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# AGENDA OF THE ORDINARY COUNCIL MEETING

To be held on Monday 22 September 2025 at 6:00 PM

**This Council Meeting will be held at Council Chamber,  
350 High Street, Preston.**

**This meeting will be a scheduled hybrid meeting, at which  
both councillors and members of the public may  
participate either in person or virtually.**

**This meeting will also be livestreamed and may be  
accessed from Councils website [www.darebin.vic.gov.au](http://www.darebin.vic.gov.au).**

Persons wishing to observe the meeting in person, submit a Question or make a Submission, are required to register by 12pm on the day of the meeting.




## **ACKNOWLEDGEMENT OF TRADITIONAL OWNERS AND ABORIGINAL AND TORRES STRAIT ISLANDER COMMUNITIES IN DAREBIN**

Darebin City Council acknowledges the Wurundjeri Woi-Wurrung people as the Traditional Owners and custodians of the land we now call Darebin and pays respect to their Elders, past, present and emerging.

Council pays respect to all other Aboriginal and Torres Strait Islander communities in Darebin.

Council recognises, and pays tribute to, the diverse culture, resilience and heritage of Aboriginal and Torres Strait Islander people.

We acknowledge the leadership of Aboriginal and Torres Strait Islander communities and the right to self-determination in the spirit of mutual understanding and respect.



### English

These are the Minutes for the Council Meeting. For assistance with any of the items in the minutes, please telephone 8470 8888.

### Arabic

هذه هي محاضر اجتماع المجلس. للحصول على المساعدة في أي من البنود في المحاضر، يرجى الاتصال بالهاتف 8470 8888.

### Chinese

这些是市议会会议纪要。如需协助了解任何纪要项目，请致电8470 8888。

### Greek

Αυτά είναι τα Πρακτικά της συνεδρίασης του Δημοτικού Συμβουλίου. Για βοήθεια με οποιαδήποτε θέματα στα πρακτικά, παρακαλείσθε να καλέσετε το 8470 8888.

### Hindi

ये काउंसिल की बैठक का सारांश है। सारांश के किसी भी आइटम में सहायता के लिए, कृपया 8470 8888 पर टेलीफोन करें।

### Italian

Questo è il verbale della riunione del Comune. Per assistenza con qualsiasi punto del verbale, si prega di chiamare il numero 8470 8888.

### Macedonian

Ова е Записникот од состанокот на Општинскиот одбор. За помош во врска со која и да било точка од записникот, ве молиме телефонирајте на 8470 8888.

### Nepali

यी परिषद्को बैठकका माइन्युटहरू हुन्। माइन्युटका कुनै पनि वस्तुसम्बन्धी सहायताका लागि कृपया 8470 8888 मा कल गर्नुहोस्।

### Punjabi

ਇਹ ਕੌਂਸਲ ਦੀ ਮੀਟਿੰਗ ਵਾਸਤੇ ਸੰਖੇਪ ਸਾਰਾਂਸ਼ ਹੈ। ਸੰਖੇਪ ਸਾਰਾਂਸ਼ ਵਿਚਲੀਆਂ ਕਿਸੇ ਵੀ ਆਈਟਮਾਂ ਸੰਬੰਧੀ ਸਹਾਇਤਾ ਵਾਸਤੇ, ਕਿਰਪਾ ਕਰਕੇ 8470 8888 ਨੂੰ ਟੈਲੀਫੋਨ ਕਰੋ।

### Somali

Kuwaani waa qodobadii lagaga wada hadlay Fadhiga Golaha. Caawimada mid kasta oo ka mid ah qodobada laga wada hadlay, fadlan la xiriiir 8470 8888.

### Spanish

Estas son las Actas de la Reunión del Concejo. Para recibir ayuda acerca de algún tema de las actas, llame al teléfono 8470 8888.

### Urdu

یہ کاؤنسل کی میٹنگ کا ایجنڈا ہے۔ ایجنڈے کے کسی بھی حصے کے بارے میں مدد کے لیے براہ مہربانی 8470 8888 پر فون کریں۔

### Vietnamese

Đây là những Biên bản Hội đồng Thành phố. Muốn có người trợ giúp mình về bất kỳ mục nào trong biên bản họp, xin quý vị gọi điện thoại số 8470 8888.

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# Agenda

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## **1. OPENING OF MEETING AND MEMBERSHIP**

Cr. Kristine Olaris OAM (Mayor)  
Cr. Emily Dimitriadis (Deputy Mayor)  
Cr. Matt Arturi  
Cr. Connie Boglis OAM  
Cr. Ruth Jelley  
Cr. Julie O'Brien  
Cr. Alexandra Sangster  
Cr. Vasilios Tsalkos  
Cr. Angela Villella

## **2. ACKNOWLEDGEMENT OF TRADITIONAL OWNERS**

## **3. APOLOGIES**

## **4. DISCLOSURES OF CONFLICTS OF INTEREST**

## **5. CONFIRMATION OF THE MINUTES OF COUNCIL MEETINGS**

<b>Recommendation</b>
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**That** the Minutes of the Ordinary Meeting of Council held on 25 August 2025 be confirmed as a correct record of business transacted.

## **6. COUNCIL'S OCCUPATIONAL HEALTH AND SAFETY RESPONSIBILITIES**

## 7. QUESTION AND SUBMISSION TIME

Members of the public can lodge questions for Council to answer or make a Comment or Submission prior to a specific item listed on the Agenda of an Ordinary Council meeting.

### **QUESTIONS**

Members of the public wishing to ask questions at an Ordinary Council meeting must submit their question(s) before 12 noon on the day of the meeting. Up to three (3) questions may be submitted.

Questions not lodged by 12 noon on the day of the Council Meeting will not be accepted, and **no questions will be taken from the floor on the night of the Council Meeting.**

In accordance with the Council Governance Rules 2020, the Chairperson may disallow a question if it:

- a) relates to a matter outside the duties, functions or powers of Council;
- b) is defamatory, indecent, abusive, offensive, irrelevant, trivial or objectionable in language or substance;
- c) may lead to a breach of Council's statutory obligations;
- d) relates to a Notice of Motion, Petition or item of urgent business;
- e) deals with a subject matter already answered;
- f) is aimed at embarrassing a Councillor or an Officer; or
- g) deals with a matter that should be, or has been, considered as a confidential matter or relates to any matter in respect of which Council may close the Meeting to the public under section 66 of the *Local Government Act 2020*.

No questions directed at an individual Councillor or Officer will be allowed.

### **SUBMISSIONS**

Members of the public wishing to make a 2 minute submission on a report listed on the Agenda (unless not permitted pursuant to the Councils Governance Rules) must register online before 12 noon on the day of the Ordinary Council Meeting or Hearing of Submissions Meeting and be in attendance on the day of the Meeting to make their submission.

If the person wishing to make a submission or their representative is not in attendance (including virtual attendance for a scheduled hybrid meeting) when the Agenda item is to be considered, their submission will not be read out.

The person making the submission must clearly state their name and their suburb. The name of the submitter will be recorded in the Minutes, as an official record.

No member of the public can make a submission to a Notice of Motion, Petition (unless originator of petition, Governance Rule 16.3(6)) or item of Urgent Business presented at a Council meeting.

**HOW TO REGISTER TO ATTEND THE MEETING, SUBMIT YOUR QUESTION OR MAKE A SUBMISSION**

Members of the public who wish to observe the meeting in person, ask a question, or make a submission to an agenda item, at an Ordinary Council Meeting are required to register by 12pm on the day of the meeting in one of the following ways:

- (a) online at [darebin.vic.gov.au](https://darebin.vic.gov.au);
- (b) by calling the customer service team on 8470 8888, or
- (c) by mail to PO Box 91, Preston 3072

Council meetings can be viewed at the 'Watch Council and Planning Committee' meetings page via Council's website.

Agenda's will be available for viewing on Council's website at the 'Meeting Agendas and Minutes' page up to 6 days prior to the date of the meeting.

## **8. PETITIONS**

## 9. CONSIDERATION OF REPORTS

### 9.1 DRAFT 2024-25 FINANCIAL REPORT AND PERFORMANCE STATEMENT

**Author:** Coordinator Financial Accountant

**Reviewed By:** Chief Executive Officer

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#### PURPOSE

This report outlines the Council's financial performance and position as of 30 June 2025, covering both operations and capital spending. It also reviews how the Council performed against its annual performance indicators. This report is a key assurance milestone which is important in ensuring the integrity of Council's financial accounting, it does not consider future options arising from the results, this will be considered at future meetings.

#### SUMMARY

Key elements of the Statements together with commentary on major variances between the Council's adopted budget and actual results are discussed in the Analysis of Results – refer to **Appendix A**, page 8, note 2). There were no significant disclosure changes in the 2024-25 Financial Reports. Commentary on material movements between 2023/24 and 2024/25 is provided in **Appendix F**.

<b>Officer Recommendation</b>
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*This recommendation is subject to confirmation via verbal update at the Ordinary Meeting of 22 September 2025 when the VAGO Closing Report and Management Representation Letter and the Audit and Risk Committee's recommendation will be available and shared with Councillors. This will follow the scheduled Audit and Risk Committee meeting at which these matters will be considered on 17 September 2025.*

**That** Council, in accordance with the recommendations of the Audit and Risk Committee, and having considered Council's draft Financial Reports, Performance Statements, VAGO Final Management Letter, VAGO Closing Report and Management Representation Letter for 2024-25, at **Appendices A, B, C, D and E** respectively to this report:

- (1) Notes the recommendation from the Audit and Risk Committee that Council approve 'in principle' the Annual Financial Report and the Annual Performance Statement ended 30 June 2025; and that the Council resolution include the authorisations provided for at points (4), (5), (6) and (7).
- (2) Approves in principle the Financial Report for the year ended 30 June 2025 as per **Appendix A** to this report.
- (3) Approves in principle the Performance Statements for the year ended 30 June 2025 as per **Appendix B** to this report.
- (4) Authorises the Chief Executive Officer, Councillor Kristine Olaris and Councillor Vasilios Tsalkos to certify the Financial Reports in their final form after any changes recommended or agreed to by the Auditor-General have been made.



- (5) Authorises the Chief Executive Officer, Councillor Kristine Olaris and Councillor Vasiliios Tsalkos to certify the Performance Statements in their final form after any changes recommended or agreed to by the Auditor-General have been made.
  - (6) Authorises the Chief Financial Officer to make any non-material changes to the Annual Financial Report and the Annual Performance Statement that may arise from the completion of audit and internal review procedures.
  - (7) Authorises the Chief Executive Officer to forward the Annual Financial Report and the Annual Performance Statement to the Victorian Auditor-General's Office (VAGO).
- 

## **BACKGROUND / KEY INFORMATION**

### **Compliance with Requirements**

The Financial Statements have been prepared in accordance with Australian equivalents to International Financial Reporting Standards ("AIFRS"). As per Regulation 14, the financial statements must be prepared in accordance with the Local Government Model Financial Report (LGMFR). There were no significant disclosure changes for the LGMFR in preparing the 2024-25 financial statements.

Under the section 98 of the Local Government Act 2020 (the Act), requires Council to prepare an annual report containing the following information:

- A report of operations;
- Audited financial statements;
- Audited performance statement; and
- A copy of the auditor's report on the financial statements and the performance statement.
- Any other matters prescribed by the regulations.

The Act requires that the annual report be reported to Council within four (4) months of the end of the financial year. Council is required to pass a resolution giving approval in principle to each of the Statements and authorise two Councillors to certify each of the Statements after any changes recommended, or agreed to, by the auditor have been made.

Regulations 21 of the Local Government (Planning and Reporting) Regulations 2020 (the Regulations), specify that the Financial Report must be certified by the Principal Accounting Officer, two Councillors and the Chief Executive Officer, prior to the Auditor-General signing the audit report. The annual report forms part of a comprehensive public accountability process and reporting process.

The statements are to be presented to Council's Audit and Risk Committee at its meeting on 17 September 2025 prior to consideration of this report at the Ordinary Council meeting on 22 September 2025. A verbal update will be provided at the Ordinary Council meeting to share the recommendation of the Audit and Risk Committee.

### **Previous Council Resolution**

This matter is not the subject of a previous Council resolution.

## ALIGNMENT TO 2041 DAREBIN COMMUNITY VISION

Strategic Direction 1: Vibrant, Respectful and Connected

## ALIGNMENT TO 2021-25 COUNCIL PLAN

Strategic Direction 4 Responsible, Transparent and Responsive

## ALIGNMENT TO COUNCIL PLAN STRATEGIC OBJECTIVES

4.1 We will ensure balanced and responsible financial decision making that meets the needs of our community now and into the future

## DISCUSSION

This report is a key assurance milestone which is important in ensuring the integrity of Council's financial accounting. The next step will be to consider the implications and options arising from these results and this will be done over the 2025-26 year via several mechanisms including Council's quarterly reporting and forecasting processes, via the mid-year budget review process and via the 2026-27 budget development process.

### Financial Statements – overview of reported results

The Comprehensive Income Statement shows that for the year ended 30 June 2025, the Council achieved an operating surplus of \$30.94 million which was a \$23.16 million increase from the 2023-24 result. It is important to understand \$23.5M of this improved surplus is not an improvement in underlying revenue or cash, but rather it is an improvement 'on paper' as a result of recording the value of some assets (trails in parks) for the first time in the accounts and timing of transactions. The main items contributing to this movement between years are detailed in **Appendix F**.

### Performance Statement – overview of reported results

The performance statement includes the results of the prescribed sustainable capacity, service performance and financial performance indicators and measures together with a description of the municipal district and an explanation of material variations in the results. This statement has been prepared to meet the requirements of the Local Government Act 2020 and Local Government (Planning and Reporting) Regulations 2020. The performance measures cover the following activities:

### Sustainable Capacity Indicators

Indicator/measure	2023	2024	2025
Expenses per head of municipal population	\$1,291	\$1,299	\$1,326
Infrastructure per head of municipal population	\$5,310	\$7,441	\$7,470
Population density per length of road	240	249	256
Own-source revenue per head of municipal population	\$1,165	\$1,168	\$1,191
Recurrent grants per head of municipal population	\$136	\$89	\$139
Relative socio-economic disadvantage	7.0	7.0	7.0
Percentage of staff turnover	19.1%	13.8%	13.3%

**Service Performance Indicators**

Indicator/measure	2023	2024	2025
Aquatic Facilities - utilisation	2.67	7.74	10.85
Animal management prosecutions (% of successful prosecutions)	100%	100%	100%
Critical and major – non-compliance notifications	100%	100%	100%
Governance – satisfaction with Council decisions	60	70	68
Libraries – membership	N/A	34.9%	38.4%
Maternal & Child Health - participation	74.8%	73.6%	73.8%
Participation in the MCH service by Aboriginal children	73.9%	77.3%	81.1%
Roads – sealed local roads maintained to condition standards	95.2%	94.9%	94.1%
Statutory Planning – applications decided within timeframes	37.0%	61.3%	55.8%
Waste Collection – landfill diversion	54.1%	52.3%	50.2%

**Financial Performance Indicators**

Indicator/measure	2023	2024	2025
Expenditure level	\$2,623	\$2,708	\$2,813
Revenue level (assessment)	\$1,631	\$1,698	\$1,764
Working capital	183.4%	181.1%	187.9%
Unrestricted cash	53.2%	29.9%	32.5%
Loans & borrowings	33.1%	28.7%	25.1%
Loans & borrowings repayments	1.34%	3.86%	3.76%
Indebtedness	26.2%	23.0%	19.9%
Asset renewal and upgrade	128.2%	67.7%	72.2%
Adjusted underlying result	4.0%	0.8%	2.9%
Rates concentration	71.1%	74.4%	71.6%
Rates effort	0.20%	0.22%	0.22%

Comments are included in the Statements on any significant variances.

**CONSIDERATION OF LOCAL GOVERNMENT ACT (2020) PRINCIPLES****Financial Management**

Noted above

**Other Principles for consideration****Overarching Governance Principles and Supporting Principles**

(g) the ongoing financial viability of the Council is to be ensured;

**Public Transparency Principles**

(c) Council information must be understandable and accessible to members of the municipal community;

**Strategic Planning Principles**

- (a) an integrated approach to planning, monitoring and performance reporting is to be adopted;

**Service Performance Principles**

- (c) quality and costs standards for services set by the Council should provide good value to the municipal community;

**COUNCIL POLICY CONSIDERATIONS****Environmental Sustainability Considerations (including Climate Emergency)**

The Financial Report and the Performance Statement for the year ended 30 June 2025 incorporate Council's funding and delivery of environmental operations in a range of areas including waste collection, recycling services, street cleaning, litter collection, park and sporting field maintenance and improvements in the context of drought, water-saving and energy efficiency measures.

**Equity, Inclusion, Wellbeing and Human Rights Considerations:**

The Financial Report and the Performance Statement for the year ended 30 June 2025 reflect and incorporate the equity, inclusion and wellbeing initiatives delivered in 2024-25.

**Economic Development and Cultural Considerations**

The Financial Report and the Performance Statement for the year ended 30 June 2025 reflect and incorporate the economic development initiatives delivered during 2024-25.

**Operational Impacts**

N/A

**Legal and Risk Implications**

There have been no legal or risk issues which have been identified that impact on this report.

**Audit and Risk Committee Meeting – 17 September 2024**

The Draft Annual Financial Report and Performance Statement for the year ended 30 June 2025 are scheduled to be presented to Council's Audit and Risk Committee on Wednesday 17 September 2025 prior to the Ordinary Council meeting.

**IMPLEMENTATION ACTIONS**




A copy of the Council Minutes and signed certified Financial Report and Performance Statement will be provided to the Victorian Auditor General's office for consideration for certification.

The certified Financial Report and Performance Statement will be incorporated into Council's Annual Report.

**RELATED DOCUMENTS**

- Council Plan 2021-2025
- Annual Budget 2024-2025

**Attachments**

- Appendix A: Annual Financial Report for the year ended 30 June 2025 (**Appendix A**)  [↓](#)
- Appendix B: Performance Statement for the year ended 30 June 2025 (**Appendix B**)  [↓](#)
- CONFIDENTIAL Appendix C: VAGO Final Management Letter (**Appendix C**)  
Enclosed under separate cover
- CONFIDENTIAL Appendix D: VAGO Closing Report (**Appendix D**) Enclosed under separate cover
- CONFIDENTIAL Appendix E: Management Representation Letter (**Appendix E**)  
Enclosed under separate cover
- Appendix F: Commentary of Key Movements between FY24 and FY25 (**Appendix F**)  [↓](#)

**DISCLOSURE OF INTEREST**

Section 130 of the *Local Government Act 2020* requires members of Council staff and persons engaged under contract to provide advice to Council to disclose any conflicts of interest in a matter to which the advice relates.

The Officer reviewing this report, having made enquiries with relevant members of staff, reports that no disclosable interests have been raised in relation to this report.

# Darebin City Council Annual Financial Report

For the Year Ended 30 June 2025



## Darebin City Council

### Financial Report

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**Darebin City Council**  
**Financial Report**  
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Darebin City Council  
2024/2025 Financial Report

Certification of the Financial Statements

In my opinion, the accompanying financial statements have been prepared in accordance with the *Local Government Act 2020* , the *Local Government (Planning and Reporting) Regulations 2020* , the Australian Accounting Standards and other mandatory professional reporting requirements.

Srini Krishnan CPA  
Principal Accounting Officer

Melbourne  
22 September 2025

In our opinion, the accompanying financial statements present fairly the financial transactions of the Darebin City Council for the year ended 30 June 2025 and the financial position of the Council as at that date.

As at the date of signing, we are not aware of any circumstance which would render any particulars in the financial report to be misleading or inaccurate.

We have been authorised by the Council and by the *Local Government (Planning and Reporting) Regulations 2020* to certify the financial statements in their final form.

Kristine Olaris  
Councillor

Melbourne  
22 September 2025

Vasilios Tsalkos  
Councillor

Anne Howard  
Chief Executive Officer

**Darebin City Council**  
**2024/2025 Financial Report**

**Comprehensive Income Statement**

For the Year Ended 30 June 2025

	Note	2025 \$'000	2024 \$'000
<b>Income / Revenue</b>			
Rates and charges	3.1	157,093	152,629
Statutory fees and fines	3.2	9,156	9,088
User fees	3.3	13,284	13,654
Grants - operating	3.4	21,062	14,520
Grants - capital	3.4	2,451	2,432
Contributions - monetary	3.5	5,122	6,660
Contributions - non monetary	3.5	23,803	4,504
Net gain on disposal of property, infrastructure, plant and equipment	3.6	166	315
Fair value adjustments for investment property	6.2	920	570
Other income	3.7	9,948	5,571
<b>Total income / revenue</b>		<b>243,005</b>	<b>209,943</b>
<b>Expenses</b>			
Employee costs	4.1	108,174	104,567
Materials and services	4.2	61,924	61,541
Depreciation	4.3	33,590	26,549
Amortisation - intangible assets	4.4	736	692
Depreciation - right of use assets	4.5	45	30
Allowance for impairment losses	4.6	1,295	1,865
Borrowing costs	4.7	1,584	1,765
Finance costs - leases	4.8	32	1
Other expenses	4.9	4,686	5,155
<b>Total expenses</b>		<b>212,066</b>	<b>202,165</b>
<b>Surplus for the year</b>		<b>30,939</b>	<b>7,778</b>
<b>Other comprehensive income</b>			
<b>Items that will not be classified to surplus or deficit in future periods</b>			
Net asset revaluation gain	9.1	19,637	245,888
<b>Total other comprehensive income</b>		<b>19,637</b>	<b>245,888</b>
<b>Total comprehensive result</b>		<b>50,576</b>	<b>253,666</b>

*The above Comprehensive Income Statement should be read with the accompanying notes.*

Darebin City Council  
2024/2025 Financial Report

**Balance Sheet**  
As at 30 June 2025

	Note	2025 \$'000	2024 \$'000
<b>Assets</b>			
<b>Current assets</b>			
Cash and cash equivalents	5.1 (a)	38,287	33,346
Trade and other receivables	5.1 (c)	27,158	24,992
Other financial assets	5.1 (b)	41,931	31,526
Inventories	5.2 (a)	93	61
Prepayments	5.2 (b)	2,983	2,508
Other assets	5.2 (b)	485	961
<b>Total current assets</b>		<b>110,937</b>	<b>93,394</b>
<b>Non-current assets</b>			
Trade and other receivables	5.1 (c)	2,132	2,556
Other financial assets	5.1 (b)	6	6
Property, infrastructure, plant and equipment	6.1	1,940,735	1,904,291
Right-of-use assets	5.8	226	222
Investment property	6.2	10,760	9,840
Intangible assets	5.2 (c)	951	1,339
<b>Total non-current assets</b>		<b>1,954,810</b>	<b>1,918,254</b>
<b>Total assets</b>		<b>2,065,747</b>	<b>2,011,648</b>
<b>Liabilities</b>			
<b>Current liabilities</b>			
Trade and other payables	5.3 (a)	20,138	15,818
Trust funds and deposits	5.3 (b)	8,522	6,953
Contract and other liabilities	5.3 (c)	3,181	2,396
Provisions	5.4	22,722	22,127
Interest-bearing liabilities	5.5	4,441	4,257
Lease liabilities	5.8	48	33
<b>Total current liabilities</b>		<b>59,052</b>	<b>51,584</b>
<b>Non-current liabilities</b>			
Provisions	5.4	2,979	2,485
Interest-bearing liabilities	5.5	34,780	39,221
Lease liabilities	5.8	191	189
<b>Total non-current liabilities</b>		<b>37,950</b>	<b>41,895</b>
<b>Total liabilities</b>		<b>97,002</b>	<b>93,479</b>
<b>Net assets</b>		<b>1,968,745</b>	<b>1,918,169</b>
<b>Equity</b>			
Accumulated surplus		634,524	602,342
Reserves	9.1	1,334,221	1,315,827
<b>Total equity</b>		<b>1,968,745</b>	<b>1,918,169</b>

The above Balance Sheet should be read with the accompanying notes.

Darebin City Council  
2024/2025 Financial Report

**Statement of Changes in Equity**  
For the Year Ended 30 June 2025

	Note	Total \$'000	Accumulated Surplus \$'000	Revaluation Reserve \$'000	Other Reserves \$'000
<b>2025</b>					
Balance at beginning of the financial year		1,918,169	602,342	1,301,563	14,264
Surplus for the year		30,939	30,939	-	-
Net asset revaluation gain	6.1 (a)	19,637	-	19,637	-
Transfers to other reserves	9.1 (b)	-	(4,707)	-	4,707
Transfers from other reserves	9.1 (b)	-	5,950	-	(5,950)
<b>Balance at end of the financial year</b>		<b>1,968,745</b>	<b>634,524</b>	<b>1,321,200</b>	<b>13,021</b>
<b>2024</b>					
Balance at beginning of the financial year		1,664,503	593,470	1,055,675	15,358
Surplus for the year		7,778	7,778	-	-
Net asset revaluation gain	6.1 (a)	245,888	-	245,888	-
Transfers to other reserves	9.1 (b)	-	(7,088)	-	7,088
Transfers from other reserves	9.1 (b)	-	8,182	-	(8,182)
<b>Balance at end of the financial year</b>		<b>1,918,169</b>	<b>602,342</b>	<b>1,301,563</b>	<b>14,264</b>

*The above Statement of Changes in Equity should be read with the accompanying notes.*

Darebin City Council  
2024/2025 Financial Report

**Statement of Cash Flows**  
For the Year Ended 30 June 2025

		2025 Inflows/ (Outflows) \$'000	2024 Inflows/ (Outflows) \$'000
	Note		
<b>Cash flows from operating activities</b>			
Rates and charges		155,099	148,996
Statutory fees and fines		7,290	6,830
User fees		15,169	16,256
Grants - operating		23,355	15,487
Grants - capital		2,135	2,521
Contributions - monetary		5,122	6,660
Interest received		4,690	3,212
Net trust funds and deposits		1,652	550
Other receipts		5,427	1,388
Net GST refund		7,230	6,846
Employee costs		(107,167)	(101,291)
Materials and services		(71,284)	(71,766)
Short-term, low value and variable lease payments		(43)	(308)
<b>Net cash provided by operating activities</b>	9.2	<b>48,675</b>	<b>35,381</b>
<b>Cash flows from investing activities</b>			
Payments for property, infrastructure, plant and equipment		(27,946)	(21,256)
Proceeds from sale of property, infrastructure, plant and equipment		498	433
Payments for investments		(10,405)	(17,372)
Repayment of loans and advances		9	9
<b>Net cash used in investing activities</b>		<b>(37,844)</b>	<b>(38,186)</b>
<b>Cash flows from financing activities</b>			
Finance costs		(1,618)	(1,771)
Repayment of borrowings		(4,257)	(4,080)
Interest paid - lease liability		(32)	(1)
Repayment of lease liabilities		17	190
<b>Net cash used in by financing activities</b>		<b>(5,890)</b>	<b>(5,662)</b>
Net increase / (decrease) in cash and cash equivalents		4,941	(8,467)
Cash and cash equivalents at the beginning of the financial year		33,346	41,813
<b>Cash and cash equivalents at the end of the financial year</b>	5.1	<b>38,287</b>	<b>33,346</b>
Financing arrangements	5.6		

*The above Statement of Cash Flows should be read with the accompanying notes.*

**Darebin City Council**  
**2024/2025 Financial Report**

**Statement of Capital Works**  
For the Year Ended 30 June 2025

	2025 \$'000	2024 \$'000
<b>Property</b>		
Land	-	56
<b>Total land</b>	-	56
Buildings	8,102	6,082
<b>Total buildings</b>	8,102	6,082
<b>Total property</b>	8,102	6,138
<b>Plant and equipment</b>		
Plant, machinery and equipment	1,757	1,873
Fixtures, fittings and furniture	434	42
Computers and telecommunications	3,222	227
Library books	689	597
Artworks and historical collections	42	63
<b>Total plant and equipment</b>	6,144	2,802
<b>Infrastructure</b>		
Roads	3,371	3,499
Bridges	143	40
Footpaths and cycleways	3,172	2,833
Drainage	1,924	814
Land improvements	590	2,086
Recreation, leisure and community facilities	430	-
Parks, open space and streetscapes	1,970	2,457
Off street car parks	93	896
Waste management	1,467	798
<b>Total infrastructure</b>	13,160	13,423
<b>Total capital works expenditure</b>	27,406	22,363
<b>Represented by:</b>		
New asset expenditure	2,320	1,893
Asset renewal expenditure	14,872	15,537
Asset expansion expenditure	823	2,486
Asset upgrade expenditure	9,391	2,447
<b>Total capital works expenditure</b>	27,406	22,363

*The above Statement of Capital Works should be read with the accompanying notes.*

Darebin City Council  
2024/2025 Financial Report

**Notes to the financial report**  
As at 30 June 2025

**Note 1 Overview**

**Introduction**

The Darebin City Council was established by an Order of the Governor in Council on 22 June 1994 and is a body corporate.

The Council's main office is located at 274 Gower Street, Preston.

**Statement of compliance**

These financial statements are a general purpose financial report that consists of a Comprehensive Income Statement, Balance Sheet, Statement of Changes in Equity, Statement of Cash Flows, Statement of Capital Works and Notes accompanying these financial statements. The general purpose financial report complies with the 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.

**Accounting policy information**

**(a) Basis of accounting**

Accounting policies are selected and applied in a manner which ensures that the resulting financial information satisfies the concepts of relevance and reliability, thereby ensuring that the substance of the underlying transactions or other events is reported. Specific accounting policies applied are disclosed in sections where the related balance or financial statement matter is disclosed.

The accrual basis of accounting has been used in the preparation of these financial statements, 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. The amounts presented in the financial statements have been rounded to the nearest thousand dollars unless otherwise specified. Minor discrepancies in tables between totals and the sum of components are due to rounding.

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 Australian Accounting Standards that have significant effects on the financial statements and estimates relate to:

- the fair value of land, buildings, infrastructure, plant and equipment (refer to Note 6.1)
- the determination of depreciation for buildings, infrastructure, plant and equipment (refer to Note 6.1)
- the determination of employee provisions (refer to Note 5.4)
- 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 Service Concession Arrangements: Grantors* is applicable
- 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.

**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.

Darebin City Council  
2024/2025 Financial Report

**Notes to the financial report**  
For the Year Ended 30 June 2025

**Note 2 Analysis of our results**

**Note 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 10 percent and \$1.96 million 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 / Revenue and Expenditure**

	Budget 2025 \$'000	Actual 2025 \$'000	Variance \$'000	Variance %	Ref
<b>Income / Revenue</b>					
Rates and charges	157,373	157,093	(280)	0%	
Statutory fees and fines	9,332	9,156	(176)	-2%	
User fees	12,562	13,284	722	6%	
Grants - operating	18,105	21,062	2,957	16%	I1
Grants - capital	2,639	2,451	(188)	-7%	
Contributions	6,607	28,925	22,318	338%	I2
Net gain on disposal of property, infrastructure, plant and equipment	730	166	(564)	-77%	I3
Fair value adjustments for investment property	-	920	920	100%	I4
Other income	6,356	9,948	3,592	57%	I5
<b>Total income / revenue</b>	<b>213,704</b>	<b>243,005</b>	<b>29,301</b>	<b>14%</b>	
<b>Expenses</b>					
Employee costs	107,424	108,174	(750)	-1%	
Materials and services	59,646	61,924	(2,278)	-4%	E1
Allowance for impairment losses	1,339	1,295	44	3%	
Finance costs - leases	-	32	(32)	100%	
Depreciation	27,712	33,590	(5,878)	-21%	E2
Amortisation - intangible assets	532	736	(204)	-38%	E2
Depreciation - right of use assets	3	45	(42)	-1400%	
Borrowing costs	1,608	1,584	24	1%	
Other expenses	5,247	4,686	561	11%	E3
<b>Total expenses</b>	<b>203,511</b>	<b>212,066</b>	<b>(8,555)</b>	<b>-4%</b>	
<b>Surplus/(deficit) for the year</b>	<b>10,193</b>	<b>30,939</b>	<b>20,746</b>	<b>204%</b>	



Darebin City Council  
2024/2025 Financial Report

**Notes to the financial report**  
For the Year Ended 30 June 2025

**Note 2 Analysis of our results**

**Note 2.1 Performance against budget**

**(i) Explanation of material variations**

Var Ref	Item	Explanation
I1	Grants - operating	Grants - operating were favourable to budget by \$2.96 million due to receipt of the 2025/26 Commonwealth Financial Assistance Grants (\$2.74 million) in advance.
I2	Contributions - non-monetary assets	Contributions - non-monetary assets were exceeded due to first time recognition of Parks and open space infrastructure assets (\$23.46M) and assets from development recognised during the year. Contributed assets are not budgeted for during the year.
I3	Net gain/(loss) on disposal of property, infrastructure, plant and equipment	Net gain/(loss) on disposal of property, infrastructure, plant and equipment was not achieved primarily due to planned sale of rights-of-way not progressing. (\$0.31 million).
I4	Fair value adjustments for investment property	Fair value adjustment for investment property was exceeded due to an increase in the fair value of the iceHQ stadium at CH Sullivan Reserve stadium (\$0.8 million) based in independent valuation for 2024-25. Fair value movements in investment property are not budgeted for during the year.
I5	Other income	Other income is favourable to budget by \$3.59 million due to the continued increase in deposit interest rates which has resulted in higher interest income received (\$1.38 million) for the year, increase in the operating contribution received from Northcote Aquatic & Recreation Centre (\$1.42 million) and unbudgeted cost recovery for workcover and paid parental leave scheme (\$0.75 million).
E1	Materials and services	Materials and services were exceeded due to a higher than anticipated major maintenance expenditure that was originally anticipated as capital works expenditure. This includes purchases or projects not recognised as assets in accordance with Council's asset capitalisation policy thresholds, \$3.91 million (see Note 6). Projects include, minor building works (\$0.85 million), general repairs and maintenance (\$2.03 million), information technology (\$0.63 million), library resources (\$0.10 million) and tree planting and rewinding projects (\$0.31 million).
E2	Depreciation and amortisation	Depreciation and amortisation was exceeded due to the full year impact of building (\$1.35 million), road (\$1.68 million), drainage (\$1.47 million) and footpath and cycleways (\$2.34 million) revaluation undertaken in 2023-24. Amortisation on intangible assets was exceeded due to additional purchases made during the year (\$0.20 million).
E3	Other expenses	Other expenses were favourable by \$0.56 million mainly due to a lower than expected contributions and community support funding provided (\$0.19 million) and internal audit fees (\$0.1 million).

Darebin City Council  
2024/2025 Financial Report

Notes to the financial report

As at 30 June 2025

Note 2.1 Performance against budget

2.1.2 Capital Works

	Budget 2025 \$'000	Actual 2025 \$'000	Variance \$'000	Variance %	Ref
<b>Property</b>					
Land	1,220	-	(1,220)	-100%	CW1
<b>Total Land</b>	<b>1,220</b>	<b>-</b>	<b>(1,220)</b>	<b>-</b>	
Buildings	9,223	7,962	(1,261)	-14%	CW2
Building improvements	140	140	-	0%	
<b>Total Buildings</b>	<b>9,363</b>	<b>8,102</b>	<b>(1,261)</b>	<b>-13%</b>	
<b>Total Property</b>	<b>10,583</b>	<b>8,102</b>	<b>(2,481)</b>	<b>-23%</b>	
<b>Plant and Equipment</b>					
Plant, machinery and equipment	2,080	1,757	(323)	-16%	CW3
Fixtures, fittings and furniture	50	434	384	768%	CW4
Computers and telecommunications	3,160	3,222	62	2%	
Library books	800	689	(111)	-14%	CW5
Artworks and historical collections	50	42	(8)	-16%	
<b>Total Plant and Equipment</b>	<b>6,140</b>	<b>6,144</b>	<b>4</b>	<b>0%</b>	
<b>Infrastructure</b>					
Roads	5,842	3,371	(2,471)	-42%	CW6
Bridges	119	143	24	20%	
Footpaths and cycleways	3,016	3,172	156	5%	
Drainage	1,990	1,924	(66)	-3%	
Land improvements	737	590	(147)	-20%	CW7
Recreational, leisure and community facilities	200	430	230	115%	CW8
Parks, open space and streetscapes	2,792	1,970	(822)	-29%	CW9
Off street car parks	95	93	(2)	-2%	
Waste management	330	1,467	1,137	345%	CW10
<b>Total Infrastructure</b>	<b>15,121</b>	<b>13,160</b>	<b>(1,961)</b>	<b>-13%</b>	
<b>Total Capital Works Expenditure</b>	<b>31,844</b>	<b>27,406</b>	<b>(4,438)</b>	<b>-14%</b>	
<b>Represented by:</b>					
New asset expenditure	6,182	2,320	(3,862)	-62%	
Asset renewal expenditure	22,468	14,872	(7,596)	-34%	
Asset expansion expenditure	705	823	118	17%	
Asset upgrade expenditure	2,489	9,391	6,902	277%	
<b>Total Capital Works Expenditure</b>	<b>31,844</b>	<b>27,406</b>	<b>(4,438)</b>	<b>-14%</b>	

Darebin City Council  
2024/2025 Financial Report

**Notes to the financial report**  
As at 30 June 2025

**Note 2.1 Performance against budget**

**(i) Explanation of material variations**

<b>Var Ref</b>	<b>Item</b>	<b>Explanation</b>
<b>CW1</b>	Land	The budget for land was not achieved due to delays in the settlement and remediation of Clements Reserve.
<b>CW2</b>	Buildings	The budget for buildings was not achieved was largely due to delays in Maryborough Avenue Kindergarten expansion (\$0.56 million) and John Cain Memorial Park female friendly facilities (\$0.45 million).
<b>CW3</b>	Plant, machinery and equipment	The budget for plant, machinery and equipment was not achieved due to delays in installation of the migration monument (\$0.2 million) and several purchases that were not recognised as assets (\$0.1 million) in accordance with Council's policy (see Note 6).
<b>CW4</b>	Fixtures, fittings and furniture	The budget for fixtures, fittings and furniture was exceeded due to several of purchases included with office accommodation (buildings) (\$0.35 million).
<b>CW5</b>	Library books	The budget for library books was not achieved due to several purchases not recognised as assets (\$0.11 million) in accordance with Council's policy (see Note 6).
<b>CW6</b>	Roads	The budget for roads was not achieved due to delays and savings in the road resurfacing program (\$0.33 million) roads rehabilitation program (\$0.84 million), transport safety (\$1.05 million) and the delays in the safe travel program (\$0.12 million).
<b>CW7</b>	Land improvements	The budget for land improvements was not achieved due to several purchases that were not recognised as assets (\$0.1 million) in accordance with Council's policy (see Note 6).
<b>CW8</b>	Recreational, leisure and community facilities	To align with the overall annual budget (\$0.41 million) capital projects were re-allocated from parks and open space.
<b>CW9</b>	Parks, open space and streetscapes	The budget for parks, open space and streetscapes was not achieved due to delays in construction of the TW Blake Park cricket nets (\$0.22 million) and several purchases that were not recognised as assets (\$1.06 million) in accordance with Council's policy (see Note 6). This included tree planting and a minor landscaping streetscape improvements.
<b>CW10</b>	Waste management	The budget for waste management was exceeded due to replacement waste collection vehicles being budgeted within plant machinery and equipment category (\$1.19 million).

Darebin City Council  
2024/2025 Financial Report

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**Notes to the financial report**  
As at 30 June 2025

**Note 2.2 Analysis of Council results by program**

Council delivers its functions and activities through the following programs.

**2.2.1 City Sustainability and Strategy**

The City Sustainability and Strategy Division's role is to plan for the long-term future of Darebin and to ensure sustainable social, environmental, economic and community wellbeing benefits for our community. The City Sustainability and Strategy Division includes the following departments: City Development; City Futures; City Safety and Compliance; and Equity and Climate . Significant items allocated to the Division include public open space contributions.

**Infrastructure, Operations and Finance**

The Infrastructure, Operations and Finance Division provides major operational services and the management of capital works. The Infrastructure, Operations and Finance Division includes the following departments: Building, Property and Capital, Operations and Waste, Nature and Civic Spaces, and Finance. Significant items allocated to the division include contributed assets, infrastructure asset depreciation and net gain on sale of assets.

**Community**

The Community Division provides high quality community focused programs, service delivery and communication to residents. The Community Division includes the following departments: Supported and Connected Living; Creative Culture and Economic Development; Community Services and Development; and Recreation and Libraries.

**Customer and Corporate**

The Customer and Corporate Division's role is to act as a business partner by understanding the organisation's needs, risks and limitations and to provide timely specialist advice as well as smart, agile, customer oriented support. The Customer and Corporate Division includes the following departments: Governance and Communications, Customer and Corporate Performance, Information Services; People and Culture and Transformation. Significant items allocated to the Division include general rates and charges, interest on rates and investments, Victorian Grants Commission funding and fair value adjustment for investment property.

Darebin City Council  
2024/2025 Financial Report

**Notes to the financial report**  
As at 30 June 2025

**Note 2.2 Analysis of Council results by program**

**2.2.2 Summary of income / revenue, expenses, assets and capital expenses by program**

	Income / Revenue	Expenses	Surplus / (Deficit)	Grants included in income / revenue	Total assets
	\$'000	\$'000	\$'000	\$'000	\$'000
<b>2025</b>					
City Sustainability and Strategy	16,472	30,872	(14,400)	1,050	190,613
Infrastructure, Operations and Finance	9,509	91,508	(81,999)	2,631	1,229,576
Community	23,805	58,537	(34,732)	11,939	336,756
Customer and Corporate	193,219	31,149	162,070	7,893	308,802
	<b>243,005</b>	<b>212,066</b>	<b>30,939</b>	<b>23,513</b>	<b>2,065,747</b>
<b>2024</b>					
City Sustainability and Strategy	14,567	27,788	(13,221)	1,076	194,101
Infrastructure, Operations and Finance	9,873	83,687	(73,814)	2,502	1,225,279
Community	21,249	61,314	(40,065)	13,148	341,309
Customer and Corporate	164,254	29,376	134,878	226	250,959
	<b>209,943</b>	<b>202,165</b>	<b>7,778</b>	<b>16,952</b>	<b>2,011,648</b>

Darebin City Council  
2024/2025 Financial Report

Notes to the financial report

As at 30 June 2025

2025	2024
\$'000	\$'000

**Note 3 Funding for the delivery of our services**

**3.1 Rates and charges**

Council uses 'capital improved value' as the basis of valuation of all properties within the municipal district. Capital improved value means the sum that land and all its improvements might be expected to realise at the time of valuation, if offered for sale on any reasonable terms and conditions.

The valuation base used to calculate general rates for 2024/25 was \$69,807 million (2023/24 \$69,423 million).

General rates	132,585	127,804
Cultural and recreational properties	21	21
Waste management charges	22,406	22,208
Special rates and charges	703	1,168
Supplementary rates and rate adjustments	398	846
Interest on rates and charges	980	582
<b>Total rates and charges</b>	<b>157,093</b>	<b>152,629</b>

The date of the general revaluation of land for rating purposes within the municipal district was 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.

**3.2 Statutory fees and fines**

Animal registration	724	757
Building services	1,212	887
Environmental health	1,111	1,039
Statutory planning	1,429	1,467
Traffic enforcement	2,453	3,284
Infringement court recoveries	1,347	919
Election fines	275	77
Other statutory fees and fines	605	659
<b>Total statutory fees and fines</b>	<b>9,156</b>	<b>9,088</b>

Statutory fees and fines (including parking fees and fines) are recognised as income when the service has been provided, the payment is received, or when the penalty has been applied, whichever first occurs.

Darebin City Council  
2024/2025 Financial Report

Notes to the financial report

As at 30 June 2025

	2025 \$'000	2024 \$'000
<b>3.3 User fees</b>		
Aged and health services	936	855
Arts and culture	2,017	2,069
Community services and development programs	315	311
Golf course attendance	695	724
Leisure centres and recreation	3,315	3,338
Library	105	91
Recycling and waste charges	3,400	3,651
Registrations and other permits	2,167	2,469
Other fees and charges	334	146
<b>Total user fees</b>	<b>13,284</b>	<b>13,654</b>
<b>User fees by timing of revenue recognition</b>		
User fees recognised over time	1,437	1,249
User fees recognised at a point in time	11,847	12,405
<b>Total user fees</b>	<b>13,284</b>	<b>13,654</b>
User fees are recognised as revenue at a point in time, or over time, when (or as) the performance obligation is satisfied. Recognition is based on the underlying contractual terms.		
<b>3.4 Funding from other levels of government</b>		
Grants were received in respect of the following:		
<b>Summary of grants</b>		
Commonwealth funded grants	16,132	6,206
State funded grants	7,380	10,746
<b>Total grants</b>	<b>23,512</b>	<b>16,952</b>
<b>(a) Operating Grants</b>		
<b>Recurrent - Commonwealth Government</b>		
Diesel fuel rebate scheme	104	96
Care finder	1,034	1,199
Centre based care	272	255
General home care	5,213	4,731
Financial assistance grant - general purpose	6,099	189
Financial assistance grant - local roads	1,777	37
<b>Recurrent - State Government</b>		
Disability resource	360	331
Family support	607	590
General home care	707	1,387
Health and safety	133	130
Immunisation	130	121
Libraries	1,089	1,089
Maternal and child health	1,768	1,709
Playgroup initiatives	288	279
School crossings	807	712
Youth services	83	81
Other programs	138	83
<b>Total recurrent operating grants</b>	<b>20,609</b>	<b>13,019</b>

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As at 30 June 2025

	2025 \$'000	2024 \$'000
<b>3.4 Funding from other levels of government (continued)</b>		
<i><b>Non-recurrent - Commonwealth Government</b></i>		
Other programs	36	30
<i><b>Non-recurrent - State Government</b></i>		
Child care / kindergartens	117	153
City development	-	118
Cladding	150	150
Early years CALD outreach	67	69
Festivals and arts	12	788
Safe and Sustainable school travel	-	80
Other programs	71	113
<b>Total non-recurrent operating grants</b>	<b>453</b>	<b>1,501</b>
<b>Total operating grants</b>	<b>21,062</b>	<b>14,520</b>
<b>(b) Capital Grants</b>		
<i><b>Recurrent - Commonwealth Government</b></i>		
Roads to Recovery	756	458
Local roads and community infrastructure program	877	349
<b>Total recurrent capital grants</b>	<b>1,633</b>	<b>807</b>
<i><b>Non-recurrent - State Government</b></i>		
Blackspot funding	17	86
Child care / kindergarten facility upgrades	721	165
KP Hardiman Reserve	3	-
Minor works	18	-
Public open space improvement works	59	958
Sporting facility upgrades	-	416
<b>Total non-recurrent capital grants</b>	<b>818</b>	<b>1,625</b>
<b>Total capital grants</b>	<b>2,451</b>	<b>2,432</b>
<b>Total grants</b>	<b>23,513</b>	<b>16,952</b>



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	2025	2024
	\$'000	\$'000

3.4 Funding from other levels of government (continued)

(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 of 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.

Income recognised under AASB 1058 *Income of Not-for-Profit Entities*

General purpose	7,876	226
Specific purpose grants to acquire non-financial assets	2,372	1,058
Other specific purpose grants	3,778	7,392
<b>Revenue recognised under AASB 15 <i>Revenue from Contracts with Customers</i></b>		
Specific purpose grants	9,487	8,277
	<b>23,513</b>	<b>16,953</b>

(d) Unspent grants received on condition that they be spent in a specific manner

Operating

Balance at start of year	253	2,288
Received during the financial year and remained unspent at balance date	320	208
Received in prior years and spent during the financial year	(208)	(2,243)
Balance at end of year	<b>365</b>	<b>253</b>

Capital

Balance at start of year	1,029	209
Received during the financial year and remained unspent at balance date	64	1,029
Received in prior years and spent during the financial year	(323)	(209)
Balance at end of year	<b>770</b>	<b>1,029</b>

Unspent grants are determined and disclosed on a cash basis.

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	2025 \$'000	2024 \$'000
<b>3.5 Contributions</b>		
<b>(a) Monetary</b>		
Developer contribution scheme	896	1,044
Drainage and open space	2,515	4,029
Other operating	1,687	1,465
Other capital and minor works	24	122
Monetary	<u>5,122</u>	<u>6,660</u>
Non-monetary	<u>23,803</u>	<u>4,504</u>
<b>Total contributions</b>	<b><u>28,925</u></b>	<b><u>11,164</u></b>
Contributions of non-monetary assets were received in relation to the following asset classes.		
Land under roads	-	73
Roads	-	2,815
Drainage	343	1,616
Shared paths	<u>23,460</u>	<u>-</u>
<b>Total non-monetary contributions</b>	<b><u>23,803</u></b>	<b><u>4,504</u></b>
Monetary and non-monetary contributions are recognised as income at their fair value when Council obtains control over the contributed asset.		
<b>3.6 Net gain on disposal of property, infrastructure, plant and equipment</b>		
Proceeds of sale - rights of ways	171	115
Proceeds of sale - other assets	321	272
Written down value of assets disposed and scrapped	<u>(326)</u>	<u>(72)</u>
<b>Total net gain on disposal of property, infrastructure, plant and equipment</b>	<b><u>166</u></b>	<b><u>315</u></b>
The profit or loss on sale of an asset is determined when control of the asset has passed to the buyer.		
<b>3.7 Other income</b>		
Interest on investments, loans and advances	3,764	2,879
Property rental and leases	674	799
Workers' compensation insurance recovery	751	960
Other recovery of costs	<u>4,759</u>	<u>933</u>
<b>Total other income</b>	<b><u>9,948</u></b>	<b><u>5,571</u></b>
Interest is recognised as it is earned.		
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.		

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		2025 \$'000	2024 \$'000
<b>Note 4</b>	<b>The cost of delivering services</b>		
<b>4.1</b>	<b>(a) Employee costs</b>		
	Wages, salaries and related on-costs	83,606	82,910
	Casual staff	8,069	6,565
	Superannuation	11,424	10,537
	Personal gratuity leave	127	84
	Workcover	4,775	3,991
	Fringe benefits tax	75	101
	Other	98	379
	<b>Total employee costs</b>	<b>108,174</b>	<b>104,567</b>
	<b>(b) Superannuation</b>		
	Council made contributions to the following funds:		
	<b>Defined benefit fund</b>		
	Employer contributions to Local Authorities Superannuation Fund (Vision Super)	316	346
		<b>316</b>	<b>346</b>
	<b>Accumulation funds</b>		
	Employer contributions to Local Authorities Superannuation Fund (Vision Super)	4,933	4,814
	Employer contributions - other funds	6,175	5,377
		<b>11,108</b>	<b>10,191</b>
	Employer contributions payable at reporting date.	850	796
	Refer to Note 9.3 for further information relating to Council's superannuation obligations.		
<b>4.2</b>	<b>Materials and services</b>		
	Advertising, marketing and promotions	488	428
	Apprentices and trainees	247	247
	Banking fees and charges	459	442
	Building repairs and maintenance	7,353	5,045
	General repairs and maintenance	2,351	2,379
	Consultants	1,876	2,580
	Contract payments for goods and services	12,175	14,342
	Fees, permits and licences	398	447
	Fuel and oil	1,067	1,120
	Insurances and excess	2,605	2,531
	Information technology	5,085	5,141
	Lease, rentals and hire	390	531
	Parts, materials and consumables	2,589	1,974
	Memberships and subscriptions	777	912
	Minor equipment purchases	440	533
	Office administration	781	877
	Waste management and tipping	16,689	16,712
	Utilities	5,465	5,046
	Other supplies and services	689	254
	<b>Total materials and services</b>	<b>61,924</b>	<b>61,541</b>
	Expenses are recognised as they are incurred and reported in the financial year to which they relate.		

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	2025 \$'000	2024 \$'000
<b>4.3 Depreciation</b>		
Property	9,420	8,489
Plant and equipment	2,542	2,426
Infrastructure	21,628	15,634
<b>Total depreciation</b>	<b>33,590</b>	<b>26,549</b>
Refer to Note 5.8 and 6.1 for a more detailed breakdown of depreciation and amortisation charges and accounting policy.		
<b>4.4 Amortisation - intangible assets</b>		
Intangibles	736	692
<b>Total amortisation - intangible assets</b>	<b>736</b>	<b>692</b>
<b>4.5 Depreciation - right of use assets</b>		
Property	-	16
Other equipment	45	14
<b>Total depreciation - right of use assets</b>	<b>45</b>	<b>30</b>
Refer to Note 5.8 for further information relating to Council's right of use assets.		
<b>4.6 Allowance for impairment losses</b>		
Parking fine debtors	101	152
Parking-related debtors - Fines Victoria	937	545
Other debtors	257	1,168
<b>Total Allowance for impairment losses</b>	<b>1,295</b>	<b>1,865</b>
<b>Movement in allowance for impairment losses in respect of debtors</b>		
Balance at the beginning of the year	12,458	11,481
New allowances recognised during the year	2,238	2,662
Amounts already allowed for and written off as uncollectible	(2,537)	(1,685)
<b>Balance at end of year</b>	<b>12,159</b>	<b>12,458</b>
An allowance for impairment losses in respect of debtors is recognised based on an expected credit loss model. This model considers both historic and forward looking information in determining the level of impairment.		
<b>4.7 Borrowing costs</b>		
Interest - borrowings	1,584	1,765
<b>Total borrowing costs</b>	<b>1,584</b>	<b>1,765</b>
<b>4.8 Finance costs - leases</b>		
Interest - lease liability	32	1
<b>Total finance costs - leases</b>	<b>32</b>	<b>1</b>
<b>4.9 Other expenses</b>		
Auditors' remuneration - VAGO - audit of the financial statements, performance statement and grant acquittals	78	73
Auditors' remuneration - internal audit	80	168
Community grants and other contributions	2,473	2,973
Councillor allowances	457	462
Fire Services Property Levy	159	150
Legal expenses	948	700
Fines Victoria processing costs	199	99
Special rate payments	292	498
Write-off of other financial assets	-	32
<b>Total other expenses</b>	<b>4,686</b>	<b>5,155</b>

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**Notes to the financial report**

As at 30 June 2025

	2025 \$'000	2024 \$'000
<b>Note 5 Investing in and financing our operations</b>		
<b>5.1 Financial assets</b>		
<b>(a) Cash and cash equivalents</b>		
Cash on hand	12	13
Cash at bank	9,409	3,439
Money market call accounts	23,764	22,807
Term deposits and floating rate notes	5,102	7,087
	<b>38,287</b>	<b>33,346</b>
<b>(b) Other financial assets</b>		
<b>Current</b>		
Term deposits and floating rate notes	41,931	31,526
Total current other financial assets	<b>41,931</b>	<b>31,526</b>
<b>Non-current</b>		
Unlisted shares in corporations at cost	6	6
Total non-current other financial assets	<b>6</b>	<b>6</b>
<b>Total other financial assets</b>	<b>41,937</b>	<b>31,532</b>
<b>Total cash and cash equivalents and other financial assets</b>	<b>80,224</b>	<b>64,878</b>

Council invested in floating rate notes (FRN) and deposits that have a maturity profile ranging from 60 days to 5 years.

These investments are classified as current as at 30 June due to:

- Investments will be redeemed based on cash requirements at any point in time
- Council's sizeable capital works program and the deferral of rate payments is expected to impact on short to medium cash requirements
- FRNs and deposits have a guaranteed margin over the 90 Day Bank Bill Swap Rate (90D BBSW) and can be redeemed without break penalty
- FRN and deposits coupon rates are reset every 90 days.

Cash and cash equivalents include cash on hand, deposits at call, and other highly liquid investments with original maturities of 90 days or less, net of outstanding bank overdrafts.

Other financial assets are valued at fair value, being market value, at balance date. Term deposits are measured at amortised cost. Unlisted shares are valued at the lower of cost and net realisable amount. Any unrealised gains and losses on holdings at balance date are recognised as either a revenue or expense.

Other financial assets including term deposits and those with original maturity dates of three to 12 months are classified as current, whilst term deposits with maturity dates greater than 12 months are classified as non-current.

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As at 30 June 2025

	2025 \$'000	2024 \$'000
<b>5.1 Financial assets (continued)</b>		
<b>(c) Trade and other receivables</b>		
<b>Current</b>		
<i>Statutory receivables</i>		
Rates debtors	20,182	18,773
Special rate assessment	800	798
Permits and Infringement debtors	13,736	13,464
Net GST receivable	1,724	1,475
Allowance for expected credit loss - infringements	(12,087)	(11,506)
<i>Non statutory receivables</i>		
Other debtors	2,866	2,931
Allowance for expected credit loss - other debtors	(72)	(952)
Loans and advances	9	9
Total current trade and other receivables	27,158	24,992
<b>Non-current</b>		
<i>Statutory receivables</i>		
Special rate assessment	2,132	2,547
<i>Non statutory receivables</i>		
Loans and advances	-	9
Total non-current trade and other receivables	2,132	2,556
<b>Total trade and other receivables</b>	<b>29,290</b>	<b>27,548</b>

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

**(d) Ageing of receivables**

The ageing of Council's trade and other receivables (excluding statutory receivables) was:

Current (not yet due)	2,569	1,088
Past due by up to 30 days	131	371
Past due between 31 and 60 days	27	1,273
Past due between 61 and 90 days	54	72
Past due between 91 and 181 days	19	28
Past due between 181 and 365 days	7	5
Past due by more than 1 year	59	94
<b>Total trade and other receivables</b>	<b>2,866</b>	<b>2,931</b>

**(e) Ageing of individually impaired receivables**

At balance date, other debtors representing financial assets with a nominal value of \$85,000 (2024: \$1,399,000) were impaired. The amount of the allowance raised against these debtors was \$72,000 (2024: \$952,000). They individually have been impaired as a result of their doubtful collection. Many of the long outstanding past due amounts have been lodged with Council's debt collectors or are on payment arrangements.

Past due between 31 days and more than 1 year	72	952
<b>Total trade and other receivables</b>	<b>72</b>	<b>952</b>

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As at 30 June 2025

	2025	2024
	\$'000	\$'000
<b>5.2 Non-financial assets</b>		
<b>(a) Inventories</b>		
Inventories held for distribution	64	34
Inventories held for sale	29	27
<b>Total inventories</b>	<b>93</b>	<b>61</b>
Inventories held for distribution are measured at cost, adjusted when applicable for any loss of service potential. All other inventories, including land held for sale, are measured at the lower of cost and net realisable value. Where inventories are acquired for no cost or nominal consideration, they are measured at current replacement cost at the date of acquisition.		
<b>(b) Other assets</b>		
Accrued income	485	961
Prepayments	2,983	2,508
<b>Total other assets</b>	<b>3,468</b>	<b>3,469</b>
<b>(c) Intangible assets</b>		
Software and system development costs	824	1,212
Water-use licences	127	127
<b>Total intangible assets</b>	<b>951</b>	<b>1,339</b>

	Software	Water rights	Total
	\$'000	\$'000	\$'000
<b>Gross carrying amount</b>			
Balance at 1 July 2024	8,904	127	9,031
Other additions	348	-	348
Balance at 30 June 2025	<b>9,252</b>	<b>127</b>	<b>9,379</b>
<b>Accumulated amortisation and impairment</b>			
Balance at 1 July 2024	(7,692)	-	(7,692)
Amortisation expense	(736)	-	(736)
Balance at 30 June 2025	<b>(8,428)</b>	<b>-</b>	<b>(8,428)</b>
Net book value at 30 June 2024	1,212	127	1,339
Net book value at 30 June 2025	<b>824</b>	<b>127</b>	<b>951</b>

Intangible assets with finite lives are amortised as an expense on a systematic basis over the asset's useful life. Amortisation is generally calculated on a straight-line basis at a rate that allocates the asset value, less any estimated residual value over its estimated useful life. Estimates of the remaining useful lives and amortisation method are reviewed at least annually, and adjustments made where appropriate. Water-use licences entitle Council to irrigate specific parcels of land within the municipality. Current licences are valued at historical cost.

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	2025 \$'000	2024 \$'000
<b>5.3 Payables, trust funds and deposits and other liabilities</b>		
<b>(a) Trade and other payables</b>		
<b>Current</b>		
Trade payables	13,036	12,470
Employee costs - (payable)	562	646
Accrued expenses	6,540	2,702
<b>Total current trade and other payables</b>	<b>20,138</b>	<b>15,818</b>
<b>(b) Trust funds and deposits</b>		
<b>Current</b>		
Contractor and security deposits	8,273	6,640
Fire Services Property Levy payable	44	127
Retention amounts	205	186
<b>Total current trust funds and deposits</b>	<b>8,522</b>	<b>6,953</b>
<b>(c) Contract and other liabilities</b>		
<b>Contract liabilities</b>		
<b>Current</b>		
Grants received in advance - operating	2,881	1,773
Grants received on behalf of other entities	109	508
Other	191	115
<b>Total contract liabilities</b>	<b>3,181</b>	<b>2,396</b>

**Trust funds and deposits**

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.

**Contract liabilities**

Contract liabilities reflect consideration received in advance from customers in respect of performances and events held at venues. Contract liabilities are derecognised and recorded as revenue when promised goods and services are transferred to the customer. Refer to Note 3.

***Purpose and nature of items***

Contractor and security 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 and other Council assets.

Fire Services Property Levy - Council is the collection agent for the Fire Services Property Levy on behalf of the State Government. Council remits amounts received on a quarterly basis. Amounts disclosed here will be remitted to the State Government in line with that process.

Retention amounts - 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.



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5.4 Provisions

	Employee \$'000	Total \$'000
<b>2025</b>		
Balance at beginning of the financial year	24,612	24,612
Additional provisions	8,662	8,662
Amounts used	(8,500)	(8,500)
Change in the discounted amount arising because of time and the effect of any change in the discount rate	926	926
Balance at the end of the financial year	<b>25,700</b>	<b>25,700</b>
Provisions - Current	22,722	22,722
Provisions - Non-current	2,979	2,979
<b>2024</b>		
Balance at beginning of the financial year	21,366	21,366
Additional provisions	10,237	10,237
Amounts used	(7,310)	(7,310)
Change in the discounted amount arising because of time and the effect of any change in the discount rate	319	319
Balance at the end of the financial year	<b>24,612</b>	<b>24,612</b>
Provisions - Current	22,127	22,127
Provisions - Non-current	2,485	2,485
<b>(a) Employee provisions</b>	<b>2025</b>	<b>2024</b>
	<b>\$'000</b>	<b>\$'000</b>
<b>Current employee provisions expected to be wholly settled within 12 months</b>		
Annual leave	5,967	5,584
Long service leave	2,310	1,719
Personal gratuity	300	367
Redundancy	20	379
	<b>8,597</b>	<b>8,049</b>
<b>Current employee provisions expected to be wholly settled after 12 months</b>		
Annual leave	2,784	2,539
Long service leave	9,429	9,628
Personal gratuity	1,912	1,911
	<b>14,125</b>	<b>14,078</b>
Total current employee provisions	<b>22,722</b>	<b>22,127</b>
<b>Non-current</b>		
Long service leave	2,979	2,485
Total non-current employee provisions	<b>2,979</b>	<b>2,485</b>

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5.4 Provisions (continued)

The calculation of employee costs and benefits includes all relevant on-costs and are calculated as follows at reporting date.

*Annual 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 (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.

*Personal gratuity leave*

Liabilities for personal gratuity leave expected to be wholly settled within 12 months of the reporting date are recognised in the provision for employee benefits in respect of employee services up to the reporting date, classified as current liabilities and measured at their nominal values.

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 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.

The following assumptions were adopted in measuring present values of employee benefits:

	2025 \$'000	2024 \$'000
	%	%
Weighted average rates of increase in employee costs	4.3	4.2
Discount rate	4.2	4.3
Weighted average settlement period	Years	Years
Long service leave	5.0	5.2
Annual leave	2.0	2.0

5.5 Interest-bearing liabilities

**Current**

Treasury Corporation of Victoria borrowings - secured	4,441	4,257
Total current interest-bearing liabilities	4,441	4,257

**Non-Current**

Treasury Corporation of Victoria borrowings - secured	34,780	39,221
Total non-current interest-bearing liabilities	34,780	39,221
<b>Total</b>	<b>39,221</b>	<b>43,478</b>

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<b>2025</b>	<b>2024</b>
<b>\$'000</b>	<b>\$'000</b>

**5.5 Interest-bearing liabilities (continued)**

Borrowings are secured by a charge over the general rate revenue of Council.

(a) The maturity profile for Council's borrowings is:

Treasury Corporation of Victoria borrowings - secured

Not later than one year	<b>4,441</b>	4,257
Later than one year and not later than five years	<b>19,768</b>	18,949
Later than five years	<b>15,012</b>	20,272
	<b>39,221</b>	43,478

Borrowings are initially measured at fair value, being the cost of the interest bearing liabilities, net of transaction costs. The measurement basis subsequent to initial recognition depends on whether the Council has categorised its interest-bearing liabilities as either financial liabilities designated at fair value through the profit and loss, or financial liabilities at amortised cost. Any difference between the initial recognised amount and the redemption value is recognised in net result over the period of the borrowing using the effective interest method.

The classification depends on the nature and purpose of the interest bearing liabilities. The Council determines the classification of its interest bearing liabilities based on contractual repayment terms at every balance date.

**5.6 Financing arrangements**

The Council has the following funding arrangements in place as at 30 June 2024:

Credit card facility	<b>100</b>	100
Treasury Corporation of Victoria facilities	<b>39,221</b>	43,478
	<b>39,321</b>	43,578
Used facilities	<b>39,264</b>	43,508
Unused facilities	<b>57</b>	70

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Notes to the financial report  
As at 30 June 2025

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	Not later than 1 year \$'000	Later than 1 year and not later than 2 years \$'000	Later than 2 years and not later than 5 years \$'000	Later than 5 years \$'000	Total \$'000
<b>Operating</b>					
Animal welfare services	583	285	-	-	868
Information systems and technology	4,441	1,056	689	-	6,186
Internal audit	215	-	-	-	215
Collection/processing of recyclable waste (i)	4,176	4,280	1,287	-	9,743
Community support	1,150	-	-	-	1,150
Cleaning contracts for council buildings	2,406	1,348	-	-	3,754
Delivered meals	529	-	-	-	529
Golf course management	497	-	-	-	497
Insurance	2,815	-	-	-	2,815
Recreational facility management	385	-	-	-	386
Traffic signal maintenance	92	94	242	-	428
Tree maintenance	2,963	3,037	3,347	-	9,347
Waste disposal	11,966	9,524	632	-	22,122
<b>Total</b>	<b>32,218</b>	<b>19,624</b>	<b>6,197</b>	<b>-</b>	<b>58,040</b>
<b>Capital</b>					
Construction works	4,113	-	-	-	4,113
<b>Total</b>	<b>4,113</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>4,113</b>
<b>2024</b>	<b>Not later than 1 year \$'000</b>	<b>Later than 1 year and not later than 2 years \$'000</b>	<b>Later than 2 years and not later than 5 years \$'000</b>	<b>Later than 5 years \$'000</b>	<b>Total \$'000</b>
<b>Operating</b>					
Animal welfare services	641	641	178	-	1,460
Information systems and technology	3,379	1,017	651	31	5,078
Internal audit	118	144	-	-	261
Collection/processing of recyclable waste (i)	4,391	4,390	3,558	-	12,339
Community support	3,010	-	-	-	3,010
Cleaning contracts for council buildings	474	-	-	-	474
Delivered meals	750	771	818	-	2,339
Golf course management	21	354	354	-	729
Insurance	2,701	-	-	-	2,701
Landfill monitoring	17	-	-	-	17
Recreational facility management	446	448	-	-	895
Traffic signal maintenance	65	65	259	-	389
Tree maintenance	879	-	-	-	879
Waste disposal	6,659	6,900	4,551	-	18,110
<b>Total</b>	<b>23,551</b>	<b>14,730</b>	<b>10,369</b>	<b>31</b>	<b>48,681</b>
<b>Capital</b>					
Construction works	2,443	-	-	-	2,443
<b>Total</b>	<b>2,443</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2,443</b>

Note (i): All or part of these commitments are calculated based on a contracted rate multiplied by estimated level of service consumption.

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Notes to the financial report

As at 30 June 2025

5.7 Commitments (continued)  
(b) Operating lease receivables  
Operating lease receivables

The Council has entered into commercial property leases on its investment property, consisting of surplus freehold office complexes. These properties held under operating leases have remaining non-cancellable lease terms of between 1 and 10 years. All leases include a CPI based revision of the rental charge annually.

Future undiscounted minimum rentals receivable under non-cancellable operating leases are as follows:

	2025 \$'000	2024 \$'000
Not later than one year	457	437
Later than one year and not later than five years	1,344	1,520
Later than five years	274	660
	<b>2,075</b>	<b>2,617</b>

5.8 Leases

At inception of a contract, Council 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.

Under AASB 16 Leases, Council as a not-for-profit entity has elected not to measure right-of-use assets at initial recognition at fair value in respect of leases that have significantly below-market terms.

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As at 30 June 2025

5.8 Leases (continued)

Right-of-use assets	Other P&E \$'000	Total \$'000
Balance at 1 July 2024	222	222
Additions	49	49
Depreciation charge	(45)	(45)
Balance at 30 June 2025	<u>226</u>	<u>226</u>
<b>Lease liabilities</b>	<b>2025</b>	<b>2024</b>
Maturity analysis - contractual undiscounted cash flows	<b>\$'000</b>	<b>\$'000</b>
Less than one year	79	62
One to five years	238	246
Total undiscounted lease liabilities as at 30 June:	<u>317</u>	<u>308</u>
Lease liabilities included in the Balance Sheet at 30 June:		
Current	48	33
Non-current	191	189
Total lease liabilities	<u>239</u>	<u>222</u>

**Short-term and low value leases**

Council has elected not to recognise right-of-use assets and lease liabilities for short-term leases of machinery 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 \$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.

	2025 \$'000	2024 \$'000
<b>Expenses relating to:</b>		
Short-term leases	14	99
Leases of low-value assets	376	17
Total	<u>390</u>	<u>116</u>

**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:

Payable:		
Within one year	223	155
Later than one year but not later than five years	237	246
Total lease commitments	<u>460</u>	<u>401</u>

Darebin City Council  
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Notes to the financial report  
As at 30 June 2025

Note 6 Assets we manage  
6.1 Property, infrastructure, plant and equipment

Summary of property, infrastructure, plant and equipment

	Carrying amount 30 June 2024	Additions	Contributions	Revaluation	Depreciation	Disposal	Write-off	Transfer	Carrying amount 30 June 2025
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Land	745,822	-	-	-	-	-	-	-	745,822
Buildings	308,489	3,006	-	-	(9,420)	-	(178)	(9,314)	292,583
Plant and equipment	12,636	5,797	-	-	(2,542)	(55)	-	101	15,937
Infrastructure	832,646	11,293	23,803	19,637	(21,628)	-	(89)	12,046	877,707
Work in progress	4,698	7,310	-	-	-	-	(489)	(2,833)	8,686
	1,904,291	27,406	23,803	19,637	(33,590)	(55)	(756)	-	1,940,735

Summary of Work in Progress

	Opening WIP	Additions	Transfers	Write-offs	Closing WIP
	\$'000	\$'000	\$'000	\$'000	\$'000
Buildings	87	5,096	1,387	(328)	6,242
Plant and equipment	110	347	33	-	490
Infrastructure	4,501	1,867	(4,253)	(161)	1,954
Total	4,698	7,310	(2,833)	(489)	8,686

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**Notes to the financial report**  
As at 30 June 2025

**Note 6 Assets we manage**  
**6.1 Property, infrastructure, plant and equipment**

**(a) Property**

	Land - specialised	Land - non specialised	Total Land	Buildings - heritage	Buildings - specialised	Buildings - non specialised	Work in progress	Total Buildings	Total Property
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
At fair value 1 July 2024	702,246	43,576	<b>745,822</b>	20,833	278,960	8,696	87	<b>308,576</b>	<b>1,054,398</b>
Accumulated depreciation at 1 July 2024	-	-	-	-	-	-	-	-	-
	702,246	43,576	<b>745,822</b>	20,833	278,960	8,696	87	<b>308,576</b>	<b>1,054,398</b>
<b>Movements in fair value</b>									
Additions	-	-	-	747	2,161	98	5,096	<b>8,102</b>	<b>8,102</b>
Write-off	-	-	-	-	(187)	-	(328)	<b>(515)</b>	<b>(515)</b>
Transfers	-	-	-	669	(10,318)	83	1,387	<b>(8,179)</b>	<b>(8,179)</b>
	-	-	-	1,416	(8,344)	181	6,155	<b>(592)</b>	<b>(592)</b>
<b>Movements in accumulated depreciation</b>									
Depreciation and amortisation	-	-	-	(349)	(8,777)	(294)	-	<b>(9,420)</b>	<b>(9,420)</b>
Accumulated depreciation of write-off	-	-	-	-	9	-	-	<b>9</b>	<b>9</b>
Transfers	-	-	-	-	252	-	-	<b>252</b>	<b>252</b>
	-	-	-	(349)	(8,516)	(294)	-	<b>(9,159)</b>	<b>(9,159)</b>
At fair value 30 June 2025	702,246	43,576	<b>745,822</b>	22,249	270,616	8,877	6,242	<b>307,984</b>	<b>1,053,806</b>
Accumulated depreciation at 30 June 2025	-	-	-	(349)	(8,516)	(294)	-	<b>(9,159)</b>	<b>(9,159)</b>
Carrying amount	702,246	43,576	<b>745,822</b>	21,900	262,100	8,583	6,242	<b>298,825</b>	<b>1,044,647</b>



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**Notes to the financial report**  
As at 30 June 2025

**Note 6 Assets we manage**  
**6.1 Property, infrastructure, plant and equipment**

**(b) Plant and Equipment**

	Plant machinery and equipment	Computers and telecoms	Fixtures fittings and furniture	Library books	Artwork & historical collections	Other	Work in progress	Total plant and equipment
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
At fair value 1 July 2024	25,181	11,289	7,011	11,960	2,142	1,117	110	<b>58,810</b>
Accumulated depreciation at 1 July 2024	(18,124)	(10,502)	(6,456)	(10,100)	-	(879)	-	<b>(46,061)</b>
	7,057	787	555	1,860	2,142	238	110	<b>12,749</b>
<b>Movements in fair value</b>								
Additions	1,757	3,222	87	689	42	-	347	<b>6,144</b>
Fair value of assets disposed	(810)	-	-	-	-	-	-	<b>(810)</b>
Transfers	128	-	-	-	-	-	33	<b>161</b>
	1,075	3,222	87	689	42	-	380	<b>5,495</b>
<b>Movements in accumulated depreciation</b>								
Depreciation and amortisation	(1,266)	(596)	(141)	(487)	-	(52)	-	<b>(2,542)</b>
Accumulated depreciation of disposals	751	-	-	-	-	-	-	<b>751</b>
Transfers	(26)	-	-	-	-	-	-	<b>(26)</b>
	(541)	(596)	(141)	(487)	-	(52)	-	<b>(1,817)</b>
At fair value 30 June 2025	26,256	14,511	7,098	12,649	2,184	1,117	490	<b>64,305</b>
Accumulated depreciation at 30 June 2025	(18,665)	(11,098)	(6,597)	(10,587)	-	(931)	-	<b>(47,878)</b>
Carrying amount	7,591	3,413	501	2,062	2,184	186	490	<b>16,427</b>

Darebin City Council  
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**Notes to the financial report**  
As at 30 June 2025

**Note 6 Assets we manage**  
**6.1 Property, infrastructure, plant and equipment**

**(c) Infrastructure**

	Roads	Footpaths and cycleways	Bridges	Drainage	Recreation, leisure and community	Land improvements	Parks, open spaces and streetscapes	Off street car parks	Waste Management	Work in progress	Total Infrastructure
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000		\$'000	\$'000
At fair value 1 July 2024	308,728	146,771	8,852	285,044	291	51,824	46,274	9,968	11,093	4,501	873,346
Accumulated depreciation at 1 July 2024	-	-	-	-	(14)	(4,350)	(31,835)	-	-	-	(36,199)
	308,728	146,771	8,852	285,044	277	47,474	14,439	9,968	11,093	4,501	837,147
<b>Movements in fair value</b>											
Additions	2,548	3,172	32	1,256	431	590	1,704	93	1,467	1,867	13,160
Contributed assets	-	-	-	343	-	-	23,460	-	-	-	23,803
Revaluation increments/decrements	-	-	-	-	1,954	-	(13,838)	-	-	-	(11,884)
Fair value of assets disposed	-	-	-	-	-	-	-	-	(47)	-	(47)
Write-off	-	-	-	-	-	(94)	(48)	-	-	(161)	(303)
Transfers	688	17	-	811	28,409	(25,495)	7,259	-	583	(4,253)	8,019
	3,236	3,189	32	2,410	30,794	(24,999)	18,537	93	2,003	(2,547)	32,748
<b>Movements in accumulated depreciation</b>											
Depreciation and amortisation	(7,196)	(4,744)	(161)	(3,124)	(304)	(2,008)	(2,701)	(236)	(1,154)	-	(21,628)
Accumulated depreciation of disposals	-	-	-	-	-	-	-	-	47	-	47
Accumulated depreciation of write-off	-	-	-	-	-	17	35	-	-	-	52
Revaluation increments/decrements	-	-	-	-	3,157	-	28,364	-	-	-	31,521
Transfers	-	-	-	-	(3,303)	3,488	(411)	-	-	-	(226)
	(7,196)	(4,744)	(161)	(3,124)	(450)	1,497	25,287	(236)	(1,107)	-	9,766
At fair value 30 June 2025	311,964	149,960	8,884	287,454	31,085	26,825	64,811	10,061	13,096	1,954	906,094
Accumulated depreciation at 30 June 2025	(7,196)	(4,744)	(161)	(3,124)	(464)	(2,853)	(6,548)	(236)	(1,107)	-	(26,433)
Carrying amount	304,768	145,216	8,723	284,330	30,621	23,972	58,263	9,825	11,989	1,954	879,661

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**Notes to the financial report**  
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**6.1 Property, infrastructure, plant and equipment**

*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.

Asset recognition thresholds and depreciation periods	Depreciation Period	Threshold Limit \$
<b>Land and land improvements</b>		
land	-	5,000
land improvements	15 - 85 years	5,000
<b>Buildings</b>		
heritage buildings	50 - 230	5,000
buildings	20 - 105	5,000
building improvements	20 - 80 years	5,000
leasehold improvements	Life of lease	5,000
<b>Plant and equipment</b>		
vehicles	3 to 10 years	5,000
plant, machinery and parks equipment	5 - 20 years	3,000
fixtures, fittings and furniture	5 - 10 years	3,000
computers and telecommunications	3 - 10 years	3,000
library books, tapes, videos and DVDs	3 - 8 years	All
Artworks and historical objects	-	All
<b>Infrastructure</b>		
road pavements and seals	1 - 120 years	All
road substructure	10 - 120	All
road kerb, channel and minor culverts	60 years	All
bridges deck	30 - 100	All
bridges substructure	30 - 100	All
footpaths and cycleways	5 - 50 years	All
drainage including pipes, pits and gross pollutant traps	100 - 120	5,000
recreational, leisure and community facilities	10 - 50 years	5,000
waste management	5 - 80 years	5,000
parks, open space and streetscapes	10 - 50 years	5,000
off street car parks	1 - 120 years	5,000
<b>Intangible assets</b>		
software and system development costs	3 - 5 years	1,000
<b>Right-of-use assets</b>		
land	Life of lease	5,000
plant, machinery and equipment	Life of lease	5,000

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**Notes to the financial report**

As at 30 June 2025

**6.1 Property, infrastructure, plant and equipment**

**Land under roads**

Council recognises land under roads it controls at fair value.

**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 that 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.

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.

Straight-line depreciation is charged based on the residual useful life as determined each year.

Depreciation periods used are listed below and are consistent with the prior year unless otherwise stated.

**Repairs and maintenance**

Routine maintenance, repair costs and minor renewal costs are expensed as incurred. Where the repair relates to the replacement of a component of an asset and the cost exceeds the capitalisation threshold the cost is capitalised and depreciated. 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 the lease period.

**Valuation of land and buildings**

Valuations of land and buildings were undertaken by a qualified valuer Mr A Lee, AAPI (Westlink Consulting). The last valuation was undertaken as at 30 June 2024. 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 will have a significant impact on the fair value of these assets.

The date of the current valuation is detailed in the following table. An index based revaluation was conducted in the current year, this valuation was based on Valuer-General land indices and latest ABS construction cost data. A full revaluation of these assets will be conducted in 2026/27.

Details of the Council's land and buildings and information about the fair value hierarchy as at 30 June 2025 are as follows:

<b>Assets measured at fair value</b>	<b>Level 1 \$'000</b>	<b>Level 2 \$'000</b>	<b>Level 3 \$'000</b>	<b>Total \$'000</b>	<b>Date of Valuation</b>	<b>Type of Valuation</b>
Land	-	43,576	702,246	<b>745,822</b>	June 2024	Full
Buildings	-	8,695	299,793	<b>308,488</b>	June 2024	Full
	-	52,271	1,002,039	<b>1,054,310</b>		

No transfers between levels occurred during the year.

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**Notes to the financial report**

As at 30 June 2025

**6.1 Property, infrastructure, plant and equipment**

**Valuations of infrastructure**

Infrastructure includes road surface and substructures, footpaths and shared paths, kerbs and channels, traffic devices, parking bays, off-street car parks, drainage pipes, pits, gross pollutant traps and bridges. The valuations for infrastructure assets were determined by Mrs A Dharmapriya, B Eng (Civil), Co-ordinator Infrastructure Planning and Mr A Blefari MEM (Agis Pty Ltd). The valuations were performed as at 30 June 2024 on fair value based on current replacement cost less accumulated depreciation at the date of the valuation.

Road, footpath and cycleway and off-street car park replacement costs are calculated with reference to a representative range of unit costs received from contractors and other relevant sources. Accumulated depreciation has been assessed with reference to the AUSTROADS National Pavement Condition Indicators and road condition surveys.

Bridge replacement cost is based on the major components of the structure and sourced from representative bridge construction projects. Accumulated depreciation has been assessed based on knowledge of Council's bridge network and industry standards. Drainage replacement cost is calculated with reference to a representative range of unit costs received from contractors and other relevant sources. Accumulated depreciation has been assessed based on knowledge of Council's drainage network and industry standards.

Land improvements includes playing surfaces, retarding basins and other land improvements. The valuations for land improvements were undertaken by a qualified valuer Mr A Lee, AAPI (Westlink Consulting). The valuations were performed as at 30 June 2024 on the basis of fair value being the current replacement cost less accumulated depreciation at the date of the valuation.

Parks, open space and streetscapes includes furniture, equipment, paths and other assets in parks and on streetscapes. The valuations for Parks, open space and streetscapes were undertaken by a qualified valuer Mr A Lee, AAPI (Westlink Consulting). The valuations were performed as at 30 June 2025 on the basis of fair value being the current replacement cost less accumulated depreciation at the date of the valuation.

The date of the current valuation is detailed in the following table. An index based revaluation was conducted in the current year, this valuation was based on latest ABS construction cost data, current contracted unit rates or Rawlinson construction cost guide. The next scheduled full revaluation for this purpose will be conducted in 2026/27.

There were no changes in valuation techniques throughout the period to 30 June 2025.

For all assets measured at fair value, the current use is considered the highest and best use.

Details of Council's infrastructure and information about the fair value hierarchy as at 30 June 2025 are as follows:

**6.1 Property, infrastructure, plant and equipment**

<b>Assets measured at fair value</b>	<b>Level 1 \$'000</b>	<b>Level 2 \$'000</b>	<b>Level 3 \$'000</b>	<b>Total \$'000</b>	<b>Date of Valuation</b>	<b>Type of Valuation</b>
Roads	-	-	308,728	308,728	June 2024	Full
Footpaths and cycleways	-	-	146,771	146,771	June 2024	Full
Bridges	-	-	8,851	8,851	June 2024	Full
Drainage	-	-	285,044	285,044	June 2024	Full
Recreation, leisure and community	-	-	277	277	June 2025	Full
Land improvements	-	-	47,475	47,475	June 2024	Full
Parks, open spaces and streetscapes	-	-	14,440	14,440	June 2025	Full
Off-street carparks	-	-	9,968	9,968	June 2024	Full
Waste management	-	-	11,093	11,093	June 2024	Full
	-	-	832,647	832,647		

No transfers between levels occurred during the year.

**Description of significant unobservable inputs into level 3 valuations**

**Specialised land and land under roads**

Specialised land and land under roads are 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 values between 10% 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 \$10 and \$5,985 per square metre.

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As at 30 June 2025

**6.1 Property, infrastructure, plant and equipment**

**Specialised buildings**

Specialised buildings are valued using current replacement cost technique. Significant unobservable inputs include the current replacement cost and remaining useful lives of buildings. Current replacement costs are calculated on a square metre basis and range from \$325 to \$12,800 per square metre. The remaining useful lives of buildings are determined on the basis of the current condition of buildings and vary from 50 years to 80 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 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 10 years to 120 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. Current replacement cost for infrastructure is calculated as follows:

Roads and off-street car parks range between \$87 to \$625 per square metre.

Shared paths and cycleways range between \$87 to \$625 per square metre.

Drainage assets range between \$133 to \$8,408 per unit.

Bridge assets range varies depending on construction type.

Recreation, leisure and community assets range varies depending on construction type.

Parks, open space and streetscape assets range varies depending on construction type.

	2025 \$'000	2024 \$'000
<b>Reconciliation of specialised land</b>		
Land under roads	1,468	1,468
Community facilities	65,973	65,973
Council administration and depots	23,183	23,183
Off-street car parks	15,827	15,827
Parks and reserves	595,795	595,795
<b>Total specialised land</b>	<b>702,246</b>	<b>702,246</b>

**6.2 Investment property**

	2025 \$'000	2024 \$'000
Balance at beginning of financial year	9,840	9,270
Fair value adjustments	920	570
Balance at end of financial year	<b>10,760</b>	<b>9,840</b>

Investment property is held to generate long-term rental yields. 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 independent valuers. Changes to fair value are recorded in the Comprehensive Income Statement in the period that they arise. Rental income from the leasing of investment properties is recognised in the Comprehensive Income Statement on a straight line basis over the lease term.

**Valuation of investment property**

The valuation of investment property has been determined by Mr A Lee, AAPV (Westlink Consulting), who has recent experience 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.

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**Note 7      People and relationships**  
**7.1      Council and key management remuneration**

**(a) Related parties**

Darebin City Council is the parent entity. Council has no interests in subsidiaries and associates.

**(b) Key management personnel**

Key management personnel (KMP) are those people with the authority and responsibility for planning, directing and controlling the activities of Darebin City Council. The Councillors, Chief Executive Officer and General Managers are deemed KMP.

Details of persons holding the position of Councillor or other members of key management personnel at any time during the year are:

**Councillors**

Matt Arturi (13/11/2024 - current)	Connie Boglis (13/11/2024 - current)
Emily Dimitriadis (Deputy Mayor 1/7/2024 - current)	Gaetano Greco (1/7/2023 - 26/04/2025)
Tom Hannan (1/7/2024 - 26/10/2024)	Ruth Jelley (13/11/2024 - current)
Tim Laurence (1/7/2024 - 26/10/2024)	Lina Messina (1/7/2024 - 26/10/2024)
Trent McCarthy (1/7/2024 - 26/10/2024)	Susanne Newton (1/7/2024 - 26/10/2024)
Julie O'Brien (13/11/2024 - current)	Kristine Olaris (Mayor 13/11/2024 - current)
Susan Rennie (1/7/2024 - 26/10/2024)	Alexandra Sangster (13/11/2024 - current)
Vasilios Tsalkos (13/11/2024 - current)	Julie Williams (1/7/2024 - 26/10/2024)

**Chief Executive Officer**

Peter Smith (1/7/2023 - 22/10/2024)  
Michael Tudball (Acting 25/9/2024 - 1/7/2025)

**Other key management personnel**

**GM City Sustainability and Strategy**

Vanessa Petrie (1/7/2024 - current)

**GM Customer and Corporate**

Enna Giampiccolo (Acting 1/07/2024 - 2/02/2025)  
Caroline Buisson (3/02/2025 - current)

**Executive Manager Governance and Communications**

Enna Giampiccolo (3/02/2025 - current)

**GM Community**

Kylie Benetts (1/7/2024 - 8/11/2024)  
Nina Cullen (6/01/2025 - current)

**GM Infrastructure, Operations & Finance**

Rachel Ollivier (1/7/2024 - current)

	2025 Number	2024 Number
Total number of councillors	16	9
Chief Executive Officer and other key management personnel	8	8
Total key management personnel	24	17

**(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 employee 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.

**Other long-term employee benefits** include long service leave, other long service benefits or deferred compensation.

**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.

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As at 30 June 2025

7.1 Council and key management remuneration

	2025 \$'000	2024 \$'000
Total remuneration of key management personnel was as follows:		
Short-term employee benefits	2,014	2,217
Long-term employee benefits	50	46
Post-employment benefits	274	157
<b>Total</b>	<b>2,338</b>	<b>2,420</b>

The numbers of key management personnel whose total remuneration from Council and any related entities, falls within the following bands:

	2025 Number	2024 Number
\$10,000 - \$19,999	5	-
\$20,000 - \$29,999	7	-
\$30,000 - \$39,999	1	6
\$40,000 - \$49,999	1	-
\$50,000 - \$59,999	1	1
\$70,000 - \$79,999	-	3
\$80,000 - \$89,999	1	-
\$100,000 - \$109,999	1	1
\$140,000 - \$149,999	1	-
\$160,000 - \$169,999	-	1
\$180,000 - \$189,999	-	-
\$200,000 - \$209,999	1	-
\$210,000 - \$219,999	-	1
\$220,000 - \$229,999	1	-
\$250,000 - \$259,999	1	-
\$270,000 - \$279,999	1	1
\$320,000 - \$329,999	-	1
\$330,000 - \$339,999	1	-
\$340,000 - \$349,999	1	1
\$460,000 - \$469,999	-	1
	<b>24</b>	<b>17</b>

(d) Remuneration of other senior staff

	2025 \$'000	2024 \$'000
Total remuneration of other senior staff was as follows:		
Short-term benefits	2,866	2,422
Long-term benefits	89	77
Post-employment benefits	325	264
<b>Total</b>	<b>3,280</b>	<b>2,763</b>

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.



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7.1 Council and key management remuneration

	2025 Number	2024 Number
The number of other senior staff is shown below in their relevant income bands:		
\$170,000 - \$179,999	-	2
\$180,000 - \$189,999	1	3
\$190,000 - \$199,999	3	4
\$200,000 - \$209,999	1	2
\$210,000 - \$219,999	3	1
\$220,000 - \$229,999	2	1
\$230,000 - \$239,999	2	1
\$240,000 - \$249,999	2	-
\$250,000 - \$259,999	1	-
	15	14
	\$'000	\$'000
Total remuneration for the year for other senior staff included above amounted to:	3,280	2,763

7.2 Related party disclosure

(a) Transactions with related parties

During the period Council had no reportable transactions with related parties.

(b) Outstanding balances with related parties

There are no balances outstanding at the end of the reporting period in relation to transactions with related parties.

(c) Loans to/from related parties

Council does not make loans to or receive loans from related parties. No guarantees have been provided.

(d) Commitments to/from related parties

Council has no outstanding commitments to/from other related parties.

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**Notes to the financial report**  
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**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 by way of a note and, if quantifiable, are measured at nominal value. Contingent assets and liabilities are presented inclusive of GST receivable or payable respectively.

**(a) 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.

**LXRP Infrastructure Assets**

Council may be the beneficiary of certain infrastructure assets constructed along the Northern Pipe Trail, Reservoir and Keon Park Stations by the Level Crossing Removal Project (LXRP). A Memorandum of Understanding that establishes the relationship between Council and LXRP and the mechanism for the asset transfer and maintenance agreements is currently under review.

**(b) 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.

**Superannuation**

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 below. As a result of the volatility in financial markets the likelihood of making such contributions in future periods exists.

**Contaminated sites**

Council has inherited a range of potential contaminated land matters that warrant appropriate investigation per the Environmental Protection Act 2017 as regulated by the Environment Protection Authority Victoria (EPA).

In accordance with the Act, the EPA determines contaminated sites based on the risk to human health, the environment and environmental values. Council may have a liability in respect of remediation for sites that are classified as contaminated.

Council currently has five open matter with the EPA in respect to potential contamination sites. As the matters are still ongoing, Council is unable to assess the likely outcome of these matter. Accordingly, it is not practicable to estimate the potential financial effect or to identify the uncertainties relating to the amount or timing of any outflows.

Council is conducting a comprehensive risk assessment of all possible contaminated sites under its responsibility. While the Council is still in the process of assessing the potential impact of contaminated sites, a contingent liability may exist at year end for the sites which have not yet been assessed.

Darebin City Council  
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**Notes to the financial report**  
As at 30 June 2025

**8.1 Contingent assets and liabilities (continued)**

**Legal matters**

Council is presently involved in several confidential legal matters, which are being conducted through Council's solicitors. As these matters are yet to be finalised, and the financial outcomes are unable to be reliably estimated, no allowance for these contingencies has been made in the financial report. Any disclosure may prejudice Council's position in these matters.

**Building cladding**

Council has several buildings that may require rectification works as a result of flammable building cladding. Council is currently working with the Victorian Building Authority and Cladding Safety Victoria on monitoring and potential remediation of non-compliant cladding.

**Liability Mutual Insurance**

Council is a participant of the MAV Liability Mutual Insurance (LMI) scheme. The LMI scheme provides public liability and professional indemnity insurance cover. The LMI scheme states that each participant will remain liable to make further contributions to the scheme in respect of any insurance year in which it was a participant to the extent of its participant's share of any shortfall in the provision set aside in respect of that insurance year, and such liability will continue whether or not the participant remains a participant in future insurance years.

**8.2 Change 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. As at 30 June 2025 there were no new accounting standards or interpretations issued by the AASB which are applicable for the year ending 30 June 2025 that are expected to impact Council.

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.

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**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 TCV 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 the 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 a financial instrument will fluctuate because of changes in market prices. Council's exposures to market risk are primarily through interest rate risk with only insignificant exposure to other price risks and no exposure to foreign currency risk.

**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. Our interest rate liability risk arises primarily from long term loans and borrowings at fixed rates that expose us 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 investment
- 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 period.

Interest rate movements have not been sufficiently significant during the year to have an impact on the Council's year end result.

**(c) Credit risk**

Credit risk is the risk that a contracting entity will not complete its obligations under a financial instrument and cause us to make a financial loss. We have exposure to credit risk on some financial assets included in our balance sheet. To help manage this risk, Council:

- has a policy for establishing credit limits for the entities it deals with;
- may require collateral where appropriate; and
- only invests surplus funds with financial institutions that have a recognised credit rating specified in our investment policy.

Receivables consist of a large number of customers, spread across the ratepayer, business and government sectors. Credit risk associated with Council's financial assets is minimal because the main debtor is secured by a charge over the rateable property.

There are no material financial assets that are individually determined to be impaired.

Council may also be subject to credit risk for transactions that are not included in the balance sheet, such as when we provide a guarantee for another party. Details of our contingent liabilities are disclosed in Note 8.1.

The maximum exposure to credit risk at the reporting date to recognised financial assets 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.

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**Notes to the financial report**

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**8.3 Financial instruments (continued)**

**(d) Liquidity risk**

Liquidity risk includes the risk that, as a result of our operational liquidity requirements or when we will not have sufficient funds to settle a transaction when required, we 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 that 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
- sets limits on borrowings relating to the percentage of loans to rate revenue and percentage of loan principal repayments to rate revenue.

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 period.

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 at Note 5.5.

Unless otherwise stated, the carrying amounts of financial instruments reflect their fair value.

**(e) Sensitivity disclosure analysis**

Taking into account past performance, future expectations, economic forecasts, and management's knowledge and experience of the financial markets, the Council believes the following movements are 'reasonably possible' over the next 12 months (base rates are sourced from the Reserve Bank of Australia):

- A parallel shift of -1.0% and +1.0% in market interest rates (AUD) from year-end rates of 3.85%.

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**

**Fair value hierarchy**

Council's financial assets and liabilities are not valued in accordance with the fair value hierarchy, rather, 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 not resulted in any material impacts to Council's financial statements.

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

Level 3 — Valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable.

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8.4 Fair value measurement (continued)

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.

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, 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 on a regular basis ranging from two to three 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	Revaluation frequency
Land	1 to 2 years
Buildings	1 to 2 years
Roads	2 to 3 years
Bridges	2 to 3 years
Footpath and cycleways	2 to 3 years
Drainage	2 to 3 years
Recreational, leisure and community facilities	2 to 3 years
Waste management	2 to 3 years
Parks, open space and streetscapes	2 to 3 years
Other infrastructure	2 to 3 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 increases and decreases within the year are offset.

Impairment of assets

At each reporting date, 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 of disposal and value in use, is compared with the asset's carrying value. Any excess of the asset's 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.

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**Note 9 Other matters**

<b>9.1 Reserves</b>	Balance at beginning of reporting period \$'000	Increase (decrease) \$'000	Balance at end of reporting period \$'000
<b>(a) Asset revaluation 2025</b>			
<b>Property</b>			
Land	615,276	-	615,276
Land improvements	9,058	(1,573)	7,485
Buildings	115,082	(127)	114,955
	<u>739,416</u>	<u>(1,700)</u>	<u>737,716</u>
<b>Plant and equipment</b>			
Other	6,143	-	6,143
<b>Infrastructure</b>			
Roads	223,581	-	223,581
Footpaths and cycleways	82,431	-	82,431
Drainage	247,079	-	247,079
Bridges	2,716	-	2,716
Waste management	197	21	218
Parks and open space	-	14,968	14,968
Recreation and leisure	-	6,348	6,348
	<u>556,004</u>	<u>21,337</u>	<u>577,341</u>
<b>Total asset revaluation reserves</b>	<b><u>1,301,563</u></b>	<b><u>19,637</u></b>	<b><u>1,321,200</u></b>
<b>2024</b>			
<b>Property</b>			
Land	729,085	(113,809)	615,276
Land improvements	6,892	2,166	9,058
Buildings	104,823	10,259	115,082
	<u>840,800</u>	<u>(101,384)</u>	<u>739,416</u>
<b>Plant and equipment</b>			
Other	6,143	-	6,143
<b>Infrastructure</b>			
Roads	129,754	93,827	223,581
Footpaths and cycleways	6,005	76,426	82,431
Drainage	71,042	176,037	247,079
Bridges	1,931	785	2,716
Waste management	-	197	197
	<u>208,732</u>	<u>347,272</u>	<u>556,004</u>
<b>Total asset revaluation reserves</b>	<b><u>1,055,675</u></b>	<b><u>245,888</u></b>	<b><u>1,301,563</u></b>

The asset revaluation reserve is used to record the increased (net) value of Council's assets over time.

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**Note 9.1 Reserves (continued)**

	Balance at beginning of reporting period \$'000	Transfer from accumulated surplus \$'000	Transfer to accumulated surplus \$'000	Balance at end of reporting period \$'000
<b>(b) Other reserves</b>				
<b>2025</b>				
Car park development	228	-	-	228
Capital works	1,775	-	-	1,775
Developer Contribution Scheme	-	896	896	-
Drainage development	25	-	-	25
Plant replacement	3,549	1,296	1,459	3,386
Public open space and recreation	8,642	2,515	3,595	7,562
Unspent grants and contributions	45	-	-	45
<b>Total other reserves</b>	<b>14,264</b>	<b>4,707</b>	<b>5,950</b>	<b>13,021</b>
<b>(b) Other reserves</b>				
<b>2024</b>				
Car park development	228	-	-	228
Capital works	1,775	-	-	1,775
Developer Contribution Scheme	-	1,044	1,044	-
Drainage development	25	-	-	25
Information technology	-	-	-	-
Plant replacement	2,837	2,015	1,303	3,549
Public open space and recreation	10,156	4,029	5,543	8,642
Unspent grants and contributions	337	-	292	45
<b>Total other reserves</b>	<b>15,358</b>	<b>7,088</b>	<b>8,182</b>	<b>14,264</b>



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## Notes to the financial report

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### Note 9.1 Reserves (continued)

#### Nature and purpose of reserves

#### Statutory and discretionary reserves:

##### Car park development

The Car Park Development reserve is used to provide funding for future development and ongoing maintenance of car parks within the municipality. Funding is derived from unspent contributions from commercial developers for cash in lieu of constructed car parks. This funding is initially recognised in the Comprehensive Income Statement and then transferred to the reserve from accumulated surplus to facilitate separate tracking of the total funds received but not yet spent.

##### Capital works

The Capital Works reserve was established with effect from 19 March 2018 by Council resolution for the purpose of financing future capital works projects. Funding is derived from identified capital works project savings. Council may expend funds from the reserve for the purposes of major capital works.

##### Developer Contribution Scheme

The Developer Contribution Scheme reserve is used to provide for the future funding of Council's asset base. These assets include community facilities, parkland, and the drainage and road networks. Funding is provided by way of a developer's contribution, whereby the developer funds only the renewal of assets from that location. This funding is initially recognised in the Comprehensive Income Statement and then transferred to the reserve from accumulated surplus to facilitate separate tracking of the total funds received but not yet spent.

##### Drainage development

The Drainage Development reserve is used to provide partial funding for the replacement of Council's drainage network. Funding is provided from developer contributions for drainage which are initially recognised in the Comprehensive Income Statement and then transferred to the reserve from accumulated surplus to facilitate separate tracking of the total funds received but not yet spent.

##### Information technology

The Information Technology reserve was established by Council resolution for the purpose of financing Council's IT strategy over the coming years. Funding is derived from identified IT-related capital works project savings. Council may expend funds from the reserve for the purposes of information technology development and implementation projects.

##### Plant replacement

The Plant Replacement reserve was established to ensure adequate funds are available to purchase plant at the optimum replacement point. Transfers to and from the reserve are based upon plant depreciation or replacement charges less the net plant purchases as per the approved plant replacement program.

##### Public open space and recreation

The Public Open Space and Recreation reserve is used to provide funding for future purchases and improvements of open space. Funding is provided from developers' contributions for open space that are initially recognised in the Comprehensive Income Statement and then transferred to the reserve from accumulated surplus to facilitate separate tracking of the total funds received but not yet spent.

##### Unspent grant and contributions funding

The Unspent Grant and Contributions reserve is used to fund future grant funded projects. Grant funding is received in advance from both federal and state government authorities to fund projects. Revenue from grants and contributions is initially recognised in the Comprehensive Income Statement and then transferred to the reserve from accumulated surplus to facilitate the tracking of the total funds received but not yet spent.

Darebin City Council  
2024/2025 Financial Report

**Notes to the financial report**

As at 30 June 2025

	2025 \$'000	2024 \$'000
<b>9.2 Reconciliation of cash flows from operating activities to surplus</b>		
Surplus for the year	<b>30,939</b>	<b>7,778</b>
Non-cash adjustments		
Depreciation and amortisation	<b>34,371</b>	27,271
Net (gain) on disposal of property, infrastructure, plant and equipment	<b>(166)</b>	(315)
Fair value adjustments for investment property	<b>(920)</b>	(570)
Contributions - non-monetary assets	<b>(23,803)</b>	(4,504)
Write-off of other financial assets	-	32
Finance costs	<b>1,616</b>	1,766
	<b>11,098</b>	23,680
Change in assets and liabilities		
(Increase) in trade and other receivables	<b>(1,757)</b>	(2,667)
(Increase) decrease in inventories	<b>(32)</b>	5
(Increase) decrease in other assets	<b>476</b>	(816)
(Increase) decrease in prepayments	<b>(475)</b>	393
(Increase) in right-of-use assets	<b>(5)</b>	(193)
Increase in trade and other payables	<b>4,988</b>	2,767
Increase in contract and other liabilities	<b>785</b>	1,142
Increase in trust funds and deposits	<b>1,569</b>	45
Increase in provisions	<b>1,089</b>	3,247
	<b>6,638</b>	3,923
Net cash provided by operating activities	<b>48,675</b>	35,381

Darebin City Council  
2024/2025 Financial Report

## Notes to the financial report

### As at 30 June 2025

**Note 9 Other matters**  
**9.3 Superannuation**

Council makes the majority of its employer superannuation contributions in respect of its employees to the Local Authorities Superannuation Fund (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**

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**

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.

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 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**

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 Council is a contributing employer was 105.4%. The financial assumptions used to calculate the VBI were:

Net investment returns 5.6% pa  
Salary information 3.5% pa  
Price inflation (CPI) 2.7% pa

As at 30 June 2025, an interim actuarial investigation is underway as the Fund provides lifetime pensions in the Defined Benefit category. It is expected to be completed by 31 October 2025.

Vision Super has advised that the VBI at 30 June 2025 was 110.5%. Council 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

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.

Notes to the financial report  
As at 30 June 2025

9.3 Superannuation (continued)

Employer contributions

(a) Regular contributions

On the basis of the results of the 2024 interim actuarial investigation conducted by the Fund Actuary, Council makes employer contributions to the Fund's Defined Benefit category at rates determined by the Fund's Trustee. For the year ended 30 June 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, Council reimburses the Fund to cover the excess of the benefits paid as a consequence of retrenchment above the funded resignation or retirement benefit.

(b) 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 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 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 Council is a contributing employer:

	2024 (Interim) \$m	2023 (Triennial) \$m
- A VBI surplus	\$108.4	\$84.7
- A total service liability surplus	\$141.4	\$123.6
- A discounted accrued benefits surplus	\$156.7	\$141.9

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.

Darebin City Council  
2024/2025 Financial Report

**Notes to the financial report**  
As at 30 June 2025

**9.3 Superannuation (continued)**

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%. Council 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 triennial 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 was:

	2023 Triennial Investigation	2020 Triennial Investigation
Net investment return	5.7 % pa	5.6 % pa
Salary inflation	3.50 % pa	2.50 % pa for the first two years and 2.75 % pa thereafter
Price inflation	2.80 % pa	2.00 % pa

***(c) Superannuation contributions***

Contributions by Council (excluding any unfunded liability payments) to the above superannuation plans for the financial year ended 30 June 2025 are detailed below:

<b><i>Scheme</i></b>	<b><i>Type of Scheme</i></b>	<b><i>Rate</i></b>	<b>2025 \$'000</b>	<b>2024 \$'000</b>
Vision Super	Defined benefit	11.5% (2024:11.0%)	316	346
Vision Super	Accumulation fund	11.5% (2024:11.0%)	4,933	4,814
Other funds	Accumulation fund	11.5% (2024:11.0%)	6,175	5,377

In addition to the above contributions, Council has paid unfunded liability payments to Vision Super totalling \$0 paid during the 2024/25 year (2023/24 \$0).

There were \$849,897 of contributions outstanding and nil 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 \$293,000.

**10 Change in accounting policy**

There have been no changes to accounting policies in the 2024/25 year.

# Darebin City Council Performance Statement

For the Year Ended 30 June 2025



**Darebin City Council  
Performance Statement  
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Darebin City Council  
**Certification of performance statement**  
For the Year Ended 30 June 2025

In my opinion, the accompanying performance statement has been prepared in accordance with the *Local Government Act 2020* ,  
the *Local Government (Planning and Reporting) Regulations 2020* .

\_\_\_\_\_  
Srini Krishnan CPA  
Principal Accounting Officer

Melbourne  
22 September 2025

In our opinion, the accompanying performance statement of the Darebin 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.

\_\_\_\_\_  
Kristine Olaris  
Councillor

\_\_\_\_\_  
Vasilios Tsalkos  
Councillor

\_\_\_\_\_  
Anne Howard  
Chief Executive Officer

Melbourne  
22 September 2025



Darebin City Council  
**Performance Statement**  
For the Year Ended 30 June 2025

**Section 1. Description of municipality**

The City of Darebin (Darebin) is situated over an area between 5 and 15 kilometres north of Melbourne's Central Business District. This area covers 53 square kilometres of land and stretches from Melbourne's inner northern suburbs of Northcote and Fairfield out to the traditional middle-ring suburbs of Reservoir and Bundoora. Darebin has a population of 159,963, which is projected to increase to 192,142 over the next 20 years. Darebin is home to one of the largest, most diverse communities in Victoria in terms of cultures, languages (148 languages are spoken), religions, socio-economic backgrounds, employment status, occupation and housing needs. Darebin's largest industries include education, training, retail trade, health care and social assistance.

Darebin City Council

**Section 2. Service Performance Indicators**

For the Year Ended 30 June 2025

		Results					
		2022	2023	2024	2025		Comment
Service / Indicator/ Measure [Formula]		Actual	Actual	Actual	Target as per budget	Actual	
Aquatic Facilities Utilisation							
AF6	Utilisation of aquatic facilities [Number of visits to aquatic facilities / Municipal population]	1.56	2.67	7.74	N/A	10.85	There has been a significant increase in visitations per head of population. NARC represents 1,311,615 (76%) of total visitation while RLC reflects 423,359 (24%) of total visitation. This is a significant increase on 2023-24 as NARC's 2024-25 data represents a full year of operation.
Animal Management Health & safety							
AM7	Animal management prosecutions [Number of successful animal management prosecutions / Total number of animal management prosecutions] x100	100.00%	100.00%	100.00%	N/A	100.00%	One court case to propose to declare a dog involved in a dog attack - the result was the dog being declared menacing by the court.
Food Safety Health & safety							
FS4	Critical and major non-compliance notifications [Number of critical non-compliance notifications and major non-compliance notifications about a food premises followed up / Number of critical non-compliance notifications and major non-compliance notifications about food premises] x100	100.00%	100.00%	100.00%	N/A	100.00%	Council has demonstrated its commitment to addressing non-compliance in food safety by continuously achieving 100% for this indicator.
Governance Consultation and engagement							
G2	Satisfaction with Council consultation and engagement [Community satisfaction rating out of 100 with how Council has performed on community consultation and engagement]	68.0	60.0	70.0	66.3	68.0	Date sourced from the 2025 annual Community Satisfaction Survey. Satisfaction with Council's community consultation and engagement performance declined, although it remained at a "good" level.

Darebin City Council

**Section 2. Service Performance Indicators**

For the Year Ended 30 June 2025

				Results			
		2022	2023	2024	2025		Comment
Service / Indicator/ Measure [Formula]		Actual	Actual	Actual	Target as per budget	Actual	
Libraries Participation							
LB7	Library membership [Number of registered library members / Population] x100	N/A	N/A	34.93%	N/A	38.41%	The increase in active membership compared to the previous year may be due to promotional campaigns and increased programs and events which attract new customers.
Maternal & Child Health Participation							
MC4	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	70.45%	74.76%	73.63%	N/A	73.81%	The service received an increased number of referrals to assess refugee children and babies.
MC5	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	71.13%	73.86%	77.32%	N/A	81.07%	The Maternal and Child health service has developed relationships with the Mercy Mother Baby hospital and Aboriginal services to better support families, children and babies.
Roads Condition							
R2	Sealed local roads maintained to condition standards [Number of Kilometres of sealed local roads below renewal intervention level set by Council / Kilometres of sealed local roads] x 100	96.75%	95.21%	94.87%	95.1%	94.13%	568 km of sealed road are within the intervention level and no requiring renewal, this is 94.13% of sealed roads are within the intervention level and meeting the target range.

Darebin City Council

**Section 2. Service Performance Indicators**

For the Year Ended 30 June 2025

		Results					
		2022	2023	2024	2025		Comment
Service / Indicator/ Measure [Formula]		Actual	Actual	Actual	Target as per budget	Actual	
Statutory Planning Service standard							
SP2	Planning applications decided within required timeframes [Number of regular planning application decisions made within 60 days) + (Number of VicSmart planning applications made within 10 days) / Number of planning application decisions made] x100	29.34%	37.03%	61.25%	60.0%	55.77%	There has been a 9% variance in planning applications decided within the relevant required time compared to last year. The application decision timeframes continue to exceed Council's target and remain significantly improved compared to previous years. While staff stability, improved data reporting, improved processes for planners/coordinators, and KPI's for the Statutory Planning team have all contributed to improved performance in recent years against statutory timeframes, outdated systems and a need for workarounds continue to make the timely processing of permit applications challenging.
Waste Collection Waste diversion							
WC5	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	50.15%	54.07%	52.27%	56.0%	50.20%	Reduction in green waste due to dry autumn.

Warrambin City Council  
**Section 3. Financial Performance Indicators**  
 for the Year Ended 30 June 2025

		Results					Forecasts				Material Variations and Comments
		2022	2023	2024	2025		2026	2027	2028	2029	
Dimension / Indicator / Measure [Formula]		Actual	Actual	Actual	Target as per budget	Actual	Forecasts	Forecasts	Forecasts	Forecasts	
<b>Efficiency</b>											
<b>Expenditure level</b>											
2.2	Expenses per property assessment [Total expenses / Number of property assessments]	\$2,507.53	\$2,622.60	\$2,708.32	\$2,727.00	\$2,813.14	\$3,018.73	\$3,111.64	\$3,172.90	\$3,274.64	Total expenses have increased by 9% over the year, primarily resulting from the impact on depreciation from the prior year property and infrastructure asset revaluations.
<b>Revenue level</b>											
2.4	Average rate per property assessment [Total rate revenue / Number of property assessments]	\$1,834.69	\$1,631.10	\$1,697.68	\$1,784.09	\$1,764.07	\$1,832.89	\$1,884.45	\$1,937.39	\$1,991.76	Result has been impacted by the Victorian Government's Fair Go Rates System increases applied to general rate charges for 2024-25.
<b>Working capital</b>											
2.1	Current assets compared to current liabilities [Current assets / Current liabilities] x100	140.20%	183.37%	181.05%	190.00%	187.86%	177.7%	165.5%	168.0%	159.5%	Result is in-line with expected result. The working capital ratio reflects the higher cash, financial assets and receivables at 30 June 2025. Forecast ratios reflect the anticipated reduced cash balances in the future years.
<b>Unrestricted cash</b>											
2.2	Unrestricted cash compared to current liabilities [Unrestricted cash / Current liabilities] x100	25.40%	53.17%	29.94%	86.76%	32.49%	96.74%	84.85%	86.49%	76.93%	Unrestricted cash was impacted by higher holdings of term deposits with a maturity of > than 90 days (\$41.9 million) which are classified as other financial assets. Actual result would have been 104% if these amounts were included.

Warrumbidgee City Council  
**Section 3. Financial Performance Indicators**  
 for the Year Ended 30 June 2025

		Results					Forecasts				Material Variations and Comments
		2022	2023	2024	2025		2026	2027	2028	2029	
Dimension / Indicator / Measure [Formula]		Actual	Actual	Actual	Target as per budget	Actual	Forecasts	Forecasts	Forecasts	Forecasts	
<b>Obligations</b>											
<b>Loans &amp; borrowings</b>											
32	Loans and borrowings compared to rates [Interest bearing loans and borrowings / Rate revenue] x100	7.27%	33.08%	28.71%	25.15%	25.08%	21.22%	17.89%	14.64%	11.46%	Result is in-line with expected results. Loan servicing in-line with repayment schedules.
33	Loans and borrowings repayments compared to rates [Interest and principal repayments on interest bearing loans and borrowings / Rate revenue] x100	0.00%	1.34%	3.88%	3.74%	3.76%	3.56%	3.45%	3.35%	3.25%	Result is in-line with expected results. Loan servicing in-line with repayment schedules.
<b>Indebtedness</b>											
34	Non-current liabilities compared to own-source revenue [Non-current liabilities / Own-source revenue] x100	7.13%	26.18%	23.04%	19.98%	19.91%	16.55%	13.79%	11.05%	8.35%	Result is in-line with expected results. Scheduled loan servicing has impacted the results.
<b>Asset renewal and upgrade</b>											
35	Asset renewal and upgrade compared to depreciation [Asset renewal and upgrade expense / Asset depreciation] x100	141.64%	128.21%	67.74%	90.00%	72.23%	91.03%	71.12%	68.17%	85.39%	Result impacted by delays in capital projects and capital expenditure of \$3.91 million not being included as renewal as it was classified as maintenance or not capitalised in accordance with Council's asset capitalisation policy. Result would have been 84% if this expenditure was included.
<b>Operating Position</b>											
<b>Adjusted underlying result</b>											
P1	Adjusted underlying surplus (or deficit) [Adjusted underlying surplus (deficit) / Adjusted underlying revenue] x100	-0.54%	4.03%	0.75%	4.03%	2.88%	(2.03%)	(2.18%)	(1.02%)	(0.93%)	Current year result was impacted by increased depreciation, receipt of Commonwealth financial assistance grant advance payment (\$2.7 million). The FY26 and FY27 ratio is impacted by one-off IT implementation costs.

Waverbin City Council  
Section 3. Financial Performance Indicators  
for the Year Ended 30 June 2025

		Results					Forecasts				Material Variations and Comments
		2022	2023	2024	2025		2026	2027	2028	2029	
Dimension / Indicator / Measure [Formula]		Actual	Actual	Actual	Target as per budget	Actual	Forecasts	Forecasts	Forecasts	Forecasts	
Stability											
Rates concentration											
31	Rates compared to adjusted underlying revenue [Rate revenue / Adjusted underlying revenue] x100	75.09%	71.08%	74.36%	75.70%	71.62%	73.61%	73.72%	73.65%	73.47%	No material variation from the previous year
Rates effort											
32	Rates compared to property values [Rate revenue / Capital improved value of rateable properties in the municipality ] x100	0.22%	0.20%	0.22%	0.22%	0.22%	0.23%	0.24%	0.25%	0.26%	No material variation from the previous year

Darebin City Council  
**Section 4. Sustainable Capacity Indicators**  
 For the Year Ended 30 June 2025

		Results				Comment
		2022	2023	2024	2025	
Indicator / Measure	[Formula]	Actual	Actual	Actual	Actual	No material variation from the previous year
<b>Population</b>						
C1	Expenses per head of municipal population [Total expenses / Municipal population]	\$1,133.52	\$1,291.14	\$1,298.57	\$1,325.72	Result impacted by increased depreciation expense from prior year property and infrastructure asset valuations. Depreciation has increased by \$6.93M
C2	Infrastructure per head of municipal population [Value of infrastructure / Municipal population]	\$4,747.34	\$5,310.45	\$7,441.21	\$7,469.93	No material variation from the previous year. FY24 result was impacted by prior year infrastructure asset valuations where asset valuations increased by \$362M.
C3	Population density per length of road [Municipal population / Kilometres of local roads]	259.59	240.15	248.69	255.53	Reflects the slight increase in population, while the road lengths have remained consistent resulting in the reduction.
<b>Own-source revenue</b>						
C4	Own-source revenue per head of municipal population [Own-source revenue / Municipal population]	\$949.77	\$1,165.20	\$1,167.93	\$1,191.32	No material variation from the previous year
<b>Recurrent grants</b>						
C5	Recurrent grants per head of municipal population [Recurrent grants / Municipal population]	\$134.84	\$135.90	\$88.81	\$139.04	Current year results were impacted by receipt of Commonwealth financial assistance grant advance payment (\$2.7 million). The Commonwealth financial assistance grant for 2025-26 was paid in advance in June, 2025.
<b>Disadvantage</b>						
C6	Relative socio-economic disadvantage [Index of Relative Socio-economic Disadvantage by decile]	7.00	7.00	7.00	7.00	The index (expressed as a decile) for Socio Economic Index for Areas (SEIFA) published by the Australian Bureau of Statistics (ABS) measures the relative advantages and/or disadvantages of the area based on a range of Census characteristics. The index for Darebin at year end is consistent
<b>Workforce turnover</b>						
C7	Percentage of staff turnover [Number of permanent staff resignations and terminations / Average number of permanent staff for the financial year] x100	20.9%	19.1%	13.8%	13.3%	Total turnover for the 2024-25 year is within the expected range and is slightly lower than the previous year.



## Darebin City Council

**Other Information**

For the Year Ended 30 June 2025

**5.1 Basis of Preparation**

Council is required to prepare and include a performance statement within its annual report. The performance statement includes the results of the prescribed sustainable capacity, service performance and financial performance indicators and measures together with a description of the municipal district and an explanation of material variations in the results. This statement has been prepared to meet the requirements of the *Local Government Act 2020*, the *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).

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 for the period 2025-26 to 2028-29 by the council's financial plan.

The *Local Government (Planning and Reporting) Regulations 2020* requires explanation of any material variations in the results contained in the performance statement. Council has adopted materiality thresholds relevant to each indicator and measure and explanations have not been provided for variations below the materiality thresholds unless the variance is considered to be material because of its nature.

## Darebin City Council

## Other Information

For the Year Ended 30 June 2025

## 5.2 Definitions

Key Terms	Definition
Aboriginal child	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: <ul style="list-style-type: none"> <li>(a) non-recurrent grants used to fund capital expenditure; and</li> <li>(b) non-monetary asset contributions; and</li> <li>(c) contributions to fund capital expenditure from sources</li> </ul>
Adjusted underlying surplus (or deficit)	means adjusted underlying revenue less total expenditure
Annual report	means an annual report prepared by a council under sections 131, 132 and 133 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
Critical non-compliance outcome notification	Community Care Common Standards" means the Community Care Common Standards for the delivery of HACC services, published from time to time by the Commonwealth
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 Council under section 19N(3) or (4) of the Food Act 1984, or advice given to Council by an authorised officer under that Act, of a deficiency that poses an immediate serious threat to public health
MCH	means the Maternal and Child Health Service provided by Council to support the health and development of children within the municipality from birth until school age
Non-current assets	means all assets other than current assets
Non-current liabilities	means all liabilities other than current liabilities
Non-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 municipality, means the relative socio-economic disadvantage, expressed as a decile for the relevant financial year, of the area in which the municipality is located according to the Index of Relative Socio-Economic Disadvantage (Catalogue Number 2033.0.55.001) of SEIFA
Restricted cash	means cash and cash equivalents, within the meaning of the AAS, that are not available for use other than for a purpose for which they are 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 website
Unrestricted cash	means all cash and cash equivalents other than restricted cash

**Appendix F: Detailed Commentary on variances 2023/24 and 2024/25****Income / Revenue (Refer Comprehensive Income Statement)**

- **Rates (\$4.46 million Favourable)** – The increase in general rates is in line with the general increase in rates approved by Council for the 2024-25 year (3.0%) together with supplementary rate income generated. Total waste charge generated in 2024-25 was \$22.41 million (refer note 3.1);
- **User fees, statutory fees and fines (\$0.3 million Unfavourable)** – The decrease in user fees, statutory fees and fines resulted mainly from a decrease in traffic enforcement, recycling and waste charges and other regulatory fees and permits. (refer notes 3.2 and 3.3);
- **Grants – operating (\$6.54 million Favourable)** – This is substantially a timing adjustment and doesn't reflect underlying better performance. The increase in operating grants is reflected by the 2025-26 Commonwealth financial assistance grant being received in advance in June (\$7.65m) and the decrease in State revenue recognised for general home care (\$0.68m) pending funder assurance. (refer note 3.4);
- **Contributions – monetary (\$1.54 million Unfavourable)** – As development activity has slowed, so have mandatory financial contributions to Council for open space and other infrastructure needed by a growing population. The decrease in cash contributions is mainly due to declining developer contributions received for public open space, capital and minor works and the municipal wide developer contribution scheme (refer note 3.5);
- **Contributions – non-monetary (\$19.30 million Favourable)** – The increase in non-monetary contributions is mainly due to newly identified assets found during the valuation process, these include paths and walkways contained in parks. Due to missing data and the means to reliably measure, these assets were not previously valued (\$23.46m). Council has been maintaining these and providing for their maintenance in its operating budget. (refer note 3.5);
- **Net gain on disposal of property, infrastructure, plant & equipment (\$0.17) million Unfavourable)** – The decrease is mainly due to lower gain on the sale of large plant and vehicles.
- **Fair value adjustment for investment property (\$0.35) million Favourable)** – The movement of \$920K in 2024-25 is primarily an increase in fair value assessment of the iceHQ stadium at CH Sullivan Reserve.
- **Other income (\$4.38 million Favourable)** – The increase in other income, resulted mainly from the operating contribution received from the Northcote Aquatic & Recreation Centre arising from profit sharing arrangements in the contract with the operator. The surplus reflects higher patronage at the new centre. In addition, Council achieved higher deposit

interest rates earned on invested funds despite of the RBA official cash rate decreasing by 0.50% to 3.85%. Cash and investment balances held were also higher than the previous year (\$15.35 million) (refer note 3.7);

### Expenses

- **Employee costs (\$3.61 million Unfavourable)** – The movement in employee costs reflects the increase in salary, wages, casual staff and superannuation under relevant industrial agreements subsequent increases employee provisions and an increase in Council's Workcover insurance premium. (refer note 4.1 and 3.4);
- **Materials and services (\$0.38 million Unfavourable)** – The materials and services category include contract payments, utilities, major maintenance, and other items such as waste disposal fees (\$0.56m). (refer note 4.2 and 4.1);
- **Depreciation and amortisation (\$7.10 million Unfavourable)** – The increase in depreciation arises primarily from the full year impact of the prior year asset revaluations, particularly in the property and infrastructure assets categories. (refer note 4.3, 4.4, 4.5 and 4.8);
- **Allowance for impairment losses (\$0.57 million Favourable)** – The decrease primarily reflects the provision (\$840K) created last financial year in relation to LXP project contribution. This debt has been written off in 2024-25. In addition, there has been an increase in debt provision for outstanding parking, local law fines, animal related fines referred to Fines Victoria in 2024-25 (refer note 4.6);
- **Borrowing costs (\$0.18 million Favourable)** – Repayment of borrowings are in-line with current repayment schedules (refer note 4.7).
- **Other expenses (\$0.47 million Favourable)** – The decrease in other expenses mainly reflects lower community grants and other contributions (prior year included contribution for Sir Doug Nicholls Oval and the local government combined power purchasing) and lower special rate payments to local business associations. (refer note 4.9).

### Balance Sheet

At 30 June 2025, net assets increased by \$50.58 million for the year to \$1,968.75 million.

The main items contributing to this increase are as follows:

### Assets

- **Cash and cash equivalents and other financial assets (\$15.35 million Favourable)** – Cash balances including investments at year end increased due to several factors including a lower spend on capital works projects which includes cost savings, increased grants received including the 50% advance payment of the 2025-26 Financial Assistance Grant

and increase in other receipts. Cash and cash equivalents is impacted by timing differences in receipt of rates, fees and charges, grants, and payments to employees and suppliers (refer note 5.1);

- **Trade and other receivables (\$1.74 million Favourable)** – The movement reflects the timing of rate collections and other receivables. (refer note 5.1);
- **Property, infrastructure, plant and equipment (\$36.44 million Favourable)** – This increase reflects the net impact of additions, contributed assets, revaluation movement in parks, open space and streetscape assets (\$19.63m), off-set by asset disposals, write-offs and depreciation on all fixed asset classes. (refer note 6.1). The increase in infrastructure assets in FY25 includes include paths and walkways contained in parks that were not previously valued (refer note 3.5).
- **Investment property (\$0.92 million Favourable)** – This increase reflects the fair value assessment of Council's investment properties, primarily the increase at iceHQ stadium at CH Sullivan Reserve. The latest fair value assessment was undertaken by Westlink Consulting.
- **Intangible assets (\$0.39 million Unfavourable)** - This decrease reflects the net impact of additions and amortisation of the class (refer note 5.2).

#### Liabilities

- **Trade and other payables (\$4.32 million Unfavourable)** – This increase represents higher trade creditors held. Current year includes increased accrued payables receipted but not invoiced (\$3.84 million). The final supplier payments run for 2024-25 was processed on 26 June 2025. (refer note 5.3);
- **Trust funds and deposits (\$1.57 million Unfavourable)** – This increase represents higher asset protection bonds held on behalf of developers and home renovators offset by lower fire services property levies received in June (refer note 5.3);
- **Contract and other liabilities (\$0.79 million Unfavourable)** - This increase represents higher unspent operating and capital grants where Council had not met certain service performance obligations of the funding agreement. Council deferred recognition of funding received pending funder assurance (\$2.85 million). Council has paid \$3.50 million of the State Government grant received (\$3.61 million) for the construction of the Aboriginal Women & Girls Sport and Wellness Centre at Sir Doug Nicholls Oval. (refer note 5.3);
- **Provisions (\$1.09 million Unfavourable)** – This increase represents higher employee provisions for annual leave and long service leave provided during the year. Provisional increases in EBA, Workcover premium have impacted on the rates applied to provision calculations. Increase in nominal total long service leave hours has also contributed to the increase (refer note 5.4);

- **Interest-bearing liabilities (\$4.26 million Favourable)** – The decrease represents the repayment of existing borrowing (\$4.26 million) undertaken from the Treasury Corporation of Victoria (TCV) for the construction of the Northcote Aquatic and Recreation Centre (refer note 5.5).

#### Equity

- **Reserves (\$18.39 million Favourable)** – The increase in reserves is primarily due to the movement in asset revaluation reserve associated with the revaluation movement in infrastructure (\$19.64m) assets. The decrease in other reserves is due to the utilisation of received open space contributions to fund compliant public space improvement projects during the year (refer note 9.1).

The **Cash Flow Statement** for the year ended 30 June 2025 shows that total cash and cash equivalents increased by \$4.94 million to \$38.29 million. The main movements during the year were a cash inflow from operating activities of \$48.68 million, offset by a cash outflow from investing activities of \$37.84 million and financing cash outflows of \$5.89 million.

The **Statement of Capital Works** shows that for the year ended 30 June 2025, Council had achieved total Capital Works expenditure of \$27.41 million, an increase of \$5.04 million from the previous year. The main items of capital works for the year are as follows:

- **Property (\$8.10 million)** – The main items of expenditure include substantial buildings program works including John Hall Pavilion, KP Hardiman Pavilion, kindergarten and childcare centre expansion and essential building renewal works at various locations.
- **Plant and equipment (\$6.14 million)** – The main items of expenditure include information technology (\$3.22 million), fleet replacement (\$1.78 million), library resources (\$0.69 million) and food and organic bin replacements (\$0.38 million).
- **Infrastructure (\$13.16 million)** – The main items of expenditure include roads and transport (\$2.55 million), footpaths and cycle ways (\$3.17 million), drainage (\$1.26 million), oval and sporting ground upgrades (\$1.02 million), parks, opens paces and streetscapes (\$1.28 million) and play space equipment (\$0.42 million).

The above capital spend excludes purchases amounting to \$3.91 million that were not recognised as assets in accordance with the Council's policy and relevant accounting standards. In addition, the above also excludes intangibles (e.g. software and system enhancements) which are categorized separately. Work is currently underway to align the policy with the budgeting practices for 2025-26.

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**9.2 2024-25 END OF YEAR PERFORMANCE REPORT- NON FINANCIAL - ENDING 30 JUNE 2025**

**Author:** Corporate Reporting & Performance Officer  
Coordinator Corporate Strategy  
Corporate Strategy & Performance Lead

**Reviewed By:** Chief Executive Officer

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**EXECUTIVE SUMMARY**

Council is required by the *Local Government Act 2020* (the Act) to prepare a Council Plan containing the strategic objectives of Council, strategies for achieving those objectives, and indicators to monitor the achievement of those objectives.

The 2024-25 End of Year performance report includes: the 2024-25 Council Plan Action Plan (CPAP) including Health and Wellbeing highlight, Council Plan Strategic Indicators and Council Resolutions. The 2024-25 CPAP provides an overview of Council's performance in delivering the year four actions that will contribute to the completion of the (revised) Council Plan 2021-25.

<b>Officer Recommendation</b>
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**That** Council:

- (1) Notes the End of Year Performance Report (Non-financial) ending 30 June 2025.
- (2) Notes the full-year Council Plan Strategic Indicator results for reporting in the statutory annual report 2024-25, as required by the *Local Government Act 2020*.
- (3) Notes the quarter four update on Council Resolutions contained within this report for the financial year 2024-25.

**BACKGROUND / KEY INFORMATION**

The Council Plan 2021-25 has been an ambitious plan, delivered during complex and challenging external and internal environments. Variables that have influenced the deliverability of the plan include COVID-19 lockdowns and recovery initiatives, economic shifts especially inflation in the construction industry, supply chain issues, unplanned work and significant internal changes and resource challenges. This has caused timing, cost and resource delays in planned work. This is a trend that we are observing across the local government sector.

The 2024-25 End of Year Performance Report highlights Council's achievements in delivering year four actions, demonstrating progress towards the four-year strategic objectives in the revised Council Plan 2021-25. The table below outlines the number of actions undertaken each year and their end-of-year status, noting that the Council Plan was significantly revised in 2023 in response to changes in the external environment and additional unplanned work.

Council Plan Action Plan	2021-22	2022-23	2023-24	2024-25
Number of annual actions	286	202	80	71
End of Year completion	201 (71%)	139 (69%)	51 (64%)	49 (69%)

### Previous Council Resolution

At its meeting held on 26 May 2025, Council resolved:

*That Council:*

- (1) *Notes the Q3 non-financial performance report at Appendix A.*
- (2) *Notes the delayed actions and the corresponding commentary within this report.*
- (3) *Requests that the current status of live Your Street Your Say Group A and Group B projects be released to the community, e.g. by publishing an update on the Your Say Darebin website.*
- (4) *Notes the quarter three update of the Capital Works program at Appendix A.*
- (5) *Notes the Financial Report for the nine months ended 31 March 2025 at Appendix B.*
- (6) *Notes the quarter three Procurement update contained within this report*

### ALIGNMENT TO 2041 DAREBIN COMMUNITY VISION

Strategic Direction 1: Vibrant, Respectful and Connected

Strategic Direction 2: Prosperous, Liveable and Flourishing

Strategic Direction 3: Climate, Green and Sustainable

### ALIGNMENT TO OUR DAREBIN PLAN 2025-29

The 2024-25 End of Year Performance Report (non-financial) is the final report aligned to the Council Plan 2021-25. It is a holistic report that covers performance across all Strategic Directions.

### DISCUSSION

#### Delivery of the 2024-25 Council Plan Action Plan

The 2024-25 CPAP has 71 year four actions across the four strategic directions. Of the 71 year four actions, 31 focused on health and wellbeing, representing 44% of the total, underscoring the strong emphasis placed on supporting community health and wellbeing outcomes in 2024-25.

As of 30 June 2025, 49 actions completed (69%), 11 actions were still in progress (15.5%) and 11 actions were deferred (15.5%).

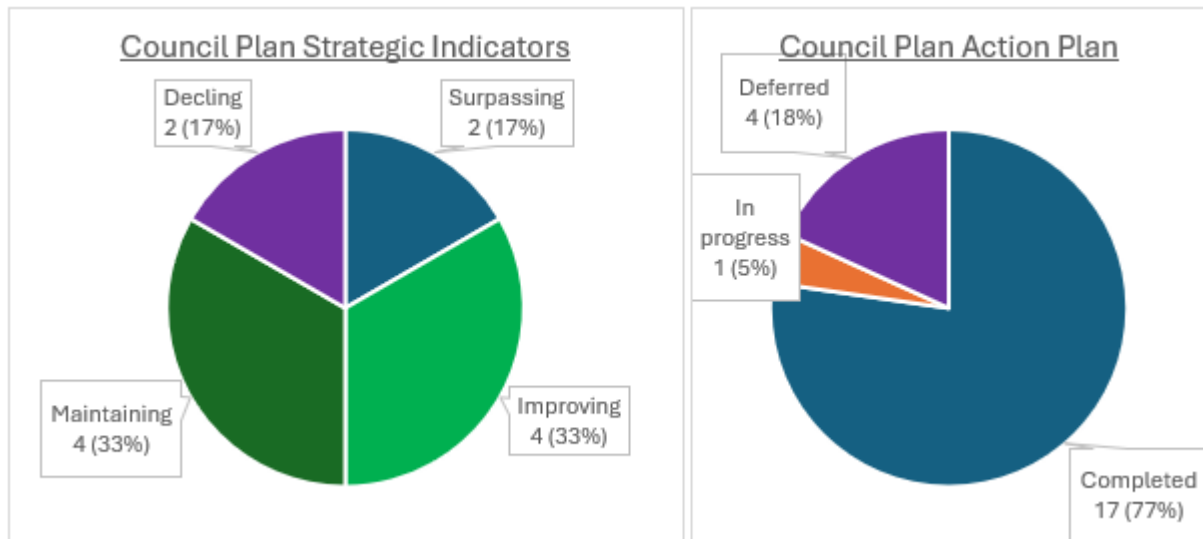


Embedded in the Council Plan is the Municipal Public Health and Wellbeing Plan. Strategic actions that form the health and wellbeing component are identified by a heart symbol.



### Strategic Direction 1: Vibrant, Respectful and Connected

Strategic Direction one is focused on the community and its people. The priority and four-year objectives are centred on improving the lives of the community by celebrating diversity, supporting empowerment, connecting to, and preserving local history and providing vibrant and dynamic spaces, amenities, and events for all. This strategic direction has eight strategic objectives spanning across four years with 22 actions to be delivered throughout 2024-25.



#### Council Plan Strategic Indicators Performance Summary





83% of the strategic indicators demonstrate that Council has maintained and achieved positive change in the community through work delivered in 2024/25, particularly effective community engagement, strengthened cultural inclusion and successful service access initiatives. Community support and inclusion outcomes show a generally positive picture: funding to Aboriginal community-led organisations has risen (to \$29,326 in 2024/25), community satisfaction metrics remain around 7.5/10 (scores between 7.3-7.8 are categorised as “very good”), and digital and library engagement have improved (website satisfaction and active borrowers increased).

#### Council Plan Action Plan Performance Summary

Of the 22 strategic direction one annual actions, 77% have been completed and 5 actions outstanding will continue to be progressed in the 2025-29 Our Darebin Plan.

Highlights this quarter include:

- ♥ Supporting Truth-Telling initiatives to learn about Aboriginal culture and history. The decolonising Bundoora Park Truth-Telling project continues in close partnership with the Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation.
- ♥ A total of six community organisations were successful with grant funding for a total of \$29,325.50. Projects are now being delivered. The 2025-26 grant round opened in March 2025 for Community organisations to prepare for NAIDOC week in July 2025.

-  Participation with Darebin sports clubs increased by 9% in 2024-25. In particular, women and girls' participation increased by 18%, Aboriginal and Torres Strait Islander people's participation by 9.8%, those from culturally diverse backgrounds by 4.6%, and those from a low socio-economic background by 7.1%. In addition to supporting sports club participation, Council delivers Get Active in Darebin to promote participation for community members at risk of discrimination and disadvantage. In 2024-25, 2,337 people participated in three seasonal programs.
-  Throughout the year Council amplified the messages of Cancer Council Victoria to raise awareness of bowel cancer and improve community understanding, aiming to encourage underrepresented groups to undertake bowel cancer screening.
-  The Disability Action Plan 2023-2025 has been implemented, and a review of the implementation successes and challenges is currently underway. Council has partnered with Croxton School (a local specialist disability school) to support students with disability in year 11 and 12 to complete work placements, and has launched new and improved Disability Awareness training, which is being rolled out across the organisation.
-  Council is currently maintaining Rainbow Tick accreditation for several services which has supported more inclusive service delivery to our LGBTIQ+ community. Future work in this space will be guided by the LGBTIQ+ Action Plan which is now in development.

At the end of Q4, actions currently in progress are:

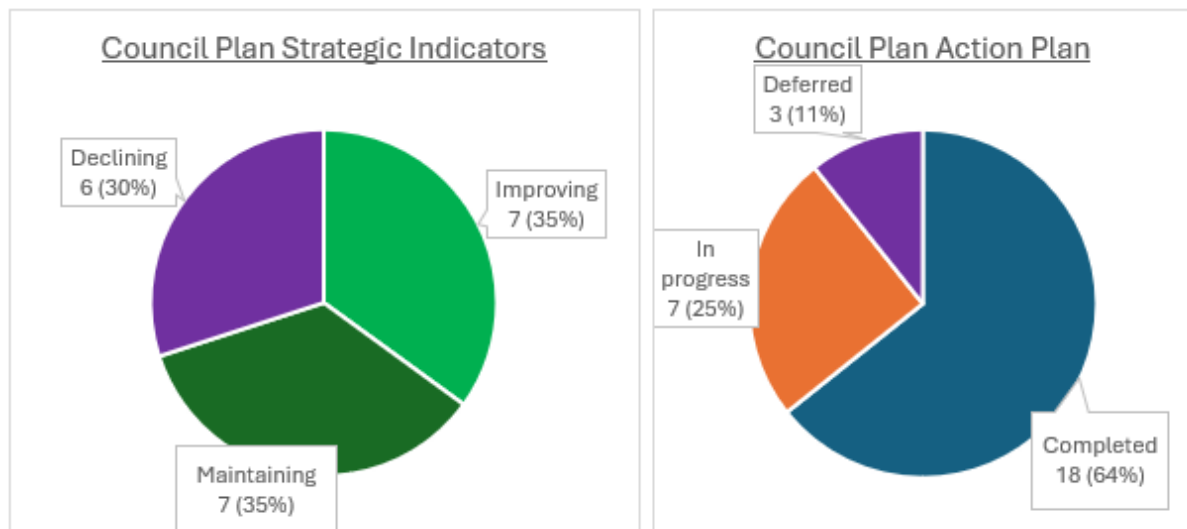
- Deliver Age Friendly Darebin and implement aged care reforms (Included as part of the adopted Our Darebin Action Plan 2025-26)

At the end of Q4, actions deferred are:

- Finalise and commence implementation of the Aboriginal Action Plan. (Included as part of the adopted Our Darebin Action Plan 2025-26)
- Finalise a Cultural Diversity Action Plan to improve access, participation and engagement of people from culturally and linguistically diverse. (Included as part of the adopted Our Darebin Action Plan 2025-26)
- Finalise and commence implementation of an LGBTIQ+ Action Plan to support the inclusion, rights and wellbeing of LGBTIQ+ communities and work to combat homophobia, biphobia and transphobia (Included as part of the adopted Our Darebin Action Plan 2025-26)
- Monitor the progress of improvement actions from the Welcoming Cities evaluation report (Incorporated in the Cultural Diversity Action Plan).

## **Strategic Direction 2: Prosperous, Liveable and Flourishing**

Strategic direction two is focused on creating infrastructure and spaces for the community to feel safe, respected and welcomed as well as to develop partnerships to support local businesses and community to drive growth and economic sustainability. This strategic direction has 11 strategic objectives, spanning across the four years with 28 actions to be delivered throughout 2024-25.



### Council Plan Strategic Indicators Performance Summary

70% of the strategic indicators demonstrate that Council has maintained and achieved positive change in the community through work delivered in 2024/25. Economic and place-based indicators point to positive outcomes, local jobs and business numbers grew, procurement from local suppliers exceeded targets, and community events and kindergarten places rose substantially. At the same time, liveability pressures persist, perceptions of safety declined (notably at night) and affordable housing facilitation slowed. Together these results show that while Darebin's economic and community activation strategies are working, complementary action is required to restore public confidence in safety.

### Council Plan Action Plan Performance Summary

Of the 28 strategic direction two annual actions, 64% have been completed and 10 actions outstanding will continue to be progressed in the 2025-29 Our Darebin Plan.

Highlights this quarter include:



The Reservoir Leisure Centre Scoping Study report has been released. The recommendations are influencing Council's capital works program, with significant investment in change facilities in 2025-26, while Council progresses concept designs and a business case to support future redevelopment of the centre. Council undertook a range of works at Reservoir Leisure Centre to improve our customer experience, including roof repairs, electrical switchboard upgrades, installation of a new steam generator for the steam room and pool vacuums. Internal doors, turnstiles, entry gates and access controllers are being replaced to ensure seamless flow for customers throughout the facility to complement the new point of sale system.

- Construction has commenced on Maryborough Avenue Kindergarten, which will increase the capacity of the centre by 38 places. Works are scheduled to be completed by early 2026. Council is continuing to work with the Department of Education on further kindergarten sites for expansion to ensure Darebin has capacity to accommodate increased demand generated through population growth and reforms in 3- and 4-year-old early childhood education.
- Works have commenced on the construction of the new KP Hardiman Pavilion and are progressing per the construction program. Estimated completion date is on track for December 2025.

- The construction of the John Hall Reserve Pavilion has been successfully completed. The official opening was held on 31 July 2025, with the Mayor officiating the ceremony. The new pavilion is now fully operational, with tenant clubs having taken access and commenced use of the facility.
- Road safety audits and crash data for the last 5 years have been assessed for risks and groups of similar types of crashes within Darebin. Two locations were identified as eligible for funding applications through the Federal Blackspot program. The locations are Edwardes Street at Banbury Road, and Dundas Street at St David Street and Hotham Street. Scoping reports have been submitted seeking 100% funding to design and install safety changes at these locations.

♥ The Darebin Community Amenity Local Law was adopted unanimously by Council on 26 May 2025. The legislative document was gazetted on 19 June 2025 and went on public exhibition throughout June both on the website and at Council Customer Service centres. The 2025 Local Law will be in force as of 1 July 2025.

♥ Council has launched a new project - Darebin Zero: Ending Homelessness Together - to support people sleeping rough in the Darebin community. This project has been established in partnership with local housing, health and community sector partners using a functional zero approach pioneered by Launch Housing. Council also continues to support people sleeping rough in Darebin through delivery of the Darebin Assertive Community Outreach (DACO) program and the Community Shower Access program.

At the end of Q4, actions currently in progress are:

- Continue to advocate to the descendants of the original owner to remove the restrictive covenants so appropriate renewal works of the boat house can occur. (Ongoing)
- Undertake a broad Expression of Interest process to identify interested parties and proposed uses (commercial, community or recreational) for the facility and provide an opportunity for the community to provide feedback about the uses they would like to see and any issues for Council to consider. (Expected to be completed October 2025)
- Improve road safety, and the cycling, walking and wheeling network, by constructing high priority improvements. (Expected to be completed by December 2025)
- Investigate and prioritise road safety and strategic transport improvements across Darebin by using a Local Area Placemaking approach - where one third of the city is reviewed, with community involvement, each year. (Expected to be completed by October 2025)
- With State Government approval, reduce the speed limit in more local streets across our city. (Council is waiting on DTP approval in order to progress)
- Complete the Housing Strategy and report to Council on opportunities for more affordable and social housing. (Expected to be completed by August 2025)
- Commence a planning scheme amendment to implement the recommendations of the Darebin Housing Supply and Demand and Neighbourhood Character Study. (This will commence in 2026)

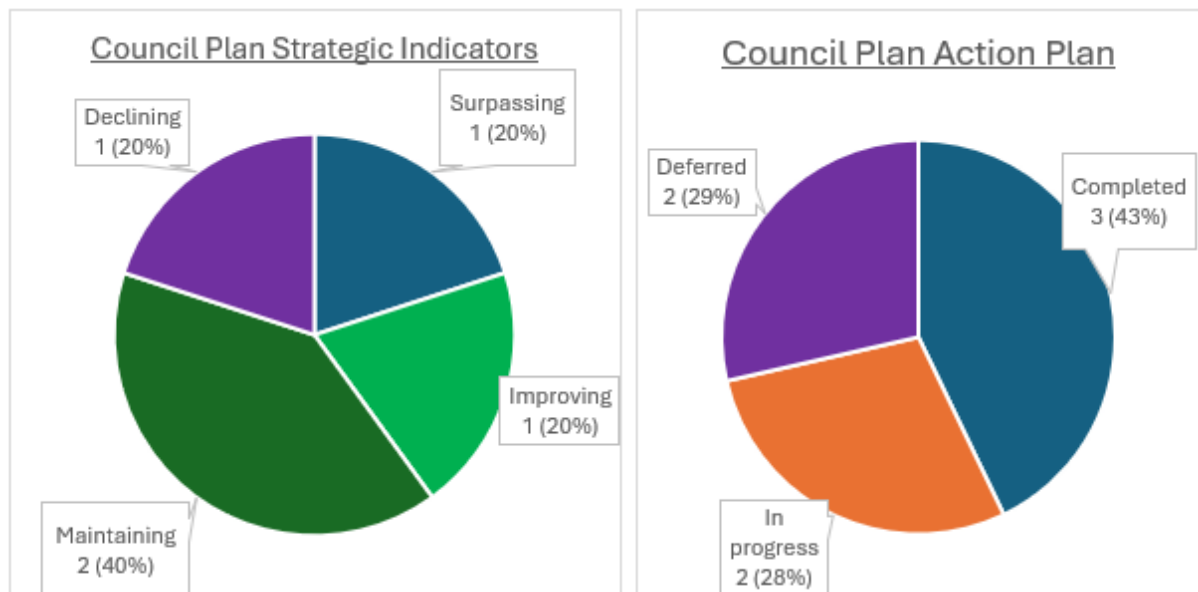
At the end of Q4, the following actions were Deferred:

- Finalise and commence implementation of the Community Safety Framework (Ongoing)
- Finalise the draft Community Infrastructure Plan (Ongoing)

- Review, amend and adopt our Social and Sustainable Procurement Policy to increase the engagement of Aboriginal-led businesses, and focus on job creation for culturally and linguistically diverse peoples, and young people (Expected to be adopted by Council by December 2025)

### Strategic Direction 3: Climate, Green and Sustainable

Strategic Direction three is focused on building and ensuring the community, and Council owned infrastructure, is resilient to climate change, increasing canopy cover over Council managed land, improving water quality and biodiversity across Darebin, improving air and water by reducing carbon emissions through renewable energy, and reusing waste to stimulate a local circular economy. This strategic direction has five strategic objectives spanning across four years with 7 actions to be delivered throughout 2024-25.



#### Council Plan Strategic Indicators Performance Summary


80% of the strategic indicators demonstrate that Council has maintained and achieved positive change in the community through work delivered in 2024/25. Council's climate resilience and energy transition achievements are clear: the heat- and fuel-poverty program reached far beyond expectations and the Council's operational energy supply is 100% renewable. Canopy cover on public land met the 18.5% target, community carbon emissions showed measurable reduction, and waste reduction outcomes improved, reflecting steady progress across core sustainability measures. Indigenous planting efforts continued at scale with 32,000 plants contributing to biodiversity and habitat restoration across the municipality.

#### Council Plan Action Plan Performance Summary

Of the 7 strategic direction three annual actions, 43% have been completed and 4 actions outstanding will continue to be progressed in the 2025-29 Our Darebin Plan.

Highlights this quarter include:

- ♥ Council has included electrification upgrades in the Solar Saver program in FY2024-25. We have supported vulnerable households through this program. Additionally, we have provided communications and education opportunities for community members and provided one-on-one support through the program.

 250 people were directly supported to manage heat stress. Within this group 150 vulnerable residents identified by 4 community partners were provided with fans and/or cooling mats, cooling neck ties and heat health information. A further 100 kits were provided to 2 organisations supporting people sleeping rough for distribution. These kits included insulated water bottles, sunscreen, cooling neck ties, Keep Cool Map, hydrolyte and a tote bag. A further 62,000 people were provided with information on how to avoid heat stress and reduce summer energy bills.

- Officers have facilitated the quarterly meetings of the Edgars Creek and Edwardes Lake Task Force. Monitoring of water quality has continued throughout the year through the Darebin Waterwatch Program facilitated by the Merri Creek Management Committee.
- New rewilding has been established along the creek corridor and throughout Edwardes Lake in partnership with environmental community groups. Several water pollution events have impacted on water quality and required rapid response by Council. The Environmental Protection Agency (EPA) are continuing to work with the duty holder in accordance with EPA processes.

At the end of Q4, actions currently in progress are:

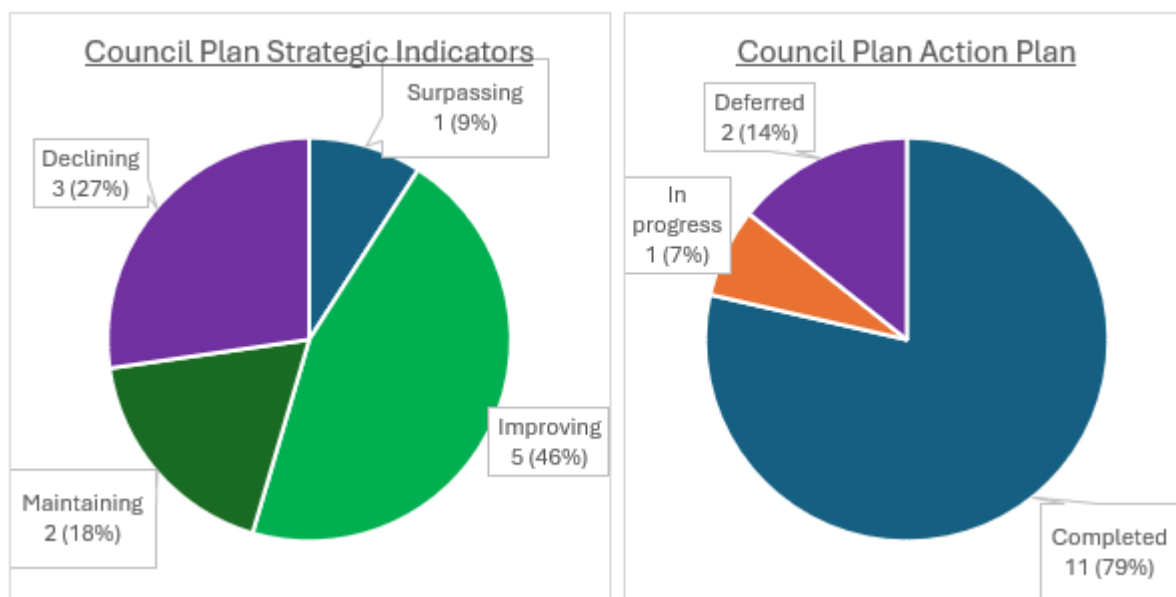
- Finalise and implement the Contaminated Land Framework (Ongoing)
- Prepare for and deliver review of the kerbside waste services including glass (Ongoing)

At the end of Q4, the following actions were Deferred:

- Undertake site investigation works at Clements Reserve as required by the Environmental Action Notice and subsequently undertake the required remediation works to remove contamination
- Continue to progress the acquisition of the three parcels of land at Clements Reserve from the Department of Transport and Planning

#### **Strategic Direction 4: Responsible, Transparent and Responsive**

72% of the strategic indicators demonstrate that Council has maintained and achieved positive change in the community through work delivered in 2024/25. Strategic direction four is focused on transparent and accountable decision making, ensuring that the organisation is financially responsible, managing resources effectively to ensure our current and future services meet the needs of our community, as well as planning and supporting our community through change. This strategic direction has five strategic objectives, spanning across four years with 14 actions to delivered throughout 2024-25.



### Council Plan Strategic Indicators Performance Summary

Financial stewardship strengthened in 2024/25 with a marked improvement in net result and internal financing, reduced indebtedness and positive movement in adjusted underlying result, demonstrating solid fiscal management. Governance and procedural indicators showed continued transparency, with decisions made at closed meetings remaining within expected benchmarks and strong councillor engagement. Community satisfaction with council decisions remained at a good level, reflecting ongoing public trust in Council performance.

### Council Plan Action Plan Performance Summary

Of the 14 strategic direction four annual actions, 79% have been completed and 3 actions outstanding will continue to be progressed in the 2025-29 Our Darebin Plan.

Highlights this quarter include:

- The revised Revenue and Rating Plan was adopted by Council on 30 June 2025.
- The 10-year Financial Plan was adopted by Council on 30 June 2025.
- The Asset Plan was adopted by the Council on 30 June 2025.
- An approach to ensuring we invest in the most suitable IT system has been developed. The approach includes getting expert advice and completing detailed planning between July and November 2025 to help us make the best choice to improve our customer experience and enable our people to deliver services to our community. A tender for a partner to provide expert advice has been completed with the planning phase to commence in July 2025.

At the end of Q4, actions currently in progress are:

Incorporate the consideration of temporary housing opportunities for people at risk or who are experiencing homelessness into the development of the Property Strategy for Council owned land. (Expected to be completed October 2025)

At the end of Q4, the following actions were Deferred:

- Complete the Property Strategy

- Finalise a Lease and Licensing Policy, with consideration to the inputs provided through deliberative engagement to inform the Council Plan

### Council Resolutions update

In the fourth quarter of the 2024-25 financial year, 35 resolutions were made through Council meetings, 13 have been completed and 22 resolutions are in progress.

Due to the complexity of some of the resolutions, they may span multiple years and can be superseded or updated as the initiatives progress.

The current status of Council Resolutions for each quarter of FY2024-25, are shown in the table below:

2024-25	In Progress	Completed	Total
1 July – 30 September 2024 (Q1)	7 19%	30 81%	37 100%
1 October – 31 December 2024 (Q2)	5 17.9%	23 82.1%	28 100%
1 January – 31 March 2025 (Q3)	15 36.6%	26 63.4%	41 100%
1 April 2025 – 30 June 2025 (Q4)	13 37.1%	22 62.9%	35 100%

*Note: Figures are subject to change when “in progress” actions are “completed”.*

## CONSIDERATION OF LOCAL GOVERNMENT ACT (2020) PRINCIPLES

### Financial Management

The 2024-25 End of Year Performance Report (non-financial) is scheduled to be presented to Council on 22 September 2025.

### Community Engagement

The preparation of the 2024-25 End of Year Performance Report was supported by, and involved detailed discussions with all senior leaders, project managers and relevant responsible officers.

### Overarching Governance Principles and Supporting Principles

- (i) the transparency of Council decisions, actions and information is to be ensured.
- (g) the ongoing financial viability of the Council is to be ensured;

### Public Transparency Principles

- (b) Council information must be publicly available unless (i) the information is confidential by virtue of this Act or any other Act; or (ii) public availability of the information would be contrary to the public interest;



**Strategic Planning Principles**

- (e) strategic planning must provide for ongoing monitoring of progress and regular reviews to identify and address changing circumstances;

**Service Performance Principles**

- (d) a Council should seek to continuously improve service delivery to the municipal community in response to performance monitoring;

**COUNCIL POLICY CONSIDERATIONS****Environmental Sustainability Considerations (including Climate Emergency)**

No Environmental Sustainability Considerations for the 2024-25 End of Year Performance Report.

**Equity, Inclusion, Wellbeing and Human Rights Considerations:**

This report is based on performance across multiple areas. Equity, Inclusion, Wellbeing and Human Rights considerations are applied within the multiple areas, rather than this report.

**Economic Development and Cultural Considerations**

This report is based on performance across multiple areas. Economic Development and Cultural Considerations are applied within the multiple areas, rather than this report.

**Operational Impacts**

Operational impacts are considered when understanding performance trends.

**Legal and Risk Implications**

The reporting of progress toward the Council Plan Action Plan fulfils Council's legislative obligations in accordance with the principles of the *Local Government Act 2020* and its accountability to the community.

**IMPLEMENTATION STRATEGY**

2024-25 End of Year Performance Report (non-financial) will be uploaded to the Council public website and included in the Darebin statutory annual report.



**RELATED DOCUMENTS**

- Darebin 2041 Community Vision
- Council Plan 2021-25 (incorporating Municipal Health and Wellbeing Plan)
- 2024-25 Council Plan Action Plan
- *Local Government Act 2020*

**Attachments**

Nil

**Attachments**

- Council Plan Action Plan Progress Report (Q4) (**Appendix A**) [↓](#) 
- Council Plan Strategic Indicators - 2024-25 (**Appendix B**) [↓](#) 

**DISCLOSURE OF INTEREST**

Section 130 of the *Local Government Act 2020* requires members of Council staff and persons engaged under contract to provide advice to Council to disclose any conflicts of interest in a matter to which the advice relates.

The Officer reviewing this report, having made enquiries with relevant members of staff, reports that no disclosable interests have been raised in relation to this report.

# COUNCIL PLAN ACTION PLAN

## 2024–2025

### PROGRESS REPORT Q4



the place  
to live



# Acknowledgements

## Acknowledgement of Traditional Owners and Aboriginal and Torres Strait Islander people

Darebin City Council acknowledges the Wurundjeri Woi-wurrung people as the traditional owners and custodians of the land and waters we now call Darebin and affirms that Wurundjeri Woi-wurrung people have lived on this land for millennia, practising their customs and ceremonies of celebration, initiation and renewal.

Council acknowledges that Elders past, present and emerging are central to the cohesion, intergenerational wellbeing and ongoing self-determination of Aboriginal communities. They have played and continue to play a pivotal role in maintaining and transmitting culture, history and language.

Council respects and recognises Aboriginal and Torres Strait Islander communities' values, living culture and practices, including their continuing spiritual connection to the land and waters and their right to self-determination. Council also recognises the diversity within Aboriginal and Torres Strait Islander communities.

Aboriginal and Torres Strait Islander people and communities have had and continue to play a unique role in the life of the Darebin municipality. Council recognises and values this ongoing contribution and its significant value for our city and Australian society more broadly.

*Extract from Darebin City Council's Statement of commitment to Traditional Owners and Aboriginal and Torres Strait Islander people 2019.*

## Darebin's Diversity Statement

Situated on the traditional lands of the Wurundjeri Woi-wurrung people, the City of Darebin is now home to a diverse community of people with different socio-economic status, gender, age, ability, race, culture, ethnicity, language, sexuality, sex characteristics, gender identity, beliefs, occupations, income, education, carer status and household type. The Darebin community cherishes this diversity and values it as an important civic asset.

Darebin City Council acknowledges the history and contributions of the various communities, migrants and refugees who have made the municipality their home. Their endeavours have enriched the economic, social, cultural, artistic, community and civic character of the city, and created a cosmopolitan locality where variety and difference are welcomed and encouraged.

Council also acknowledges that who we are today as a municipality rests on the history of loss and dispossession inflicted upon Aboriginal people, past and present, despite their strengths, resilience and continued contributions to our city.

## Quick Facts About Darebin



### Place of birth

**64%**

born in Australia

**31%**

born overseas

(main countries: Italy, China, India, Greece, United Kingdom, Vietnam, New Zealand and Lebanon)

**4%**

not stated

### Aboriginal or Torres Strait Islander

**1%**

are Aboriginal or Torres Strait Islanders

### Languages spoken at home



**32%**

Speak a language other than English at home

**82**

Languages in total

63% English only  
5% Italian  
6% Greek  
3% Mandarin  
2% Arabic  
2% Vietnamese  
13% Other  
4% not stated

2021 ABS census



### Place of birth of parents

**59%**

have either one or both parents born overseas



### Households

**58%**

Live with family

**29%**

Live alone

**7%**

Live in group houses

**4%**

Other

### Tertiary qualifications



**50,038**

39.6% Bachelor Degree  
(32.8% Greater Melbourne)

### Religion



**40**

Religions in total

38% Christian (all denominations)  
45% not religious  
4% Muslim  
3% Buddhist  
3% Hindu  
1% other religions  
5% not stated

### Ages



**15%**

children 0–14

**11%**

young people 15–24

**60%**

25–64

**15%**

65+



### Employment

**79,088**

Residents employed in 2021

**56%**

Full-time

**33%**

Part-time

**4,438**

5.3% were unemployed  
(5.3% Greater Melbourne)

### Income



**\$1,850**

Weekly median

(\$1,866 Greater Melbourne)

**31%**

have a personal income of less than \$500 a week

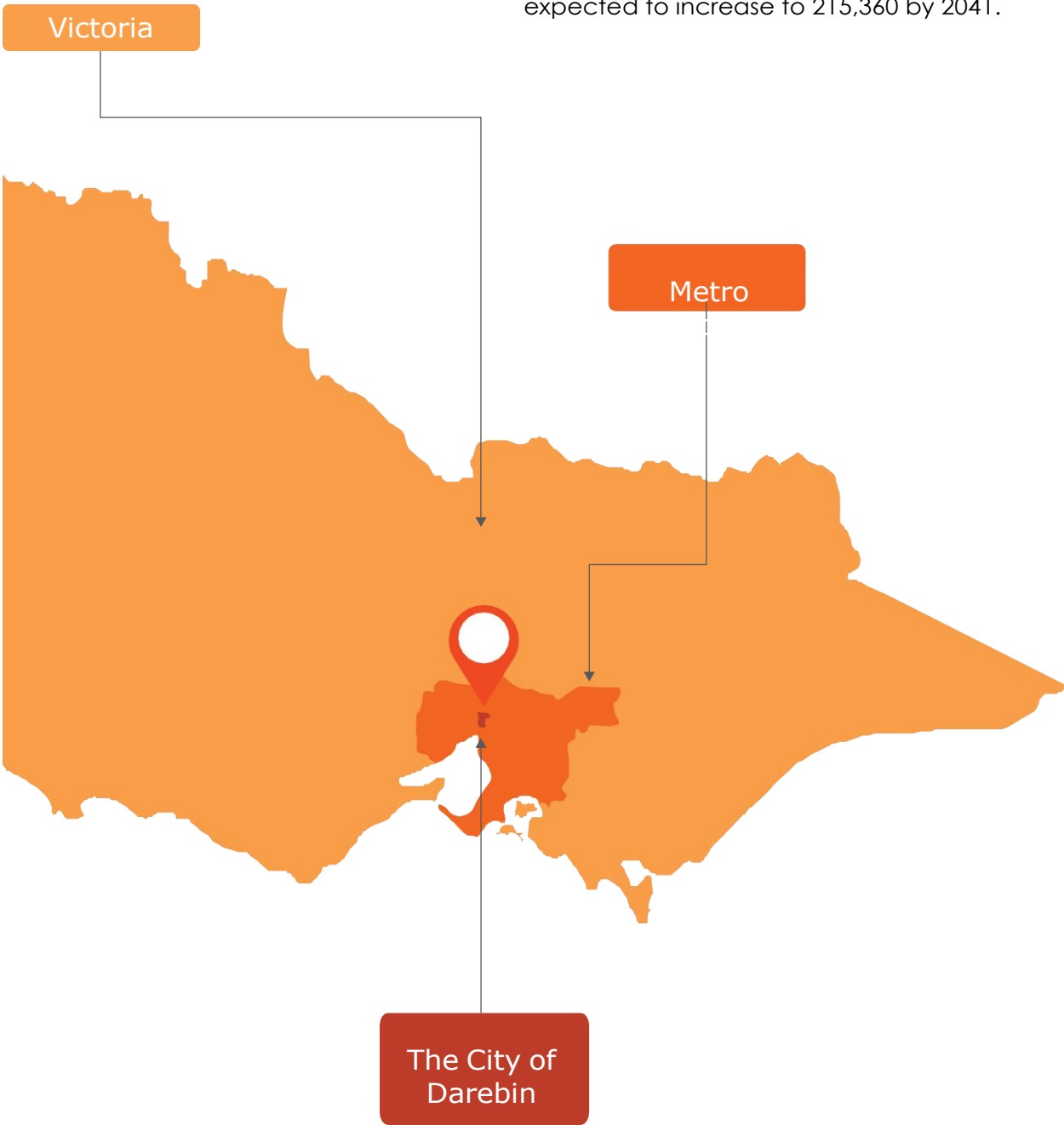
# Our Darebin

The City of Darebin is located between five and 15 kilometres north of Melbourne's central business district.

It has been home to the Wurundjeri people for many thousands of years.

Our city covers 53 square kilometres of land stretching from the inner northern suburbs of Northcote and Fairfield, to Reservoir and Bundoora.

We are growing: in 2022, our city's population is 150,325 people (ABS Estimated Residential Population 2022), and this is expected to increase to 215,360 by 2041.



We are home to one of Victoria's largest and most diverse communities in the realms of culture, language, religion, socioeconomic background, employment status, occupation and housing need. In 2021, 46,688 of our residents were born overseas; 18 per cent had arrived in Australia in the five years prior.

We have a diverse mix of properties – with 68,081 residential properties, 4,661 business properties and 531 mixed-use properties as at 30 June 2022. Our largest industries are education and training, retail, manufacturing, health care and social assistance.

As a Council, we are responsible for a large part of our city's infrastructure and natural habitat. We own, control, manage or maintain 530 kilometres of roads, 1,045km of sealed paths, 333 buildings, 66 road and foot bridges, 23,194 stormwater pits, 29 wetlands, 627.6km of stormwater pipes, 790 hectares of open space, 27 sports reserves, seven natural reserves, 57 playing fields/sports grounds, 130 playgrounds and 84,300 street trees.

While our city's social and economic prosperity is changing, with more of our residents earning higher incomes, we still have many of our residents experiencing disadvantage.

The Socio-Economic Index for Areas (SEIFA) score ranks areas based on indicators that contribute to disadvantage (including unemployment and income). In 2021, Darebin's SEIFA disadvantage score was 1018, the same as Greater Melbourne at 1018, and a lower level of disadvantage than the Victorian average of 1010. A higher score on the index means a lower level of disadvantage.

In December 2022, our unemployment rate was 4.2 per cent. This is slightly higher than Greater Melbourne (3.9 per cent), and slightly higher than Victoria overall (3.7 per cent).



# Council Plan Action Plan

## Our 10 Big Actions

1

**Build infrastructure for the future** by redeveloping Northcote Aquatic and Recreation Centre, redeveloping BT Connor Pavilion in Reservoir, and building Darebin Intercultural Centre in Preston

Strategic Action numbers: None in 2024-25

2

**Plan infrastructure for decades to come** by commencing scoping for the redevelopment of Reservoir Leisure Centre, activating Edwardes Lake Boat House in Reservoir, building new kindergarten facilities

Strategic Action numbers: 2-2, 2-3, 2-6

3

**Continue to lead with our response to the climate emergency** by updating our Climate Emergency Plan to set out how to best achieve zero greenhouse gas emissions for Darebin by 2030, offering solar installations and energy retrofits to pensioners and vulnerable communities, delivering new business and community power purchase partnerships, supporting a shift to a circular economy and massively reducing our waste going to landfill, and delivering projects and programs aimed to improve safety for people cycling, walking and wheeling, increasing active travel which will also reduce transport emissions

Strategic Action numbers: 2-15, 2-16, 3-1, 3-18

4

**Deepen our commitment to truth and justice for First Nations communities** in partnership with the Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation and Aboriginal and Torres Strait islander peoples who live and work in Darebin

Strategic Action numbers: 1-1, 1-2, 1-3, 1-4

5

**Support vulnerable members of our community** by providing support with COVID-19 recovery, expanding our Homelessness Assertive Outreach program, and supporting community-led programs in East Reservoir and East Preston, to achieve greater physical and mental health, and wellbeing for all

Strategic Action numbers: 2-40





6

**Champion local business and creative industries** by providing support with COVID-19 recovery, undertaking engagement to inform the future development of an Economic Development Strategy, and improving the lighting and safety of our retail precincts and business activity centres

Strategic Action numbers: 2-49

7

**Build a more inclusive community for all** by supporting Darebin's multicultural communities, reducing racism and discrimination, increasing access to our Council's services and sporting assets by groups who are under-represented, developing our Disability Action Plan to improve access for all to our services and infrastructure, and developing a Sexuality, Sex and Gender Diversity Action Plan to support the inclusion, rights and wellbeing of our LGBTIQ+ communities, including Rainbow Tick Accreditation for several services

Strategic Action numbers: 1-6, 1-7, 1-10, 1-12, 1-13, 1-14, 1-19, 1-35

8

**Improve the quality of development** and work to protect all that we love about Darebin by pursuing protections for Preston Market, conducting a Planning Scheme review informed by in-depth community consultation, and reviewing to amend our Parking Permit Policy

Strategic Action numbers: None in 2024-25

9

**Protect our natural environment and biodiversity** by significantly improving water quality in Edwardes Lake, increasing tree canopy coverage in our parks, residential areas and retail precincts, and enhancing understorey planting

Strategic Action numbers: 3-11

10

**Expand our delivery of quality universal services** across the lifespan by providing more three-year-old kindergarten places, continuing to deliver our flagship Age Friendly Darebin project, implementing aged care reforms, and registering to become a home care package provider




Strategic Action numbers: 1-20, 2-6





## Council Plan





### 1.0: Vibrant, Respectful and Connected



#### 1.1: We will prioritise and respect the voices and aspirations of Traditional Owners and Aboriginal and Torres Strait Islander communities in Darebin

H&W	Strategic Action	Action	Comments	Status	Status
	<p>[1-1] In consultation with the Traditional Owners, Darebin Aboriginal Advisory Committee and local Aboriginal and Torres Strait Islander Communities develop and commence implementation of a three-year Aboriginal Action Plan</p> <p>Key elements of this Plan, in addition to items mentioned in the Council Plan, to include:</p> <ul style="list-style-type: none"> <li>Develop partnerships with local Aboriginal Community Controlled Organisations to enhance our work towards mutual goals</li> <li>A meaningful and comprehensive response to the six key requests of DAAC's Our Black Lives Matter statement to Council</li> <li>Continue to implement and expand our Aboriginal Employment Strategy and Aboriginal Action Plan</li> <li>Begin discussions with Traditional Owners to understand the feasibility and resources required for Council to hand back land and responsibility for land management</li> </ul>	Finalise and commence implementation of the Aboriginal Action Plan.	Completion of the Aboriginal Action Plan has been included in the adopted Our Darebin Plan 2025-29. The completion date was extended into FY2025-26 by Council at its meeting on 24 February 2025 to ensure comprehensive community consultation. The draft Aboriginal Action Plan has been developed and community engagement commenced in August.		Deferred
	[1-2] Progress a partnership with the Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation and continue to progress "decolonising" Bundoora Park	Progress a partnership with the Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation and continue to progress "decolonising" Bundoora Park	Darebin continues to progress its partnerships with Wurundjeri, who have been consulted to give advice and feedback on a number of Council initiatives. Work continues on the Bundoora Park Truth-Telling display in consultation with the Elders.		Completed



H&W	Strategic Action	Action	Comments	Status	Status
	[1-3] Deliver initiatives that support truth telling, and provide opportunities for culturally diverse communities, and our broader Darebin community, to learn about Aboriginal and Torres Strait Islander culture and history	Deliver initiatives that support truth telling, and provide opportunities for culturally diverse communities, and our broader Darebin community, to learn about Aboriginal and Torres Strait Islander culture and history	Darebin continues to support Truth-Telling initiatives to learn about Aboriginal culture and history, and this will continue into 2025-26. The decolonising Bundoora Park Truth-Telling project continues in close partnership with the Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation.		Completed
	[1-4] Increase support to Aboriginal community-controlled organisations by incorporating a specific funding stream into our Community Grants Program	Implement the Aboriginal community-controlled Grants stream which was established in 2023-24	Round 2 of the grant program opened in October 2024. A total of six community organisations were successful with grant funding for a total of \$29,325.50. Projects are now being delivered. The 2025-26 grant round opened in March 2025 for Community organisations to prepare for NAIDOC week in July 2025.		Completed





1.2: We will develop partnerships with organisations from across our city, to value and include people from multicultural and diverse backgrounds

H&W	Strategic Action	Action	Comments	Status	Status
	[1-6] Support and promote a significant increase in participation in Darebin's sports clubs, in particular, for Aboriginal and Torres Strait Islander peoples, women, girls, people of all abilities, and multicultural and diverse communities	Support and promote a significant increase in participation in Darebin's sports clubs, in particular, for Aboriginal and Torres Strait Islander peoples, women, girls, people of all abilities, and multicultural and diverse communities	Participation with Darebin sports clubs increased by 9% in 2024-25. In particular, women and girls' participation increased by 18%, Aboriginal and Torres Strait Islander people's participation by 9.8%, those from culturally diverse backgrounds by 4.6%, and those from a low socio-economic background by 7.1%. In addition to supporting sports club participation, Council delivers Get Active in Darebin to promote participation for community members at risk of discrimination and disadvantage. In 2024-25, 2,337 people participated in three seasonal programs.		Completed
	[1-7] Encourage and reward sporting and leisure groups/sporting teams that use Council's recreation spaces, by reducing user fees to those that demonstrate inclusion for Aboriginal and Torres Strait Island peoples, women, girls, people of all abilities, and multicultural and diverse communities	Encourage and reward sporting and leisure groups/sporting teams that use Council's recreation spaces, by reducing user fees to those that demonstrate inclusion for Aboriginal and Torres Strait Island peoples, women, girls, people of all abilities, and multicultural and diverse communities	A full review of the Performance Subsidy Program is being undertaken in 2025 as part of a review of relevant policies. The current program incentivises participation by community members at risk of discrimination and disadvantage. Following the November 2024 Fair Access Policy workshop, all sports clubs are encouraged to complete a gender impact self-assessment to establish an action plan to address participation gaps. In 2024-25, 37 sports clubs received performance subsidies with 25 achieving Gold status, 5 Silver status and 7 bronze status with the total subsidy value of \$87,297.		Completed





H&W	Strategic Action	Action	Comments	Status	Status
	[1-9] Partner with Bowel Cancer Screening, Cancer Council Victoria and local community organisations to increase awareness of bowel cancer and improve community understanding, including for Aboriginal and culturally and linguistically diverse communities, of the benefits of screening, with a particular focus on underrepresented groups undertaking bowel cancer screening	Partner with Bowel Cancer Screening, Cancer Council Victoria and local community organisations to increase awareness of bowel cancer and improve community understanding, including for Aboriginal and culturally and linguistically diverse communities, of the benefits of screening, with a particular focus on underrepresented groups undertaking bowel cancer screening	Throughout the year Council used resources from Cancer Council Victoria to develop social media posts with key messages that raise awareness of bowel cancer in the community.		Completed

1.3: We will help to build an inclusive and empowered community, where social cohesion and community harmony are fostered


H&W	Strategic Action	Action	Comments	Status	Status
	[1-10] Develop the Disability Action Plan to improve access to services and infrastructure for our residents and visitors	Implement the Disability Action Plan to improve access to services and infrastructure for our residents and visitors	The Disability Action Plan 2023-2025 has been implemented and a review of the implementation successes and challenges is currently underway. Council has partnered with Croxton School (a local specialist disability school) to support students with disability in year 11 and 12 to complete work placements, and has launched new and improved Disability Awareness training, which is being rolled out across the organisation. The Darebin Disability Advisory Committee has provided feedback on several important projects, including redevelopments to Reservoir Leisure Centre and Darebin's Housing Strategy.		Completed

H&W	Strategic Action	Action	Comments	Status	Status
	[1-12] Develop and deliver a program to support middle years students (later primary school, and early secondary school-aged) from Darebin schools to connect with each other, and take action on systemic racism issues together, to support student voices	Undertake advocacy to seek funding to deliver anti-racism programs	<p>An anti-racism training program for year 8 students was co-designed and delivered in Preston High School. The program included a strong focus on the experiences and knowledge of Aboriginal people.</p> <p>The connection between experiences of racism and the health and wellbeing outcomes of residents was considered as part of the development of Council's new Municipal Health and Wellbeing Plan embedded in Our Darebin Plan 2025-29.</p>		Completed
	<p>[1-13] Develop a Cultural Diversity Action Plan to improve access, participation and engagement of people from culturally and linguistically diverse backgrounds including:-</p> <ul style="list-style-type: none"> <li>• Access to venues and encourage participation in Council services where participation is low</li> <li>• Work with our sporting and recreation clubs to increase participation</li> <li>• Identify creative opportunities to reflect Darebin's different cultures in the built environment across our city</li> <li>• Work with our local organisations to create an active Community Leader network comprising community leaders from our culturally diverse communities</li> </ul>	<p>Finalise a Cultural Diversity Action Plan to improve access, participation and engagement of people from culturally and linguistically diverse backgrounds including:-</p> <ul style="list-style-type: none"> <li>• Access to venues and encourage participation in Council services where participation is low</li> <li>• Work with our sporting and recreation clubs to increase participation</li> <li>• Identify creative opportunities to reflect Darebin's different cultures in the built environment across our city</li> <li>• Work with our local organisations to create an active Community Leader network comprising community leaders from our culturally diverse communities</li> </ul>	<p>Completion of the Cultural Diversity and Inclusion Action Plan (CDIP) was extended to FY2025-26 as part of the Our Darebin Plan 2025-29. Stage one of the community engagement for the development of the Cultural Diversity and Inclusion Action plan has started.</p>		Deferred





1.4: We will embrace diversity and ensure everyone is included in our society, and no one is left behind - by combating discrimination, and championing equity, inclusivity and diversity

H&W	Strategic Action	Action	Comments	Status	Status
	[1-14] Continue to become more LGBTIQ+ inclusive across Council's services and activities including work towards Rainbow Tick accreditation for several services	Continue to become more LGBTIQ+ inclusive across Council's services and activities including work towards Rainbow Tick accreditation for several services	Council is currently maintaining Rainbow Tick accreditation for several services which has supported more inclusive service delivery to our LGBTIQ+ community. Future work in this space will be guided by the LGBTIQ+ Action Plan which is now in development.		Completed
	[1-19] Develop a Sexuality, Sex and Gender Diversity Action Plan to support the inclusion, rights and wellbeing of LGBTIQ+ communities and work to combat homophobia, biphobia and transphobia	Finalise and commence implementation of an LGBTIQ+ Action Plan to support the inclusion, rights and wellbeing of LGBTIQ+ communities and work to combat homophobia, biphobia and transphobia	Completion of the LGBTIQ+ Action Plan was extended to FY2025-26 as part of the adopted Our Darebin Plan 2025-29. Final consultation workshops with the community service and advocacy sector have been held to discuss the framework within which the action plan will sit. Community feedback has also been provided to inform the key actions and objectives of the first draft of the LGBTIQ+ Action Plan.		Deferred

## 1.5: We will increase social connection to reduce isolation and loneliness, and support positive mental health



H&W	Strategic Action	Action	Comments	Status	Status
	[1-20] Deliver Age Friendly Darebin and implement aged care reforms	Deliver Age Friendly Darebin and implement aged care reforms	The Age Friendly Darebin Report response, recommendations and closing report will be finalised in 2025-26. The new Aged Care Act has been deferred until November 1, 2025. Officers continue to monitor Commonwealth communication re Aged Care Reforms and participate in sector/peak body forums/meetings. Workshops with Councillors commenced in June.		In progress
	[1-23] Provide grants, and deliver and facilitate programs, services, and events that address loneliness, through supporting social connectedness and positive mental health	Provide grants, and deliver and facilitate programs, services, and events that address loneliness, through supporting social connectedness and positive mental health	140 community grants applications were recommended for funding this financial year. This included 40 (28%) community groups assisted with grants to support mental health and wellbeing activities in Darebin. Council developed a new community grant program for older adults. The core focus of the grant was to provide up to \$3,000 per community organization to support activities that increase social connection and positive mental health for older adults in the Darebin community.		Completed

## 1.6: We will ensure our festivals, events and functions are inclusive and respond equitably to, and value the diverse needs and aspirations of, our community






H&W	Strategic Action	Action	Comments	Status	Status
	[1-28] Deliver an annual cultural diversity and social cohesion oration as part of the FUSE festival	Deliver Molly Hadfield cultural diversity and social cohesion oration.	The Molly Hadfield Oration was successfully held on 2 April 2025.		Completed
		Deliver new multicultural oration	The Cultural Diversity Oration was delivered on the 21 May 2025.		Completed
	[1-29] Deliver a signature cultural event as part of the FUSE festival in and around the grounds of the Bundoora Homestead Art Centre that showcases culturally diverse artists, music, food, participatory workshops and performances.	Deliver annual FUSE Festival model	Fuse Festival was delivered in September 2024 with 4413 attendees.		Completed





## 1.7: We will continue to be a local government leader in the prevention of violence against women, and gender equity

H&W	Strategic Action	Action	Comments	Status	Status
	[1-30] Implement and extend our Gender Equality and Preventing Violence Against Women Action Plan, using an intersectional approach	Extend the implementation of our Gender Equality and Preventing Violence Against Women Action Plan, using an intersectional approach	<p>The Free from Violence program development continued with working groups convened in February, April and June.</p> <p>Darebin's family violence policy animated information video was also updated during this period.</p> <p>A Free from Violence program milestone was achieved with primary prevention of family and gender-based violence information sessions delivered to 94 staff from the Supported and Connecting Living teams.</p> <p>Darebin was represented at the Building Respectful a Community Partnership auspiced by Women's Health in the North.</p> <p>The Commissioner for Gender Equality in the Public Sector, Dr Niki Vincent presented to Darebin leadership and staff.</p> <p>In June, the Gender Equity Advisory Committee Convened. Two Equity Impact Assessments, incorporating the mandated Gender Impact Assessment were completed in this last quarter.</p>		Completed





1.8: We will work towards a discrimination-free, and systemic racism-free Darebin, and reduce the impact of poverty and disadvantage




H&W	Strategic Action	Action	Comments	Status	Status
	[1-34] Address inequities in the distribution of resources, and ensure the needs of our most vulnerable people are prioritised by implementing our Towards Equality Framework	Address inequities in the distribution of resources, and ensure the needs of our most vulnerable people are prioritised by implementing our Towards Equality Framework	In this quarter, three Equity Impact Assessments (EIA) were undertaken on a range of projects, plans, and policies. This included reviewing the Internal Catering Policy and the Municipal Festive Policy - Communications. The EIA Panel also provided support and feedback on the draft Our Darebin Plan and Annual Action Plan.		Completed
	[1-35] Work with the Darebin Ethnic Communities Council, our community, and local organisations, to foster respect and address systemic racism	Work with the Darebin Ethnic Communities Council, our community, and local organisations, to foster respect and address systemic racism	The joint northern Councils anti-racism booklet was launched in this quarter. It addresses one of the key findings of 2023 Victoria-wide research about barriers to reporting racism. Another successful, Council-led community event was held for people seeking asylum in AMES-run temporary accommodation in Darebin. Support to the Intercultural Centre Open Access program and to the Truth-Telling display project has continued.		Completed
	[1-36] Continue to implement the Welcoming Cities Standard, with the aim of becoming a 'Mentoring' level Council	Monitor the progress of improvement actions from the Welcoming Cities evaluation report	The Welcoming Cities evaluation report will be integrated in the data sources for the development of the Cultural Diversity and Inclusion Action Plan (CDIP). The CDIP is included in the Our Darebin Plan 2025-29 for completion.		Deferred


H&W	Strategic Action	Action	Comments	Status	Status
	[1-38] Mitigate the impacts of climate change on the health and wellbeing of our disadvantaged communities	Through the implementation of the year 1 actions of the Climate Emergency Plan, mitigate the impacts of climate change on the health and wellbeing of our disadvantaged communities	<p>Year 1 actions of the Climate Emergency Plan have been delivered. The Keep Cool program and heat health in vulnerable communities in Darebin has been evaluated. We have worked with community support organisations, for best outcomes for the community.</p> <p>250 people were directly supported to manage heat stress. The following was delivered: Fans and/or cooling mats provided to 150 vulnerable residents and providing 100 climate health kits to 2 organisations supporting people sleeping rough. A further 62,000 people were provided with information on how to avoid heat stress and reduce summer energy bills. Through the Solar Saver program, a further 108 disadvantaged people were also directly supported to reduce their energy bills and/or improve their home comfort and ability to manage heat stress with the installation of 108 home solar systems,</p>		Completed

## 2.0: Prosperous, Liveable and Flourishing










### 2.1: We will deliver equitable and accessible infrastructure to provide opportunities for our community to live well

H&W	Strategic Action	Action	Comments	Status	Status
	[2-2] Redevelop Reservoir Leisure Centre, incorporating opportunities to enhance health, wellbeing and socioeconomic outcomes	Undertake minor renewal works while continuing scoping for the longer-term redevelopment of the Reservoir Leisure Centre to enhance health, wellbeing and socioeconomic outcomes	The Reservoir Leisure Centre Scoping Study report has been released. The recommendations are influencing Council's capital works program, with significant investment in change facilities in 2025-26, while Council progresses concept designs and a business case to support future redevelopment of the centre. Council undertook a range of works at Reservoir Leisure Centre to improve our customer experience, including roof repairs, electrical switchboard upgrades, installation of a new steam generator for the steam room and pool vacuums. Internal doors, turnstiles, entry gates and access controllers are being replaced to ensure seamless flow for customers throughout the facility to complement the new point of sale system.		Completed
	[2-3] Invest in the Edwardes Lake Boathouse in Reservoir to support a long-term lease arrangement	Continue to advocate to the descendants of the original owner to remove the restrictive covenants so appropriate renewal works of the boat house can occur	Representatives are currently working with legal teams based in the UK to facilitate the transition. While final timeframes for confirmation remain uncertain and are out of Council's control, the project is progressing well.		In progress
		Undertake a broad Expression of Interest process to identify interested parties and proposed uses (commercial, community or recreational) for the facility and provide an opportunity for the community to provide feedback about the uses they would like to see and any issues for Council to consider.	Council Property Expression of Interest has been launched and is open for registrations until September. Significant interest has already been shown with applications to be assessed and presented to Council for consideration by the end of 2025.		In progress

H&W	Strategic Action	Action	Comments	Status	Status
	[2-6] Expand funded 3-year-old kindergarten	Expand kindergarten places in areas of greatest unmet demand; including work in partnership with State Government to deliver additional Kindergartens on School Sites (KOSS)	<p>Construction has commenced on Maryborough Avenue Kindergarten, which will increase the capacity of the centre by 38 places. Works are scheduled to be completed by early 2026.</p> <p>Council is continuing to work with the Department of Education on further kindergarten sites for expansion to ensure Darebin has capacity to accommodate increased demand generated through population growth and reforms in 3- and 4-year-old early childhood education.</p>		Completed
	[2-9] Redevelop KP Hardiman Pavilion in Kingsbury	Commence construction of the KP Hardiman Pavilion	Works have commenced on the construction of the new KP Hardiman Pavilion and are progressing per the construction program. Estimated completion date is on track for December 2025.		Completed
	[2-11] Develop an Integrated Families, Youth and Children Strategy	Complete the Integrated Families Youth and Children Strategy and present to Council for adoption	<p>An engaging public facing version of the Strategy has been designed with input from young leaders and key stakeholders. It will be published on the Council website along with a poster of the action areas that will be displayed at child and family friendly venues across Darebin.</p> <p>A video is being produced to provide a child-friendly version of the Strategy to communicate to children. Over 20 children and young people participated in interviews to talk about the 5 action areas. The video will feature on social media and the Council website.</p> <p>The next action to be delivered will be the continuing collaborative work with stakeholders to develop the first Council and Partner Collective Action Plan to implement the Strategy.</p>		Completed

H&W	Strategic Action	Action	Comments	Status	Status
	[2-13] Plan for the redevelopment of John Hall pavilion and public toilet in Kingsbury	Complete construction of the John Hall Pavilion	<p>The construction of the John Hall Reserve Pavilion has been successfully completed. The official opening was held on 31 July 2025, with the Mayor officiating the ceremony.</p> <p>The new pavilion is now fully operational, with tenant clubs having taken access and commenced use of the facility. This milestone represents a significant achievement under the Council Plan, supporting our commitment to enhancing community infrastructure and providing high-quality spaces for local sports and recreation.</p>		Completed

2.2: We will design and create public spaces where our people feel safe, welcome, and respected, including improving lighting and safety for people walking, wheeling, cycling and driving

H&W	Strategic Action	Action	Comments	Status	Status
	[2-15] Improve road safety, and the cycling, walking and wheeling network, by constructing high priority improvements	Improve road safety, and the cycling, walking and wheeling network, by constructing high priority improvements	Council constructed a number of high priority improvements across its transport network.		In progress
	[2-16] Investigate and prioritise road safety, accessibility, cycling, walking and wheeling improvements across Darebin by using a Local Area Placemaking approach - where one third of the city is reviewed, with community involvement, each year	Investigate and prioritise road safety and strategic transport improvements across Darebin by using a Local Area Placemaking approach - where one third of the city is reviewed, with community involvement, each year	The second stage of community consultation to seek input on proposed treatments within the Group C areas of Council's 'Your Street Your Say' program is expected to commence from October 2025. Group C includes the areas of Northcote West, Preston East, Reservoir East and Kingsbury.		In progress
	[2-17] Develop and implement a Community Safety Framework	Finalise and commence implementation of the Community Safety Framework	There has been a delay in progressing this project. Embedding community safety across Council services will continue to be progressed.		Deferred
	[2-19] With State Government approval, reduce the speed limit in more local streets across our city	With State Government approval, reduce the speed limit in more local streets across our city	An area wide 40km/h speed limit application has been submitted to the Department of Transport and Planning (DTP) for the area bordered by Separation Street, Clarendon Street, High Street and the Darebin Creek. Council is waiting on DTP approval.		In progress
	[2-21] Develop a Community Infrastructure Plan to inform Council's decision making on the future of our assets, based on service needs across our city for the next 10 years	Finalise the draft Community Infrastructure Plan	This project has been delayed. The Community Infrastructure Plan is not an initiative in the Our Darebin Plan 2025-29, however work is ongoing to improve the quality of data on community assets to inform asset planning and a new Development Contributions Plan. Data will also be shared with the Department of Transport and Planning, who will prepare an Infrastructure Contributions Plan for the Thornbury Cluster Activity Centre and the Preston Activity Centre.		Deferred


H&W	Strategic Action	Action	Comments	Status	Status
	[2-23] Update flood risk assessments across Darebin, and incorporate them into our Darebin Planning Scheme	Continue to work with Melbourne Water to implement and apply the updated flood mapping for Darebin, including incorporation into the planning scheme	Council continues to work closely with Melbourne Water on their flood mapping update project.		Completed
	[2-24] Continue our Traffic Blackspot Design and Construction Program	Develop at least two scoping reports for submission to the Federal Blackspot program targeting places with history of crashes	Road safety audits and crash data for the last 5 years have been assessed for risks and groups of similar types of crashes within Darebin. Two locations were identified as eligible for funding applications through the Federal Blackspot program. The locations are Edwardes Street at Banbury Road, and Dundas Street at St David Street and Hotham Street. Scoping reports have been submitted seeking 100% funding to design and install safety changes at these locations. Community consultation and works would progress in the 2025-26 financial year if successful.		Completed
	[2-30] Undertake a review of the General Local law	Complete the review of Darebin's General Local Law and present to Council for adoption	<p>The Darebin Community Amenity Local Law was adopted unanimously by Council on 26 May 2025.</p> <p>The legislative document was gazetted on 19 June 2025 and went on public exhibition throughout June both on the website and at Council Customer Service centres.</p> <p>The 2025 Local Law will be in force as of 1 July 2025.</p>		Completed





## 2.3: We will facilitate more affordable, social and public housing in Darebin, to meet our community's needs

H&W	Strategic Action	Action	Comments	Status	Status
	[2-31] Enable and facilitate more affordable and social housing across our city	Complete the Housing Strategy and report to Council on opportunities for more affordable and social housing	Following community engagement in late 2024, Council has finalised its Draft Darebin Housing Strategy, including considering on-going State Government planning reforms and housing targets. Council will consider adoption of the strategy in the coming months. This is scheduled for late August 2025.		In progress
	[2-32] Partner with the State Government to ensure its social and public housing investment meets our community's needs, and creates liveable, connected communities through appropriate design and construction	Continue to negotiate with developers for the inclusion of social and public housing as part of major developments	Council continued to raise the need for social and affordable housing to be included as part of larger planning permit applications. Larger applications have been limited in volume throughout the FY2024-25 due to the downturn in the development industry and also an increase in the number of applications being submitted to the State Government rather than Council. When agreed, these outcomes are generally secured through S173 Agreements on planning permits. A recent approval through Council for 150 Arthurton Road included provision of affordable housing voluntarily by the applicant, which is a positive outcome where no affordable housing was required to be provided.		Completed

## 2.5: We will invest in services and the built environment to improve access for our residents and visitors

H&W	Strategic Action	Action	Comments	Status	Status
	[2-39] Create additional accessible car parking spaces in our city	Construct at least two accessible car parking spaces	Two new accessible parking bays in Collins Street Thornbury outside Penders Park have been completed in October 2024. A third accessible parking bay was constructed as part of the current John Hall Reserve Pavilion construction works in Kingsbury in June 2025. Remaining budget from this program was used by our Transport team to source designs for new locations to be constructed in the next financial year 2025-26.		Completed





## 2.6: We will support the human rights, housing and wellbeing needs of our people experiencing homelessness




H&W	Strategic Action	Action	Comments	Status	Status
	[2-40] Deliver programs that support people sleeping rough and experiencing homelessness including Assertive Outreach and advocate for funding for Towards Zero	Deliver programs that support people sleeping rough and commence the establishment of a Towards Zero program for Darebin	<p>Council has launched a new project - Darebin Zero: Ending Homelessness Together - to support people sleeping rough in the Darebin community. This project has been established in partnership with local housing, health and community sector partners using a functional zero approach pioneered by Launch Housing.</p> <p>Council also continues to support people sleeping rough in Darebin through delivery of the Darebin Assertive Community Outreach (DACO) program and the Community Shower Access program.</p>		Completed

## 2.8: We will advocate to reduce the harm associated with electronic machine gambling, alcohol and tobacco



H&W	Strategic Action	Action	Comments	Status	Status
	[2-47] Support partner and local community organisations, groups, and clubs, to deliver initiatives that encourage the cessation of vaping and smoking	Support partner and local community organisations, groups, and clubs, to deliver initiatives that encourage the cessation of vaping and smoking	A social media campaign promoting the 'Flip the Vape' campaign aimed at addressing vaping among Aboriginal and Torre Strait Islander youth people in Victoria was delivered this quarter.		Completed


2.9: We will leverage investment, partnerships and advocacy to drive Darebin's growth and sustainability and ensure Darebin is a great place to do business

H&W	Strategic Action	Action	Comments	Status	Status
	[2-48] Develop an Economic Development Strategy, based on the principles of a circular economy, food, health, renewables, creative and digital industries, jobs of the future, and leveraging partnerships	Undertake further consultation and engagement on the Economic Development Framework. Present Economic Development Strategy to Council for adoption. Commence delivery	The Darebin Economic Framework was endorsed by Council on 26 May 2025.		Completed
	[2-49] Invest in economic reactivation and recovery initiatives to support existing and new industries, to ensure Darebin's economy is robust and resilient	Plan for place revitalisation of Darebin's key activity centres and review of Council's Active Spaces program to ensure Darebin's economy is robust and resilient	The Darebin Economic Framework, which was endorsed by Council in May 2025, has the pillar of Collaborative Mainstreet revitalisation which includes the project - Review and revitalise Darebin's award-winning Active space program to proactively address shopfront vacancy rates. Work in this area has commenced with the review work being completed in 2025 and actions from this being listed in the Framework's year one work plan. In June 2025 external consultants conducted a walk through our four key activity centers with a report pending on key initiatives and recommended to reduce shopfront vacancies and attract investment.		Completed
	[2-50] Continue to implement our Social and Sustainable Procurement Policy to increase the engagement of Aboriginal-led businesses, and focus on job creation for culturally and linguistically diverse peoples, and young people	Review, amend and adopt our Social and Sustainable Procurement Policy to increase the engagement of Aboriginal-led businesses, and focus on job creation for culturally and linguistically diverse peoples, and young people	Development of the new Social and Sustainable Procurement Policy was deferred by Council in February and has been included as an Initiative in the Our Darebin Plan 2025-29. The new Policy is scheduled to be adopted by Council by December 2025.		Deferred

H&W	Strategic Action	Action	Comments	Status	Status
	[2-51] Build partnerships across all levels of government and the private sector, to attract new industries and investment into Darebin, to support its future growth	Build partnerships across government and the private sector, to attract new industries and investment into Darebin, to support its future growth	In FY2024-25, initial steps have been taken to establish the Darebin Economic Futures Network and the inaugural Darebin Business CEO lunch was delivered. This action is an ongoing function for the Economic Development Unit.		Completed
	[2-53] Catalyse new jobs at scale in Darebin with businesses, new industry attraction and our partners - including Jobs Victoria Advocates - focusing on jobseekers facing multiple employment barriers including culturally and linguistically diverse peoples, young people, women, and Aboriginal and Torres Strait Islander peoples	Catalyse new jobs at scale in Darebin with businesses, new industry attraction and our partners focusing on jobseekers facing multiple employment barriers including culturally and linguistically diverse peoples, young people, women, and Aboriginal and Torres Strait Islander peoples	A review of the First Nations Employment and Education pathways Network took place in Q3 with all internal and external stakeholders. This resulted in a revised format for the Network moving forward. The initial Network meeting took place on the 29 April 2025 with high attendance and much discussion on the review and the pathway moving forward.		Completed

#### 2.11: We will improve the sustainability, accessibility, and design of development on private land in our city

H&W	Strategic Action	Action	Comments	Status	Status
	[2-64] Review our Housing Strategy and planning zones including engaging with our community on where housing and development should be, and strengthening neighbourhood character provisions	Commence a planning scheme amendment to implement the recommendations of the Darebin Housing Supply and Demand and Neighbourhood Character Study.	Early scoping on the project has begun, and following adoption of the Housing Strategy, will be part of the next stage of implementation in FY2025-26. This will commence in 2026.		In progress
	[2-65] Complete major planning reform work to: <ul style="list-style-type: none"> <li>Introduce an open space levy to fund open spaces in our city</li> <li>Introduce a Developer Contributions Scheme to help fund infrastructure for our growing population</li> <li>Establish Heidelberg Road Corridor controls</li> <li>Establish Thornbury Park Heritage Estate controls</li> </ul>	Progress a planning scheme amendment to deliver an interim 5% Open Space Levy	Planning Scheme Amendment C210dare was approved by the Minister and implemented in the Darebin Planning Scheme on 5 June 2025. The amendment enables an open space contribution of up to 5% for subdivisions.		Completed



H&W	Strategic Action	Action	Comments	Status	Status
	[2-66] Complete our Central Preston Structure Plan	Work with the State Government to finalise a Central Preston Structure Plan	On 11 April 2025, the Victorian Government introduced new planning controls for the Centre through Amendment GC252. This amendment incorporates Council's Preston Central Structure Plan into the Darebin Planning Scheme as a background document and implements new schedules to the Activity Centre Zone and Built Form Overlay, to support a mix of uses and provide clear built form standards fully aligned with Council's prior strategic planning work. Earlier, on 25 February 2025, Amendment VC257 established new parent controls, including the Built Form Overlay (with deemed-to-comply standards) and the Housing Choice and Transport Zone, to support higher-density housing in catchment areas by encouraging lot consolidation. Council played a significant role in shaping these outcomes, advocating for transparency, quality housing, and infrastructure investment. This contributed to a revised housing target of 10,200 new dwellings, with approximately 6,800 homes focused within the High Street core.		Completed

### 3.0: Climate, Green and Sustainable


3.1: We will adapt to climate change and build the resilience of our community, infrastructure and the built environment, with a focus on our vulnerable communities at risk of fuel poverty, and flooding

H&W	Strategic Action	Action	Comments	Status	Status
	[3-1] Through our Solar Saver 4-year program, support solar installation and energy efficiency retrofits for our vulnerable households, including public and social housing, and renters	Commence implementing the new Climate Emergency Plan including supporting residents to switch to electrical equipment through the revised Solar Saver program	Council has included electrification upgrades in the Solar Saver program in FY2024-25. We have supported vulnerable households through this program. Additionally, we have provided communications and education opportunities for community members and provided one-on-one support through the program.		Completed
	[3-3] Support our community members experiencing fuel poverty, to prevent heating and freezing	Support our community by delivering the heat health and fuel poverty first year actions in the renewed Climate Emergency Plan	250 people were directly supported to manage heat stress. Within this group 150 vulnerable residents identified by 4 community partners were provided with fans and/or cooling mats, cooling neck ties and heat health information. A further 100 kits were provided to 2 organisations supporting people sleeping rough for distribution. These kits included insulated water bottles, sunscreen, cooling neck ties, Keep Cool Map, hydrolyte and a tote bag. A further 62,000 people were provided with information on how to avoid heat stress and reduce summer energy bills.		Completed

3.2: Aim to achieve 12% canopy cover on Council owned and managed land by 2025, prioritising catchment biodiversity and shopping areas



H&W	Strategic Action	Action	Comments	Status	Status
	[3-8] Acquire land to create new parks	Undertake site investigation works at Clements Reserve as required by the Environmental Action Notice and subsequently undertake the required remediation works to remove contamination	This action was deferred by Council at its meeting on 24 February 2025.		Deferred
		Continue to progress the acquisition of the three parcels of land at Clements Reserve from the Department of Transport and Planning	The acquisition of Clements Reserve has always been planned as a multi-year project due to its complexity and the significant technical remediation required. While progress is being made, the preliminary works have taken longer than anticipated. This has led to delays in both the remediation and acquisition phases. Council remains committed to the project and will continue to keep the community informed as it advances		Deferred

3.3: We will drive significant improvements in water quality and biodiversity across Darebin, designating Edwardes Lake as a flagship project to demonstrate water recreation (in the long term)

H&W	Strategic Action	Action	Comments	Status	Status
	[3-11] Establish and adequately resource the Edwardes Lake Taskforce to significantly improve the water quality and amenity of Edwardes Lake in Reservoir	Continue to monitor the health of the lake and invest in activities that improve water quality (as recommended by the taskforce)	<p>Officers have facilitated the quarterly meetings of the Edgars Creek and Edwardes Lake Task Force.</p> <p>Monitoring of water quality has continued throughout the year through the Darebin Waterwatch Program facilitated by the Merri Creek Management Committee.</p> <p>New rewilding has been established along the creek corridor and throughout Edwardes Lake in partnership with environmental community groups.</p> <p>In early 2025 on multiple occasions, heavy rains washed cooking oils into Edwardes Lake, impacting water quality and prompting clean-up responses from Council. The EPA is managing the source of the pollution in line with environmental regulations.</p> <p>Council continues to support this work through the Edgars Creek and Edwardes Lake Task Force, focusing on revegetation and other upstream controls to improve water quality.</p>		Completed





3.5: We will reduce waste and stimulate a local circular economy, where waste resources are re-used rather than discarded






H&W	Strategic Action	Action	Comments	Status	Status
	[3-16] Develop a plan to respond to new State Government requirements for contaminated land	Finalise and implement the Contaminated Land Framework	The Contaminated Land Framework is drafted and under review. Planning of next steps is underway. Council is adhering to its state and legislative requirements for contaminated land and is continually improving practice.		In progress
	[3-18] Undertake waste reform and take action towards establishing a circular economy	Prepare for and deliver review of the kerbside waste services including glass	This is a multi-year project and remains on track to meet the 2027 timeline for introduction of glass recycling services. Kerbside waste service community consultation was completed 2023. Preparation and options development has progressed. The next steps to include further consultation.		In progress



## 4.0: Responsible, Transparent and Responsive

### 4.1: We will ensure balanced and responsible financial decision making that meets the needs of our community now and into the future

H&W	Strategic Action	Action	Comments	Status	Status
	[4-2] Develop and implement an Advocacy Framework and four year Advocacy Plan, informed by our Council Plan priorities, aimed at influencing public policy change and attracting support and funding for our priorities including:• Investment in early intervention and tertiary mental health services• Dedicated sexual and reproductive health service in the Northern region• Key transport priorities• Increased funding for road safety infrastructure, driver behaviour and law enforcement• Towards Zero approach to address homelessness• Local Economic Development priorities• Protection of Strathallan as public land• Community and business use of energy efficiency initiatives• Higher and mandatory Environmentally Sensitive Design (ESD) standards in building and planning controls	Develop and implement an annual statement of advocacy priorities including: <ul style="list-style-type: none"> <li>Investment in early intervention and tertiary mental health services</li> <li>Dedicated sexual and reproductive health service in the Northern region</li> <li>Key transport priorities</li> <li>Increased funding for road safety infrastructure, driver behaviour and law enforcement</li> <li>Towards Zero approach to address homelessness</li> <li>Local Economic Development priorities</li> <li>Protection of Strathallan as public land</li> <li>Community and business use of energy efficiency initiatives</li> <li>Higher and mandatory Environmentally Sensitive Design (ESD) standards in building and planning controls</li> </ul>	This action has been superseded by the Our Darebin Plan 2025-29 that includes a new four-year Advocacy Strategy and annual statement of advocacy priorities. Work has commenced in accordance with the Our Darebin Plan 2025-29.		Completed
	[4-3] Develop a Revenue and Rating Plan that supports the Financial Plan and ensures fee structures support the most disadvantaged within our community, providing a guide to our budget decisions to ensure they are responsible and sustainable	Review the Revenue and Rating Plan in accordance with the Local Government Act and present to Council for adoption by 30 June 2025	The revised Revenue and Rating Plan was adopted by Council on 30 June 2025.		Completed
	[4-4] Review our 10 year Financial Plan to ensure a level of revenue and expenditure that maintains a balance between service delivery, asset maintenance and renewal, and provides a strong, sustainable base for the future	Review the 10 Year Financial Plan in accordance with the Local Government Act and present to Council for adoption by 30 June 2025	The 10-year Financial Plan was adopted by Council on 30 June 2025.		Completed

## 4.2: We will ensure our assets are optimised for the benefit of our community

H&W	Strategic Action	Action	Comments	Status	Status
	[4-5] Review our Asset Portfolio, to ensure maximum benefit for our community is being realised, including the occupancy of unused and under-utilised Council buildings	Complete the Property Strategy	The Property Strategy has now been integrated into the broader work underway to develop a Community Infrastructure Plan. As a result, it will no longer proceed as a standalone project. The relevant elements of the strategy will be incorporated into the Infrastructure Plan to ensure a more coordinated and strategic approach to community assets		Deferred
		Commence work on the Master Planning of the site at 2 Wingrove Street, Alphington	Background work and assessment for the project complete.		Completed
		Finalise a Lease and Licensing Policy, with consideration to the inputs provided through deliberative engagement to inform the Council Plan	A draft Lease and Licensing Policy has been developed; however, it requires further review and refinement to ensure it aligns with Council's broader priorities. Due to competing demands in this area, this work has been deferred to a future date. Importantly, this delay does not have any material impact on existing leases or licenses, which remain in effect as usual.		Deferred
	[4-6] Explore opportunities for Council owned and managed land (including airspace) to be used as temporary housing for people at risk or who are experiencing homelessness	Incorporate the consideration of temporary housing opportunities for people at risk or who are experiencing homelessness into the development of the Property Strategy for Council owned land	Several underutilised sites across the City have been identified for potential activation through an Expression of Interest (EOI) process for 26 Council sites and some of these may be suitable for temporary housing. The EOI process commenced in June 2025 and is expected to be completed in late 2025. This has identified currently available opportunities on Council properties and will run annually as part of Council's business as usual. In the longer run council is continuing to work towards an integrated plan for its properties and community infrastructure.		In progress

H&W	Strategic Action	Action	Comments	Status	Status
	[4-8] Improve delivery of our services to our community by developing an Asset Management Plan for Open Space, establishing a level of service for each class of our assets, and collecting data on our drainage assets	Continue to undertake drainage asset condition inspections to support the early detection of damage and deterioration	All the field data collection work planned for this year has completed. The final report is expected to be received by 30 June 2025.		Completed
	[4-9] Develop a 10 year Asset Plan in compliance with Local Government Act 2020 requirements	Review and update the Asset Plan in accordance with the Local Government Act and present to Council for adoption	The Asset Plan was adopted by the Council on 30 June 2025.		Completed

4.3: We will transform our services and service delivery models to ensure they meet the current, emerging and future needs of our community

H&W	Strategic Action	Action	Comments	Status	Status
	[4-10] Transform our models of service delivery through the development of service profiles and conduct service reviews, to improve and ensure accessibility, inclusivity for under-represented groups and consistency of our customer experience	Conduct service reviews, to improve service delivery, drive efficiencies and improve customer experience	We continued to focus on three key service reviews: Waste Management, Youth Services, and Planning. Improvement opportunities will commence implementation from July 2025, along with a range of business improvement initiatives across the organisation. For example, improving the customer experience for community members to digital order Lite n Easy meals and streamlining customer facing forms to reduce the time it takes for a community member to submit a request.		Completed
	[4-12] Develop and implement a new 4 year Organisational Strategy to deliver on Council Plan Strategic Direction 4 and other organisational improvement priorities in an integrated and efficient way	Implement year 2 actions of the Organisational Strategy that will deliver on Council Plan Strategic Direction 4 : Responsible, Transparent and Responsive, and drive organisational performance in an integrated and efficient way	Year Two actions are in progress with some projects deferred due to limited resourcing. Continuous improvement of reporting, integration and governance is ongoing, adapting to organisational and community priorities. Internal communications highlighting success stories and learnings across the organisation are shared regularly.		Completed
	[4-13] Establish a long-term investment in IT systems to improve our customer experience, enable our people and deliver effective governance, compliance, improved data and cyber risk management	Complete the procurement process for the ERP program and commence implementation	An approach to ensuring we invest in the most suitable IT system has been developed. The approach includes getting expert advice and completing detailed planning between July and November 2025 to help us make the best choice to improve our customer experience and enable our people to deliver services to our community. A tender for a partner to provide expert advice has been completed with the planning phase to commence in July 2025.		Completed

## 4.4: We will improve the effective governance and public accountability of Council

H&W	Strategic Action	Action	Comments	Status	Status
	[4-14] Improve effective governance and accountability of Council	Provide regular reporting to Council to improve transparency on matters including: the status of Council resolutions, the number of Notices of Motion, training undertaken by Councillors, the number of complaints received - customer complaints and complaints about Councillors, matters referred to or received from integrity agencies and the cost of Councillor Conduct matters.	Regular reporting on a range of governance matters occurs via the Governance Report presented to Council every month.		Completed
		Promote the 2024 Council election to raise awareness for potential Councillor candidates across the municipality	2024 LG Elections completed and new councillors in place.		Completed

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## Appendix B – Council Plan Strategic Indicator Results 2024-25

Classification	Code	Measure	Comments	Target	21/22	22/23	23/24	24/25	Overall Performance Overview	Analysis
Darebin City Council	SI1.1.1	<b>Amount of funding provided to Aboriginal community-led organisations over four years</b>	This was the second round of a new pilot program that was launched in March 2024. Community engagement with this program is increasing and outcomes of successful applicants were published on the grants webpage <a href="https://www.darebin.vic.gov.au/About-council/Darebin-grants/Aboriginal-and-Torres-Strait-Islander-Community-Grants">https://www.darebin.vic.gov.au/About-council/Darebin-grants/Aboriginal-and-Torres-Strait-Islander-Community-Grants</a> .	\$43,000	\$16,000	-	\$27,000	\$29,326	Funding has increased, reaching \$29,326 in 2024-25, which is below the four-year target of \$43,000 but showing progress.	Improving
City of Darebin	SI1.1.2	<b>Aboriginal and Torres Strait Islander peoples living in Darebin that are working/ employed</b>	Darebin is committed to providing opportunities to increase the employment rates of Aboriginal and Torres Strait Islanders in the region. Data Source: ABS		620	-	-	608	Over 4 years, there was a 2% decrease in the number of Aboriginal and Torres Strait Islanders peoples living Darebin who are employed/working.	Maintaining
City of Darebin	SI1.1.3	<b>Aboriginal and Torres Strait Islander-led businesses and organisations in Darebin</b>	Darebin continues to support Aboriginal and Torres Strait Islander organisations through representation and assistance at employment events and coordinate a local network dedicated to skills and employment pathways. Data source: Supply Nation		18	19	-	18	Aboriginal and Torres Strait Islander led-businesses has remained stable.	Maintaining
Darebin City Council	SI1.3.1	<b>Community satisfaction with Council's support of diversity, inclusion and fairness</b>	Satisfaction with Council's support of diversity, inclusion, and fairness declined measurably this year, down two percent to 7.5 out of 10, although it remained a "very good" level of satisfaction. Satisfaction with this aspect of Council's performance has remained relatively stable around the long-term average since 2009 of 7.5 out of 10.	> 7.3	7.8	7.3	7.7	7.5	Satisfaction has remained consistent at an average of 7.5 and exceeds the target.	Declining



Classification	Code	Measure	Comments	Target	21/22	22/23	23/24	24/25	Overall Performance Overview	Analysis
Darebin City Council	SI1.3.2	<b>Community satisfaction with Council's support of diversity, inclusion and fairness of people from multi-lingual households</b>	Satisfaction with Council's support of diversity, inclusion, and fairness of people from multi-lingual households declined measurably this year, down two percent to 7.5 out of 10, although it remained a "very good" level of satisfaction.	≥ 6.5	7.9	7.2	7.7	7.5	There have been fluctuations across the last 4 years. The 24/25 result is consistent with an average of 7.5 and exceeds the target.	Declining
Darebin City Council	SI1.4.1	<b>User satisfaction with Council's website</b>	Target is exceeded due to ongoing improvement works within the web role, and will continue to improve with investment into the Darebin website(s).	≥ 6.5	-	6.7	7.5	7.6	Online satisfaction rose steadily.	Improving
Darebin City Council	SI1.5.1	<b>Active library borrowers</b>	The increase in active membership compared to the previous year may be due to promotional campaigns and increased programs and events which attract new customers.	≥ 11%	11%	11%	35%	38%	Borrowing rates are improving. A new calculation methodology for this indicator was introduced in 2023-24.	Improving
City of Darebin	SI1.5.2	<b>Darebin volunteering rate</b>	Darebin's volunteering rate was 13% in the 2021 Census. The next Census will occur in 2026.		13%	-	-	-	Result in 2021 indicates modest community volunteering. Volunteering rates declined in 2021, compared to 2016, due to the impact of COVID.	N/A
Darebin City Council	SI1.7.1	<b>Number of gender and community safety audits across Darebin at relevant consultation / project sites</b>	Four safety audits were conducted at different sites.	≥ 4	4	4	4	4	Target consistently achieved, maintaining steady audit activity.	Maintaining

Classification	Code	Measure	Comments	Target	21/22	22/23	23/24	24/25	Overall Performance Overview	Analysis
Darebin City Council	SI1.7.2	<b>Number of Council policies and programs that apply a gender lens</b>	<p>1 July 2024-30 June 2025 individual Equity Impact Assessed projects (incorporating the Gender Impact Assessment) as follows:</p> <ol style="list-style-type: none"> <li>1. Families Youth and Children Strategy</li> <li>2. Our Darebin Council Plan</li> <li>3. Community Safety Framework</li> <li>4. Managing Complex Customer Behaviour</li> <li>5. Corporate Style Guide</li> <li>6. Sporting Fees and Charges</li> <li>7. Better Approval Program (BAO) Service Review</li> <li>8. Judith Schott Memorial Park Playspace Revitalisation</li> <li>9. Homelessness Procedure<sup>41</sup></li> <li>10. Gender Equality Self-assessment tool</li> <li>11. Sick Leave Policy Bank</li> <li>12. Equal Opportunity Policy</li> <li>13. Code of Conduct</li> <li>14. Disciplinary &amp; Grievance Procedure</li> <li>15. Family Violence Policy</li> <li>16. Fitness for Work Policy</li> <li>17. Flexible Working Policy</li> <li>18. Sexual Harassment Policy</li> <li>19. Recruitment and Selection Policy</li> <li>20. Inclusion Statement</li> <li>21. RLC Customer Experience Survey draft questions</li> <li>22. Intercultural Centre Wording</li> <li>23. Economic Land Use</li> <li>24. Integrated Transport and Land Use Strategy</li> <li>25. Your Street Your Say – Group C</li> <li>26. Revitalisation of Polaris Playspace Bundoora</li> <li>27. Complaint Handling Policy Review</li> <li>28. Psychological Safety and Wellbeing Framework</li> <li>29. Wellness and Recovery Service – RLC</li> </ol>	≥ 30	37	49	35	41	Policies and programs that applied a gender lens increased to 41 in 24/25, exceeding the ≥30 target.	Surpassing

Classification	Code	Measure	Comments	Target	21/22	22/23	23/24	24/25	Overall Performance Overview	Analysis
			30. Merri Common and Surrounds – Better Parks and Playspace 31. Electrification Program CEP 24-27 32. Aboriginal Action Plan 33. E-Scooter Roll-out 34. Streetscape Improvements to High Street Preston 35. Preston City Hall Bathroom Refurbishment 36. Climate Resilient Neighbourhood Pilot 37. Australasian Management Challenge 38. EOI for Vacant or Underused Properties 39. Internal Catering Policy 40. Council Plan 41. Municipal Festive Policy Review							

Classification	Code	Measure	Comments	Target	21/22	22/23	23/24	24/25	Overall Performance Overview	Analysis
Darebin City Council	SI1.7.3	<b>Number of infrastructure programs that apply an Equity Impact Assessment to their planning process in alignment with Towards Equality Framework / Gender Equality Act</b>	During 2024-25 seven EIAs were undertaken on infrastructure projects, including Your Street Your Say - Group C, Judith Scott Memorial Park Playspace Revitalisation, Revitalisation of Polaris Playspace, Merri Common and Surrounds project, High Street Preston Streetscape Concept Plan, Streetscape Improvements to High Street Preston, and the Preston City Hall Toilet Refurbishment.	≥ 3	3	7	6	7	Equity assessments remain strong, achieving more than double the minimum target.	Surpassing
City of Darebin	SI1.7.4	<b>Proportion of women and girls participating in sports and recreation</b>	In 2024-25, 47% of sport and recreation participants were women and girls. Though the proportion of women and girls has slightly decreased, overall participation numbers have significantly increased with almost double the number of female participants recorded compared with the previous year. The popularity of Northcote Aquatic and Recreation Centre and Reservoir Leisure Centre along with targeted promotions encouraging participation has contributed to the increase.		24%	42%	49%	47%	Female participation has risen steadily, showing continued positive engagement.	Improving
Darebin City Council	SI1.8.1	<b>Welcoming Cities Standard</b>	Accreditation achieved at Excelling Level (with the score of 4.7 out of 5) in August 2024, accreditation recommendations are progressed through Cultural Diversity and Inclusion Action Plan in 2025.		-	-	Achieved Excelling level	Achieved Excelling level	Recognition at excellent level indicates strong inclusion and diversity practices.	Maintaining
City of Darebin	SI1.8.2	<b>Reported incidences of racism and hate speech, sourced from Human Rights Equal Opportunity Commission</b>	Data currently not available and likely to be understated as most instances of racism and discrimination are not reported for a variety of reasons.		12	-	-	-	No updated data.	N/A

Classification	Code	Measure	Comments	Target	21/22	22/23	23/24	24/25	Overall Performance Overview	Analysis
Darebin City Council	SI2.1.1	<b>Occupancy of buildings by community groups and/or for community wellbeing purposes</b>	<p>To support increased utilisation of council-owned buildings, an Expression of Interest (EOI) process is currently underway, targeting activation of currently vacant or underutilised properties. The objective is to align utilisation rates with the Council's strategic target of 90%.</p> <p>As of now, the utilisation rate stands at 82%. However, with strong interest anticipated through the EOI process, we expect this figure to increase significantly, bringing us closer to our target. The EOI is designed to attract a diverse range of community, commercial, and not-for-profit tenants, ensuring optimal use of available spaces and delivering broader community benefit.</p>	≥ 90%	-	-	82%	82%	Occupancy improved but remains below the ≥90% target.	Maintaining
City of Darebin	SI2.1.2	<b>Number of 3-year-old kindergarten places</b>	99 Places - DE funded Kindergarten on School Site (KOSS) - Darebin Creek Kindergarten (previously known as Thornbury High School Kindergarten); 22 Places - Raleigh Street Children's Centre; 5 Places - Merri Community Child Care Centre & Kindergarten.		0	66	0	126	Large increase to 126 places in 24/25 after fluctuation in prior years.	Improving
Darebin City Council	SI2.11.1	<b>Improvements in local planning controls</b> Number of Active planning scheme amendments	One amendment awaiting approval, two heritage amendments awaiting authorisation decisions and two interim heritage amendments awaiting approval	≥ 3	10	4	5	5	Amendments exceeded the minimum target and remained stable.	Maintaining
Darebin City Council	SI2.11.2	<b>Number of days taken to approve planning applications for home owners / small applications</b>	Data not currently available.		-	-	-	-	No measurement data available.	N/A

Classification	Code	Measure	Comments	Target	21/22	22/23	23/24	24/25	Overall Performance Overview	Analysis
Darebin City Council	SI2.2.1	<b>City-wide perceptions of safety over four years - Day</b>	<p>The perception of safety in the public areas of the City of Darebin during the day declined measurably this year, down four percent to 82% This result was identical to the long-term average perception of safety in public areas during the day since 2003 of 82%. This result comprised 76% of respondents who felt "very safe", and three percent (up from 2%) who felt "unsafe".</p> <p>There was measurable variation in the perception of safety in the public areas of the City of Darebin during the day observed across the municipality. Respondents from Northcote felt measurably (7%) and respondents from Fairfield-Alphington felt somewhat (3%) safer than the municipal average. By contrast, respondents from Preston East felt somewhat (3%) and respondents from Reservoir East (4%) and Kingsbury-Bundoora (8%) felt measurably less safe.</p> <p>There was measurable variation in this result observed by respondent profile, as older adults (aged 60 to 74 years) felt measurably (3%) less safe than average, and male respondents felt measurably (3%) safer than female respondents.</p>	≥ 95%	85%	83%	86%	82%	The perception of safety in public areas during the day has fluctuated. The result of 82% is well below the target of 95%.	Declining

Classification	Code	Measure	Comments	Target	21/22	22/23	23/24	24/25	Overall Performance Overview	Analysis
Darebin City Council	SI2.2.2	<b>City-wide perceptions of safety over four years - Night</b>	<p>The perception of safety in the public areas at night declined measurably and significantly this year, down seven percent to 64%. This was the lowest perception of safety in public areas at night recorded for the City of Darebin since 2010.</p> <p>This result was somewhat (2%) lower than the long-term average since 2003 of 62% and was measurably (4%) below the long-term average for the last 10 years (2014/15 to 2025). This result comprised 31% (down from 46%) who felt “very safe” (i.e., rated safety at eight or more), and 16% (up from 9%) who felt “unsafe” (i.e., rated safety at less than five).</p> <p>There was measurable and significant variation in the perception of safety in public areas at night observed across the municipality. Respondents from Fairfield-Alphington and Northcote felt measurably (7% and 6% respectively) safer than average. By contrast, respondents from Preston East felt notably (4%) and respondents from Reservoir East felt measurably (5%) less safe than average.</p> <p>There was no measurable variation in the perception of safety in public areas at night observed by age structure, although senior citizens (aged 75 years and over) felt somewhat (3%) safer than average. Male respondents felt measurably (6%) safer than female respondent, and respondents from English speaking households felt measurably (4%) safer than respondents from multilingual households.</p>	≥ 75%	67%	66%	71%	64%	The perception of safety in public areas at night has fluctuated. The result of 64% in 24/25 is the lowest since 2010 and well below the target of 75%.	Declining

Classification	Code	Measure	Comments	Target	21/22	22/23	23/24	24/25	Overall Performance Overview	Analysis
Darebin City Council	SI2.2.3	<b>Community satisfaction with Council's efforts in managing the issue of graffiti</b>	Community satisfaction is measured by survey respondents' agreement with the following statement: I/we are satisfied with Council's efforts in managing the issue of graffiti. Despite a measurable (3%) decline in agreement this year, the average agreement that respondents were satisfied with Council's efforts in managing the issue of graffiti has remained relatively stable around the long-term average from 2017-18 of 68%. There was measurable variation in this result observed across the municipality, with respondents from Reservoir West measurably (6%) more in agreement than average. By contrast, respondents from Preston East were notably (4%) less in agreement. There was measurable variation in this result observed by respondent profile, with young adults and adults (aged 18 to 44 years) measurably (5% and 3% respectively) more in agreement than average. By contrast, middle-aged and older adults (aged 45 to 74 years) were measurably (5%) less in agreement than average.	≥ 70%	70%	63%	71%	68%	Satisfaction with graffiti management has fluctuated and declined in 24/25, below the ≥70% target.	Declining
City of Darebin	SI2.2.4	<b>Deaths of road users on Darebin roads and streets</b>	One death occurred during last financial year		1	2	1	1	Road fatalities ranged from 1 to 2 per annum over the last 4 years.	Maintaining
City of Darebin	SI2.2.5	<b>Proportion of trips made by active and public transport (from baseline of 2016 levels)</b>	The Google Environmental Insights Dashboard has not been updated with 2024 data.		27%	-	29%	-	New data is unavailable.	N/A
City of Darebin	SI2.2.6	<b>Amount of private vehicle use (from baseline of 2016 levels)</b>	The Google Environmental Insights Dashboard has not been updated with 2024 data.		72%	-	71%	-	New data is unavailable.	N/A



Classification	Code	Measure	Comments	Target	21/22	22/23	23/24	24/25	Overall Performance Overview	Analysis
Darebin City Council	SI2.3.1	<b>Amount of affordable and social housing facilitated through planning decisions</b>	Applications of the scale to negotiate affordable housing contributions have generally been fewer. Big Housing Build Projects in Darebin have moved to construction stage.	≥ 10	-	12	50	-	Housing facilitation fell sharply in 24/25, below the ≥10 target.	N/A
City of Darebin	SI2.3.2	<b>Affordable, social and public housing in Darebin</b>	New data is not available until after the next Census in 2026.		2534	-	-	-	No new data; next Census is in 2026.	N/A
Darebin City Council	SI2.4.1	<b>Number of trees planted in activity centres</b>	Only 16 trees were planted in activity centres this year because previous years significantly exceeded planting targets, reducing the need for additional plantings this year. 1024 Trees were planted across the Municipality.	≥ 40	51	136	40	16	Plantings dropped significantly in 24/25, missing the ≥40 target.	Declining
Darebin City Council	SI2.5.1	<b>Number of accessible car parking spaces</b>	Two accessible parking spaces were installed on Collins Street at Penders Park in Thornbury. Two parking spaces were upgrades to be compliant with accessibility standards in the car park next to the Preston Customer Service Centre.	≥ 2	2	2	2	4	Accessible spaces increased in 24/25, exceeding the target.	Improving
Darebin City Council	SI2.6.1	<b>Participation rate in Council services of people experiencing homelessness</b>	22 out of 41 registered participants of the Community Shower Access Program accessed the program in 2024/2025. The total number of visits of those 22 people are 274. The lower rate this year may be that people are registered, and prior to their first visit choose to move on from Darebin.	≥ 60%	57%	67%	68%	54%	Participation fell below the ≥60% target after steady improvement.	Declining
Darebin City Council	SI2.6.2	<b>Number of people that obtain a housing outcome through our Assertive Outreach Program</b>	For the 2024/2025 financial year, a total of 25 housing outcomes (public, private, community, or rooming house) were achieved through the Darebin Assertive Community Outreach program.	≥ 20	63	47	24	25	Housing outcomes met the target but remained lower than earlier years.	Declining
Darebin City Council	SI2.7.1 (i)	<b>East Preston and East Reservoir residents' satisfaction with local amenity to improve - East Preston</b>	A question to assess "East Preston and East Reservoir residents' satisfaction with local amenity to improve (East Preston)" was not included in the Council Annual Satisfaction Survey. Therefore, we do	≥ 7	7.55	-	-	-	No updated data since 21/22; last available showed satisfaction above target.	N/A

Classification	Code	Measure	Comments	Target	21/22	22/23	23/24	24/25	Overall Performance Overview	Analysis
			not have available data to assess this indicator.							
Darebin City Council	SI2.7.1 (ii)	<b>East Preston and East Reservoir residents' satisfaction with local amenity to improve - East Reservoir</b>	A question to assess "East Preston and East Reservoir residents' satisfaction with local amenity to improve (East Reservoir)" was not included in the Council Annual Satisfaction Survey. Therefore, we do not have available data to assess this indicator.	≥ 7.3	7.71	-	-	-	No updated data since 21/22; last available showed satisfaction above target.	N/A
Darebin City Council	SI2.7.2 (i)	<b>East Preston and East Reservoir residents' satisfaction with Council services to improve - East Preston</b>	A question to assess "East Preston and East Reservoir residents' satisfaction with Council services to improve (East Preston)" was not included in the Council Annual Satisfaction Survey. Therefore, we do not have available data to assess this indicator.	≥ 7.3	7.5	-	-	-	No updated data since 21/22; last available showed satisfaction above target.	N/A
Darebin City Council	SI2.7.2 (ii)	<b>East Preston and East Reservoir residents' satisfaction with Council services to improve - East Reservoir</b>	A question to assess "East Preston and East Reservoir residents' satisfaction with Council services to improve (East Reservoir)" was not included in the Council Annual Satisfaction Survey. Therefore, we do not have available data to assess this indicator.	≥ 7.3	7.35	-	-	-	No updated data since 21/22; last known result met target.	N/A
City of Darebin	SI2.7.3 (i)	<b>Selected social and wellbeing indicators from Socio-Economic Indexes For Areas (SEIFA) in East Reservoir and East Preston - East Reservoir</b> New data is not available until after the next census period. Probably 2027.	New data is not available until after the next Census in 2026.		975	-	-	-	No new data; next Census is in 2026.	N/A

Classification	Code	Measure	Comments	Target	21/22	22/23	23/24	24/25	Overall Performance Overview	Analysis
City of Darebin	SI2.7.3 (ii)	<b>Selected social and wellbeing indicators from Socio-Economic Indexes For Areas (SEIFA) in East Reservoir and East Preston - East Preston</b> New data is not available until after the next census period. Probably 2027.	New data is not available until after the next Census in 2026.		997	-	-	-	No new data; next Census is in 2026.	N/A
Darebin City Council	SI2.8.1	<b>Sporting groups and clubs using a Darebin facility that are free of Electronic Gaming Machine (EGM) income or sponsorship</b> New policy on EGMs requires compliance as of Nov 2023	No change from last year. Seven out of eight (%) Council-affiliated sporting clubs who previously relied on income or sponsorship from electronic gaming machines are no longer reliant on that income stream.	= 100%	88%	88%	88%	88%	No change over the last 4 years.	Maintaining
Darebin City Council	SI2.8.2	<b>Number of programs supported, including through partner agencies that encourage smoking cessation</b>	Council used resources from Quit Victoria to develop and run two social media campaigns aimed to raise awareness on harm associated with tobacco/vape. Available support services were promoted during these campaigns.	≥ 2	0	1	3	2	Target met in 24/25, maintaining support for cessation programs.	Maintaining
City of Darebin	SI2.8.3	<b>Reports relating to public drinking</b>	Data currently not available		2	4	-	-	No measurement data available in recent years.	N/A
Darebin City Council	SI2.9.1	<b>Community satisfaction with the management of natural and cultural attractions, and local amenity</b>	No data available to collect.		-	-	-	-	No data available.	N/A
Darebin City Council	SI2.9.2	<b>Procurement expenditure with Darebin businesses and suppliers</b>	A greater percentage was achieved for Council. This is based on trailing active contracts used across council and increased engagement of local businesses for general purchases.	≥ 13%	13%	12%	15%	19%	Local business procurement rose to 19%, exceeding target.	Improving

Classification	Code	Measure	Comments	Target	21/22	22/23	23/24	24/25	Overall Performance Overview	Analysis
Darebin City Council	SI2.9.3	<b>Satisfaction with industry and business programs that support the growth of our local economy</b>	No data available to collect.		-	-	-	-	No measurement data available.	N/A
Darebin City Council	SI2.9.4	<b>Number of community-led festivals/ events, including culturally diverse events across Darebin</b> Registrations for Fuse @ Large, Spring & Autumn	4 FUSE fund works 16 FUSE @ large events 34 Other festival events ('Our Songs', community awards) 1 Social Justice Oration	≥ 33	24	43	28	55	Events grew to 55 in 24/25, surpassing the ≥33 target.	Improving
City of Darebin	SI2.9.5	<b>Number of local jobs by 2025</b>	Investing in programs to drive growth in jobs, increase skills development and provide pathways to employment has resulted in Darebin's number of jobs increasing by nearly 3000 jobs compared to the past reporting year. Data source; NEIR.		58878	59493	61681	64915	Over the last 4 years, local jobs have increased by 6,037 or 10%.	Improving
City of Darebin	SI2.9.6	<b>Number of local businesses by 2025</b>	Darebin continues to show positive signs of investor confidence in the increase of business making Darebin their home. This is significant given the economic challenges many businesses are facing due to the cost-of-living crisis, and unstable global economy. Data Source: ABS.		13324	14577	13779	13988	The number of businesses in Darebin is increasing over the last 2 years, after dropping from a 4-year high in 2022/23.	Maintaining
City of Darebin	SI2.9.7	<b>Number of employed residents by 2025</b>	Darebin continues to create programs and opportunities to support economic investment, in the region driving growth and sustainability as indicated in the number of employed residents increasing. Data source: NEIR		79087	-	-	92277	The number of employed residents increased by 13,190 or 16.68% since 2021/22.	Improving

Classification	Code	Measure	Comments	Target	21/22	22/23	23/24	24/25	Overall Performance Overview	Analysis
City of Darebin	SI2.9.8	<b>Number and diversity of jobs</b>	Darebin had representation across 19 different industries it continues to develop partnerships with to drive economic growth. Our main industries show the diversity represented in businesses across Darebin with our top five sectors being: Healthcare and Social Assistance (10,871 jobs) Education and Training (9,306 jobs) Retail Trade (8,480 jobs) Construction (5,979 jobs) Accommodation and Food Services (4,339)		58878	59493	61681	64915	Over the last 4 years, local jobs have increased by 6,037 or 10%.	Improving
City of Darebin	SI2.9.9	<b>Mix of businesses/industry</b>	This diverse mix of industry shows consumer confidence in investing and doing business within Darebin. Healthcare and social assistance continues to be our largest employment area by industry (44.6%) which is in line with the broader national demographic trends in healthcare. The Economic Framework will continue to progress growth within this sector through the 'Mobilising Health and Education for Community Wealth' pillar.  Data Source: NEIR		13324	14577	13799	13988	The number of businesses in Darebin increased over the last 2 years, after dropping from a 4-year high in 2022/23.	Maintaining

Classification	Code	Measure	Comments	Target	21/22	22/23	23/24	24/25	Overall Performance Overview	Analysis
Darebin City Council	SI3.1.1	<b>Number of residents supported to avoid heat stress and fuel poverty</b> Fuel Poverty: Number of people directly supported through Energy Resilience program run by Darebin, Information, Volunteer Resource Service (DIVRS).  Heat health: Number of people reached via heat health fact sheets, social media campaign and website hits.	250 people were directly supported to manage heat stress. Within this group 150 vulnerable residents identified by 4 community partners were provided with fans and/or cooling mats, cooling neck ties and heat health information. A further 100 kits were provided to 2 organisations supporting people sleeping rough for distribution. These kits included insulated water bottles, sunscreen, cooling neck ties, Keep Cool Map, hydrolyte and a tote bag. A further 62,000 people were provided with information on how to avoid heat stress and reduce summer energy bills.	≥ 880	1570	671	2350	62250	Strong increase in 24/25, massively exceeding the ≥880 target.	Surpassing
Darebin City Council	SI3.2.1	<b>Number of indigenous plants planted</b>	This year 32,000 indigenous plants were planted as part of the Rewilding Darebin Program throughout within our parks and reserves. The program involves establishing the 50,000 plants from previous years.	≥ 70,000	200000	70000	50000	32000	Planting dropped well below the ≥70,000 target in 24/25.	Declining
Darebin City Council	SI3.2.2	<b>% canopy cover on public land</b>	Each year Council works towards increasing canopy cover with its annual tree planting program. In 2024-2025 Council planted over 1000 trees, for increased shading and cooling along with biodiversity and habitat.	≥ 18.5%	-	-	-	18.5%	Canopy cover met the ≥18.5% target in 24/25.	N/A

Classification	Code	Measure	Comments	Target	21/22	22/23	23/24	24/25	Overall Performance Overview	Analysis
City of Darebin	SI3.3.1	<b>Significant improvements in the quality of water coming into Edwardes Lake from upstream</b>	Monthly monitoring continues to indicate that water quality remains poor. We are unlikely to see a significant improvement in water quality at Edwardes Lake in the short term, This is largely due to complexity of the issue including land-use across a large catchment, increasing urbanisation that spans several Municipalities. Pressures of climate change and ongoing urbanisation have a significant impact on water quality. Council is working with stakeholders on water quality projects such as revegetation, litter and pollution prevention programs and storm water management within the catchment.		Poor	Poor	Poor	Poor	Water quality remains poor despite minor activity.	Maintaining
Darebin City Council	SI3.4.1	<b>% Council energy supplied from renewable sources</b>	Darebin supplies electricity for its operations from 100% renewable energy through it's VECO contract.	= 100%	-	100%	100%	100%	Renewable energy use achieved the 100% target.	Maintaining
City of Darebin	SI3.4.2	<b>% reduction in community carbon emissions</b>	<ul style="list-style-type: none"> <li>- Solar installs – reduction of 7,300 tCO<sub>2</sub>e</li> <li>- VEECs – reduction of 50,779 tCO<sub>2</sub>e</li> <li>- Transport – no data included at report date</li> <li>- Waste emissions have gone up by 3.32%</li> <li>- Network – no changes to electricity emissions factor (Scope 2 went down, but scope 3 went up).</li> </ul> <p>This gives a reduction of 5.7% based on Snapshot 22/23 FY as baseline. Note, a better indicator would be available once Snapshot reports come live in about 2y time.</p>		-	-	-	6%	Baseline measurement recorded; reduction reported at 6%.	N/A

Classification	Code	Measure	Comments	Target	21/22	22/23	23/24	24/25	Overall Performance Overview	Analysis
Darebin City Council	SI3.5.1	% of recycled or reused content used in Council-managed services	Data not collected across Council services.		-	-	-	-	No data available.	N/A
City of Darebin	SI3.5.2	% reduction in total amount of waste generated	Increase in dumped rubbish.		2%	2.6%	2%	3%	Waste reduction reached 3% in 24/25, showing modest improvement.	Improving
Darebin City Council	SI4.1.1 (i)	Victorian Auditor General's Office (VAGO) indicators: liquidity	Result is in-line with expected result. The working capital ratio reflects the higher cash, financial assets and receivables at 30 June 2025. Forecast ratios reflect the anticipated reduced cash balances in the future years.		1.41	1.83	1.81	1.88	Liquidity remained stable and improved slightly in 24/25.	Maintaining
Darebin City Council	SI4.1.1 (ii)	Victorian Auditor General's Office (VAGO) indicators: net result	Result impacted by \$23M of contributed assets		3.96	5.2	3.7	12.73	Net result improved significantly in 24/25.	Surpassing
Darebin City Council	SI4.1.1 (iii)	Victorian Auditor General's Office (VAGO) indicators: adjusted underlying result	Current year result was impacted by increased depreciation, receipt of Commonwealth financial assistance grant advance payment (\$2.7 million). The FY26 ratio is impacted by one-off IT implementation costs.		-0.5	4	0.8	2.88	Financial sustainability improved, moving into positive territory.	Improving
Darebin City Council	SI4.1.1 (iv)	Victorian Auditor General's Office (VAGO) indicators: internal financing	Increase in Net cash provided by operations. Providing additional funding of Property, Plant & Equipment and infrastructure.		69	38.7	166.5	177.3	Internal financing strengthened in 24/25.	Improving
Darebin City Council	SI4.1.1 (v)	Victorian Auditor General's Office (VAGO) indicators: indebtedness	Result is in-line with expected results. Scheduled loan servicing has impacted the results.		7.16	26.2	23.04	19.9	Debt reduced in 24/25 after a peak in 22/23.	Improving
Darebin City Council	SI4.2.1 (i)	Victorian Auditor General's Office (VAGO) indicator: asset renewal	Result is in-line with expected results. Scheduled loan servicing has impacted the results.		1.42	1.78	0.68	0.72	Asset renewal improved slightly in 24/25 but remains low.	Declining
Darebin City Council	SI4.2.1 (ii)	Victorian Auditor General's Office (VAGO) indicator: capital replacement	Result impacted by increase in depreciation expense, due to full year impact of prior year P,IP&E revaluation. Delays in capital projects and capital expenditure of		2.18	2.5	0.8	0.83	Capital replacement rose slightly in 24/25 but remains below earlier years.	Declining



Classification	Code	Measure	Comments	Target	21/22	22/23	23/24	24/25	Overall Performance Overview	Analysis
			\$3.91 million not being included as capital spend.							
Darebin City Council	SI4.2.2	<b>Occupancy of unused and underutilised Council buildings</b>	<p>To support increased utilisation of council-owned buildings, an Expression of Interest (EOI) process is currently underway, targeting activation of currently vacant or underutilised properties. The objective is to align utilisation rates with the Council's strategic target of 90%. Occupancy numbers are expected to increase - reducing the number of vacant buildings accordingly.</p> <p>With strong interest anticipated through the EOI process, we expect utilisation to increase significantly, bringing us closer to our target. The EOI is designed to attract a diverse range of community, commercial, and not-for-profit tenants, ensuring optimal use of available spaces and delivering broader community benefit.</p>	≤ 10	-	9	11	11	Occupancy rose above the ≤10 target, indicating higher usage.	Improving
City of Darebin	SI4.2.3	<b>Occupancy of unused and underutilised buildings</b>			-	9	-	-	No result available in 24/25.	N/A
Darebin City Council	SI4.4.1	<b>Council decisions made at meetings closed to the public</b>	The rate of decisions made at closed meetings remains below target. Decisions are only made in closed meetings where absolutely necessary and in compliance with the provisions of the LG Act 2020.	≤ 7%	13%	7%	4%	5%	Closed meeting decisions declined and stayed within ≤7% target.	Improving
Darebin City Council	SI4.4.2	<b>Councillor attendance at council meetings</b>	There has been a slight reduction in councillor attendance this year (94.2%) compared to last year (94.7%).	≥ 95%	96%	99%	95%	94%	Attendance dropped in 24/25, falling below the ≥95% target.	Declining

Classification	Code	Measure	Comments	Target	21/22	22/23	23/24	24/25	Overall Performance Overview	Analysis
Darebin City Council	SI4.4.3	<b>Satisfaction with council decisions</b>	Satisfaction with Council's performance making decisions in the interests of the community declined somewhat this year, down two percent to 68%, although it remained at a "good" level.	≥ 70%	66%	58%	70%	68%	Satisfaction declined to 68% in 24/25, falling below the target. Satisfaction level has been maintained following significant improvement from a low of 58% in 22/23.	Maintaining

**9.3 CONTRACT RENEWAL OF PATHWAY SOFTWARE**

**Author:** Chief Information Officer  
Coordinator IT Projects  
Chief Financial Officer

**Reviewed By:** Chief Executive Officer

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**EXECUTIVE SUMMARY**

Council currently relies on the Pathway corporate system to support a range of core business functions, including property and rating, planning, building, local laws, infringements, and customer request management.

The existing on-premises version of Pathway operates under contract CT201418, signed with Infor on 1 July 2017 for a six-year term, with two optional one-year extensions. We are nearing the end of this contract. Infor is only provider of Pathway that exists on the market.

Infor has advised that the current on-premises platform is approaching end-of-life and must be migrated to their Software as a Service (SaaS) platform by November 2026. This upgrade is mandatory to maintain system support and functionality.

As a result, it is recommended that Council enters a new contract with Infor for the use of Pathway SaaS throughout the transition period (2026/2030). This arrangement will be funded within Council's existing operating budget and will not impact the current financial year's allocations.

This report seeks Council endorsement to pursue a Procurement Policy exemption and enter a new four-year contract with Infor, including an optional one-year extension.

<b>Officer Recommendation</b>
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**That Council:**

- (1) Notes that the current contract CT201418 with Infor is approaching the conclusion of its term, and that Council has commenced planning for a broader transition of its core functions to an integrated resource planner that is scheduled to be fully operational by 2029/30.
- (2) Notes that Pathway is a proprietary system available only through Infor Global solutions.
- (3) Notes that Council will need to continue using Pathway to ensure service continuity between 2026 and 2030
- (4) Notes that Council's current Procurement Policy provides for Council Specific Exemptions where:
  - Software is specific to one provider only
  - Software licensing or maintenance costs specific to one provider
- (5) Notes that this procurement conforms with Council Specific Exemption contained within Council's Procurement Policy.

- (6) Endorses the contract for the provision Pathway Software SaaS platform be awarded to Infor Global Solutions for a fixed contract sum of \$ \_\_\_\_\_ GST inclusive, commencing 1 October 2025 for an initial term for 4 years
- (7) Endorses the Chief Executive Officer authorisation to finalise and execute the contract documentation on behalf of the Council.
- (8) Endorses the Chief Executive Officer authorisation to review and approval optional one-year extension subject to operational and performance measures.

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## BACKGROUND / KEY INFORMATION

All councils require a corporate enterprise systems to support their core business functions. Council has relied on the Infor Pathway platform for many years in this capacity.

The Pathway system underpins critical business functions, including:

- Acting as the repository for all property and rating information
- Managing statutory planning and building applications and issuing permits
- Issuing a range of permits and licences
- Managing animal registrations and renewals\
- Issuing infringements
- Facilitating online payments
- Managing customer requests

Currently, Pathway is hosted on Council's Infrastructure as a Service (IaaS) platform, with Council responsible for maintaining the software, including testing and applying updates.

Infor has confirmed that support for the current IaaS (on-premise) platform will cease on **1 November 2026**. Beyond this date, the on-premises version will no longer be supported, and all product development, roadmap items, updates, and enhancements will be delivered exclusively through the SaaS platform.

This upgrade is mandatory to maintain system support and functionality. To safeguard business continuity, maintain vendor support, and ensure access to ongoing improvements, Council must implement a transition plan to the SaaS platform no later than early 2026.

Failure to transition poses significant risks, including:

- **Business continuity risk** – unsupported systems may lead to operational disruptions impacting property, rating, permits, infringements, and customer services.
- **Security and compliance risk** – the current platform will no longer receive vendor patches or upgrades, increasing Council's cybersecurity and regulatory compliance exposure.
- **Service delivery risk** – inability to maintain system reliability may reduce Council's ability to deliver timely services to the community.

Transitioning to Infor's SaaS platform will require the establishment of a new contract, with terms and conditions aligned to a SaaS environment.

## Previous Council Resolution

This matter is not the subject of a previous Council resolution.:

## ALIGNMENT TO 2041 DAREBIN COMMUNITY VISION

Pillar 4: Collaborative, Transparent and Responsible

## ALIGNMENT TO OUR DAREBIN PLAN 2025-29

Strategic Direction 6: Decision Making, Community Engagement and Transparency - A City that is well-managed, transparent and trusted by its community and partners, with clear and respectful communication that builds confidence in Council's decisions.

## DISCUSSION

Council currently uses the Pathway corporate system to support a range of core business functions.

Infor, the supplier of Pathway, has advised that the on-premises platform currently in use is approaching end-of-life and must transition to their Software as a Service (SaaS) platform by **November 2026**.

As Pathway is a proprietary system available only through Infor, which provides both licensing and maintenance, Council officers recommend that the Pathway contract be procured under the specific exemption provisions of Council's Procurement Policy. The policy provides for exemptions in the following circumstances:

1. Software specific to one provider only
2. Software licensing or maintenance costs specific to one provider only

Subject to Council endorsement, a new contract will be established with Infor, with terms and conditions finalised and a mutually agreed date set for transition to the SaaS platform. The transition is expected to be completed by 30 June 2026 (within current financial year).

## CONSIDERATION OF LOCAL GOVERNMENT ACT (2020) PRINCIPLES

### Financial Management

The total contract price provided by Infor is \$\_\_\_\_\_ GST inclusive for a four-year term, plus an optional fifth additional year, commencing from 1 Oct 2025 and is within Council's existing operating budget for the provision of this service.

The quotation is subject to accepting Infor's offer by 30 September 2025. Whilst the SaaS pricing does represent a minor increase over current on-premises pricing from year two onwards, this increase will be offset by reduced IT infrastructure costs through not having to provide for Pathway.

Transitioning to the Infor SaaS platform is planned to be completed by 30 June 2026.

### Community Engagement

Due to the nature of the contract, there are no community impacts to be considered.

**Other Principles for consideration**

There are no other factors which impact on this report

**Overarching Governance Principles and Supporting Principles**

(e) innovation and continuous improvement is to be pursued;

**Public Transparency Principles**

(a) Council decision making processes must be transparent except when the Council is dealing with information that is confidential by virtue of this Act or any other Act;

**Strategic Planning Principles**

(d) strategic planning must identify and address the risks to effective implementation;

**Service Performance Principles**

(c) quality and costs standards for services set by the Council should provide good value to the municipal community;

**COUNCIL POLICY CONSIDERATIONS****Environmental Sustainability Considerations (including Climate Emergency)**

There are no factors in this report which impact upon environmental sustainability.

**Equity, Inclusion, Wellbeing and Human Rights Considerations:**

Due to the nature of the contract, there are no equity, inclusion, wellbeing or human rights considerations which impact on this report.

**Economic Development and Cultural Considerations**

Due to the nature of the contract, there are no local economic considerations which impact on this report.

**Operational Impacts**

It is critical to Council's business requirements that a fully supported and maintained corporate system is available to facilitate day-to-day business functions. Entering into a new contract with Infor Global Solutions, and transitioning to their Pathway SaaS platform, will ensure Council can effectively continue its operations unimpeded whilst transitioning to a new ERP at a future date.

**Attachments**

- CONFIDENTIAL - CONTRACT RENEWAL OF PATHWAY SOFTWARE (**Appendix A**)  
Confidential - enclosed under separate cover

**DISCLOSURE OF INTEREST**

Section 130 of the *Local Government Act 2020* requires members of Council staff and persons engaged under contract to provide advice to Council to disclose any conflicts of interest in a matter to which the advice relates.

The Officer reviewing this report, having made enquiries with relevant members of staff, reports that no disclosable interests have been raised in relation to this report.

**9.4 GOVERNANCE REPORT - SEPTEMBER 2025**

**Author:** Team Leader Governance Services

**Reviewed By:** Chief Executive Officer

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**EXECUTIVE SUMMARY**

- Summary of Councillor attendance at Advisory Committees Meetings, Councillor Briefings, and other informal meetings of Councillors (**Appendix A**).
- Activity Reports by Mayor and Councillors.
- Responses to public questions taken on notice at the Council Meeting held 25 August 2025 (**Appendix B**).
- Status of Petitions tabled during the current Council Term (November 2024 to 25 August 2025) (**Appendix C**).
- Annual adjustments to the fees payable to the Independent Chair and Independent Members of the Audit and Risk Committee.
- Audit and Risk Committee Biannual Report (**Appendix D**) and Annual Performance Report (**Appendix E**).
- Audit and Risk Committee Meeting Summary Minutes of the meeting held on 25 June 2025 (**Appendix F**).

<b>Officer Recommendation</b>
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**That Council:**

- (1) Notes the Governance Report – September 2025.
  - (2) Notes the Summary of attendance at Advisory Committees Meetings, Councillor Briefings, and other informal meetings of Councillors at **Appendix A** to this report.
  - (3) Notes that the activity reports by Mayors and Councillors submitted prior to the meeting and circulated to Councillors, will be incorporated in the minutes of this meeting.
  - (4) Notes the responses to the public questions taken on notice at the Council Meeting on 25 August 2025 (**Appendix B**).
  - (5) Notes the status of Petitions tabled during the current Council Term (November 2024 to 25 August 2025) (**Appendix C**).
  - (6) Endorses an increase in the fees for independent members of the Audit and Risk Committee, based on the rate cap of 3.0%, from 1 July 2025 to \$2,310.01 per quarter for the Independent Chair and \$1,821.33 per quarter for the Independent Members in accordance with provisions in the Audit and Risk Committee Charter.
  - (7) Note the Audit and Risk Committee Biannual Report (**Appendix D**) and Annual Performance Report (**Appendix E**).
  - (8) Notes the Summary Minutes of the Audit and Risk Committee Meeting held on 19 March 2025 (**Appendix F**).
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**BACKGROUND / KEY INFORMATION**

In accordance with Council's Governance Rules 2020, the agenda for each Ordinary Meeting is required to list certain governance/administrative matters in addition to other specified items.

These include Reports of Standing Committees i.e. Hearing of Submissions Committee, Summary of Meetings i.e. Briefings, Advisory Committee, responses to Public Questions taken on notice, reports by Mayor and Councillors, Councillor expenses and a range of other governance matters.

In accordance with best practice, good governance principles, transparent and accountable reporting, officers deem it appropriate to consolidate governance/administrative reports into one standing report to provide a single reporting mechanism for a range of statutory compliance, transparency, and governance matters. This also ensure compliance with the requirements of the *Local Government Act 2020* ('the Act'), Council's Governance Rules and related regulations.

**Previous Council Resolution**

This matter is not the subject of a previous Council resolution.

**ALIGNMENT TO 2041 DAREBIN COMMUNITY VISION**

Pillar 4: Collaborative, Transparent and Responsible

**ALIGNMENT TO OUR DAREBIN PLAN 2025-29**

Strategic Direction 6: Decision Making, Community Engagement and Transparency - A City that is well-managed, transparent and trusted by its community and partners, with clear and respectful communication that builds confidence in Council's decisions.

**DISCUSSION**

Matters covered in this report for the month of September 2025 are:

**Summary of Advisory Committees, Councillor Briefing and other informal meetings of Councillors**

Council's Governance Rules 2020 require the Chief Executive Officer to ensure that a summary of any meeting of an Advisory Committee established by Council and attended by at least one Councillor, or any scheduled meeting to discuss the business of Council, including Councillor Briefings, attended by at least half of the Councillors and one member of Council staff (excluding Council, Delegated Committee or Community Asset Committee meetings) is:

- a) Tabled at the next convenient Council meeting; and
- b) Recorded in the minutes of that Council meeting.

The Advisory Committees, Councillor Briefings or other Informal Meetings of Councillors are summarised at **Appendix A**.



**Responses to Questions taken on notice on 25 August 2025 Council Meeting**

Questions taken on notice at the Ordinary Council Meeting held on 25 August 2025 and subsequently responded to, are provided at **Appendix B**.

**Status of Petitions tabled during the current Council Term (November 2024 to 25 August 2025)**

Petitioning is a long-established process for members of the community to demonstrate community support for a request or views on a matter, and for that request or view to be presented directly to Council.

During the current Council Term, there have been fifteen (15) petitions tabled, seven (7) of these have been closed and there are currently eight (8) petitions which are in progress of review and action. The status of each petition tabled, is provided in **Appendix C**.

**Audit and Risk Committee Matters**

**Annual Review of Audit and Risk Committee Fees for External Members**

In accordance with section 53 of the *Local Government Act 2020*, Council pays a fee to all external members of the Audit and Risk Committee with the amount determined by Council, taking into account an assessment of the market and the recommendations of the CEO, which is indexed in alignment with the rate cap percentage each 1 July. It should be noted that a full benchmarking exercise of fees payable was undertaken in 2022.

In alignment of the rate cap percentage, the proposed increase in fees for 2025-26 is 3.0% and the recommended fees are as follows:

Independent Chair	\$2,310.01 per quarter (increased from \$2,242.73 in 2024/25)
Independent Member	\$1,821.33 per quarter (increased from \$1,768.28 in 2024/25)

**Audit and Risk Committee – Biannual Report and Annual Performance Report**

The Audit and Risk Committee is a committee established in accordance with section 53 and 54 of the *Local Government Act 2020* (the Act) to assist Darebin City Council (Council) in fulfilling its responsibilities relating to external financial and performance reporting, risk and financial management, corporate governance, internal control systems and providing advice to drive continuous improvement.

The Audit and Risk Committee’s role is to report to the Council and provide appropriate advice and recommendations on matters relevant to its Charter in order to facilitate decision making by the Council in relation to the discharge of its responsibilities.

The Biannual Report December 2024 – May 2025 (**Appendix D**) and the Committee Annual Performance Report 2024-25 (**Appendix E**) provide a summary of the activities, issues and related recommendations of the Audit and Risk Committee. These reports meet the reporting requirements to Council as mandated by the Act pursuant to section 54(5) and importantly provides Council with a summary of the matters that the Audit and Risk Committee has addressed in the reporting period in discharging its responsibilities under its Charter.

**Audit and Risk Committee Meeting Summary Minutes – 25 June 2025**

The summary minutes for the Audit and Risk Committee meeting held on 25 June 2025 (**Appendix F**) are attached to this report and are provided for transparency for both Council and the Darebin Community.

**CONSIDERATION OF LOCAL GOVERNMENT ACT (2020) PRINCIPLES****Financial Management**

Not applicable.

**Community Engagement****Other Principles for consideration****Overarching Governance Principles and Supporting Principles**

- (i) the transparency of Council decisions, actions and information is to be ensured.

**Public Transparency Principles**

- (a) Council decision making processes must be transparent except when the Council is dealing with information that is confidential by virtue of this Act or any other Act;

**Strategic Planning Principles**

Not applicable.

**Service Performance Principles**

Not applicable.

**COUNCIL POLICY CONSIDERATIONS****Environmental Sustainability Considerations (including Climate Emergency)**

Not applicable.

**Equity, Inclusion, Wellbeing and Human Rights Considerations:**

Not applicable.

**Economic Development and Cultural Considerations**

Not applicable.

**Operational Impacts**

Not applicable.

**Legal and Risk Implications**

Not applicable.







**IMPLEMENTATION ACTIONS**

N/A

**RELATED DOCUMENTS**

- *Local Government Act 2020*
- Governance Rules
- Audit and Risk Committee Charter

**Attachments**

- Summary of Attendance at Advisory Committee meetings, Councillor Briefings and other informal meetings of Councillors (**Appendix A**) [↓](#) 
- Record of Responses to Questions taken on notice - 25 August 2025 (**Appendix B**) [↓](#) 
- Status of Petitions Tabled for the Current Council Term (November 2024 - 25 August 2025) (**Appendix C**) [↓](#) 
- Audit and Risk Committee Biannual Report - December 2024 - May 2025 FINAL (**Appendix D**) [↓](#) 
- Audit and Risk Committee Performance Report 2024-25 FINAL (**Appendix E**) [↓](#) 
- Summary Minutes - ARC Meeting - 25 June 2025 (**Appendix F**) [↓](#) 

**DISCLOSURE OF INTEREST**

Section 130 of the *Local Government Act 2020* requires members of Council staff and persons engaged under contract to provide advice to Council to disclose any conflicts of interest in a matter to which the advice relates.

The Officer reviewing this report, having made enquiries with relevant members of staff, reports that no disclosable interests have been raised in relation to this report.



## SUMMARY OF ADVISORY COMMITTEES, COUNCILLOR BRIEFINGS AND OTHER INFORMAL MEETINGS OF COUNCILLORS

<b>MEETING DETAILS:</b>	<b>Title:</b>	Darebin Disability Advisory Committee
	<b>Date:</b>	Tuesday 3 <sup>rd</sup> June 2025
	<b>Location:</b>	Online via Teams
<b>PRESENT:</b>	<b>Councillors:</b>	Cr. Matt Arturi (Proxy)
	<b>Council Staff:</b>	Neda Nejad, Access and Inclusion Officer Raquel Solier, Access and Inclusion Officer Tobi Evans, Acting Senior Team Leader Access and Inclusion Nick Butera, Coordinator Equity and Inclusion Alisha Warner, Festivals and Events Coordinator Vito Midolo, Acting Senior Producer Creative Culture Shabaz Fattah, Multicultural and Diversity Officer
	<b>Other:</b>	Helen Caliguri Kiz Jackson Emma Grey George Jiang Kathy KondekasRuth DeSouza
<b>APOLOGIES:</b>		Max Taylor Trisha Donnelly Vanessa Petrie Cr Vasilios Tsalkos Jo Banks Judith McLean

The Meeting commenced at 5pm

MATTERS CONSIDERED	DISCLOSURES AND COMMENTS
<p><b>1</b></p> <p><b>Update: Darebin Community Award (Disability Category)</b></p> <p>Which of the four proposed names do you prefer?</p> <p>Access &amp; Inclusion Award</p> <p>Disability and Equality Award</p> <p>Disability Access and Inclusion</p> <p>Accessibility and Inclusion Award</p> <p>Which of the two proposed definition/eligibility options do you prefer?</p> <p>What do you think of the new category criteria Council has proposed?</p>	<p>No disclosures were made.</p> <p>Committee members wanted to know whether the award is aimed at community members doing access and inclusion work or disability advocates who are people with disability.</p> <p>Committee members were concerned about using the language 'access' and 'inclusion' in the title. Some people in the disability community feel like 'access' is the bare minimum and should not be rewarded.</p> <p>Committee members suggested names like 'Disability Leadership Award' or 'Disability Inclusion Award.' These names show that everyone is responsible for accessibility and include people who are d/Deaf or hard of hearing.</p> <p>Committee members prefer the shorter definition.</p> <p>Members suggested removing the phrase 'creating an equal future' from the eligibility criteria.</p> <p>Committee members recommended that the award definition include disability justice, advocacy, and d/Deaf and disability history.</p> <p>Committee members recommended asking more people with disability for their ideas about the awards.</p>
<p><b>2</b></p> <p>Council is seeking feedback on the priorities for the Cultural Diversity and Inclusion Action Plan. Ideas shared help support migrant communities, people who speak languages other than English, refugees and people seeking asylum.</p> <p>Questions for the DDAC:</p> <p>What would a meaningful engagement with Darebin's Culturally and Linguistically Diverse communities look like to ensure all voices are heard, especially those at risk of exclusion?</p>	<p>Committee members advised that community engagements should be timely, genuine, and part of ongoing relationships with people and organisations.</p> <p>Committee members recommended speaking to newly arrived migrants, refugees, and older people.</p>

MATTERS CONSIDERED		DISCLOSURES AND COMMENTS
	What are the key priority areas for Council to consider as part of Cultural Diversity and Inclusion Action Plan to support the inclusion, rights and wellbeing of CALD people and communities living, working, studying or accessing services and spaces in Darebin?	

The Meeting concluded at 7pm

RECORD COMPLETED BY:	Officer Name:	Raquel Solier
	Officer Title:	Access and Inclusion Officer



## SUMMARY OF COUNCILLOR ATTENDANCE AT ADVISORY COMMITTEES, COUNCILLOR BRIEFINGS AND OTHER INFORMAL MEETINGS OF COUNCILLORS

<b>MEETING DETAILS:</b>	<b>Title:</b>	Councillor Briefing Session
	<b>Date:</b>	4 August 2025
	<b>Location:</b>	Council Chamber (Hybrid Meeting) Virtual Meeting
<b>PRESENT:</b>	<b>Councillors:</b>	Cr. Emily Dimitriadis (Deputy Mayor)) (Chairperson) Cr. Matt Arturi Cr. Julie O'Brien Cr. Kristine Olaris OAM (Mayor) (online from 5.15pm) Cr. Alexandra Sangster Cr. Vasilios Tsalkos
	<b>Council Staff:</b>	Anne Howard, CEO Caroline Buisson, General Manager Customer & Corporate Nina Cullen, General Manager Community Rachel Ollivier, General Manager Infrastructure, Operations & Finance (item 4.3 & 4.4) Vanessa Petrie, General Manager City Sustainability & Strategy Enna Giampiccolo, Executive Manager Governance, Risk & Communications (item 4.1 & 4.2) Jared Lingard, Coordinator Risk & Audit (Item 4.1) Jody Brodribb, Coordinator Governance Services (item 4.2) Michael Pogemiller, Manager Natural & Civic Spaces (Item 4.3) Millie Wells, Coordinator Natural Environment and Partnerships (item 4.3) Keith McKellar, Manager Operations & Waste (Item 4.4)
	<b>External Attendees:</b>	
<b>APOLOGIES:</b>		Cr. Connie Boglis OAM, Cr. Ruth Jelley

The Meeting commenced at 3.30pm

MATTERS CONSIDERED		DISCLOSURES AND COMMENTS
	Briefing Agenda Overview – Mayor	No disclosures were made.
<b>4.1</b>	Strategic Risks & Risk Appetite Workshop	No disclosures were made.

MATTERS CONSIDERED		DISCLOSURES AND COMMENTS
4.2	Governance Rules, Following Councillor Feedback	No disclosures were made.
4.3	Darebin Creek Management Committee Options Report	No disclosures were made.
4.4	Draft Road Management Plan - For Community Consultation	No disclosures were made.
	General Business	No disclosures were made.

The Meeting concluded at 6.10 pm

<b>RECORD COMPLETED BY:</b>	<b>Officer Name:</b>	Enna Giampiccolo
	<b>Officer Title:</b>	Executive Manager Governance Risk & Communications





## SUMMARY OF COUNCILLOR ATTENDANCE AT ADVISORY COMMITTEES, COUNCILLOR BRIEFINGS AND OTHER INFORMAL MEETINGS OF COUNCILLORS

<b>MEETING DETAILS:</b>	<b>Title:</b>	Councillor Briefing Session
	<b>Date:</b>	18 August 2025
	<b>Location:</b>	Council Chamber (Hybrid Meeting)
<b>PRESENT:</b>	<b>Councillors:</b>	Cr. Kristine Olaris OAM (Mayor) (Chairperson) Cr. Emily Dimitriadis (Deputy Mayor) Cr. Matt Arturi Cr. Ruth Jelley Cr. Julie O'Brien Cr. Alexandra Sangster Cr. Vasilios Tsalkos (online) Cr. Angela Villella
	<b>Council Staff:</b>	Anne Howard, CEO Caroline Buisson, General Manager Customer & Corporate Nina Cullen, General Manager Community (item 4) Rachel Ollivier, General Manager Infrastructure, Operations & Finance Vanessa Petrie, General Manager City Sustainability & Strategy Enna Giampiccolo, Executive Manager Governance & Communications Melanie McCarten, Manager Recreation & Libraries (item 4) Adam Feiner, Recreation Planner (item 4) Jeanne Poustie, Manager Supported and Connected Living (item 5) Nathan Korotkov, Senior Team Leader Service Projects (item 5) Anja Hauenschild, Coordinator Ageing Well (item 5)
	<b>External Attendees:</b>	
<b>APOLOGIES:</b>		

The Meeting commenced at 3.40pm

MATTERS CONSIDERED		DISCLOSURES AND COMMENTS
1	Council Only Time	No disclosures were made.
2	CEO and Councillor Only Time	No disclosures were made.
3	Briefing Agenda Overview – Mayor	No disclosures were made.
4	Future Use of John Cain Memorial Park - Councillor Consultation	No disclosures were made.
5	Aged Care Reform	No disclosures were made.
6	Council Agenda Overview – 25 August 2025	No disclosures were made
7	Geneal Business	No disclosures were made.

The Meeting concluded at 7.31pm

RECORD COMPLETED BY:	Officer Name:	Enna Giampiccolo, Executive Manager, Governance, Risk & Communications
	Officer Title:	



## SUMMARY OF COUNCILLOR ATTENDANCE AT ADVISORY COMMITTEES, COUNCILLOR BRIEFINGS AND OTHER INFORMAL MEETINGS OF COUNCILLORS

<b>MEETING DETAILS:</b>	<b>Title:</b>	Climate Emergency Darebin Advisory Committee
	<b>Date:</b>	27 August 2025
	<b>Location:</b>	Darebin Intercultural Centre
<b>PRESENT:</b>	<b>Councillors:</b>	Cr. Julie O'Brien
	<b>Council Staff:</b>	Lorna Pettifer, Coordinator, Climate and Environment Santiago Perrotto, Principal Climate and Innovation Officer Nick Butera, Manager, Climate and Equity Natalie Jamieson, Climate and Community Officer Emma Hopkins Climate & Circularity Lead
	<b>External Attendees:</b>	Members of Climate Emergency Darebin Advisory Committee = 6
<b>APOLOGIES:</b>		Cr. Emily Dimitriadis (Deputy Mayor and Proxy)

The Meeting commenced at 6.30pm

MATTERS CONSIDERED		DISCLOSURES AND COMMENTS
<b>1</b>	Our Darebin – Council Plan 2025-2029 For member information	No disclosures were made.
<b>2</b>	Balit Marra Aboriginal Action Plan Consultation 6 August to 17 September 2025 For member information	No disclosures were made.
<b>3</b>	Review of Advisory Committees	No disclosures were made.

## SUMMARY OF MEETINGS – PUBLIC RECORD (CONTINUED)

MATTERS CONSIDERED		DISCLOSURES AND COMMENTS
4	Climate Emergency Plan – Year 1 review	No disclosures were made.
5	<p>Electrification</p> <p>Action 2.2.1</p> <p><i>Create a program that provides tailored support and a financing mechanism to support electrification and renewable energy for both households and transport, with a target of engaging 1000 Darebin Households per year.</i></p>	No disclosures were made
6	<p>Emissions road map.</p> <p>Action 2.1.4</p> <p><i>Develop a policy and procedure to guide purchasing of local carbon offsets or emission reduction projects, equivalent in value to the cost of suitable offsets for abating Council's annual operating emissions...</i></p>	No disclosures were made
7	<p>Community electrification campaign</p> <p>Action 2.2.2</p> <p><i>By 2025 develop and begin delivery of an education campaign supporting Darebin households and businesses to electrify, improve efficiency and access affordable 100% renewable energy.</i></p>	No disclosures were made
8	<p>Direct Interventions and Heat Health</p> <p>Actions 2.7.1 and 3.8.2</p>	No disclosures were made
9	<p>Food Resilience and Security Scoping Study</p> <p>Action 3.6.2</p> <p><i>Develop a scoping study on food resilience and security in the context of a changing climate etc</i></p>	No disclosures were made
10	Advocacy and action updates –	No disclosures were made

MATTERS CONSIDERED		DISCLOSURES AND COMMENTS
	community members	
11	Darebin Community Awards	No disclosures were made

The Meeting concluded at 8.35pm

RECORD COMPLETED BY:	Officer Name:	Officer Name Natalie Jamieson
	Officer Title:	Officer Climate and Community Officer

## Questions Taken on Notice at the Council Meeting – 25 August 2025

**Question and Submission Time – Questions taken on Notice**

At the Council meeting held on 25 August 2025, the following questions were taken on notice.

- **Kashma Pillay**

Where does one find more information regarding such projects (What projects are currently being funded by Darebin Council to beautify Reservoir e.g. planting more trees and flowers around our local shopping areas in Broadway and Edwardes Street?)?

Response From General Manager Infrastructure, Operations & Finance

Thanks for your questions Kashma. The main improvements in the shopping areas planned for the current financial year are planting of canopy trees at three sites on Edwards St (between Olive St and Spring St) and 1 on Spring St (between Edwards St and Ralph St). Garden bed maintenance is done all year-round, including along Edwards and Broadway shopping areas.

There has been significant investment in the last five years by Council and State working together through the Revitalising Reservoir program. Improvements over this time included around \$100k for new plantings, and over \$500k for upgrades at the intersection of Olive & Edwardes St including a crossing, footpath and kerbs. Updates to signage and bins and trees and seating in the Cheddar Road area. In Reservoir more broadly, over 180 Trees were planted last financial year. The new station and new areas underneath the viaduct which was completed in 2020 was also a major uplift to the area.

We hope these improvements benefit the community for many years to come and our teams are now maintaining the community spaces regularly.

There is some information on Council's website, but it doesn't provide much information on each project. I have asked a Council officer to contact you to discuss further.

*Manager Natural and Civic Spaces contacted Kashma by phone and email on 25 August 2025, to provide links and additional details on overall plans and projects within the municipality. Kashma confirmed receipt of this information via email and thanked the Manager Natural and Civic Spaces for their time on the phone, and additional information provided via email.*

**Status of Petitions tabled during the current Council Term (November 2024 to 25 August 2025)**

	Date Tabled	Petition	Status
1	28 January 2025	No One Way in Railway Place, Fairfield	<b>In progress:</b> The petitioner is aware of the project being removed from Group B projects. A formal letter will be provided to the petitioner before the end of September 2025 in response to the outcome of this petition.
2	28 January 2025	Victoria Road South Crecent, Northcote	<b>In progress:</b> The petitioner is aware of the project being removed from Group B projects. A formal letter will be provided to the petitioner before the end of September 2025 in response to the outcome of this petition.
3	28 January 2025	Pitcher Park Community Battery	<b>Closed:</b> An email was sent to the Petition organiser on 30/1/2025. The petition is now being responded to directly via the Notice of Motion that was presented at same Council meeting.
4	28 January 2025	Reprioritising The Zebra Crossing Project Outside Perry Street Childcare Centre	<b>Closed:</b> The Petitioner is aware of the project being reprioritised within the list of Group B projects, a senior officer emailed the Petitioner on 17 April 2025.
5	24 March 2025	Revive Johnson Park: Let's Bring It Back to Life	<b>In progress:</b> The project has been funded through the 2025/26 Capital Works Program. Once scope is finalised, an updated and final response to the petition will be completed, which is targeted to be completed and provided to the petitioner by end of September 2025.
6	26 May 2025	Save Northcote Indoor Sports Centre – Keep Our Kids in the Game	<b>Closed:</b> A detailed formal response to this petition was sent to the Petition submitter on Tuesday 17 June 2025. In summary, Officers explored alternative venues without success and the petitioner was encouraged to seek support from Cricket Victoria for player pathways and participation.
7	26 May 2025	Protect The Furlan Club: A Living Legacy of Italian-Australian History – Council Must Vote	<b>Closed:</b> A response to this petition was provided by letter to the Petitioner on 13 August 2025 from the CEO advising that the Planning Minister determined to not support either the interim or permanent heritage overlays sought by Council.
8	23 June 2025	Stop The Waste: Scrap Darebin Council E-Scooter Trial	<b>Closed:</b> A response to the petitioner was provided by letter on 29 August 2025. The response explained that the detailed planning for the trial had addressed a series of concerns raised by the petition and community and that the trial would proceed in line with Council's resolution.

	Date Tabled	Petition	Status
9	23 June 2025	Petition To Fully Fund Darebin's Climate Emergency Plan	<b>Closed:</b> A response to the Petitioner was provided on 25 July 2025 acknowledging the petition and providing an update on Council's Climate Emergency commitment and funding.
10	23 June 2025	Seeking lease of Pioneer's Retreat for Wecycle	<b>Closed:</b> A response was provided to the petitioner by letter on 11 July 2025 in relation to the outcome of the petition. The Pioneer's Cottage is one of 26 properties that is undergoing an EOI process and the petitioner was encouraged to participate in this process.
11	23 June 2025	Sumner Estate Traffic Concerns	<b>In progress:</b> Senior officers from the Sustainable Transport team met with petitioner and neighbours on 29 August 2025, a formal letter will be provided to the petitioner before the end of September 2025 in response to the outcome of this petition.
12	23 June 2025	Pedestrian Safety on Wood Street, Preston	<b>In progress:</b> The petitioner has been contacted to confirm Wood Street will be considered through the Group C areas of the Your Street Your Say program. A formal letter will be provided to the petitioner in response to the outcome of this petition once Council has confirmed the details of the program.
13	23 June 2025	Rubie Thomson Reserve	<b>In progress:</b> Funding for a feasibility study and public consultation has been approved and funded as part of the 2025/26 Capital Works Program. Once the timeline has been set by project manager, an updated and final response will be provided to the petitioner shortly.
14	28 July 2025	Protect Two Significant Trees at 148 Ballantyne St Thornbury, and Improve Darebin Council's Tree Protection Policies	<b>In progress:</b> An independent arborist has been engaged to assess the permit application, alongside consultants who undertake ecological and heritage assessments. This will inform the decision-making of the responsible officer. An officer called the petitioner to provide an update on the progress of this petition on 14 August 2025.
15	25 August 2025	Rename Darebin Intercultural Centre after Cr. Gaetano Greco	<b>In progress.</b> The petition has been referred to the CEO who will work with Councillors to assess the request made by the petitioners.





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# City of Darebin Audit and Risk Committee

## Bi-Annual Report

December 2024 – May 2025

City of Darebin Audit and Risk Committee – Biannual Report (December 2024 – May 2025)

## 1. Summary

The Audit and Risk Committee (the Committee) is established in accordance with section 53 and 54 of the *Local Government Act 2020* (the Act) to assist Darebin City Council (the Council) in fulfilling its responsibilities relating to external financial and performance reporting, risk and financial management, corporate governance, internal control systems and providing advice to drive continuous improvement.

The Committee's role is to report to the Council and provide appropriate advice and recommendations on matters relevant to its charter in order to facilitate decision making by the Council relating to the discharge of its responsibilities.

The objective of the Committee is to oversee:

- The integrity of external financial reporting, including accounting policies.
- The scope of work, objectivity, performance, and independence of the external and internal auditors.
- The establishment, effectiveness and maintenance of controls and systems to safeguard the Council's financial and physical resources.
- The systems or procedures that are designed to ensure that the Council comply with relevant statutory and regulatory requirements.
- The process for recognising risks arising from the Council's operations and strategies, and consider the adequacy of measures taken to manage those risks, including compliance.
- The processes and systems which protect the Council against fraud and irregularities including the Protected Disclosures Act procedures.

## 2. Period of Reporting

This report:

- Meets the reporting requirements to Council as mandated by section 54(5) of the Act.
- Provides Council and the community with a summary of the matters the Committee addressed in the reporting period in discharging its responsibilities under its Charter and the Act.
- Provides an overview of the activity of the Committee from 1 December 2024 to 31 May 2025.

## 3. Committee Membership and Meetings

The Committee met two times during the reporting period and their meeting attendance is highlighted in the below table:

Member	Role	18/12/2024	19/03/2025
Lisa Tripodi	Independent Member & Chairperson	✓	✓
Dr. Marco Bini	Independent Member	✓	✓
Jonathan Kyvelidis	Independent Member	✓	✓
Cr Emily Dimitriadis	Committee Member (Dec 2024 – Mar 2025)	✓	
Cr Vasilios Tsalkos	Committee Member	✓	✓
Cr Kristine Olaris	Committee Member (Mar 2025 - ) #	#	✓

✓ : attended

⊙ : apologies

City of Darebin Audit and Risk Committee – Biannual Report (December 2024 – May 2025)

# : Cr Olaris attended as an observer

### Special meetings

To seek the Audit and Risk Committee's advice on matters relevant to its charter, the Committee was called for a special meeting during the reporting period to consider the Annual Financial Report and Performance Statement and their meeting attendance is highlighted in the below table:

Member	Role	7/02/2025
Lisa Tripodi	Independent Member & Chairperson	✓
Dr. Marco Bini	Independent Member	✓
Jonathan Kyvelidis	Independent Member	✓
Cr Emily Dimitriadis	Committee Member (Dec 2024 – Mar 2025)	✓
Cr Vasilios Tsalkos	Committee Member	✓
Cr Kristine Olaris	Committee Member (Mar 2025 - ) #	#

✓ : attended

⊙ : apologies

# : Attended as an observer

## 4. Committee Charter and Annual Work Plan

The Committee dealt with all matters scheduled for consideration in the Annual Work Plan for the specified reporting period.

The Committee's Annual Work Plan will next be reviewed and endorsed by the Committee at its meeting on 25 June 2025.

The Committee's Charter was reviewed by the Committee at its meeting of 4 September 2024 and endorsed by Council, 16 December 2024.

At the 18 December 2024 Audit and Risk Committee meeting, the Committee resolved that:

- the Committee Charter be amended and returned to Council to reflect the appointment of Mayor and another Councillor as members of the Committee; and
- the Deputy Mayor be appointed as Proxy for the year.

The revised Committee Charter was endorsed by Council on 24 February 2025.

## 5. Committee Responsibilities

### 5.1 Financial and Performance Reporting

#### At the 18 December 2024 Meeting:

- The Committee reviewed the Quarterly Financial Report that provided budget comparison and forecast updates as required. The Financial report includes consideration of operating, capital and investment performances.
- The Committee received an update on Procurement Policy and Non-Conformance procurement activities report including the breach definitions added into the Procurement Policy.

City of Darebin Audit and Risk Committee – Biannual Report (December 2024 – May 2025)

- The Committee received an update on the financial sustainability performance against key indicators.
  - The Committee noted that the reports include comparative data on rates collection from June to September 2024 but no comparatives for September 2023 to September 2024. More broadly, the Committee asked whether there are any concerning trends regarding collections or hardship.
- The Committee received the draft 2025-26 Budget Parameters, which provided an overview of the adopted budget parameters to be used in forming the 2025-26 Draft Budget and updating the baseline of the 10-Year Financial Plan.
  - The budget parameters report was tabled at the Council meeting on 16 December 2024 where Councillors requested that the Finance Team undertaken additional modelling on some large investments, and for the Audit and Risk Committee to have oversight of this additional modelling.
- The Committee sought clarification on the following items:
  - The capital budget envelope when compared to sustainability indicators.
  - The accuracy of the forecast \$32m in savings over 10-years.

**Key Findings:**

- Council is monitoring and managing its financial position and key controls and addressing procurement capability and compliance.

**At the 7 February 2025 Special Meeting:**

- The Committee received an update on the progress to develop the revised 2025/26 10-year Financial Plan and the modelling outcomes of multiple scenarios of infrastructure investments (as requested by the Council on 16 December 2024).
- The Committee sought clarification on aspects of the escalation factors outlined in the Budget Parameters
- The Committee sought clarification on the additional scenarios modelled by Management
- The Committee noted:
  - Specific feedback provided during the meeting, including escalation factors, one-off savings and contingencies.
  - The need for additional clarity on the ERP savings.
  - Clarity should be made as part of the Council submission on capital replacement ratio considerations.

**At the 19 March 2025 Meeting:**

- The Committee reviewed the Quarterly Financial Report that provided budget comparison and forecast updates as required. The Financial report includes consideration of operating, capital and investment performances.
- The Committee sought clarification on the following items:
  - Delays in the capital works program and the importance for the Committee and Councillors to have an understanding of capability and deliverability of the capital works program.

City of Darebin Audit and Risk Committee – Biannual Report (December 2024 – May 2025)

- Investment portfolio complexity and target for fossil fuel free financial institutions.
- Procurement Conformance including non-compliance exemptions.
- The Committee received an update on Procurement Policy and Non-Conformance procurement activities report including the breach definitions added into the Procurement Policy.
- The Committee received an update on the financial sustainability performance against key indicators.
- The Committee received the 'Review of Financial Reporting Framework and Accounting Standards' which noted that changes to Australian Auditing Standards have been assessed as having no material impact on the audit or preparation this year's Annual Financial Report.
- The Committee received the 2024/25 Asset Valuations Update prepared in accordance with the VAGO recommendation from 2024.
- The Committee sought clarification on the following items:
  - Parks, open space and streetscapes independent assessor.
  - Training provided to Council on changes to AASB 13.

**Key Findings:**

- Council is monitoring and managing its financial position and key controls and addressing procurement capability and compliance.
- There has been no significant movement in construction costs since the last valuation undertaken in 2024. This has resulted in limited impact on the valuation of infrastructure asset classes.

**5.2 Information Services****At the 18 December 2024 and 19 March 2025 Meetings:**

- The Committee were presented with an update on the progress of the management of risks and projects by the Information Services Department.
- The Committee received an oversight of the top risks and the actions being undertaken. The top risks were Cyber Security, Disaster Recovery, Information Management, Business Engagement and Third Party Vendor Risks.
- The Committee were presented with updates on:
  - Information Services Project Update
  - Information Technology (ICT & Digital Strategy)
  - Annual penetration testing.
  - Internal Vulnerability Management
  - Project: Security Culture
  - Internal Phishing Email campaign
  - Cyber Security Improvement (Essential 8).
  - Cyber Security Road Map
  - Organisational Security Performance and Key Protection Metrics
  - NSW Cyber Security Guidelines (19 March 2025)

City of Darebin Audit and Risk Committee – Biannual Report (December 2024 – May 2025)

- Details of Work In Progress (WIP) Initiatives
- Third Party Risk Management.
- The Committee sought clarification on the following items:
  - Laptop Replacement program contract.
  - the Penetration Testing Specifications Scope 2024-20.

**Key Findings:**

- Management will continue to monitor and report on information services risk management, projects and ICT & Digital Strategy implementation.
- 2024/25 Information Services projects are addressing key risks including Cyber Security, IT Disaster Recovery and Data Governance.

**5.3 Risk Management****At the 18 December 2024 and 19 March 2025 Meetings:**

- The Committee received an update on:
  - The Review of Darebin Council's Risk Profile.
  - Strategic Risk and Internal Audit Committee (SRIA).
  - Quarterly Update on Strategic and Operational Risks, including update to the Darebin Risk Impact Matrix.
  - Quarterly Update on Operational and Council Policies.
  - Insurance Update Including Motor Vehicle Incident Claims.
  - Key Metrics Reporting (Fraud, Cyber Incidents, FOI Requests, Privacy Breaches, Public Interest Disclosures).
  - MAV Road Management Plan Benchmarking.
  - Business Continuity Planning and Processes.
  - Systems and Processes that Monitor Compliance with Legislation and Regulations.
- The Committee sought clarification on the following risk items:
  - The process for Councillor input into the Strategic Risk Profile and Risk Appetite, noting that it is important that Council be informed and involved in understanding the risk profile and risk management framework.
  - Analysis of Cyber Incidents in to identify any trends whereby third parties holding critical data are subject to repeated breaches.
- The Committee noted instances in the risk register where there are no documented controls and others where control effectiveness does not align with the change to the residual risk rating.
- The Committee reiterated the need for targets and treatment plans to be established to reduce risk ratings.

**Key Findings:**

- Management has completed the bi-annual update on strategic and operational risks.
- Governance Services team continue to maintain the centralised oversight of Council policies.

City of Darebin Audit and Risk Committee – Biannual Report (December 2024 – May 2025)

- Management is monitoring and reporting key metrics including Fraud Allegations, Cyber Incidents, Freedom of Information Requests, Privacy Breaches, and Public Interest Disclosures.

#### **5.4 Safety, Wellbeing and Workcover**

##### **At the 18 December 2024 and 19 March 2025 Meetings:**

- The Committee were presented with a high-level indicator and analysis of safety, wellbeing and Workcover across Council for the reporting period.
- Quarterly Safety Report provides:
  - OHS Indicators / Trends.
  - Incident summary, including classification by type.
  - Injury Trends.
  - Near Miss Reporting.
  - Hazard Reporting.
  - Incidents involving the public.
  - Motor Vehicle Incidents and Accidents.
  - Injury Management, including Workcover claims, early intervention and return to work process.
  - Child safety.
  - Psychological Safety & Wellbeing.
  - Employee Assistance Program.
- The Committee noted that psychosocial risks are becoming more prevalent and more costly and sought clarification on actions being undertaken to mitigate risks.

##### **Key Finding:**

- Management has measures in place to support and monitor health, safety and wellbeing across the workforce.

#### **5.5 Internal Audit**

##### **At the 18 December 2024 Meeting:**

- The Committee discussed proposed changes to the FY2024/25 Internal Audit Plan. The Committee recommended that the FY2024/25 internal audit plan be updated to replace deferred audits with either items allocated to subsequent years of the 3-year plan, or reviews related to emerging risks that could assist the organisation, or a follow-up of completed and outstanding actions.

##### **Key Finding:**

- The 2024/2025 Internal Audit Program will continue to be delivered with updates provided at each meeting.

##### **At the 19 March 2025 Meeting:**

City of Darebin Audit and Risk Committee – Biannual Report (December 2024 – May 2025)

- The following draft internal audit scopes were provided to the Committee for their review and endorsement:
  - Follow-up Review (Incl. Outstanding Actions).
  - Fraud Control Framework.
  - Procure to Pay Cycle Process Review.
  - Review of Integrity Controls.
- The Committee reviewed and provided feedback on the 'Strategic Internal Audit Plan – 2025 to 2028.'

**Key Findings:**

- Implementation of the 2024/25 continues to be a challenge and a revised program has been developed based on Committee feedback.
- A draft 3-year Strategic Internal Audit Plan (FY2025/26 to FY2027/28) has been developed for consideration by the committee.

**Completed Internal Audits****At the 18 December 2024 Meeting:**

- The Committee received an update on the completed internal audits during the reporting period.

**Key Findings:**

- The following final internal audit reports were provided to the Committee for their review:
  - 'Post Implementation Review – Major Capital Works Program' including 3 audit key findings and 6 recommendations.
  - 'Open Space & Parks Risk Management' including 4 audit key findings and 6 recommendations.

**At the 19 March 2025 Meeting:**

- The Committee received an update on the completed internal audits during the reporting period.

**Key Findings:**

- The following final internal audit report is provided to the Committee for their review:
  - 'Child Safety Compliance Review' including 5 audit key findings, 12 recommendations and 1 improvement opportunity.

**Outstanding Audit Actions Status****At the 18 December 2024 and 19 March 2025 Meetings:**

- The Committee received the current status of all outstanding actions from previous internal audits undertaken across Council.

City of Darebin Audit and Risk Committee – Biannual Report (December 2024 – May 2025)



- The Committee noted that there are several long-outstanding audit actions and there is an opportunity for NTT to do a review of outstanding items and assist with closing off actions where possible.

#### Key Findings:

- Management is progressing the completion of outstanding audit actions, with some delays expected.

### 5.7 Strategic Annual Internal Audit Plan

The table below provides a timeline of the 2024/25 Internal Audits:

Audit No.	Audit Project	Audit (scope) approval	Audit Start	Final Audit Report Due	Audit Committee Date	Status
1	Child Safety Standards & Preemployment Screening	4 Sep 2024	Oct 2024	Nov 2024	19 Mar 2025	Complete
2	Follow-up Review (Incl. Outstanding Actions)	19 Mar 2024	May 2025	Jul 2025	17 Sep 2025	In-Progress
3	Fraud Control Framework & Awareness Survey	19 Mar 2024	Apr 2025	<del>Jul 2025</del> Jun 2025	17 Sep 2025	Draft Report
4	P2P - Procurement to Pay Cycle process review	19 Mar 2024	Apr 2025	Jul 2025	17 Sep 2025	In-Progress
5	Review of Integrity Controls (COI, FOI, Privacy, MDBN etc)	19 Mar 2024	Jun 2025	Jul 2025	17 Sep 2025	In-Progress
6	Digital Transformation Preparedness	A quality assurance approach is currently being developed and will be presented to Committee as part of a larger update to at the September meeting.				

### 5.8 External Audit

#### At the 18 December 2024 Meeting:

- RSD Audit (VAGO agents) advised that there were no materials to be presented to the Committee relating to External Audit in December 2024.

#### At the 19 March 2025 Meeting:

- The Committee received the Audit Strategy Memorandum – Darebin City Council for the financial year ending 30 June 2025.

#### Key Findings:

- VAGO Service Provider: RSD Audit on behalf of the Victorian Auditor General's Office will deliver the external audit of Darebin City Council for the year ending 30 June 2025.

City of Darebin Audit and Risk Committee – Biannual Report (December 2024 – May 2025)

## 5.9 Governance Reporting

### At the 18 December 2024 Meeting:

- The Committee received:
  - 2024 Committee Survey Improvement Suggestions Status Update.
  - Review of the Contract Terms of External Members of the Committee.

### **Key Findings:**

- Management has resources, structures and processes in place to support the work of the Committee and the internal audit function.

### At the 19 March 2025 Meeting:

- The Committee received:
  - Draft Audit and Risk Committee Bi-Annual Report.
  - Review of the Contract Terms of External Members of the Committee.
  - Draft 2024/25 Annual Survey of the Committee Members.
  - Review of the Activities, Staffing and Organisational Structure of the Internal Audit Function.

### **Key Findings:**

- Compliance with the Local Government Act 2020 has been met by preparing the Bi-Annual Report.

## 5.10 Other Matters

The Committee received reports on, and discussed other matters, including:

- Review of the effectiveness of the internal control framework
- Compliance Management Framework and Compliance Register
- Councillor Gifts, Benefits & Hospitality Register
- Councillor Support & Expenses
- CEO Credit Card Expenses
- Strategic and Operational Risks
- Cyber Security Incidents
- Flood Mapping Implementation
- Superannuation for Contractors
- Public Holiday Payment
- ERP/Digital Transformation
- City Safety and Compliance

## 6. Reporting to Council

City of Darebin Audit and Risk Committee – Biannual Report (December 2024 – May 2025)

As previously indicated, these reports are formally provided to Council at least twice per annum, following the June and December Committee meetings. In accordance with the Governance Rules 2020, summary minutes of the Committee meetings, as an advisory Committee to Council, are provided to Council as soon as practical after each meeting.

## **7. Performance Evaluation**

The next annual performance evaluation and the results will be reported in the Committee Performance Report at the 25 June 2025 meeting.

## **8. Meeting Schedule for 2025**

The Committee's meeting schedule for 2025 is as follows:

- Wednesday 25 June 2025
- Wednesday 17 September 2025
- Wednesday 18 December 2025

## **9. Overall comments**

The Committee welcomes feedback as to whether this report meets Council's expectations. If Council wishes to be briefed by the Committee on any matters raised in this report, I would be delighted to attend as required.

Thank you to Committee members, all Councillors and Council Officers for your support during this period.

Yours Sincerely

**Lisa Tripodi**

Chair on behalf of the Audit and Risk Committee

25 June 2025



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# City of Darebin Audit and Risk Committee

## Annual Performance Report 2024-25

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## Message from the Audit and Risk Committee Chair

I was first appointed Chair of the Committee in March 2019 and would like to thank Councillors, fellow independent members and Council staff for their contribution and support during the year on behalf of the City of Darebin Audit and Risk Committee.

I would like to acknowledge the cooperation and support that the Committee and I have received from the former CEO Peter Smith and the Interim CEO Michael Tudball, NTT Australia, RSD Audit (VAGO) and the management team at Council throughout the year. Their support has been central to developing the organisational culture that is necessary to foster accountability, integrity and compliance.

I am pleased to report the independent view of the Committee that the governance culture of the City of Darebin is supporting the development of a robust risk, control and compliance framework which continues to strengthen and adapt to changes in the Council's operations.

**Lisa Tripodi**  
Audit and Risk Committee Chair  
City of Darebin

## 1. Introduction

The City of Darebin Audit and Risk Committee (the Committee) has continued to undertake its role in providing independent advice to the Council and management of the City of Darebin (Council) throughout the period 1 July 2024 to 30 June 2025 as covered by this report.

The Committee's role is to report to the Council and provide appropriate advice and recommendations on matters relevant to its charter in order to facilitate decision making by the Council in relation to the discharge of its responsibilities.

The objective of the Committee is to oversee:

- the integrity of external financial reporting, including accounting policies
- the scope of work, objectivity, performance and independence of the external and internal auditors
- the establishment, effectiveness and maintenance of controls and systems to safeguard the Council's financial and physical resources
- the systems or procedures that are designed to ensure that Council comply with relevant statutory and regulatory requirements
- the process for recognising risks arising from the Council's operations and strategies, and consider the adequacy of measures taken to manage those risks, including compliance
- the processes and systems which protect the Council against fraud and irregularities including the Protected Disclosures Act procedures.

To achieve its objective, some of the key activities undertaken by the Committee during this period were to:

- review the draft Financial Statements and recommend their adoption to Council
- review the Annual Performance Statement and recommend its adoption to Council
- approve the scope of the Internal Audit Program 2024/25 to ensure that planned Internal Audit activity is aligned to key business risks
- review the plans, results and effectiveness of the Internal Audit Program
- monitor compliance obligations and challenge the existence and effectiveness of accounting and financial systems and other systems of internal control and business risk management.

Overall, through its work, the Committee's aim is to add to the credibility of Council by promoting ethical standards. Under the guidance of the Committee Chair, Ms Lisa Tripodi, the focus on strategic risk issues was continued while ensuring that all key operational risks were still considered.

In fulfilling its responsibilities, the Committee has provided input and advice in relation to Internal Audits carried out by contracted Internal Auditors, NTT Australia Digital Pty Ltd for the Council during the reporting period.

## 2. Audit and Risk Committee membership

### 2.1 Council representatives

Cr Tom Hannan	December 2023 – October 2024
Cr Lina Messina	December 2020 – October 2024
Cr Emily Dimitriadis	December 2024 – March 2025
Cr Vasilios Tsalkos	December 2024 – ongoing
Cr Kristine Olaris	March 2025 – ongoing

## 2.2 Independent members

Lisa Tripodi (Chair)	August 2020 – August 2027
Dr. Marco Bini	November 2017 – December 2027
Jonathan Kyvelidis	June 2022 – June 2025

## 3. Meetings and attendance

A total of four meetings were held during the period under review. There were four regular quarterly meetings in September, December, March and June. A summary of meeting dates and attendance is shown in the table below.

Representatives from NTT Australia Digital Pty Ltd, the internal audit service provider for the period, attended each quarterly meeting and special meeting. Representatives of the Victorian Auditor General's Office (VAGO), external auditors RSD Audit, attended a special meeting in September 2024 and quarterly meetings in March and June 2025.

Senior management representatives also attend each Committee meeting. These include the Chief Executive Officer, General Managers, Executive Manager Governance, Risk & Communication, Chief Finance Officer and Coordinator Audit and Risk. In addition, there was attendance by other Managers and Coordinators when there were Department-related items on the Agenda.

**Table 1 – Membership, meeting dates and attendance**

Member	Role	4/09/2024 Quarterly	18/12/2024 Quarterly	19/03/2025 Quarterly	25/06/2025 Quarterly
Lisa Tripodi	Independent Chairperson	✓	✓	✓	✓
Dr. Marco Bini	Independent Member	✓	✓	✓	✓
Jonathan Kyvelidis	Independent Member	✓	✓	✓	✓
Cr. Tom Hannan	Committee Member	✓			
Cr. Lina Messina	Committee Member	✓			
Cr Emily Dimitriadis	Committee Member		✓		
Cr Vasilios Tsalkos	Committee Member		✓	✓	✓
Cr Kristine Olaris	Committee Member			✓	✓

✓ = In attendance      X = Apology        = not required / not a Member at that time

To seek the Audit and Risk Committee's advice on matters relevant to its charter, the Committee were called for special meetings twice during the reporting period and their meeting attendance is highlighted in the table below:

**Table 2 – Special meeting dates and attendance**

Member	Role	16/09/2024	7/02/2024
Lisa Tripodi	Independent Chairperson	✓	✓
Dr. Marco Bini	Independent Member	✓	✓
Jonathan Kyvelidis	Independent Member	✓	✓
Cr Tom Hannan	Committee Member	✓	



Member	Role	16/09/2024	7/02/2024
Cr Lina Messina	Committee Member	✓	
Cr Emily Dimitriadis	Committee Member		✓
Cr Vasilios Tsalkos	Committee Member		✓
Cr Kristine Olaris	Committee Member		

✓ = In attendance      X = Apology        = not required / not a Member at that time

**Table 3 – Regular attendees, meeting dates and attendance**

Member	Role	4/09/2024 Quarterly	18/12/2024 Quarterly	19/03/2025 Quarterly	25/06/2025 Quarterly
Peter Smith	Chief Executive Officer	✓			
Michael Tudball	Interim Executive Officer		✓	✓	✓
Caroline Buisson	General Manager Customer & Corporate / General Manager Project Support		✓	✓	✓
Enna Giampiccolo	Acting General Manager Customer & Corporate / Executive Manager Governance, Risk & Communication	✓	✓	✓	✓
Kylie Bennetts	General Manager Community	✓			
Melanie McCarten	Interim General Manager Community		✓		
Nina Cullen	General Manager Community			✓	✓
Vanessa Petrie	General Manager City Sustainability & Strategy	✓	✓	✓	✓
Rachel Ollivier	General Manager Infrastructure, Operations & Finance	✓	✓	✓	✓
Felicity Walsh	Interim Manager Governance and Communications	✓	✓		
Srini Krishnan	Chief Finance Officer	✓	✓	✓	✓
Michael O'Riordan	Coordinator Financial Accountant	✓	✓	✓	✓
Jacinta LiDonni	Risk Advisor	✓	✓		
Lalitha Koya	Chief Information Officer		✓	✓	
Yvette Fuller	Chief People Officer	✓	✓	✓	
Christine Walsh	Chief Transformation Officer		✓	✓	
Josh Porker	Principal, RSD Audit			✓	✓
Courtney O'Shea	Manager, RSD Audit			✓	
Pat Scanlon	Partner, NTT Australia Digital	✓	✓	✓	X
June Anstee	Municipal Monitor	✓	✓	✓	✓
Ross Millard	Municipal Monitor	✓	✓	✓	✓

✓ = In attendance      X = Apology        = not required / not in position at that time

**Table 4 – Special meetings - Regular attendees, meeting dates and attendance**

Member	Role	16/09/2024	7/02/2024
Peter Smith	Chief Executive Officer	✓	
Michael Tudball	Interim Executive Officer		✓
Caroline Buisson	General Manager Customer & Corporate / General Manager Project Support		✓
Enna Giampiccolo	Acting General Manager Customer & Corporate / Executive Manager Governance, Risk & Communication	✓	✓
Kylie Bennetts	General Manager Community	X	
Valli Morphet	Acting General Manager Community	✓	
Nina Cullen	General Manager Community		✓
Vanessa Petrie	General Manager City Sustainability & Strategy	X	✓
Chad Griffiths	Acting General Manager City Sustainability & Strategy	✓	
Rachel Ollivier	General Manager Infrastructure, Operations & Finance	✓	✓
Felicity Walsh	Interim Manager Governance and Communications	✓	✓
Srini Krishnan	Chief Finance Officer	✓	✓
Michael O'Riordan	Coordinator Financial Accountant	✓	
Dean Gibbons	Coordinator Management Accountant	✓	
Jacinta LiDonni	Risk Advisor	✓	
Josh Porker	Principal, RSD Audit	✓	
Courtney O'Shea	Manager, RSD Audit	✓	
Pat Scanlon	Partner, NTT Australia Digital	✓	✓
June Anstee	Municipal Monitor	✓	✓
Ross Millard	Municipal Monitor	✓	✓

✓ = In attendance

X = Apology

■ = not required / not in position at that time

## 4. Internal audit

### 4.1 Internal audit contract

In April 2023, Council entered into an agreement with NTT Australia Digital Pty Ltd, for an initial term of three years with an optional two by one year extension. On commencement, NTT Australia Digital developed the three-year 'Strategic Internal Audit Plan' ("SIAP") in consultation with the Committee and Executive Leadership team.

The SIAP is reviewed and revised annually and the 2025 – 2028 Strategic Internal Audit Plan was endorsed by the Committee at the 25 June 2025 meeting.

Representatives from NTT Australia Digital attended each Committee meeting and presented the results of the audits they had undertaken, responded to questions and both provided and received advice from the Committee.

## 4.2 Internal audit reports program

NTT Australia Digital presented the Terms of Reference for each internal audit to the Committee for discussion before their execution to ensure that the focus remained aligned to the risk profile of the organisation and the requirements of the Committee.

Final internal audit reports were reviewed and discussed by the Committee at each of the scheduled meetings. The status of Internal and External Audit recommendations was reported to the Committee on a quarterly basis.

## 4.3 Internal audit reports reviewed

A total of four internal audit reports were presented to the Audit and Risk Committee during the period under review. These are listed below with the overall rating, the number of findings by risk rating and the number of recommendations for each report.

**Table 5 – Internal audits with overall audit and findings ratings**

Audit name	Meeting (Dates)	High Risk Findings (total #)	Medium Risk Findings (total #)	Low Risk Findings (total #)	Improvement Opportunities (total #)	Findings (total #)
Post Implementation Review – Major Capital Works Program	Dec 2024		3			3
Open Space & Parks Risk Management	Dec 2024		3	1		4
Child Safety Compliance Review	Mar 2025	1	3		1	5
Fraud Control Framework	Jun 2025		1		1	2

## 4.4 Oversight of internal audit performance

The Committee monitored the performance of the Internal Auditor through ongoing review of Terms of Reference presentations, Internal Audit reports, the quarterly Internal Audit Status reports and contribution to meetings.

## 4.5 Implementation of audit recommendations

The Committee continued to encourage management to implement Internal and External Audit recommendations in a timely manner to ensure that better practices and an improved internal control environment is fostered.

Overall, the organisation was able to address audit recommendations in a timely manner. However, the Committee have expressed concern over the number of overdue items from prior years.

# 5. External Audit

RSD Audit, on behalf of The Victorian Auditor General's Office (VAGO), continued to take the responsibility for external audit of the City.

Josh Porker, Partner RSD Audit, has been the officer responsible for the oversight and conduct of the external audit of the Council for the financial year 2023-24, supported by VAGO and RSD colleagues as required.

VAGO's approach focuses on key financial reporting risks. This involves gaining an understanding of significant financial reporting processes and a combination of internal control testing and substantive audit procedures to assess the residual risk of material error.

## 6. Oversight of annual financial reports

The Financial Statement and Performance Report for City of Darebin for the year ended 30 June 2024 was reviewed at the 16 September 2024 special meeting.

Prior to the meeting, the Committee undertook a thorough review of the Financial Report and Performance Statement and provided their questions and recommendations out of session for management response.

After presentation and feedback from the Chief Finance Officer, the Audit and Risk Committee recommended to Council that they approve the 'in principle' Annual Financial Report and Performance Statement. This work was undertaken by the Committee in a timely manner so that final clearance of all financial statements was received within the deadline imposed under the Local Government Act.

Quarterly financial performance reporting was presented to the Committee at each meeting throughout the year for the preceding period.

The Committee reviewed the budget parameters to be used in forming the 2025-26 Draft Budget and updating the baseline of the 10-Year Financial Plan.

## 7. Duties and responsibilities

### 7.1 General assessment

The Audit and Risk Committee works to its Charter (Audit and Risk Committee Charter). An annual work plan is developed from the Charter and is the basis by which the Committee tracks its responsibilities and monitors its performance throughout each year.

### 7.2 Monitoring of legal claims

As part of managing the Council's risk exposure, the Committee received quarterly reports, which identify litigated claims or other matters settled or pending and any monetary movement associated with those claims.

### 7.3 Other activities

In addition to the activities directly identified in the Committee Charter, the Committee undertook several activities and considered other initiatives and reports throughout the year. Additionally, two special Committee meetings were held to address emerging risks.

These included:

- Aged Care
- Superannuation for Contractors
- Public Holiday Payment
- Police & Working with Children Checks
- Planning Scheme Amendment
- Flood Mapping
- Digital Transformation (ERP) Program
- Building Safety Compliance
- Contamination
- Climate
- IBAC Operation Leo Special Report
- Regulatory Services
- Cyber Security Guidelines NSW

- MAV RMP Benchmarking Report
- Business Continuity Management System (BCMS) update and Testing Outcomes

## 8. Audit and Risk Committee Effectiveness Survey

The Audit and Risk Committee undertakes an annual self-assessment survey to evaluate the Committee's performance, as well as the performance of the internal and external auditors, to identify possible areas of improvement and to confirm that the Committee has met its responsibilities under the Charter.

The results of the self-assessment survey are circulated to Committee members at the 25 June 2025 meeting.

The questionnaire attached at **Appendix A** includes a total of 9 respondents and the summary represents a snapshot of opinions provided by Committee Members, Executive Leadership Team and External Advisors (auditors).

The questionnaire assessed 5 areas where respondents were requested to evaluate performance based on a Likert 5-point scale (agreement and satisfaction). The scores from this assessment were converted to averages to assess overall performance. The averages were also compared to the scores from the previous survey.

The areas that were tested include, Committee meeting its responsibilities, conduct of meetings, Internal Audit, External Audit and Management.

Overall, all areas scores had an average of 4.2 out of 5.0 and scores were distributed between:

- "neither agree/disagree" and "strongly agree"
- "neither satisfied/not dissatisfied" and "very satisfied"

There was one response of "dissatisfied" in relation to the performance of the internal auditor.

The survey indicates that the respondents rated the discharge of their duties as member of the Committee, as *medium to high performance*. In comparison to the previous year, the scores were on par. Comments provide an insight in specific areas identified for improvements.

## 9. Overall assessment of City of Darebin's risk, control and compliance framework

The Committee's overall assessment is that the Council has continued its pathway to enhance its management of strategic and operational risk, financial and other internal controls and compliance. The organisation has continued to demonstrate a high level of commitment to being open to audit findings, genuine and transparent in addressing any issues or improvement opportunities, and consistent in the fulfilment of its commitments.

It is the independent view of the Committee that the governance culture of City of Darebin is supporting the development of a robust risk, control and compliance framework which continues to strengthen and adapt to changes in the Council's operations.

**Lisa Tripodi**

Audit and Risk Committee Chair  
City of Darebin

25 June 2025



## Appendix A Audit and Risk Committee Self-Assessment Results

The committee has met its responsibilities in the area of:

Survey Questions	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree	Average 2025	Average 2024	Average 2023
Monitoring of financial and performance reporting	0 0.0%	0 0.0%	0 0.0%	5 55.6%	4 44.4%	<b>4.4</b>	4.4	4.5
Monitoring of internal controls	0 0.0%	0 0.0%	0 0.0%	7 77.8%	2 22.2%	<b>4.2</b>	4.4	4.6
Monitoring and providing advice on risk management and fraud prevention	0 0.0%	0 0.0%	0 0.0%	4 44.4%	5 55.6%	<b>4.6</b>	4.4	4.7
Overseeing internal audit	0 0.0%	0 0.0%	0 0.0%	4 44.4%	5 55.6%	<b>4.6</b>	4.5	4.6
Overseeing external audit external audit	0 0.0%	0 0.0%	0 0.0%	5 55.6%	4 44.4%	<b>4.4</b>	4.4	4.5
Business continuity	0 0.0%	0 0.0%	0 0.0%	8 88.9%	1 11.1%	<b>4.1</b>	4.1	4.0
Monitoring the compliance of Council Policies and Procedures	0 0.0%	0 0.0%	1 11.1%	7 77.8%	1 11.1%	<b>4.0</b>	4.0	4

Comments:

- I am still new to Council - this is an area where the Committee's program has not led towards significant review - I am confident the committee looks at this part of its responsibility in a timely way.

**Conduct of Meetings:**

Survey Questions	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree	Average 2025	Average 2024	Average 2023
Meetings have been conducted in accordance with the agenda	0 0.0%	0 0.0%	0 0.0%	4 44.4%	5 55.6%	<b>4.6</b>	4.6	4.8
Meeting agendas and papers are well-structured and contain sufficient detail to inform decision-making	0 0.0%	0 0.0%	0 0.0%	8 72.7%	1 18.2%	<b>4.1</b>	4.3	4.5
Meetings have been conducted to allow for full participation by all members	0 0.0%	0 0.0%	1 11.1%	5 55.6%	3 33.3%	<b>4.2</b>	4.7	4.7
Meetings have been conducted to allow for open, frank and robust discussion of all matters raised	0 0.0%	0 0.0%	1 11.1%	3 33.3%	5 55.6%	<b>4.4</b>	4.8	4.8

## Comments:

- Would be helpful to run shorter, more targeted meetings, with conversation focussed on strategic advice.

**Internal Audit:**

Survey Questions	Very Dissatisfied	Dissatisfied	Neither satisfied not dissatisfied	Satisfied	Very satisfied	Average 2025	Average 2024	Average 2023
The performance of the internal auditor	0 0.0%	1 11.1%	1 11.1%	7 77.8%	0 0.0%	<b>3.7</b>	3.7	3.6
The committee's working relationship with the internal auditor	0 0.0%	0 0.0%	1 11.1%	7 77.8%	1 11.1%	<b>4.0</b>	4.0	4.2
Opportunities provided to meet with the internal auditor 'in camera' to discuss critical issues^	0 0.0%	0 0.0%	0 0.0%	3 100.0%	0 0.0%	<b>4.0</b>	4.3	4.3

## Comments:

- At times, I'm not sure the Internal Auditors are providing the best service. A recent internal audit included titles from another Council.
- The internal auditors don't always bring subject matter expertise.
- Regular delays.



**External Audit:**

Survey Questions	Very Dissatisfied	Dissatisfied	Neither satisfied not dissatisfied	Satisfied	Very satisfied	Average 2025	Average 2024	Average 2023
The performance of the external auditor	0 0.0%	0 0.0%	1 11.1%	7 77.8%	1 11.1%	<b>4.0</b>	3.8	3.9
The committee's working relationship with the external auditor	0 0.0%	0 0.0%	1 27.3%	8 72.7%	0 18.2%	<b>3.9</b>	3.9	4.2
Opportunities provided to meet with the external auditor 'in camera' to discuss critical issues^	0 0.0%	0 0.0%	0 0.0%	3 100.0%	0 0.0%	<b>4.0</b>	4.5	4.3

## Comments:

- Elected middle ground for independence of function as requested on instructions.

**Management:**

Survey Questions	Very Dissatisfied	Dissatisfied	Neither satisfied not dissatisfied	Satisfied	Very satisfied	Average 2025	Average 2024	Average 2023
The committee's working relationship with management	0 0.0%	0 0.0%	0 0.0%	5 55.6%	4 44.4%	<b>4.4</b>	4.6	4.8
The committee's working relationship with CEO*^	0 0.0%	0 0.0%	1 33.3%	0 0.0%	2 66.7%	<b>4.3</b>	4.8	4.9
The committee's access to management and relevant officers^	0 0.0%	0 0.0%	0 0.0%	2 66.7%	1 33.3%	<b>4.3</b>	4.8	4.7
The quality and transparency of information provided by management^	0 0.0%	0 0.0%	0 0.0%	2 66.7%	1 33.3%	<b>4.3</b>	4.3	4.3

^ From 2024 onwards, this question is only answered by Committee members.

## Comments:

- CEO changed during the last year, which makes this questions a little difficult to answer.

**Are there any functions that you believe the Committee performs well?**

- Engagement and out of cycle meetings as needed is good.
- The committee is particularly strong in the financial reports and internal audit areas.
- The Committee is very experienced and collaborates very well to review and provide advice to management and Council on matters raised in camera and during the ARC meeting.
- I believe we have a really great mix of complementary skills within our Committee, and I feel comfortable in raising emerging issues for advice and guidance.
- Providing strategic advice on enhancements and strengthening management approach.
- Committee Member Queries and Comments are well documented and allows for review.

**Are there any matters relating to the Committee's function that require improvement?**

- There has been a lot of meetings and information out of session - which makes planning for attendance and engagement a little difficult. Lots of confidential matters which could be handled a little better.
- Any questions raised by the Committee may be taken on notice where a succinct answer is not known during the meeting. Briefing papers to be succinct and highlight matters for Committee focus.
- I think there are opportunities to strengthen how ARC and Management identify and select internal audits with potential for highest impact. Also a need to proactively plan how outstanding audit actions are progressed in context of organisational load, and integrating actions into annual business improvement programs/projects.

**What good practices have you seen at other Audit and Risk Committees that have potential for improvement at Darebin city council if implemented?**

- As more of a generalist comment, it feels like a lot of the information in the last year has been reactive in nature. Possibly just a function of the difficult operational environment, but it has been a noticeable change.
- I think the only practice I might suggest which comes from limited experience with other committees is providing for Questions on notice a week before the meeting which might save some time but it's not essential.
- Refinement of strategic risk titles and providing them in a table with trends since last quarter and on a heatmap. Risk briefing paper to highlight changes in risk ratings and any new or emerging risks.
- Include a section on "compliance" (upcoming).
- None to suggest - Darebin ARC the most strategic ARC I have been participated in.
- Governance & Communications is well executed.

**Are there any other matters you would like to raise?**

- The quality of papers is generally good but on occasion packs can be too long and sometimes papers are not clear as to what they are proposing. I do want to stress however that this is not something that happens often.
- Thank management, in particular Caroline, Enna and Tristan, for their continued support in relation the Committee's work and Agenda preparations.
- Need to consider and develop principles for observers attending.
- Sometimes the scheduled duration of meetings can be lengthy.



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# SUMMARY MINUTES OF THE AUDIT AND RISK COMMITTEE MEETING

Held on Wednesday 25 June 2025 at Darebin Civic Centre, 350 High Street Preston (Online)

Summary minutes released to the public on 22 September 2025.

## AUDIT AND RISK COMMITTEE MEETING SUMMARY MINUTES

25 JUNE 2025

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**WEDNESDAY 25 JUNE 2025 - 2.00PM - DAREBIN CIVIC CENTRE  
350 HIGH STREET PRESTON - MEETING HELD VIRTUALLY**

**Attendees**

**Committee Members**

- Ms Lisa Tripodi – Independent External Member and Chairperson
- Dr Marco Bini – Independent External Member
- Mr Jonathan Kyvelidis – Independent External Member
- Cr Kristine Olaris OAM – Mayor and Councillor Member
- Cr Vasilios Tsalkos – Councillor Member

**Internal Auditor – NTT**

- Arkhe Marcaida – Consultant, NTT (Items 10.2, 10.3, 10.4)

**External Auditor – VAGO**

- Josh Porker – Principal, RSD Audit (Item 8.3)

**Officers**

- Michael Tudball – Interim Chief Executive Officer
- Caroline Buisson – General Manager Customer & Corporate
- Nina Cullen – General Manager Community
- Rachel Ollivier – General Manager Infrastructure, Operations & Finance
- Vanessa Petrie – General Manager City Sustainability & Strategy (Item 2.1)
- Enna Giampiccolo – EM Governance, Risks, Communications and Engagement
- Srini Krishnan – Chief Financial Officer (Items 8.1, 8.2, 8.3)
- Christine Walsh – Chief Transformation Officer (Item 7.3)
- Dean Gibbons - Head of Financial Planning and Analysis (Items 8.1, 8.2, 8.3, 8.4)
- Michael O’Riordan – Coordinator Financial Accountant (Items 8.1, 8.2, 8.3)

**Observers**

- June Anstee – Municipal Monitor
- Ross Millard – Municipal Monitor

**Minutes**

- Tristan Glennon – Audit & Compliance Officer (minutes)

**AUDIT AND RISK COMMITTEE MEETING SUMMARY MINUTES****25 JUNE 2025****1. WELCOME & ACKNOWLEDGEMENT OF COUNTRY**

The Chair opened the meeting at 2.23 pm and provided an Acknowledgement of Country.

**2. CONFIDENTIAL IN-CAMERA****IN-CAMERA**

*There was no In-Camera session held.*

**CONFIDENTIAL**

*Discussion of Confidential item was held between 2:02pm and 2:20pm.*

**Attendees:**

- Committee Members
- Executive Leadership Team
- Monitors
- Audit & Compliance Officer (minutes)

**2.1 City Safety and Compliance Department: Regulatory Services (Confidential)**

CONFIDENTIAL: This item is confidential because it is law enforcement information, being information which if released would be reasonably likely to prejudice the investigation into an alleged breach of the law or the fair trial or hearing of any person; and because it is personal information, being information which if released would result in the unreasonable disclosure of information about any person or their personal affairs; pursuant to Section 3(1) (d) and (f) of the Act.

**3. APOLOGIES****Apologies:**

- Pat Scanlon (Internal Audit Partner, NTT)

*Cr Vasilios Tsalkos (Councillor Member) joined the meeting at 2.52pm.*

**4. DISCLOSURES OF CONFLICTS OF INTEREST**

No Conflicts of Interest declared.

**5. APPROVAL OF THE PREVIOUS MINUTES**

The Minutes of the Audit and Risk Committee Meeting held on 19 March 2025, as approved out-of-session, were noted.

**6. CEO UPDATE (VERBAL)**

The Audit and Risk Committee noted the verbal update provided by the CEO.



**AUDIT AND RISK COMMITTEE MEETING SUMMARY MINUTES****25 JUNE 2025****7. STANDING REPORTS****7.1 ACTIONS ARISING FROM PREVIOUS MEETING**

The Audit and Risk Committee noted the status of the action items from previous meetings.

**KEY FINDING**

- Management will continue to work towards the completion of the open actions and provide an update at the 17 September 2025 meeting.

**7.2 INFORMATION SERVICES REPORT**

The Audit and Risk Committee noted the Information Services Report.

**KEY FINDINGS**

- Management will continue to monitor and report on information services risk management, projects and ICT & Digital Strategy implementation.
- 2024/25 Information Services projects are addressing key risks including Cyber Security, IT Disaster Recovery and Data Governance.

**7.3 DIGITAL TRANSFORMATION**

*Councillor Tsalkos joined the meeting at 2.52 pm.*

The Audit and Risk Committee noted Digital Transformation Report.

**KEY FINDING**

- Management has progressed the planning for the Digital Transformation to ensure the approach is validated and adequate planning is completed to ensure successful technology selection.

**8. FINANCIAL REPORTS****8.1 FINANCIAL REPORT**

The Audit and Risk Committee noted:

- 1) the Quarterly Financial Report
- 2) the Financial report for the (9) months ended 31 March 2025
- 3) that preparation is complete of the draft shell Annual Financial Report at June 2025 and performance report.

**KEY FINDING**

- Council is monitoring and managing its financial position and key controls and addressing procurement capability and compliance.

**8.2 2024-25 ASSET VALUATION UPDATE****RESOLUTION**

The Audit and Risk Committee noted the 2024-25 Asset Valuations Update.

**AUDIT AND RISK COMMITTEE MEETING SUMMARY MINUTES****25 JUNE 2025****KEY FINDING**

- There has been no significant movement in construction costs since the last valuation undertaken in 2024. This has resulted in limited impact on the valuation of infrastructure asset classes.

**8.3 VAGO INTERIM MANAGEMENT LETTER FOR THE YEAR ENDED 30 JUNE 2025**

The Audit and Risk Committee noted the Darebin City Council – Interim Management Letter for the year ended 30 June 2025.

**KEY FINDINGS**

- There are only 2 open audit findings for the current and prior years with a risk rating of “Low”.
- There are 2 unresolved recommendations from the Results of the 2023-24 Audits: Local Government report and 1 unresolved recommendation from the Results of the 2022-23 Audits: Local Government report.

**8.4 UPDATE ON DRAFT 2025-26 BUDGET (INCORPORATING THE 4 YEAR FINANCIAL OUTLOOK), DRAFT 10 YEAR FINANCE PLAN, 10 YEAR ASSET MANAGEMENT PLAN, 10 YEAR REVENUE AND RATING PLAN**

The Audit and Risk Committee noted the progress update and the next steps to completion of the draft 2025-26 Budget (incorporating the 4-year outlook), draft 10-year financial plan, draft 2025-26 Revenue and Rating Plan and the draft 10-year Asset Plan.

**9. RISK MANAGEMENT****9.1 RISK MANAGEMENT REPORT**

The Audit and Risk Committee noted the quarterly Risk Management report.

**KEY FINDINGS**

- Management has provided an update on emerging risks and compliance issues identified during the period.
- Management is progressing the update on strategic risks and risk appetite statements.
- Management has provided an update on the annual insurance renewal process.
- Governance Services team continue to maintain the centralised oversight of Council policies.
- Management is monitoring and reporting key metrics including Fraud Allegations, Cyber Incidents, Freedom of Information Requests, Privacy Breaches, and Public Interest Disclosures.

**9.2 BUSINESS CONTINUITY MANAGEMENT**

The Audit and Risk Committee noted the Business Continuity Management report.

**9.3 SAFETY REPORT**

The Audit and Risk Committee noted the Safety Report.

**KEY FINDING**

- Management has measures in place to support and monitor health, safety and wellbeing across the workforce

**AUDIT AND RISK COMMITTEE MEETING SUMMARY MINUTES****25 JUNE 2025****10. INTERNAL AUDIT****10.1 RECENT REPORTS AND PUBLICATIONS**

The Audit and Risk Committee noted the Recent Report and Publications Report.

**KEY FINDING**

- Management has reviewed recent reports and publications related to issues of management controls, integrity and continuous improvement that impact the local government sector and initiated action to mitigate Council's risk in response.

**10.2 COMPLETED INTERNAL AUDITS**

The Audit and Risk Committee noted Completed Internal Audits Report and advised that the Fraud Control Framework Review report would be considered at the next meeting.

**KEY FINDING**

- The 2024/2025 Internal Audit Program will continue to be delivered with updates provided at each meeting.

**10.3 INTERNAL AUDIT PROGRAM STATUS & 2025-2028 SIAP**

The Audit and Risk Committee:

- 1) Noted the Internal Audit Program Status report.
- 2) Endorsed the revised 'Strategic Internal Audit Plan – 2025 to 2028'.

**KEY FINDINGS**

- The key focus is to finalise the delivery of the 2024/25 internal audit program.
- The revised 3-year Strategic Internal Audit Plan (FY2025/26 to FY2027/28) has been developed for consideration by the committee.

**10.4 OUTSTANDING AUDIT ACTIONS STATUS REPORT**

The Audit and Risk Committee noted the Outstanding Audit Actions Status Report.

**KEY FINDING**

- Management is progressing the completion of outstanding audit actions, with some delays expected.

**11. GOVERNANCE****11.1 COMMITTEE MANAGEMENT REPORT**

The Audit and Risk Committee:

- 1) Noted the Committee Management Report
- 2) Noted the 2024-25 Annual Survey of the Committee
- 3) Noted and endorsed the Biannual Committee Report for the period December 2024 - May 2025
- 4) Noted and endorsed the Annual Committee Performance Report for the period 1 July 2024 – 30 June 2025
- 5) Endorsed the 2025-26 Audit Committee Workplan

**KEY FINDINGS**

**AUDIT AND RISK COMMITTEE MEETING SUMMARY MINUTES****25 JUNE 2025**

- Compliance with the Local Government Act 2020 has been met by preparing the Bi-Annual Report and Annual Committee Performance Report.
- Management have fulfilled their responsibilities and support of the Committee by reviewing the Audit and Risk Committee Annual Work Plan 2024-25.
- Management has outlined the approach to maintain an effective internal control framework.
- Management has policies and procedures in place to manage complaints including confidential and anonymous employee complaints.

**12. OTHER BUSINESS**

Nil.

The Chair thanked the Municipal Monitors June Anstee and Ross Millard for their contributions and ongoing support for the Committee and wished them the best in future endeavours.

**83. COMMITTEE MEMBERS CONFERENCE**

Committee members conference was not required.

**14. NEXT MEETING**

The next meeting of the Audit Committee will be held at 1:00pm on 17 September 2025 in person at the Darebin Civic Centre, 350 High Street Preston.

**15. CLOSE OF MEETING**

As there was no further business, the Chair closed the meeting at 5:07 pm.

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**9.5 PROPERTY MATTERS - SALE OF MINOR ASSETS - 139 DUNDAS STREET, PRESTON, 29 BARRY STREET, RESERVOIR AND 148 NORTH ROAD, RESERVOIR**

**Author:** Property Officer

**Reviewed By:** Chief Executive Officer

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**EXECUTIVE SUMMARY**

This report recommends Council proceed with sale of discontinued roads adjoining the following three properties (Subject Roads):

- 139 Dundas Street, Preston (**shown in Appendix A**),
- 29 Barry Street, Reservoir (**shown in Appendix B**) and
- 148 North Road, Reservoir (**shown in Appendix C**).

Council has completed key statutory procedures including given public notice of the proposal to sell the Subject Roads to the owners of these properties, by private treaty, in accordance with Council's Sale of Minor Assets Policy ('the Policy').

<b>Officer Recommendation</b>
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**That** Council:

- (1) Notes that following public notice there were no submissions received in relation to the proposal to sell the Subject Roads adjoining 139 Dundas Street, Preston (**shown in Appendix A**), 29 Barry Street, Reservoir (**shown in Appendix B**) and 148 North Road, Reservoir (**shown in Appendix C**), to the owners, by private treaty in accordance with Council's Sale of Minor Assets Policy May 2022.
  - (2) Directs that the land from the Subject Roads be sold by private treaty to the owners of the adjoining properties in accordance with the relevant sections of the Local Government Act 1989, the Local Government Act 2020 and Council's Sale of Minor Assets Policy.
  - (3) Authorises the Chief Executive Officer to sign all documents to give effect to the sale and transfer of any land from the Subject Roads to the owners of the adjoining properties.
  - (4) Directs that the sale of the Subject Road will not affect any right, power or interest held by Melbourne Water and Darebin City Council, in the roads in connection with any pipes under the control of Melbourne Water and Darebin City Council in or near the roads.
- 

**BACKGROUND / KEY INFORMATION**

Throughout 2001-2002, Council resolved to discontinue the Subject Roads and to sell the land by private treaty in accordance with Council policy. The discontinuance was gazetted in the Victoria Government Gazette as noted in **Appendix A, B and C**.

At the time, the abutting property owners were asked to confirm their interest in purchasing the relevant portion of land adjoining their property. Whilst several lots were sold and

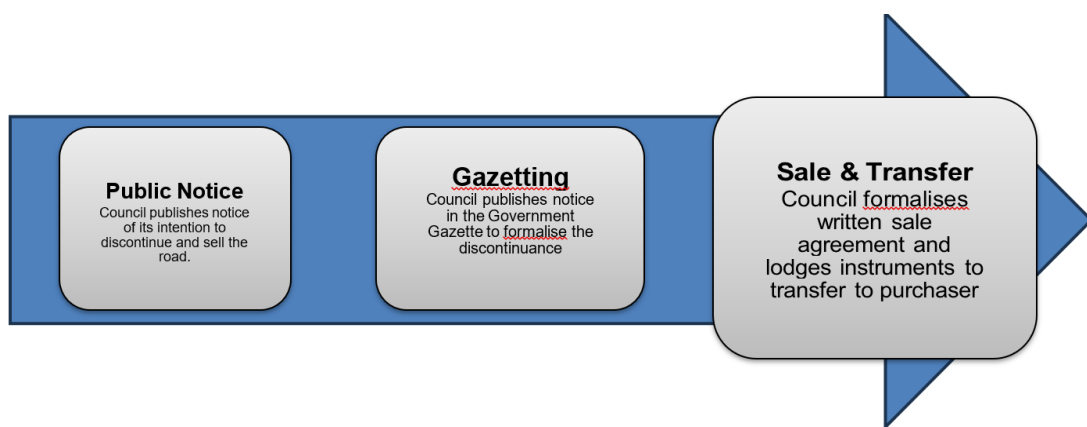
transferred, the Subject Roads remained unsold as neither owner expressed an interest in purchasing the land.

Upon the discontinuance being gazetted, and as no agreement was reached regarding the sale and transfer for the Subject Roads, these land parcels were vested with Council, albeit the ownership on title remained in the name of the original subdivider.

In 2024, Council received inquiries from the current owners of 139 Dundas Street, 29 Barry Street, and 148 North Road requesting to purchase land shown in **Appendix A, B and C**. Council officers contacted the adjoining owners of all three properties who have not expressed any interest in purchasing.

### **Sale and Transfer Process**

Following discontinuance of a road, there are several steps required when Council considers selling land.



Council has already completed the public notice requirement outlined above and received no submissions. Accordingly, the next step to be able to move forward with the proposed sale of the Subject Roads to the purchasers is to transfer the title into Council's name, following which it can be transferred to the purchasers.

### **Previous Council Resolution**

At its meeting held on 23 June 2025, Council resolved:

#### ***'That Council:***

- (1) *Commences the statutory procedures under section 114 of the Local Government Act 2020 to sell the land from the discontinued roads adjoining 139 Dundas Street, Preston (shown in Appendix A), 29 Barry Street, Reservoir (shown in Appendix B) and 148 North Road, Reservoir (shown in Appendix C), to the owners, by private treaty in accordance with Council's Sale of Minor Assets Policy May 2022.*
- (2) *Gives notice of its intention to sell the land on Council's website and in such notice, states, that Council proposes to sell the land from the former roads to the owners of 139 Dundas Street, 29 Barry Road and 148 North Road, by private treaty, in accordance with Council policy.*
- (3) *Invites both written and verbal submissions on the proposed sales and deal with any submissions received in line with the principles set out in section 223 of the Local Government Act 1989.*

- (4) *Notes that where any submissions are received, a further report will be presented to Council to consider the findings and advise its decision on the sale of the discontinued road to the adjoining landowner.*
- (5) *Notes that if no submissions are received, a further report will be presented to the Chief Executive Officer, to confirm acceptance of the delegated responsibilities and to complete the statutory procedures for the sale of the land to the owners of 139 Dundas Street, 29 Barry Street and 148 North Road and sign all necessary documents for the sale of the land under delegation.*
- (6) *Notes that in the event that submissions are received from other adjoining property owners or interested parties, Council reserves the right to reallocate the manner in which the land is to be sold in accordance with Council's Sale of Minor Assets Policy May 2022.'*

## **ALIGNMENT TO 2041 DAREBIN COMMUNITY VISION**

Strategic Direction 2: Prosperous, Liveable and Flourishing

## **ALIGNMENT TO 2021-25 COUNCIL PLAN**

Strategic Direction 4 Responsible, Transparent and Responsive

## **ALIGNMENT TO COUNCIL PLAN STRATEGIC OBJECTIVES**

4.2 We will ensure our assets are optimised for the benefit of our community

## **DISCUSSION**

No submissions were received from the public or any of the adjoining property owners in relation to the sale of the Subject Roads.

The owners of 139 Dundas Street, 29 Barry Street and 148 North Road have all confirmed an interest in acquiring the land shown in **Appendix A, B and C**, for its current market value, as well as agreeing to meet a share of the reasonable costs associated with Council selling the road, in accordance with Council's Sale of Minor Assets Policy 2022.

The owners have further agreed to meet 50% of Council's costs associated with the statutory process to transfer the land, in accordance with Council's Sale of Minor Assets Policy 2022.

Council's Valuer has placed a market value on the land as shown below in the financial management section of this report and **Appendix A, B and C**.

The owners will also be meeting Council's costs associated with the transfer of land estimated at \$2,000.00 plus disbursements together with one half of the costs associated with the statutory procedures for the sale of the land pursuant to section 114 of the Local Government Act 2020 estimated at \$8,000.00.

The land will be subject to a drainage easement in favour of Yarra Valley Water and Council to ensure access rights are maintained and to allow for any future drainage works, if required.

All relevant external service authorities and the relevant internal Council Business Units have been consulted. Other than the requirement for a drainage easement in favour of Council and Yarra Valley Water, no other Council Business Units or external Service Authorities have objected to or placed any conditions upon the proposed discontinuance and sale

## CONSIDERATION OF LOCAL GOVERNMENT ACT (2020) PRINCIPLES

### Local Government Act

Council is required to undertake a two staged process of first resolving to discontinue a road and sell the land under clause 3 of Schedule 10 of the Local Government Act 1989 Act and then proposing the sale of the land under section 114 of the Local Government Act 2020

In line with section 114 of the LGA any proposal for the sale of Council land from a discontinued road must first satisfy any obligations outlined in Council's Community Engagement Policy. These obligations have been met and the community engagement process undertaken is detailed in the relevant section below.

### Financial Management

Council's Valuer has assessed the following market values:

- 139 Dundas Street: \$14,500 excl GST (**Appendix A**)
- 9 Barry Street: \$14,000 excl GST (**Appendix B**)
- 148 North Road: \$20,000 excl GST (**Appendix C**)

The owners will meet 50% of Council's legal and administrative costs associated with undertaking the project.

The land will attract Council rates once transferred. Council will no longer incur maintenance costs.

### Community Engagement

Council's Community Engagement Policy states that Council will undertake consultative engagement in relating to the acquisition, sale or lease of land, and in order to provide a mechanism for feedback from interested parties, it is recommended that Council invite submissions on the proposal.

Public Notice of Council's intention to sell the former road appeared on Council's website from 30 July 2025 for the duration of the 28-day submission period. In addition, written notification was given to all adjoining property owners and occupiers.

No submissions were received in response to the public notice. No further community engagement is proposed.

### Other Principles for consideration

#### Overarching Governance Principles and Supporting Principles

- (a) Council decisions are to be made and actions taken in accordance with the relevant law;

#### Public Transparency Principles

- (c) Council information must be understandable and accessible to members of the municipal community;



**Strategic Planning Principles**

(d) strategic planning must identify and address the risks to effective implementation;

**Service Performance Principles**

(e) service delivery must include a fair and effective process for considering and responding to complaints about service provision.

**COUNCIL POLICY CONSIDERATIONS****Environmental Sustainability Considerations (including Climate Emergency)**

The land associated with this item is currently a road that is not on Council's Registry of Public Roads. This land is not considered to be an essential element of the road transportation system.

The land will be consolidated within the Applicant's property and the future use of the land will be guided through planning and building regulations and controls.

**Equity, Inclusion, Wellbeing and Human Rights Considerations:**

The proposed sale of land process accords with suitable EIA measures. This includes that all adjoining landowners were:

- Afforded an equal opportunity to purchase the land.
- And were not prohibited by language barriers or covid related issues (which affected their ability to respond).

**Economic Development and Cultural Considerations**

There are no factors in this report which impact upon economic development considerations.

**Operational Impacts**

There are no operational impacts for these matters.

**Legal and Risk Implications**

Council have sought to mitigate any legal risk by engaging legal counsel to manage the statutory process for the discontinuance and sale of the roads and transfer of these parcels of land to the purchaser and/or Council.

Council officers will retain specific functions to ensure that the process is supported and that critical timelines are met to ensure the ongoing viability of the project.




**IMPLEMENTATION ACTIONS**

- Arrange for the Subject roads to be sold and transferred to the owners of the adjoining property by private treaty in accordance with Council policy.
- The sale of the Subject roads will be referred to the CEO to formalise the sale under delegation.

**RELATED DOCUMENTS**

- Local Government Act 1989
- Local Government Act 2020
- Road Management Act 2004
- Sale of Minor Council Property Assets Policy 2022
- Toward Equality Framework
- Property Framework 2023-28

**Attachments**

- 139 Dundas Street, Preston (**Appendix A**) [↓](#) 
- 29 Barry Street, Reservoir (**Appendix B**) [↓](#) 
- 148 North Road, Reservoir (**Appendix C**) [↓](#) 

**DISCLOSURE OF INTEREST**

Section 130 of the *Local Government Act 2020* requires members of Council staff and persons engaged under contract to provide advice to Council to disclose any conflicts of interest in a matter to which the advice relates.

The Officer reviewing this report, having made enquiries with relevant members of staff, reports that no disclosable interests have been raised in relation to this report.

**Appendix A- 139 Dundas Street, Preston****Right of Way bounded by Dundas Street, Sussex Street, Victoria Street and Newcastle Street, Preston**

Council received an application to purchase part of the right of way in April 2024 for the land specified in the table below:

Title Details:	Lot 12 on Title Plan 20679
Valuation:	\$14,500 excl GST @ \$520/m2 (28m2)
Right of Way Status: Discontinued	Gazetted 12/4/2001
Previous Council resolution 5 March 2001 5.12:	<p><b>THAT</b> Council, being of the opinion that the road shown hatched on plan A attached and situated at the rear of 9 to 37 Sussex Street, rear of 119 to 149 Dundas Street and rear of 2 Newcastle Street, Preston, is not reasonably required as a road for public use:</p> <p>(1) discontinues the road in accordance with Section 206 and Schedule 10, Clause 3 of the Local Government Act 1989;</p> <p>(2) directs that a notice be published in the Victoria Government Gazette</p> <p>(3) directs that the land from the road be sold by private treaty to the owners of abutting properties in Sussex Street, Dundas Street and Newcastle Street, Preston in accordance with Council policy guidelines;</p> <p>(4) directs that the discontinuance and sale will not affect any right, power or interest held by Yarra Valley Water and Council in the road in connection with any sewers, drains or pipes under the control of those authorities in or near the road; and</p> <p>(5) signs and seals all documents relating to the sale of any land from the discontinued right of way to the owners of abutting properties.</p>
Legal & Administrative costs	Owner has agreed to pay 50% of the legal fees associated with the sale and transfer of the land as per Council Policy.
Easements	The land will be subject to a drainage easement in favour of Yarra Valley Water and Council to ensure access rights are maintained and to allow for any future drainage works, if required.

**Site Plans:**



Address	139 DUNDAS STREET PRESTON 3072
Property Number	181841
SPI	1\TP759062
DCC Assessment	16340
Calculated Area (m <sup>2</sup> )	832.31
Calculated Perimeter (m)	138.09
NearMap	<a href="#">Open Nearmap</a>



**Appendix B- 29 Barry Street, Reservoir****Right of Way bounded by Barry Street, O'Connor Street, Duffy Street and Whitby Street, Reservoir**

Council received an application to purchase part of the right of way in September 2024 for the land specified in the table below:

Title Details:	Lot 3 on Title Plan 4729
Valuation:	\$14,000 excl GST @\$333/m2 (42m2)
Right of Way Status: Discontinued	Gazetted 5/12/02
Previous Council resolution 18 November 2002 6.4:	<b>THAT</b> Council having given public notice of a proposal to discontinue the road at the rear of 18 to 32 O'Connor Street and part 17 to 33 Barry Street, Reservoir, and shown hatched on the plan enclosed as Appendix A to this report, and having received no submissions in respect of this proposal under Section 223 of the Local Government Act 1989: (1) discontinues the road in accordance with Section 206 and Schedule 10, Clause 3 of the Local Government Act, 1989; (2)directs that a notice be published in the Victoria Government Gazette; (3)directs that the land from the road be sold by private treaty to the owners of abutting properties in accordance with Council policy guidelines; (4)directs that the discontinuance and sale will not affect any right, power or interest held by Yarra Valley Water , in the road in connection with any sewers, drains or pipes under the control of that Authority in or near the road; and (5)signs and seals all documents relating to the sale of any land from the discontinued right-of-way to the owners of abutting properties.
Legal & Administrative costs	Owner has agreed to pay 50% of the legal fees associated with the sale and transfer of the land as per Council Policy.
Easements	The land will be subject to a drainage easement in favour of Yarra Valley Water and Council to ensure access rights are maintained and to allow for any future drainage works, if required.

Site Plans:



**Appendix C- 148 North Road, Reservoir****Right of Way bounded by North Road, Thackeray Road, Mendip Road and East Street, Reservoir**

Council received an application to purchase part of the right of way in August 2024 for the land specified in the table below:

Title Details:	Lot 17 on TP 23510
Valuation:	\$20,000 excl GST @\$475/m2 (42m2)
Right of Way Status: Discontinued	Gazetted 6/12/01
Previous Council resolution 7 November 2001 6.3:	<p><b>THAT</b> Council, having given public notice of the proposal to discontinue the road at the rear of 7 to 47 Thackeray Road and at the rear of 116 to 156 North Road, Reservoir and having considered the written submission received from the owner of 47 Thackeray Road in respect of the proposal in accordance with Section 223 of the Local Government Act 1989:</p> <p>(1) Discontinues the road at the rear of 7 to 45 Thackeray Road and at the rear of 116 to 154 North Road, Reservoir as shown hatched on the plan enclosed as Appendix A;</p> <p>(2) Advise the owners of 47 Thackeray Road who lodged a written submission in relation to the proposal of Council's decision to not include the section at the rear of 47 Thackeray Road (and 156 North Road) on the basis of their access requirements;</p> <p>(3) Directs that a notice be published in the Victoria Government Gazette;</p> <p>(4) Directs that the land from the road be sold by private treaty to the owners of abutting properties in accordance with Council policy guidelines;</p> <p>(5) Directs that the discontinuance and sale will not affect any right, power or interest held by Yarra Valley Water Ltd in the road in connection with any sewers, drains or pipes under the control of that Authority in or near the road; and</p> <p>(6) Signs and seals all documents relating to the sale of the land from the discontinued right-of-way to the owners of abutting properties.</p>
Legal & Administrative costs	Owner has agreed to pay 50% of the legal fees associated with the sale and transfer of the land as per Council Policy.
Easements	The land will be subject to a drainage easement in favour of Yarra Valley Water and Council to ensure access rights are maintained and to allow for any future drainage works, if required.

Site Plans:



Address	148 NORTH ROAD RESERVOIR 3073
Property Number	229704
SPI	17\TP23510
DCC Assessment	5230
Calculated Area (m²)	745.53
Calculated Perimeter (m)	128.07
NearMap	<a href="#">Open Nearmap</a>





## **10. ITEMS TO BE TABLED**

Nil

## 11. NOTICES OF MOTION

### 11.1 AFFIRMING DAREBIN'S COMMITMENT TO COMMUNITY INCLUSION AND STANDING AGAINST RACISM

**Councillor:** Julie O'BRIEN

**NoM No.:** 21/24-28

---

Take notice that at the Council Meeting to be held on 22 September 2025, it is my intention to move:

***That Council:***

1. *Affirms Council's commitment to Equity, Diversity and Inclusion in Darebin where our rich diversity is celebrated, everyone can thrive and belong, and our services, programs, places and spaces are equitable, responsive, inclusive and accessible to all.*
2. *Celebrates Ganbu Gulin as an example of our rich diversity, where on the 31 Aug 2025 approximately 500 people celebrated community, culture and belonging, with a Citizenship Ceremony that conferred almost 200 migrants as new citizens of Darebin and being welcomed to Wurundjeri Country.*
3. *Condemns the 31 Aug 2025 attack on Camp Sovereignty, that showed aggression and hostility to First Nations peoples.*
4. *Affirms Council's solidarity with First Nations peoples and our commitment to truth-telling, treaty and justice.*
5. *Recognises that far-right extremism and misinformation threaten community safety, multicultural harmony, and democratic values.*
6. *Notes that misinformation is a rising global issue, dividing communities and undermining trust in governments and institutions.*
7. *Calls on the Victorian Government, Victoria Police, and the Australian Government to:*
  - a. *Implement the findings of the Victorian Parliament's Inquiry into Extremism in Victoria,*
  - b. *Develop and support strategies that mitigate this rise in extremism, and*
  - c. *Resource initiatives that promote truth-telling, anti-racism, and community safety.*
8. *Requests the Mayor write to the Victorian Premier, the Minister for Police, the Federal Attorney-General:*
  - a. *Reaffirming this Council's commitment to multiculturalism and First Nations justice.*
  - b. *Condemning the actions of far-right extremists in our communities and on the streets of Melbourne.*
  - c. *Expressing concern that misinformation is putting democratic values and community safety at risk.*
  - d. *Calling for leadership that supports all levels of Government and community leaders to work to better understand why far-right extremism is growing and develop strategies that mitigate this rise in extremism.*
9. *Requests that the CEO provide a briefing to Council outlining:*

- a. *How staff are being trained and supported to manage related front-line issues, with recommendations to strengthen this support;*
  - b. *Actions being taken to demonstrate Council's support for local Aboriginal and Torres Strait Islander people and organisations; and*
  - c. *Measures in place to ensure migrants and refugees are welcomed and supported in Darebin, including opportunities to enhance these efforts.*
- 

**Rationale:**

Darebin is proud of its rich diversity and is committed to being a safe, inclusive community where everyone can thrive.

The anti-immigrant focus of recent March for Australia events, the open presence of neo-Nazis on our streets, and the attack on Camp Sovereignty in Naarm/Melbourne are deeply concerning. The rise of far-right extremism and misinformation poses a serious threat to community safety, First Nations justice, and multicultural harmony.

This motion reaffirms Council's commitment to equity, diversity, inclusion, truth-telling, and treaty; calls for coordinated action across all levels of government to address extremism and misinformation and seeks recommendations to strengthen Council's support for staff, Aboriginal and Torres Strait Islander communities, and newly arrived migrants and refugees.

**Notice Received:** 1 September 2025

**Notice Given to Councillors** 1 September 2025

**Date of Meeting:** 22 September 2025

**Attachments**

Nil

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**11.2 DAREBIN COUNCIL PERMANENT MEMORIAL FOR CR GAETANO GRECO****Councillor:** Angela VILLELLA**NoM No.:** 22/24-28

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**That Council:**

1. *Recognises that many community members are keen for Cr Greco's dedication and service to the Darebin community, be honoured by way of a permanent memorial to be erected in Darebin which would be seen as fitting and appropriate by the community, as demonstrated by the petition signed by close to 500 people.*
2. *Notes that Cr Greco was a highly respected Councillor and former Mayor. This was evidenced by the outpouring of community sympathy at his passing and the high attendance at his Celebration of Life Ceremony.*
3. *Notes that Darebin is one of the most diverse Local Governments in Victoria, with 32% of households using a language other than English at home and with 31% of residents born overseas, the largest group being born in Italy. As a Councillor for the LaTrobe Ward and then the North West Ward of Darebin, as well as a proud member of our community from an Italian background, Cr Greco, will be the first person to be commemorated from a CALD background. Cr Gaetano understood the challenges and aspirations of our immigrant community. He gave the people a voice and they in turn showed their respect and support by voting for him, with ever increasing votes – the latest being almost 58% and being the only Councillor elected on first preferences in the last election.*
4. *Acknowledge Cr Greco's commitment, legacy and tireless advocacy of inter-culturalism and social justice issues which contributed to Darebin's commitment to fostering inclusivity, such as, establishing the Darebin Intercultural Centre, the successful Darebin Home Makers Festival, and fought for action on Edwards Lake and Preston Market, just to name a few.*
5. *Receives a report at the 27 October 2025 Council meeting on options for a permanent memorial honouring Cr Gaetano Greco's legacy. Options should include, but not be limited to the following:*
  - a. *Naming the Intercultural Centre after Cr Greco in response to the petition tabled at the Council meeting on Monday 25 August 2025.*
  - b. *Commissioning an artist to design and create a suitable monument to be placed in front of a key Reservoir landmark Gaetano fought hard to protect, such as the Reservoir Library or Edwardes Lake.*
  - c. *Naming a reserve or park in Reservoir in Cr Greco's honour.*

**Rationale:**

The residents of Reservoir, and wider Darebin, deserve to honour a Councillor that served them with distinction. Cr Gaetano Greco would be the first councillor from an immigrant family to be honoured this way – which is long overdue. A commemorative gesture ensures Cr Greco's contributions to our community over his 16 years as a Councillor are remembered, celebrated, and acknowledged as an integral part of Darebin's history and identity.

**Notice Received:** 3 September 2025

**Notice Given to Councillors** 3 September 2025

**Date of Meeting:** 22 September 2025

**Attachments**

Nil

**11.3 ACKNOWLEDGING FRIENDS OF BAUCAU****Councillor: Julie O'BRIEN****NoM No.:**

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Take notice that at the Council Meeting to be held on 22 September 2025, it is my intention to move:

***That Council:***

- (1) Commends Friends of Baucau, a local not-for-profit community organisation, for its leadership in strengthening the Darebin-Yarra-Baucau partnership over 25 years, and for its volunteer-driven projects that have built connections and supported capacity in health, education, women's leadership, and cultural exchange.*
  - (2) Congratulates Friends of Baucau on their recent Medal of the Order of Timor-Leste presented by President José Ramos-Horta recognising their outstanding work in international friendship and community solidarity.*
  - (3) Acknowledges the 25th anniversary of the Darebin, Yarra and Friends of Baucau partnership, which has fostered enduring ties of friendship, solidarity, and cultural exchange between Darebin and the people of Timor-Leste.*
  - (4) Recognises the 50th anniversary of the Timorese community in Victoria and their significant contributions to the cultural, social, and civic life of our state and municipality.*
  - (5) Acknowledges the City of Yarra and other Victorian councils that have similar partnerships with communities in Timor-Leste, collectively deepening ties of friendship, solidarity, and practical cooperation.*
  - (6) Requests the Mayor write to Friends of Baucau, to convey Council's congratulations and gratitude on these milestones and achievements*
- 

**Rationale:**

The City of Darebin, alongside the City of Yarra, has maintained a strong friendship with the people of Baucau for over 25 years. Friends of Baucau (FoB), initially a Council Committee and now a volunteer-run incorporated association, has overseen community support, cultural exchange, and development projects. Both Councils have consistently supported decentralisation and municipal development in Baucau while sustaining people-to-people links, appointing Councillors and staff Liaison Officers to the FoB Board to ensure ongoing collaboration. This partnership exemplifies enduring international friendship, community engagement, and multicultural solidarity.

**Notice Received: 3 September 2025****Notice Given to Councillors: 3 September 2025****Date of Meeting: 22 September 2025****Attachments**

Nil

## **12. URGENT BUSINESS**

### 13. CONSIDERATION OF REPORTS CONSIDERED CONFIDENTIAL

In accordance with Section 66(2) of the *Local Government Act 2020*, Council may resolve to close the meeting to members of the public to consider the following items, deemed to be confidential in accordance with Section 3(1) of the Act for the reasons indicated:

#### 13.1 CEO Performance Agreement

This item is designated confidential because it is personal information, being information which if released would result in the unreasonable disclosure of information about any person or their personal affairs, pursuant to Section 3(1) (f) of the Act.

#### CLOSE OF MEETING

<b>Recommendation</b>
-----------------------

**That** in accordance with section 66(2) of the *Local Government Act 2020*, Council resolves to close the meeting to members of the public to consider the matters are confidential in accordance with Section 3(1) of the Act.

#### RE-OPENING OF MEETING

<b>Recommendation</b>
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That the meeting be re-opened to the members of the public.

### 14. CLOSE OF MEETING

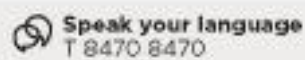


## CITY OF DAREBIN

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