

Council Plan

2021-2025

DRAFT

Acknowledgement of Traditional Owners

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

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

We recognise and value the distinctive and special spiritual and material relationship that First Nations people have with the land and the water, including trees, rocks, hills and valleys, creeks, rivers and flood plains in our Shire.



Image: Moor-rul Viewing Platform in Kangaroo Ground

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Image: An event at the Eltham Town Square

Our Council Plan

A Council Plan plays a key role in setting the strategic direction of Council for the four year Council term.

The **draft** Council Plan 2021-2025 is Council's commitment to delivering on the community's aspirations outlined in our draft Community Vision – Nillumbik 2040 over the next four years. It will guide the organisation's work to deliver on the priorities of the Council and the community, and to manage and deliver services for the Nillumbik community during this Council's term.

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

Structure of the Council Plan 2021-2025

This **draft** Council Plan includes:

- Four themes, all of which are aligned to the **draft** Community Vision – Nillumbik 2040;
- Four objectives which define the outcomes that Council wants to achieve through this plan;
- Strategies which outline how Council will achieve the objectives; and
- Strategic indicators which will measure how progress towards the objectives will be evaluated.

Our **draft** Council Plan 2021-2025 is divided into the following four thematic areas:

- Community and connection
- Place and space
- Sustainable and resilient
- Responsible and accountable.

Each theme has its own objective and set of strategies that support the community vision, and achieve our priorities. The strategies are sufficiently agile to adapt to the evolving needs of our community over the next four years.

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

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

Annual Action Plan

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

Budget

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

The **draft** Council Plan can be viewed on Council's website www.nillumbik.vic.gov.au.

Our Councillors

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

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



Cr Richard Stockman

Blue Lake Ward

Telephone: 0438 143 678

Email: richard.stockman@nillumbik.vic.gov.au



Cr Karen Egan

Bunjil Ward

Telephone: 0438 341 595

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Cr Natalie Duffy

Edendale Ward

Telephone: 0466 043 493

Email: natalie.duffy@nillumbik.vic.gov.au



Cr Peter Perkins

Ellis Ward

Telephone: 0437 455 064

Email: peter.perkins@nillumbik.vic.gov.au



Cr Ben Ramcharan

Sugarloaf Ward

Telephone: 0476 175 359

Email: ben.ramcharan@nillumbik.vic.gov.au



Cr Frances Eyre

Swipers Gully Ward

Telephone: 0466 049 798

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Cr Geoff Paine

Wingrove Ward

Telephone: 0438 148 283

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Ward Structure

KEY

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

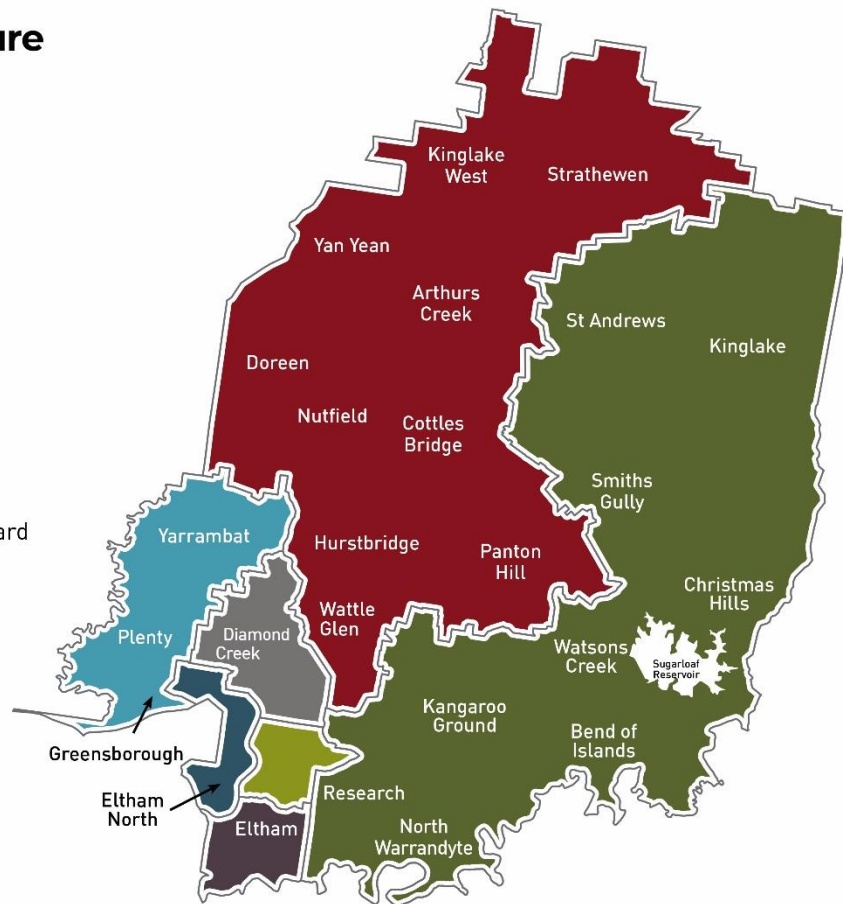


Image: View from Kangaroo Ground War Memorial Park

Message from the Council



Image: Message from our 2020-2024 elected Councillors, from left to right – Cr Richard Stockman, Cr Natalie Duffy, Cr Ben Ramcharan, Cr Karen Egan, Cr Peter Perkins, Cr Frances Eyre, Cr Geoff Paine

We are pleased to present the draft Council Plan 2021-2025 for your review and feedback.

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

What we have heard...

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

What we've done...

We have developed the [draft Council Plan 2021-2025](#) capturing what we have heard.

We have developed four themes underpinned by objectives and strategies that capture the essence of the things you have told us are important to you. These themes align to the four key themes of our draft Community Vision – Nillumbik 2040.

What we will do...

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

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

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

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

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

We look forward to [receiving your feedback on our draft Council Plan for 2021-2025](#), and working with you to make our Shire an even better place to live, work and visit.

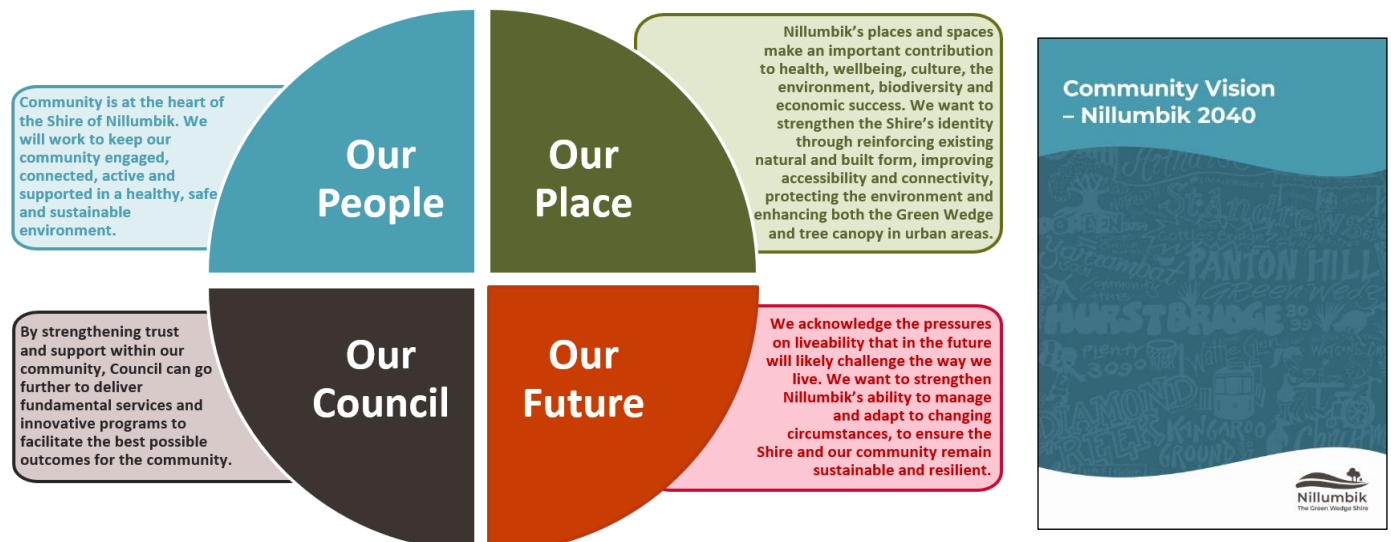


Image: Rainbow lorikeets at Diamond Creek

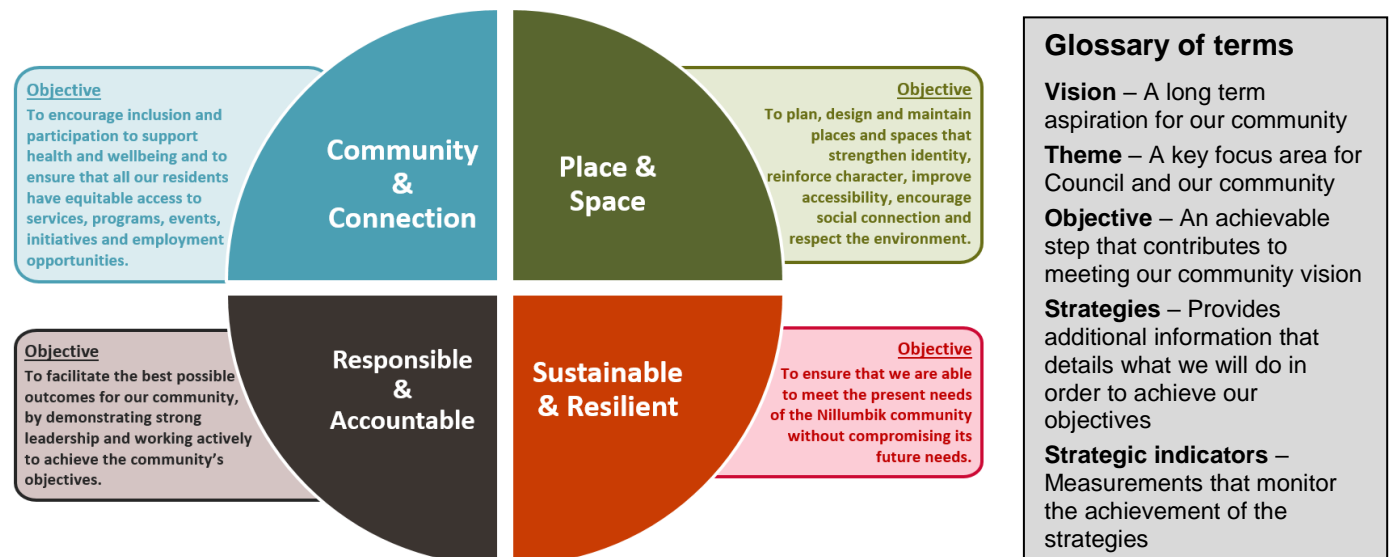
Structure of the plan and alignment to the Community Vision

Under the *Local Government Act 2020*, the Council Plan must align with a community vision, which is an aspirational description of what a community values and wants for the future.

Our **draft** Community Vision – Nillumbik 2040 is representative of feedback received from over 2,000 community participants in the Our People, Our Place, Our Future community engagement program undertaken in early 2021. Our Community Vision – Nillumbik 2040 contains aspirations that are categorised under the following four themes:



Reflecting our community's priorities and needs in the shorter term, the above themes from the Community Vision have been translated into our four year **draft** Council Plan through using the following four themes:



Each Council Plan theme contains an objective and a series of strategies which will support the achievement of the objective in the short term and contribute to the realisation of our community vision in the longer term. The success of objectives and strategies will be measured regularly against a range of strategic indicators.

Community and connection

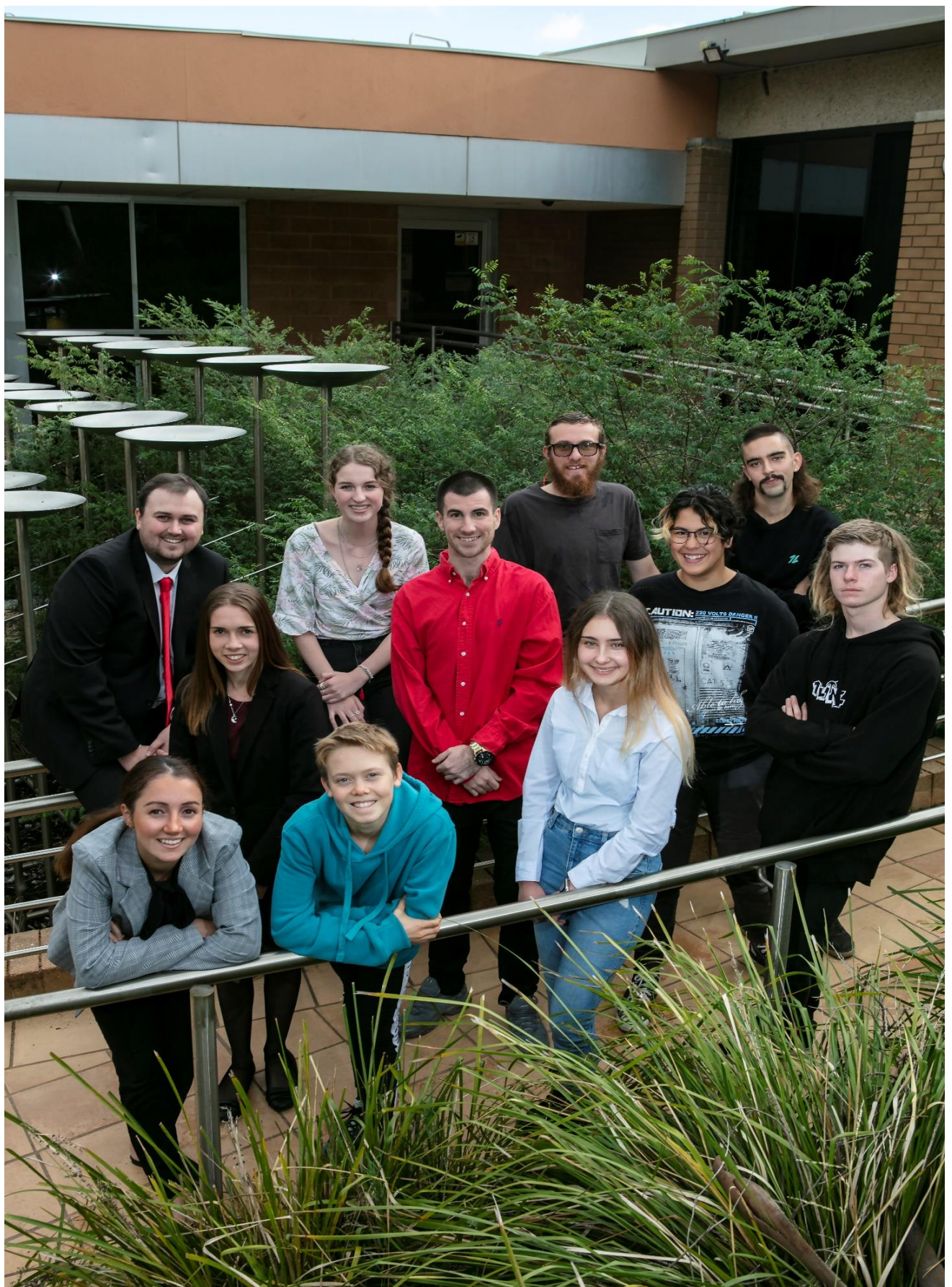


Image: Members of our new Nillumbik Youth Council

Community and connection

Objective

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

Strategies

Equity and inclusion

- We champion equity, diversity, access and inclusion for people of all abilities, ages, cultural identities, gender identities, geographic locations, religions, sexualities, and socio-economic backgrounds
- We actively work towards reconciliation and the process of healing with the Wurundjeri Woi Wurrung people and recognise them as the Traditional Owners of the land and waterways of Nillumbik
- We protect Aboriginal cultural heritage, and through building trust, education and celebration, we respect all First Nations people
- We aim to make Council's programs, services, processes and information accessible and inclusive
- We encourage and support volunteering to enable community participation opportunities and actively celebrate these contributions.

Health and wellbeing

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

Ages and stages

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

Strategic indicators

- Percentage of people who think multiculturalism makes life in their area better (acceptance of diverse cultures)
(Source: Victorian Population Health Survey – Nillumbik Local Government Area; Target = ↑)

- Percentage of people who say it is important for Council to address the needs of LGBTIQ+ residents
(Source: Annual Community Survey; Target = ↑)
- Percentage of people that say they feel valued by society
(Source: Victorian Population Health Survey – Nillumbik Local Government Area; Target = ↑)
- Number of Council volunteers
(Source: Council records; Target = ↑)
- Percentage of people engaged in assisting/helping a local group (volunteering)
(Source: Victorian Population Health Survey – Nillumbik Local Government Area; Target = ↑)
- Proportion of the municipal population that are active library members
(Source: LGPRF; Target = ↑)
- Community satisfaction with community services
(Source: Annual Community Survey; Target = ↑)
- Annual immunisation coverage rate for children aged 0 to 5
(Source: LGPRF; Target = ↑)
- Participation in the maternal and child health service
(Source: LGPRF; Target = ↑)
- Total enrolments in programs at Living and Learning Nillumbik
(Source: Council records; Target = ↑)
- Number of meals on wheels program meals delivered
(Source: Council records; Target = ↑)

Supporting strategies, policies and plans

- Access, Equity and Inclusion Policy
- Disability Action Plan
- Early Years Community Infrastructure Plan
- Gender Equality Action Plan
- Nillumbik Health and Wellbeing Plan
- Reconciliation Charter and Reconciliation Action Plan
- Youth Strategy

Aligned services we provide

<p>Community support services</p> <p>Promotes and support Nillumbik's ageing community with a focus on the overall health, wellbeing and independence of individuals, families and community groups.</p>
<p>Community development</p> <p>Provides services for the whole community, such as festivals and events, grants for community groups, services and programs for youth, and community development.</p>
<p>Disability inclusion and volunteering</p> <p>Drives systemic change, advocates, educates, and raises awareness about inclusion so that the needs of people with a disability, volunteers and their families/carers are considered across all Council activities. Also supports Council's volunteer program managers and their volunteers.</p>
<p>Early years</p> <p>Provides support and training to families with young children and services delivering early years' education and care programs.</p>

Libraries and community education

Provides facilities and programs for the whole community, including libraries, Living & Learning Nillumbik and Edendale Community Environment Farm.

Maternal and child health services

Provides services and programs for new babies and parents in the Shire, including maternal and child health and immunisation services.

School crossings

Provision of school crossing supervisors for school children across the Shire.



Image: Art for Health group course at Living and Learning Nillumbik

Place and space



Image: One of our many recreation spaces

Place and space

Objective

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

Strategies

Identity

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

Neighbourhood character

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

Open spaces

- We are committed to protecting and enhancing the environmental integrity of our community's unique surroundings, natural environment and diverse wildlife
- We carefully protect, plan, maintain and improve open spaces, streetscapes and places to ensure that they are safe, accessible and enjoyable
- We continue to enhance the Shire's shared trail network, working proactively to improve connectivity
- We facilitate participation in sports, leisure and recreational activities.

Movement and place

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

- We work with our community, neighbouring councils and transport and planning agencies to advocate for improved transport solutions.

Strategic indicators

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

Supporting strategies, policies and plans

- Arts and Culture Strategy
- Biodiversity Strategy
- Diamond Creek Major Activity Centre Structure Plan
- Eltham Major Activity Centre Structure Plan

- Equine in Nillumbik Plan
- Green Wedge Management Plan
- Housing Strategy
- Integrated Transport Statement and Strategy
- Municipal Planning Strategy
- Neighbourhood Character Strategy
- Open Space Strategy
- Recreation and Leisure Strategy
- Roadside Management Plan

Aligned services we provide

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



Image: A family enjoying one of our many shared recreation trails



Image: A business in Panton Hill



Image: A school group learning at Edendale Community and Environment Farm

Sustainable and resilient

Objective

To ensure that we are able to meet the present needs of our community without compromising its future needs.

Strategies

Climate action

- We take decisive action on climate change
- We work with our community, Traditional Owners, partners and all levels of government to develop clear and effective initiatives to address both climate change adaptation and mitigation.

Sustainability

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

Business and tourism

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

Resilience and recovery

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

Strategic indicators

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

Supporting strategies, plans and policies

- Climate Action Plan
- Economic Development Strategy
- Integrated Water Management Plan
- Pandemic Recovery Plan

Aligned services we provide

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

Responsible and accountable



Image: Road grading in one of our rural areas

Responsible and accountable

Objective

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

Strategies

Good governance

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

Risk management

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

Services and programs

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

Strategic indicators

- Community satisfaction with Council making decisions in the best interests of the community
(Source: Annual Community Survey; Target = ↑)

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

Supporting strategies, policies and plans

- Advocacy Plan
- Bushfire Mitigation Strategy
- Communications Strategy
- Community Engagement Policy
- Domestic Animal Management Plan
- Domestic Wastewater Management Plan
- Nillumbik Customer First Strategy

Aligned services we provide

Animal management

Works under the required legislative framework to protect the welfare of animals and the community. Manages animal regulation and municipal pound.

Business transformation and performance

Provides internal service delivery in performance reporting, strategy and planning expertise, occupational health and safety, risk management and insurance, and business transformation projects and initiatives.

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



Image: Diamond Creek Regional Playspace

Implementation and reporting

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

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

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

AUTHORISATION	LEGISLATION AND REGULATION			
ASPIRATION	COMMUNITY VISION			
POLICY POSITION	ACCESS, EQUITY AND INCLUSION POLICY			
STRATEGIC PLANNING	MUNICIPAL HEALTH & WELLBEING PLAN	COUNCIL PLAN 2021-2025	BUDGET (inc. STRATEGIC RESOURCE PLAN)	MUNICIPAL PLANNING STRATEGY
	ASSET PLAN	REVENUE & RATING PLAN	FINANCIAL PLAN	WORKFORCE PLAN
STRATEGY & PLANS	COMMUNITY AND CONNECTION	PLACE AND SPACE	SUSTAINABLE AND RESILIENT	RESPONSIBLE AND ACCOUNTABLE
	<i>*Refer to page # for strategies and plans supporting these objectives</i>	<i>*Refer to page # for strategies and plans supporting these objectives</i>	<i>*Refer to page # for strategies and plans supporting these objectives</i>	<i>*Refer to page # for strategies and plans supporting these objectives</i>
ACTION & IMPLEMENTATION	ACTION PLANS			
	DEPARTMENT BUSINESS PLANS			
	NILLUMBIK PLANNING SCHEME			

Image: Council's Strategic Planning Framework

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

The benefits of this approach include:

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

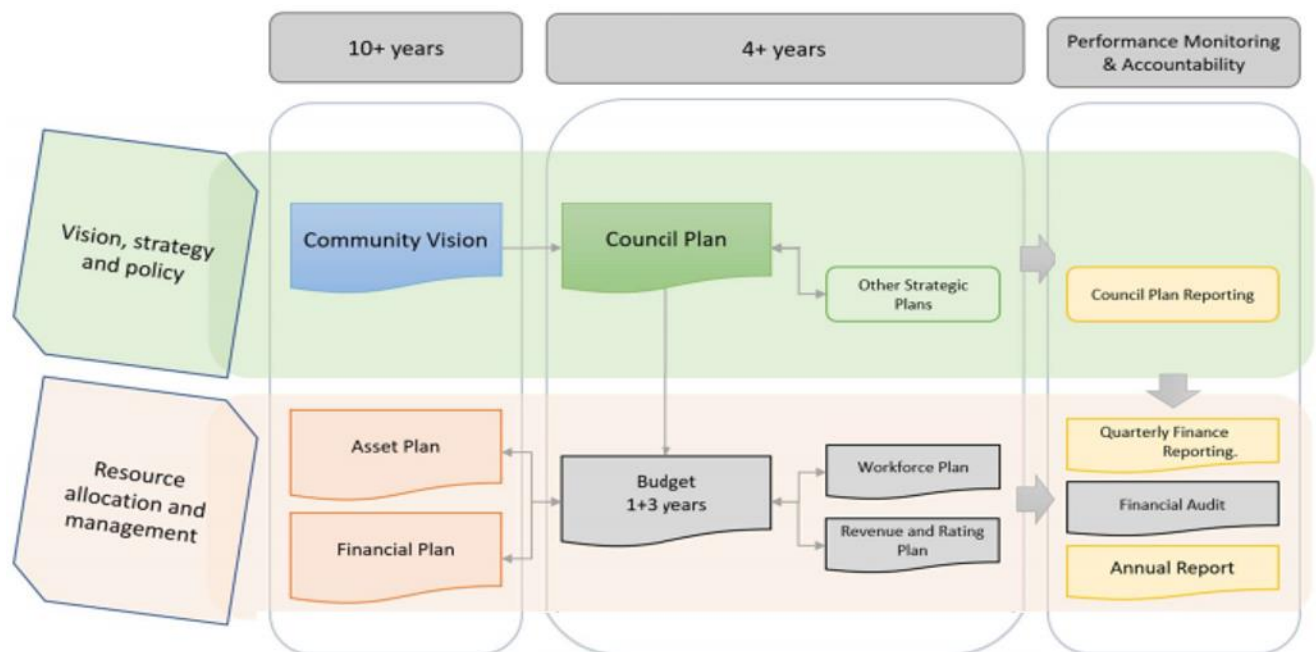


Image: Council's Integrated Strategic Planning and Reporting Framework

About Nillumbik

History

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

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

Location

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

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

Community

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

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

Green Wedge

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

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

Environment

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

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

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

Active lifestyles

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

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

Artistic and cultural identity

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

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

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

Snapshot of the Shire

Land Area		
Land area by square kilometres	432km ²	
Estimated Residential Population		
Estimated residential population	65,369	
Forecasted population to 2036	70,315	
Community Profile		
	Nillumbik	Greater Melbourne
Aboriginal and Torres Strait Islander Population	0.4%	0.5%
Overseas born	16%	34%
Language spoken at home other than English	9%	32%
Median age	41 years	36 years
Residents aged 0-17 years	24.2%	21.6%
Residents aged 18 – 49 years	40.1%	47.4%
Residents aged 50-69 years	27.9%	21.2%
Residents aged 70-84	6.7%	7.7%
Residents aged 85+	1.1%	2.1%
Medium and high density housing	7%	33%
Median weekly household income	\$2,093	\$1,539
Households with a mortgage	48%	34%
Households renting	9%	29%
University qualification	28%	27%
Trade qualification (certificate)	19%	15%
Unemployment rate	4.3%	6.8%
Public transport to work	10%	15%
Travel to work by car (as driver or passenger)	70%	64.1%
SEIFA index of disadvantage	1099	1021
Volunteering	24%	17.6%

Source: .id Demographics Profile <https://profile.id.com.au/nillumbik> 2016 Census data



Image: Yarra River at Eltham South

