strategic leadership, governance, and operational support to ensure the effective administration and management of the Council. It plays a central role in upholding transparency, integrity, and accountability across all areas of Council operations. The executive office provides a foundation for effective leadership, good governance, and organisational integrity. By fostering a culture of accountability and ethical practice, the Executive Office supports Council's ability to deliver high-quality services and achieve strategic objectives for the community.

General Rates

General Rates is the revenue received from municipal charges, service rates and service charges levied on properties as per the Local Government Act.

Summary of income/revenue, expenses and assets by directorate

2025	Income $'000	Expenses $'000	Surplus/ (Deficit) $'000	Grants included in income $'000	Total assets $'000
Assets & City Services	17,119	54,696	(37,577)	7,111	903,406
City Development	56,692	23,574	33,118	3,237	319,632
Community Wellbeing	25,640	46,814	(21,174)	12,428	700,056
Corporate Services	(16,567)	54,364	(70,931)	5,141	234,915
Executive Office	183	3,382	(3,199)	-	-
General Rates	118,873	118	118,755	-	-
Council Total	201,940	182,948	18,992	27,917	2,158,009
Banyule Cemeteries Trust	502	404	98	14	4,697
Consolidated Elimination	(59)	(59)	-	-	-
Consolidated Total	**202,383**	**183,293**	**19,090**	**27,931**	**2,162,706**

Note: *During 2024/25 a corporate restructure was undertaken which resulted in a number of business units and employees moving to different directorates.*

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	868,734
City Development	24,963	21,919	3,044	6,196	307,365
Community Wellbeing	23,779	41,991	(18,212)	11,568	673,188
Corporate Services	6,383	51,381	(44,998)	154	225,899
Executive Office	49	5,271	(5,222)	-	-
General Rates	114,592	71	114,521	-	-
Council Total	180,653	170,872	9,781	19,860	2,075,186
Banyule Cemeteries Trust	330	317	13	-	4,517
Consolidated Elimination	(58)	(58)	-	-	-
Consolidated Total	**180,925**	**171,131**	**9,794**	**19,860**	**2,079,703**

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 2024/2025 was $59,722,043,000 excluding cultural & recreational properties and any supplementary valuations processed during the year ($57,260,611,300 for 2023/2024).

	Note	Consolidated 2025 $'000	Consolidated 2024 $'000
Residential		93,662	90,110
Commercial		6,213	6,019
Industrial		2,842	2,737
Cultural and recreational		16	17
Total general rates		102,733	98,883
General rates		102,733	98,883
Service rates and charges		16,140	15,708
Supplementary rates & charges		1,219	923
Interest on rates		761	713
Total general rates and charges		120,853	116,227
Special rates and charges		697	684
Interest on special rates and charges		7	7
Total rates and charges		**121,557**	**116,918**

The date of the general revaluation of land for rating purposes within the municipal district was on 1 January 2024 and the valuation was first applied in the rating year commencing 1 July 2024.

Annual rates and charges are recognised as income when Council issues annual rates notices. Supplementary rates are recognised when a valuation and reassessment is completed, and a supplementary rates 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	Consolidated 2025 $'000	Consolidated 2024 $'000
Building and Planning permits and fees		3,038	2,756
Food Act and Health registrations		632	600
Local laws infringements and fines		6,139	4,580
Asset protection permits		230	165
Other fees and fines		431	250
Total statutory fees and fines		**10,470**	**8,351**

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	Consolidated 2025 $'000	Consolidated 2024 $'000
Aquatic and Leisure Centre fees and charges		6,874	6,418
Building and Planning permits and fees		413	314
Cemetery fees		398	250
Childcare centre charges		946	903
Community buses, halls and events		376	389
Delivered meals charges		444	430
Engineering services' fees		361	292
Functions Centre charges		134	115
Home modifications & property maintenance		128	103
Immunisation fees		499	479
Local laws fees		2,430	2,149
Planned activity group fees and charges		135	128
Pre-school enrolment		1	116
Road, drain & footpath works		428	320
Sports ground rentals income		295	275
Transfer station tipping fees		7,066	6,190
Other fees and charges		360	349
Total user fees and charges		**21,288**	**19,220**

	Note	Consolidated 2025 $'000	Consolidated 2024 $'000
User fees and charges by timing of revenue recognition			
User fees and charges recognised over time		2,368	2,285
User fees and charges recognised at a point in time		18,920	16,935
Total user fees and charges		**21,288**	**19,220**

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	Consolidated 2025 $'000	Consolidated 2024 $'000
Summary of Grants			
Recurrent		17,190	10,280
Non-recurrent		10,741	9,580
Total grants		**27,931**	**19,860**
Summary of Grants			
State Government funded grants		13,942	14,740
Commonwealth Government funded grants		13,989	5,120
Total grants		**27,931**	**19,860**
Summary of Grants			
Operating grants		14,955	10,171
Capital grants		12,976	9,689
Total grants		**27,931**	**19,860**

(a) Operating Grants

	Note	Consolidated 2025 $'000	Consolidated 2024 $'000
Recurrent – State Government			
Children's services		152	189
Aged care and support services		232	1,012
Immunisation		89	92
Indigenous support		144	43

	Note	Consolidated 2025 $'000	Consolidated 2024 $'000
Maternal and child health centres		1,494	1,468
Pre-schools and childcare centres		1,700	1,459
School crossing supervisors		627	601
Supported playgroup		134	130
Roads		238	7
Youth services		86	85
Other grants		151	121
Total State Government		**5,047**	**5,207**
Recurrent – Commonwealth Government			
Child-care centres		2,162	2,217
Delivered meals		271	257
HACC assessment and care management		277	564
Social Support Group		951	1,525
Victorian Grants Commission – general purpose		5,061	154
Other grants		22	55
Total Commonwealth Government		**8,744**	**4,772**
Total recurrent operating grants		**13,791**	**9,979**
Non-Recurrent – State Government			
Children services, preschools and care centres		143	84
Jobs Victoria		120	6
Bell St Mall – Housing Support		198	-
North East Link – Tree Planting		594	-
Other grants		109	55
Total State Government		**1,164**	**145**
Non-Recurrent – Commonwealth Government			
Other grants		**-**	47
Total Commonwealth Government		**-**	**47**
Total non-recurrent operating grants		**1,164**	**192**
Total operating grants		**14,955**	**10,171**

(b) Capital Grants

	Note	Consolidated 2025 $'000	Consolidated 2024 $'000
Recurrent – State Government			
Total State Government		**-**	**-**
Recurrent – Commonwealth Government			
Roads to recovery		1,525	261
Victoria Grants Commission – local roads		1,874	40
Total Commonwealth Government		**3,399**	**301**
Total recurrent capital grants		**3,399**	**301**
Non-Recurrent – State Government			
Libraries		812	26
Infrastructure		1,123	5,093
Pre-school and child day care centres		3,057	1,174
Sports grounds and pavilions		2,585	3,061
Other grants		154	34
Total State Government		**7,731**	**9,388**
Non-Recurrent – Commonwealth Government			
Infrastructure		1,842	-
Other grants		4	-
Total Commonwealth Government		**1,846**	**-**
Total non-recurrent capital grants		**9,577**	**9,388**
Total capital grants		**12,976**	**9,689**
Total grants		**27,931**	**19,860**

(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	Consolidated 2025 $'000	Consolidated 2024 $'000
Income recognised under AASB 1058 *Income of Not-for-Profit Entities*			
General purpose (VLGGC)		6,935	194
Other specific purpose grants		9,734	9,951
Revenue recognised under AASB 15 *Revenue from Contracts with Customers*			
Specific purpose grants		11,262	9,715
Total		**27,931**	**19,860**

(d) Unspent Grants received on condition that they be spent in a specific manner

	Note	Consolidated 2025 $'000	Consolidated 2024 $'000
Operating			
Balance at start of year		159	199
Received during the financial year and remained unspent at balance date		2,011	-
Received in prior years and spent during the financial year		(159)	(40)
Balance of unspent operating grants at year end	**5.3 (c)**	**2,011**	**159**
Capital			
Balance at start of year		5,695	10,233
Received during the financial year and remained unspent at balance date		4,250	1,656
Received in prior years and spent during the financial year		(3,590)	(6,194)
Balance of unspent capital grants at year end	**5.3 (c)**	**6,355**	**5,695**
Total unspent grants at year end		**8,366**	**5,854**

3.5 Interest Income

	Note	Consolidated 2025 $'000	Consolidated 2024 $'000
Interest on investments		3,897	4,059
Interest from sporting clubs		2	2
Other interest		293	-
Total interest income		**4,192**	**4,061**

3.6 Rental income

	Note	Consolidated 2025 $'000	Consolidated 2024 $'000
Residential/commercial rental		2,185	2,404
Recycling centre rental		842	817
Total rental income		**3,027**	**3,221**

Interest and rental income are recognised as they are earned.

3.7 Contributions income

	Note	Consolidated 2025 $'000	Consolidated 2024 $'000
Monetary			
Developer contributions		1,350	661
Public Open Space – contributions		4,322	4,645
Contributions for capital works projects		509	427
Other contributions		381	471
Total monetary contributions		6,562	6,204
Non-Monetary			
Developer contributed assets		2,394	-
Total non-monetary contributions		2,394	-
Total contributions income		**8,956**	**6,204**

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	Consolidated 2025 $'000	Consolidated 2024 $'000
Assets classified as held for sale			
Proceeds from sale of assets		26,911	-
Less: Written down value of assets sold	6.1	(28,622)	-
Total net (loss) on sale of assets classified as held for sale		**(1,711)**	**-**
Property, infrastructure, plant and equipment			
Proceeds from sale of assets		524	390
Compensation for land divested by the state government as part of the North East Link Project		2,533	-
Less: Written down value of assets disposed	6.2	(280)	(47)
Total net gain on sale/disposal of property, infrastructure, plant and equipment		**2,777**	**343**
Total net gain on disposal of assets held for sale and property, infrastructure, plant and equipment		**1,066**	**343**

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 State Government's current market value compensation offer.

3.9 Other Income

	Note	Consolidated 2025 $'000	Consolidated 2024 $'000
Insurance claims		153	8
Container Deposit Scheme Income		474	219
Sale of surplus parcels of land (incl Right-of-ways)		66	172
Vehicle Contributions		278	249
Workcover reimbursements		751	1,085
Reimbursements of costs		1,441	635
Other revenue		107	84
Total other income		**3,270**	**2,452**

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	Consolidated 2025 $'000	Consolidated 2024 $'000
Salaries and wages		64,277	61,757
Labour Hire Agency Staffing		2,372	4,079
Annual leave and loading		5,852	5,668
Long service leave		1,456	2,024
Superannuation		7,774	7,059
WorkCover		2,988	2,376
Other on costs		239	241
Less: Capitalised labour		(1,135)	(1,134)
Less: Capitalised oncosts		(283)	(283)
Total employee costs		**83,540**	**81,787**

4.1 (b) Superannuation

Council made contributions to the following funds:

	Note	Consolidated 2025 $'000	Consolidated 2024 $'000
Defined benefit fund			
Employer contributions to Local Authorities Superannuation Fund (Vision Super)		161	161
		161	**161**
Employer contributions payable at reporting date:		-	-
Accumulation funds			
Employer contributions to Local Authorities Superannuation Fund (Vision Super)		7,613	6,898
		7,613	**6,898**
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	Consolidated 2025 $'000	Consolidated 2024 $'000
Advertising		123	250
Auditor's remuneration	4.13	153	217
Bank and payment collection fees		334	348
Building and Planning charges and government fees		47	57
Childcare centre costs		106	107
Contractor costs			
• Aquatic and leisure costs		751	675
• Building maintenance costs		3,025	2,644
• Consultant costs		1,165	752
• Election related costs		835	-
• Information Technology services and licenses		3,699	2,690
• Initiative costs		2,978	3,623
• Legal expenses		863	486
• Parking and traffic enforcement		2,410	1,963
• Parks maintenance		2,797	2,845
• Waste collection costs		1,378	1,264
• Other contractor costs		7,020	6,998
General materials and supplies		3,761	3,440
Infringement collection lodgement fees		386	254
Insurances		2,652	2,443
Plant and motor vehicle operating		3,394	3,338
Postage costs		307	318
Printing, stationery and external communications		870	836
Program costs		1,873	1,525
Staff training and equipment		1,091	1,039
Sundry expenses		292	284
Waste disposal general		9,358	8,739
Other		1,631	1,451
Total materials, contract and services		**53,299**	**48,586**

Expenses are recognised as they are incurred and reported in the financial year to which they relate.

4.3 Utility charges

	Note	Consolidated 2025 $'000	Consolidated 2024 $'000
Gas and electricity		3,121	2,800
Public street lighting		611	538
Telephone		327	256
Water		1,357	850
Total utility charges		**5,416**	**4,444**

4.4 Depreciation

	Note	Consolidated 2025 $'000	Consolidated 2024 $'000
Infrastructure	6.2(a)	17,971	15,754
Property	6.2(a)	4,302	4,144
Investment Property	6.4	89	89
Plant and equipment	6.2(a)	4,469	3,677
Total depreciation		**26,831**	**23,664**

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	Consolidated 2025 $'000	Consolidated 2024 $'000
Software	5.2(c)	62	222
Total amortisation – intangible assets		**62**	**222**

4.6 Depreciation – right of use assets

	Note	Consolidated 2025 $'000	Consolidated 2024 $'000
Leasehold improvements	6.2(a)	74	74
Plant and equipment	5.8	211	300
Property and infrastructure	5.8	135	139
Total depreciation – right of use assets		**420**	**513**

4.7 Donations expenditure

	Note	Consolidated 2025 $'000	Consolidated 2024 $'000
Banyule Support and Information		113	109
Community Services grants		219	194
Diamond Valley Community Support		113	109
Economic Support Package (COVID-19 Support)		60	60
Environmental grants program		90	92
Other donations		434	286
Total donations expenditure		**1,029**	**850**

4.8 Finance cost - leases

	Note	Consolidated 2025 $'000	Consolidated 2024 $'000
Interest – lease liabilities		38	61
Total finance cost - leases		**38**	**61**

4.9 Borrowing costs

	Note	Consolidated 2025 $'000	Consolidated 2024 $'000
Interest on borrowings – total		1,500	1,590
Total borrowing costs		**1,500**	**1,590**

Borrowing costs are recognised as an expense in the period in which they are incurred.

4.10 Contributions expense

	Note	Consolidated 2025 $'000	Consolidated 2024 $'000
Darebin Creek management		153	149
Neighbourhood Houses		271	240
Traders Associations contributions		1,407	859
Yarra Plenty Regional Library		6,047	5,662
YMCA contributions		192	100
Other contributions		365	441
Total contributions expense		**8,435**	**7,451**

4.11 Allowance for impairment losses

	Note	Consolidated 2025 $'000	Consolidated 2024 $'000
Animal fines debtors		(2)	5
Local law fines debtors		25	-
Parking fines debtors		575	369
Other debtors		75	40
Total allowance for impairment losses		**673**	**414**

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	Consolidated 2025 $'000	Consolidated 2024 $'000
Balance at beginning of the year		157	202
New allowances recognised during the year		75	19
Amounts already allowed for and written off as uncollectable		(96)	(64)
Balance at end of the year		**136**	**157**

(ii) Movement in allowance for impairment losses – Parking & Other By-Laws Debtors

	Note	Consolidated 2025 $'000	Consolidated 2024 $'000
Balance at beginning of the year		4,271	3,875
New allowances recognised during the year		597	396
Balance at end of the year		**4,868**	**4,271**

4.12 Other expenses

	Note	Consolidated 2025 $'000	Consolidated 2024 $'000
Councillor allowances		463	468
Fire Service Property Levy on Council properties		203	178
General Rate Waivers		166	97
Vaccine Purchase (Commercial)		160	158
Records storage		42	34
Short-term and low value leases	5.8	39	3
Other		415	414
Total other expenses		**1,488**	**1,352**

4.13 Auditors' remuneration

	Note	Consolidated 2025 $'000	Consolidated 2024 $'000
Auditors' remuneration - VAGO - audit of the financial statements, performance statement and grant acquittals		67	69
Auditors' remuneration - Internal Audit		83	143
Fees for minor audits – other external auditors		3	5
Total auditors' remuneration	**4.2**	**153**	**217**

Note 5. Investing in and financing our operations

5.1 Financial assets

(a) Cash and cash equivalents

	Note	Consolidated 2025 $'000	Consolidated 2024 $'000
Cash on hand		5	7
Cash at bank		30,064	29,018
Money market call account		-	3,000
Term Deposits – short term		10,000	-
Total cash and cash equivalents		**40,069**	**32,025**

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	Consolidated 2025 $'000	Consolidated 2024 $'000
Term deposits – long term		36,520	31,513
Managed Funds – Victorian Funds Management Corporation	5.1(b)(i)	26,773	15,416
Total other financial assets		63,293	46,929
Total cash and cash equivalents and other financial assets		**103,362**	**78,954**

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 measures 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	Consolidated 2025 $'000	Consolidated 2024 $'000
Opening Balance		15,416	5,120
Additions		10,000	10,000
Interest Earned / Units distributed		946	214
Fair Value adjustment		411	82
Closing balance		**26,773**	**15,416**

(c) Trade and other receivables

	Note	Consolidated 2025 $'000	Consolidated 2024 $'000
Current			
Statutory receivables			
Rates debtors		11,308	10,571
Special rates and charges debtors		109	100
Other property-based debts		104	80
Parking infringement debtors		6,200	5,200
Allowance for expected credit loss – parking infringements		(4,339)	(3,764)
Other by-laws debtors		842	744
Allowance for expected credit loss – other by-laws		(529)	(507)
Net GST receivable		1,252	2,043
Non-statutory receivables			
Club contribution debtors	(i)	4	3
Other debtors	(i)	11,140	7,888
Allowance for expected credit loss – other debtors	(ii)	(136)	(157)
Total current		**25,955**	**22,201**
Non-Current			
Statutory receivables			
Rates debtors		90	81
Non-statutory receivables			
Club contribution debtors	(i)	48	52
Other debtors	(i)	73	71
Total non-current		**211**	**204**
Total trade and other receivables		**26,166**	**22,405**

(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 bases 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	Consolidated 2025 $'000	Consolidated 2024 $'000
Current – not yet due		9,928	6,612
Past due – by up to 30 days		717	395
Past due – between 31 and 60 days		26	165
Past due – between 61 and 90 days		17	235
Past due – more than 91 days		577	607
Total trade and other receivables		**11,265**	**8,014**

(ii) Impairment of aged non-statutory receivables

	Debtor gross carrying amount $'000	Expected Loss %	Lifetime expected credit losses $'000
Current – not yet due	9,928	0.159%	16
Past due – by up to 30 days	717	0.633%	5
Past due – between 31 and 60 days	26	0.725%	0
Past due – between 61 and 90 days	17	7.392%	1
Past due – more than 91 days	577	19.726%	114
Total	**11,265**		**136**

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

	Note	Consolidated 2025 $'000	Consolidated 2024 $'000
Inventories held for distribution at cost		51	45
Total inventories		**51**	**45**

Inventories held for distribution are measured at cost, adjusted when applicable, for any loss of service potential.

(b) Other assets

	Note	Consolidated 2025 $'000	Consolidated 2024 $'000
Prepayments		1,887	1,726
Total other assets		**1,887**	**1,726**

(c) Intangible assets

	Note	Consolidated 2025 $'000	Consolidated 2024 $'000
Software at cost	(a)	-	62
Total intangible assets		**-**	**62**

(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
Gross carrying amount		
Balance at 1 July 2024		2,217
Impaired/Written Off (WIP)		-
Balance at 30 June 2025		**2,217**
Accumulated amortisation		
Balance at 1 July 2024		(2,155)
Amortisation expense		(62)
Balance at 30 June 2025		**(2,217)**
Net book value at 30 June 2024		62
Net book value at 30 June 2025		**-**

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	Consolidated 2025 $'000	Consolidated 2024 $'000
Trade creditors		14,350	10,919
Accrued expenses		4,604	3,905
Total trade and other payables		**18,954**	**14,824**

(b) Trust funds and deposits

	Note	Consolidated 2025 $'000	Consolidated 2024 $'000
Summary			
Current		7,645	7,564
Non-current		594	667
Total trust funds and deposits		**8,239**	**8,231**
Summary			
Trust funds		1,248	1,367
Deposits held		6,991	6,864
Total trust funds and deposits		**8,239**	**8,231**
Current trust funds			
Funds relating to planning permit conditions		551	615
Other trust funds		103	85
Total current trust funds		**654**	**700**
Current refundable deposits held			
Road opening permits / Asset Protection		6,654	6,519
Sub-divisions		24	24
Sundry		181	181
Tender contracts		86	89
Other deposits		46	51
Total current refundable deposits held		**6,991**	**6,864**
Total current trust funds and deposits held		**7,645**	**7,564**
Non-current trust funds			
Funds relating to Planning Permit conditions		594	667
Total non-current trust funds		**594**	**667**
Total trust funds and deposits		**8,238**	**8,231**

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	Consolidated 2025 $'000	Consolidated 2024 $'000
Grant received in advance – operating	3.4 (d)	2,011	159
Grant received in advance – capital	3.4 (d)	6,355	5,695
Prepaid revenue		648	544
Other contributions		90	52
Total contract and other liabilities		**9,104**	**6,450**

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	Consolidated 2025 $'000	Consolidated 2024 $'000
Current			
Borrowings – secured	(a)	1,202	1,096
Total Current		**1,202**	**1,096**
Non-Current			
Borrowings – secured	(a)	16,558	17,761
Total Non-Current		**16,558**	**17,761**
Total Interest-bearing loans and borrowings		**17,760**	**18,857**

(a)The interest-bearing loans are secured by a deed of charge over Council rates.

The maturity profile of Council's borrowings is:

	Note	Consolidated 2025 $'000	Consolidated 2024 $'000
Not later than one year		1,202	1,096
Later than one year, but not later than five years		5,899	5,442
Later than five years		10,659	12,319
Total Interest-bearing loans and borrowings		**17,760**	**18,857**

Borrowings are initially measured at fair value, being the cost of the interest-bearing liabilities, net of transaction costs. The measurement basis subsequent to initial recognition depends on whether the Council has categorised its interest-bearing liabilities as either financial liabilities designated at fair value through the profit and loss, or financial liabilities at amortised cost. Any difference between the initial recognised amount and the redemption value is recognised in net result over the period of the borrowing using the effective interest method. The classification depends on the nature and purpose of the interest-bearing liabilities. The Council determines the classification of its interest-bearing liabilities based on contractual repayment terms at every balance date.

In classifying borrowings as current or non-current Council considers whether at balance date it has the right to defer settlement of the liability for at least twelve months after the reporting period.

5.5 Provisions

2025	Annual Leave $'000	Long Service Leave $'000	Purchased Leave $'000	Total $'000
Balance at beginning of the financial year	5,738	11,347	29	17,114
Additional provisions	5,857	1,778	76	7,711
Amounts used	(5,686)	(1,627)	(82)	(7,395)
Increase in the discounted amount arising because of time and the effect of any change in the discount rate	(5)	19	-	14
Balance at the end of the financial year	**5,904**	**11,517**	**23**	**17,444**

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
Balance at the end of the financial year	**5,738**	**11,347**	**29**	**17,114**

Employee provisions:

Current

Current provisions expected to be wholly settled within 12 months:

	Note	Consolidated 2025 $'000	Consolidated 2024 $'000
Annual Leave		5,392	5,239
Long Service Leave		1,771	1,754
Purchased Leave		23	29
Total Current provisions expected to be wholly settled within 12 months		**7,186**	**7,022**

Current provisions expected to be wholly settled after 12 months:

	Note	Consolidated 2025 $'000	Consolidated 2024 $'000
Annual Leave		512	499
Long Service Leave		8,511	8,423
Total Current provisions expected to be wholly settled after 12 months		9,023	8,922
Total Current Employee provisions		**16,209**	**15,944**
Non-Current			
Long Service Leave		1,235	1,170
Total Non-Current Employee provisions		1,235	1,170
Total Employee provisions		**17,444**	**17,114**
Employee Provisions Summary			
Current		16,209	15,944
Non-current		1,235	1,170
Total aggregate carrying amount of employee provisions		**17,444**	**17,114**

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 4.250% (as per Department of Treasury & Finance)
- Discount rate of 4.203% (as per Department of Treasury & Finance)

5.6 Financing arrangements

	Note	Consolidated 2025 $'000	Consolidated 2024 $'000
Facilities			
Business card facilities		200	200
Overdraft facilities		700	700
Interest bearing loans	5.4	17,760	18,857
Total facilities		**18,660**	**19,757**
Unused Facilities			
Business card facilities		142	135
Overdraft facilities		700	700
Total Unused Facilities		**842**	**835**
Used Facilities			
Business card facilities		58	65
Interest bearing loans	5.4	17,760	18,857
Total Used Facilities		**17,818**	**18,922**
Total facilities		**18,660**	**19,757**

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

2025	Consolidated				
	Not later than 1 year $'000	Later than 1 year and not later than 2 years $'000	Later than 2 years and not later than 5 years $'000	Later than 5 years $'000	Total $'000
Operating					
Asset maintenance	993	-	-	-	993
Communications	462	-	-	-	462
Consulting Services	473	-	-	-	473
IT services & licences	2,760	1,123	2,098	-	5,981
Tree planting & maintenance	316	-	-	-	316
Training & recruitment	234	-	-	-	234
Waste management	1,960	-	-	-	1,960
Other	469	-	-	-	469
Total operating commitments	**7,667**	**-**	**-**	**-**	**10,888**
Capital					
Buildings	10,761	-	-	-	10,761
Parks, sportsgrounds & playgrounds	845	-	-	-	845
Plant & equipment	1,706	-	-	-	1,706
Roads & footpaths	5,305	-	-	-	5,305
Total capital commitments	**18,617**	**1,123**	**2,098**	**-**	**18,617**

2024	Consolidated				
	Not later than 1 year $'000	Later than 1 year and not later than 2 years $'000	Later than 2 years and not later than 5 years $'000	Later than 5 years $'000	Total $'000
Operating					
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
Total operating commitments	**5,217**	**184**	**178**	**-**	**5,579**
Capital					
Buildings	13,841	334			14,175
Drainage	11	-	-	-	11
Parks	263	12	-	-	275
Roads & Footpaths	3,490	255	-	-	3,745
Total capital commitments	**17,605**	**601**	**-**	**-**	**18,206**

(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:

	Consolidated 2025 $'000	Consolidated 2024 $'000
Not later than one year	3,232	2,502
Later than one year and not later than five years	7,519	5,462
Later than five years	4,630	3,501
Total operating lease receivables	**15,381**	**11,465**

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 2024	273	63	336
Additional Leases	271	439	710
Depreciation charge	(211)	(135)	(346)
Balance at 30 June 2025	**333**	**367**	**700**

Lease liabilities

	Consolidated 2025 $'000	Consolidated 2024 $'000
Maturity analysis - contractual undiscounted cash flows		
Less than one year	250	245
One to five years	453	109
Total undiscounted lease liabilities as at 30 June	**703**	**354**
Lease liabilities included in the Balance Sheet at 30 June		
Current	227	238
Non-current	429	104
Total lease liabilities	**656**	**342**

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:

	Consolidated 2025 $'000	Consolidated 2024 $'000
Short term leases	37	-
Leases of low value assets	2	3
Total short term & low value leases	39	3
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:

	Consolidated 2025 $'000	Consolidated 2024 $'000
Within one year	0	3
Later than one year but not later than five years	1	1
Total lease commitments	**1**	**4**

Note 6. Assets we manage

6.1 Assets classified as held for sale

	Note	Consolidated 2025 $'000	Consolidated 2024 $'000
Current - To be sold within 12 months			
Opening balance on Council's valuation		11,448	11,676
Transfer from property, infrastructure, plant and equipment		16,058	-
Change in valuation		-	(228)
Less: Written down value of assets sold		(11,448)	-
Assets held for sale (Current)		**16,058**	**11,448**
Non-Current - To be sold later than 12 months			
Opening balance on Council's valuation		17,174	15,159
Uplift payment for the removal of a restriction		-	2,176
Change in valuation		-	(161)
Less: Written down value of assets sold		(17,174)	-
Assets held for sale (Non-Current)		**-**	**17,174**
Total assets classified as held for sale		**16,058**	**28,622**

An 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.

Assets classified as held for sale

2025	Note	Level 1 $'000	Level 2 $'000	Level 3 $'000
Asset held for sale-land (non-specialised)	(b)	-	16,058	-
Total		**-**	**16,058**	**-**

2024	Note	Level 1 $'000	Level 2 $'000	Level 3 $'000
Asset held for sale-land (non-specialised)	(b)	-	28,622	-
Total		**-**	**28,622**	**-**

(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 2025

2025	Consolidated					
	Infrastructure $'000	Plant & equip $'000	Property $'000	Art $'000	W.I.P $'000	**Total $'000**
Carrying value 30 June 2024	504,997	14,615	1,391,988	1,657	17,058	**1,930,315**
Additions	19,825	6,396	10,340	-	16,319	**52,880**
Transfer between class	10,720	448	2,336	-	(13,504)	**-**
Transfer to asset held for sale	-	-	(16,058)	-	-	**(16,058)**
Revaluation incl. AASB 13 impacts	62,260	-	(4,686)	-	-	**57,574**
Depreciation	(17,971)	(4,469)	(4,376)	-	-	**(26,816)**
Impairment	-	-	(147)	-	(415)	**(562)**
Disposal	(107)	(173)	-	-	-	**(280)**
Carrying value 30 June 2025	**579,724**	**16,817**	**1,379,397**	**1,657**	**19,458**	1,997,053

Summary of Work in Progress (WIP)

2025	Consolidated					
	Opening WIP $'000	Transfer between Classes $'000	Additions $'000	Transfers $'000	Written off $'000	**Closing WIP $'000**
Roads	6,581	33	3,678	(6,237)	(16)	**4,039**
Drainage	159	-	297	-	-	**456**
Parks and gardens	4,529	389	904	(4,484)	(66)	**1,272**
Playgrounds	-	-	119	-	-	**119**
Freehold buildings	5,406	(720)	11,321	(2,336)	(99)	**13,572**
Land	234	-	-	-	(234)	**-**
Motor vehicles	-	2	-	(2)	-	**-**
Plant and equipment	148	149	-	(297)	-	**-**
Waste management		148	-	(148)	-	**-**
Arts	1	(1)	-	-	-	**-**
Total work in progress	**17,058**	**-**	**16,319**	**(13,504)**	**(415)**	19,458

(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

	Consolidated				
	Roads, streets and bridges $'000	Drainage $'000	Parks and gardens $'000	Playgrounds $'000	**TOTAL Infrastructure $'000**
At fair value 1 July 2024	555,878	286,655	95,601	14,210	952,344
Accumulated depreciation at 1 July 2024	(236,170)	(162,907)	(40,093)	(8,177)	(447,347)
Carrying value at 1 July 2024	319,708	123,748	55,508	6,033	**504,997**
Movements in Fair Value					
Acquisition of assets at fair value	14,140	1,982	2,939	764	19,825
Transfers	6,236	-	4,484	-	10,720
Disposals	-	-	-	(405)	(405)
Revaluation increase incl. AASB 13 impact	78,358	22,864	-	-	101,222
Total	**98,734**	**24,846**	**7,423**	**359**	**131,362**
Movements in accumulated depreciation					
Depreciation	(11,279)	(2,877)	(3,439)	(376)	(17,971)
Accumulated depreciation of disposals	-	-	-	298	298
Revaluation (decrease) incl. AASB 13 impact	(25,968)	(12,994)	-	-	(38,962)
Total	**(37,247)**	**(15,871)**	**(3,439)**	**(78)**	**(56,635)**
At fair value 30 June 2025	654,612	311,501	103,024	14,569	1,083,706
Accumulated depreciation at 30 June 2025	(273,417)	(178,778)	(43,532)	(8,255)	(503,982)
Carrying value at 30 June 2025	**381,195**	**132,723**	**59,492**	**6,314**	**579,724**

Plant and Equipment

	Consolidated				
	Motor vehicles $'000	Plant and equipment $'000	Furniture and fittings $'000	Waste Management $'000	**TOTAL Plant and Equipment $'000**
At fair value 1 July 2024	21,903	28,519	7,156	2,521	60,099
Accumulated depreciation at 1 July 2024	(15,612)	(23,126)	(6,271)	(475)	(45,484)
Carrying value at 1 July 2024	6,291	5,393	885	2,046	**14,615**
Movements in Fair Value					
Acquisition of assets at fair value	4,598	1,461	77	260	6,396
Transfers	2	298	-	148	448
Disposals	(3,755)	(548)	-	-	(4,303)
Total	**845**	**1,211**	**77**	**408**	**2,541**
Movements in accumulated depreciation					
Depreciation	(2,429)	(1,642)	(193)	(205)	(4,469)
Accumulated Depreciation of Disposals	3,594	536	-	-	4,130
Total	**1,165**	**(1,106)**	**(193)**	**(205)**	**(339)**
At fair value 30 June 2025	22,748	29,730	7,233	2,928	62,639
Accumulated depreciation at 30 June 2025	(14,447)	(24,232)	(6,464)	(679)	(45,822)
Carrying value at 30 June 2025	**8,301**	**5,498**	**769**	**2,249**	**16,817**

Property and Other Assets

	Consolidated						
	Note	Freehold land $'000	Freehold buildings $'000	Leasehold Improvements $'000	TOTAL PROPERTY $'000	Art collection $'000	TOTAL OTHER $'000
At fair value 1 July 2024		1,149,021	341,795	739	1,491,555	1,657	1,657
Accumulated depreciation at 1 July 2024		-	(99,030)	(537)	(99,567)	-	-
Carrying value at 1 July 2024		1,149,021	242,765	202	1,391,988	1,657	1,657
Movements in Fair Value							
Acquisition of assets at fair value		1,116	9,224	-	10,340	-	-
Transfers		-	2,336	-	2,336	-	-
Transfers to asset held for sale		(16,058)	-	-	(16,058)	-	-
Revaluation increase/(decrease)		(4,410)	(276)	-	(4,686)	-	-
Impairment		-	(294)	-	(294)	-	-
Total		**(19,352)**	**10,990**	**-**	**(8,362)**	**-**	-
Movements in accumulated depreciation							
Depreciation		-	(4,302)	(74)	(4,376)	-	-
Accumulated Depreciation of Impairment		-	147	-	147	-	-
Total		**-**	**(4,155)**	**(74)**	**(4,229)**	**-**	**-**
At fair value 30 June 2025		1,129,669	352,785	739	1,483,193	1,657	**1,657**
Accumulated depreciation at 30 June 2025		-	(103,185)	(611)	(103,796)	-	-
Carrying value at 30 June 2025		**1,129,669**	**249,600**	**128**	**1,379,397**	**1,657**	**1,657**

Work in progress

	Consolidated				
	Property $'000	Plant & Equipment $'000	Infrastructure $'000	Arts $'000	TOTAL WIP $'000
At fair value 1 July 2024	5,640	148	11,269	1	17,058
Carrying value at 1 July 2024	5,640	148	11,269	1	17,058
Movements in Fair Value					
Acquisition of assets at fair value	11,321	-	4,998	-	16,319
Transfer between Classes	(720)	299	422	(1)	-
Transfers	(2,336)	(447)	(10,721)	-	(13,504)
Written off	(333)	-	(82)	-	(415)
Total	**7,932**	**(148)**	**(5,383)**	**(1)**	**2,400**
At fair value 30 June 2025	13,572	-	5,886	-	19,458
Carrying value at 30 June 2024	**13,572**	**-**	**5,886**	**-**	**19,458**

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.

Parks and gardens assets, playgrounds, motor vehicles, plant and equipment, furniture and fittings, art collection assets, waste management assets and intangible assets have been brought to account in the Balance Sheet at cost in the year of acquisition or construction and are valued at cost.

Asset recognition thresholds and depreciation periods

Asset Category	Depreciation Rate %	Useful life years	Threshold Limit $
Property, infrastructure, plant and equipment			
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
Leasehold improvements			
Leasehold improvements - building	10	10	5,000
Intangibles			
IT software	10	10	50,000

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 above and are consistent with the prior year unless otherwise stated.

Repairs and Maintenance

Routine maintenance, repair costs and minor renewal costs are expensed as incurred. Where the repair relates to the replacement of a component of an asset and the cost exceeds the capitalisation threshold, the cost is capitalised and depreciated. The carrying value of the replaced asset is expensed.

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.

Specialised land is valued at fair value using site values adjusted for englobo (undeveloped and/or unserviced) characteristics, access rights and private interests of other parties and entitlements of infrastructure assets and services. This adjustment is an unobservable input in the valuation. The adjustment has no impact on the comprehensive Income Statement.

Any significant movements in the unobservable inputs for land and land under roads (if any) will have a significant impact on the fair value of these assets.

The date and type of the current valuation is detailed in the following table. This valuation was based on observed movements in the Banyule property market. An indexation assessment was conducted in the current year which identified no material movement. The indexation assessment for land was conducted using average movements in property valuations (per suburb) provided by the Valuer-General Victoria for the 12 month period (1.88% on average). The indexation assessment for buildings was conducted by reviewing the Australian Bureau of Statistics Procured Price Index of Non-Residential Construction in Victoria to March 2025 (released 02/05/2025) which was 2.9%. The next full revaluation of these assets will be conducted in 2025/26.

Details of Council's land and buildings (excluding leasehold improvements) and information about the fair value hierarchy as at 30 June 2025 are as follows:

2025	Level 1 $'000	Level 2 $'000	Level 3 $'000	Date of last Valuation	Type of Valuation
Freehold land	-	134,594	-	30/06/2024	Full
Specialised land	-	-	995,075	30/06/2024	Full
Freehold buildings	-	-	249,600	30/06/2024	Full
Total	**-**	**134,594**	**1,244,675**		

Please note that details on the three levels of valuations can be found in note 8.4

(c) Valuation of infrastructure

Valuation of Council's bridges, road median and drainage assets were undertaken in 2023/24 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. An indexation assessment was conducted in the current year which identified no material movement. Refer to note 8.4 for further information relating to Fair value measurement.

The next full revaluation is due to be reflected in the Financial Statements for year ending 30 June 2026.

Valuation of 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.

The valuation is at fair value based on current replacement cost less accumulated depreciation as at the valuation date. An indexation assessment was conducted in the current year which identified no material movement. The indexation assessment was conducted by reviewing the Australian Bureau of Statistics Procured Price Index of Non-Residential Construction in Victoria to March 2025 (released 02/05/2025) which was 2.9%.

The next full 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. An indexation assessment was conducted in the current year which identified no material movement. Refer to note 8.4 for further information relating to Fair value measurement.

The next full revaluation is due to be reflected in the Financial Statements for year ending 30 June 2026.

The date and type of the current valuations are detailed in the following table.

Details of Council's infrastructure (excluding parks & playgrounds) and information about the fair value hierarchy as at 30 June 2025 are as follows:

2025	Level 1 $'000	Level 2 $'000	Level 3 $'000	Date of last Valuation	Type of Valuation
Roads, streets and bridges	-	-	381,195	30/06/2024	Full
Drainage	-	-	132,723	30/06/2024	Full
Total	**-**	**-**	**513,918**		

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

2025	Note	Consolidated 2025 $'000	Consolidated 2024 $'000
Parks and Reserves		856,637	856,637
Council buildings zoned for public use		101,545	104,295
Car Parks		32,589	32,589
Cemeteries		4,304	4,304
Total specialised land		**995,075**	**997,825**

6.3 Investments

	Note	Consolidated 2025 $'000	Consolidated 2024 $'000
Investments – unlisted shares held at fair value accounted for through profit and loss	6.3(a)	365	301
Investments in associates	6.3(b)	3,436	3,285
Total investments		**3,801**	**3,586**

(a) Investments – unlisted shares

	Note	Consolidated 2025 $'000	Consolidated 2024 $'000
Opening value of shares in Procurement Australia		301	258
Fair value adjustment		64	43
Closing value of shares in Procurement Australia		**365**	**301**

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 is an incorporated buying group for large scale and shared service contracts.

(b) Investments in associates

	Note	Consolidated 2025 $'000	Consolidated 2024 $'000
Share of Yarra Plenty Regional Library Corporation		3,436	3,285
Total investments in associates		3,436	3,285
Council's share of accumulated surplus			
Council's share of accumulated surplus at start of year		3,285	3,259
Reported change from prior year's equity		(2)	-
Reportable (deficit)/ surplus for year		153	26
Council's share of accumulated surplus at end of year		**3,436**	**3,285**
Movement in carrying value of specific investment:			
Carrying value of investment at start of year		3,285	3,259
Share of total change in equity for year		151	26
Carrying value of investment at end of year		**3,436**	**3,285**
Council's share of expenditure commitments:			
Lease commitments		381	260

	Note	Consolidated 2025 $'000	Consolidated 2024 $'000
Share of Yarra Plenty Regional Library Corporation		3,436	3,285
Total investments in associates		3,436	3,285
Operating commitments		710	83
Council's share of expenditure commitments		**1,091**	**343**

Council's share of contingent liabilities and contingent assets:

The Yarra Plenty Regional Library has no known contingent liabilities as at 30 June 2025 nor as at 30 June 2024.

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:

- 40.62% (40.71% in 2024) 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 2025 valuation is based on draft Financial Statements (2024 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.

(c) Investments in subsidiary

Banyule Cemeteries Trust

The Banyule Cemeteries Trust is a class B cemetery trust for which Banyule's nine councillors are automatically appointed as the trust members. The cemeteries trust operates under the Cemeteries and Crematoria Act 2003 on behalf of the Department of Health. Council has the decision-making power as to how best to manage the cemetery and has rights to the returns and exposure to the expenditures associated with the cemetery operations.

The following Comprehensive Income Statement and Balance Sheet has been provided to show the individual financial position of the Cemeteries Trust for the 2024-25 financial year. These financial statements should be read in conjunction with the accompanying notes in the financial report.

Summarised statement of comprehensive income

	2025 $'000	2024 $'000
INCOME/REVENUE		
User fees and charges	398	250
Grants - operating	14	-
Interest income	87	80
Other income	3	-
Total Income/Revenue	**502**	**330**
EXPENSES		
Employee costs	130	83
Materials, contracts and services	272	217
Utility charges	2	17
Total Expenses	**404**	**317**
Surplus/ (Deficit) for the year	**98**	**13**

Summarised balance sheet

	2025 $'000	2024 $'000
ASSETS		
Current Assets		
Cash and cash equivalents	101	113
Other financial assets	1,520	1,513
Trade and other receivables	53	29
Total current assets	**1,674**	**1,655**
Total non-current assets	**-**	**-**
Total Assets	**1,674**	**1,655**
LIABILITIES		
Current Liabilities		
Trade and other payables	170	206
Provisions	61	104
Total current liabilities	**231**	**310**
Total non-current liabilities	**-**	**-**
Total Liabilities	**231**	**310**
NET ASSETS	**1,443**	**1,345**
EQUITY		
Accumulated surplus	1,443	1,345
Total Equity	**1,443**	**1,345**

Note: Cemetery income and expenditure is processed through Council's bank accounts. Each transaction impacts on the balance of Accounts Payable for what the cemetery owes to Council. On a periodic basis transfers are made from the Cemeteries bank account into Council's bank account to pay off the balance.

The consolidated financial statements of Council incorporate all entities controlled by Council as at 30 June 2025, and their income and expenses for that part of the reporting period in which control existed.

A subsidiary is an entity over which Council has control. Council controls an entity when it is exposed to, or has rights to, variable returns from its involvement with the entity and has the ability to affect those returns through its power to direct the activities of the entity. Subsidiaries are fully consolidated from the date on which control is transferred to the Council. They are deconsolidated from the date that control ceases.

Where dissimilar accounting policies are adopted by entities and their effect is considered material, adjustments are made to ensure consistent policies are adopted in these financial statements.

Banyule Cemeteries Trust is the only entity consolidated into Council's financials.

6.4 Investment property

Investment Property	**Consolidated 2025 $'000**	**Consolidated 2024 $'000**
Balance at beginning of financial year	13,652	13,597
Additions	65	-
Depreciation - Building	(89)	(89)
Fair Value Adjustments	-	144
Balance at end of Financial Year	**13,628**	**13,652**

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. The cemetery financial results are detailed in note 6.3 (c).

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	Consolidated 2025 No.	Consolidated 2024 No.
Councillors		
Cr. Elizabeth Nealy (Mayor from 19/11/2024)	1	1
Cr. Peter Castaldo (Deputy Mayor from 19/11/2024)	1	1
Cr. Alicia Curry (Councillor from 11/11/2024)	1	-
Cr. Alida McKern	1	1
Cr. Alison Champion	1	1
Cr. Mark Di Pasquale	1	1
Cr. Mary O'Kane (Councillor from 11/11/2024)	1	-
Cr. Matt Wood (Councillor from 11/11/2024)	1	-
Cr. Rick Garotti	1	1
Cr. Peter Dimarelos (Councillor to 25/10/2024)	1	1
Cr. Tom Melican (Councillor to 25/10/2024)	1	1
Cr. Fiona Mitsinikos (Councillor to 25/10/2024)	1	1
Total Number of Councillors	**12**	**9**
Officers		
Chief Executive Officer	1	1
Director Assets & City Services	1	1
Director City Development	1	1

Key Management Personnel	Consolidated 2025 No.	Consolidated 2024 No.
Director Community Wellbeing	1	3
Director Corporate Services	1	1
Total of Chief Executive Officer and Directors	**5**	**7**
Total Key Management Personnel	**17**	**16**

Note: Council elections took place on 26/10/2024. Newly elected Councillors took their oath/affirmation on 11/11/2024 and the election of Mayor and Deputy Mayor took place on 19/11/2024.

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.

Total Remuneration of Key management Personnel	Consolidated 2025 $'000	Consolidated 2024 $'000
Short-term benefits	1,980	1,877
Long-term benefits	36	35
Post-employment benefits	150	136
Total	**2,166**	**2,048**

The numbers of key management personnel whose total remuneration from Council and any related entities, fall within the following bands:

Remuneration of Key management Personnel	Consolidated 2025 No.	Consolidated 2024 No.
$0 - $9,999	1	-
$10,000 - $19,999	1	-
$20,000 - $29,999	3	-
$30,000 - $39,999	3	7
$40,000 - $49,999	2	1
$50,000 - $59,999	1	1
$70,000 - $79,999	-	1
$90,000 - $99,999	1	1
$170,000 - $179,999	-	1
$290,000 - $299,999	2	1
$300,000 - $309,999	-	1
$320,000 - $329,999	1	1
$340,000 - $349,999	1	-
$440,000 - $449,999	1	1
Total	**17**	**16**

(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	Consolidated 2025 $'000	Consolidated 2024 $'000
Short-term benefits	2,912	2,765
Long-term benefits	67	71
Post-employment benefits	327	311
Total	**3,306**	**3,147**

The numbers of Senior Officers are shown below in their relevant income bands:

Remuneration of Other senior staff	Consolidated 2025 No.	Consolidated 2024 No.
Income range:		
$170,000 - $179,999	1	3
$180,000 - $189,999	3	3
$190,000 - $199,999	1	1

Remuneration of Other senior staff	Consolidated 2025 No.	Consolidated 2024 No.
$200,000 - $209,999	3	8
$210,000 - $219,999	4	-
$220,000 - $229,999	3	-
$230,000 - $239,999	1	1
Total	**16**	**16**

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

	Consolidated 2025 $'000	Consolidated 2024 $'000
Operational contributions	6,651	6,229
Grant funding	2	-
Cleaning costs for Ivanhoe Hub	130	124
Maintenance of building & equipment	5	2
Other miscellaneous expenditure	-	1
Fuel & vehicle repairs	(5)	(20)
Reimbursement for lease & associated costs	(67)	(72)
Reimbursement of utilities & other outgoings	(115)	(109)

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 (BCT)

The Banyule Cemeteries Trust is an entity managed by Council with Banyule's nine Councillors acting as the board of trustees. Cemetery results have been consolidated into Banyule's finances under AASB 10: Consolidated Financial Statement.

Cemeteries Trust

	Consolidated 2025 $'000	Consolidated 2024 $'000
Received from Banyule Cemeteries Trust		
Overheads charged	59	58
Total Received from BCT	**59**	**58**
Paid to Banyule Cemeteries Trust		
Total paid to BCT	**-**	**-**

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.

(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 day-to-day finances are managed via Council's bank accounts. Intermittently, transfers are made from the Cemetery to Council for the net costs incurred when the cemeteries term deposit investments mature.

Owed by Cemetery Trust to Council

Dates	$'000
2024/2025	170
2023/2024	206

(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 (2024: $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 (2024: $Nil).

Note 8. Managing uncertainties

8.1 Contingent assets and liabilities

Contingent assets and contingent liabilities are not recognised in the Balance Sheet, but are disclosed and if quantifiable, are measured at nominal value. Contingent assets and liabilities are presented inclusive of GST receivable or payable, respectively.

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. During 2024/2025 Council received an initial compensation offer of $5.8m. Potential additional income is to be recognised in future years when negotiations are complete.

(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	Consolidated 2025 $'000	Consolidated 2024 $'000
Bank loans for local organisations	38	42
Bank loans for operators of Council facilities	328	498
Total guarantees	**366**	**540**

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 $365,689.28 ($539,446.81 in 2024). 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 was 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 2025 reporting period. Council assesses the impact of these new standards.

Changes to interpretation of *AASB 13 Fair Value Measurement* as a result of *AASB 2022-10 Amendments to Australian Accounting Standards - Fair Value Measurement of Non-Financial Assets of Not-for-Profit Public Sector Entities* applies to Council for the first time for the 2024/25 period. Impacts are discussed in note 8.4 (a).

In September 2024 the Australian Accounting Standards Board (AASB) issued two Australian Sustainability Reporting Standards (ASRS). This followed Commonwealth legislation establishing Australia's sustainability reporting framework. Relevant entities will be required to undertake mandatory reporting of climate-related disclosures in future financial years. Public sector application issues remain under consideration and Council will continue to monitor developments and potential implications for future financial years.

8.3 Financial instruments

(a) Objectives and policies

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 -1.00% and +0.00% in market interest rates (AUD) from year end weighted average interest rates of 4.49%.

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.

Council has considered the amendments to AASB 13 Fair Value Measurement that apply for the 2024-25 financial year as a result of AASB 2022-10 Amendments to Australian Accounting Standards - Fair Value Measurement of Non-Financial Assets of Not-for-Profit Public Sector Entities. For assets, where the Council adopts a current replacement cost approach to determine fair value, the Council now considers the inclusion of site preparation costs, disruption costs and costs to restore another entity's assets in the underlying valuation.

The AASB 13 amendments apply prospectively, comparative figures have not been restated.

The AASB 13 amendments have impacted Council's financial statements as follows:

- The current replacement cost of Council's infrastructure assets, such as roads, bridges and drainage assets, has increased by $62.29 million due to the inclusion of site preparation costs, disruption costs and costs to restore other entity's assets.

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 increases are credited directly to the asset revaluation reserve except to the extent that an increase reverses a prior year decrease for that class of asset that had been recognised as an expense in which case the increase is recognised as revenue up to the amount of the expense. Revaluation decreases are recognised as an expense except where prior increases are included in the asset revaluation reserve for that class of asset in which case the decrease is taken to the reserve to the extent of the remaining increases. Within the same class of assets, revaluation 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

	Balance as at 30/06/2025 $'000	Balance as at 30/06/2024 $'000
Asset Revaluation Reserve	1,446,973	1,407,781
Asset Replacement Reserves	48,475	23,129
Total Reserves	**1,495,448**	**1,430,910**

(b) Reserve movements

The following transfers to and from Council's reserves occurred during the reporting period:

(i) Asset Revaluation Reserve

2025	Balance at 01/07/2024 $'000	Increase/ (Decrease) $'000	Transfer to Acc. Surplus $'000	Transfer between classes $'000	Balance as at 30/06/2025 $'000
Infrastructure					
Roads and streets	226,822	52,370	-	-	279,192
Bridges, medians and local area traffic management	5,584	20	-	-	5,604
Drainage	103,719	9,870	-	-	113,589
Parks and gardens	247	-	-	-	247
Total	**336,372**	**62,260**	**-**	**-**	**398,632**
Property					
Freehold land	1,028,678	(4,410)	-	(31,490)	992,778
Freehold buildings	42,448	(276)	-	-	42,172
Total	**1,071,126**	**(4,686)**	**-**	**(31,490)**	**1,034,950**
Other Assets					
Heritage and Art Collection	283	-	-	-	283
Total	**283**	**-**	**-**	**-**	**283**
Assets classified as held for resale					
Freehold land	**-**	-	(18,382)	31,490	13,108
Total	**-**	**-**	**(18,382)**	**31,490**	**13,108**
Total Asset revaluation reserve	**1,407,781**	**57,574**	**(18,382)**	-	**1,446,973**

The asset revaluation reserve is used to record the increased (net) value of Council's assets over time.

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
Infrastructure					
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
Total	**286,036**	**50,336**	**-**	**-**	**336,372**
Property					
Freehold land	972,805	55,873	-	-	1,028,678
Freehold buildings	40,836	1,612	-	-	42,448
Total	**1,013,641**	**57,485**	-	-	**1,071,126**
Other assets					
Heritage and art collection	283	-	-	-	283
Total	**283**	**-**	-	-	**283**
Assets classified as held for re-sale					
Freehold land	192	(192)	**-**	**-**	-
Total	**192**	**(192)**	-	-	**-**
Total Asset Revaluation Reserve	**1,300,152**	**107,629**	-	-	**1,407,781**

(ii) Asset Replacement Reserves

2025	Balance as at 01/07/24 $'000	Transfers between $'000	Transfers to $'000	Transfers from $'000	Balance as at 30/06/25 $'000
Statutory reserves					
Public Open Space	7,403	-	4,322	(6,401)	5,324
Off-Street Car Parking	213	-	-	(37)	176
Total statutory reserves	**7,616**	**-**	**4,322**	**(6,438)**	**5,500**
Discretionary Reserves					
General	2,307	-	-	-	2,307
Plant and Equipment	16,841	-	2,209	(4,468)	14,582
Strategic Properties	(19,139)	-	32,711	(5,008)	8,564
Asset Renewal	5,187	-	2,976	(2,199)	5,964
Car Parking Meters	6,227	-	1,019	(160)	7,086
BPi Investment	121	--	-	(6)	115
IT Equipment	3,969	-	1,537	(1,149)	4,357
Total discretionary reserves	**15,513**	**-**	**40,452**	**(12,990)**	**42,975**
Total replacement reserves	**23,129**	**-**	**44,774**	**(19,428)**	**48,475**

2024	Balance as at 01/07/23 $'000	Transfers between $'000	Transfers to $'000	Transfers from $'000	Balance as at 30/06/24 $'000
Statutory reserves					
Public Open Space	8,372	-	5,703	(6,672)	7,403
Off-Street Car Parking	252	-	-	(39)	213
Total statutory reserves	**8,624**	**-**	**5,703**	**(6,711)**	**7,616**
Discretionary Reserves					
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
Total discretionary reserves	**20,842**	**-**	**7,790**	**(13,119)**	**15,513**
Total replacement reserves	**29,466**	**-**	**13,493**	**(19,830)**	**23,129**

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	Consolidated 2025 $'000	Consolidated 2024 $'000
Surplus for the year		19,090	9,794
Non-cash adjustments:			
Profit on disposal of infrastructure, property, plant and equipment	3.8	(1,066)	(343)
Depreciation and amortisation	4.4, 4.5 & 4.6	27,313	24,399
Impairment loss	6.1	562	197
Borrowing costs - interest	4.9	1,500	1,590
Finance costs - leases	4.8	38	61
Net movement in investments and share of associates	5.1(b)(i), 6.3	(1,421)	(365)
Non-monetary contributions	3.7	(2,394)	-
Fair value adjustment of investment property	6.4	(151)	(144)
Change in assets and liabilities, excluding investing activities			
(Increase) in trade and other receivables		(1,383)	(484)
Increase in inventories		(6)	4
(Increase)/decrease in prepayments		(161)	914
(Increase)/decrease in trade and other payables		3,138	1,636
(Increase)/decrease in contract and other liabilities		2,654	(4,841)
(Increase)/decrease in employee provisions		330	702
Increase in trust funds and deposits		8	367
Net cash provided by operating activities		**48,051**	**33,487**

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 2025, this was 11.5% as required under Superannuation Guarantee (SG) legislation (2024: 11.0%)).

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.

As at 30 June 2024, an interim actuarial investigation was held as the Fund provides lifetime pensions in the Defined Benefit category. The vested benefit index (VBI) of the Defined Benefit category as at 30 June 2024 (of which the Council is a contributing employer) was 105.4%.

The financial assumptions used to calculate the VBI were:

Net investment returns	5.60% pa
Salary information	3.50% pa
Price inflation (CPI)	2.70% pa

As at 30 June 2025, an interim actuarial investigation is underway as the Fund provides lifetime pensions in the Defined Benefit category.

Vision Super has advised that the VBI at 30 June 2025 was 110.5%. Banyule was notified of the 30 June 2025 VBI during August 2025 (2024: August 2024). The financial assumptions used to calculate this VBI were:

Net investment returns	5.70% pa
Salary information	3.50% pa
Price inflation (CPI)	2.60% pa

The VBI is used as the primary funding indicator. Because the VBI was above 100%, the 30 June 2024 actuarial investigation determined the Defined Benefit category was in a satisfactory financial position and that no change was necessary to the Defined Benefit category's funding arrangements from prior years.

Employer Contributions

Regular Contributions

On the basis of the results of the 2024 interim actuarial investigation conducted by the Fund Actuary, the Council makes employer contributions to the Fund's Defined Benefit category at rates determined by the Fund's Trustee. For the year ended 30 June 2025, this rate was 11.5% of members' salaries (11.0% in 2023/24). 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, the 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 2024 interim actuarial investigation surplus amounts

An actuarial investigation is conducted annually for the Defined Benefit category of which the Council is a contributing employer. Generally, a full actuarial investigation is conducted every three years and interim actuarial investigations are conducted for each intervening year. An interim investigation was conducted as at 30 June 2024 while a full investigation was conducted as at 30 June 2023.

The Fund's actuarial investigation identified the following for the Defined Benefit category of which the Council is a contributing employer:

- A VBI surplus of $108.40 million (2023: $85.70 million);
- A total service liability surplus of $141.40 million (2023: $123.60 million); and
- A discounted accrued benefits surplus of $156.70 million (2023: $141.90 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 2024.

The total service liability surplus means that the current value of the assets in the Fund's Defined Benefit category plus expected future contributions exceeds the value of expected future benefits and expenses as at 30 June 2024.

The discounted accrued benefit surplus means that the current value of the assets in the Fund's Defined Benefit category exceeds the value of benefits payable in the future but accrued in respect of service to 30 June 2024.

The 2025 interim actuarial investigation

An interim actuarial investigation is being conducted for the Fund's position as at 30 June 2025 as the Fund provides lifetime pensions in the Defined Benefit category. Vision Super has advised that the VBI at 30 June 2025 was 110.5%. Banyule was notified of the 30 June 2025 VBI during August 2025 (2024: August 2024).

The financial assumptions used to calculate this VBI were:

Net investment returns	5.7% pa
Salary information	3.5% pa
Price inflation (CPI)	2.6% pa

It is anticipated that this actuarial investigation will be completed by 31 October 2025.

The 2023 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:

	2023 Triennial investigation	2020 Triennial investigation
Net investment return	5.7% pa	5.6% pa
Salary inflation	3.50% pa	2.50% pa for two years, and 2.75% pa thereafter
Price inflation	2.8% pa	2.0% pa

Superannuation contributions

Contributions by the Council (excluding any unfunded liability payments) to the above superannuation plans for the financial year ended 30 June 2025 are detailed below:

Scheme	Type of scheme	Rate	Consolidated 2025 $'000	Consolidated 2024 $'000
Vision Super	Defined Benefits	11.5% (2024: 11.0%)	$249	$266
Vision Super	Accumulation	11.5% (2024: 11.0%)	$3,996	$3,988
Other Funds	Accumulation	11.5% (2024: 11.0%)	$4,747	$4,097

Note: The above numbers include salary sacrificed superannuation that has been paid by the Council on behalf of the employees.

In addition to the above contributions, the Council has paid unfunded liability payments to Vision Super totalling $Nil. (2023/24 $Nil).

There were no contributions outstanding and no loans issued from or to the above schemes as at 30 June 2025.

The expected contributions to be paid to the Defined Benefit category of Vision Super for the year ending 30 June 2026 is $157,000

Note 10. Change in accounting policy

There are no pending accounting standards that are likely to have a material impact on the Council.