

Council Plan 2021–2025

Year 4 Action Plan Final Report

July 2024 to June 2025

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.

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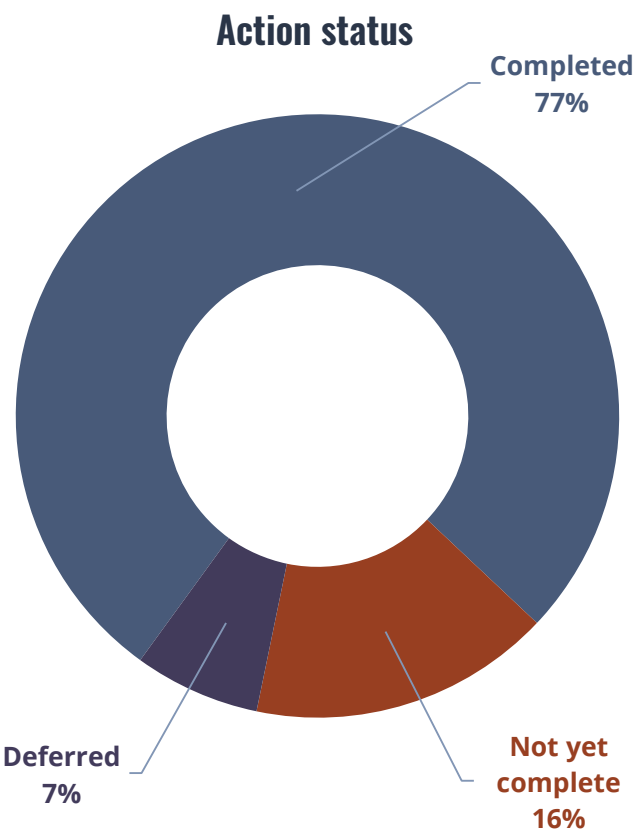
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Year 4 action plan results

From July 2024 to June 2025, Council successfully delivered key outcomes from the 74 actions in our Year 4 Annual Action Plan, part of the broader Council Plan 2021–2025. Here’s a summary of what we’ve achieved over the past year.



Action final results summary

57 actions completed

These actions were successfully delivered or achieved at least 90% of their intended outcomes

12 actions not yet complete

These actions are still in progress and will be delivered as part of ongoing work

5 actions deferred

These actions were rescheduled during the year and remain part of Council’s future delivery plans

Note: Percentages may not total 100 due to rounding

Legend



Icon used in the tables indicates that the action supports the Municipal Public Health and Wellbeing Plan

Priority theme 1:

Our Inclusive and Connected Community

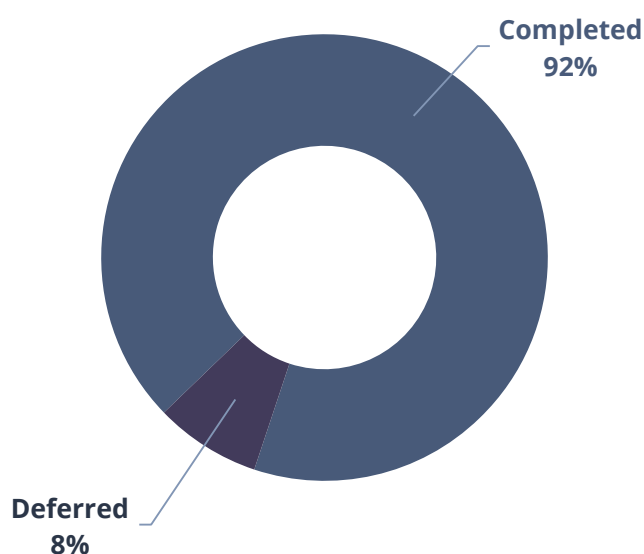


Strategic objective

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.

Council remains committed to this priority theme, with 13 key actions identified for the 2024–2025 financial year. Progress was made across several of these actions, contributing to our broader efforts to deliver positive outcomes for the community.

Action status



Action final results

12 actions completed

These actions were successfully delivered or achieved at least 90% of their intended outcomes

1 action deferred

This action was rescheduled during the year and remains part of Council's future delivery plans

Here are the key departments and their dedicated teams who are driving Council's initiatives and services aligned with this priority theme:

- | | | |
|--|--|--|
| <ul style="list-style-type: none">• Inclusive and Creative Communities<ul style="list-style-type: none">▪ First Nations▪ Arts and Culture▪ Community Impact▪ Community Partnerships.• City Planning, Safety and Amenity<ul style="list-style-type: none">▪ Environmental Health. | <ul style="list-style-type: none">• Family and Community Services<ul style="list-style-type: none">▪ Aged Services▪ Early Childhood Services▪ Maternal and Child Health and Immunisation Services▪ Service Reform▪ Youth and Community Connections. | <ul style="list-style-type: none">• Healthy and Active Communities<ul style="list-style-type: none">▪ Banyule Leisure▪ Civic Precincts and Major Facilities▪ Sports and Leisure Contracts Management▪ Sports, Recreation and Community Infrastructure. |
|--|--|--|

Table 1 | Our Inclusive and Connected Community objective – Promote active and connected living through a range of accessible and inclusive opportunities for all people of all ages through sport and recreation

Action for 2024–25	Annual target/measure	Progress status
Build capacity of sporting clubs to provide safe, inclusive, accessible and fun participation opportunities for all.	Evidence of programs and initiatives.	Completed
Develop a new Sport and Recreation Plan 2024–2028.	New Sport and Recreation Plan considered for adoption by Council by September 2024.	Completed 

Table 2 | Our Inclusive and Connected Community objective – Provide and promote arts and cultural experiences to enhance community connectedness, engagement, and a sense of wellbeing

Action for 2024–25	Annual target/measure	Progress status
Deliver community exhibitions, public art, grants, festivals, programs and events including a new public artwork in Heidelberg Park.	Deliver new public art for Banyule, four major events, a grants program and increase value of the art collection.	Completed
Implement year 1 of the Creative Banyule 2030 Strategy focusing on supporting growth of the creative sector and reviewing festivals and events to align to population demographics.	Conduct an audit of Banyule's Creative Sector to establish scale and needs Renew thematic, location and scalability elements of festivals programming and advocacy for funding for Banyule Theatre.	Completed
Develop an exhibition program of national cultural significance to raise the profile of Ivanhoe Library and Cultural Hub as a quality arts venue.	Deliver two exhibitions of national significance by June 2025.	Completed 

Table 3 | Our Inclusive and Connected Community objective – Actively support and facilitate infrastructure, services and programs that address community safety

Action for 2024–25	Annual target/measure	Progress status
Deliver improved pedestrian access at priority locations.	Capital works projects completed by June 2025 at nominated sites, including Finlayson Street, Rosanna between Phillips Crescent to Cremin Court.	Completed 
Create a Community Partnership Strategy aligned with the Resilient and Safe Framework and Inclusive Banyule Plan.	Complete strategy and action plan by June 2025.	Deferred The project has been revised to become part of a future Community Partnerships roadmap, with a focus on community development goals.

Table 4 | Our Inclusive and Connected Community objective – Enhance our relationship and work in respectful partnership with the Traditional Custodians of Banyule, the Wurundjeri people, identified Elders and other Aboriginal and Torres Strait Islanders

Action for 2024–25	Annual target/measure	Progress status
Continue regular and meaningful engagement opportunities with the Wurundjeri Woi Wurrung traditional custodians.	- Conduct four general meetings per year - Conduct one meeting per year with the Board and Banyule's Executive Management Team - Ensure all major strategies are influenced by traditional custodians.	Completed

Table 5 | Our Inclusive and Connected Community objective – Promote community awareness and support a diverse, connected, and inclusive community that respects and celebrates different cultures, beliefs, abilities, bodies, ages, sexualities, genders, and identities

Action for 2024–25	Annual target/measure	Progress status
Action Council's commitment to the Uluru Statement from the Heart in full - voice, treaty, truth focusing on information sharing and community learning engagements.	Deliver three events and/or articles by June 2025.	Completed
Adopt and commence year 1 of the Aboriginal Self-determination Strategy.	Deliver two new programs/projects by June 2025.	Completed

Table 6 | Our Inclusive and Connected Community objective – Strengthen community preparedness and resilience for emergency events

Action for 2024–25	Annual target/measure	Progress status
Participate in the North West Metro Regional Emergency Management Planning Committee and the Municipal Emergency Management Planning Committee (MEMPC) activities and subcommittees including the North West Metro Council Collaboration.	- Update the Municipal Emergency Management Plan by June 2025 - Coordinate the MEMPC - Participate in the collaboration group.	Completed 

Table 7 | Our Inclusive and Connected Community objective – Deliver a range of accessible services and programs for older people that support social connections and independent living

Action for 2024–25	Annual target/measure	Progress status
Review and make recommendations regarding future of the Banyule Community Bus.	Complete an options assessment report by June 2025.	Completed

Table 8 | Our Inclusive and Connected Community objective – Enable and empower philanthropic and business partners to support our community through the establishment of the Banyule Community Fund

Action for 2024–25	Annual target/measure	Progress status
Continue to develop the Banyule Community Fund.	• Hold three key fundraising opportunities to raise awareness and funds for the Banyule Community Fund by June 2025 • Work with external stakeholders to develop opportunities to support the Banyule Community Fund.	Completed

Priority theme 2: Our Sustainable Environment

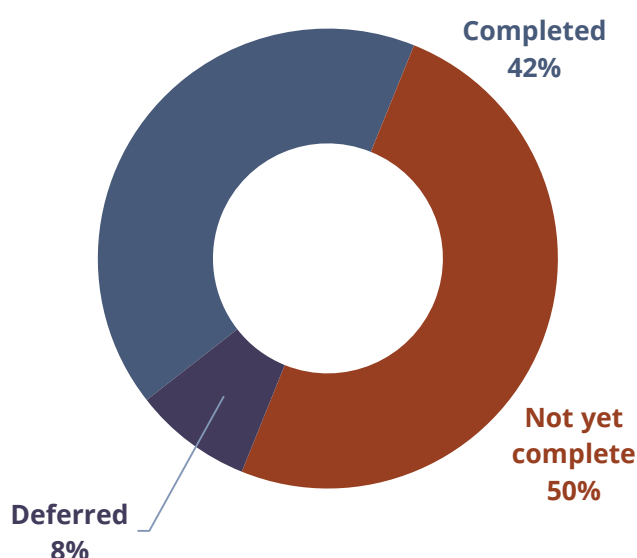


Strategic objective

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 remains committed to this priority theme, with 12 key actions identified for the 2024–2025 financial year. Progress was made across several of these actions, contributing to our broader efforts to deliver positive outcomes for the community.

Action status



Action final results

5 actions completed

These actions were successfully delivered or achieved at least 90% of their intended outcomes

6 actions not yet complete

These actions are still in progress and will be delivered as part of ongoing work

1 action deferred

This action was rescheduled during the year and remains part of Council's future delivery plans

Here are the key departments and their dedicated teams who are driving Council's initiatives and services aligned with 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.

Table 9 | Our Sustainable Environment objective – Protect and enhance our natural environment, providing connected habitat for diverse flora and fauna

Action for 2024–25	Annual target/measure	Progress status
Continue to advocate for the replacement of vegetation within Banyule through the North East Link Project, and the creation of habitat corridors.	Input is provided to North East Link recommending habitat corridor and vegetation retention and net gain opportunities.	Completed
Implement year 1 priorities of the revised Biodiversity Plan.	Complete year 1 actions by June 2025.	Not yet complete The draft Biodiversity Strategy was delayed due to Council elections and will now be presented to Council for endorsement on 1 September 2025.

Table 10 | Our Sustainable Environment objective – Minimise stormwater pollution and the impacts of flooding, and maximise Council's water conservation to transition to a water sensitive city

Action for 2024–25	Annual target/measure	Progress status
Prepare a new Integrated Water Management (IWM) Plan for Banyule.	IWM Plan adopted by Council by June 2025.	Not yet complete Delayed to 2026 to allow time for further meaningful engagement with the Wurundjeri Woi-wurrung people.

Table 11 | Our Sustainable Environment objective – Demonstrate leadership in addressing climate change and take action to become a carbon neutral Council by 2028 and City by 2040

Action for 2024–25	Annual target/measure	Progress status
Work with preschools, sporting clubs and other community users to upgrade energy performance and the installation of solar photovoltaic (PV) panels on Council leased facilities.	Energy upgrades installed at suitable leased facilities by June 2025.	Deferred Due to low participation, the program has been deferred for a review.
Implement year 1 priorities of the revised Corporate Emissions Reduction Plan.	Complete year 1 actions by June 2025.	Not yet complete The plan's revision was delayed due to Council elections and will now be considered by Council in late 2025 after final community consultation.

Action for 2024–25	Annual target/measure	Progress status
Implement year 1 priorities of the new Climate Change Adaptation Plan.	Complete year 1 actions by June 2025.	Not yet complete This project has been delayed to allow for expanded community consultation and to implement a co-design process with community members in 2025. This action is continuing as part of the Banyule Plan 2025–2029 – Delivery Plan.
Deliver new bicycle infrastructure including path adjacent to Fitzsimons Lane.	Complete construction of new path by June 2025.	Not yet complete Due to the sensitive environment this path is built through, extra time and consultation has been spent in the planning phase. Completion is expected by end of 2025.
Deliver year 3 priorities of the Banyule Bicycle Strategy.	- Deliver bike skills training by June 2025 - Complete active travel accessibility audits of schools by June 2025.	Completed

Table 12 | Our Sustainable Environment objective – Empower and educate the community and businesses to take actions to achieve positive environmental and climate change outcomes

Action for 2024–25	Annual target/measure	Progress status
Encourage and support community-led energy solutions including via facilitation of networking opportunities with experts.	Continue to work with Banyule Clean Energy Group, Village Power and the Australian Government to develop a plan and feasibility for the roll out of the first community battery.	Completed 

Table 13 | Our Sustainable Environment objective – Avoid waste generation and encourage and support the community to achieve zero waste to landfill by 2030

Action for 2024–25	Annual target/measure	Progress status
Implement Council's Towards Zero Waste Plan.	• Develop and deliver community programs that encourage the community to avoid waste • Deliver waste avoidance, reuse and correct recycling school education programs through Council's Rethink Waste Education Centre and school incursion programs • Implement Banyule's Kerbside Contamination Management Policy including the development of a range of supportive communications by June 2025.	Not yet complete Implementation of the Kerbside Contamination Management Policy is delayed due to contractor availability for essential work needed to move the project forward. 

Table 14 | Our Sustainable Environment objective – Engage and work with the community and partners to protect, enhance and experience the environment

Action for 2024–25	Annual target/measure	Progress status
Provide environmental grants that support local environment initiatives.	• Full allocation of the environmental grants program by June 2025.	Completed

Table 15 | Our Sustainable Environment objective – Explore and support opportunities for urban farming and community gardens

Action for 2024–25	Annual target/measure	Progress status
Implement year 1 actions of the Urban Food Strategy.	• Facilitate partnerships with Neighbourhood Houses, community gardens, schools and other food organisations and community groups to build community capabilities regarding food sustainability, food accessibility and food security • Design a map that visually represents urban food resources such as urban farms, community gardens, farmers markets, healthy food outlets, culturally specific food outlets that can be printed or downloaded by June 2025.	Completed 

Priority theme 3:

Our Well-Built City

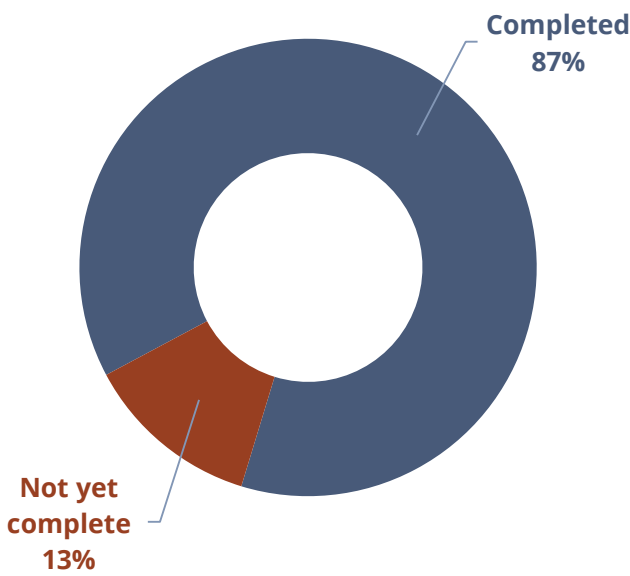


Strategic objective

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.

Council remains committed to this priority theme, with eight key actions identified for the 2024–2025 financial year. Progress was made across several of these actions, contributing to our broader efforts to deliver positive outcomes for the community.

Action status



Action final results

7 actions completed

These actions were successfully delivered or achieved at least 90% of their intended outcomes

1 action not yet complete

This action is still in progress and will be delivered as part of ongoing work

Here are the key departments and their dedicated teams who are driving Council’s initiatives and services aligned with 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.

Table 16 | Our Well-Built City objective – Deliver well designed places and spaces that enable stronger connections and liveability to meet the diverse needs of our current and future community

Action for 2024–25	Annual target/measure	Progress status
Continue to progress the Rosanna Library redevelopment project which will deliver a contemporary library facility for the community.	• Commence construction in 2024.	Completed

Action for 2024–25	Annual target/measure	Progress status
Continue to deliver the Watsonia Town Square Project.	Practical completion of phase 2 landscape works by June 2025.	Completed 
Implement the final project stage (stage 4) of the Olympic Park Masterplan.	Commence construction of new pavilion by January 2025.	Completed
Continue to advocate for best possible outcomes on sites including Borlase Reserve, the proposed bus interchange and commuter carparking site in Greensborough and other Council land being acquired by public authorities as part of major infrastructure projects.	Compensation claims finalised by June 2025.	Completed
Deliver the East Ivanhoe Streetscape.	Complete construction by June 2025.	Completed

Table 17 | Our Well-Built City objective – Develop and maintain best practice integrated strategic plans that impact positively on the quality and design of our places and built environment

Action for 2024–25	Annual target/measure	Progress status
Develop a Strategic and Investment Property Governance Framework.	Complete report for adoption by September 2024.	Completed

Table 18 | Our Well-Built City objective – Provide and facilitate for achieving environmentally sustainable designs and outcomes and deliver urban centres that are resilient to the impacts of climate change

Action for 2024–25	Annual target/measure	Progress status
Continue to implement Sustainable Building Guidelines, embedding best practice environmentally sustainable design specifications into capital works and maintenance programs.	Top 10 building projects integrate Sustainable Buildings Guidelines into their tender specifications.	Completed

Table 19 | Our Well-Built City objective – Provide and maintain public parks and open spaces for a range of uses for all ages and abilities

Action for 2024–25	Annual target/measure	Progress status
Complete the Masterplan for Rosanna Parklands to ensure the parklands are attractive, environmentally sustainable and accessible for all users.	Rosanna Parklands Masterplan completed by June 2025.	Not yet complete This action has been delayed to conduct further research and key stakeholder engagement to inform development of a high-quality management plan for the parklands. The planning process is currently underway. 

Priority theme 4: Our Valued Community Assets and Facilities

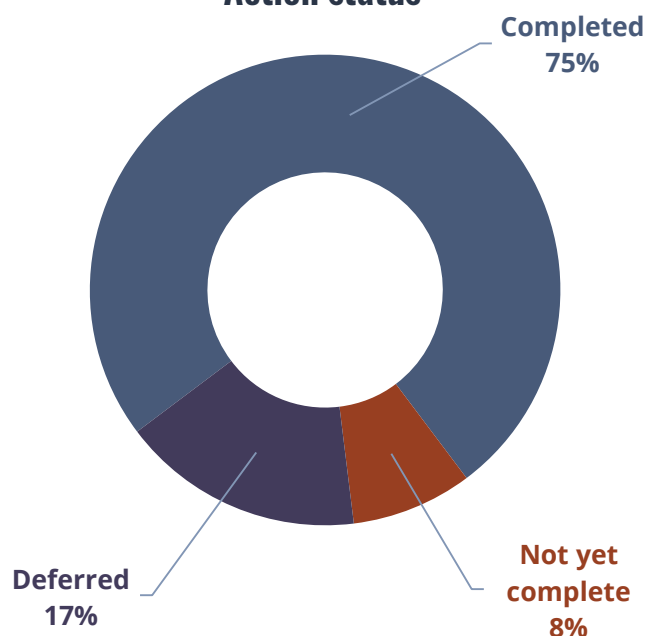


Strategic objective

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 remains committed to this priority theme, with 12 key actions identified for the 2024–2025 financial year. Progress was made across several of these actions, contributing to our broader efforts to deliver positive outcomes for the community.

Action status



Action final results

9 actions completed

These actions were successfully delivered or achieved at least 90% of their intended outcomes

1 action not yet complete

This action is still in progress and will be delivered as part of ongoing work

2 actions deferred

These actions were rescheduled during the year and remain part of Council's future delivery plans

Here are the key departments and their dedicated teams who are driving Council's initiatives and services aligned with this priority theme:

- **Delivery and Assets**
 - Building Maintenance
 - Capital Works
 - City Assets.
- **Strategic Properties and Projects**
 - Property and Strategic Properties
 - Spatial and Property Systems.

Table 20 | Our Valued Community Assets and Facilities objective – Strategically plan, build, and renew community assets and facilities that meet current and future service needs and instil a sense of civic pride

Action for 2024–25	Annual target/measure	Progress status
Construct Macleod Park Sporting Pavilion in partnership with the community and the Victorian Government.	Complete by August 2025.	Not yet complete Significant delays occurred due to the unplanned relocation of underground electricity cables. This action is continuing as part of the Banyule Plan 2025–2029 – Delivery Plan.
Construct Montmorency North Pavilion Upgrade stage 1 in partnership with the community and the Victorian Government.	Complete by March 2025.	Deferred Project currently on hold as the scope to deliver exceeds the \$1 million funding allocated. Additional funding from Council to be considered as part of 2025–26 Budget to support project delivery.
Work with Yarra Plenty Regional Library and key stakeholders to operationalise the new Rosanna Library.	- Evidence of regular engagement and input into fit out and operations - Highly functioning facility with management and governance models established.	Completed
Implement year 2 priorities of the new Community Infrastructure Plan.	- Explore opportunity for an improved Jets (Banyule Youth Services creative arts) facility that meets the needs of young people - undertake a feasibility and site analysis by June 2025 - establish potential costs and exploring funding models by June 2025 - Implement the Community Buildings Access Audit priority program for improvements to Community Neighbourhood Houses and Community Halls.	Completed
Develop Council's 10-year Capital Works Program.	10-year Capital Works Program considered for adoption by Council by June 2025.	Completed 
Construct change and community rooms at Anthony Beale Reserve.	Complete by April 2025.	Completed
Construct female friendly change rooms at Greensborough Park.	Complete by June 2025.	Completed

Table 21 | Our Valued Community Assets and Facilities objective – Develop community assets and facilities that are environmentally sustainable, innovative, safe and continue to be of appropriate standard

Action for 2024–25	Annual target/measure	Progress status
Upgrade sportsfield lighting at Willinda Park.	Complete by March 2025.	Deferred Delayed due to an unexpected power upgrade requirement before the new lights can be installed.
Review the Road Management Plan.	Complete by June 2025.	Completed
Review the 10-year Asset Plan.	Complete by June 2025.	Completed

Table 22 | Our Valued Community Assets and Facilities objective – Actively seek partnerships and collaborate with other organisations to build and utilise community infrastructure

Action for 2024–25	Annual target/measure	Progress status
Continue to engage with the North East Link Project and the Level Crossing Removal Program on the use of Council land and the deliverables of the projects to drive the best outcome for Council and the community.	- Comments are provided on all community infrastructure proposals provided to Council - Agreements in place for occupation and acquisition activities on Council land for works up to June 2025.	Completed 
Develop a Special Rate and Charge Scheme Policy.	Considered for adoption by Council by June 2025.	Completed

Priority theme 5: Our Thriving Local Economy

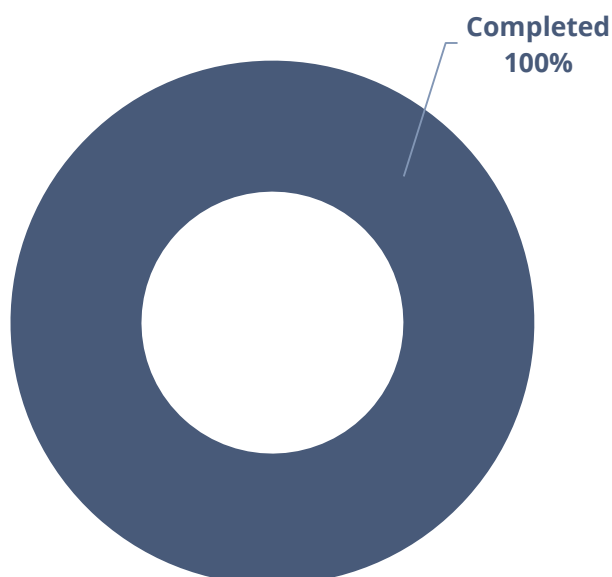


Strategic objective

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 remains committed to this priority theme, with all six key actions identified for the 2024–2025 financial year successfully completed. These achievements contribute to our broader efforts to deliver meaningful and lasting outcomes for the community.

Action status



Action final results

6 actions completed

All actions were successfully delivered

Here is the key department and their dedicated team driving Council's initiatives and services aligned with this priority theme:

- **Inclusive and Creative Communities**
 - Inclusive Enterprise and Local Economy.

Table 23 | Our Thriving Local Economy objective – Create distinctive, appealing and thriving shopping centres and industrial precincts that have a local identity and contribute to a strong sense of place

Action for 2024–25	Annual target/measure	Progress status
Implement reforms identified in the Retail Review including traders' association governance reform and use of performance indicators.	- Ongoing implementation of reforms, including any adjustments from evaluation - Adoption of governance and performance indicator model by June 2025.	Completed
Continue to advocate for the La Trobe National Employment and Innovation Cluster (NEIC) Plan to be finalised and implemented.	Present La Trobe NEIC Vision and Opportunities Paper to the Victorian Government and attract Victorian Government support for funding application to the Australian Government.	Completed
Deliver Heidelberg West Business Park Masterplan.	Complete masterplan by June 2025.	Completed

Table 24 | Our Thriving Local Economy objective – Create inclusive employment opportunities within Banyule Council workforce for people facing barriers to employment

Action for 2024–25	Annual target/measure	Progress status
Deliver the Inclusive Employment Program, Inclusive Jobs Service and new First Nations Traineeship Program.	Achieve 1,000 local job outcomes across five years for people experiencing barriers to work.	Completed 
Review the Inclusive Local Jobs and Social Enterprise Plan and Strategies to determine effectiveness and future focus to better support local people experiencing barriers to employment.	- Complete review by June 2025 - Consult with the community to develop future strategies.	Completed

Table 25 | Our Thriving Local Economy objective – Lead as a social enterprise capital of Victoria by encouraging innovative social enterprises to set-up their operations and offices within the City of Banyule

Action for 2024–25	Annual target/measure	Progress status
Deliver new partnerships that support social enterprises to grow/expand into Banyule, with a focus on creating jobs for people experiencing barriers.	Develop two new partnerships by June 2025.	Completed

Priority theme 6: Our Trusted and Responsive Leadership

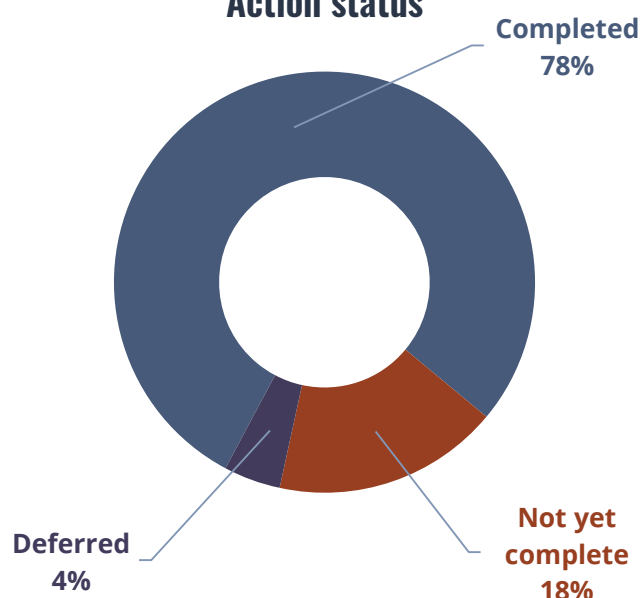


Strategic objective

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.

Council remains committed to this priority theme, with 23 key actions identified for the 2024–2025 financial year. Progress was made across several of these actions, contributing to our broader efforts to deliver positive outcomes for the community.

Action status



Action final results

18 actions completed

These actions were successfully delivered or achieved at least 90% of their intended outcomes

4 actions not yet complete

These actions are still in progress and will be completed as part of ongoing work

1 action deferred

This action was rescheduled during the year and remains part of Council's future delivery plans

Here are the key departments and their dedicated teams who are driving our initiatives and services aligned with this priority theme:

- **Advocacy, Communication, Engagement and Performance**
 - Advocacy
 - Communications
 - Community Engagement and Insights
 - Integrated Planning and Performance.
- **Strategic Finance and Performance**
 - Financial Accounting
 - Financial Performance and Planning
 - Revenue Services
 - Strategic Procurement.
- **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.

Table 26 | Our Trusted and Responsive Leadership objective – Provide good governance, be accountable and make informed decisions based on sound evidence

Action for 2024–25	Annual target/measure	Progress status
Deliver ongoing corporate training and development to educate and build the capacity of Council staff and councillors on good governance, transparency and legislative obligations.	• Provide ongoing training to councillors in their obligations, with a specific focus on election and caretaker period conventions • Provide training and support to staff on governance and integrity obligations, with a focus on caretaker period conventions in preparation for the 2024 general election.	Completed
Develop and plan for the 2024 general election, caretaker period and Councillor Induction Program.	• Implement the Election Period Project Plan, pre-election and candidate information project, Candidate Engagement Plan and Caretaker Period Plan and training • Obtain endorsement of the Councillor Induction Program.	Completed
Continue review of Council's General Local Law No. 1 (2015).	• New General Local Law No. 1 considered for adoption by Council by June 2025.	Completed

Table 27 | Our Trusted and Responsive Leadership objective – Provide outstanding customer service and a great customer experience for all

Action for 2024–25	Annual target/measure	Progress status
Embed the Banyule Service Promise to improve customer satisfaction.	• Reduce or maintain average call wait times within target of less than two minutes • Implement improved training and reporting to ensure adherence to Banyule Service Promise principles and standards.	Completed

Table 28 | Our Trusted and Responsive Leadership objective – Provide responsible management of resources to ensure the financial sustainability of Banyule Council

Action for 2024–25	Annual target/measure	Progress status
Deliver integrated financial management planning, monitoring and reporting that support Banyule's financial sustainability into 2032.	• Budget, Revenue and Rating Plan, Financial Plan, and Annual Report considered for adoption by Council in accordance with legislation.	Completed

Action for 2024–25	Annual target/measure	Progress status
Modify the first Development Contributions Plan (DCP01) to support Council's long-term plans for capital works.	Commence review of DCP01 by June 2025.	Deferred This action will start after the Public Open Space Contribution review, and development of the 10-Year Capital Works Plan that aligns to the Community Infrastructure and Place-Based Strategies. This action is continuing as part of the Banyule Plan 2025–2029 – Delivery Plan.

Table 29 | Our Trusted and Responsive Leadership objective – Provide an integrated approach to planning and community reporting aligned to the Banyule Community Vision 2041

Action for 2024–25	Annual target/measure	Progress status
Finalise the current Municipal Public Health and Wellbeing Plan and work towards the development of the next iteration of the Municipal Public Health and Wellbeing Plan 2025–2029.	Complete final draft of Municipal Public Health and Wellbeing Plan 2025–2029 by June 2025.	Completed 
Expand the use of Place-based Profiles through a shared Community Data Hub to inform and provide transparent reporting to the community about their local area.	Online dashboard developed and published by June 2025.	Completed

Table 30 | Our Trusted and Responsive Leadership objective – Build an empowered, engaged, and diverse workforce with a values-based culture

Action for 2024–25	Annual target/measure	Progress status
Continue to develop and embed the leadership capability of all leaders and employees within Council.	- Develop and roll out Aspiring Leaders Program - Complete departmental Operational Workforce Plans by June 2025.	Completed
Implement and embed the Respect@Work legislation to prevent and eliminate sexual harassment in Australian workplaces.	- Design and deliver comprehensive training sessions around preventing and responding to workplace sexual harassment and equip all leaders with in-depth knowledge of sexual harassment issues, legal obligations and best practices - Implement anonymous or other supported reporting mechanisms, including accessible and confidential reporting mechanisms that address power imbalances by June 2025.	Completed 

Table 31 | Our Trusted and Responsive Leadership objective – Proactively manage Council's risks and provide a safe workplace

Action for 2024–25	Annual target/measure	Progress status
Redevelop and modernise the Safety Management Framework (SMF), with a focus on safe work practices.	- Design a comprehensive project plan for the redevelopment of the SMF, including research/benchmarking, comprehensive needs assessment and safety/risk analysis by June 2025 - Achieve a high level of 90% participation and collaboration from key stakeholders through engagement in focus groups on safe work practices.	Completed

Table 32 | Our Trusted and Responsive Leadership objective – Invest in new technology and innovative digital solutions to deliver seamless and responsive services

Action for 2024–25	Annual target/measure	Progress status
Replace the outdated Age Care System with a digital end to end solution to improve customer experience and service efficiency.	Complete by October 2024.	Completed
Complete phase 2 implementation of the new Customer Experience Platform (CXP).	Implement platform across nine teams by June 2025.	Not yet complete Delayed due to recruiting a new staff member to lead this action, who has now started. This action is continuing as part of the Banyule Plan 2025–2029 – Delivery Plan.
Complete phase 2 implementation of Middleware integration services.	Implement by June 2025.	Not yet complete Delayed due to recruiting a new staff member to lead this action, who has now started.
Commence Asset Management System implementation phase 1.	- Create a single source for all Council infrastructure assets - Implement system for road assets by June 2025.	Not yet complete This project has been delayed to allow time for a review of systems.
Implement year 1 of the Cyber Security Strategy.	Complete by June 2025.	Not yet complete The schedule is currently six months behind due to the time required to recruit a new Cyber Security Analyst. This action is continuing as part of the Banyule Plan 2025–2029 – Delivery Plan.

Table 33 | Our Trusted and Responsive Leadership objective – Engage meaningfully with our diverse community, encourage participation, and be proactive and responsive to current and emerging needs

Action for 2024–25	Annual target/measure	Progress status
Conduct a community engagement program to check-in on the Community Vision 2041 and develop Council Plan 2025–2029 including the Municipal Public Health and Wellbeing Plan.	Commence delivering the engagement program by June 2025 in preparation for documents to be adopted in October 2025.	Completed 
Educate and inform our community and businesses on e-cigarette harms and responsibilities.	- Document the role of local government in oversight and enforcement - Deliver a community awareness campaign by June 2025.	Completed 
Develop and implement a Communication Strategy.	Develop strategy by June 2025.	Completed

Table 34 | Our Trusted and Responsive Leadership objective – Advocate for community priorities and aspirations to improve service, infrastructure, land use, environmental and social outcomes

Action for 2024–25	Annual target/measure	Progress status
Progress advocacy on key issues including North East Link, electrification of leisure centres and improving cycling and shared paths.	- Advocacy plans developed and implemented for key advocacy asks by June 2025 - Provide progress updates to the community twice a year.	Completed 
Undertake advocacy with the Victorian Government for improved community outcomes for major transport projects.	Secure improved community infrastructure and service outcomes.	Completed

Table 35 | Our Trusted and Responsive Leadership objective – Continually improve, innovate, and review our services to ensure they are effective, efficient and represent value for money

Action for 2024–25	Annual target/measure	Progress status
Continue to embed the Continuous Improvement (CI) Framework into Council's systems and processes.	- Continue to build capability and skills via delivery of CI training program - Further embed Benefits Realisation Framework into other initiatives across Council, supporting our corporate efficiency model - Further embed the Ideation framework through harvesting workshops and ideation hub providing corporate ideas dashboard.	Completed

Table 36 | Our Trusted and Responsive Leadership objective – Provide responsible management of procurement activity in a way that enhances social, economic, and environmental outcomes

Action for 2024–25	Annual target/measure	Progress status
Work together with other Northern Region councils to actively pursue opportunities for aggregated collaborative procurement activities to minimise cost shifting, obtain efficiencies, lead on environmental and social outcomes, and create greater value for money opportunities.	Council to endorse a procurement collaboration with Northern Councils Alliance by June 2025.	Completed

Contacting Banyule City Council



We're here to support our community. For any enquiries or information about Council services, please reach out:

Telephone: **(03) 9490 4222**

Email: enquiries@banyule.vic.gov.au

Website: banyule.vic.gov.au

Accessibility support:

If you have difficulty hearing or speaking, you can contact us through the National Relay Service. Call 133 677 (TTY) or 1300 555 727 (voice) and ask for 9490 4222.

Postal address:

PO Box 94, Greensborough VIC 3088

Council service centres and opening hours:

Greensborough: Level 3, 1 Flintoff Street – Monday to Friday, 8:30am to 5pm

Ivanhoe Library and Cultural Hub: 275 Upper Heidelberg Road – Monday to Friday, 9am to 5pm

Need an interpreter?

If you need an interpreter, call 131 450 and ask to speak with Banyule Council on 9490 4222. This is a free service provided by TIS National.

中文（简体）：

如果您需要口译员，请拨打 131 450，并要求与 Banyule 市议会联系，电话号码是 9490 4222。此服务由 TIS National 提供，完全免费。

Italiano:

Se hai bisogno di un interprete, chiama il 131 450 e chiedi di parlare con il Comune di Banyule al numero 9490 4222. Questo è un servizio gratuito fornito da TIS National.

Ελληνικά:

Αν χρειάζεστε διερμηνέα, καλέστε το 131 450 και ζητήστε να μιλήσετε με τον Δήμο Banyule στο 9490 4222. Αυτή είναι μια δωρεάν υπηρεσία που παρέχεται από το TIS National.

中文（繁體）：

如果您需要口譯員，請撥打 131 450，並要求與 Banyule 市議會聯繫，電話是 9490 4222。這是由 TIS National 提供的免費服務。

العربية:

إذا كنت بحاجة إلى مترجم، اتصل على 131 450 واطلب التحدث إلى مجلس بلدية بانيلول على الرقم 9490 4222. هذه خدمة مجانية تقدمها TIS National.

Tiếng Việt:

Nếu bạn cần thông dịch viên, hãy gọi 131 450 và yêu cầu nói chuyện với Hội đồng Banyule qua số 9490 4222. Đây là dịch vụ miễn phí do TIS National cung cấp.

Soomaali:

Haddii aad u baahan tahay turjubaan, wac 131 450 oo codso in lagugu xiro Golaha Degmada Banyule lambarka 9490 4222. Tani waa adeeg bilaash ah oo ay bixiso TIS National.

Македонски:

Ако ви треба преведувач, јавете се на 131 450 и побарајте да разговарате со Општина Banyule на бројот 9490 4222. Ова е бесплатна услуга обезбедена од TIS National.