



GLEN EIRA CITY COUNCIL

ORDINARY COUNCIL MEETING

TUESDAY 2 SEPTEMBER 2025

AGENDA

**Meeting to be held in the Council Chambers,
Corner Hawthorn and Glen Eira Roads, Caulfield
at 7.30pm**

*"The role of a Council is to provide good governance
in its municipal district for the benefit and
wellbeing of the municipal community."*

- S8(1) Local Government Act 2020

Councillors:

The Mayor, Councillor Simone Zmood
Councillor Arabella Daniel
Councillor Margaret Esakoff
Councillor Jane Karlake
Councillor Sam Parasol
Councillor Luca Ragni
Councillor Kay Rimbardo
Councillor Kimberley Young
Councillor Li Zhang

Chief Executive Officer: Lucy Roffey

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1. ACKNOWLEDGEMENT OF TRADITIONAL OWNERS

Glen Eira City Council acknowledges the Boon Wurrung/Bunurong and Wurundjeri Woi Wurrung peoples of the Kulin Nation as Traditional Owners and Custodians, and pays respect to their Elders past and present. We acknowledge and uphold Traditional Owner's continuing relationship to the land and waterways. Council extends its respect to all Aboriginal and Torres Strait Islander peoples.

2. APOLOGIES

3. REMINDER TO DISCLOSE ANY CONFLICTS OF INTEREST IN ANY ITEMS ON THE AGENDA

Councillors are reminded of the requirement for disclosure of conflicts of interest in relation to items listed for consideration on the Agenda, or which are considered at this meeting, in accordance with Section 130(2) of the *Local Government Act 2020* and Rule 85 of the Glen Eira City Council Governance Rules. Councillors are now invited to indicate any such conflict of interest.

PROCEDURAL MOTION

That Council:

1. where meetings are held in-person, can continue the meeting if the livestream of the meeting fails;
2. considers the meeting to be adjourned for 10 minutes from the commencement of any technical problem where a Councillor is participating virtually; and
3. where a Councillor is participating virtually and the meeting cannot be resumed within 30 minutes from the commencement of the technical problem, the meeting is to be reconvened on Wednesday 3 September 2025 at 7.30pm.

4. PUBLIC PARTICIPATION

5. WRITTEN PUBLIC QUESTIONS TO COUNCIL

6. CONFIRMATION OF MINUTES OF PREVIOUS MEETING OR MEETINGS

Copies of Minutes previously circulated.

RECOMMENDATION

That the minutes of the Ordinary Council Meeting held on 12 August 2025 be confirmed.

7. RECEPTION AND READING OF PETITIONS AND JOINT LETTERS**7.1 PETITION: INSTALL TRAFFIC CONTROL MEASURES ON MCLAURIN ROAD**

An online petition via change.org containing 61 signatures was submitted to the Council Meeting.

The petition read as follows:

As a resident of Carnegie, VIC, and a concerned parent with school-age children, I am deeply worried about the safety hazards that come with the current traffic conditions on McLaurin Road. Every day, I witness countless vehicles speeding through this road with little regard for pedestrians, cyclists, or the many children who use this route to get to school.

McLaurin Road serves as a key thoroughfare in our community, but it is ill-equipped to handle the speed and volume of traffic. The lack of footpath on this road or any traffic control measures not only endangers the lives of children but also poses a significant risk to all residents and visitors.

A study by the Australian Bureau of Statistics revealed an alarming increase in road accidents in residential areas with inadequate traffic control infrastructure. Without intervention, McLaurin Road could become another statistic. It is crucial to act before a tragedy occurs.

We propose the installation of chicanes as an immediate, practical solution to curb speeding and to create a crucial buffer between the minimal footpath and road in order to enhance road safety. These measures have proven effective in other communities by reducing accidents and promoting safer environments for everyone.

I urge the local council, state government, and transportation authorities to prioritize the safety of our neighbourhood by implementing these changes. Your support is necessary to make our streets safer for all, especially our children, who deserve a secure passage to and from school.

RECOMMENDATION

That Council:

1. receives and notes the petition; and
2. refers this petition to the relevant Council officers for investigation with a detailed response provided to the submitter.

8. REPORTS BY DELEGATES APPOINTED BY COUNCIL TO VARIOUS ORGANISATIONS

9. REPORTS FROM COMMITTEES AND RECORDS OF ASSEMBLY**9.1 Advisory Committees****9.1.1 ADVISORY COMMITTEE MINUTES**

Author: *Karling Colomiere, Coordinator Councillor Business*

Director: *Kellie Vise, Director Customer and Corporate Affairs*

Trim No: *25/1302753*

Attachments: 1. *Elsternwick Club Advisory Committee Minutes - 23 July 2025* [↓](#)

RECOMMENDATION

That the minutes of the Advisory Committee meeting as shown below be received and noted.

1. Elsternwick Club Advisory Committee Minutes – 23 July 2025

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**GLEN EIRA
ELSTERNWICK CLUB
ADVISORY COMMITTEE MEETING**

MINUTES

Elsternwick Club Advisory Committee – commenced 6.00 pm

Tuesday 23 July 2025

6.00 pm – 7.30 pm

Caulfield Cup Room

Glen Eira Town Hall, corner Glen Eira and Hawthorn Roads, Caulfield

Present

Councillors:

Cr Simone Zmood (Chair)

Cr Margaret Esakoff

Councillor committee member

Councillor committee member

Community Representatives:

Andrew Robert

Heather Mallinson

Desiree Lucchese

Sue Pennicuik

Janice Iloni

Tim Ryder

Community committee member

Community committee member

Community committee member

Community committee member

Community committee member

Community committee member

Council Officers

Matthew Barbetta

Matt Slavin

Alex Leamy

Sue Monagle

Coordinator Open Space

Manager City Futures

Manager Public Affairs

Coordinator Strategy and Place Planning

External Consultant

Adam Gardner

Associate at Hassell Studio

Apologies

Danielle Hersz

Rosemary Cho

Theodore Della Bosca

Valentine Gnanakone

Community committee member

Community committee member

Community committee member

Community committee member

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Rosa Zouzoulas
Cr Sam Parasol
Bianca Sharpe

Director Planning and Place
Councillor committee member
Executive Management Officer

1. Introduction

Cr Simone Zmood (Chair)

Cr Zmood welcomed the Committee, noted apologies and acknowledged Traditional Owners and Custodians

Conflicts declaration

Cr Simone Zmood (Chair)

Nil

2. Action items from previous meeting

Title/Item	Action	update	Responsible Officer	Active/Closed
Engagement	Undertake targeted sessions with local schools	to be included in next round of consultation	Freya	Closed (noted for October consultation)
Engagement	Target youth for their comments on the space in next round consultation	to be included in next round of consultation	Freya	Closed (noted for October consultation)

3. Summary of meeting minutes from previous meeting Cr Simone Zmood (Chair)

The previous meeting was held on Monday 16th June. The minutes will be noted at the 12 August 2025 Ordinary Council Meeting.

Committee comments noted from last meeting included.

Community vision (phase one of engagement findings)

Council presented the community vision to the Committee which covered demographic data on the submitters and included details of the engagement types and submissions received, how Council promoted the engagement, went through the main themes from the visioning consultation which included themes for the re-use of the building.

Comments and questions from the Committee were as follows:

Council needs to connect with traders, schools and youth, all to be targeted in second round of consultation. Future building uses were raised including the former Caulfield

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Arts Centre which Council ran in the 1980s. Specific uses will be covered in future meetings.

Discussion of schematic designs.

Council presented three schematic designs which the Committee reviewed and made comment on. It was clear there were two designs which showed merit, with one being recognised for its simplicity. A third design was considered too busy. In summarising the key comments and changes for the successful design team were;

- Extending it to the surrounding street network, i.e. crossing points, traffic calming.
- Have seats looking inward not out towards residents.
- Include a play space with the size to reflect local space.
- Allison Road edge should be accessible, and this will need to be flattened/shaped.
- Need an open grass area.
- Biodiversity is a must.

4. Items for Discussion**5.1 Presentation on the updated Schematic Design**

Adam Gardner from Hassell Studios presented an updated schematic design which was informed by the feedback received from the earlier committee meeting held on 16 June 2025 and subsequent discussions with the City Futures team. In responding to the feedback, Adam presented the updated plans which included the following elements

- A flexible, open lawn space framed with canopy tree planting to north of building.
- A quiet heritage lawn in the front setback to the building.
- A grove of trees with meandering gravel pathways and some seating at the southwest corner of the site
- Informal, meandering trail amongst native vegetation extending along the western boundary.
- A reduced pavilion area overlooking the open lawn area and the inclusion of terraced edge to the lawn area for seating.
- A children's play area with sand and natural bespoke play equipment located so that families can watch from the semi open pavilion area.
- Spill out seating zone within the Sandham Street road reserve with seating looking back towards the heritage building and the inclusion of a pedestrian crossing.

Adam explained how the design evolved and the importance of understanding the historical significance of the site (both cultural and ecological), its current context within the neighbourhood, and its importance to the community.

OFFICIAL**5.2 – Committee feedback and commentary on revised schematic design**

The updated concept plan was presented to the committee, who were provided time to review the updates and offer individual feedback to the committee on the various elements of the design. Key comments received included:

- The committee welcomed the mitigation of site level changes at street interfaces, noting that it would enhance pedestrian accessibility and improve the interface along the Alision Road frontage.
- Support was expressed for traffic calming measures on both Allison Road and Sandham Street, with a pedestrian crossing identified as essential for ensuring safe passage across Sandham Street.
- The inclusion of indigenous planting and mosaics was positively received, with committee members also emphasising the importance of acknowledging and representing the Indigenous peoples of the area in the design.
- The reduction in the scale of the pavilion area (hard space) was positively received and the inclusion of a terraced edge for seating was generally supported.
- It was suggested that seating currently proposed within the Sandham Street road reserve may be more appropriately located within the heritage lawn area.
- Concerns were raised about a potential reduction in available car parking.
- Questions were asked about the site's accessibility for elderly users.
- The importance of prioritising open space was emphasised, with a need to strike an appropriate balance between planted areas and open lawn.
- Some committee members supported the removal of the kitchen garden concept from the plan citing potential noise disturbances to adjacent properties.

5.3 – Future Building uses and next steps

Matt Barbetta advised the committee that a Community Infrastructure Plan is currently being developed by Council which will identify community needs and help inform the future use of the building. Council is hoping to engage further with the community in relation to this in early to middle 2026, including consideration of the naming process.

Councillor Zmood reinforced that the future use of the building will be considered and informed by broader strategic property work currently being undertaken. She also noted that the project is likely to be delivered in stages, beginning with the open space component, followed by the building.

A committee member suggested that it may be valuable to explore examples of other heritage buildings that have successfully undergone adaptive reuse.

Matt Slavin provided a summary of the committee's feedback from the evening, noting that the project is progressing well and highlighting that there are still meaningful opportunities for further input to shape the project

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1. Council to commence work on traffic and parking resolutions for Sandham Street.
2. Council to undertake a review of the adaptive re-use of public heritage buildings for community purposes.
3. Hassell to revise concept plan in light of Committee feedback

5.5 Next Meeting**Wednesday 13th August at 5.30 pm pre-visit for 6.00pm meeting (onsite)**

Brief Agenda - Review broad engagement approach for round two engagement in October and review revised concept plan from Hassell Studios.

9.2 Records of Assembly**9.2.1 RECORDS OF ASSEMBLIES**

Author: *Karling Colomiere, Coordinator Councillor Business*

Director: *Kellie Vise, Director Customer and Corporate Affairs*

Trim No: *25/1302607*

Attachments: 1. 29 July 2025 Record of Assembly [↓](#)
2. 5 August 2025 Record of Assembly [↓](#)
3. 12 August 2025 - Pre-meeting [↓](#)

RECOMMENDATION

That Council notes the Records of Assemblies for:

1. 29 July 2025 Assembly;
2. 5 August 2025 Assembly; and
3. 12 August 2025 Pre-meeting.

Assembly of Councillors – Record of Assembly**29 July 2025****Meeting commenced at 6.52PM**

Councillors Present: Mayor Cr Simone Zmood Cr Arabella Daniel Cr Margaret Esakoff Cr Jane Karlake Cr Kay Rimbaldo (online) Cr Kimberley Young Cr Li Zhang	Officers Present: Rebecca McKenzie (CEO) Niall McDonagh Jane Price Kellie Vise Rosa Zouzoulas John Vastianos Diana Vaynrib (online) Karling Colomiere Alexandra Fry Andrea Pogue Fiona Banks
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1. Acknowledgement
2. Apologies - Cr Luca Rangi and Cr Sam Parasol
3. Conflicts of Interest – Nil
4. Final draft Council Plan 2025-2029 and final draft long-term plans
5. Terms of Reference and Membership of Council Advisory Committees
6. General Business
 - Cr Karlake - Lord Reserve lighting
 - Director Customer and Corporate Affairs – Councillor training plan
7. Draft OCM Agenda Review – 12 August 2025 OCM
 - Item 8 Reports by Delegates
 - Item 9.1 Advisory Committee Minutes
- 8.26pm *Cr Young left the Assembly*
 - Item 10.3 Tender 2025.29 Provision of Street Sweeping and Cleaning Services
- 8.29pm *Cr Young returned to the Assembly.*
 - Item 10.5 Appointment of Acting Chief Executive Officer
 - Item 12.3 Notice of Motion
8. General Business
 - Cr Esakoff
 - o Boroondara bookable spaces initiative
 - o Dogs on leash signage
 - Cr Daniel – Council meeting minute distribution
 - Cr Young – Dog on leash signage at Mallanbool park

8.37pm Cr Young left the Assembly and returned at 8.37pm

8.37pm Cr Young returned to the Assembly

9. CEO / Councillor Only Time

- Meeting debrief

Assembly concluded at 8.51PM

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Assembly of Councillors**05 August 2025****Meeting commenced at 6:49pm**

Councillors Present: Mayor Cr Simone Zmood Cr Arabella Daniel Cr Margaret Esakoff (online) Cr Jane Karslake Cr Sam Parasol (online) Cr Luca Rangi (online) Cr Kay Rimbaldo Cr Kimberley Young Cr Li Zhang (online)	Officers Present: Lucy Roffey (CEO) Niall McDonagh Jane Price Kellie Vise Rosa Zouzoulas John Vastianos Karling Colomiere Alexandra Fry Andrea Pogue
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1. Acknowledgement
2. Apologies - Nil
3. Conflicts of Interest - Nil
4. Year 1 – Councillor Mandatory Training
5. Artificial Intelligence (AI) Roadmap
7:15pm Cr Karslake left the Assembly
7:16pm Cr Karslake returned to the Assembly
7:23pm Cr Esakoff left the online Assembly
7:23pm Cr Esakoff returned to the Assembly
6. Pre-OCM Check-in 12 August 2025 OCM - 10.1 Draft Council Plan 2025-2029 and supporting draft long-term plans
7. Additional Plaque for Carnegie Memorial Swimming Pool
8. General Business
 - Cr Parasol - Graffiti report
 - Cr Ragni - Poath Rd
 - Chief Financial Officer – Rates notices
 - Director Community Wellbeing – Business Excellence Award nominations
 - Cr Daniel – Draft Council Plan 2025-2029 and supporting draft long-term plans
 - Cr Karslake – Acknowledgement of support
 - Cr Young
 - o Women's Health in the South East
 - o Tree planting selection
 - Cr Rimbaldo – Ward Profile filming
 - Cr Ragni – Parking consultation
 - Director Sustainability, Assets and Leisure – Lord Reserve Lighting update
 - Director Customer and Corporate Affairs - Additional Plaque for Carnegie Memorial Swimming Pool

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9. Pre-OCM Check-in 12 August 2025 OCM
- Item 9.1 Advisory Committee Minutes - Elsternwick Club Advisory Committee Minutes – 16 June 2025
 - Item 10.2 Investigation into Potential Use of Privately Owned Land for Temporary Open Space
 - Item 10.4 Tender 2025.104 Printing of Glen Eira News
 - Late Report - Establishment and Adoption of Terms of Reference for Council Advisory Committees
 - 12.3 Notice of Motion / Notice of Rescission - Notice of Motion: Expansion of No Smoking Areas within the Municipality: Cr Esakoff

Assembly concluded at 8:41pm

OCM Pre-Meeting
Tuesday 12 August 2025

Pre-meeting commenced at 6.49pm

Present

Councillors:

Cr Simone Zmood (Mayor)
Cr Arabella Daniel
Cr Margaret Esakoff
Cr Jane Karlake
Cr Sam Parasol
Cr Luca Ragni
Cr Kay Rimbaldo
Cr Kimberley Young
Cr Li Zhang

Officers:

Lucy Roffey (CEO)
Rosa Zouzoulas
Niall McDonagh
Kellie Vise
Jane Price
John Vastianos
Alexandra Fry

Matters discussed:

1. Acknowledgement
2. Apologies – Nil
3. Disclosure of Conflicts of Interest – Nil
4. Procedural Motions
 - Suspension of Standing Orders
5. Item 10.2 - Investigation into Potential Use of Privately Owned Land for Temporary Open Space
6. Item 10.3 - Establishment, adoption of Terms of Reference and appointment of Councillor members to Advisory Committees
7. Notice of Motion 1: Council's Footpath Network Condition
8. Notice of Motion 2: Expansion of No Smoking Areas within the Municipality
9. General Business:
 - Cr Ragni - Carnegie Memorial Swimming Pool sauna
 - Cr Karlake –Notice of Motion 2: Expansion of No Smoking Areas within the Municipality.

- Cr Young - Webinar: Navigating climate emotions together
- Cr Esakoff – Notice of Motion 2: Expansion of No Smoking Areas within the Municipality.
- Cr Parasol – Bereavement support groups
- Director Community Wellbeing – Community group agreements

7.12pm Cr Young left the Pre-meeting

7.12pm Cr Young returned to the Pre-meeting

- Rosa Zouzoulas – Planning scheme amendment

Pre-meeting concluded at 7:17pm

10. OFFICER REPORTS (AS LISTED)**10.1 31 REGENT STREET ELSTERNWICK - GE/CP-36639/2023/A**

Author: Lily Xiao, Urban Planner

Director: Rosa Zouzoulas, Director Planning and Place

Trim No: 25/1271661

Attachments: 1. Advertising Documents [↓](#)
2. Copy of Planning Permit [↓](#)
3. Endorsed Plan [↓](#)
4. Endorsed Operational Management Plan [↓](#)

EXECUTIVE SUMMARY

This report provides Council with an assessment of the amended planning application GE/CP-36639/2023/A lodged at 31 Regent Street, Elsternwick. A permit was originally granted for the site at the direction of the Victorian Civil and Administrative Tribunal (VCAT) for:

Use of the land as a Post Partum Recovery Centre in accordance with the endorsed plans.

Whilst it is acknowledged a consent position was previously reached at VCAT between the objectors and the applicant for the original application, Council is able to consider an application that seeks to amend the permit, including modifications to the conditions that formed part of the settlement. The approved use has commenced on site and has been in operation for more than 12 months. Notwithstanding, there are further appeal rights for the applicant and any third parties to Council's decision for this current application to amend the permit.

The application is seeking to amend the conditions of the permit to allow one consulting visiting psychiatrist (by appointment) to provide medical service to patrons staying at the premises.

The key considerations are whether the proposed amendments are appropriate having regard to the planning policy framework and the context of the area as well as the outcomes reached as part of the previous VCAT settlement. Council also has the benefit of seeing how the centre has operated since the use commenced to be able to appropriately assess whether the proposal will result in any additional material detriment.

As part of the assessment process, the application was advertised to the surrounding community, resulting in 16 objections being received. The grounds of objection include concerns that the proposal would transform the postpartum recovery centre into a medical centre; that it would generate traffic and car parking issues; that it undoes the previous VCAT agreement prohibiting medical services on the site; and that the amendment may set a precedent for future expansion and intensification of the use. Additional concerns include a lack of operational transparency regarding the frequency and timing of the psychiatrist's visits, potential impacts on the heritage character of the area, adverse amenity impacts and perceived inappropriateness of the use within a residential zone, as well as concerns about decreased property values.

The application has been assessed against the relevant planning policies contained within the Glen Eira Planning Scheme, including the purpose and decision guidelines of Neighbourhood Residential Zone, the car parking clause and other various policies contained within the Planning Policy Framework.

The proposed amendment to include a psychiatrist service is considered an appropriate ancillary addition to the existing and ongoing use of the land as a postpartum care centre. It seeks to enhance the centre's service by providing mental health support to new mothers staying on site. It is noted that there is no intention for a psychiatrist to reside on-site or establish a consulting practice for the broader public. All visits will be strictly by appointment only, and no external visitors will be permitted on the premises during the psychiatrist's attendance. No surgical procedures or other forms of medical treatment will be carried out on the premises.

On balance, the proposal is considered an acceptable planning outcome. It is therefore recommended that Council issue a Notice of Decision to Amend a Planning Permit, subject to modified conditions recommended by officers.

RECOMMENDATION

That Council issues a Notice of Decision to Grant an Amendment to a Planning Permit for Application No. GE/CP-36639/2023/A at 31 Regent Street Elsternwick in accordance with the wording of the following conditions replaced in their entirety as follows:

Plans to be endorsed

1. The plans to be endorsed and which will then form part of the permit are the plans submitted with the application.

Medical Services

3. No more than one medical professional (psychiatrist) may provide medical services on the site at any one time between the hours of 9am - 5pm, Monday to Friday.

Hours of visiting

4. Only one visitor [including medical professional (psychiatrist)] may be present on the site between the hours of 9am - 5pm, Monday to Friday. No visitors are permitted outside these times. All visits must be made by appointment and confirmed in advance.

Operational management plan

10. The provisions, recommendations and requirements of the endorsed Operational Management Plan, prepared by Homb Pty Ltd., dated 7 March 2025 must be implemented and complied with to the satisfaction of the Responsible Authority and must not be varied except with the prior written consent of the Responsible Authority.

Address	31 Regent Street Elsternwick
Application number	GE/CP-36639/2023/A
Title details	Lot 66 on Plan TP473345K
Restrictions on title	There are no restrictions on title.
Proposal	Amendment to the Planning Permit GE/CP-36639/2023/A to allow for one psychiatrist to attend the site and consequential changes to conditions 1, 3, 4 and 10.
Zoning and Overlay Controls	Clause 32.09 – Neighbourhood Residential Zone – Schedule 1(NRZ1) Clause 43.01 – Heritage Overlay (HO72)

DESCRIPTION OF PROPOSAL

The application proposes to amend Planning Permit GE/CP-36639/2023/A (the Permit) to allow for one visiting psychiatrist to attend the site on an appointment only basis, providing limited medical services to support postpartum care. All appointments will be coordinated directly through the centre manager, with visits occurring between 9:00am and 5:00pm, Monday to Friday. No external visitors will be permitted during the psychiatrist's attendance.

Three on-site car parking spaces will continue to be provided, with two spaces allocated to staff and one for either the visiting psychiatrist or a visitor. Clients will continue to be dropped off and picked up by family members, as per the current approved arrangements.

No change is proposed to be made to the Permit preamble or the endorsed plans.

The amendment proposes to replace the wording in condition 3 in its entirety as follows:

Existing wording:

“No medical services are to be offered or performed on the site.”

Proposed wording:

“No more than one medical professional (psychiatrist) may provide medical services on the site at any one time.”

Condition 1 is proposed to be deleted, as this condition required the deletion of previously proposed business identification signage from the application, which has been done with amended plans endorsed on 5 April 2024, meaning this condition has been satisfied.

Condition 4 is recommended to be amended by Council planning officers to further restrict the number of visitors on site, ensure that the psychiatrist does not reside at the premises, and prohibit any visitors from attending while the psychiatrist is present. These changes aim to ensure sufficient on-site parking is maintained and that the intensity of the use is not increased.

The amendment also seeks to change the Operational Management Plan (the OMP) endorsed on 5 April 2024, to include details on how the proposed psychiatric service will be managed. The OMP is a requirement of Condition 10 of the Permit.

WHY IS A PLANNING PERMIT REQUIRED AND WHAT NEEDS TO BE CONSIDERED?

The following sets out why a planning permit is required based on the applicable planning controls in the Glen Eira Planning Scheme (Planning Scheme); what the applicable decision guidelines require to be considered; and a list of relevant purposes, policies, and provisions in relation to the application.

Applicable planning controls and the relevant decision guidelines and policies

Neighbourhood Residential Zone – Schedule 1

Under the provisions of the Neighbourhood Residential Zone at Clause 32.09 of the Planning Scheme, a planning permit is required for the use of the land for a Post Partum Recovery Centre as it is an innominate use and therefore is considered to be a Section 2 use requiring a planning permit. The purpose of the zone and applicable decision guidelines include:

Purpose

- *To implement the Municipal Planning Strategy and the Planning Policy Framework.*
- *To recognise areas of predominantly single and double storey residential development.*
- *To allow educational, recreational, religious, community and a limited range of other non-residential uses to serve local community needs in appropriate location.*

*Decision Guidelines**General*

- *The Municipal Planning Strategy and the Planning Policy Framework.*
- *The purpose of this zone.*

*Non-residential use and development**In the local neighbourhood context:*

- *Whether the use or development is compatible with residential use.*
- *Whether the use generally serves local community needs.*
- *The scale and intensity of the use and development.*
- *The provision of car and bicycle parking and associated accessways.*
- *The safety, efficiency and amenity effects of traffic to be generated by the proposal.*

Clause 52.06 (Car parking)

Under Clause 52.06-5 of the Scheme, the use of the land for a 'post partum recovery centre' is a non-defined use and not listed in the *Table 1: Car parking requirement* of this clause. Therefore, Clause 52.06-6 applies to the amendment, which states:

Where a use of land is not specified in Table 1 or where a car parking requirement is not specified for the use in another provision of the planning scheme or in a schedule to the Parking Overlay, before a new use commences or the floor area or site area of an existing use is increased, car parking spaces must be provided to the satisfaction of the responsible authority.

Whilst the use of the land has started, it is still bound by the Permit which was originally subject to the clause. Therefore, Council must have regard to the car parking implications associated with the amendment to allow one psychiatrist to attend the premises.

Relevant Planning Policies to consider in assessment of the application

The relevant Planning Scheme policies for this proposal include:

Clause 13.05-1S (Noise Management)

This clause seeks to assist the management of noise effects on sensitive land uses. This will be achieved through the following relevant strategies:

- *Ensure that development is not prejudiced, and community amenity and human health is not adversely impacted by noise emissions.*
- *Minimise the impact on human health from noise exposure to occupants of sensitive land uses (residential use, childcare centre, school, education centre, residential aged care centre or hospital) near the transport system and other noise emission sources through suitable building siting and design (including orientation and internal layout), urban design and land use separation techniques as appropriate to the land use functions and character of the area.*

Clause 13.07-1L (Non-Residential Uses and Development in residential Area)

This policy seeks to:

- *Direct non-residential uses to main or secondary roads identified on the Preferred Road Abuttals for Non-Residential Uses map to this clause.*
- *Avoid non-residential uses in other locations unless the location and intensity of the use and the design of the development will not compromise residential amenity.*
- *Support land use and development that is compatible with a residential environment and minimises negative amenity impacts on nearby residential properties, having regard to:*
 - *Nature and intensity of the use.*
 - *Hours of operation.*
 - *Proposed staff and visitor numbers.*
 - *Traffic movement and parking.*
 - *Type of activities to be carried out on the land.*
 - *Noise, light spill, fumes and air emissions.*
 - *Waste management, deliveries and service areas.*

Policy Guidelines

- *Preferred hours of operation (including deliveries and waste collection) between:*
 - *Monday – Friday: 7.00am – 6.30pm*
 - *Saturdays: 8.00am – 6.00pm*
 - *Sundays and Public Holidays: Not Preferred*

Clause 17.01-1S (Diversified economy)

This clause seeks to strengthen and diversify the economy, which will be achieved through the following relevant strategies:

- *Facilitate growth in a range of employment sectors, including health, education, retail, tourism, knowledge industries and professional and technical services based on the emerging and existing strengths of each region.*
- *Improve access to jobs closer to where people live.*

Other matters

In addition to the above requirements, the assessment must have regard to the general decision guidelines at Clause 65 of the Scheme, and matters set out in Section 60 of the *Planning and Environment Act 1987* (the Act). These are embedded in the assessment of the application.

LAND DESCRIPTION AND SURROUNDING AREA

The subject site is located on the eastern side of Regent Street and has a site area of approximately 554sqm. It is situated within an established residential area and is affected by the Heritage Overlay (HO72: Elsternwick Estate and Environs Precinct, Elsternwick).

The site has both pedestrian and vehicle access from Regent Street, including a car parking area with three spaces located along the southern boundary. A single-storey brick dwelling with a grey tiled roof, constructed in the late nineteenth century in the “workingmen’s

cottage" style, occupies the site. The building is graded as a contributory property within HO72 and is currently used as a postpartum care centre operated by HOMB Pty Ltd.

The site is approximately 300 metres from the intersection with Glen Eira Road and approximately 500 metres from Elsternwick train station. The following maps show the sites location in both a local and broader context:



Figure 1 - Figure 1 - Aerial image of subject site and surrounds (Source: Council's GIS system - Image taken 1 December 2024)



Figure 2 - Aerial image of subject site and immediately adjoining properties (Source: Council GIS system - Image taken 1 December 2024)

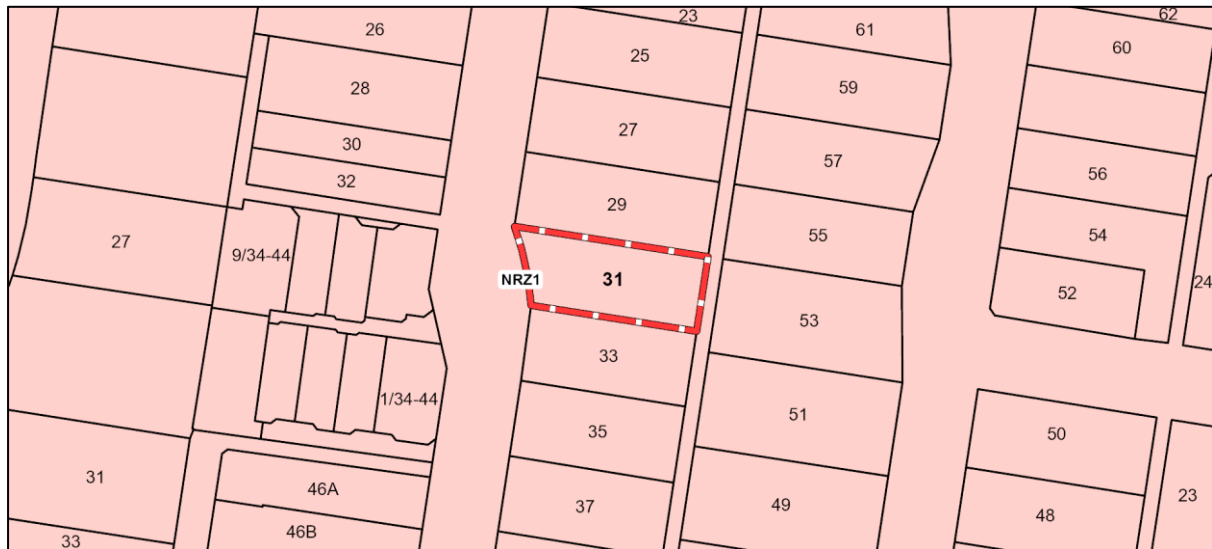


Figure 3 - Zoning map (Source: VicPlan 24 July 2025)

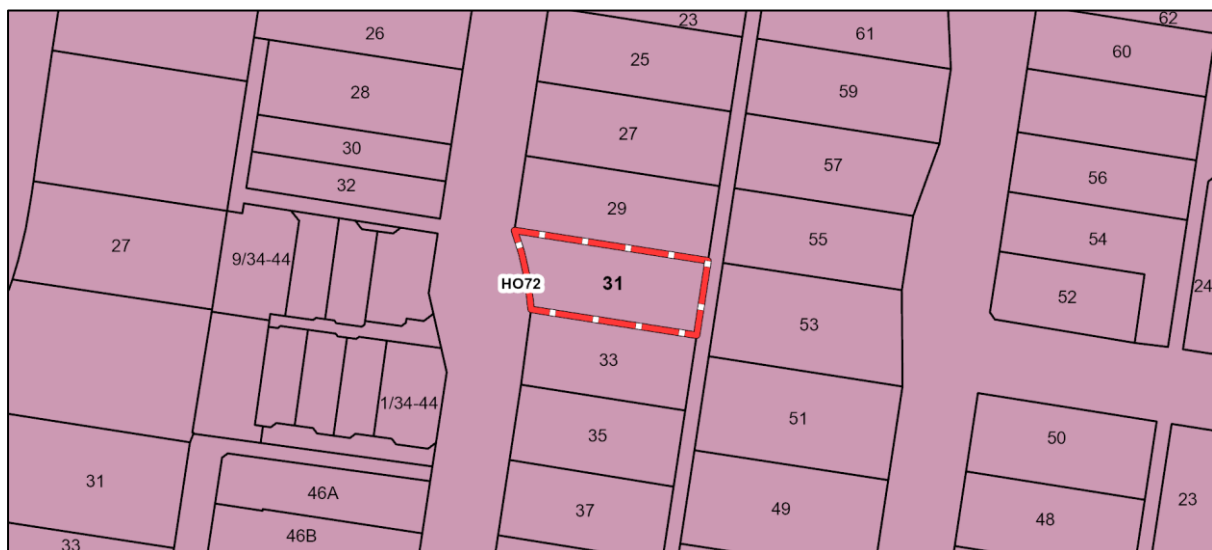


Figure 4 - Overlay map (Source: VicPlan dated 24 July 2025)

RELEVANT HISTORY

The original application was determined by Council under officer delegation on 12 January 2024, resulting in a Notice of Decision to Grant a Planning Permit (NOD) being issued. A review of this decision by objectors was lodged with the Victorian Civil and Administrative Tribunal (VCAT).

Before the matter proceeded to a hearing, the parties (being the permit applicant, objectors and Council) reached agreement, resulting in the matter being settled subject to the following changes being made to the permission granted and conditions included in the NOD:

- Amend the preamble of the Permit to remove permission for the display of signs.
- Amend Condition 1 to require amendments to the application plan to remove any proposed signs.

- Amend Condition 2 to remove references to signs.
- Include a new Condition 3 as follows:
No medical services are to be offered or performed on the site.
Renumber remaining conditions accordingly.
- Amend Condition 4 (previously Condition 3) to limit the number of visitors to one person at any one and only between the hours of 9am to 5pm, Monday to Friday and by appointment only.
- Amend Condition 5 (previously Condition 4) to include contractors in the restriction on the number of staff permitted on the site at any one time, delete the ability for this to be varied without a formal amendment to the permit.
- Amend Condition 6 (previously Condition 5) to delete the ability for the number people using the facility to be varied without a formal amendment to the permit.
- Delete previous Condition 8 as it related to signs only.
- Include a new Condition 9 to require all staff, contractors and visitors to park on the site.
- Include a new Condition 10 to require an Operational Management Plan to be submitted and endorsed and form part of the Permit.

The Permit was issued on 5 April 2024 at the direction of the VCAT for the use of the land as a 'post partum recovery centre' in accordance with the consent order.

THE PROCEDURAL REQUIREMENTS

Consultation and engagement

Notice of application was given in April 2025. There were 16 objections received as part of the notification process and included the following concerns:

- Change of use to a medical centre
- Increased traffic, safety risks, and parking concerns
- Contradicts a key and fundamental term of the consented outcome that led to the grant of the original planning permit
- Risk of setting a precedent for future expansion and intensification of use
- Lack of operational transparency
- Impact on heritage character
- Inappropriate use within a residential area
- Amenity impacts
- Concerns regarding property values

A planning conference was chaired by Cr. Zmood and attended by Cr. Daniel, Cr. Rimbaldo and Cr. Young as observers, the applicants (two members), their clients (two members), and one objector. No changes were proposed to the proposal.

REFERRALS

The application was not required to be referred to any statutory authority under Section 55 of the *Planning and Environment Act 1987* or Clause 66 of the Glen Eira Planning Scheme.

Due to the confined nature of the proposed amendments to the Permit, the application was not referred internally. It is noted that as part of the original planning permit application assessment, Council's Traffic Engineers raised no concerns with the proposal, subject to three car parking spaces being provided on site that are to be used by staff and visitors.

ISSUES AND DISCUSSION

To assess the merits of proposed amendment, Council must consider the objectives and decision guidelines of the Neighbourhood Residential Zone, Clause 52.06 (Car Parking), all relevant policy within the Planning Policy Framework of the Scheme, the general decision guidelines at clause 65 of the Scheme and matters set out at section 60 of the Act. Consideration must also be given to the requirements that formed the settlement that was reached at VCAT that resulted in the Permit being issued.

This will be done by responding to the following questions:

- Does the proposal seek to undermine the outcomes reached in the settlement at VCAT?
- Does the proposal comply with relevant provisions of the Scheme?
- Response to issues raised in objections?

Does the proposal seek to undermine the outcomes reached in the settlement at VCAT?

There have been several decisions made by VCAT with respect to this issue. The leading decisions being *The King David School v Stonnington CC & Ors* [2011] VCAT 520 and *Marone Pty Ltd Joint Venture v Glen Eira CC (Red Dot)* [2011] VCAT 1650. In summary, caution is required where an application seeks to win back something foregone at mediation. The key principles being:

- A degree of caution should be exercised in making "substantive changes to permit conditions" upon which a permit was predicated (including by mediation/consent orders); and
- Good and sound reason or sound justification, including a change of circumstance, are relevant to a decision that would depart from a mediated outcome at least in the immediate period following the original Tribunal decision (or mediated outcome).

Further to the above decision, in the more recent VCAT decision of *Herrmann v Hobsons Bay CC* [2025] VCAT 374, VCAT also considered that there needed to be a sound and good reason for the proposed amendments in the absence of any change to either the physical or strategic context.

The proposed amendments clearly seek to alter something that formed the basis for the consent agreement being reached in the previous VCAT proceeding. However, the proposed changes are not considered to have a material effect on the outcome of this settlement.

The settlement comprised several aspects, being:

- Removal of signage from the proposal;
- Restriction that no medical services are to be provided;
- Limits on the number and times for when visitors can attend the premises;
- Limits on the number of contractors that can attend the premises;
- Requirements that staff, contractors and visitors must park on the site; and
- A requirement for an Operational Management Plan (OMP).

With respect to the above outcomes achieved by the consent agreement, the proposed amendment does not seek to introduce signage. The remaining aspects of the consent agreement are impacted by the proposal, as it seeks to:

- Allow for one medical professional to attend the site in the specialised field of psychiatry.
- Whilst the psychiatrist is on-site, there can be no visitors, which is captured in the recommended changes to Condition 4.
- The number of staff and contractors listed in Condition 5 is to remain unchanged.
- If the psychiatrist drives to the site, they will need to park in one of the three on-site car spaces, noting one will be available as only two other staff/contractors can be present at that time.
- The OMP is required to be updated to reflect the proposed changes.

Further to the above, the psychiatrist will only attend the site by appointment, whilst visitors are also required to arrange their visits by appointment only, with these requirements being set out in the amended OMP and will be endorsed by the recommended changes to Condition 10. This ensures that each of their attendance can be effectively managed to avoid clashes with appointments and people visiting the site.

In justifying the need for the proposed amendments, the applicant has indicated that:

“the approved use has been up and running for some time now and has been both a successful and well-managed addition to the Glen Eira / Elsternwick neighbourhood”.

...

“As part of the inevitable evolution of business and to align with Homb’s commitment to providing fully comprehensive service offerings – but more importantly the need to manage the mental well-being of new mothers staying at Homb (some of whom are prone to, for example, post-natal depression), the applicant / operator is seeking to refine the service offering allowed by the permit to make provision for 1 consulting visiting psychiatrist to occasionally attend the premises.”

The applicant has also confirmed that:

“There’s no intention for a psychiatrist to reside at or establish a consulting practice to the broader public from the premises.”

It is also noted that as part of the original application, it was not proposed to provide any on-site medical services, including those of a psychiatrist.

Turning back to the relevant principles set out by the above VCAT decisions, it is considered that the proposed amendments do not seek to undo the previous settlement and can be considered on their planning merits, as:

- The use has started and has been operating for more than 12 months, noting it has now been 15 months since the permit was issued.
- It is not uncommon for a business to identify needs or changes to their operations after they have started. The applicant is clearly demonstrated this need in their supporting documentation included with the application.
- The amendments result in a minor change to the operation of the business from an external perspective. This is because there is to be no change to the number of people that can attend the site at any one time, no change to the number of car spaces or who can use them, no change to the existing on-street car parking demand, no change to the hours of operation or the hours in which the various people associated with the use can attend.
- The applicant does not seek to win something back that was foregone, noting that the inclusion of medical services including psychiatrists did not form part of the application decided by Council.

In light of the above, whilst the proposed amendments seek to alter matters that formed part of the consent agreement, they do not undermine or seek to win back something that was previously given up. On this basis, the amendment must be assessed on its merits against the relevant planning considerations.

Does the proposal comply with relevant provisions of the Scheme?

The proposed visiting psychiatrist service is considered a low-impact, ancillary component of the existing approved postpartum care centre. It enhances access to mental health support for new mothers using the premises. This additional service offering supports and strengthens this purpose of the facility by offering essential mental health care during the postpartum period, reinforcing the centre's primary objective of supporting maternal wellbeing.

The psychiatrist will not reside on-site and will attend strictly by appointment only, during standard visiting hours set out in the Permit, whilst visitors are not permitted to be on-site whilst the psychiatrist is present.

The use remains controlled by the manager, with no change to visitor numbers, operating hours, or car parking demand.

The scale of the amendment is modest, with minimal if any additional impacts to traffic and on-street car parking, and no additional activity will occur outside the permitted operating hours.

Waste generation and deliveries (ie. food and daily essentials) will remain consistent with the approved use and will not change as a result of the amendment.

The amendment does not involve any changes to the building or site layout. The existing single-storey heritage dwelling will be retained in its current form, preserving the heritage character.

The visiting psychiatrist will only be available to people being cared for at the premises and there are no changes to this being limited to three people at any one time. Public access for external patients is not proposed by the amendment, meaning the proposal does not seek to convert the use to a 'medical centre'. Instead, the psychiatric service is an ancillary component to provide additional support for the existing postpartum care centre. This

distinction is consistent with Clause 73.03 (Land Use Terms) of the Glen Eira Planning Scheme, which defines a medical centre as:

“Land used to provide health or surgical services (including preventative care, diagnosis, medical and surgical treatment, pathology services, and counselling) to out-patients only.”

While the psychiatrist may occasionally prescribe or administer medication in accordance with their professional code of practice, the level of service will be limited. No higher-level procedures, such as surgery, will be conducted on-site.

The applicant has confirmed in writing, dated 1 August 2025, that no medication intended for psychiatric treatment will be stored on the premises. Overall, the proposal is considered an acceptable modification to the approved use, one that is highly restricted through existing and proposed permit conditions, and one that will have no discernible external impact to the adjoining or nearby properties, car parking or traffic conditions in the local area from that already approved.

Response to issues raised in objections

Several objector concerns have been discussed within this report as part of the assessment against the relevant considerations above. Other concerns not already discussed are addressed below:

Risk of setting a precedent for future expansion and intensification of use

Council must assess each application on its own merits, based on the proposal before it and the relevant planning considerations applicable to that application.

In order for Council to be able to give weight to concerns relating to a precedent being set, it would firstly need to establish that it would be a bad precedent, meaning the land use would need to be undesirable.

As set out in this report, both the Neighbourhood Residential Zone and ‘Non-residential uses and development in residential areas policy’ allow for non-residential uses to occur in this area, subject to a permit being sought and granted.

The ‘post partum recovery centre’ is the only one of its kind within the immediate and surrounding area. It is also considered to be a very specific land use in respect to the land use definitions within the Scheme, noting it is undefined and effectively its own individually defined use.

Whilst the concerns regarding the use transforming into a medical centre are acknowledged, there is nothing in the application material before Council that would support this claim. Therefore, even if another site nearby sought to gain permission to use that land as a medical centre, it would be an entirely different use under the Scheme.

Lack of operational transparency

The Permit contains several conditions that restrict the use of the land, starting with what the permit allows being confined to the ‘post partum recovery centre’, secondly with six conditions specifically restricting operational matters such as staff/contractor/patron numbers, visitor numbers and hours that they can attend, types of services provided and car parking. In addition to this, there is also a supporting OMP that contains further restrictions to

that set out in the conditions. Both the Permit and endorsed plan and OMP are all publicly available documents to inspect at Council by any person.

Concerns regarding property values

Devaluation of properties is not a relevant planning consideration or valid reason to refuse the proposed amendments to the Permit, this has been consistently applied by VCAT over a long time.

Enforceability of conditions relating to medical services

Concerns have been raised regarding the enforceability of specific conditions relating to the presence of a psychiatrist onsite, largely due to Council not being able to access private medical records to confirm their attendance.

Planning permit conditions must be drafted to ensure they are lawful, which includes whether they can be enforced.

While Council does not have authority to access private medical records, compliance with permit conditions can be monitored through site inspections and relevant inquiries to understand the nature of services being provided. It would not be expected that Council would need to review medical records to establish whether conditions have been breached.

It is also noted that the inclusion of conditions that restrict the number of medical practitioners or people providing health services is not new, this is a common condition included in land use permits.

Therefore, the proposed condition is considered reasonable and provides a clear basis for Council's planning enforcement officers to investigate any alleged breach.

Historical Permit Breaches

Any enforcement issues and investigations are separate matters and have no bearing on the assessment of this planning application to amend the permit. The assessment must be based on the merits of the proposal before Council, which are guided by matters set out in the Scheme and discussed in this report.

POLICY AND LEGISLATIVE IMPLICATIONS

All matter required at Section 60 of the *Planning and Environment Act* 1987 have been taken into consideration as part of the assessment of this application.

LINK TO COUNCIL PLAN

Strategic Direction 3: A liveable and well planned City

Our planning aims to balance population growth with enhancing the unique character and heritage of our City.

OFFICER DECLARATION OF CONFLICT OF INTEREST

No officers involved in the preparation of this report have any general or material conflict of interest in this matter.

CONCLUSION

That a Notice of Decision to Grant an Amendment to a Planning Permit be issued.

OFFICIAL

Application to amend a planning permit

GLEN EIRA
CITY COUNCIL

Planning and Environment Act 1987 - Section 72

Planning and Environment Regulations – Regulation 14

Amendment to permit preamble, condition or use

Application date:	12-Mar-2025
Application number:	GE/AMP-7/2025

The Land

The location of the land:	31 Regent Street ELSTERNWICK VIC 3185
---------------------------	---------------------------------------

Planning Permit Details

What permit is being amended?	What is the permit no? - Planning permit number - GE/CP-36639/2023 Date of issue (if known) - Planning permit number - GE/CP-36639/2023
-------------------------------	---

The Amended Proposal

Please describe the changes sought as part of this amendment:	Amend the permit to allow 1 visiting psychiatrist as an ancillary component to the existing Post Partum Recovery Centre, and to amend relevant permit conditions and parts of the endorsed Operational Management Plan accordingly.
---	---

Development Cost

Estimate the cost of development: If the permit allows <i>development</i> , estimate the cost difference between the development allowed by the permit and the development to be allowed by the amended permit.	\$0
--	-----

Applicant and Owner Details

Applicant details:	Urban Planning Collective Level 4 412 St Kilda Road MELBOURNE VIC 3004 applications@upco.com.au 0407 077 224
Are you the owner of this property?	No
Owner details:	

Declaration


As the applicant you have declared that you have notified the owner(s) about this application.	Yes
--	-----

Additional Information

Current use of land:	Other land use
Proposed land use:	Other land use

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APPLICATION NO. A	AMENDED APPLICATION FOR PLANNING PERMIT <i>Planning and Environment Act 1987 Section 47</i> Planning and Environment Regulations, Regulation 16	
DATE RECEIVED	BEFORE Notice (under Section 52) <input checked="" type="checkbox"/> } Please attach a list of proposed changes to this application form AFTER Notice (under Section 52) <input type="checkbox"/>	

Please read the notes on the back before completing this form. Please print in BLOCK letters.

THE APPLICANT: Who is making this application?

SURNAME/COMPANY: Urban Planning Collective (UPco)
FIRST NAME:
POSTAL ADDRESS: 412 St Kilda Road, Melbourne
PHONE NO. DURING BUSINESS HOURS: 86483500

THE LAND: Give the address and title particulars of the land and attach a sketch plan.

STREET NO.: 31	STREET NAME: Regent Street
SUBURB: Elsternwick	POST CODE: 3185

THE AMENDED PROPOSAL: For what use, development or other matter do you require a permit?

Section 72 application to amend the permit conditions and Operational Management Plan
Describe the way the land is used now. Post Partum Recovery Centre

THE COST OF THE DEVELOPMENT (AMENDED):

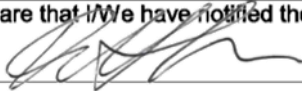
If a permit is required to undertake development, state the estimated cost of the proposed development. You may be required to verify this estimate:	\$ 0
--	------

THE OWNER: If the applicant is not the owner, give the name and address of the owner and complete box A or B.

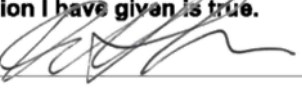
A. I am the owner of the land. I have seen this application.

Owners Signature:	Date:
-------------------	-------

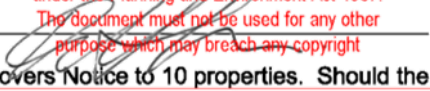
B. I/We the applicant declare that I/We have notified the owner about this application.

Applicant's Signature: 	Date: 10.04.2025
--	------------------

DECLARATION TO BE COMPLETED FOR ALL APPLICATIONS:

I declare that all the information I have given is true.	
Applicant's Signature: 	Date: 10.04.2025

ADVERTISING:

Should advertising be required for this application, do you authorise Council to carry it out on your behalf?	
YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>	Applicant's Signature: 
Council's charge for advertising is an initial fee of \$170.00 which covers Notice to 10 properties. Should the property require more extensive advertising, an additional fee of \$17.00 per address is charged. On site advertising is undertaken by the applicant.	

Date: 10.04.2025
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HOW TO APPLY FOR A PLANNING PERMIT

Applications must include the information required by Regulation 16 of the Planning and Environment Regulations 2005. This Application for Planning Permit is provided to assist applicants.

YOU MUST GIVE FULL DETAILS of your proposal and attach as many supporting documents as possible. If you do not give enough detail or give a suitable description of the proposal, you will be asked for more information. This will DELAY your application.

Any material submitted with an application including plans will be made available for public view and copies may be made to interested parties for the sole purpose of enabling consideration and review as part of a planning process under the Planning and Environment Act 1987.

THE APPLICANT

- Give your full name or the name of the company.
- Give your full postal address and your contact phone number.

THE LAND

- Give the street number, street name, town and postcode, **and** the lot number and lodged plan number or other Title particulars.
- If you attach a plan, include:
 - * the boundaries of the land their measurements;
 - * the street it faces, the nearest intersecting street, the distance from this street and the name of all streets on the plan;
 - * the direction of north and the scale of the plan;
 - * one reduced set of plans A3 or A4

THE PROPOSAL

- Describe fully what you want to do with the land. The application must include a plain English description of the proposal which clearly conveys the nature of the proposal. This will be used in any notice about the application. Attach additional information if there is insufficient room.
- Attach a plan to show details of the proposed development.
- Briefly describe the current use of the land and any buildings.

THE COST OF THE DEVELOPMENT

- If a permit is required to develop land, you must give the estimated cost of the development. This is used to assess the amount of any fee you may have to pay.
- Development here refers to the buildings and works you intend to construct on the land. If no buildings or works are proposed and you only intend to change the use in an existing building or on the land, the work 'NIL' should be written in this square.
- The Responsible Authority will tell you the fee you have to pay.

In accordance with Section 47 (1) (b) of the Planning & Environment Act 1987, an application for a Planning Permit must be accompanied by the prescribed fee. Please note, a Permit Application will not be accepted by Council unless it is accompanied by the prescribed fee at the time of lodgement.

THE OWNER

- Complete this section if the applicant is not the owner; otherwise indicate "applicant".

HAVE YOU:

- The Responsible Authority will tell you how many copies of each document it needs.

REMEMBER It is against the law to give false or misleading information. You may receive a heavy fine and your permit may be cancelled.

Send the completed form and all the documents to the Responsible Authority:

CITY OF GLEN EIRA, P O Box 42, CAULFIELD SOUTH 3162



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REGISTER SEARCH STATEMENT (Title Search) Transfer of Land Act 1958

Page 1 of 1

VOLUME 05003 FOLIO 479

Security no : 124122760945T
Produced 12/03/2025 02:36 PM

LAND DESCRIPTION

Lot 66 on Plan of Subdivision 002418.
PARENT TITLE Volume 02897 Folio 365
Created by instrument 1222751 03/07/1925

REGISTERED PROPRIETOR



ENCUMBRANCES, CAVEATS AND NOTICES



DIAGRAM LOCATION

SEE TP473345K FOR FURTHER DETAILS AND BOUNDARIES

ACTIVITY IN THE LAST 125 DAYS

NIL

-----END OF REGISTER SEARCH STATEMENT-----

Additional information: (not part of the Register Search Statement)

Street Address: 31 REGENT STREET ELSTERNWICK VIC 3185

ADMINISTRATIVE NOTICES

NIL

eCT Control
Effective 1

DOCUMENT END

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Lily Xiao
Urban Planner
Glen Eira City Council

Lodged via the online portal

12 March 2025

Re: Application to Amend Planning Permit No. GE/CP-36639/2023
Section 72 of the Planning and Environment Act 1987
31 Regent Street, Elsternwick

Dear Lily

We continue to act on behalf of the landowners in respect of the land at 31 Regent Street, Elsternwick (**the subject site**).

Our client seeks to amend Planning Permit No. GE/CP-36639/2023 (**the permit**), pursuant to Section 72 of the *Planning and Environment Act 1987* (**the Act**).

The permit was issued by the Glen Eira Council (**the Council**) at the direction of the Victorian Civil and Administrative Tribunal (**the Tribunal**) pursuant to Section 85(1)(b) of the Act on 5 April 2024 and allows:

‘Use of land as a Post Partum Recovery Centre in accordance with the endorsed plans’.

Plans and reports required by conditions 1 and 10 of the permit were endorsed by the Council on 5 April 2024. The use of land allowed by the Permit has commenced.

The application seeks to amend the permit to allow 1 visiting psychiatrist as an ancillary component to the existing operational Post Partum Recovery Centre, and to amend relevant permit conditions and relevant parts of the endorsed Operational Management Plan accordingly.

In support of this application, we are pleased to enclose the following:

- amended Operational Management Plan, (prepared by Homb, dated 12 March 2025)
- title documentation

We request an invoice for the application fee of \$1,453.40 be provided by Council so our client can arrange payment.

In addition to the enclosed material, we are pleased to provide the following in support of this application.

PROPOSED AMENDMENTS

It is proposed to amend the existing planning permit conditions and endorsed Operational Management Plan (OMP) to allow 1 consulting visiting psychiatrist to occasionally attend (by prior appointment) the premises.

The permit issued at the direction of the Tribunal allows the use of land for a Post Partum Recovery Centre – ‘Homb’. No more than 3 people (excluding their babies) and 2 staff (including contractors) are permitted to reside / work on the site at any one time. The permit does not allow for medical services to be offered or performed on the site, and only 1 visitor is permitted (at any one time) between the hours of 9am – 5pm, Monday to Friday.

Homb provides holistic post partum recovery support services to new mothers and fosters family connections to aid in the prevention of post partum depression and anxiety. Fundamental to their recovery, new mothers residing at Homb can access a multi-disciplinary team of professionals including doulas and midwives, with special skillsets that provide comprehensive emotional and physical support through the post partum stage. Homb is committed to making post partum recovery services accessible to women and families who are desperate for specialised care and remediation. The approved use of the land has been up and running for some time now and has been both a successful and well-managed addition to the Glen Eira / Elsternwick neighbourhood.

A Post Partum Recovery Centre operates differently to a traditional hospital or outpatient setting, and staff provide multi-disciplinary professional services including:

- Lactation Consultant
- Social worker
- Naturopath
- Nurse
- Paramedic
- Birth trauma specialist
- Hypnobirthing practitioner

Homb recognises that a holistic, collaborative care specialist team approach is key to successful / enhanced recovery at the centre.

As part of the inevitable evolution of business and to align with Homb’s commitment to providing fully comprehensive service offerings – but more importantly the need to manage the mental well-being of new mothers staying at Homb (some of whom are prone to, for example, post-natal depression), the applicant / operator is seeking to refine the service offering allowed by the permit to make provision for 1 consulting visiting psychiatrist to occasionally attend the premises. A psychiatrist is a medical professional and, as a result, the provision of that service (by appointment) on the subject site would constitute a “medical service” - beyond the allied health services already provided. It is noted that psychiatric services do not involve surgery of any kind.

Having said that, the existing operation / primary use approved by the permit will not change. There’s no intention for a psychiatrist to reside at or establish a consulting practice to the broader public from the premises. It is anticipated that a psychiatrist will visit a guest(s) residing at Homb once a week - via appointment only (i.e. no visitors will be on site when a consultant is on premises). They will occasionally also prescribe and potentially administer medication on site within their code of practice. It is expected that the psychiatrist will park in the visitor allocated car park on site (i.e. no on-street parking required). Given the nature of the proposed change is marginal, the provision of visiting psychiatrist services is clearly ancillary to

the primary land use as a Post Partum Recovery Centre (and, when compared to the existing allied health professionals already visiting the premises, will represent an imperceptible change to the overall operation or intensity of the existing use).

Accordingly, the proposed s72 amendment seeks to modify the permit conditions and endorsed OMP to include provision of 1 consulting visiting psychiatrist. No amendments to the permit preamble and endorsed Condition 1 plans are proposed.

The proposed amendments are detailed below, and their basis is addressed in the Assessment section of this letter.

AMENDMENTS TO PERMIT CONDITIONS

The following amendments (shown red) are proposed to the permit conditions:

- Condition 1 is **to be deleted**.
- Condition 3 is modified to read:
 3. **No more than one medical professional (psychiatrist) may provide medical services on the site at any one time.**

AMENDMENTS TO ENDORSED MATERIAL

As a consequence of the proposed amendments, the following material has been updated:

- amended Operational Management Plan, as required by Condition 10

SUBJECT SITE AND SURROUNDS

The subject site is located on the western side of Regent Street in Elsternwick, which adjoins Glen Eira Road to the north and Sinclair Street to the south.

The subject site is broadly rectangular in shape with an angled frontage of approximately 16.28 metres to Regent Street, a maximum depth of 39.6 metres on the northern boundary and 33.9 metres on the southern boundary. The site has an area of approximately 554 sqm.

The subject site is formally known as Lot 66 on Title Plan TP473345K and has a right of carriage way over the laneway to the east.

It is developed with a single building (former dwelling), constructed of dichromatic brickwork, with a pitched slate roof.

The existing building layout incorporates 5 bedrooms, two bathrooms, a separate lounge room and an open plan kitchen and living room, adjoining an east facing area of secluded private open space.

There is an existing crossover at the southern end of the lot, with the adjoining driveway allowing for the accommodation of 3 vehicles.

There is a low picket fence, with a centrally located pedestrian entry point fronting Regent Street.

Since the permit was issued, the use of land as a 'Post Partum Recovery Centre' has commenced and the associated signage has been erected in accordance with the endorsed Condition 1 plans.

The land directly abutting the subject site can be described as follows:

- Land to the north at no. 29 Regent Street is occupied by a single storey detached dwelling. The driveway can accommodate parked cars along its southern boundary.
- Laneway access abuts the site to the east. Further east are single detached dwellings fronting St Georges Road.
- Land to the south at no. 33 Regent Street is occupied by a detached single storey dwelling. The property can accommodate car parking along its southern boundary.
- Land to the west of Regent Street is occupied by a mix of single and some double storey dwellings and unit dwellings.

PLANNING CONTROLS AND POLICIES

ZONE

The subject site is located in a Neighbourhood Residential Zone – Schedule 1 (**NRZ1**) pursuant to Clause 32.09 of the Glen Eira Planning Scheme (**the Scheme**).

The primary land use as a Post Partum Recovery Centre (Innominate Use) is not proposed to change. Clause 64.01 of the Scheme stipulates the following:

- ‘If land is used for more than one use and one is not ancillary to the other, each use must comply with this scheme.’

Given the limited consulting / visiting psychiatrist will be an occasional service directly related to / supporting the primary use of the land as a Post Partum Recovery Centre, and no additional traffic or car parking demand is anticipated, this psychiatric service is clearly ancillary to the primary use. Therefore, a planning permit is not triggered under the NRZ1.



Figure 1: Zoning map (source: VicPlan)

OVERLAYS

The subject site is affected by a Heritage Overlay (**HO72**) pursuant to Clause 43.01 of the Scheme.

Planning Scheme map ref. HO72 relates to the 'Elsternwick Estate and environs Precinct Statement of Significance (August, 2022).

No internal alteration controls apply within this overlay area.

With no external building works or additional signage proposed, a permit is not triggered under the HO.

PARTICULAR PROVISIONS

- Clause 52.06 – Car parking

MUNICIPAL PLANNING STRATEGY

The following Municipal Planning Strategy clauses are relevant to this amendment:

- Clause 02.02 – Vision

PLANNING POLICY FRAMEWORK

The following Planning Policy Framework clauses are relevant to this amendment:

- Clause 13.07-1S – Land use compatibility

- Clause 13.07-1L – Non-residential uses and development in residential areas
- Clause 17.02-1S – Business
- Clause 17.01-1S – Diversified economy
- Clause 19.02-1S – Health facilities

ASSESSMENT

The proposed amendments seek to allow 1 consulting visiting (by appointment) psychiatrist as an ancillary component to the primary use of land as a Post Partum Recovery Centre.

The proposed amendments comply with the relevant elements of the Glen Eira Planning Scheme (**the Scheme**) and are worthy of Council approval. We have provided our assessment below.

- The amended proposal will continue to achieve consistency with the relevant planning policy set out in the Scheme. The proposal will not change the primary use of the land as a Postpartum Recovery Centre. Enabling 1 consulting psychiatrist to visit (by appointment only) will clearly be an ancillary and occasional element to the existing established use.
- The existing use of the land will continue to achieve Council's vision of 'supporting our residents to be healthy, strong and resilient...' (Clause 02.02) by recognising a need to manage the mental well-being of new mothers staying at Homb.
- The additional visiting psychiatrist will act in a similar way to a visitor and allied health professionals as allowed by the permit, arranged via appointment only and utilising the visitor allocated car park on site. Given there's no intention for a psychiatrist to reside at or establish a consulting practice to the broader public from the premises, in this regard, the existing use will continue to remain compatible with the surrounding residential area (clause 13.07-1L) and will not generate unreasonable off-site amenity impacts.
- The proposal is a direct result of refining the service offering allowed by the permit, as part of the inevitable evolution of business. Homb has operated successfully and without incident since permit approval and has been an essential service addition to the Elsternwick neighbourhood (Clauses 17.01-1S, 19.02-1L).
- As stipulated in the Operational Management Plan, all visitors to the centre are by appointment only, with no more than one visitor to be scheduled to visit the centre at any one time. It is anticipated that a consulting psychiatrist will visit a guest(s) residing at Homb once a week, via appointment only (i.e. no visitors will be on site when a consultant is on premises). It is expected that the psychiatrist will park in the visitor allocated car park on site. The existing car parking arrangement allowed by the permit will remain unchanged (i.e. no on-street parking required), as no provision of additional car parking is required. Therefore, no permit is required under Clause 52.06.
- No external buildings and works and additional signage are proposed as part of the amendment.
- The proposal continues to be consistent with the purpose of the NRZ1, which seeks to allow community and a limited range of other non-residential uses to serve local community needs in appropriate locations.

For the above reasons, the proposed amendments achieve the acceptable planning outcomes required by Clause 65 of the Scheme.

**CONCLUSION**

We trust this submission and the enclosed material will enable the Council to assess and determine this application to amend the permit and endorsed plans.

Should you have any questions, please do not hesitate to contact me on 8648 3500.

Yours sincerely



Planner
vhadfield@upco.com.au
encl

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Operational Management Plan

31 Regent Street Elsternwick
7 March 2025

**Operational Management Plan**

31 Regent Street Elsternwick

1.0	INTRODUCTION	3
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1.0 INTRODUCTION

The site operates as a 'Post Partum Recovery Centre' operated by Homb.

The purpose of this Operational Management Plan is to outline the daily operation of the Post Partum Recovery Centre.

This Operational Management Plan operates alongside the conditions of Planning Permit GE/CP-36639/2023.

Operational Vision

- accommodation where new mothers and their babies are supported and nurtured in the first year after birth, this service also assists in the prevention of postnatal depression and anxiety.
- it allows mothers to rest and restore their wellbeing and connect with their baby in calm surroundings.
- the centre is designed to provide a bespoke service to serve a growing need within the local community for post partum care outside a traditional hospital or outpatient setting.



2.0 ACTIVITIES

2.1 Site Activities

The Port Partum Recovery Centre operates within the existing building occupying 31 Regent Street Elsternwick.

Hours of Operation: 24 hours a day, 7 days a week

Typical activities will include:

- accommodation where new mothers and their babies are supported and nurtured in the first year after birth.
- it allows mothers to rest and restore their wellbeing and connect with their baby in calm surroundings.

A consulting medical professional (Psychiatrist) may be required to attend to guests on site from time to time and via appointment only. They will occasionally prescribe and potentially administer medication on site within their code of practice.



3.0 STAFF

3.1 Staff

Staff Member	Role/Responsibility	Location	Availability
HOMB Manager	Responsible of the management and operation of HOMB.	On site	24 Hours a day – email By phone - between 8am and 6pm
Staff member	A staff member will be on site 24 hours a day.	On site	24 Hours a day – phone and email

A maximum of 2 staff can be on site at any one time.

3.1 Consulting Medical Professional

One consulting medical professional (Psychiatrist) can be on site at any one time.

All visits by the consultant will be arranged by appointment only and will be:

- during weekdays, and
- within ordinary business hours (9am -5pm).

No visitors (outlined at Section 4.0) will be allowed within the centre when a consultant is present.

Consultant visits will be arranged via a booking/appointment system as stipulated in Section 4.2.

This will be done via direct contact with the Homb Manager.

Consultants must utilise an allocated visitor car park on-site. 3.2 Site Occupancy

Centre occupancy will be:

- daytime - 5 adults (2 staff (includes any contractors), 3 mothers) and 3 dependent infants, with 1 visitor (see section on Visitors)
- overnight - 4 adults and 3 dependent infants

3.3 Staff roles and responsibilities

Staff will:

- prepare and provide all meals on-site to support both mother and baby
- undertake all cleaning duties within the centre
- undertake all washing requirements of the centre

Staff are multi-disciplinary professionals in this sector including doulas and midwives, with most staff having additional skills which may include:



- Lactation Consultant
- Social worker
- Naturopath
- Nurse
- Paramedic
- Birth trauma specialist
- Hypnobirthing practitioner



4.0 VISITORS

4.1 Frequency of visitors

One visitor will be permitted to visit one 'mother and infant' within the centre, at any given time. Visitors will not be allowed in the centre when a consulting medical professional (Psychiatrist) is present (outlined at Section 3.1).

All visits are to be arranged by appointment and will be:

- o during weekdays, and
- o within ordinary business hours (9am -5pm).

4.2 How do I arrange a visit?

A booking/appointment system for visitors and consulting medical professionals (Psychiatrist) will be managed via an electronic register/diary managed by the Homb Manager and duty staff.

This will be done via direct contact with the Homb Manager.



5.0 SITE MANAGEMENT

5.1 Bookings

All client bookings will be made through the Homb Manager.

<https://homb.com.au/>

5.2 Client arrival and departure

Mothers and infants must be dropped off and picked up at the centre - there is no expectation of the mothers driving during their stay.

5.3 Car parking

There are 3 on site car spaces, allocated to:

- 2 car spaces for staff members, which includes contractors.
- 1 car space for visitors or consulting medical professionals (Psychiatrist), arranged by appointment only.

5.4 Deliveries

The only deliveries to the site will be fresh produce and household supplies.

PLANNING PERMIT

Planning scheme: Glen Eira Planning Scheme
Responsible authority: Glen Eira City Council



Permit number:	GE/CP-36639/2023
Address of the land:	31 Regent Street Elsternwick
The permit allows:	Use of the land as a Post Partum Recovery Centre in accordance with the endorsed plans

The following conditions apply to this permit:

Plans to be endorsed

- Before the use starts, amended plans to the satisfaction of the Responsible Authority must be submitted to and approved by the Responsible Authority. When approved, the plans will be endorsed and will then form part of the permit. The plans must be drawn to scale with dimensions and must be generally in accordance with the advertised plans, identified as TP.1100 (Ground floor plan) and prepared by Cera Stribley Pty Ltd, but modified to:
 - Remove the sign.

Layout not to be altered

- The layout and description of the use as shown on the endorsed plans must not be altered or modified (unless the Glen Eira Planning Scheme specifies a permit is not required) except with the prior written consent of the Responsible Authority.

No medical services

- No medical services are to be offered or performed on the site.

Hours of visiting

- Only one visitor may be present on the site between the hours of 9am - 5pm, Monday to Friday. No visitors are permitted outside these times. All visits must be made by appointment and confirmed in advance.

Staff numbers

- No more than two staff (including contractors) can work on the site at any one time.

Patron numbers

- No more than three people (excluding their babies) may be cared for on the site at any one time.

Signature for the
responsible authority

Date issued 5 April 2024

PLANNING PERMIT

Planning scheme: Glen Eira Planning Scheme
Responsible authority: Glen Eira City Council



Security alarms

7. All security alarms or similar devices installed on the land must be of a silent type.

Waste and recyclable storage area

8. Provision must be made on the land for the storage of waste and recyclables. This area must be screened from public view and be maintained in a clean condition and without offensive odour to the satisfaction of the Responsible Authority.

Car parking

9. All staff, contractors and visitors must park on site.

Operational management plan

10. Prior to the commencement of the use, an operational management plan must be submitted and approved to the satisfaction of the Responsible Authority. The operational management plan must be in accordance with the operational management plan dated 23 February 2024. When approved, the operational management plan will be endorsed and form part of the permit.

Permit expiry

11. This permit will expire if one of the following circumstances applies:

- (a) The use is not started within two years of the date of this permit.
- (b) The use is discontinued for a period of two years.

The Responsible Authority may extend the permit if a request is made in writing in accordance with Section 69 of *Planning and Environment Act 1987*.

This Permit was issued at the direction of the Victorian Civil and Administrative Tribunal pursuant to Section 85(1)(b) of the *Planning and Environment Act 1987*.

The following permit notes are for information only and do not constitute part of this permit or conditions of this permit:

Planning approval only

Signature for the
responsible authority

Date issued 5 April 2024

PLANNING PERMIT

Planning scheme: Glen Eira Planning Scheme
Responsible authority: Glen Eira City Council



- This Planning Permit represents the Planning approval for the use of the land. This Planning Permit does not represent the approval of other departments of Glen Eira City Council or other statutory authorities. Such approvals may be required and may be assessed on different criteria from that adopted for the approval of this Planning Permit.
- Nothing in the grant of this permit should be construed as granting any permission other than planning permission for the purpose described. It is the duty of the permit holder to acquaint themselves, and comply, with all other relevant legal obligations (including any obligation in relation to restrictive covenants and easements affecting the site) and to obtain other required permits, consents or approvals.

Failure to Comply

- Any failure to comply with the conditions of this permit may result in action being taken to have an Enforcement Order made against some or all persons having an interest in the land and may result in legal action or the cancellation of this permit by the Victorian Civil and Administrative Tribunal.

Environmental Health Department Approval may be Required

- The use of the land may require approval by, and/or registration with, Council's Environmental Health Department under the provisions of the Food Act 1984, Health Act 1958 and/or Tobacco Act 1996 (as amended).

Permit to Building Surveyor

- The permit holder/applicant/owner must provide a copy of the Planning Permit to any appointed Building Surveyor. It is the responsibility of the permit holder/applicant/owner and the Building Surveyor to ensure that the development approved by this Permit is consistent with any Building Permit approved and that all works are consistent with the endorsed plans approved under this Planning Permit.

PLANNING PERMIT

Important information about this notice



What has been decided?

The responsible authority has issued a permit *at the direction of the Victorian Civil and Administrative Tribunal.

Can the responsible authority amend this permit?

The responsible authority may amend this permit under Division 1A of Part 4 of the Planning and Environment Act 1987.

When does a permit begin?

A permit operates:

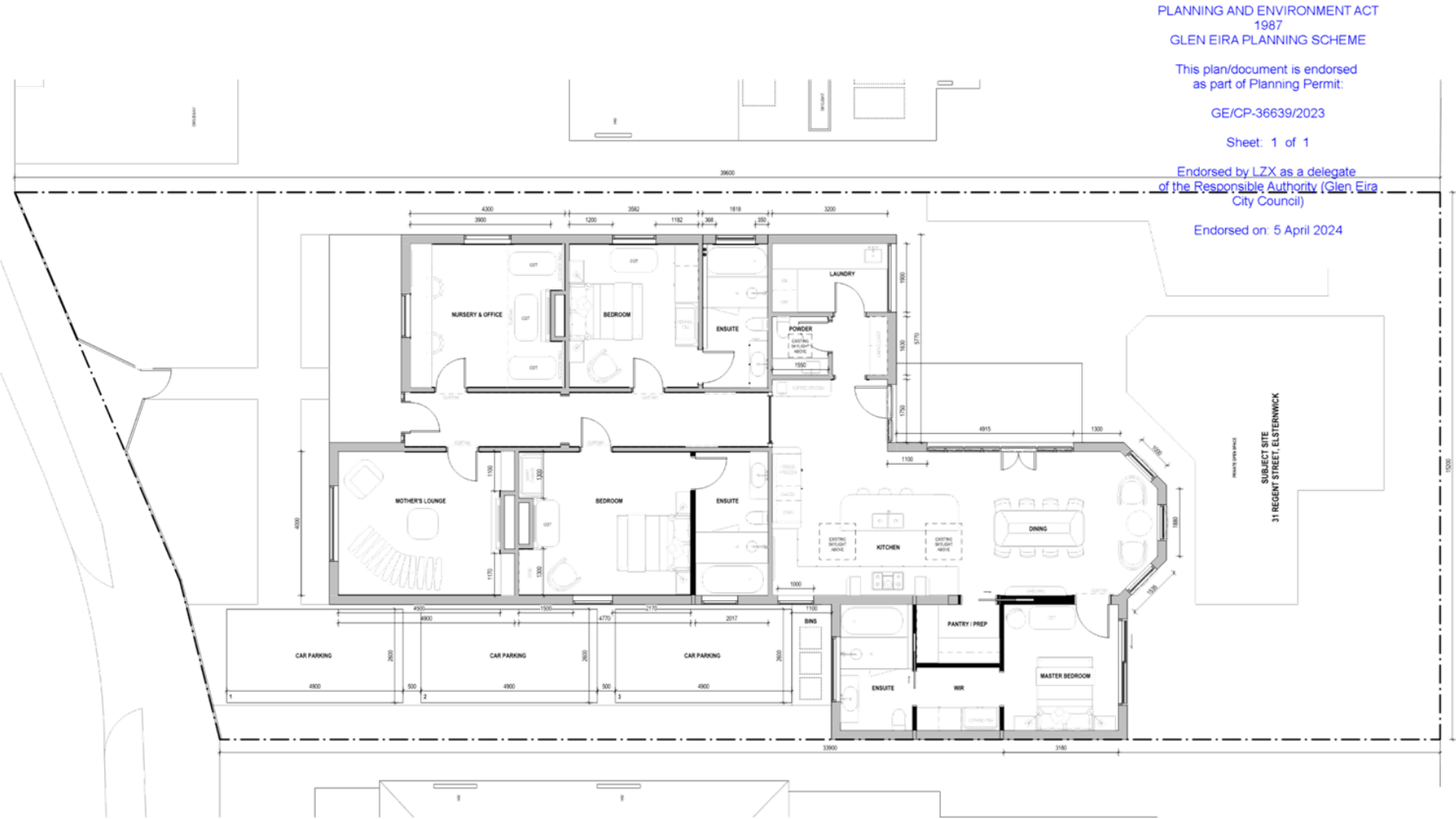
- from the date specified in the permit; or
- if no date is specified, from -
 - (i) the date of the decision of the Victorian Civil and Administrative Tribunal, if the permit was issued at the direction of the Tribunal; or
 - (ii) the date on which it was issued, in any other case.

When does a permit expire?

1. A permit for the development of land expires if—
 - the development or any stage of it does not start within the time specified in the permit; or
 - the development requires the certification of a plan of subdivision or consolidation under the Subdivision Act 1988 and the plan is not certified within two years of the issue of the permit, unless the permit contains a different provision; or
 - the development or any stage is not completed within the time specified in the permit, or, if no time is specified, within two years after the issue of the permit or in the case of a subdivision or consolidation within five years of the certification of the plan of subdivision or consolidation under the Subdivision Act 1988.
2. A permit for the use of land expires if—
 - the use does not start within the time specified in the permit, or if no time is specified, within two years after the issue of the permit; or
 - the use is discontinued for a period of two years.
3. A permit for the development and use of land expires if—
 - the development or any stage of it does not start within the time specified in the permit; or
 - the development or any stage of it is not completed within the time specified in the permit, or, if no time is specified, within two years after the issue of the permit; or
 - the use does not start within the time specified in the permit, or, if no time is specified, within two years after the completion of the development; or
 - the use is discontinued for a period of two years.
4. If a permit for the use of land or the development and use of land or relating to any of the circumstances mentioned in section 6A(2) of the Planning and Environment Act 1987, or to any combination of use, development or any of those circumstances requires the certification of a plan under the Subdivision Act 1988, unless the permit contains a different provision—
 - the use or development of any stage is to be taken to have started when the plan is certified; and
 - the permit expires if the plan is not certified within two years of the issue of the permit.
5. The expiry of a permit does not affect the validity of anything done under that permit before the expiry.

What about reviews?

- The person who applied for the permit may apply for a review of any condition in the permit unless it was granted at the direction of the Victorian Civil and Administrative Tribunal, in which case no right of review exists.
- An application for review must be lodged within 60 days after the permit was issued, unless a notice of decision to grant a permit has been issued previously, in which case the application for review must be lodged within 60 days after the giving of that notice.
- An application for review is lodged with the Victorian Civil and Administrative Tribunal.
- An application for review must be made on the relevant form which can be obtained from the Victorian Civil and Administrative Tribunal, and be accompanied by the applicable fee.
- An application for review must state the grounds upon which it is based.
- A copy of an application for review must also be served on the responsible authority.
- Details about applications for review and the fees payable can be obtained from the Victorian Civil and Administrative Tribunal.



PLANNING AND ENVIRONMENT ACT
1987
GLEN EIRA PLANNING SCHEME

This plan/document is endorsed
as part of Planning Permit:

GE/CP-36639/2023

Sheet: 1 of 1

Endorsed by LZK as a delegate
of the Responsible Authority (Glen Eira
City Council)

Endorsed on: 5 April 2024



Cera Stribley
Architecture
Interior Design

Cera Stribley Pty. Ltd.
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REV	DATE	REVISION	BY	CHK

PROJECT
31 REGENT STREET
ELSTERNWICK
HOMB

DRAWING STATUS
CONCEPT DESIGN

JOB N° 23210
REVISION N°
DATE As indicated @ A1
SCALE
DRAWN BY KH
CHECKED BY CS

DRAWING TITLE
GROUND FLOOR PLAN



TP.1100 A



Operational Management Plan

31 Regent Street Elsternwick
23 February 2024

**Operational Management Plan**

31 Regent Street Elsternwick

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1.0 INTRODUCTION

The site operates as a 'Post Partum Recovery Centre' operated by Homb.

The purposes of this Operational Management Plan is to outline the daily operation of the Post Partum Recovery Centre.

This Operational Management Plan operates alongside the conditions of Planning Permit GE/CP-36639/2023.

Operational Vision

- accommodation where new mothers and their babies are supported and nurtured in the first year after birth, this service also assists in the prevention of postnatal depression and anxiety.
- it allows mothers to rest and restore their wellbeing and connect with their baby in calm surroundings.
- the centre is designed to provide a bespoke service to serve a growing need within the local community for post partum care outside a traditional hospital or outpatient setting.



2.0 ACTIVITIES

2.1 Site Activities

The Port Partum Recovery Centre operates within the existing building occupying 31 Regent Street Elsternwick.

Hours of Operation: 24 hours a day, 7 days a week

Typical activities will include:

- accommodation where new mothers and their babies are supported and nurtured in the first year after birth.
- it allows mothers to rest and restore their wellbeing and connect with their baby in calm surroundings.

The use is not a Medical Centre and no medication will be prescribed or administered by staff.



3.0 STAFF

3.1 Staff

Staff Member	Role/Responsibility	Location	Availability
HOMB Manager	Responsible of the management and operation of HOMB.	On site	24 Hours a day – email By phone - between 8am and 6pm
Staff member	A staff member will be on site 24 hours a day.	On site	24 Hours a day – phone and email

A maximum of 2 staff can be on site at any one time.

3.2 Site Occupancy

Centre occupancy will be:

- daytime - 5 adults (2 staff (includes any contractors), 3 mothers) and 3 dependent infants, with 1 visitor (see section on Visitors)
- overnight - 4 adults and 3 dependent infants

3.3 Staff roles and responsibilities

Staff will:

- prepare and provide all meals on-site to support both mother and baby
- undertake all cleaning duties within the centre
- undertake all washing requirements of the centre

Staff are multi-disciplinary professionals in this sector including doulas and midwives, with most staff having additional skills which may include:

- Lactation Consultant
- Social worker
- Naturopath
- Nurse
- Paramedic
- Birth trauma specialist
- Hypnobirthing practitioner



4.0 VISITORS

4.1 Frequency of visitors

One visitor will be permitted to visit one 'mother and infant' within the centre, at any given time.

All visits are to be arranged by appointment and will be:

- o during weekdays, and
- o within ordinary business hours (9am -5pm).

4.2 How do I arrange a visit?

A booking/appointment system for visitors will be managed via an electronic register/diary managed by the HOMB Manager and duty staff.

This will be done via direct contact with the HOMB Manager.



5.0 SITE MANAGEMENT

5.1 Bookings

All client bookings will be made through the HOMB Manager.

<https://homb.com.au/>

5.2 Client arrival and departure

Mothers and infants must be dropped off and picked up at the centre - there is no expectation of the mothers driving during their stay.

5.3 Car parking

There are 3 on site car spaces, allocated to:

- 2 car spaces for staff members, which includes contractors.
- 1 car space for visitors, arranged by appointment only.

5.4 Deliveries

The only deliveries to the site will be fresh produce and household supplies.

10.2 COMMUNITY CONSULTATION: DRAFT DOMESTIC ANIMAL MANAGEMENT PLAN 2026-29

Author: Brooke Ranken, Manager Community Safety and Compliance

Director: Rosa Zouzoulas, Director Planning and Place

Trim No: 25/1259401

Attachments: 1. *DRAFT Domestic Animal Management Plan 2026-2029* [↓](#)

EXECUTIVE SUMMARY

The *Domestic Animals Act 1994* (the Act) requires Victorian Councils to adopt a four-year Domestic Animal Management Plan (the Plan) for managing cats and dogs in the community. The Plan applies municipality-wide, is reviewed annually, and results are published in Council's annual report.

Recognising the role of companion animals, Council aims to promote responsible ownership through education and innovative strategies for safe and harmonious co-existence across Glen Eira.

This report presents the draft Domestic Animal Management Plan 2026-2029 (Attachment 1) and seeks a resolution of Council to begin consultation with the community for the period 3 September to 1 October 2025.

RECOMMENDATION

That Council resolves to undertake community consultation seeking feedback on the draft Domestic Animal Management Plan 2026-2029 from 3 September to 1 October 2025.

BACKGROUND

Pursuant to Section 68A of the Act, Council must prepare a Domestic Animal Management Plan. The Plan aims to promote responsible pet ownership and the welfare of domestic animals, particularly cats and dogs and provides a policy framework for protecting the community and environment from nuisance cats and dogs.

The Plan must outline programs, services and strategies which Council intends to pursue over the four-year period and cover the following criteria:

- to promote and encourage the responsible ownership of cats and dogs
- to ensure that people comply with the Act, regulations and any related legislation
- to minimise the risk of attacks by dogs on people and animals
- to address any over-population and high euthanasia rates for cats and dogs
- to encourage the registration and identification of cats and dogs
- to minimise the potential for cats and dogs to create a nuisance
- to effectively identify all dangerous, menacing and restricted breed dogs within Glen Eira to ensure that those dogs are kept in compliance with the Act and regulations
- provide for review of existing orders made under the Act and local laws and to determine if further orders or local laws that deal with the management of cats and dogs are required

- provide for the review of any other matters related to the management of cats and dogs
- provide for a periodic evaluation of any program, service, strategy or for the review of the Plan.

The current Plan was prepared in 2021, came into effect in 2022 and will expire in December 2025. The Bureau of Animal Welfare sets the format of the Plan and requires Council to submit a plan to the Secretary (Department of Economic Development, Jobs, Transport and Resources) for the period 2026-2029 by no later than 4 December 2025. Council has actively evaluated its implementation plan annually and illustrated compliance with all activities identified in the Plan.

ISSUES AND DISCUSSION

From 3 September to 1 October 2025, Officers will seek feedback from both the industry sector and the community regarding the draft Plan. The insights and key themes obtained through this engagement will inform Council's finalisation of the Plan.

Community feedback will highlight key ideas to inform further updates the draft Plan. Recognising the role of companion animals, the draft Plan aims to promote responsible ownership through education and innovative strategies for safe and harmonious co-existence across Glen Eira. Feedback will centre on planned activities in the following categories that are identified in the draft Plan:

- Training Authorised Officers
- Registration & identification
- Nuisance management
- Dog attacks
- Dangerous, menacing, restricted breeds
- Overpopulation, high euthanasia
- Domestic animal businesses

CLIMATE EMERGENCY RESPONSE STRATEGY IMPLICATIONS

Domestic Animal Management Plan is consistent with the principles within the Our Climate Emergency Response Strategy 2021–2025 - Dhumbali Wurrungi-Biik Parbin-Ata.

FINANCIAL, RESOURCE, RISK AND ASSET MANAGEMENT IMPLICATIONS

Any financial costs resulting from a formal community engagement process will be managed within the existing operational budget allocation.

POLICY AND LEGISLATIVE IMPLICATIONS

The Plan demonstrates Council's commitment to enhancing community amenity, safety, and harmony, while also meeting legal requirements under the *Domestic Animals Act 1994*.

COMMUNICATION AND ENGAGEMENT

Under Council's Community Engagement Policy, officers will undertake a 'consult' level community engagement process.

Council will seek input from the industry sector and the community from 3 September to 1 October 2025.

The following forms of engagement will occur:

- Survey on Council's 'Have Your Say' website
- News item on Council's website
- Targeted promotion of the engagement to all registered cat and dog owners
- Targeted promotion of the engagement to industry sector professionals
- email sent to Culturally and Linguistically Diverse (CALD) community
- advertisement in Glen Eira News
- post uploaded to Council's Facebook and Instagram pages
- distribute printed advertising material
- digital screen advertising at Town Hall Service Centre
- Advertisement through Golden Days radio
- Service Centre telephone hold message

A detailed engagement summary will be reported to Councillors following the engagement period.

LINK TO COUNCIL PLAN

Strategic Direction 1: Well informed, transparent decisions and highly valued services
We build trust through engaging with our community, delivering quality services and making evidence-based decisions

OFFICER DECLARATION OF CONFLICT OF INTEREST

No officers involved in the preparation of this report have any general or material conflicts of interest in this matter.

CONCLUSION

Information gathered through the engagement period, will be reported to Council, prior to a further report seeking endorsement of the Plan at the Ordinary Council Meeting of 25 November 2025.

GLEN EIRA**DOMESTIC ANIMAL MANAGEMENT PLAN
2026–2029**

Date: 2 September 2025

Version: V1

Author: Brooke Ranken, Manager Community Safety and Compliance

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Acknowledgement of Traditional Owners

Glen Eira City Council acknowledges the Boon Wurrung/Bunurong and Wurundjeri Woi Wurrung peoples of the Kulin Nation as Traditional Owners and Custodians, and pays respect to their Elders past and present. We acknowledge and uphold their continuing relationship to land and waterways. Council extends its respect to all Aboriginal and Torres Strait Islander peoples.

Council honours the rich histories and cultures of First Nations peoples and recognises and values the important contribution of Aboriginal and Torres Strait Islander peoples in enriching our community. We support the Uluru Statement from the Heart and are committed to a *Reconciliation Action Plan* which is underpinned by the principles of self-determination. We work towards improved outcomes and long-term generational change, and to consolidate Glen Eira as a culturally safe place for Aboriginal and Torres Strait Islander peoples. We are committed to achieving equality for Aboriginal and Torres Strait Islander people to live healthy and prosperous lives and to improve life outcomes for current and future generations.

Glen Eira resides on country that always was, and always will be, Aboriginal land.

Message from the Mayor

Glen Eira's attractiveness as a residential area derives not only from its physical infrastructure but also from our commitment to fostering a harmonious environment that respects both residents and their pets. This plan sets forth several key initiatives:

- Promoting responsible pet ownership through targeted education and awareness programs.
- Supporting animal welfare by providing resources and assistance to pet owners.
- Ensuring public safety through effective animal management and control policies.

A collaborative approach is essential to sustaining a balanced and considerate relationship between pet owners and other community members. All pet owners are encouraged to review this plan and make use of the available resources to uphold responsible pet care.

I would like to express my appreciation to all who contributed to the development of this plan. Our shared efforts play a significant role in advancing Glen Eira's liveability. By working together, we can continue to enhance the wellbeing of all residents.

Cr Simone Zmood

Glen Eira Mayor

Foreword from Chief Executive Officer

Council's *Domestic Animal Management Plan* reflects our strong commitment to building a community where pets are valued, and the safety and wellbeing of all residents are prioritised.

Our *Plan* is a roadmap for promoting responsible pet ownership, protecting animal welfare, and ensuring our public spaces are safe and welcoming for everyone. We aim to create a balanced and respectful environment where pets and people can live together harmoniously.

We believe that by working together, we can achieve a community where pets are well-cared for, and residents feel safe and supported. I encourage all community members to engage with the *Plan* and make use of the resources available.

Thank you for your ongoing support in helping us build a safer, more pet-friendly Glen Eira for everyone.

Lucy Roffey

Chief Executive Officer

Introduction and Context

PURPOSE

The *Domestic Animals Act 1994* requires Victorian councils to adopt a four-year *Domestic Animal Management Plan (DAMP)* for managing dogs and cats in the community. Recognising the role of companion animals, Council aims to promote responsible ownership through education and innovative strategies for safe and harmonious co-existence across Glen Eira.

The *Plan* applies municipality-wide, is reviewed annually, and results are published in Council's annual report.

The *Plan* must also outline programs for the training of authorised officers accompanied by services and strategies to:

- Ensure that people comply with the Act, the regulations and any related legislation
- Minimise the risk of attacks by dogs on people and animals
- Address any overpopulation and high euthanasia rates for dogs and cats
- Encourage the registration and identification of dogs and cats
- Minimise the potential for dogs and cats to create a nuisance
- Effectively identify all dangerous, menacing and restricted breed dogs to ensure that those dogs are kept in compliance with this Act and the regulations
- Provide for the review of existing orders made under the Act and local law with a view to determine whether further orders or local laws dealing with the management of dogs and cats are required
- Provide for the review of any other matters related to the management of dogs and cats
- Provide for the periodic evaluation of any program, service, strategy or review outlined under this *Plan*.

The principles which have guided the development of this *Plan* are as follows:

- It is written with community perspective and reflects what is important to them.
- It complies with the legislative requirements of the Act.
- It sets an effective strategic direction in terms of the management of dogs and cats.

Legislation

DOMESTIC ANIMAL MANAGEMENT PLAN LEGISLATION

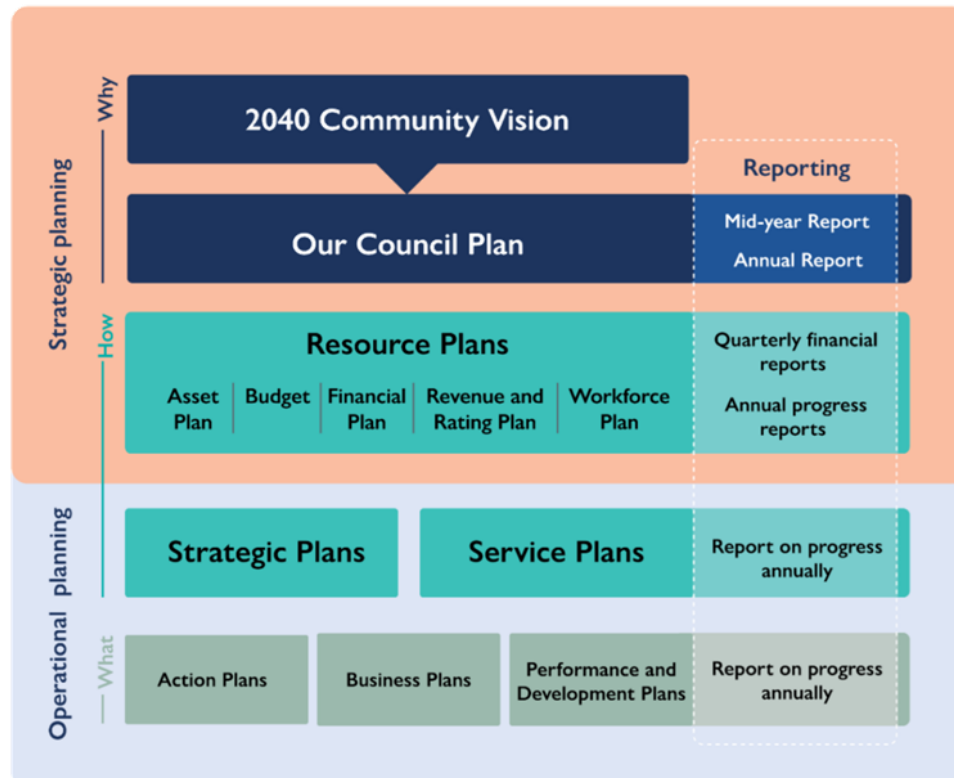
Pursuant to Section 68A of the *Domestic Animals Act 1994 (Act)*, every Victorian council must prepare a plan as follows:

68A councils to prepare domestic animal management plans

1. Every council must, in consultation with the Secretary of the Department of Economic Development, Jobs, Transport and Resources (DEDJTR), prepare at four-year intervals a domestic animal management plan.
2. A domestic animal management plan prepared by a council must —
 - a. set out a method for evaluating whether the animal control services provided by the council in its municipal district are adequate to give effect to the requirements of this Act and the regulations; and
 - b. outline programs for the training of authorised officers to ensure that they can properly administer and enforce the requirements of this Act in the council's municipal district; and
 - c. outline programs, services, and strategies which the council intends to pursue in its municipal district —
 - i. to promote and encourage the responsible ownership of dogs and cats; and
 - ii. to ensure that people comply with this Act, the regulations, and any related legislation; and
 - iii. to minimise the risk of attacks by dogs on people and animals; and
 - iv. to address any overpopulation and high euthanasia rates for dogs and cats; and
 - v. to encourage the registration and identification of dogs and cats; and
 - vi. to minimise the potential for dogs and cats to create a nuisance; and
 - vii. to effectively identify all dangerous dogs, menacing dogs and restricted-breed dogs in that district and to ensure that those dogs are kept in compliance with this Act and the regulations; and
 - d. provide for the review of existing orders made under this Act and local laws that relate to the council's municipal district with a view to determining whether further orders or local laws dealing with the management of dogs and cats in the municipal district are desirable; and
 - e. provide for the review of any other matters related to the management of dogs and cats in the council's municipal district that it thinks necessary; and
 - f. provide for the periodic evaluation of any program, service, strategy or review outlined under the plan.
3. Every council must —

- a. review its domestic animal management plan annually and, if appropriate, amend the plan; and
- b. provide the Secretary with a copy of the plan and any amendments to the plan; and
- c. publish an evaluation of its implementation of the plan in its annual report

Integrated Planning and Reporting



We take an integrated approach to planning, guided by our Glen Eira 2040 Community Vision. This Vision reflects what our community values most - inclusivity, sustainability, wellbeing, creativity and connectedness - and what people want Glen Eira to become over time.

Our Integrated Planning and Reporting Framework also guides our work and ensures all our strategies and plans align to our Vision and to this Council Plan 2025–2029. Our resourcing strategies provide detail on the financial resources (Financial Plan, Budget), physical assets (Asset Plan) and employees (Workforce Plan) we need to keep delivering essential services and work towards achieving our strategic objectives.

This means our strategic plans connect and support each other. They are all part of a shared commitment to delivering meaningful outcomes for our community.



The *Domestic Animal Management Plan* is aligned to the strategic objective 'our places are safe, healthy and versatile' from the *Council Plan 2025–2029*.

All our strategies share a common foundation: they are shaped by community values, built on strong evidence, and guided by a long-term vision for a more inclusive, sustainable and connected future. We know that effective planning must also be:

- informed by our community - shaped by what matters most to our residents and stakeholders
- evidence-based - drawing on data, research and expert insight
- place-based - tailored to the diverse needs and identities of local communities across Glen Eira
- resource-focused - aligned to available budgets, assets, and workforce capability
- adaptable - ready to respond to emerging risks, challenges and opportunities

These principles guide how we approach every strategic plan - whether it's about climate, assets, biodiversity or finance.

All our plans are living documents - regularly reviewed and updated to reflect changing conditions, emerging evidence, and what we continue to learn through engagement and delivery.

COMMUNITY ENGAGEMENT AND INVOLVEMENT

A community consultation was undertaken through the Have Your Say portal which received (INSERT NUMBER) survey responses. Questions were framed on a range of issues on how Council could improve animal management services. Council advertised this through the following mediums:

- Survey on Council's 'Have Your Say' website
- News item on Council's website
- Targeted promotion of the engagement to all registered cat and dog owners
- Targeted promotion of the engagement to industry sector professionals
- email sent to Culturally and Linguistically Diverse (CALD) community
- advertisement in Glen Eira News
- post uploaded to Council's Facebook and Instagram pages
- distribute printed advertising material
- digital screen advertising at Town Hall Service Centre
- Advertisement through Golden Days radio
- Service Centre telephone hold message

The community consultation resulted in the following themes in terms of community feedback:

- THEMES TO BE DETERMINED FROM THE COMMUNITY ENGAGEMENT PROCESS

DEMOGRAPHIC AND PROFILE OF COUNCIL

The City of Glen Eira is located in Melbourne's south-east suburbs, approximately 10 kilometres from Melbourne's central business district. The municipality includes the suburbs of:

- Bentleigh
- Bentleigh East
- Brighton East
- Carnegie
- Caulfield
- Caulfield East
- Caulfield North
- Caulfield South
- Elsternwick
- Gardenvale
- Glen Huntly
- McKinnon
- Murrumbeena
- Ormond
- St Kilda East

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Glen Eira features a vibrant and diverse community with a strong cultural heritage. The municipality encompasses 76 open space reserves, 48 playgrounds, 73 sports clubs, 39 schools, seven major activity centres, and more than 17,000 businesses. Notable Melbourne landmarks within Glen Eira include Rippon Lea Estate, the Caulfield Racecourse, Yarra Yarra Golf Club, and the Jewish Holocaust Museum.

With a population of 161,027 (2024) and a median age of approximately 38 years (based on the Australian Bureau of Statistics 2021), Glen Eira residents represent more than 120 cultural backgrounds. Among those born outside Australia, the most prevalent countries of origin are China, India, England, South Africa, and Israel. Additionally, 411 residents identify as Aboriginal or Torres Strait Islander.

Glen Eira is home to 54.9 per cent of Victoria's Jewish population. Disability inclusion remains a key focus, with 4.8 per cent of residents living with disability. Couples with children comprise the most common household type, followed by single-person households.

DOMESTIC ANIMAL MANAGEMENT PERFORMANCE INDICATORS

Council currently reports in the *Council Plan* the indicators outlined in the table below.

Indicator	Target (%)	2020-21 (%)	2021-22 (%)	2022-23 (%)	2023-24 (%)	2024-25 (%)	2024-25
Dog registration rate: (per cent, dogs registered/estimated dog population)	85	92	96	99	92	89	12,498/14,000
Cat registration rate: (per cent, cats registered/estimated cat population)	85	77	82	82	73	70	4,228/6,000
Enforcement success rate: (per cent, successful prosecutions/total prosecutions)	100	100	100	100	100	100	12/12
Dog return/reclaim rate: (per cent, total dogs reclaimed-returned/total dogs impounded) (includes adopted/sold dogs)	90	93	99	100	99	93	100/108
Cat reclaim/return rate: (per cent, total cats reclaimed/total cats impounded)	20	96	49	95	90	93	131/134

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(includes adopted/sold cats)							
Domestic animal business compliance rates: (registered/compliance)	93	100	100	100	100	100	8/8
Dog desexing rate (per cent, dogs desexed/actual registered)	70	60	80	82	83	84	10,456/12,498
Cat desexing rate (per cent, cats desexed/ actual registered)	80	76	97	98	97	99	4,189/4,228
Infringements versus official warnings rates (per cent, infringements/warnings)	<40	64	47	60	75	52	80/155

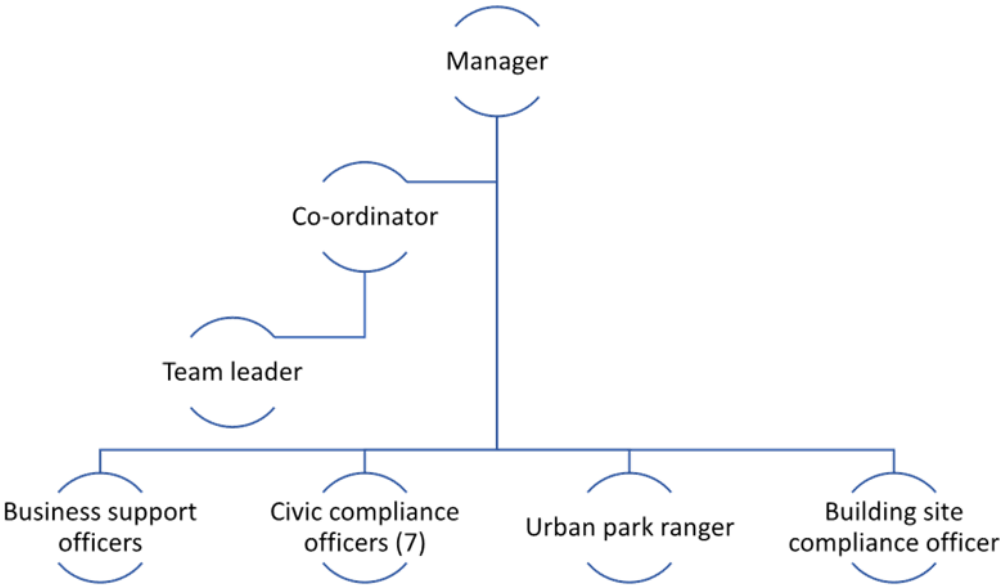
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TRAINING OF AUTHORISED OFFICERS

CURRENT SITUATION

The Civic Compliance team, within the Community Safety and Compliance department of the Planning and Place directorate, manages domestic animals, enforces Council's local laws, and oversees education and enforcement.

Enforcement officers face challenging situations, so they receive comprehensive training to ensure safety for themselves and animals.



Council provides training for officers to ensure they can perform their responsibilities safely and in alignment with their delegated authority and appointment. The team is authorised and participates in regular training. Officers are required to obtain the Certificate IV in Animal Control and Regulation and Certificate IV in Government (Statutory Compliance), covering skills such as animal handling, investigation, report writing, communication, and time management.

Three business support officers assist the team by handling customer inquiries and complaints at the front end, processing permits and registrations, and supporting authorised officers.

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Council is committed to equipping the Civic Compliance team to meet objectives and deliver a professional animal management service. The *Corporate Training* program offers varied learning opportunities, and all authorised officers complete an induction to understand required practices and guidelines.

Staff training and development are reviewed annually through Glen Eira's *Organisational Performance Development* program. The table below outlines ongoing activities for authorised officers, which will remain throughout this plan. Officers will continue receiving training in fraud awareness, customer service, operational procedures, animal handling, and attend industry information sessions.

Individual staff training and development are reviewed annually under Glen Eira's *Organisational Performance Development* program. The following table lists current activities for authorised officers, which will remain throughout this plan. Officers will receive ongoing training in fraud awareness, operational procedures, animal handling, and industry updates.

Action number	Action	Timeframe	Measure
1.2.1	Privacy training	Annually	Attendance record — ongoing
1.2.2	Certificate IV in Animal Control	As required	Certificate obtained
1.2.3	Certificate IV in Government (Statutory Compliance)	As required	Certificate obtained
1.2.4	Statement taking/evidence gathering	As offered	Attendance record — ongoing
1.2.5	Animal assessment and handling	As offered	Attendance record — ongoing

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PLANNED TRAINING FOR AUTHORISED OFFICERS

Section 68(A)(2)(b) of the Domestic Animals Act 1994 specifies that councils are required to detail programs for training authorised officers to ensure effective administration and enforcement of the Act within the municipal district.

Authorised officers carry out their enforcement responsibilities in accordance with the principle of 'reasonable laws, reasonably enforced'. In practice, this involves officers taking an educational approach to achieve compliance when appropriate, prior to initiating enforcement action.

Action number	Action	Timeframe	Measure
1.3.1	First Aid Level 2	2027	Certificate obtained — renewed every three years
1.3.2	Dangerous Dog Management Training	2026 and 2028	Certificate obtained — renewed every two years
1.3.3	Situational Awareness Training	2029	Certificate obtained — refreshed every four years
1.3.4	Dealing with matters relating to Family and Domestic Violence Training	2026	Attendance record

OFFICIAL**REGISTRATION AND IDENTIFICATION**

The Council is required to detail programs, services, and strategies designed to promote the registration and identification of dogs and cats. This section of the plan fulfills the requirements set forth by Section 68A(2)(c)(v) of the Act, and presents the Council's initiatives and approaches regarding the registration and identification of these animals.

OBJECTIVES

- To require annual registration of all dogs and cats over the age of three months residing in Glen Eira, and ensure they are implanted with a microchip.
- To set registration fees at a level that aligns with the costs of enforcing the Act within the municipal district and contributes appropriately to the expenses related to administering Council's animal management services.

CURRENT SITUATION

Dogs and cats older than three months are required to have a microchip implanted and be registered with the Council. Registration is renewed each year by 10 April.

The following table presents data on registration trends:

Annual registrations	2022–23	2023–24	2024–25
Dogs	13,998	12,891	12,498
Cats	4,894	4,370	4,228
Total	18,896	17,216	16,726

CURRENT EDUCATION / PROMOTION ACTIVITIES

To promote educational and promotional activities within Glen Eira, Council:

- Offers a registration fee reduction to owners of pets if they desex their dog or cat or have their dog undertake obedience training via an accredited trainer
- Issues a reminder notice, SMS and email to pet owners who have failed to renew registration
- Liaises with local veterinary practices to ensure registration and responsible pet ownership information is available

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- Schedules routine park patrols by authorised officers where registration education is provided
- Follows up registrations for dogs and cats that have been adopted through pounds and animal shelters
- Provides the means for online payments for registrations renewals
- Writes media releases relating to topical animal management issues
- Distributes animal management brochures and sector booklets.

CURRENT COMPLIANCE ACTIVITIES

Animal registration compliance activities include:

- Routine park patrols which include random animal registration checks
- Scanning all collected dogs and cats for a microchip to reunite the animal with their owner prior to being impounded
- Requiring the owner of any unregistered animal that has been collected, to register it prior to its release
- Conducting a door knock and telephone campaign of properties where dogs and cats were previously registered, and where the registration has not been renewed
- Undertaking an animal registration benchmarking exercise prior to implementing new fees.

PLANNED ADDITIONAL ACTIVITIES TO PROMOTE REGISTRATION AND IDENTIFICATION

Action number	Action	Timeframe	Measure
2.1.1	Partner with RSPCA to provide 12-month subsidised microchipping to un-microchipped dogs and cats presenting at RSPCA/Council low-cost vaccination clinics	2026	The number of dogs and cats microchipped at clinics
2.1.2	Ensure all seized and impounded animals are registered to their owner prior to release	Prior to every release	Annual review of number of dogs and cats being seized and impounded

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			<p>which are not registered to their owner.</p> <p>Review of registration records to ensure these animals are subsequently registered.</p>
2.1.3	Follow-up of unregistered dogs and cats	Annual door knocks conducted between July and August each year.	Review registration records to ensure previously detected unregistered dogs and cats are now registered.
2.1.4	Continue to offer incentive scheme that encourages “early” initial registration and desexing of dogs and cats.	Ongoing	Annual review to evaluate effectiveness.
2.1.5	Develop A-frame signage promoting pet registration with QR codes and rotate between parks, that, when scanned, takes park users to an online registration form.	2026	Register kept of locations and number of times QR code scanned.
2.1.6	Develop A-frame signage with QR codes and rotate between parks, that, when scanned, takes park users to a map of the boundaries of the designated on and off leash areas.	2026	Register kept of locations and number of times QR code scanned.
2.1.7	Provide 12-months free registration for animals adopted from pounds and animal shelters	2027	Register kept which identifies which residents have received free registration
2.1.8	Increase awareness regarding registration requirements amongst culturally and linguistically diverse (CALD) communities	2026	Material published and issued via email and regular mail to established CALD audiences.

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NUISANCE MANAGEMENT

This section of the *Plan* addresses behaviours such as roaming dogs and cats, barking dogs, and issues related to dog waste. The *Act* specifies that Council is required to implement programs, services, and strategies to reduce the likelihood of nuisance caused by dogs and cats.

OBJECTIVES

Council is responsible for considering the needs of both cat and dog owners, as well as those of the broader community, to determine effective methods for monitoring and, when necessary, enforcing regulations that ensure open spaces remain safe and clean.

CURRENT SITUATION

Concerns related to animal nuisance and regulatory compliance are important considerations for both owners and the community. Achieving a balance between community needs and effective compliance processes can sometimes present challenges. The approach described as 'reasonable laws, reasonably enforced' aims to address expectations in an equitable manner.

Nuisance complaints	2021–22	2022–23	2023–24	2024–25
Barking dogs	296	414	484	439
Cat collection	159	166	123	142
Dog excrement	71	100	111	115
Dog collection	207	193	187	140
Dog off leash	139	164	137	157
Dog wandering at large	59	84	60	66

Issues persist with dog waste in public spaces and off-leash dogs in restricted areas. Council runs routine *Proactive Park Patrols* focusing on known problem sites and responds to complaints. Additional educational measures may be considered near on- and off-leash boundaries. Common nuisances include barking in high-density areas, limited open space, and misunderstandings of dog behaviour.

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CURRENT EDUCATION / PROMOTION ACTIVITIES

The Council conducts the following educational and promotional activities to reduce cat and dog nuisance within Glen Eira:

- Authorised officers offer guidance on resolving nuisance issues. This information is regularly reviewed and updated as necessary.
- Council advises residents to communicate with the animal's owner and, when suitable, seek support from the Dispute Settlement Centre of Victoria.
- Authorised officers implement a routine *Proactive Park Patrol* program, targeting areas identified by the Council and providing information to park users.

CURRENT COMPLIANCE ACTIVITIES

Nuisance management activities include:

- Authorised officers investigate all nuisance complaints, which may lead to the issuance of an official warning, a notice to comply, or an infringement notice.
- The Council offers a free-of-charge *Cat-trapping Program* available to residents; this *Program* provides directives to the owners of trapped and returned cats.
- Council also collaborates with agencies to address broader nuisance issues.

PLANNED ADDITIONAL ACTIVITIES TO MINIMISE NUISANCE

Action number	Activity	Timeframe	Measure
3.1.1	Provide online resources to assist residents in managing their dogs barking	2026	Content accessible on website
3.1.2	Run a media campaign to focus on the message of 'Pick up your doggie poo'	2026	Decrease in nuisance complaints relating to dog excrement
3.1.3	Provide online resources aimed at dog hygiene	2027	Content accessible on website
3.1.5	Partner with external expert organisation to provide a community education seminar on animal nuisance training	2029	Session delivered

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3.1.6	Implement recommendations from Cat Curfew community consultation	2026/27	Implement Council's decision
3.1.7	Provide online educational material about cat enclosures, including DIY instructional videos	2026	Content accessible on website

DOG ATTACKS

The Act specifies requirements for plans to identify programs, services, and strategies aimed at reducing the risk of dog attacks on both people and animals. This section addresses these requirements by:

- establishing a method for evaluating animal management services to determine whether Council is meeting the obligations specified in the Act regarding dog attack incidents; and
- Conducting regular assessments of programs and service strategies.

OBJECTIVES

- Reduce dog attack rates relative to registered dogs.
- Ensure Officers respond quickly and effectively to dog attack reports.
- Increase awareness of the consequences of owning or being in apparent control of a dog which has attacked.
- Achieve full annual compliance for owners of declared dangerous, restricted breed or menacing dogs.

CURRENT SITUATION

Council investigates all dog attack complaints, including incidents resulting in serious injury or the death of another animal. In such cases, Council assesses whether to seize the dog and initiate proceedings before the Magistrates' Court.

Addressing dog attacks remains a priority for authorised officers. Council recognises the community's expectation to respond promptly and administer duties in compliance with the Act.

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The following table outlines the dog-attack statistics over the last four-year period:

Dog-attack complaints	2021–22	2022–23	2023–24	2024–25
Dog rushes person	0	0	6	1
Dog attacks (animal or person)	82	134	134	140

CURRENT EDUCATION / PROMOTION ACTIVITIES

Educational and community awareness programs provided by Council are:

- the annual audit of dog signage in parks and reserves; and
- rule enforcement and education activities via routine, targeted park patrols.
- Information on responsible pet ownership, including the desexing, socialisation, and training of dogs, is provided on the Council's website.
- Staff communicate with dog owners during park patrols to ensure that dogs are under appropriate control in public places.

CURRENT COMPLIANCE ACTIVITIES

Authorised officers currently utilise all enforcement decisions that are defined in the Act.

They include:

- Official warnings
- Verbal directions
- Notices to comply
- Infringement notices
- Dangerous, menacing and restricted breed declarations
- Prosecution
- Orders sought from the Court in relation to training, seizure, destruction and registration.

Compliance activities include:

- Prompt responses are provided to reports of dogs found wandering at large.
- Patrols of public areas are conducted to check compliance with regulations regarding dogs in public spaces.

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- Established procedures under the Act are applied for reported dog attacks and rushes. This may include issuing official warnings, notices to comply, infringement notices, declaring a dog as menacing or dangerous, court prosecution, or seeking an order for the destruction of the dog. These actions are not sequential and may be implemented concurrently.
- Seizing dogs that have been involved in attacks is considered when necessary to maintain public safety and prevent further incidents.

PLANNED ADDITIONAL ACTIVITIES TO MINIMISE DOG ATTACK INCIDENTS

Action number	Action	Timeframe	Measure
4.1.1	Provide online resources to assist residents in managing aggression between dogs	2026	Content accessible on website
4.1.2	Provide an education campaign on what 'effective control' means	2027	Upload content to Council's website and social media
4.1.3	Conduct targeted campaign including A-frame signs and VMS board at locations where reports of attacks are more prevalent.	2028	Audit conducted and campaign locations documented
4.1.4	Where appropriate, publicise prosecution outcomes via Glen Eira News and social media	2026 and ongoing	Media releases as required and in consultation with affected parties

DANGEROUS, MENACING AND RESTRICTED BREED DOGS

The Act sets the requirements that Council must outline programs, services and strategies to effectively identify all dangerous, menacing, and restricted breed dogs in the municipality and ensure those dogs are kept in accordance with the Act, regulations and Council guidelines.

OBJECTIVES

- Implement an evaluation method to ensure compliance with declaration requirements, aiming to support public safety.
- Promote responsible ownership of declared dogs.

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- Monitor compliance with the Act relating to declared dogs.
- Assess and monitor potential restricted breed dogs.

CURRENT SITUATION

Council administers the identification and control of dangerous, menacing and restricted breed dogs to maximise public safety.

The following table outlines the current state in Glen Eira:

Declarations	2024–25
Dangerous dog	1
Menacing dog	2
Restricted breed dog	0
Total	3

CURRENT EDUCATION / PROMOTION ACTIVITIES

Council shares information about dangerous, menacing, and restricted dog breeds on its website. In the next four years, it will seek more ways to promote compliance and help residents choose suitable breeds for their homes.

CURRENT COMPLIANCE ACTIVITIES

Current compliance activities include:

- Unscheduled and annual inspections of properties housing declared dogs
- Conducting inspections of all properties where declared dogs have relocated within the municipality
- Maintenance of data on the Victorian Declared Dog Register
- Investigation into all reports of restricted breed dogs.

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PLANNED ADDITIONAL DECLARED DOG ACTIVITIES

Action number	Action	Timeframe	Measure
5.1.1	Review and update existing declared website material	2028	Assess, update and upload to website
5.1.2	Proactively audit the Victorian Declared Dog Register	2029	Update accordingly to ensure compliance with Act
5.1.3	Review declaration process procedure	2029	Reviewed and updated
5.1.4	Ensure compliance with legislative requirements	Annually	Audit inspections carried out and details recorded.

OVERPOPULATION AND HIGH EUTHANASIA RATES

The *Plan* outlines programs, services and strategies to address overpopulation and high euthanasia rates in dogs and cats. It reinforces the need for registration and identification to avoid impoundment so dogs and cats can be returned home. Cat-trapping of both wild and domesticated cats, combined with sterilisation, has minimised the population of wild cats. This also assists with the conservation of wildlife. Cats are grouped into the following categories:

- Wild — live and reproduce in the wild and survive by hunting or scavenging
- Stray — cats found within the municipality that can depend on some resources provided by humans but are not necessarily owned
- Domestic — cats which are owned and most of their needs are provided for by their owners

OBJECTIVES

- To decrease the population of wild cats, thereby reducing the necessity for euthanasia resulting from overpopulation.
- To encourage cat owners to keep their cats within their property boundaries in order to minimise injury, prevent unplanned breeding, and reduce nuisance.

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CURRENT SITUATION

Council provides cat traps at no cost to Glen Eira residents and will maintain this service. The *Cat-trapping Program* is designed to manage the wild cat population and mitigate overpopulation risks. In addition, it serves as an effective measure for addressing nuisance complaints and supporting cat owners in managing issues related to trespassing.

The following table presents data on cat impoundments, rehoming, and euthanasia for the past four years:

Cat Statistics	2021–22	2022–23	2023–24	2024–25
Cats impounded	72	80	56	69
Cats euthanised	23	19	16	13
Cats rehomed	97	136	101	124

CURRENT EDUCATION / PROMOTION ACTIVITIES

Community awareness activities provided by Council include:

- Promoting the *Who's For Cats?* campaign and Bureau of Animal Welfare materials
- Collaborating with the RSPCA to provide regular, low-cost vaccination clinics in Glen Eira
- Promoting responsible cat ownership via media campaigns
- Distributing cat traps free of charge.

CURRENT COMPLIANCE ACTIVITIES

Current compliance activities include:

- Investigation of all reports of cat hoarding
- Education and enforcement action for ongoing non-compliance with registration or nuisance offences.

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PLANNED ADDITIONAL RESPONSIBLE CAT OWNERSHIP PROMOTION ACTIVITIES

Action number	Action	Timeframe	Measure
6.1.1	Provide online resources around keeping cats thriving inside	2027	Content accessible on website
6.1.2	Explore subsidised desexing schemes, educational material and programs and other initiatives to assist the community	2028	Work with municipal wide clinics to establish annual reporting of unsterilised cats presented
6.1.3	Expand cat trapping resources to support introduction of cat curfew	2026	Undertake benchmarking exercise across the sector of Councils that have introduced curfews and increase cat traps and other resources accordingly
6.1.4	Investigate feasibility of running an in-person cat enclosure building workshop.	2027	Liaise with industry and report on recommendation
6.1.5	Advocate to State Government for improved funding of desexing programs	2026	Undertake targeted advocacy to fund subsidised desexing of cats and dogs to assist with cat confinement and improved animal management objectives

DOMESTIC ANIMAL BUSINESSES

The *Plan* must outline programs, services and strategies to ensure that domestic animal businesses comply with the *Act*, regulations and any related legislation and is responsible for the registration of a premises as a domestic animal business. These include:

- Pet shops
- Dog and cat breeding establishments where three or more fertile females and animals are sold (whether a profit is made or not) for an enterprise whose proprietor is not a member of an applicable organization

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- Animal shelters and pounds
- Boarding facilities including day care, overnight and home boarding
- Dog training and rearing establishments.

All domestic animal businesses must be registered annually with Council and comply with the appropriate mandatory Code of Practice. Business premises must also comply with other requirements including building, health, planning and local laws.

OBJECTIVES

- To manage all domestic animal businesses in accordance with legislative standards
- To detect non-compliance and implement effective enforcement to gain compliance

CURRENT SITUATION

Council has eight registered domestic animal businesses comprising 12 categories in the municipality. The relevant legislation in managing the provisions is in the Act. Chance and scheduled audits are carried out in response to complaints. All businesses are subject to a pre-permit inspection prior to registration being granted.

Domestic animal business	2021–22	2022–23	2023–24	2024–25
Breeding and rearing	0	0	0	0
Pet shop	2	2	2	2
Dog training establishments	5	6	5	5
Shelters and pounds	0	0	0	0
Boarding establishments	4	6	6	5

OFFICIAL**CURRENT EDUCATION / PROMOTION ACTIVITIES**

Council provides the following community awareness activities:

- The relevant Code of Practice is provided to all businesses.
- All Code of Practice documents are available at Customer Service.

CURRENT COMPLIANCE ACTIVITIES

Current compliance activities include:

- Chance and scheduled audits that are carried out in response to complaints
- Annual inspections that are carried out on all domestic animal businesses

PLANNED ADDITIONAL DOMESTIC ANIMAL BUSINESSES ACTIVITIES

Action number	Action	Timeframe	Measure
7.1.1	Work with registered Domestic Animal Businesses to promote Councils animal management programs and support services	2028	Collateral circulated to registered Domestic Animal Businesses
7.1.2	Investigate complaints regarding unregistered businesses and all instances of non-compliance	Ongoing	All complaints are to be actioned within the agreed timeframe
7.1.3	Monitor Council's registration database for owners with more than 3 fertile females	Annually	Conduct a site inspection to verify numbers and determine if the properties are unregistered breeding locations
7.1.4	Conduct proactive investigations to determine businesses that should be registered as Domestic Animal Businesses	By December each year	Ensure all identified Domestic Animal Businesses are registered with Council

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OTHER MATTERS

The *Plan* must address any other matters related to the management of dogs and cats in their municipal district that it thinks necessary.

CURRENT SITUATION

Council will continue to advocate for the benefits of responsible pet ownership and its contribution to fostering healthy and vibrant communities. Glen Eira remains dedicated to the prevention of family violence. Accordingly, Council intends to promote the provision of temporary, cost-free shelter for domestic animals when residents are compelled to leave situations involving family violence. In urgent circumstances requiring residents to relocate due to violent incidents, the Council will offer seven to ten days of complimentary shelter for animals residing within the municipality.

Additionally, Council will assess the appropriateness of implementing cat restrictions in Glen Eira. As part of this evaluation and benchmarking process, Council will engage in community consultation to gauge public support for potential policy changes.

ANNUAL REVIEW AND ANNUAL REPORTING

Pursuant to the *Act*, Council must review its *DAMP* annually and, if appropriate, amend the *Plan*. Council must provide the Department of Jobs, Precincts and Regions secretary with a copy of the *Plan*, including any amendments, and publish an evaluation of the *Plan*'s implementation in its annual report.

PLANNED ANNUAL REVIEW AND REPORTING ACTIVITIES

Action number	Action	Timeframe	Measure
8.1.1	Complete an annual evaluation of the plan and submit to Council for approval along with suggested amendments	Annually	Evaluation completed and any amendments implemented
8.1.2	Submit the amended plan to the secretary	As required	Amend plan and submit to the secretary
8.1.3	Publish an evaluation of the plan in Council's annual report	Annually	Published in the annual report

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Appendix A: Orders, Local Laws, Council Policies and Procedures

The following table details the orders, local law and work instructions in place to manage dogs and cats within the municipality:

Title	Purpose
Council Order Section 26(2) — <i>Domestic Animals Act 1994</i>	Control of dogs in public places
Council policies	<ul style="list-style-type: none"> • Destruction of dogs • Impoundment of animals
Council procedures	<ul style="list-style-type: none"> • Trapping of cats and loan of traps • Inspecting properties for keeping more than two dogs or more than two cats • Dealing with barking dog complaints • Animal pickups Registration of dogs and the fee structure for registration (schedule to the Act) • Enforcement strategy associated with issuing notices to comply, infringement notices and filing charges for prosecution Serving notices of seizure relating to the seizing of identified dogs • Seizure and impounding of dogs after a dog attack • Dealing with owners when recovering dogs that have been seized by Council • When a dog is declared dangerous (s.34) • When a dog is declared menacing (s.41A) • When a dog is declared to be of a restricted breed (s.98A) Provide details of dangerous dogs on the Victorian Declared Dog Registry (VDDR) (s.44AE) • Provide details on VDDR of dogs destroyed in relation to s.84TA, TB and TC (s.44AEA) • Seizure and impounding of dangerous and restricted breed dogs Assessment of restricted breed dogs Process for the registration/refusal of registration/renewal of registration of dangerous and restricted breed dogs (s.17)

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Appendix B: Educational, Support and Promotional Activities

The following table details the educational, support and promotional activities in place to manage dogs and cats within the municipality:

Title	Purpose
Glen Eira News	Regular articles in the monthly editions
Social media	Topical issues distributed via Instagram and Facebook
Postcards and letter-drops	Providing education on requirements
Council website	Online registration process and general information
Community noticeboards	Topical issues

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Appendix C: Community Consultation Themes

The following table details the themes which came from the community engagement process in developing this *Plan*:

Title	Purpose
To be included post community engagement	

10.3 PREVENTION OF FAMILY VIOLENCE AND VIOLENCE AGAINST WOMEN POLICY

Author: Beverley Rayner, Wellbeing and Social Policy Officer

Director: Jane Price, Director Community Wellbeing

Trim No: 25/1316208

Attachments: 1. *Prevention of Family Violence and Violence Against Women Policy 2025 DRAFT* [↓](#)
2. *Statement of Commitment 2025 poster DRAFT* [↓](#)

EXECUTIVE SUMMARY

The purpose of this report is to seek endorsement of the revised Family Violence Prevention in the Community Policy (Policy) and Family Violence Statement of Commitment (Statement) and provide an update on the progress in conducting Gender Impact Assessments (GIAs).

RECOMMENDATION

That Council adopts the revised Prevention of Family Violence and Violence Against Women Policy (Attachment 1) and the Family Violence Statement of Commitment (Attachment 2).

BACKGROUND

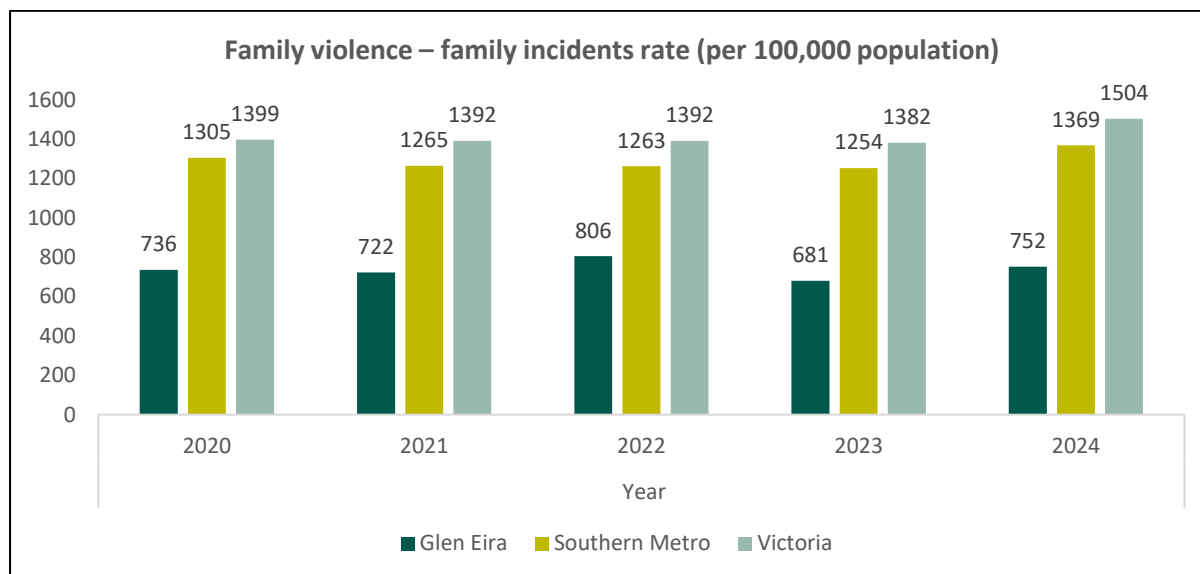
Family violence and violence against women are significant issues that all levels of government have a role in addressing as they impact the social, economic, and cultural wellbeing of the community. Council recognises that family violence primarily affects women and children, often occurring in the home and witnessed by children. All forms of violence against women constitute serious, prevalent, and preventable abuses of human rights.

Our approach to family violence and violence against women focuses on primary prevention, aiming to prevent violence before it occurs by addressing the underlying causes and gendered factors that contribute to these issues.

It is important to note that family violence and violence against women extend beyond just physical and sexual violence. They can also include coercive control, emotional or psychological abuse, as well as economic abuse.

Family Violence in Glen Eira

Over the five years ending in December 2024, Glen Eira has experienced fluctuations in reported family violence incidents but has maintained a rate lower than that of the Southern Metropolitan Region and Victoria.



Source: Crime Statistics Agency Victoria (2024)

An analysis of reported family violence incidents in Glen Eira over the past five years highlights that women and middle-aged individuals are disproportionately affected. Women made up the majority of affected family members, accounting for 70 per cent of all reported incidents.

People aged 35-44 were the most affected group, representing 21.8 per cent of victims. This was closely followed by those aged 45-54 (19.6 per cent) and 25-34 (18.3 per cent). Together, these three age groups account for almost 60 per cent of all affected family members, suggesting that family violence is particularly prevalent among adults in their prime working and caregiving years.

Children and young people aged 0-17 also represent a significant portion of affected family members, accounting for 14.6 per cent of cases. Alarming, reported incidents involving this age group have increased over time, from 137 cases in 2020 to 216 cases in 2024.

Council's approach to the prevention of family violence

Council adopts a comprehensive approach to family violence prevention through:

- the **Prevention of Family Violence and Violence Against Women Policy** (Policy), which defines our legislated obligations and role in addressing family violence and violence against women.
- the **Family Violence Statement of Commitment** (Statement), first developed in 2018, that communicates our aspirations for the Glen Eira community.
- our **strategic plans and programs**, guided by the Council Plan, outlining specific goals and strategies that we will implement in partnership with our community to advance our objectives in this area.
- **ongoing advocacy**, as reflected in the Priority Advocacy Projects 2024-2025.
- the strength of our **partnerships** in promoting gender equity and preventing violence. Council maintains strong collaborative partnerships to deliver prevention of family violence initiatives, including with Victoria Police, Women's Health in the South East (WHISE), Peninsula Community Legal Centre (PCLC), Safe and Equal, and Respect Victoria.

ISSUES AND DISCUSSION

Policy

The Policy was created in July 2018, at a time when local and state government efforts in family violence prevention were gaining increased visibility and significance. Work at that time included the Victorian Government's *Ending Family Violence: Victoria's 10-Year Plan for Change*, which responded to recommendations from the Royal Commission into Family Violence. Council's Policy aligned and integrated with this plan, effectively demonstrating Council's commitment to the issue.

After benchmarking several councils regarding their strategies to prevent family violence and violence against women, it was observed that although many councils have implemented various strategies and frameworks, few have established formal policies.

While there is no one-size-fits-all model for local governance, Glen Eira's approach is thorough and considered. It includes a comprehensive policy, a clear commitment statement, and integrated strategies with associated actions that will be reflected in the newly developed Council Plan 2025-2029, along with this action plan. This approach is well-suited to our context and organisational maturity.

Considering advancements in family violence prevention since the preparation of the Policy, the reviewed Policy adopts a contemporary, evidence-based approach that aligns with relevant legislation and frameworks.

Key updates include:

- Revised terminology and approaches to family violence prevention, particularly informed by the Municipal Association of Victoria (MAV) *Local Government Guide for Preventing Family Violence and All Forms of Violence Against Women* 2023.
- Removal of operational elements that were previously duplicated within Council's municipal public health and wellbeing planning.
- Update of the title of the Policy to align with best practice terminology.
- Updates to our legislated roles and requirements.
- Updates to incorporate the outcomes of the GIA, which include:
 - more detailed explanations and updated language.
 - the concept of intersectionality.
 - the recognition that gender equality is the foundation for preventing family violence and violence against women.

The Policy has been updated to align with current and future Council strategies, ensuring it remains relevant to our efforts in preventing family violence and violence against women in homes, workplaces and public spaces.

Statement of Commitment

In 2018, the Family Violence Prevention Champions Group, consisting of staff representatives from across Council with a role and/or interest in the prevention of family violence in the community, developed a statement of commitment on the prevention of family violence. In conjunction with updates to the Policy, the Statement has also been reviewed and updated to adopt a contemporary, value-based approach to addressing family violence.

The updated Statement:

- delivers an aspirational, educational and reference document for staff and the community.

- describes our position on the prevention of family violence and violence against women, explains why preventing family violence is important, discusses its impact on the community, and highlights our commitment and culture.
- clarifies expectations, fosters a shared vision, and encourages accountability while aiming to inspire individuals.
- supports our advocacy program.

A draft version of the updated Statement is provided in Attachment 2.

Gender Impact Assessments

Violence against women is deeply rooted in gender inequality. Addressing this requires more than reactive measures; it demands systemic change which is why embedding gender equity into everything we do as a Council is so important. One of the primary approaches Council is using to achieve this, is through Gender Impact Assessments (GIAs).

Since the *Gender Equality Act 2020 (Vic)* came into effect, Council has completed 41 GIAs across a wide range of policies, plans, projects and services. These assessments span all Council directorates, demonstrating a genuine, whole-of-organisation commitment to advancing gender equity.

These assessments assist Council in providing more inclusive, responsive and equitable outcomes for our community and have influenced policies, plans projects and services in a range of ways including:

- gathering and analysing community insights to understand gendered needs, barriers and differences, enabling more targeted and equitable responses.
- gender equity being embedded in the strategic framing of plans, strategies and policies, through explicit commitments.
- language, imagery and content being designed to be gender-neutral, inclusive and easy to understand, improving accessibility for all community members.
- programs and services being designed to better meet the needs of all genders, with a focus on inclusion, representation and equitable access.
- gender considerations influencing the design and functionality of public infrastructure and public spaces, ensuring that spaces are welcoming, safe, accessible, inclusive and useable to all and particularly for women, gender-diverse people and families.

More recently, GIAs have been completed for the *Council Plan*, *Long Term Financial Plan*, *Asset Plan* and *Climate Emergency Response Strategy* as part of the 2025-2029 strategic planning cycle.

CLIMATE EMERGENCY RESPONSE STRATEGY IMPLICATIONS

Research shows that extreme weather events such as heatwaves, floods and bushfires, can increase the prevalence and severity of family violence.

Our Climate Emergency Response Strategy 2021-2025 | *Dhumbali Wurrungi-biik Parbin-ata* acknowledges that segments of our community are particularly vulnerable to the health impacts of climate change, which aligns with the capacity-building focus of Gender and Disaster Australia and complements the work of our Municipal Emergency Management Planning Committee (MEMPC) in recognising and addressing the gendered impacts of disasters and emergencies.

By acknowledging family violence prevention into our climate response efforts, we can better support vulnerable populations during and after extreme weather events.

FINANCIAL, RESOURCE, RISK AND ASSET MANAGEMENT IMPLICATIONS

No additional financial commitments are associated with this report.

POLICY AND LEGISLATIVE IMPLICATIONS

Council has a legislative and regulatory mandate to prevent family violence through the following mechanisms:

- *Public Health and Wellbeing Act 2008 (Vic)* requires Councils to create environments which support the health of community members and strengthen the capacity of people to achieve better health and specify measures to prevent family violence and respond to the needs of victims of family violence in the local community.
- *Gender Equality Act 2020 (Vic)* requires Council to promote gender equity when developing policies and programs and delivering services to the public.

Other pieces of legislation relate to the secondary and tertiary responses to violence and include:

- *Child Wellbeing and Safety Act 2005 (Vic)* requires all organisations that provide services or facilities for children, including councils, to implement Child Safe Standards to protect them from abuse.
- *Family Violence Protections Act 2008 (Vic)* requires all Victorian councils providing services, such as Maternal and Child Health and supported playgroups, to comply with the Multi-Agency Risk Assessment and Management (MARAM) Framework, which aligns policies, processes and procedures for family violence risk assessment and management.

The reviewed Policy has undergone a GIA in line with requirements under the *Gender Equality Act 2020 (Vic)*. Recommendations from the assessment have been incorporated into the Policy as detailed in this paper.

COMMUNICATION AND ENGAGEMENT

Insights and priorities from the community regarding the prevention of family violence were collected as part of the '*Our Place, Our Plan*', engagement held from February to April 2025. These insights will inform our strategies and actions as we implement the reviewed Policy through the *Council Plan 2025-2029*.

In May 2025, Council engaged with key stakeholders as part of the development of our new *Council Plan 2025-2029*, to understand family violence prevention and other key health and wellbeing priorities. This approach enabled Council to explore strategic alignment, anticipate changes in the sector, and plan collaborative community initiatives, including joint actions for the prevention of family violence.

During the Policy review process, relevant internal Council teams were consulted, and a working group was convened of key Council staff to develop the updated Statement.

A detailed Communications Plan will be created to raise awareness of the updated Policy and Statement both within Council and among external stakeholders. This plan will leverage Council's communication platforms to challenge gender stereotypes, advance gender equity, and contribute to the prevention of violence.

LINK TO COUNCIL PLAN

Strategic Direction 5: A healthy, inclusive and resilient community

We support our residents to be healthy, strong and resilient and will embrace and celebrate our diverse community

OFFICER DECLARATION OF CONFLICT OF INTEREST

No officers involved in the preparation of this report have any general or material conflicts of interest in this matter.

CONCLUSION

Council's commitment to preventing family violence and violence against women is reflected in a comprehensive, evidence-based and values-based approach that integrates policy, strategic planning, advocacy, and strong partnerships. The revised Policy and Statement reflect our evolving understanding of the issues, our legislative responsibilities, and our aspirations for a safer, more equitable community.



GLEN EIRA
CITY COUNCIL

BENTLEIGH
BENTLEIGH EAST
BRIGHTON EAST
CARNEGIE
CAULFIELD
ELSTERNWICK
GARDENVALE
GLEN HUNTLY
MCKINNON
MURRUMBEENA
ORMOND
ST KILDA EAST

GLEN EIRA CITY COUNCIL PREVENTION OF FAMILY VIOLENCE AND VIOLENCE AGAINST WOMEN POLICY

Date first adopted: 24 July 2018

Date last amended: 2 September 2025

Next review date: September 2029

Policy owner: Director Community Wellbeing

Approved by: Council

Policy category: Category 2- Discretionary Council Policy

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PREVENTION OF FAMILY VIOLENCE AND VIOLENCE
AGAINST WOMEN POLICY

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1. TITLE

Prevention of Family Violence and Violence Against Women Policy

2. OBJECTIVE

The objective of this policy is to outline the principles guiding how Council will meet its obligations to prevent family violence and all forms of violence against women before it happens.

3. BACKGROUND

Council is a committed community leader in the prevention of family violence and all forms of violence against women. Council recognises that violence against anyone, in any form, is unacceptable and will not be tolerated.

Council acknowledges that family violence can happen to anyone, however, predominantly affects women and children, often occurring in the home and witnessed by children and that all forms of violence against women are serious prevalent, and preventable, abuses of human rights. Family violence and violence against women extends beyond physical and sexual violence and may involve emotional or psychological abuse and economic abuse.

Council has a role in influencing behaviours and attitudes and contributing to a violence-free community by promoting non-violent, equitable and respectful gender relations.

This Policy is reflective of our strong commitment to:

- promote an understanding of the underlying gendered drivers and causes of family violence and violence against women.
- create a safe, gender equitable, respectful and inclusive community through our policies and practices.

4. SCOPE

This policy applies to Councillors, all Council employees, contractors, agency staff and volunteers. It sets out the guiding principles of Council's role, responsibility and actions in the prevention of family violence and all forms of violence against women in our community. Council staff impacted by family violence are supported by Council's *Family Violence Support Policy* and the *Family Violence Resource Kit*.

5. DEFINITIONS

Term	Meaning
Council	Glen Eira City Council
Family violence	<p>also known as domestic violence/abuse or intimate-partner violence, is defined under the <i>Family Violence Protection Act 2008 (Vic)</i> as behaviour by a person towards a family member that is any of the following: physically, sexually, emotionally, psychologically or economically abusive; threatening; coercive; or in any other way controls or dominates the family member and causes that family member to feel fear for the safety or wellbeing of that family member or another person. It also includes behaviour that causes a child to hear, witness, or otherwise be exposed to the effects of such violence.</p> <p>Family violence can look very different depending on the type of relationship and the cultural context in which it occurs. It may be shaped by cultural norms,</p>

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	<p>intergenerational dynamics, or community expectations, and can occur in any family or family-like relationship.</p> <p>The <i>Family Violence Protection Act 2008 (Vic)</i> outlines the following examples of family violence:</p> <ul style="list-style-type: none"> • Assaulting or causing personal injury to a family member, or threatening to do so. • Sexually assaulting a family member or engaging in another form of sexually coercive behaviour, or threatening to do so. • Intentionally damaging a family member's property, or threatening to do so. • Unlawfully depriving a family member of their liberty, or threatening to do so. • Causing or threatening to cause the death of, or injury to, an animal (whether or not the animal belongs to the family member) to control, dominate or coerce the family member.
Family member	- can mean a person who is, or has been, a spouse, domestic partner, or in an intimate relationship; a dependent including children and step-children; a parent or step-parent; a sibling or step-sibling; a relative or member of an extended family; or involved in intergenerational, family-like, or carer relationships.
Gendered drivers	<p>- describe 'the specific elements or expressions of gender inequality that are most strongly linked to violence against women. They relate to the particular structures, norms and practices arising from gender inequality in public and private life. The gendered drivers are the underlying causes required to create the necessary conditions in which violence against women occurs. They must always be considered in the context of other forms of social discrimination and disadvantage.' (<i>Victorian State Government</i>)</p> <p>There are four factors that evidence has shown most consistently drive violence against women:</p> <ul style="list-style-type: none"> • Condoning of violence against women. • Rigid gender stereotyping and dominant forms of masculinity. • Male peer relations and cultures of masculinity that emphasise aggression, dominance and control. • Men's control of decision-making and limits to women's independence in public and private life. (<i>OurWatch</i>)
Gender inequality	'A major driver of family violence in our community is gender inequality – that is, the unequal distribution of power, resources, and choice based on someone's gender identity.' (<i>Safe and Equal</i>)
Gendered violence against women	- is violence that is specifically 'directed against a woman because she is a woman or that affects women disproportionately.' (<i>OurWatch</i>)
Intersectionality	<p>- recognises that the causes of disadvantage or discrimination do not exist independently, but intersect and overlap with gender inequality, magnifying the severity and frequency of the impacts. (<i>The Commission for Gender Equality in the Public Sector</i>)</p> <p>A person may experience overlapping forms of discrimination or disadvantage that may be compounded based on attributes that include, but are not limited to, age, religion, Indigenous identity, gender identity, sexual orientation, ethnicity, race, isolation, cultural and linguistic background, disability, addiction and mental illness. (<i>Gender Equality Act 2020</i>)</p>
Primary prevention of violence against women	'A primary prevention approach addresses the underlying, gendered drivers of violence against women. The aim of primary prevention is to stop violence before it happens.' (<i>OurWatch</i>)

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	<p>Examples include:</p> <ul style="list-style-type: none"> • promoting gender equality. • education on respectful relationships. • challenging community attitudes towards family violence and violence against women.
Staff	- means Council employees, contractors, agency staff and volunteers.
Violence against women	<p>- 'any act of gender-based violence that results in, or is likely to result in, physical, sexual, or mental harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life.' (<i>Article 1, UN Declaration on Elimination of Violence against Women 1993</i>)</p> <p>It encompasses not only family violence but 'all forms of violence, harassment, abuse and coercive control that women (and often young women and girls) experience, violence that is overwhelmingly perpetrated by men (both known and trusted, and strangers). These forms include physical, sexual, emotional, psychological, social, cultural, spiritual, financial and technology-facilitated violence or abuse (including image-based abuse), and stalking.' (<i>OurWatch</i>)</p>
Women	Includes women, girls and all people who identify and live as a woman/girl, including cisgender and trans women/girls, and may also include people who identify as gender diverse or gender non-confirming.

6.POLICY

Council recognises that family violence and violence against women are experienced differently across diverse communities, relationship types and cultural contexts. This policy is structured to provide a strong foundation for Council operations that is responsive, adaptable and inclusive of the unique and nuanced ways violence can manifest.

- 6.1 Council understands that local government has a specific, important and unique role in the prevention of family violence and all forms of violence against women.
- 6.2 Council's approach to family violence and violence against women focuses on primary prevention. Primary prevention works to prevent violence before it occurs by addressing the underlying causes and gendered drivers that lead to family violence and violence against women.
- 6.3 Council will work towards preventing family violence and violence against women as an employer, as a leader and decision-maker, as a connector of the community and as a service provider. It will progress primary prevention and promote gender equality in both the workplace and the community and will work with people of all gender identities and cultural backgrounds to achieve this.
- 6.4 Council will take an intersectional approach and consider the ways in which gender inequalities for women and girls intersect with other attributes. Experience of multiple inequalities can result in an increased risk of experiencing family violence and can expose overlapping forms of discrimination and marginalisation, creating different or compounded experiences of discrimination while also affecting the perpetration and experience of violence.
- 6.5 Council will educate and build the capacity of staff to model respectful and equitable behaviour, and to recognise, respond to, and support those in the community (including Council employees) impacted by family violence and violence against women. This includes strengthening staff expertise and knowledge to better identify the varied ways family violence can present across different relationship types and cultural contexts, acknowledging the nuanced experiences of diverse groups such as First Nations peoples, culturally and linguistically diverse communities, younger people, and people living with disability.

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- 6.6 Council will seek advocacy opportunities where possible that will strengthen efforts to prevent family violence and violence against women.
- 6.7 Council will maintain its commitment to address family violence and violence against women through the inclusion of commitments and actions for its prevention within Municipal public health and wellbeing planning and seek opportunities to include actions in other key Council strategies and plans.
- 6.8 Council will educate and inform Glen Eira's diverse community on family violence and violence against women prevention, including promoting respectful relationships, challenging harmful gender norms, raising awareness of the different forms family violence can take across cultures and relationship types, and providing information on support services and legal protections under the *Family Violence Protection Act 2008 (Vic)*.
- 6.9 Council will work in partnership with the Australian and Victorian Governments, family violence services, prevention agencies, specialist community organisations and other community services to prevent family violence and violence against women.

7. LEGISLATIVE COMPLIANCE

This Policy has been assessed as being compatible with the *Charter of Human Rights and Responsibilities Act 2006 (Vic)*.

In line with the *Gender Equality Act 2020 (Vic)*, a Gender Impact Assessment has been completed for this policy.

8. ASSOCIATED INTERNAL DOCUMENTS

Advocacy Policy
Child Safeguarding Policy and Code of Conduct
Community Engagement Policy
Community Safety Plan 2022-2025
Community Wellbeing Plan 2021-2025
Council Plan 2021-2025
Equal Opportunity & Respectful Workplace Behaviour Policy
Family Violence Support Policy
Gender Equality Action Plan 2022-2025
Occupational Health and Safety Policy
Our Climate Emergency Response Strategy 2021-2025
Prevention of Sexual Harassment Policy

9. EXTERNAL REFERENCES/RESOURCES

Australian Government:

[Commonwealth, State and Territory Governments, *National Plan to Reduce Violence Against Women and their Children 2022-2032*](#)

[Our Watch, *Change the Story: A Shared Framework for the Primary Prevention of Violence Against Women and Their Children in Australia* \(second edition\)](#)

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Victorian Government:

- [Child Wellbeing and Safety Act 2005 \(Vic\)](#)
- [Equal Opportunity Act 2010 \(Vic\)](#)
- [Family Violence Protection Act 2008 \(Vic\)](#)
- [Gender Equality Act 2020 \(Vic\)](#)
- [Municipal Association of Victoria - Local Government Guide for Preventing Family Violence and All Forms of Violence Against Women 2023](#)
- [Public Health and Wellbeing Act 2008 \(Vic\)](#)
- [State of Victoria, Family Violence Reform Rolling Action Plan 2024-2026](#)
- [Victorian Government – Free from Violence: Victoria’s strategy to prevent family violence](#)

Regional:

- [Women’s Health in the South East, Promoting Respect & Equity Together 2021-2025, A Strategy to End Gendered Violence in the Southern Metropolitan Region](#)

10. APPROVAL AND AMENDMENT HISTORY

Date amended	Description of amendments	Approved by
July 2025	Updates in line with contemporary State frameworks and relevant legislation. Removal of operational elements supported by our strategic planning.	Council



GLEN EIRA
CITY COUNCIL

Glen Eira City Council

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Our prevention of family violence Statement of Commitment

Glen Eira is committed to a society that is free and equal.

Let's challenge ourselves to actively consider how we can prevent family violence and violence against women.

When we treat one another with respect, dignity, and fairness — by speaking up, fostering respectful relationships, and challenging behaviours that condone violence — our community will grow and thrive.

Together, we can create a safer, more respectful and gender-equitable environment for everyone.



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10.4 ADOPTION OF 2024-25 FINANCIAL REPORT

Author: John Vastianos, Chief Financial Officer

Director: John Vastianos, Chief Financial Officer

Trim No: 25/122661

Attachments: 1. 2024-25 Draft Financial Report [↓](#)

EXECUTIVE SUMMARY

Glen Eira Council's draft 2024-25 Financial Report contains two statements — the Financial Statements and the Performance Statement. Each statement is certified by two Councillors, and are also certified by our Chief Executive Officer and Principal Accounting Officer (in our case, the Chief Financial Officer).

The Councillors and the Chief Executive Officer must make certifications stating, in their opinion, that the statements are fair, correct and not misleading. The Principal Accounting Officer (CFO) must make a separate certification stating, in their opinion, whether the statements met all statutory and professional reporting requirements.

The Victorian Auditor-General's Office (VAGO) audits these statements, and our Audit and Risk Committee reviews them, before recommending their adoption *'in principle'*. VAGO then offers independent opinions on the Financial Statements and Performance Statement. Once we get approval from VAGO, we make our Annual Report available to the public.

The purpose of this report is for Council to adopt the draft 2024-25 Financial Statements and Performance Statement *'in principle'* for forwarding to the VAGO.

RECOMMENDATION

That Council:

1. adopts the draft 2024-25 Financial Statements and Performance Statement *'in principle'* in Attachment 1 to this report, subject to no significant changes by the Victorian Auditor-General; and
2. notes that at the 20 May 2025 Ordinary Council Meeting, the following signatories were appointed to sign the Financial Statements and Performance Statement:
 - a) The Mayor (Cr Simone Zmood) and Deputy Mayor (Cr Luca Ragni) were appointed as signatories to the Financial Report; and
 - b) Cr Kay Rimbaldo and Cr Sam Parasol as alternative signatories.

BACKGROUND

The Glen Eira Council's draft 2024-25 Financial Report includes two main components, the Financial Statements and the Performance Statement:

1. *Financial Statements* – provide a detailed overview of the Council's financial position and performance over the fiscal year. They include the Income Statement, Balance Sheet, Cash Flow Statement, and Notes to the Financial Statements, offering insights into revenue, expenses, assets, liabilities, and cash management.
2. *Performance Statement* – forms part of the Local Government Performance Reporting Framework (LGPRF). This framework is designed to ensure that all councils measure and report their performance in a consistent and transparent manner, promoting accountability within the local government sector. The

performance statement includes audited results achieved against a set of prescribed performance indicators and measures. These indicators cover various service areas such as roads, planning, animal management, and waste management.

At the 20 May 2025 Ordinary Council Meeting, the Council approved the appointed signatories to sign the 2024-25 Financial Statements and Performance Statement.

The State Government has a structured process to apply to Financial Statements. The Council is required to consider the proposed Financial Statements and Performance Statement after the external audit agent has performed its role but before the audit by the VAGO is finalised.

The Financial Statements and Performance Statement are critical documents that reflect the financial health and performance of the Council. They are prepared in accordance with the *Local Government Act 2020* and Australian Accounting Standards, and they follow the Local Government Victoria model accounts for standardised financial reporting.

ISSUES AND DISCUSSION

The 2024-25 Financial Statements and Performance Statement have been prepared to meet the following structured timetable to ensure that these statements are thoroughly reviewed, accurately reflect the Council's financial position, and comply with statutory requirements.

(a) 22 August 2025 (Audit & Risk Committee Meeting)

The Audit and Risk Committee met on 22 August 2025 to review the Financial Statements and the Performance Statement, which were circulated to the committee members. A representative from VAGO attended this meeting to provide advice and answer any questions from the committee. The Audit and Risk Committee recommended that the Council adopt the statements '*in principle*', subject to minor amendments and provided there are no significant changes by VAGO.

(b) 2 September 2025 (Council Meeting)

At the Ordinary Council Meeting on 2 September 2025, the Council is asked to adopt the Financial Statements and Performance Statement '*in principle*', as reviewed by the Audit and Risk Committee.

(c) 3 September 2025

On 3 September 2025, the Council will forward to VAGO the audited statements, signed off by the two designated Councillors, the CEO, and the Principal Accounting Officer and a copy of the Council resolution adopting the Financial Statements and Performance Statement '*in principle*'.

(d) Mid-September 2025

In mid-September 2025, VAGO will issue the audit opinions for the Financial Statements and Performance Statement to Council.

(e) By 31 October 2025

By 31 October 2025, the Council will endorse its 2024-25 Annual Report, which includes the Financial Statements and Performance Statement. This endorsement is a key step in the Council's financial reporting process, ensuring that the Financial Statements and Performance Statement are officially approved and made available to the public as part of the 2024-25 Annual Report.

CLIMATE EMERGENCY RESPONSE STRATEGY IMPLICATIONS

Initiatives relating to Council's 2020 declaration of a climate emergency were funded in 2024-25 and this expenditure is included in the Financial Statements including: investment in

emissions reduction and transition to a circular economy, *Urban Forest Strategy* implementation, purchase and development of new Open Space, and capital works projects allocating funding for environmentally sustainable design.

FINANCIAL, RESOURCE, RISK AND ASSET MANAGEMENT IMPLICATIONS

Financial conclusions should not be drawn until the draft Financial Statements and Performance Statement are audited and finalised by VAGO. As at 30 June 2025, Glen Eira City Council's financial position remains stable, supported by a disciplined and forward-looking approach to financial management.

Council recorded an operating surplus of \$21.5 million in 2024–25, exceeding budget expectations by \$13.2 million. It is important to note that the operating surplus does not equate to a cash profit. Rather, it reflects the net result of total revenue and expenditure, inclusive of accruals, asset revaluations, one-off transactions, and non-cash accounting adjustments such as depreciation and provisions.

To give a clearer and more meaningful picture of Council's financial performance in 2024–25, the operating surplus is normalised by removing one-off and non-recurring items that do not reflect ongoing operations. These adjustments include a \$2.56 million Victorian Grants Commission (VGC) prepayment, \$11.21 million in capital grants received for specific infrastructure projects, and a \$1.79 million non-cash accounting adjustment related to the Clayton Landfill. Together, these items total \$15.56 million. By excluding them, the normalised surplus is \$5.92 million. This adjusted figure provides a more accurate reflection of Council's core operational efficiency and financial sustainability. It also supports clearer long-term planning, better benchmarking against other councils, and more transparent reporting to our community.

Cost pressures remain significant, particularly in construction, utilities, staffing, and borrowings, which continue to outpace revenue growth. Cost shifting from other levels of government has imposed an estimated \$18 million burden, impacting services such as school crossing supervision, libraries, and maternal and child health. The Fair Go Rates System, introduced in 2015, continues to constrain revenue growth, with rate caps falling well below actual cost escalation in recent years.

In response, Council is actively progressing a suite of strategic financial levers to strengthen its long-term financial position. These include reviewing service delivery models, exploring alternative revenue streams, optimising asset utilisation, and prioritising capital investment to ensure alignment with community needs and financial sustainability objectives. This work is underpinned by Council's commitment to the responsible stewardship of public funds and the transparent, effective allocation of resources.

Council remains focused on maintaining and renewing infrastructure, enhancing community facilities, and delivering high-quality, affordable services. Financial decisions are guided by strategic priorities, community expectations, and the need to manage working capital and cash reserves effectively.

POLICY AND LEGISLATIVE IMPLICATIONS

(i) Local Government Act 2020

- Division 3 — Reporting – Annual Report – Sections, 98,99 & 100.
- Division 8 — Audit and Risk Committee – Sections 53 & 54.

(ii) Local Government (Planning and Reporting) Regulations 2020

- Division 2 — Performance Statement – Section 13 Certification of Performance Statement
- Division 3 — Financial Statements – Section 15 Certification of Financial Statements.

(iii) Audit Act 1994 – Part 3 (Financial Audits)**COMMUNICATION AND ENGAGEMENT**

The Audit and Risk Committee met on 22 August 2025 to review the Financial Statements and Performance Statement. During this meeting, the Committee carefully examined them and recommended that they be adopted *'in principle'*. This recommendation was made with the understanding that some minor amendments may be necessary. Additionally, the recommendation was contingent upon VAGO not making any significant changes to the Statements. This ensures that the Statements accurately reflect the Council's financial position and comply with statutory requirements.

LINK TO COUNCIL PLAN

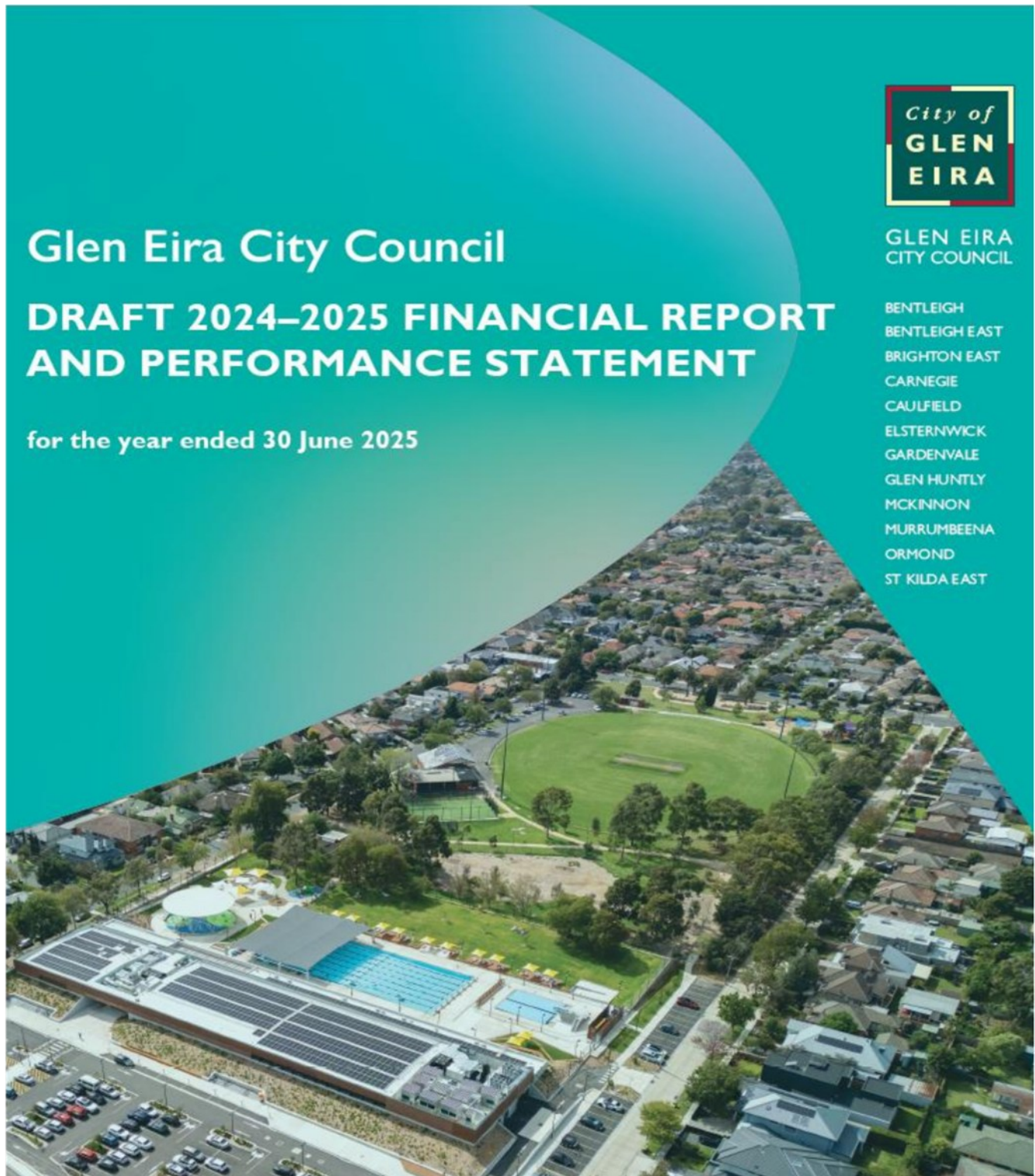
Strategic Direction 1: Well informed, transparent decisions and highly valued services. We build trust through engaging with our community, delivering quality services and making evidence-based decisions.

OFFICER DECLARATION OF CONFLICT OF INTEREST

No officers involved in the preparation of this report have any general or material conflicts of interest in this matter.

CONCLUSION

The Council is expected to assure itself that due process has been followed to ensure that the Financial Statements and Performance Statement accurately represent the financial position of the Council. This assurance is achieved through the activities of independent external auditors and other oversight mechanisms. In Glen Eira, this critical role is carried out by the Audit and Risk Committee, which comprises a mix of Council representatives and independent members. This diverse composition ensures a balanced and objective review of the Statements, providing confidence that all necessary procedures have been followed and that the Statements are accurate and reliable.



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Certification of the Financial Report**Page 1**

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

John Vastianos (B.Com., GradCertMgt., FCPA, GAICD)

Principal Accounting Officer

Dated: 2 September 2025

Location: Glen Eira Town Hall, corner Glen Eira and Hawthorn Roads, Caulfield

In our opinion, the accompanying Financial Statements of the Glen Eira City Council for the year ended 30 June 2025 presents fairly the financial transactions of Council, and the financial position of the Council as at that date.

As at the date of signing, we are not aware of any circumstances that would render any particulars in the Financial Statements to be misleading or inaccurate.

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

Simone Zmood

Mayor

Dated: 2 September 2025

Location: Glen Eira Town Hall, corner Glen Eira and Hawthorn Roads, Caulfield

Luca Ragni

Deputy Mayor

Dated: 2 September 2025

Location: Glen Eira Town Hall, corner Glen Eira and Hawthorn Roads, Caulfield

Lucy Roffey

Chief Executive Officer

Dated: 2 September 2025

Location: Glen Eira Town Hall, corner Glen Eira and Hawthorn Roads, Caulfield

Victorian Auditor-General's Office Audit Report

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Comprehensive Income Statement
for the year ended 30 June 2025

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	Notes	2025 \$ '000	2024 \$ '000
Income / revenue			
Rates and charges	3.1	142,417	136,776
Statutory fees and fines	3.2	11,770	9,250
User fees	3.3	28,978	26,762
Grants — operating	3.4	25,745	19,186
Grants — capital	3.4	11,223	9,368
Other income	3.5	6,525	4,980
Contributions — monetary	3.6	6,800	4,938
Share of net surplus of joint operations	6.1	1,787	55
Total income / revenue		235,245	211,315
Expenses			
Employee costs	4.1	92,659	88,226
Materials and services	4.2	80,386	75,340
Depreciation	4.3	29,597	26,403
Amortisation — intangible assets	4.4	350	1,145
Depreciation — right of use assets	4.5	628	792
Net loss on sale / disposal of property, infrastructure, plant and equipment	4.6	92	3,749
Borrowing costs	4.7	2,472	1,411
Finance costs — leases	4.8	141	59
Other expenses	4.9	7,436	5,561
Total expenses		213,761	202,686
Surplus for the year		21,484	8,629
Other comprehensive income			
Items that will not be reclassified to surplus or deficit in future periods			
Net asset revaluation surplus / (loss)	9.1 (a)	176,915	(120,452)
Total other comprehensive income		176,915	(120,452)
Total comprehensive result		198,399	(111,823)

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

Balance Sheet		Page 5	
as at 30 June 2025			
	Notes	2025	2024
		\$ '000	\$ '000
Assets			
Current assets			
Cash and cash equivalents	5.1 (a)	77,437	58,627
Trade and other receivables	5.1 (c)	22,648	22,083
Prepayments		2,764	2,595
Other assets	5.2 (a)	2,950	3,468
Total current assets		105,799	86,773
Non-current assets			
Other financial assets	5.1 (b)	5	5
Investments in joint operations	6.1 (a)	327	282
Property, infrastructure, plant and equipment	6.2	2,885,292	2,703,210
Right-of-use assets	5.8	1,215	1,776
Intangible assets	5.2 (b)	589	907
Total non-current assets		2,887,429	2,706,181
Total assets		2,993,228	2,792,954
Liabilities			
Current liabilities			
Trade and other payables	5.3 (a)	(18,041)	(13,626)
Trust funds and deposits	5.3 (b)	(25,218)	(23,892)
Contract and other liabilities	5.3 (c)	(4,988)	(3,931)
Provisions	5.5	(13,782)	(14,780)
Interest-bearing liabilities	5.4	(2,155)	(2,066)
Lease liabilities	5.8	(706)	(693)
Total current liabilities		(64,890)	(58,989)
Non-current liabilities			
Provisions	5.5	(1,479)	(1,173)
Interest-bearing liabilities	5.4	(57,716)	(59,771)
Lease liabilities	5.8	(839)	(1,373)
Investments in joint operations	6.1 (b)	(3,010)	(4,753)
Total non-current liabilities		(63,044)	(67,070)
Total liabilities		(127,934)	(126,059)
Net assets		2,865,295	2,666,896
Equity			
Accumulated surplus		1,024,177	1,008,492
Reserves	9.1	1,841,118	1,658,404
Total equity		2,865,295	2,666,896
The above Balance Sheet should be read in conjunction with the accompanying notes.			

**Statement of Changes in Equity
for the year ended 30 June 2025**

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2025	Notes	Total	Accumulated surplus	Other Reserves	Asset Revaluation Reserve
		\$ '000	\$ '000	\$ '000	\$ '000
Balance at beginning of the financial year		2,666,895	1,008,492	22,348	1,636,056
Surplus for the year		21,484	21,484	-	-
Net asset revaluation gain / (loss)	9.1(a)	176,915	-	-	176,915
Transfers to Public Open Space Reserve	9.1(b)	-	(6,800)	6,800	-
Transfers from Public Open Space Reserve	9.1(b)	-	1,001	(1,001)	-
Transfer to Strategic Asset Development Reserve	9.1(b)	-	-	-	-
Balance at the end of the financial year		2,865,295	1,024,177	28,147	1,812,971

2024	Notes	Total	Accumulated surplus	Other Reserves	Asset Revaluation Reserve
		\$ '000	\$ '000	\$ '000	\$ '000
Balance at beginning of the financial year		2,778,719	1,003,252	18,959	1,756,508
Surplus for the year		8,629	8,629	-	-
Net asset revaluation gain / (loss)	9.1(a)	(120,452)	-	-	(120,452)
Transfers to Public Open Space Reserve	9.1(b)	-	(4,937)	4,937	-
Transfers from Public Open Space Reserve	9.1(b)	-	2,808	(2,808)	-
Transfer to Strategic Asset Development Reserve	9.1(b)	-	(1,260)	1,260	-
Balance at the end of the financial year		2,666,896	1,008,492	22,348	1,636,056

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

Statement of Cash Flows
for the year ended 30 June 2025

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	Notes	2025 inflows/ (outflows) \$ '000	2024 inflows/ (outflows) \$ '000
Cash flows from operating activities			
Rates and charges		141,814	136,556
Statutory fees and fines		11,770	9,249
User fees		30,034	27,919
Other receipts		2,796	2,279
Grants — operating		25,630	19,184
Grants — capital		12,779	9,143
Contributions — monetary		6,800	4,937
Interest received		3,349	2,443
Trust funds and deposits taken		4,576	7,126
Net GST refund		9,647	12,479
Employee costs		(93,317)	(89,651)
Materials and services		(88,636)	(91,903)
Short-term, low value and variable lease payments	5.8	(12)	(4)
Trust funds and deposits repaid		(3,251)	(4,322)
Other payments		(5,889)	(4,688)
Net cash provided by operating activities	9.2	58,090	40,747
Cash flows from investing activities			
Payments for property, infrastructure, plant and equipment		(34,587)	(74,516)
Proceeds from sale of property, infrastructure, plant and equipment		474	1,601
Net cash used in investing activities		(34,113)	(72,915)
Cash flows from financing activities			
Proceeds from borrowings		-	33,700
Finance costs		(2,472)	(1,411)
Repayment of borrowings		(1,966)	(1,917)
Interest paid — lease liability		(141)	(59)
Repayment of lease liabilities		(588)	(849)
Net cash provided by / (used in) financing activities		(5,167)	29,464
Net increase / (decrease) in cash and cash equivalents		18,810	(2,704)
Cash and cash equivalents at the beginning of the financial year		58,627	61,331
Cash and cash equivalents at the end of the financial year		77,437	58,627
Financing arrangements	5.6		

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

**Statement of Capital Works
for the year ended 30 June 2025**

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	2025 \$ '000	2024 \$ '000
Property		
Land	1,504	4,152
Buildings *	17,289	39,954
Total property	18,793	44,107
Plant and equipment		
Plant, machinery and equipment	1,352	2,262
Computers and telecommunications	929	885
Library books, materials and equipment	478	505
Other plant and equipment	14	316
Total plant and equipment	2,774	3,968
Infrastructure		
Roads	5,567	7,493
Footpaths	2,685	2,569
Drainage	1,121	2,257
Open space and recreation	3,501	2,671
Car parks	470	132
Streetscape works	447	200
Total infrastructure	13,791	15,322
Total capital works expenditure	35,358	63,396
Represented by:		
Asset renewal expenditure	18,448	33,529
Asset upgrade expenditure	11,618	23,188
Asset expansion expenditure	-	89
New asset expenditure	5,293	6,590
Total capital works expenditure	35,358	63,396

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

The total capital works figures presented above encompass expenditure on both new capital works projects and carry-forward projects from the 2023–24 financial year.

* Includes costs relating to the Carnegie Memorial Swimming Pool redevelopment — \$15m (2024–25) and \$38m (2023–24).

Notes to the Financial Report for the year ended 30 June 2025

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Note 1 Overview

Introduction

Glen Eira City Council was established by an Order of the Governor in Council on 15 December 1994 and is a Body Corporate. Council's main office is located at the corner Glen Eira and Hawthorn Roads, Caulfield, Victoria.

Statement of compliance

These Financial Statements are a general purpose financial report that consists of a Comprehensive Income Statement, Balance Sheet, Statement of Changes in Equity, Statement of Cash Flows, Statement of Capital Works and Notes accompanying these Financial Statements. The general purpose financial report complies with Australian Accounting Standards (AASs), other authoritative pronouncements of the Australian Accounting Standards Board (AASB), 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, except for the cash flow information, whereby assets, liabilities, equity, income and expenses are recognised in the reporting period to which they relate, regardless of when cash is received or paid.

The financial statements are based on the historical cost convention unless a different measurement basis is specifically disclosed in the notes to the financial statements.

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.

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.

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 AASs 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 6.2);
- the determination of depreciation for buildings, infrastructure, plant and equipment (refer to note 6.2);
- the determination of employee provisions (refer to note 5.5);
- the determination of whether performance obligations are sufficiently specific so as to determine whether an arrangement is within the scope of AASB 15 Revenue from Contracts with Customers or AASB 1058 Income of Not-for-Profit Entities (refer to Note 3);
- the determination, in accordance with AASB 16 Leases, of the lease term, the estimation of the discount rate when not implicit in the lease and whether an arrangement is in substance short-term or low value (refer to Note 5.8); and
- 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.

**Notes to the Financial Report
for the year ended 30 June 2025**

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Note 2 Analysis of our results**2.1 Performance against budget**

The performance against budget notes compare Council's financial plan, expressed through its *Annual Budget*, with actual performance. The *Local Government (Planning and Reporting) Regulations 2020* requires explanation of any material variances. Council has generally adopted a materiality threshold of the higher of 10 per cent of the variance and \$1m where further explanation is warranted. Explanations have not been provided for variations below the materiality threshold unless the variance is considered to be material because of its nature.

The *2024–25 Budget* figures detailed below are those adopted by Council at the Council Meeting on 25 June 2024. The *Budget* was based on assumptions that were relevant at the time of adoption of the *Budget*. Council sets guidelines and parameters for revenue and expense targets in this budget in order to meet Council's planning and financial performance targets for both the short and long-term. The *Budget* did not reflect any changes to equity resulting from asset revaluations, as their impacts were not considered predictable.

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	Actuals 2025 \$ '000	Variance \$ '000	Variance %	Ref
Income / revenue					
Rates and charges	141,950	142,417	467	0%	
Statutory fees and fines	9,942	11,770	1,828	18%	(a)
User fees	27,162	28,978	1,816	7%	(b)
Grants — operating	19,943	25,745	5,802	29%	(c)
Grants — capital	8,918	11,223	2,305	26%	(d)
Other income	3,236	6,525	3,289	102%	(e)
Contributions — monetary	5,000	6,800	1,800	36%	(f)
Share of net surplus of joint operations	-	1,787	1,787	100%	(g)
Total income / revenue	216,151	235,245	19,094	9%	
Expenses					
Employee costs	93,618	92,659	959	1%	
Materials and services	74,854	80,386	(5,532)	(7%)	(h)
Depreciation	27,187	29,597	(2,410)	(9%)	(i)
Amortisation — intangible assets	1,162	350	812	70%	(i)
Depreciation — right of use assets	494	628	(134)	(27%)	(i)
Net loss on sale / disposal of property, infrastructure, plant and equipment	1,209	92	1,117	92%	(j)
Borrowing costs	2,343	2,472	(129)	(6%)	
Finance costs — leases	75	141	(66)	(89%)	
Other expenses	6,920	7,436	(516)	(7%)	
Total expenses	207,861	213,761	(5,900)	(3%)	
Surplus for the year	8,290	21,484	13,194	159%	

**Notes to the Financial Report
for the year ended 30 June 2025**

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Note 2.1 Performance against budget (continued)
Explanation of material variations — comprehensive income statement

Variance reference	Explanation
(a) Statutory fees	<p>Statutory fees primarily include charges and fines levied under legislation, such as animal registrations, health act registrations, and parking fines. These fees can fluctuate based on enforcement activity and regulatory changes.</p> <p>In 2024–25, statutory fee income was \$1.83m above budget, reflecting increased parking enforcement that helped recover infringement shortfalls from previous years.</p>
(b) User Fees	<p>Primarily relate to recovering the cost of delivering Council services through fees paid by service users. These include charges for leisure services, aged and health care services, and the hire of Council facilities.</p> <p>In 2024–25, income from user fees exceeded expectations by \$1.8m, driven by:</p> <ul style="list-style-type: none"> — stronger than anticipated growth in health and fitness memberships at Glen Eira Leisure (\$781k); and — an increase in temporary permits due to major developments in Caulfield East requiring extended road occupation and closures (\$780k).
(c) Grants — operating	<p>Operating grants, received from State and Federal sources, support the delivery of Council services to ratepayers and may be recurrent or non-recurrent.</p> <p>In 2024–25, operating grants were \$5.8m above budget, primarily due to:</p> <ul style="list-style-type: none"> — the Financial Assistance Grant funding received in advance — 50 per cent of the 2025–26 allocation was paid in June 2025 (\$2.58m); and — better than budget Aged Care and Independent Living grants which vary based on occupancy and resident acuity levels (\$2.57m).
(d) Grants — capital	<p>Includes monies sourced from State, Federal, and community bodies, support the delivery of Council's <i>Capital Works Program</i>.</p> <p>In 2024–25, capital grants were \$2.3m above budget, largely due to:</p> <ul style="list-style-type: none"> — the unbudgeted funding from the <i>Level Crossing Removal Project</i> (LXRP) for the Queens Avenue Cycling Project (\$1.4m); and — the delayed receipt from the <i>Local Roads and Community Infrastructure Program</i> (\$567k).
(e) Other income	<p>Other income refers to revenue not classified under rates, grants, user fees, or statutory charges, and includes sources such as investment interest, reimbursements, and miscellaneous revenue.</p> <p>In 2024–25, other income was \$3.3m above budget driven by:</p> <ul style="list-style-type: none"> — higher than expected investment interest earnings (\$1.75m); and — income from recyclable collections via the <i>Victoria Container Deposit Scheme</i> (\$496k).
(f) Contributions — monetary	<p>This relates to open space contributions levied on multi-unit property developments. These funds are allocated to a protected reserve and designated for future land acquisitions and open space development projects. Contribution levels can vary significantly.</p> <p>In 2024–25, open space contributions exceeded budget expectations by \$1.8m. For further details, refer to Note 9.1(b).</p>

**Notes to the Financial Report
for the year ended 30 June 2025**

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Note 2.1 Performance against budget (continued)**Explanation of material variations — comprehensive income statement**

Variance reference	Explanation
(g) Share of net surplus of joint operations	<p>The Joint Venture ceased to operate as a commercial landfill at the end of January 2016, and as such it is no longer able to generate income from ongoing operations to continue to meet obligations under its licence agreement with the <i>Environmental Protection Authority</i> for a period of 30 years following closure.</p> <p>As the Clayton Landfill Site is not included in Council's 2024-25 adopted budget, the variance of \$1.8m reflects the annual result of the Joint Venture accounts, which can vary year to year. The variance as at 30 June represents significant adjustments to the provision for rehabilitation works. The remediation is expected to be completed by 2050.</p> <p>For further details refer to Note 6.1.</p>
(h) Materials and services	<p>Includes contractor costs relating to the provision of Council services by external providers. Costs associated with materials and services includes: banking facilities; street cleaning; parking services; cleaning; audit; agency staff; publications; telecommunications; waste management; building maintenance; traffic management and engineering services.</p> <p>Materials and services were higher than budget by \$5.5m, mainly due to:</p> <ul style="list-style-type: none"> — expenditure for agency staff at Warrawee Nursing Home to meet staffing compliance (\$1.5m); — transfer costs for home and community care services to Bayside City Council (\$1.3m); — increased parks services and specialist contract services (\$1.16m); and — capital projects reclassified as operating expenditure (\$1.06m).
(i) Depreciation and amortisation	<p>Depreciation and amortisation are accounting measures which allocate the value of an asset over its useful life for Council's property, plant and equipment including infrastructure assets such as roads and drains.</p> <p>The increase in depreciation and amortisation of \$1.7m is due to the impact of asset revaluations and upgrades.</p>
(j) Net loss on sale / disposal of property, infrastructure, plant and equipment	<p>This reflects the write-off of assets such as buildings and infrastructure, including road surfaces, footpaths, and drains.</p> <p>These disposals are difficult to forecast at the time of adopting the budget, and the total write-off for 2024–25 was \$1.12m under budget.</p>

**Notes to the Financial Report
for the year ended 30 June 2025**

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Note 2.1 Performance against budget (continued)

2.1.2 Capital works	Budget 2025 \$ '000	Actuals 2025 \$ '000	Variance \$ '000	Variance %	Ref
Property					
Land	-	1,504	(1,504)	100%	(k)
Buildings	16,343	15,722	621	4%	
Total property	16,343	17,226	(883)	(5%)	
Plant and equipment					
Plant, machinery and equipment	1,399	731	668	48%	
Computers and telecommunications	1,385	809	576	42%	
Library books, materials and equipment	966	478	488	50%	
Other plant and equipment	250	14	236	94%	
Total plant and equipment	4,000	2,032	1,967	49%	(l)
Infrastructure					
Roads	6,381	4,729	1,652	26%	(m)
Footpaths	2,113	2,682	(569)	(27%)	
Drainage	1,255	1,121	134	11%	
Open space	4,717	3,135	1,582	34%	(n)
Car parks	120	48	72	60%	
Streetscape works	190	52	138	73%	
Total infrastructure	14,776	11,768	3,008	20%	
Total new capital works expenditure	35,119	31,026	4,093	12%	
Carried forward projects from previous year	6,000	4,332	1,668	28%	(o)
Total capital works expenditure (including carry forwards)	41,119	35,358	5,761	14%	
Represented by:					
Asset renewal expenditure	18,170	18,448	(278)	(2%)	
Asset upgrade expenditure	15,566	11,618	3,949	25%	
Asset expansion expenditure	646	-	646	100%	
New asset expenditure	6,737	5,293	1,444	21%	
Total capital works expenditure	41,119	35,358	5,761	14%	

Notes to the Financial Report for the year ended 30 June 2025

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Note 2.1 Performance against budget (continued)

Explanation of material variations — statement of capital works

Variance reference	Explanation
(k) Land	<p>Land purchases refer to Council acquisitions of property parcels to support community needs, such as open space, recreation, or strategic development.</p> <p>In 2024–25, Council acquired a parcel of land on Mimosa Road, Carnegie, in line with its <i>Open Space Strategy</i>. The acquisition will enhance opportunities for active and passive recreation and was funded through open space contributions.</p> <p>Land expenditure was \$1.5m above budget due to purchasing opportunities that arose during the financial year.</p>
(l) Plant and equipment	<p>Plant and equipment refers to tangible, long-term assets—such as vehicles, machinery, furniture, IT hardware, and library collections—used by Council to deliver services and support operations. This category is currently under budget by \$1.97m, due to the following factors:</p> <ul style="list-style-type: none"> — project expenditure in Information Technology has been deferred to 2025–26, resulting in a variance of (\$550k). — procurement delays in Fleet prevented completion of planned purchases, with a portion of the budget to be carried forward. — a transition to subscription-based services for Library Collections has led to materials being reclassified as operating expenditure in 2024–25, contributing a variance of (\$490k).
(m) Roads	<p>Road expenditure covers Council's investment in resurfacing, kerb and channel works, road reconstruction, and safety improvements across the municipality.</p> <p>In 2024–25 roads expenditure was \$1.6m below budget. This is due to both savings in completed projects and works that were delayed due to ongoing supply chain challenges, including contractor availability and material shortages. Funds will be carried forward to complete these projects in the 2025–26 financial year.</p>
(n) Open space	<p>Open space includes implementation of the <i>Open Space Strategy</i>, as well as upgrades to parks, playing surfaces, and playground equipment. In 2024–25, several projects were either completed under budget or carried forward to 2025–26, including:</p> <ul style="list-style-type: none"> — Bentleigh Reserve – Western Masterplan Multi-Purpose Facility (\$460k). This project has received \$500k of grant funding; — Velodrome Resurfacing at Packer Park (\$330k); and — Caulfield Park seating walls (\$135k). <p>As a result, open space expenditure was \$1.5m below budget.</p>
(o) Carried forward projects from previous year	<p>Carried forward projects relate to projects that were either incomplete or not commenced due to planning issues, weather delays, extended consultation etc.</p> <p>When Council adopted the 2024–25 Budget, it projected a \$6m carry forward, but this was revised downward due to early invoice payments in 2023–24, resulting in a reduced carry forward for 2024–25.</p> <p>As at 30 June 2025, Council spent \$4.3m on projects carried forward from the 2023–24 financial year. These included: buildings (\$1.56m), plant and equipment (\$741k), roads, footpaths, carparks and streetscapes (\$1.65m) and open space (\$366k).</p>

**Notes to the Financial Report
for the year ended 30 June 2025**

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Note 2.2 Analysis of Council results by program

Council delivers its functions and activities through the following programs.

2.2.1 City Management — encompasses oversight of the Chief Executive Office and key corporate services, including people and culture, financial operations, payroll, procurement and contract management, fleet services, as well as rates and property valuations.

Community Wellbeing — is comprised of community and economic development, family and children's services, youth services, libraries and learning centres, arts and cultural services, and aged care and independent living.

Customer and Corporate Affairs — covers councillor support, customer service, public affairs, engagement, reporting, advocacy, transformation, planning, enterprise project management, IT and digital, risk and governance.

Planning and Place — oversees development assessments and compliance, environmental health, local laws, planning policy and strategy, strategic property management, and road safety enforcement.

Sustainability, Assets and Leisure — responsible for a range of services to support the Glen Eira community by constructing new infrastructure and maintaining existing community assets. These services include climate and sustainability, Glen Eira Leisure, capital works engineering, buildings maintenance, works depot and parks services.

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

2025	Income / revenue	Expenses	Surplus / (deficit)	Grants included in income / revenue	Total assets
	\$'000	\$'000	\$'000	\$'000	\$'000
City Management	139,271	45,960	93,311	18,619	109,687
Community Wellbeing	21,016	43,154	(22,138)	17,313	273,456
Customer and Corporate Affairs	2,113	26,876	(24,763)	-	3,906
Planning and Place	24,022	20,013	4,009	837	6,987
Sustainability, Assets and Leisure	48,823	77,758	(28,935)	199	2,599,192
Total	235,245	213,761	21,484	36,968	2,993,228

2024	Income / revenue	Expenses	Surplus / (deficit)	Grants included in income / revenue	Total assets
	\$'000	\$'000	\$'000	\$'000	\$'000
City Management	123,344	47,837	75,507	9,257	91,406
Community Wellbeing	22,790	42,985	(20,195)	17,954	252,830
Customer and Corporate Affairs	1,929	22,487	(20,558)	306	3,997
Planning and Place	18,647	18,971	(324)	854	6,877
Sustainability, Assets and Leisure	44,605	70,406	(25,801)	183	2,437,844
Total	211,315	202,686	8,629	28,554	2,792,954

**Notes to the Financial Report
for the year ended 30 June 2025**

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	2025 \$ '000	2024 \$ '000
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Note 3 Funding for the delivery of our services
3.1 Rates and charges

The rate cap for 2024-25 was set at 2.75 per cent and was applied to the average rate per assessment of all rateable properties in the municipality. The rate cap does not apply to service rates and charges or the *Fire Services Property Levy*.

Council uses Net Annual Value (NAV) as the basis of rating of all properties within the municipal district. For residential properties, NAV is fixed at five per cent of the Capital Improved Value (CIV). For all other properties, the NAV is the current value of a property's net annual rent i.e. gross annual rental less all outgoings — such as land tax, building insurance and maintenance costs, (but excluding Council rates) and is a minimum of five per cent.

The valuation base used to calculate general rates for 2024–25 was \$4,189m (2023–24: \$4,004m). The 2024–25 rate in the dollar was 2.7113 cents (2023–24: 2.7217 cents).

Municipal rates	113,325	108,704
Service rates and charges	27,260	25,951
Supplementary rates and adjustments	987	1,275
Interest on rates and charges	845	846
Total rates and charges	142,417	136,776

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

Parking infringements	8,969	6,771
Building and planning	1,375	1,459
Environmental health registrations	600	425
Property information	277	265
Voting infringements *	229	50
Land information certificates	215	198
Other statutory fees and fines	105	82
Total statutory fees and fines	11,770	9,250

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.

* Voting infringement income reflects penalties issued to individuals who failed to vote in the 2024 Local Government election, in accordance with Victorian electoral law and the *Local Government Act 2020*.

**Notes to the Financial Report
for the year ended 30 June 2025**

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	2025 \$ '000	2024 \$ '000
Note 3 Funding for the delivery of our services (continued)		
3.3 User fees		
Glen Eira Leisure *	18,922	16,557
Animal registrations and local laws	3,023	2,179
Aged and health	2,180	1,950
Building and planning	1,272	1,139
Facilities hire	1,044	815
Other user fees and charges	686	1,262
Parking meters	547	530
Road openings and reinstatements	416	295
Community care **	374	908
Waste and sustainability	285	165
Family and early learning centres	229	962
Total user fees	28,978	26,762

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.

* The Carnegie Memorial Swimming Pool reopened on 8 January 2025 following a full redevelopment of the original 1960s facility. The project delivered a modern aquatic and leisure centre featuring indoor and outdoor pools, exercise rooms, and enhanced accessibility. The redevelopment of the pool has contributed to an increase in fees during 2024–25.

** In August 2024, Glen Eira City Council approved a transition for Bayside City Council to deliver in-home and social support services, following consultation with clients, carers, staff, and the community. This change was prompted by national aged care policy reforms and commenced on 11 November 2024. Under the new arrangement, Bayside City Council now manages service delivery, while Glen Eira retains responsibility for funding agreements under the Commonwealth. The transition has resulted in a reduction in user fees during 2024–25.

Notes to the Financial Report
 for the year ended 30 June 2025

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	2025 \$ '000	2024 \$ '000
3.4 Funding from other levels of government		
Grants were received in respect of the following:		
Summary of grants		
Commonwealth funded grants	24,712	17,826
State funded grants	12,256	10,728
Total grants received	36,968	28,554
(a) Operating grants		
<i>Recurrent — Commonwealth Government</i>		
Aged care	8,065	7,009
Family and early learning centres	249	1,079
Family day care	374	509
Financial assistance grants — general purpose *	6,143	169
Financial assistance grants — local roads *	1,264	36
<i>Recurrent — State Government</i>		
Community care and development	5,036	5,785
Immunisation	91	104
Libraries and learning centres	1,039	1,039
Maternal and child health	1,561	1,519
Other recurrent operating grants	239	236
School crossing supervisors	556	548
Senior citizens	59	11
Social support	799	792
Total recurrent operating grants	25,475	18,836
* During the 2024-25 financial year, the Commonwealth Government announced prepayments of Council's Financial assistance grants funding for 2025–26. The amount of \$2.56m (50 per cent of the grant) was received in June 2025.		
<i>Non-Recurrent — State Government</i>		
COVID Relief Program	-	60
Pathway to Cladding Remediation Partnership Program	270	290
Total non-recurrent operating grants	270	350
Total operating grants	25,745	19,186

Notes to the Financial Report
 for the year ended 30 June 2025

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	2025 \$ '000	2024 \$ '000
3.4 Funding from other levels of government (continued)		
(b) Capital grants		
<i>Recurrent — Commonwealth Government</i>		
<i>Roads to Recovery Program</i>	551	847
Total recurrent capital grants	551	847
<i>Non-recurrent — Commonwealth Government</i>		
<i>Carnegie Memorial Swimming Pool redevelopment</i>	7,500	7,500
<i>Local Roads and Community Infrastructure Program</i>	567	678
<i>Non-recurrent — State Government</i>		
<i>Bailey Reserve Community Outdoor Fitness Facility</i>	-	9
<i>Black Spot Program</i>	113	-
<i>Digital Planning Reform Program</i>	-	300
<i>Koornang Park Lighting Upgrade</i>	225	-
<i>Level Crossing Removal Project</i>	1,607	-
<i>Lord Reserve Lighting Upgrade</i>	228	-
<i>Murrumbeena Park Lighting Upgrade</i>	313	-
<i>TAC Local Government Grant Program</i>	109	25
<i>Tobacco inspection</i>	10	9
Total non-recurrent capital grants	10,672	8,521
Total capital grants	11,223	9,368

Notes to the Financial Report
 for the year ended 30 June 2025

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	2025 \$ '000	2024 \$ '000
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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.

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

General purpose	7,407	205
Specific purpose grants to acquire non-financial assets	11,223	9,368
Other specific purpose grants	18,338	18,981
	36,968	28,554

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

Grants recognised as revenue during the year that were obtained on condition that they be expended in a specified manner that had not occurred at balance date were:

Operating

Balance at start of year	-	4,572
Received during the financial year and remained unspent at balance date	2,560	-
Received in prior years and spent during the financial year	-	(4,572)
Balance at year end	2,560	-

Unspent grants are determined and disclosed on a cash basis.

3.5 Other income

Interest	3,349	2,443
Rentals and leases	1,431	1,278
Other income	983	658
Recyclables processing	496	300
Licences and permits *	266	301
Total other income	6,525	4,980

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.

* Council entered in to a licence agreement with the State of Victoria through the *Level Crossing Removal Project* (LXRP) to maintain the section of Linear Park within the municipal boundary. Funding has been provided to Council for the maintenance and upkeep of the non-rail infrastructure by the third parties. Refer to note 5.3(c).

3.6 Contributions — monetary

Public open space	6,800	4,938
Total contributions — monetary	6,800	4,938

Monetary and non monetary contributions are recognised as income at their fair value when Council obtains control over the contributed asset.

Public open space fees received during the year are transferred to other reserves pursuant to section 18 of the *Subdivision Act 1988* (public open space reserve). Refer to note 9.1(b).

Notes to the Financial Report
 for the year ended 30 June 2025

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	Notes	2025 \$ '000	2024 \$ '000
Note 4 The cost of delivering services			
4.1 Employee costs			
Wages and salaries		73,011	69,345
Superannuation (refer to note 4.1(a))		8,631	8,191
Annual leave		6,120	6,039
Long service leave		1,916	2,144
WorkCover		1,982	1,534
Other employee costs		999	973
Total employee costs		92,659	88,226

(a) Superannuation

Council made contributions to the following funds:

Defined benefit plans

Employer contributions to Local Authorities Superannuation Fund (Vision Super)	170	175
	170	175

Accumulation funds

Employer contributions to Local Authorities Superannuation Fund (Vision Super)	4,245	4,207
Employer contributions to HESTA	752	781
Employer contributions to other funds	3,464	3,028
	8,461	8,016

Employer contributions payable to Local Authorities Superannuation Fund (Vision Super) at reporting date (accumulation fund)	603	563
	603	563

Summary:

Employer contributions paid at reporting date	8,631	8,191
Employer contributions payable at reporting date	603	563

Refer to note 9.3 for further information relating to Council's superannuation obligations.

Notes to the Financial Report
 for the year ended 30 June 2025

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	2025 \$ '000	2024 \$ '000
4.2 Materials and services		
Waste management contract services	22,551	22,144
Corporate contract services	10,443	9,541
Maintenance	8,720	7,695
Parks and grounds maintenance	5,681	5,701
Community Wellbeing contract services *	5,253	1,857
Utilities	5,125	4,485
Materials and consumables	4,777	5,728
Agency staff contracted services	4,556	5,043
Other contract services	2,864	3,527
Traffic and parking contract services	2,752	3,054
Insurance	2,070	2,215
Community grants and subsidies	1,384	1,332
Elections **	1,313	57
Training and development	1,102	1,105
Roads and engineering contract services	807	928
Building and urban planning contract services	497	479
Library collections — eBooks and subscriptions	491	449
Total materials and services	80,386	75,340

Expenses are recognised as they are incurred and reported in the financial year to which they relate.

* Bayside City Council commenced delivery of in-home and social support services from 11 November 2024. Under this arrangement, Bayside manages service delivery, while Glen Eira retains responsibility for funding agreements under the Commonwealth (refer to Note 3.3). The increase reflects the new subcontracting agreement and transitional support payments.

** Council elections were conducted on 26 October 2024 and new Councillors were sworn in on 18 November 2024.

4.3 Depreciation

Infrastructure	18,513	16,601
Plant and equipment	3,130	3,439
Property	7,954	6,363
Total depreciation	29,597	26,403

Refer to note 5.2(b), 5.8 and 6.2 for a more detailed breakdown of depreciation charges and accounting policy.

Notes to the Financial Report
 for the year ended 30 June 2025

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	2025 \$ '000	2024 \$ '000
4.4 Amortisation — intangible assets		
Software	350	1,145
Total amortisation — intangible assets	350	1,145
4.5 Depreciation — right of use assets		
Property	495	599
Equipment	133	193
Total Depreciation — right of use assets	628	792
4.6 Net loss on sale / disposal of property, infrastructure, plant and equipment		
Proceeds of sale	478	1,818
Written down value of assets disposed (refer to notes 5.2(b) and 6.2)	(373)	(4,375)
Disposal costs for laneway sales	(10)	(78)
Capital works projects transferred to operating	(187)	(1,114)
Total net loss on sale / disposal of property, infrastructure, plant and equipment	(92)	(3,749)
The profit or loss on sale of an asset is determined when control of the asset has passed to the buyer.		
4.7 Borrowing costs		
Interest — borrowings	2,472	1,411
Total borrowing costs	2,472	1,411
Borrowing costs are recognised as an expense in the period in which they are incurred, except where they are capitalised as part of a qualifying asset constructed by Council.		
4.8 Finance costs — leases		
Interest — lease liabilities	141	59
Total finance costs	141	59

Notes to the Financial Report
 for the year ended 30 June 2025

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	2025 \$ '000	2024 \$ '000
4.9 Other expenses		
Bad and doubtful debts	1,713	996
Other expenses	953	632
Court lodgement fees	859	617
Advertising	548	222
Memberships and subscriptions	487	441
Councillor allowances	458	486
Program costs	395	492
Environmental initiatives	366	231
Residential aged care expenses	349	290
Licences and registrations	297	254
Leasing	230	232
VicRoads extracts	219	165
Document storage	139	126
Emergency planning costs	109	118
Auditors remuneration		
Internal auditors	171	127
External auditors (VAGO) — audit of the Financial Statements, Performance Statement and grant acquittals	100	94
Independent Members — Audit and Risk Committee	34	30
Other audit costs	9	8
Total other expenses	7,436	5,561

Notes to the Financial Report for the year ended 30 June 2025	Page 25
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	2025 \$ '000	2024 \$ '000
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Note 5 Investing in and financing our operations**5.1 Financial Assets****(a) Cash and cash equivalents****Current**

Cash on hand	19	14
Cash at bank	77,418	58,613
Total cash and cash equivalents	77,437	58,627

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

(b) Other financial assets**Non-current**

Procurement Australasia Ltd shareholding — at cost *	5	5
Total other financial assets	5	5

* 5,020 shares were issued on 17 May 1995. These shares are held with Procurement Australasia Ltd.

Total cash and cash equivalents and other financial assets	77,442	58,632
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Other financial assets are valued at fair value, being market value, at balance date. Any unrealised gains and losses on holdings at balance date are recognised as either a revenue or expense.

**Notes to the Financial Report
for the year ended 30 June 2025**

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	2025 \$ '000	2024 \$ '000
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Note 5 Our financial position (continued)**(c) Trade and other receivables****Current****Statutory receivables**

Rates debtors	14,487	14,139
Parking infringement debtors — Council	2,254	1,704
Parking infringement debtors — Fines Victoria	13,741	12,152
Allowance for expected credit loss — infringements	(12,592)	(11,107)
Net GST Receivable	1,539	1,916
Fire Services Property Levy	1,783	1,527

Non-statutory receivables

Other trade receivables *	1,501	1,767
Allowance for expected credit loss — other trade receivables	(65)	(15)

Total trade and other receivables	22,648	22,083
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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.

* Other trade receivables are amounts due to Council for the provision of other services such as residential aged care, home care, leisure and recreational facilities.

(d) Ageing of receivables

At balance date other debtors representing financial assets were past due but not impaired. The ageing of Council's other trade receivables (excluding statutory receivables) was:

Current (not yet overdue)	921	1,280
Past due by up to 30 days	291	338
Past due between 31 and 180 days	289	149
Total trade and other receivables	1,501	1,767

Movements in provisions for doubtful debts

Balance at the beginning of the year	(11,122)	(10,253)
Increase in provisions recognised during the year	(1,535)	(869)
Balance at end of year	(12,657)	(11,122)

Notes to the Financial Report
 for the year ended 30 June 2025

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	2025 \$'000	2024 \$'000
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Note 5 Our financial position (continued)**5.2 Non-financial assets****(a) Other assets****Current**

Accrued income	-	518
Property deposits *	2,950	2,950
Total other assets	2,950	3,468

* Property deposits are associated with the acquisition of land parcels in accordance with Council's *Open Space Strategy*. These deposits will be recognised in the Capital Works Statement once settlement has been finalised.

The amount of \$2.95m relates to the deposit to purchase the Elsternwick Club at 19 Sandham Street, Elsternwick. The plan will be to retain the heritage building and redevelop the rest of the site into public open space. The sale involves a three-year settlement period (2026-27), giving Council the opportunity to work with the community on options for the design.

5.2 (b) Intangible assets

Computer software and licences — at cost	9,248	10,309
Accumulated amortisation	(8,659)	(9,402)
Total intangible assets	589	907

Movements for the year

Computer software and licences — as at 1 July 2024	907	1,725
Additions	73	327
Disposals	(41)	-
Amortisation expense	(350)	(1,145)
Net book value at 30 June 2025	589	907

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.

Refer note 6.2 table for amortisation period and threshold limit.

Notes to the Financial Report
 for the year ended 30 June 2025

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	2025 \$'000	2024 \$'000
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5.3 Payables, trust funds and deposits and contract and other liabilities**(a) Trade and other payables****Current***Non-statutory payables*

Trade payables	8,830	7,298
Accrued expenses	9,211	6,328

Total current trade and other payables	18,041	13,626
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Payables have increased due to higher volumes of operating and capital invoices received as at 30 June.

(b) Trust funds and deposits**Current**

Residential aged care bonds and deposits	3,254	3,776
Refundable deposits	6,915	6,860
Fire Services Property Levy	2,034	1,929
	12,203	12,565

Current — expected to be refundable after 12 months

Residential aged care bonds and deposits	13,015	11,327
	13,015	11,327

Total current trust funds and deposits	25,218	23,892
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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 the forfeit.

Purpose and nature of items:

Residential aged care bonds and deposits — relate to resident accommodation bonds and deposits for Council's nursing home at Warrawee. These amounts are to be refunded (less retention income) when residents leave the facility. Council forecasts that 20 per cent (2023–24: 25 per cent) of residential aged care bonds and deposits will fall due within 12 months after the end of the period.

Refundable 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.

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.

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for the year ended 30 June 2025**

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	2025 \$'000	2024 \$'000
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5.3 Payables, trust funds and deposits and contract and other liabilities (continued)
(c) Contract and other liabilities
Current

Grants received in advance — operating	-	115
Grants received in advance — capital *	1,871	315
Revenue received in advance **	3,117	3,501
Total contract and other liabilities	4,988	3,931

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

** Capital grants include:*

— Mackie Road Reserve Dog Park (\$60k). Funding received for the delivery and construction of an off-leash dog park at 58-60 Mackie Road, Bentleigh East.

— Bentleigh Reserve Multi-use Courts (\$300k). Funding received for the construction of a new multiuse training facility for cricket and netball for the Bentleigh Reserve tenant clubs and the Bentleigh community.

— Pawfield Park Upgrade (\$75k). Funding received for the delivery and construction of upgrades to the off-leash dog park at Pawfield Park, 2 Booran Road, Caulfield East.

— Mackie Road Reserve Pavilion (\$900k). Funding received for the construction of a new pavilion at Mackie Road Reserve providing new and improved local sporting facilities for the Mackie Road tenant clubs and the Bentleigh East community.

— Transport Accident Commission - *Safer Local Roads and Streets Program* - Council has received \$537k for design works. The program will provide funding to develop and deliver transformational road safety infrastructure on the local road network.

*** Revenue received in advance:*

Council entered into an agreement with the State of Victoria through the Level Crossing Removal Project to maintain the section of Linear Park within the municipal boundary. This is a ten year agreement with the full payment received in advance (\$4.45m). Income will be recognised as the contractual obligations are fulfilled.

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	2025 \$'000	2024 \$'000
5.4 Interest-bearing liabilities		
Current		
Treasury Corporation of Victoria borrowings — secured	2,155	2,066
Total current interest-bearing liabilities	2,155	2,066
Non-current		
Treasury Corporation of Victoria borrowings — secured	57,716	59,771
Total non-current interest-bearing liabilities	57,716	59,771
Total	59,871	61,837
All borrowings are secured over the General Rates of Council.		
<i>The maturity profile for Council's borrowings is:</i>		
Not later than one year	2,155	2,066
Later than one year and not later than five years	29,646	19,249
Later than five years	28,070	40,522
	59,871	61,837

Borrowings are initially measured at fair value, being the cost of the interest bearing liabilities, net of transaction costs. The measurement basis subsequent to initial recognition depends on whether the Council has categorised its interest-bearing liabilities as either financial liabilities designated at fair value through the profit and loss, or financial liabilities at amortised cost.

Any difference between the initial recognised amount and the redemption value is recognised in net result over the period of the borrowing using the effective interest method. The classification depends on the nature and purpose of the interest bearing liabilities. The Council determines the classification of its interest bearing liabilities based on contractual repayment terms at every balance date.

In classifying borrowings as current or non-current Council considers whether at balance date it has the right to defer settlement of the liability for at least twelve months after the reporting period. Council's loan arrangements include covenants based on Council's financial performance and position at the end of the reporting period. These covenants are assessed for compliance after the reporting period based on specified financial ratios.

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for the year ended 30 June 2025**

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5.5 Provisions

2025	Annual leave	Long service leave	Sick leave	Total
	\$ '000	\$ '000	\$ '000	\$ '000
Balance at beginning of the financial year	5,092	10,858	3	15,953
Additional provisions	6,073	1,721	-	7,794
Amounts used	(6,254)	(2,263)	-	(8,517)
Increase in the discounted amount arising because of time and the effect of any change in the discount rate	-	31	-	31
Balance at the end of the financial year	4,911	10,347	3	15,261
2024				
Balance at beginning of the financial year	5,245	10,915	3	16,163
Additional provisions	5,979	1,877	-	7,856
Amounts used	(6,132)	(1,989)	-	(8,121)
Decrease in the discounted amount arising because of time and the effect of any change in the discount rate	-	55	-	55
Balance at the end of the financial year	5,092	10,858	3	15,953
			2025	2024
			\$ '000	\$ '000
Employee provisions				
Current provisions expected to be wholly settled within 12 months				
Annual leave			4,076	4,128
Long service leave			2,012	1,632
Sick leave			3	3
			6,091	5,763
Current provisions expected to be wholly settled after 12 months				
Annual leave			835	964
Long service leave			6,856	8,053
			7,691	9,017
Total current provisions			13,782	14,780
Non-current				
Long service leave			1,479	1,173
Total non-current provisions			1,479	1,173
Aggregate carrying amount of employee provisions:				
Current provisions			13,782	14,780
Non-current provisions			1,479	1,173
Total aggregate carrying amount of employee provisions			15,261	15,953

**Notes to the Financial Report
for the year ended 30 June 2025**

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5.5 Provisions (continued)

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

	2025	2024
Weighted average increase in employee costs	2.75%	3.25%
Weighted average discount rates	4.20%	4.35%
Weighted average settlement period	15.51 years	15.33 years

The calculation of employee costs 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.

Current liability — unconditional LSL representing seven years' service is disclosed as a current liability even when Council does not expect to settle the liability within 12 months because it will not have the unconditional right to defer settlement of the entitlement should an employee take leave within 12 months.

The components of this current liability are measured at:

- present value — component that is not expected to be settled within 12 months.
- nominal value — component that is expected to be settled within 12 months.

Non-current liability — conditional LSL representing less than seven years' service is disclosed as a non-current liability. There is an unconditional right to defer settlement of the entitlement until the employee has completed the requisite years of service.

Non-current LSL liability is measured at present value.

Sick leave

It was the former City of Caulfield's policy to make payments equivalent to 50 per cent of unused sick leave to some sections of its workforce on their retirement due to age or disability. This became payable after completing five years of service. There are no new entrants into the scheme since award restructuring in 1991. Provision for the estimated amount of this benefit for eligible employees is shown in note 5.5 as a current provision. Liability is measured at nominal value.

Notes to the Financial Report
 for the year ended 30 June 2025

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5.6 Financing Arrangements

The Council has the following funding arrangements in place as at 30 June 2025:

	2025 \$ '000	2024 \$ '000
Credit card facilities	200	200
Treasury Corporation of Victoria loan facilities	64,000	64,000
Total facilities	64,200	64,200
Used facilities (note 5.4)	(64,000)	(64,000)
Unused facilities	200	200

5.7 Commitments

Council has entered into the following commitments:

Operating expenditure commitments — includes the following: banking facilities; street cleaning; parking services; archival storage; cleaning services; audit services; agency staff; publications; telecommunications; delivered meals; litter bin collection; cleaning of public toilets; garbage collection; recyclables collection; green waste collection; building maintenance services; traffic management; and engineering services.

Capital expenditure commitments — includes the planning and construction of new assets, renewal, upgrade and expansions for existing infrastructure, parks and property assets.

Commitments are not recognised in the Balance Sheet. Commitments are disclosed at their nominal value by way of note and presented inclusive of the GST payable.

(a) Commitments for expenditure

2025	Not later than 1 year \$ '000	Later than 1 year but less than 2 years \$ '000	Later than 2 years but less than 5 years \$ '000	Later than 5 years \$ '000	Total \$ '000
Operating					
Banking services	493	-	-	-	493
Cleaning services	2,072	1,430	2,860	2,026	8,388
Consultancies	149	-	-	-	149
In-Home and Social Support contractual services *	6,288	6,288	2,358	-	14,934
IT licences and support	559	413	525	57	1,554
Maintenance	1,677	1,591	2,690	1,390	7,348
Traffic and parking management	2,643	2,643	220	-	5,506
Waste and sustainability	7,867	3,317	6,280	22,686	40,150
Other contractual obligations	2,969	1,501	1,021	-	5,491
Total operating commitments	24,717	17,183	15,954	26,159	84,013
Capital					
Land **	-	11,800	-	-	11,800
Park services	2,007	-	-	-	2,007
Total capital expenditure commitments	2,007	11,800	-	-	13,807

* Bayside City Council commenced delivery of in-home and social support services from 11 November 2024. Under this arrangement, Bayside manages service delivery, while Glen Eira retains responsibility for funding agreements under the Commonwealth (refer to Note 3.3). The commitments reflect the new subcontracting agreement and transitional support payments.

** Includes the settlement for the purchase of the Elsternwick Club at 19 Sandham Street, Elsternwick in 2026-27 (refer to note 5.2 (a)).

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5.7 Commitments (continued)

2024	Not later than 1 year \$ '000	Later than 1 year but less than 2 years \$ '000	Later than 2 years but less than 5 years \$ '000	Later than 5 years \$ '000	Total \$ '000
Operating					
Banking services	448	448	-	-	896
Cleaning services	2,437	2,232	728	-	5,397
Community and aged care	444	-	-	-	444
Consultancies	237	77	-	-	314
IT licences and support	530	389	24	-	943
Maintenance	4,004	1,539	569	-	6,112
Traffic and parking management	2,518	2,643	2,864	-	8,025
Waste and sustainability	24,121	7,912	4,049	3,227	39,309
Other contractual obligations	3,452	1,824	536	-	5,812
Total operating commitments	38,191	17,064	8,770	3,227	67,252
Capital					
Buildings	10,388	11	-	-	10,399
Land	-	-	11,800	-	11,800
Park services	281	-	-	-	281
Total capital expenditure commitments	10,669	11	11,800	-	22,480

**Notes to the Financial Report
for the year ended 30 June 2025****Page 35****5.8 Leases**

At inception of a contract, Council assesses 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;
- Council has the right to obtain substantially all of the economic benefits from use of the asset throughout the period of use; and
- Council 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 (4 per cent as at 30 June 2025).

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.

Notes to the Financial Report
 for the year ended 30 June 2025

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5.8 Leases (continued)

Right-of-Use Assets	Property 2025 \$'000	Equipment 2025 \$'000	Total 2025 \$'000
Balance at 1 July 2024	1,308	468	1,776
Additions	68	-	68
Depreciation charge	(495)	(134)	(629)
Balance at 30 June 2025	881	335	1,215
Right-of-Use Assets	Property 2024 \$'000	Equipment 2024 \$'000	Total 2024 \$'000
Balance at 1 July 2023	1,699	509	2,208
Additions	207	152	359
Depreciation charge	(598)	(193)	(791)
Balance at 30 June 2024	1,308	468	1,776
Lease Liabilities	2025	2024	
Maturity analysis - contractual undiscounted cash flows	\$'000	\$'000	
Less than one year	706	693	
One to five years	755	1,428	
Total undiscounted lease liabilities as at 30 June	1,461	2,121	
Lease liabilities included in the Balance Sheet at 30 June	2025	2024	
	\$'000	\$'000	
Current	706	693	
Non-current	839	1,373	
Total lease liabilities	1,545	2,066	

**Notes to the Financial Report
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Note 6 Assets we manage
6.1 Investments in joint operations

Glen Eira City Council is party to a joint operation in connection with the Regional Landfill Clayton South Joint Venture. The main activity was the provision of a refuse disposal site for councils. The registered office and principal place of business of the Joint Venture is Clayton Road, Clayton South, VIC 3169.

The landfill site is jointly owned by five councils including Glen Eira City Council and the equity is distributed accordingly: Boroondara 35.22 per cent, Glen Eira 21.10 per cent, Monash 16.80 per cent, Stonnington 12.76 per cent and Whitehorse 14.12 per cent. An updated joint venture agreement was signed by the five Council's on the 18 September 2020.

The Joint Venturers are obligated to restore the landfill site to a particular standard. The site ceased operation at the end of January 2016 and restoration work has commenced.

The Joint Venture Councils are required to progressively rehabilitate the site post closure and provide for future monitoring and after care of the site as well as a number of other obligations. The Joint Venturers have received a report into the post closure after care management cost assessment at the landfill. This report looked at the components of the after care assessment at the landfill.

Council has received the unaudited accounts of the joint operation and Council's 21.1 per cent share of the net liabilities employed in the joint operations is included in the Financial Statements as follows:

6.1 (a) Summarised Comprehensive Income Statement for the year ended 30 June 2025	2025 \$ '000	2024 \$ '000
Total income	224	230
Total expenses	52	(221)
Reduction in provision for environmental rehabilitation	1,511	46
Share of net surplus of joint operations	1,787	55
Summarised Balance Sheet as at 30 June 2025		
Assets		
Current assets	359	307
Total assets	359	307
Liabilities		
Current liabilities	264	257
Non-current liabilities	2,778	4,521
Total liabilities	3,042	4,778
Net liabilities	(2,683)	(4,471)
Equity / (Deficit)		
Accumulated deficit	(2,683)	(4,471)
Deficit	(2,683)	(4,471)
Adjusted for rehabilitation costs (refer to note 6.1(b))	3,010	4,753
Total investment in joint operations (excluding rehabilitation costs)	327	282

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for the year ended 30 June 2025**

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	2025 \$ '000	2024 \$ '000
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6.1 Investments in joint operations (continued)
6.1 (b) Other liabilities

Provision for environmental rehabilitation	3,010	4,753
Total other liabilities	3,010	4,753

At the reporting date the Joint Venture recognised a provision for rehabilitation works which is measured at the present value of the Joint Venturers' best estimate of the costs associated with remediation of the site. Remediation is expected to be completed by 2050. The landfill in its current state, is not yet 'settled'.

The calculation of the provision is based on a review of the annual and planned equipment replacement aftercare costs of the site. These costs have been inflated at 2.85 per cent per year. The long-term liability is discounted to its present value using the Group 100 discount rate forecasts, which are derived from Australian corporate bond yields.

The provision is assessed at the end of each reporting period in order to ensure it accurately reflects the cost of closing and restoring the site.

A review has been undertaken during the 2020-21 financial year and as at August 2022 by James Mackenzie of Mackenzie Environmental Pty Ltd on estimates of future costs to operate the closed landfill site in accordance with the *Environment Protection Act 2017*. The increase in provision relates to the expected post closure maintenance period costs. The provision is based on the best information available to management at year-end.

This indicates aftercare costs of approximately \$1.1m annually.

The major works remaining before the landfill settles relates to gas infrastructure.

Summarised statement of cash flows

Net cash provided by operating activities	60	73
Net increase in cash and cash equivalents	60	73

Summary of joint operations
Movements for the year

Share of joint operations as at 1 July	(4,471)	(4,527)
Share of net surplus of joint operations	1,787	55
Share of total deficit of joint operations	(2,683)	(4,471)

Accounting for investments in joint operations

Council's interest in joint operations are accounted for using the equity method. Under this method, the interest is initially recognised in the Balance Sheet at cost and adjusted thereafter to recognise Council's share of the net assets of the entities. Council's share of the financial result of the entity is recognised in the Comprehensive Income Statement.

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Joint Venture, the results of those operations, or the state of affairs of the Joint Venture in future financial years.

Notes to the Financial Report
for the year ended 30 June 2025

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6.2 Property, infrastructure plant and equipment**Summary of property, infrastructure plant and equipment**

	Carrying amount 30 June 2024	Acquisitions	Revaluation	Depreciation	Disposal	Net transfers	Write-offs	Carrying amount 30 June 2025
	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000
Land	2,018,851	1,504	117,643	-	-	-	-	2,137,998
Buildings	216,362	-	15,214	(7,954)	(10)	74,206	-	297,818
Plant and equipment	9,838	-	-	(3,130)	(312)	3,309	-	9,705
Infrastructure	389,661	-	42,677	(18,513)	(11)	13,862	-	427,675
Art collection and municipal regalia	2,460	-	1,381	-	-	-	-	3,841
Work in progress	66,037	33,781	-	-	-	(91,377)	(187)	8,254
	2,703,209	35,285	176,915	(29,597)	(333)	-	(187)	2,885,292

Summary of work in progress (WIP)

	Opening WIP	Additions	Transfers to completed assets	Write-offs	Closing WIP
	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000
Land and buildings	58,727	16,840	(74,206)	40	1,321
Plant and equipment	369	3,198	(3,309)	-	258
Infrastructure	6,941	13,743	(13,862)	147	6,675
	66,037	33,781	(91,377)	187	8,254

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6.2 Property, infrastructure plant and equipment (continued)

(a) Property	Notes	Land - specialised	Land under roads	Total land	Buildings - non specialised	Buildings - specialised	Leasehold improvements	Total buildings	Total property
		\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000
At fair value 1 July 2024		1,262,644	756,207	2,018,851	271,087	55,379	382	326,848	2,345,699
Accumulated depreciation		-	-	-	(95,100)	(15,083)	(302)	(110,486)	(110,486)
Work in progress		-	-	-	58,713	14	-	58,727	58,727
Balance at 1 July 2024		1,262,644	756,207	2,018,851	234,700	40,310	80	275,089	2,293,940
Movements in fair value									
Acquisition of assets at fair value (including work in progress transfers)		1,504	-	1,504	74,177	-	29	74,206	75,710
Revaluation at fair value	9.1(a)	73,556	44,087	117,643	11,116	4,098	-	15,214	132,857
Fair value of assets disposed	4.6	-	-	-	(23)	-	-	(23)	(23)
Net work in progress movement		-	-	-	(57,496)	90	-	(57,406)	(57,406)
		75,060	44,087	119,147	27,774	4,188	29	31,991	151,138
Movements in accumulated depreciation									
Depreciation	4.3	-	-	-	(6,040)	(1,896)	(18)	(7,954)	(7,954)
Accumulated depreciation of disposals	4.6	-	-	-	13	-	-	13	13
		-	-	-	(6,027)	(1,896)	(18)	(7,941)	(7,941)
At fair value 30 June 2025		1,337,704	800,294	2,137,998	356,357	59,477	411	416,245	2,554,243
Accumulated depreciation at 30 June 2025		-	-	-	(101,127)	(16,979)	(320)	(118,427)	(118,427)
Work in progress		-	-	-	1,217	104	-	1,321	1,321
Carrying amount at 30 June 2025		1,337,704	800,294	2,137,998	256,447	42,602	91	299,139	2,437,138

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6.2 Property, infrastructure plant and equipment (continued)

(b) Infrastructure	Notes	Roads	Footpaths, furniture and signs	Drains	Parks and gardens	Total infrastructure
		\$ '000	\$ '000	\$ '000	\$ '000	\$ '000
At fair value 1 July 2024		331,303	132,917	222,751	143,284	830,255
Accumulated depreciation		(166,808)	(86,847)	(114,828)	(72,109)	(440,592)
Work in progress		2,997	329	1,606	2,009	6,941
Balance at 1 July 2024		167,492	46,399	109,529	73,184	396,604
Movements in fair value						
Acquisition of assets at fair value (including work in progress transfers)		5,278	3,874	1,405	3,305	13,862
Revaluation at fair value	9.1(a)	33,069	-	9,608	-	42,677
Fair value of assets disposed	4.6	-	-	(18)	-	(18)
Net work in progress movement		(30)	(212)	(161)	137	(266)
		38,317	3,662	10,834	3,442	56,255
Movements in accumulated depreciation						
Depreciation	4.3	(5,848)	(2,240)	(2,708)	(7,717)	(18,513)
Accumulated depreciation of disposals	4.6	-	-	7	-	7
		(5,848)	(2,240)	(2,701)	(7,717)	(18,506)
At fair value 30 June 2025		369,650	136,791	233,746	146,589	886,776
Accumulated depreciation at 30 June 2025		(172,656)	(89,087)	(117,529)	(79,826)	(459,098)
Work in progress		2,967	117	1,445	2,146	6,675
Carrying amount at 30 June 2025		199,961	47,821	117,662	68,909	434,353

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6.2 Property, infrastructure plant and equipment (continued)

(c) Plant and equipment	Notes	Plant and equipment	Furniture and equipment	Total plant and equipment
		\$ '000	\$ '000	\$ '000
At cost 1 July 2024		13,001	26,703	39,704
Accumulated depreciation		(8,866)	(21,001)	(29,867)
Work in progress		35	334	369
Balance at 1 July 2024		4,170	6,036	10,206
Movements in cost				
Acquisition of assets at fair value (including work in progress transfers)		773	2,536	3,309
Cost of assets disposed	4.6	(1,390)	(158)	(1,548)
Net work in progress movement		60	(171)	(111)
		(557)	2,207	1,650
Movements in accumulated depreciation				
Depreciation	4.3	(1,004)	(2,126)	(3,130)
Accumulated depreciation of disposals	4.6	1,236	-	1,236
		232	(2,126)	(1,894)
At cost 30 June 2025		12,384	29,081	41,465
Accumulated depreciation at 30 June 2025		(8,634)	(23,128)	(31,761)
Work in progress		95	163	258
Carrying amount at 30 June 2025		3,845	6,116	9,962

Notes to the Financial Report
 for the year ended 30 June 2025

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6.2 Property, infrastructure plant and equipment (continued)

(d) Art collection and municipal regalia	Notes	Art collection and municipal regalia	Total art collection and municipal regalia
		\$ '000	\$ '000
At fair value 1 July 2024		2,460	2,460
Balance at 1 July 2024		2,460	2,460
Movements in fair value			
Acquisition of assets		-	-
Revaluation increments at fair value	9.1(a)	1,381	1,381
Fair value of assets disposed	4.6	-	-
		1,381	1,381
At fair value 30 June 2025		3,841	3,841
Carrying amount at 30 June 2025		3,841	3,841

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for the year ended 30 June 2025**

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6.2 Property, infrastructure plant and equipment (continued)
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 depreciation periods	Depreciation/ amortisation period	Threshold limit
Property		
Buildings	(12–128 years)	\$10,000
Land	(indefinite)	-
Land under roads	(indefinite)	-
Leasehold improvements	(20 years)	\$500
Plant and equipment		
Computer equipment	(3–8 years)	\$500
Furniture and equipment	(2–25 years)	\$10,000
Motor vehicles and trucks	(3–15 years)	\$500
Plant and equipment	(2–15 years)	\$500
Sports equipment (leased)	(4 years)	-
Art collection and municipal regalia		
Art collection	(indefinite)	-
Municipal regalia	(indefinite)	-
Infrastructure		
Car parks	(30–34 years)	\$15,000
Drains	(100 years)	\$1,500
Footpaths	(41–65 years)	-
Kerbs and channels	(101–132 years)	\$1,000
Local area traffic management devices	(27–66 years)	\$1,000–\$50,000
Right of ways	(38–107 years)	\$3,000
Roads substructure	(141–180 years)	\$2,000
Roads surfaces	(27–51 years)	\$2,000
Street furniture and signs	(15–27 years)	\$100–\$2,000
Parks and gardens improvements	(5–60 years)	\$1,500
Recreational facilities	(5–60 years)	\$1,500
Intangibles		
Software and software licences	(5 years)	\$10,000
Right of use assets		
Property and equipment	(1–7 years)	\$10,000

**Notes to the Financial Report
for the year ended 30 June 2025****Page 45****6.2 Property, infrastructure plant and equipment (continued)****Land under roads**

Council recognises land under roads it controls at fair value.

Depreciation and amortisation of property, infrastructure, plant and equipment and other assets

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.

Land, land under roads, art collection and municipal regalia are not depreciated.

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

Repairs and maintenance

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

Leasehold improvements

Leasehold improvements are recognised at cost and are amortised over the unexpired period of the lease or the estimated useful life of the improvement, whichever is the shorter. At balance date, leasehold improvements are amortised over a 20-year period.

Committees of Management

Where Council has been appointed as Committee of Management, the value of the asset has been included in Council's Financial Statements.

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for the year ended 30 June 2025**

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6.2 Property, infrastructure plant and equipment (continued)
(e) Valuations of land and buildings

Valuations of land and buildings were undertaken by a qualified independent valuer, Michael Dore (A.A.P.I) Certified Practising Valuer from Patel Dore Valuers. The valuations of land and buildings are 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.

An index based revaluation was conducted in the current year. This revaluation was based on market movement as assessed by Patel Dore Valuers. A full revaluation of these assets will be conducted in 2025-26.

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

	Level 1 \$ '000	Level 2 \$ '000	Level 3 \$ '000	Date of Valuation	Type of Valuation
Land — specialised	-	-	1,337,704	06/2025	Indexation
Land under roads	-	-	800,294	06/2025	Indexation
Buildings — specialised	-	-	42,497	06/2025	Indexation
Buildings — non specialised	-	255,230	-	06/2025	Indexation
Total land and buildings	-	255,230	2,180,495		

Excludes work in progress.

(f) Valuations of infrastructure

Valuations of infrastructure assets, except for Parks and gardens assets, have been assessed by Glen Eira City Council's Director Sustainability, Assets and Leisure, Niall McDonagh Bachelor of Engineering (Civil), Masters of Business Administration (MBA) as at 30 June 2022.

Parks and gardens assets were assessed by Glen Eira City Council's Manager Parks and Environment, Mark Dornau as at 31 October 2021.

The date and type of the current valuation is detailed in the following table, a full revaluation of these assets will be conducted in 2025-26.

The valuation of infrastructure assets is at fair value based on current replacement cost less accumulated depreciation as at the date of valuation. An indexation based on the Australian Bureau of Statistics construction index 31 March 2025 or actual costs of new assets as applicable is conducted on asset classes that have materially moved since the last full revaluation. An assessment of fair value was undertaken during the year on all asset classes.

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

	Level 1 \$ '000	Level 2 \$ '000	Level 3 \$ '000	Date of Valuation	Type of Valuation
Roads	-	-	196,994	04/2025	Indexation
Footpaths, furniture and signs	-	-	47,704	05/2022	Full
Drains	-	-	116,217	04/2025	Indexation
Parks and gardens	-	-	66,763	10/2021	Full
Total infrastructure	-	-	427,678		

Excludes work in progress.

**Notes to the Financial Report
for the year ended 30 June 2025**

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6.2 Property, infrastructure plant and equipment (continued)**(g) Valuation of art collection and municipal regalia**

Art collection assets were assessed by Dwyer Fine Art as at 1 January 2025. Municipal regalia assets were assessed by Warren Joel Nominees Pty Ltd as at 9 January 2025. The basis of valuation was market value.

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

	Level 1 \$ '000	Level 2 \$ '000	Level 3 \$ '000	Date of Valuation	Type of Valuation
Art collection and municipal regalia	-	3,841	-	01/2025	Full
Total art collection and municipal regalia	-	3,841	-		

(h) Description of significant unobservable inputs into level 3 valuations

Specialised land and land under roads is valued using a market based direct comparison technique. Significant unobservable inputs include the extent and impact of restriction of use and the market cost of land per square metre. The extent and impact of restrictions on use varies and results in a reduction to surrounding land values between five per cent and 95 per cent. The market value of land varies significantly depending on the location of the land and the current market conditions. Land values range between approximately \$275 and \$4,762 per square metre.

Specialised buildings are valued using a current replacement cost technique. Significant unobservable inputs include the current replacement cost and remaining useful lives of the buildings. Current replacement cost is calculated on a square metre basis ranging from \$436 to \$6,435 per square metre. The remaining useful lives of the buildings are determined on the basis of the current condition of buildings and vary from 15 years to 100 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 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 one years to 139 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.

	2025 \$'000	2024 \$'000
Reconciliation of specialised land		
Land	1,337,704	1,262,644
Land under roads	800,294	756,207
Total specialised land	2,137,998	2,018,851

**Notes to the Financial Report
for the year ended 30 June 2025**

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Note 7 People and relationships**7.1 Council and key management remuneration****(a) Related parties****Parent entity**

Glen Eira City Council

Subsidiaries, associates and joint operations

Interests in joint operations are detailed in note 6.1

(b) Key management personnel

Key management personnel (KMP) are those people with the authority and responsibility for planning, directing and controlling the activities of Glen Eira City Council. The Councillors, Chief Executive Officer and other key management personnel 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

Anne-Marie Cade	Mayor	1 July 2024—26 October 2024
Arabella Daniel	Councillor	18 November 2024—30 June 2025
Jane Karslake	Councillor	1 July 2024—30 June 2025
Jim Magee	Councillor	1 July 2024—26 October 2024
Kay Rimbaldo	Councillor	18 November 2024—30 June 2025
Kimberly Young	Councillor	18 November 2024—30 June 2025
Li Zhang	Councillor	1 July 2024—30 June 2025
Luca Ragni	Councillor	18 November 2024—25 November 2024
	Deputy Mayor	26 November 2024—30 June 2025
Margaret Esakoff	Councillor	1 July 2024—30 June 2025
Sam Parasol	Councillor	1 July 2024—30 June 2025
Simone Zmood	Deputy Mayor	1 July 2024—26 October 2024
	Councillor	18 November 2024—25 November 2024
	Mayor	26 November 2024—30 June 2025
Sue Pennicuik	Councillor	1 July 2024—26 October 2024
Tony Athanasopoulos	Councillor	1 July 2024—26 October 2024

Glen Eira City Council consists of nine wards, with one councillor representing each ward. The nine Councillors were elected for four-year terms on 26 October 2024 and elect the Mayor and Deputy Mayor annually. The Councillors took the Oath of Office at a Council ceremony on 18 November 2024. The Mayor and Deputy Mayor were elected at the Special Council Meeting on the 26 November 2024.

Chief Executive Officer and other key management personnel

John Vastianos	Chief Financial Officer	1 July 2024—30 June 2025
Kirsty James	Chief People Officer	1 July 2024—2 May 2025
Leanne O'Brien	Interim Chief People Officer	2 May 2025—30 June 2025
Kellie Vise	Director Customer and Corporate Affairs	1 July 2024—30 June 2025
Mark Saunders	Director Community Wellbeing	1 July 2024—28 February 2025
Jane Price	Interim Director Community Wellbeing	24 July 2024—3 April 2025
	Director Community Wellbeing	4 April 2024—30 June 2025
Niall McDonagh	Director Sustainability, Assets and Leisure	1 July 2024—30 June 2025
Rebecca McKenzie	Chief Executive Officer	1 July 2024—30 June 2025
Rosa Zouzoulas	Director Planning and Place	1 July 2024—30 June 2025

Chief Executive Officer Appointment

Council formally resolved at its Special Meeting held on 27 May 2025 to appoint Lucy Roffey as Chief Executive Officer of Glen Eira City Council. Ms Roffey will officially commence her tenure in this role on 4 August 2025.

	2025 No.	2024 No.
Summary		
Total number of Councillors	13	10
Chief Executive Officer and other key management personnel	9	10
Total key management personnel	22	20

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for the year ended 30 June 2025**

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7.1 Council and key management remuneration (continued)
(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.

	2025 \$ '000	2024 \$ '000
Total remuneration of key management personnel was as follows:		
Short-term employee benefits (salary and annual leave)	2,722	2,687
Post-employment benefits (superannuation)	234	228
Other long-term employee benefits (long service leave)	59	57
Total	3,015	2,972

Key management personnel includes Councillors, CEO and direct senior executive reports to the CEO.

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

Income range:	2025 No.	2024 No.
\$10,000–\$19,999	3	2
\$20,000–\$29,999	3	-
\$30,000–\$39,999	5	-
\$40,000–\$49,999	2	5
\$50,000–\$59,999	-	1
\$70,000–\$79,999	-	1
\$100,000–\$109,999	1	2
\$160,000–\$169,999	-	1
\$170,000–\$179,999	-	1
\$200,000–\$209,999	1	1
\$220,000–\$229,999	-	2
\$230,000–\$239,999	1	-
\$280,000–\$289,999	1	1
\$300,000–\$309,999	-	1
\$310,000–\$319,999	1	-
\$320,000–\$329,999	1	-
\$330,000–\$339,999	1	1
\$350,000–\$359,999	1	-
\$450,000–\$459,999	-	1
\$470,000–\$479,999	1	-
Total key management personnel	22	20

**Notes to the Financial Report
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7.1 Council and key management remuneration (continued)
(d) Remuneration of other senior staff

Other senior staff are officers of Council, other than Key Management Personnel, whose total remuneration exceeds \$170,000 and who report directly to a member of the KMP.

The below numbers include staff holding senior officer positions where two or more staff members have shared the same senior role during a financial year.

The number of other senior staff are shown below in their relevant income bands:

<i>Income range:</i>	2025	2024
	No.	No.
\$170,000–\$179,999	-	3
\$180,000–\$189,999	1	4
\$190,000–\$199,999	2	2
\$200,000–\$209,999	4	3
\$210,000–\$219,999	2	-
\$220,000–\$229,999	3	-
\$230,000–\$239,999	1	1
\$240,000–\$249,999	-	1
\$250,000–\$259,999	1	-
\$380,000–\$389,999	-	1
\$410,000–\$419,999	-	1
Total other senior staff	14	16

<i>Remuneration:</i>	2025	2024
	\$ '000	\$ '000
Short-term employee benefits (salary and annual leave)	2,607	2,840
Post-employment benefits (superannuation)	326	324
Other long-term employee benefits (long service leave)	71	74
Termination benefits	-	325
Total remuneration for the reporting year for other senior staff included above, amounted to:	3,004	3,563

7.2 Related Party Disclosures
(a) Transactions with related parties

There were no transactions with related parties which required disclosure during the 2024–25 or 2023–24 reporting years.

(b) Outstanding balances with related parties

There were no outstanding balances with related parties which required disclosure during the 2024–25 or 2023–24 reporting years.

(c) Loans to / from related parties

No loans have been made, guaranteed, or secured by Council to related parties which required disclosure during the 2024–25 or 2023–24 reporting years.

(d) Commitments to / from related parties

No commitments have been made, guaranteed, or secured by Council to related parties which required disclosure during the 2024–25 or 2023–24 reporting years.

**Notes to the Financial Report
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Note 8 Managing uncertainties**8.1 Contingent assets and liabilities**

Contingent assets and 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.

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.

At balance date the Council are not aware of any contingent assets (2024: Nil).

Contingent liabilities

Contingent liabilities are:

- possible obligations that arise from past events, whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the Council; or
- present obligations that arise from past events but are not recognised because:
 - it is not probable that an outflow of resources embodying economic benefits will be required to settle the obligation; or
 - the amount of the obligation cannot be measured with sufficient reliability.

The following are potential contingencies considered by Council**(a) Arising from 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.

(b) Arising from insurable claims

As a major enterprise, Council is subject to claims that may arise in areas such as: public liability for injury and/or property damage; professional indemnity for wrongful advice; Councillors' and officers' liability; employment practices liability; and discrimination.

Council maintains a comprehensive insurance portfolio in respect of all identified areas of potential liability. Council presently has no outstanding claims in these areas except in respect of public liability. Council has insurance coverage that exceeds the requirements of legislation and that is more than adequate to cover any outstanding claims that fall within the terms of the insurance coverage.

Council has no claims that fall outside the insurance coverage except for those which are not covered because they are 'under excess' in respect of the applicable coverage.

Council's liability therefore, is limited to minor 'under excess' claims and the 'under excess' component of claims that fall within the insurance coverage. Council makes allowance for these 'under excess' contingent liabilities in its Budget.

**Notes to the Financial Report
for the year ended 30 June 2025**

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

(d) 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.

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.

Notes to the Financial Report for the year ended 30 June 2025

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8.3 Financial instruments

(a) Objectives and policies

The Council's principal financial instruments comprise cash assets, term deposits, receivables (excluding statutory receivables), payables (excluding statutory payables) and bank 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 our financial instruments will fluctuate because of changes in market prices. Council's exposures to market risk is primarily through interest rate risk with only insignificant exposure to other price risks and no exposure to foreign currency risk.

(c) Interest rate risk

Interest rate risk refers to the risk that the value of a financial instrument or cash flows associated with the instrument will fluctuate due to changes in market interest rates. Our interest rate liability risk arises primarily from long-term loans and borrowings at fixed rates. 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.

There has been no significant change in the 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.

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; and
- benchmarking of returns and comparison with budget.

There has been no significant change in the 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.

(d) Credit risk

Credit risk is the risk that a contracting entity will not complete its obligations under a financial instrument and cause Council to make a financial loss. Council have exposure to credit risk on some financial assets included in the balance sheet. Particularly significant areas of credit risk exist in relation to outstanding fees and fines as well as loans and receivables from sporting clubs and associations. To help manage this risk:

- council have a policy for establishing credit limits for the entities council deal with;
- council may require collateral where appropriate; and
- council only invest surplus funds with financial institutions which have a recognised credit rating specified in council's 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.

**Notes to the Financial Report
for the year ended 30 June 2025**

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8.3 Financial instruments (continued)**(d) Credit risk (continued)**

We may also be subject to credit risk for transactions which 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.

(e) Liquidity risk

Liquidity risk includes the risk that, as a result of our operational liquidity requirements or not having 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 readily accessible standby facilities and other funding arrangements in place;
- has a liquidity portfolio structure that requires surplus funds to be invested within various bands of liquid instruments;
- monitors budget to actual performance on a regular basis; and
- 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 are 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 5.4.

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

(f) Financial instruments — sensitivity disclosure analysis

Taking into account past performance, future expectations, economic forecasts, and management's knowledge and experience of the financial markets, Council believes the following movements are 'reasonably possible' over the next 12 months:

- A parallel shift of plus one and minus one per cent in market interest rates (AUD) from year-end rates of 3.85 per cent (assuming cash remains steady throughout the year).

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.

**Notes to the Financial Report
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8.4 Fair value measurement**Fair value hierarchy**

Council's financial assets and liabilities are not valued in accordance with the fair value hierarchy, Council's financial assets and liabilities are measured at amortised cost.

Fair value measurement

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.

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 re-assessing 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. (For plant and equipment carrying amount is considered to approximate fair value given short useful lives). At balance date, the Council reviewed the carrying value of the individual classes of assets measured at fair value to ensure that each asset materially approximated its fair value. Where the carrying value materially differed from the fair value at balance date, the class of asset was revalued.

Fair value valuations are determined in accordance with a valuation hierarchy. Changes to the valuation hierarchy will only occur if an external change in the restrictions or limitations of use of an asset result in changes to the permissible or practical highest and best use of the asset. Further details regarding the fair value hierarchy are disclosed at note 6.2, Property, infrastructure, plant and equipment.

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In addition, Council undertakes a formal revaluation at the following intervals:

- Art collection every five years
- Infrastructure assets every four years and replacement costs adjusted annually
- Land and buildings every two years
- Land under roads every two years
- Municipal regalia every five years
- Parks and gardens every five years

The valuation is performed either by experienced Council officers or independent experts.

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 to sell and value in use, is compared to the assets carrying value. Any excess of the assets carrying value over its recoverable amount is expensed to the Comprehensive Income Statement, unless the asset is carried at the revalued amount in which case, the impairment loss is recognised directly against the revaluation surplus in respect of the same class of asset to the extent that the impairment loss does not exceed the amount in the revaluation surplus for that same class of asset.

8.5 Events occurring after balance date

Council has not received any information after the reporting date about conditions that existed at the reporting date which requires disclosure. In addition, there are no material non-adjusting events after the reporting date which have not been disclosed.

Notes to the Financial Report
 for the year ended 30 June 2025

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Note 9 Other matters**9.1 Reserves****(a) Asset Revaluation Reserve**

2025	Balance at beginning of reporting period \$ '000	Increase (decrease) \$ '000	Balance at end of reporting period \$ '000
Property			
Land	903,045	73,556	976,601
Land under roads	394,458	44,087	438,545
Buildings	104,640	15,215	119,855
Infrastructure			
Road assets	135,676	33,069	168,745
Footpaths	20,095	-	20,095
Drainage	35,253	9,607	44,860
Parks and gardens	41,253	-	41,253
Art collection and municipal regalia			
Art collection	1,636	1,381	3,017
Balance	1,636,056	176,915	1,812,971

2024	Balance at beginning of reporting period \$ '000	Increase (decrease) \$ '000	Balance at end of reporting period \$ '000
Property			
Land	998,309	(95,264)	903,045
Land under roads	434,844	(40,386)	394,458
Buildings	89,477	15,163	104,640
Infrastructure			
Road assets	135,676	-	135,676
Footpaths	20,095	-	20,095
Drainage	35,253	-	35,253
Parks and gardens	41,253	-	41,253
Art collection and municipal regalia			
Art collection	1,601	35	1,636
Balance	1,756,508	(120,452)	1,636,056

The Asset Revaluation Reserve is used to record the net movement of Council's assets over time.

Notes to the Financial Report
 for the year ended 30 June 2025

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9.1 Reserves (continued)

(b) Other reserves

	Balance at beginning of reporting period	Transfers from accumulated surplus	Transfers to accumulated surplus	Balance at end of reporting period
	\$ '000	\$ '000	\$ '000	\$ '000
2025				
Public Open Space Reserve *	21,088	6,800	(1,001)	26,887
Strategic Asset Development Reserve **	1,260	-	-	1,260
Balance	22,348	6,800	(1,001)	28,147
2024				
Public Open Space Reserve *	18,959	4,937	(2,808)	21,088
Strategic Asset Development Reserve **	-	1,260	-	1,260
Balance	18,959	6,197	(2,808)	22,348

* **Public Open Space Reserve** — Council collects a Public Open Space contribution in many circumstances when land is subdivided within the municipality. The requirement for this is in the *Glen Eira Planning Scheme* at clause 53.01.

The Public Open Space Reserve can be used to fund projects that meet the conditions of the *Open Space Strategy*, which is focused on increasing or enhancing open space in identified gap areas. Contributions to the Reserve during the financial year relate to public open space levies received under Section 18 of the *Subdivision Act 1988*.

These contributions are levied on multi-unit property developments to fund open space and are reliant on decisions made by developers, not Council. Contribution income of \$6.8m was received during 2024–25. Council spent \$1m on projects during 2024–25, and the rest were transferred to the Open Space Reserve for future projects. The balance of the Open Space Reserve is \$26.89m as at 30 June 2025.

** **Strategic Asset Development Reserve** — In accordance with Council's *Sale of Land and Buildings Policy*, Council will transfer the net proceeds of the sale of Council's land and buildings to the reserve. The proceeds from the sale will be used to purchase other land or land and buildings. Where Council purchases priority land acquisition projects using debt funding, future asset sales linked to this acquisition may be used to retire this debt.

(c) Summary of reserves

	Balance at beginning of reporting period	Increment / (decrement) and transfers	Balance at end of reporting period
	\$ '000	\$ '000	\$ '000
2025			
Asset Revaluation Reserve	1,636,056	176,915	1,812,971
Public Open Space Reserve	21,088	5,799	26,887
Strategic Asset Development Reserve	1,260	-	1,260
Balance	1,658,404	182,714	1,841,118
2024			
Asset Revaluation Reserve	1,756,508	(120,452)	1,636,056
Public Open Space Reserve	18,959	2,129	21,088
Strategic Asset Development Reserve	-	1,260	1,260
Balance	1,775,467	(117,063)	1,658,404

**Notes to the Financial Report
for the year ended 30 June 2025**

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	Notes	2025 \$ '000	2024 \$ '000
9.2 Reconciliation of cash flows from operating activities to surplus			
Surplus for the year		21,484	8,629
<i>Non-cash adjustments:</i>			
Depreciation and amortisation	4.3	29,597	26,403
Amortisation — intangible assets	4.4	350	1,145
Amortisation — right of use assets	4.5	628	792
Loss on sale / disposal of property, infrastructure, plant and equipment	4.6	86	3,888
Borrowing costs	4.7	2,472	1,411
Finance costs	4.8	141	59
Provision for doubtful debts	5.1(c)	1,535	869
Share of net (surplus) of joint operations	6.1	(1,787)	(55)
Capitalised salaries		(338)	(1,415)
<i>Change in assets and liabilities:</i>			
Increase in trade and other receivables		(1,582)	(1,064)
Increase in prepayments		(169)	(503)
Increase / (decrease) in payables		3,982	(1,597)
Increase in trust funds and other deposits		1,326	2,804
Increase / (decrease) in contract and other liabilities		1,057	(409)
Decrease in provisions		(692)	(210)
Net cash provided by operating activities		58,090	40,747

9.3 Superannuation

Glen Eira City Council makes employer superannuation contributions in respect of its employees to the Local Authorities Superannuation Fund (the Fund), the HESTA Superannuation Fund (HESTA) and other employee nominated funds in accordance with employment arrangements.

The HESTA Fund and other employee nominated funds are defined contribution plans and no further liability accrues to the employer as the benefits accruing to the employees are represented by their share of the net assets of their nominated superannuation funds.

The Fund has two categories of membership, Accumulation and Defined Benefit, each of which is funded differently. Obligations for contributions to the Fund are recognised in the Comprehensive Income Statement as an expense 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 Benefits category is a pooled multi-employer.

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%.

An interim actuarial review is currently underway for the Defined Benefit category as at 30 June 2025 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% (2024: 105.4%). The financial assumptions used to calculate the 30 June 2025 VBI were:

	2025	2024
Net investment returns	5.7% pa	5.6% pa
Salary information	3.5% pa	3.5% pa
Price infaltion (CPI)	2.6% pa	2.7% 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
 for the year ended 30 June 2025

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9.3 Superannuation (continued)**Employer contributions***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.

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 investigations identified the following for the Defined Benefit category of which Council is a contributing employer:

	2024	2023
	(Interim)	(Triennial)
	\$m	\$m
A VBI surplus	108.4	85.7
A total service liability surplus	141.4	123.6
A discounted accrued benefits surplus	156.7	141.9

Notes to the Financial Report
 for the year ended 30 June 2025

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9.3 Superannuation (continued)

The VBI surplus means that the market value of the fund's assets supporting the defined benefit obligations exceed the vested benefits that the defined benefit members would have been entitled to if they had all exited on 30 June 2024.

The total service liability surplus means that the current value of the assets in the Fund's Defined Benefit category plus expected future contributions exceeds the value of expected future benefits and expenses as at 30 June 2024.

The discounted accrued benefit surplus means that the current value of the assets in the Fund's Defined Benefit category exceeds the value of benefits payable in the future but accrued in respect of service to 30 June 2024.

The 2025 interim actuarial investigation

An interim actuarial investigation is being conducted for the Fund's position as at 30 June 2025 as the Fund provides lifetime pensions in the Defined Benefit category. Vision Super has advised that the VBI at 30 June 2025 was 110.5%. 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:

	2020 (Triennial investigation)	2023 (Triennial investigation)
Net investment return	5.6% pa	5.7% pa
Salary inflation	2.5% pa for two years and 2.75% pa thereafter	3.50% pa
Price inflation	2.0% pa	2.8% pa

Superannuation contributions

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

Scheme	Type of Scheme	Rate	2025 \$m	2024 \$m
Vision Super	Defined Benefit	11.5% (2024: 11.0%)	0.2	0.2
Vision Super	Accumulation Fund	11.5% (2024: 11.0%)	4.25	4.21

There was \$603k of contributions outstanding. There were no loans were 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 nil.

**Notes to the Financial Report
for the year ended 30 June 2025**

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9.4 Residential aged care facility
Segment Reporting

Council owns and operates Warrawee Community (Warrawee), a 90-bed residential aged care facility. Council is required to disclose a segment note including residential aged care operations as defined under the *Aged Care Act 1997*. The reporting requirements include a detailed Income Statement and Balance Sheet.

The operations of the facilities have been included in the Income Statement, Balance Sheet, Statement of Cash Flows and Statement of Changes in Equity of Council. Terminology in the following Income Statement and Balance Sheet has been used in accordance with the *Department of Social Services'* disclosure requirements.

Income Statement for residential aged care facility (Warrawee) for the year ended 30 June 2025	2025 \$ '000	2024 \$ '000
Income		
Resident charges	2,180	1,950
Government grants	8,065	7,009
Investment income	676	633
Total income	10,921	9,592
Expenses		
Wages and superannuation — care	6,088	5,362
Wages and superannuation — administration	563	460
Wages and superannuation — other	2,236	2,097
Staff on-costs	1,323	1,454
Training	6	25
Agency costs	1,925	2,270
Materials and consumables	890	789
Contractor payments	179	182
Pandemic prevention expenses	79	47
Maintenance	650	446
Utility services	169	156
Other expenses	175	161
Management fees	896	820
Indirect overheads	894	1,003
Depreciation on property, plant and equipment	611	521
Total expenses	16,684	15,793
Deficit	(5,763)	(6,201)

**Notes to the Financial Report
for the year ended 30 June 2025**

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9.4 Residential aged care facility (continued)

Balance Sheet for residential aged care facility (Warrawee) as at 30 June 2024	2025 \$ '000	2024 \$ '000
Current assets		
Cash and financial assets	16,269	15,103
Trade and other receivables	88	98
Total current assets	16,357	15,201
Non-current assets		
Property, plant and equipment	26,572	25,303
Total non-current assets	26,572	25,303
Total assets	42,929	40,504
Current liabilities		
Trade and other payables	163	162
Residential aged care bonds and deposits	16,269	15,103
Employee provisions	1,781	1,800
Total current liabilities	18,213	17,065
Non-current liabilities		
Employee provisions	149	106
Total non-current liabilities	149	106
Total liabilities	18,362	17,171

The information presented above regarding the Residential Aged Care Balance Sheet is derived from selected disclosure of key asset and liability accounts included in Glen Eira City Council's core Balance Sheet.

9.5 Special committees and other activities

There are no material special committees or other activities to disclose at reporting date.

10 Change in Accounting Policy

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

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Certification of the Performance Statement**Page 66**

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

John Vastianos (B.Com., GradCertMgt., FCPA, GAICD)
Principal Accounting Officer

Dated: 2 September 2025

Location: Glen Eira Town Hall, corner Glen Eira and Hawthorn Roads, Caulfield

In our opinion, the accompanying Performance Statement of the Glen Eira 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.

Simone Zmood
Mayor

Dated: 2 September 2025

Location: Glen Eira Town Hall, corner Glen Eira and Hawthorn Roads, Caulfield

Luca Ragni
Deputy Mayor

Dated: 2 September 2025

Location: Glen Eira Town Hall, corner Glen Eira and Hawthorn Roads, Caulfield

Lucy Roffey
Chief Executive Officer

Dated: 2 September 2025

Location: Glen Eira Town Hall, corner Glen Eira and Hawthorn Roads, Caulfield

Auditor-General's Report on the Performance Statement

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**Performance Statement
for the year ended 30 June 2025**

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Section 1. Description of municipality

The City of Glen Eira is located in Melbourne's south-east suburbs, approximately 10 kilometres from Melbourne's central business district. It was created in 1994 following the merger of the former City of Caulfield and the nearby suburbs of Bentleigh, Bentleigh East, McKinnon and parts of Ormond, which were all in the former City of Moorabbin.

The City of Glen Eira spans 38.67 square kilometres* and includes the suburbs of Bentleigh; Bentleigh East; Carnegie; Caulfield; Caulfield East; Caulfield North; Caulfield South; Elsternwick; Gardenvale; Glen Huntly; McKinnon; Murrumbeena; Ormond; and part of the suburbs of Brighton East and St Kilda East.

Glen Eira is home to 161,057** people across 59,792* households, from more than 160 different cultural backgrounds. It's also the centre of Melbourne's Jewish community.

* Source: Australian Bureau of Statistics, Census of Population and Housing 2021.

** Source: Australian Bureau of Statistics, Estimated Resident Population, 30 June 2024.

Performance Statement

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Section 2. Sustainable capacity indicators

for the year ended 30 June 2025

Indicator / Measure	Results				Material variations				
	2022	2023	2024	2025					
Population									
Expenses per head of municipal population	\$	1,123	\$	1,234	\$	1,292	\$	1,327	The increase in expenses per head of municipal population reflects our continued investment in high-quality services, infrastructure, and community outcomes. It demonstrates our commitment to meeting growing community needs while maintaining financial sustainability and delivering value for every resident.
[Total expenses / Municipal population]									
Infrastructure per head of municipal population	\$	4,009	\$	4,231	\$	4,364	\$	4,640	The increase in infrastructure investment per head of municipal population highlights our commitment to delivering long-term value for our community. It reflects targeted upgrades to essential assets such as roads, parks, and facilities that support livability, sustainability, and future growth.
[Value of infrastructure / Municipal population]									
Population density per length of road		311		304		314		323	This indicator has increased reflecting Council's population growth.
[Municipal population / Kilometres of local roads]									
Own-source revenue									
Own-source revenue per head of municipal population	\$	976	\$	1,101	\$	1,134	\$	1,189	The increase in own-source revenue per head of municipal population highlights our ability to generate sustainable income through responsible management of rates, fees, and services — reducing reliance on external funding.
[Own-source revenue / Municipal population]									
Recurrent grants									
Recurrent grants per head of municipal population	\$	146	\$	154	\$	126	\$	162	The movement is due to the timing of the Financial assistance grants over the past three years.
[Recurrent grants / Municipal population]									

Performance Statement

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Section 2. Sustainable capacity indicators (continued)

for the year ended 30 June 2025

Indicator / Measure	Results				Material variations
	2022	2023	2024	2025	
Disadvantage					
Relative socio-economic disadvantage	10	10	10	10	Council continues to demonstrate relatively low levels of socio-economic disadvantage, reflecting strong community indicators such as low unemployment, higher income levels, and strong educational attainment.
[Index of relative socio-economic disadvantage by decile]					
Workforce turnover					
Percentage of staff turnover	22%	20%	21%	21%	The result for 2024-25 includes the transition of in-home and social support services to Bayside City Council with many Glen Eira staff continuing service delivery under Bayside's employment. The Employee Engagement Survey 2025 highlighted that Glen Eira employees as both highly engaged (73 per cent) and well aligned (66 per cent) with the organisation's direction and values.
[Number of permanent staff resignations and terminations / Average number of permanent staff for the financial year] x100					

Performance Statement
Section 3. Service performance indicators
 for the year ended 30 June 2025

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Service / Indicator / Measure	Results					Material variations
	2022	2023	2024	2025		
	Actual	Actual	Actual	Budget Target	Actual	
Aquatic facilities						
Utilisation						
Utilisation of aquatic facilities	4	11	12	N/A	13	There has been an increase in the utilisation of aquatic facilities since 2023-24. The opening of the Carnegie Memorial Swimming Pool in January 2025 has had a positive influence on our total attendances.
[Number of visits to aquatic facilities / Municipal population]						
Animal management						
Health and safety						
Animal management prosecutions	100%	100%	100%	N/A	100%	Council's consistent achievement of 100% success in animal management reflects our unwavering commitment to community safety, responsible pet ownership, and regulatory excellence.
[Number of successful animal management prosecutions / Number of animal management prosecutions] x100						

Performance Statement
Section 3. Service performance indicators
for the year ended 30 June 2025

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Service / Indicator / Measure	Results					Material variations
	2022	2023	2024	2025		
	Actual	Actual	Actual	Budget Target	Actual	
Food safety						
Health and safety						
Critical and major non-compliance notifications	99%	100%	100%	N/A	100%	Council consistently follows up on all critical non-compliance notifications. This reflects our commitment to public safety, regulatory integrity, and continuous improvement.
[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						
Governance						
Consultation and engagement						
Satisfaction with community consultation and engagement	60	57	55	60	55	Satisfaction with community consultation remains steady with an index score of 55, five points higher than the state-wide score.
[Community satisfaction rating out of 100 with how Council has performed on community consultation and engagement]						

Performance Statement
Section 3. Service performance indicators (continued)
for the year ended 30 June 2025

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Service / Indicator / Measure	Results					Material variations
	2022	2023	2024	2025		
	Actual	Actual	Actual	Budget Target	Actual	
Libraries						
Participation						
Library membership	N/A	N/A	24%	N/A	25%	Library membership increased in 2024–25, with 600 new members joining each month.
[Number of registered library members / Population] x100						
Maternal and child health						
Participation						
Participation in the MCH service	73%	72%	74%	N/A	79%	The number of children who attended Maternal and Child Health services increased from 4,328 in 2024 to 4,520 in 2025. The rise in MCH service usage is driven by population growth, improved community awareness and accessibility, and increased demand for early intervention and support in the post-COVID-19 environment.
[Number of children who attend the MCH service at least once (in the year) / Number of children enrolled in the MCH service] x100						

Performance Statement
Section 3. Service performance indicators (continued)
for the year ended 30 June 2025

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Service / Indicator / Measure	Results					Material variations
	2022	2023	2024	2025		
	Actual	Actual	Actual	Target as per budget	Actual	
Maternal and child health						
Participation						
Participation in the MCH service by Aboriginal children	78%	86%	83%	N/A	85%	This reflects Council's commitment to equity and inclusion, highlighting efforts to ensure culturally safe and accessible maternal and child health services that support the wellbeing and development of Aboriginal families in our community.
[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						
Roads						
Condition						
Sealed local roads below the intervention level	91%	90%	87%	91%	82%	The 2024-25 target was unable to be met within our planned road renewals.
[Number of kilometres of sealed local roads that are below the renewal intervention level set by Council / Kms of sealed local roads] x100						The refreshed Asset Plan will be adopted in October 2025 and seeks to optimise the condition of our assets over the next ten years.

Performance Statement
Section 3. Service performance indicators (continued)
for the year ended 30 June 2025

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Service / Indicator / Measure	Results					Material variations
	2022	2023	2024	2025		
	Actual	Actual	Actual	Target as per budget	Actual	
Statutory Planning						
Service standard						
Planning applications decided within the relevant required time	89%	88%	87%	80%	85%	Council continues to exceed the metropolitan average for the percentage of applications processed within statutory timeframes.
[Number of planning application decisions made within the relevant required time / Number of planning application decisions made] x100						
Waste Collection						
Waste diversion						
Kerbside collection waste diverted from landfill	62%	61%	61%	60%	60%	Council's kerbside collection continues to deliver environmental outcomes, with a significant proportion of waste successfully diverted from landfill. This reflects our community's commitment to sustainability and Council's investment in circular economy initiatives.
[Weight of recyclables and green organics collected from kerbside bins / Weight of garbage, recyclables and green organics collected from kerbside bins] x100						

Performance Statement											Page 77
Section 4. Financial performance indicators											
for the year ended 30 June 2025											
Dimension / <i>Indicator</i> / Measure	Results					Forecasts					
	2022	2023	2024	2025		2026	2027	2028	2029	Material variations	
	Actual	Actual	Actual	Budgeted Target	Actual						
Efficiency											
Expenditure level											
Expenses per property assessment	\$ 2,485	\$ 2,632	\$ 2,812	\$ 2,902	\$ 2,957	\$ 3,053	\$ 3,062	\$ 3,101	\$ 3,178	This reflects our continued investment in high-quality services, infrastructure, and community outcomes.	
[Total expenses / Number of property assessments]											
Revenue level											
Average rate per property assessment	\$ 1,452	\$ 1,472	\$ 1,522	\$ 1,601	\$ 1,577	\$ 1,632	\$ 1,675	\$ 1,720	\$ 1,766	Council's average rates per property has increased in line with the <i>Fair Go Rates System</i> . Glen Eira's is one of the lowest rates per assessment in inner metro council and has been so for generations.	
[General rates and Municipal charges / Number of property assessments]											
Liquidity											
Working capital											
Current assets compared to current liabilities	102%	124%	147%	122%	163%	144%	125%	114%	95%	The working capital ratio at 2024-25 year end is higher than target due to our cash balance including the early payment of the 2025-26 Financial Assistance Grant and capital projects unspent to be carried forward into 2025-26. Our operating budget expenditure is forecast to increase at a higher rate than our revenue. Over the next 12 months we will focus on operational efficiencies, service delivery reviews, and revenue diversification to improve our financial outlook.	
[Current assets / Current liabilities] x100											
Unrestricted cash											
Unrestricted cash compared to current liabilities	27%	23%	10%	42%	26%	3%	2%	(12%)	(34%)	Unrestricted cash has been impacted over the last two years by the timing of the Financial Assistance Grant. The 2024-25 year end cash balance includes early payment of 2025-26 grants and unspent capital funds to be used in 2025-26. Our operating budget expenditure is forecast to increase at a higher rate than our revenue. Over the next 12 months, Council will focus on operational efficiencies, service delivery reviews, and revenue diversification to improve our financial outlook.	
[Unrestricted cash / Current liabilities] x100											

Performance Statement

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Section 4. Financial performance indicators (continued)

for the year ended 30 June 2025

Dimension / Indicator / Measure	Results					Forecasts				Material variations
	2022 Actual	2023 Actual	2024 Actual	2025 Target as per budget	2025 Actual	2026	2027	2028	2029	
Obligations										
Loans and borrowings										
Loans and borrowings compared to rates [Interest-bearing loans and borrowings / Rate revenue] x100	6%	23%	45%	41%	42%	39%	37%	33%	29%	Loan balances are decreasing in line with repayment obligations.
Loans and borrowings										
Loans and borrowings repayments compared to rates [Interest and principal repayments on interest-bearing loans and borrowings / Rate revenue] x100	3%	4%	2%	4%	3%	3%	4%	4%	4%	Loan borrowings were used to fund strategic Capital Works projects. The repayments are in line with borrowing repayment obligations.
Indebtedness										
Non-current liabilities compared to own source revenue [Non-current liabilities / Own source revenue] x100	6%	21%	38%	33%	33%	31%	29%	27%	24%	This indicator is decreasing as loans are repaid as per the Budget and repayment schedules.
Asset renewal and upgrade										
Asset renewal and upgrade compared to depreciation [Asset renewal and upgrade expenses / Asset depreciation] x100	112%	167%	215%	124%	102%	89%	55%	84%	84%	The decrease since 2023-24 is due to the completion of the Carnegie Memorial Swimming Pool redevelopment in December 2024. The actual result for 2024-25 was lower than target due to incomplete projects at 30 June 2025 to be carried forward into 2025-26.

Performance Statement

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Section 4. Financial performance indicators (continued)

for the year ended 30 June 2025

Dimension / Indicator / Measure	Results					Forecasts					Material variations
	2022	2023	2024	2025		2026	2027	2028	2029		
	Actual	Actual	Actual	Target as per budget	Actual						
Operating position											
Adjusted underlying result											
Adjusted underlying surplus (or deficit)	3%	6%	0%	(0.37%)	4.81%	(1.22%)	0.76%	0.93%	0.44%		The improvement in the adjusted underlying result in 2024-25 is mainly due to increased revenue. This includes better than expected, parking income, user fees, operating grants and the timing of Financial Assistance grants, which is a \$7m movement between 2023-24 and 2024-25. Over the next 12 months, Council will focus on operational efficiencies, service delivery reviews, and revenue diversification to improve our financial outlook.
[Adjusted underlying surplus (deficit) / Adjusted underlying revenue] x100											
Stability											
Rates concentration											
Rates compared to adjusted underlying revenue	70%	65%	68%	69%	63%	67%	67%	68%	68%		Rates compared to underlying revenue has decreased due to higher than budgeted grant revenue which includes the prepayment of the Financial Assistance Grant for 2025-26.
[Rate revenue / Adjusted underlying revenue] x100											
Rates effort											
Rates compared to property values	0.17%	0.15%	0.16%	0.16%	0.17%	0.16%	0.15%	0.15%	0.15%		Rates compared to property values have remained at 0.15%, indicating a stable and consistent approach to rating that supports transparency and predictability for ratepayers.
[Rate revenue / Capital improved value of rateable properties in the municipality] x100											

Performance Statement
Section 5. Notes to the accounts
for the year ended 30 June 2025

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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* and *Local Government (Planning and Reporting) Regulations 2020*.

Where applicable the results in the performance statement have been prepared on accounting bases consistent with those reported in the Financial Statements. The other results are based on information drawn from council information systems or from third parties (e.g., Australian Bureau of Statistics or the Council's satisfaction survey provider).

The performance statement presents actual results for the current year and the preceding three years, along with the current year's target where required under the *Local Government (Planning and Reporting) Regulations 2020*. For the prescribed financial performance indicators and measures, it also includes the current year's budget target and the forecast results for the period 2025–26 to 2028–29, as outlined in the adopted *2025–26 Budget*.

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.

Performance Statement
Section 5. Notes to the accounts (continued)
for the year ended 30 June 2025

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5.2. Definitions

"Aboriginal children" means a child who is an Aboriginal person

"Aboriginal person" has the same meaning as in the *Aboriginal Heritage Act 2006*

"annual report" means an annual report prepared by a council under section 98 of the Act

"critical non-compliance outcome notification" means a notification received by council under section 19N(3) or (4) of the *Food Act 1984*, or advice given to council by an authorised officer under that Act, of a deficiency that poses an immediate serious threat to public health

"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 Council is the responsible road authority under the *Road Management Act 2004*

"major non-compliance outcome notification" means a notification received by a council under section 19N(3) or (4) of the *Food Act 1984*, or advice given to council by an authorised officer under that Act, of a deficiency that does not pose an immediate serious threat to public health but may do so if no remedial action is taken

"MCH" means the Maternal and Child Health Service provided by a Council to support the health and development of children within the municipality from birth until school age

"population" means the resident population estimated by council

"relative socio-economic disadvantage" in relation to a municipal district, means the relative socio-economic disadvantage, expressed as a decile for the relevant financial year, of the area in which the municipal district is located according to the Index of Relative Socio-Economic Disadvantage of SEIFA

"SEIFA" means the Socio-Economic Indexes for Areas published from time to time by the Australian Bureau of Statistics on its Internet site

Performance Statement
Section 5. Notes to the accounts (continued)
for the year ended 30 June 2025

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5.2. Definitions (continued)

"adjusted underlying revenue" means total income other than:

- (a) non-recurrent grants used to fund capital expenditure; and
- (b) non-monetary asset contributions; and
- (c) contributions to fund capital expenditure from sources other than those referred to above

"adjusted underlying surplus (or deficit)" means adjusted underlying revenue less total expenditure

"asset renewal expenditure" means expenditure on an existing asset or on replacing an existing asset that returns the service capability of the asset to its original capability

"asset upgrade expenditure" means expenditure that— (a) enhances an existing asset to provide a higher level of service; or (b) extends the life of the asset beyond its original life

"current assets" has the same meaning as in the Australian Accounting Standards

"current liabilities" has the same meaning as in the Australian Accounting Standards

"non-current liabilities" means all liabilities other than current liabilities

"own-source revenue" means adjusted underlying revenue other than revenue that is not under the control of Council (including government grants)

"rate revenue" means revenue from general rates, municipal charges, service rates and service charges

"restricted cash" means cash, cash equivalents and financial assets, within the meaning of the Australian Accounting Standards, not available for use other than for a purpose for which it is restricted, and includes cash to be used to fund capital works expenditure from the previous financial year

"unrestricted cash" means all cash and cash equivalents other than restricted cash

10.5 FINANCIAL MANAGEMENT REPORT AS AT 31 JULY 2025

Author: Alon Milstein, Coordinator Financial Accounting

Director: John Vastianos, Chief Financial Officer

Trim No: 25/1310451

Attachments: 1. July Finance Report [📄](#)

EXECUTIVE SUMMARY

Council plays a pivotal role in fostering a thriving, inclusive, and sustainable community through the delivery of a broad and diverse range of services and facilities. These encompass essential infrastructure, community programs, recreational spaces, health and wellbeing initiatives, and support services each contributing to a healthy, well-connected, and liveable municipality for all residents.

This report presents the Financial Management performance for the period ending 31 July 2025. It is designed to support informed decision-making by highlighting and explaining significant variances. Detailed financial data and analysis are provided in Attachment 1.

The forecast operating surplus for the 2025–26 financial year is \$3.48 million, which is \$2.55 million below the originally adopted budget surplus of \$6.03 million. This variance is primarily due to the early receipt of 50 per cent of the estimated 2025–26 Financial Assistance Grant in June 2025; a timing issue that does not reflect a reduction in total funding.

It is important to note that the operating surplus does not equate to a cash profit. Rather, it reflects the net result of total revenue and expenditure, inclusive of accruals, one-off transactions, and non-cash accounting adjustments such as depreciation and provisions. These elements are essential for presenting a complete and accurate picture of Council's financial position and operational performance.

This result must be viewed in the context of ongoing financial pressures facing local government. Council continues to navigate a challenging fiscal environment marked by rising service delivery costs, constrained revenue growth due to rate capping, and increasing regulatory obligations. These factors place significant strain on operational budgets and necessitate careful prioritisation of resources to maintain service levels and infrastructure investment.

In response, Council is actively progressing a suite of strategic financial levers to strengthen its long-term financial position. These include reviewing service delivery models, exploring alternative revenue streams, optimising asset utilisation, and prioritising capital investment to ensure alignment with community needs and financial sustainability objectives. This work is underpinned by Council's commitment to responsible stewardship of public funds and ensuring that resources are allocated transparently and effectively.

Council remains committed to reinvesting any available surplus into capital works and debt redemption. While cash holdings remain low, Council is actively managing its financial position to ensure sufficient reserves are maintained. These reserves are earmarked for key obligations including open space development, contract deposits, employee entitlements, and residential aged care deposits.

Through this disciplined approach, Council continues to demonstrate prudent financial management and a strong commitment to fulfilling its responsibilities to the community, ensuring public resources are managed transparently and effectively to support both current service delivery and future community needs.

RECOMMENDATION

That Council notes the Financial Management Report for the period ending 31 July 2025.

BACKGROUND

Under section 97 of the *Local Government Act 2020*, councils are required to present a quarterly budget report at a public Council meeting, including a comparison of actual and budgeted results, explanations of material variations, and any other prescribed matters. Glen Eira City Council prepares and reviews financial reports on a monthly basis, supporting timely oversight, informed decision-making, and a commitment to financial transparency and accountability.

The attached report presents a comparison of Council's year-to-date actual operating income and expenditure against both the budgeted year-to-date figures and the forecast to 30 June 2026. This analysis enables Council to monitor financial performance, assess alignment with strategic objectives, and identify any emerging variances requiring attention.

In addition to operating results, the report provides a review of the Capital Works Program and an assessment of Council's cash flow position. The report also examines rate debtors and incorporates the Victorian Auditor-General's Office financial sustainability indicators, which benchmark Council's long-term financial health across key metrics such as liquidity, indebtedness, and asset renewal.

ISSUES AND DISCUSSION

(a) Key Highlights - Current Financial Position

The forecast result expected for the financial year is a surplus of \$3.48m. Key highlights for the period ending 31 July 2025 include:

Key Highlights	Annual Budget 2025- 26 \$ 000's	July 2025 \$ 000's	Movement \$ 000's	Comments
Forecast Surplus	6,032	3,476	(2,556)	Decrease in surplus of \$2.56m due to the timing of the early receipt of 50% of the estimated 2025-26 Financial Assistance Grant allocation received in June 2025. Refer to the Financial Management Report for further details.
Forecast Liquidity	144.00%	151.24%	7.24%	Forecast liquidity has increased as a result of a higher than anticipated opening cash balance in 2025-26.
Forecast Capital Works	34,711	34,911	200	\$200k increase for Sports Lighting Upgrade King George Reserve funded by Sport and Recreation Victoria. Refer to the Financial Management Report for further details.

(b) Open Space

Council collects a Public Open Space contribution in many circumstances when land is subdivided within the municipality. The balance of the Open Space Reserve as at 31 July 2025 is as follows:

Description	2025-26 Current Month	2025-26 Year to Date
Opening Balance as at 1 July 2025		\$26,886,612
Open Space Contributions Received	\$323,700	\$323,700
Open Space Capital Expenditure	\$0	\$0
Closing Balance Open Space Reserve		\$27,210,312
Committed Open Space Purchases		(\$14,750,000)
Available Open Space Reserve Funds		\$12,460,312

Please note the open space reserve is not currently held in a separate cash reserve.

CLIMATE EMERGENCY RESPONSE STRATEGY IMPLICATIONS

The Financial Management Report takes into consideration Council's commitment to respond to the climate emergency by reducing emissions, increasing awareness of sustainability issues and providing pathways for community action and solutions. In particular, Council continues to deliver initiatives that will help the organisation meet our goals of 'zero direct Council emissions by 2031' target, net zero community emissions by 2030 and protecting our community from the worst impacts of climate change. These include degasification of Council facilities, investment in open space, tree canopy and other greening initiatives, investment in transitioning to a circular economy and environmentally sustainable design and the continued transition of Council's fleet to EVs.

FINANCIAL, RESOURCE, RISK AND ASSET MANAGEMENT IMPLICATIONS

The key financial objectives for Council are:

- **Rates** – maintain rate increases in line with the constraints set by the State Government's Rate Cap.
- **Liquidity** – establishing a budget that sets Council's liquidity level at no less than 100 per cent excluding its reserve funds.
- **Fees** – set fee increases that are manageable and sustainable, in line with the consumer price index and reasonable benchmarking.
- **Waste Charges** – to be set on a cost recovery basis.
- **Risk Management** – mitigate major risks through targeted investment in critical areas, including a focus on maintenance and renewal within the Capital Works Program.
- **Service Level** – maintain essential services at not less than current levels.
- **Retain capacity to invest in long term sustainability** – support initiatives that build long-term financial sustainability and organisational capability.
- **Retain our efficiency position** – keep day-to-day costs manageable and acknowledging that our rates have been below similar councils for a long time.
- **Community Engagement** – ensure that priorities reflect feedback from, and engagement with, the community.

POLICY AND LEGISLATIVE IMPLICATIONS

- Glen Eira Council Financial Plan 2024-25 to 2033-34
- Glen Eira Council Revenue and Rating Plan 2025-2029
- Glen Eira Council Budget 2025-2026
- Glen Eira Council Plan 2021-2025
- Glen Eira Council Integrated Planning and Reporting Framework
- Local Government Act 1989
- Local Government Act 2020

- Division 2 — Budget Process
- Part 4 — Planning and Financial Management — Section 97
- Local Government (Planning and Reporting) Regulations 2020
 - Part 3 — Budget

COMMUNICATION AND ENGAGEMENT

In preparing the Financial Management Report, Council officers take into account a range of other plans and strategic documents that outline services and initiatives requiring both financial and non-financial resources for the current financial year.

LINK TO COUNCIL PLAN

Strategic Direction 1: Well informed, transparent decisions and highly valued services. We build trust through engaging with our community, delivering quality services and making evidence-based decisions.

OFFICER DECLARATION OF CONFLICT OF INTEREST

No officers involved in the preparation of this report have any general or material conflicts of interest in this matter.

CONCLUSION

Council continues to exercise disciplined financial management to deliver strong outcomes for the community. In an environment marked by economic uncertainty, rising service delivery costs, and increasing regulatory demands, Council remains proactive in identifying and mitigating financial risks that could impact long-term sustainability. Through ongoing monitoring, strategic planning, and transparent reporting, Council ensures that resources are allocated effectively and responsibly. This commitment to sound financial stewardship enables Council to maintain service levels, invest in critical infrastructure, and respond adaptively to emerging challenges, reinforcing its role as a trusted custodian of public funds and a resilient partner in community wellbeing.

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ORDINARY COUNCIL MEETING

2 SEPTEMBER 2025

Financial Management Report for the period ending 31 July 2025

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ORDINARY COUNCIL MEETING

2 SEPTEMBER 2025

Executive Summary**a) Current Month Budget Result**

At the end of July, the year-to-date performance against budget from ordinary activities showed higher than anticipated income of \$335k and a favourable variance in operating expenditure of \$1.17m.

Please note that a large amount of the current variances is due to timing differences (i.e. between the scheduling of budgets and timing of actual results). The next few months should reflect whether these variances (particularly the expenditure variances) become more permanent for the 2025-26 financial year.

b) Current Month Forecast Result

The forecast result expected for the financial year is a surplus of \$3.48m. This compares unfavourably against the original adopted 2025-26 Budget surplus of \$6.03m. The current monthly forecast movement shows a decrease in operating revenue of \$2.55m due to the timing of the early receipt of 50 per cent of the estimated 2025-26 Financial Assistance Grant allocation received in June 2025. This is a timing variance only. The operating surplus is not a 'cash' profit as it recognises all revenue and spending for Council to operate and includes one-off and non-cash items.

Council will invest any available surplus in capital works and debt redemption and continue to deliver high-quality services and projects. Whilst Council's cash holding remains at low levels, Council needs to ensure that adequate levels of cash reserves are set aside for funding Council's open space reserves, contract deposits, employee entitlements and deposits relating to residential aged care. Council is continuing to be a prudent financial manager to acquit its responsibilities to community.

c) Open Space

Council collects a Public Open Space contribution in many circumstances when land is subdivided within the municipality. The requirement for this is in the Glen Eira Planning Scheme at clause 53.01.

As part of applicable subdivisions, a landowner is required to make a contribution based on the site value, which the Council uses to either purchase land to create new open spaces such as public parks, playgrounds and reserves, or to make improvements within our existing open space areas. Our open space planning is informed by the City of Glen Eira Open Space Strategy.

There are different contribution rates that apply in different parts of the municipality. These include:

- In the area known as Caulfield Village, 5% of the site value of the land which is contained within the Mixed-Use Precinct and the Smith Street Precinct, and 4% of the site value of the land which is contained within the Residential Precinct.
- In the area known as East Village, in accordance with the East Village Comprehensive Development Plan, May 2020 and East Village Development Contributions Plan, May 2020.
- All other land, 8.3% of the site value of the land effective March 2023.

Since 2021, Council has acquired new land for future open space development including entering into an agreement to purchase the Elsternwick Club to address a significant open space gap. The total value of land acquisitions since 2021, including the future settlement of Elsternwick Club, is \$39m.

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ORDINARY COUNCIL MEETING

2 SEPTEMBER 2025

The balance of the Open Space Reserve as at 31 July 2025 is as follows:

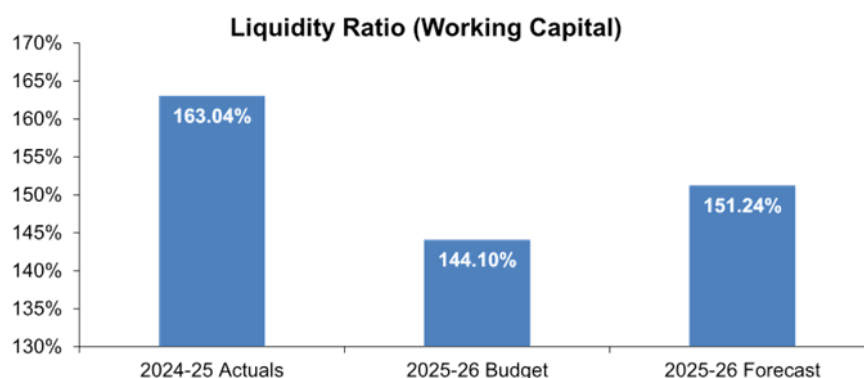
Description	2025-26 Current Month	2025-26 Year to Date
Opening Balance as at 1 July 2025		\$26,886,612
Open Space Contributions Received	\$323,700	\$323,700
Open Space Capital Expenditure	\$0	\$0
Closing Balance Open Space Reserve		\$27,210,312
Committed Open Space Purchases		(\$14,750,000)
Available Open Space Reserve Funds		\$12,460,312

d) Loan borrowings

Council has secured loan facilities totalling \$64m through the Treasury Corporation of Victoria. The breakdown of these borrowings is as follows:

- \$47m in general-purpose loans from the Treasury Corporation of Victoria
- \$7m under the 2019 Community Infrastructure Loans Scheme, comprising:
 - \$2m for the *Eat Street Community Space Project*
 - \$5m for the *Bentleigh Library Redevelopment*
- \$10m under the 2020 Community Sports Infrastructure Loans Scheme for the *Carnegie Memorial Swimming Pool Redevelopment*.

As at 31 July 2025, the closing balance of loan borrowings stands at \$59.73m. Council has budgeted average annual repayments of \$7m in principal and interest, with no additional loan drawdowns planned for the 2025–26 financial year.

e) Liquidity

Working capital is the excess of current assets above current liabilities. This calculation recognises that although Council has current assets, some of those assets are already committed to the future settlement of liabilities in the following twelve months and are therefore not available for discretionary spending.

Council is required to hold sufficient cash to cover 'Restricted Assets' such as: Residential Aged Care Deposits, Public Open Space Reserve, Contract Deposits and Emergency Services and Volunteers Fund.

Refer to page 18 for a summary of Financial Sustainability risk indicators.

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2 SEPTEMBER 2025

f) Superannuation – Defined Benefits Scheme***Vested Benefits Index (VBI)***

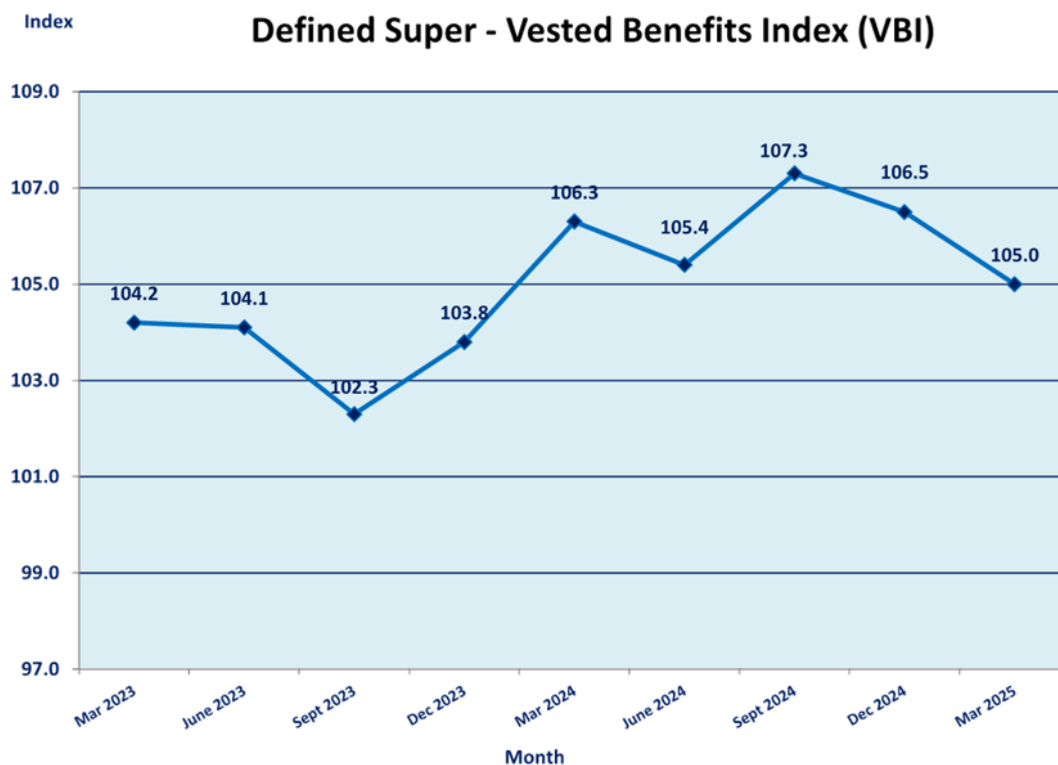
Defined benefit plans are required by law to have an actuarial investigation at least once every three years. Vision Super monitors the vested benefit position of the defined benefits plan on a quarterly basis.

The VBI is the key index that the super fund regulator, APRA, considers when assessing the financial position of the Defined Benefit Plan. In simple terms this measures whether there would be enough assets to meet the liabilities of the Defined Benefit Plan if it became necessary to pay all members their total entitlements on a particular day.

Under the superannuation prudential standards, VBI's must generally be kept above a fund's nominated shortfall threshold, currently 97 per cent. The higher the index the less chance of a future call.

For the Plan to be in a satisfactory financial position requires a VBI of 100 per cent or more. In the event the VBI falls below the nominated shortfall threshold (i.e., 97 per cent), an interim investigation is required to be carried out by the Fund Actuary, unless the next scheduled investigation is due within six months.

Below is the estimated VBI updated to 31 March 2025.



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ORDINARY COUNCIL MEETING

2 SEPTEMBER 2025

Income Statement

This Statement outlines our income sources for the reporting period under headings such as general rates and garbage charges, and the day-to-day expenses incurred to run Council. These expenses do not include capital expenditure, but they do include depreciation and amortisation of assets. Expenses include labour costs, materials and supplies, and utility and insurance costs.

The bottom line is the result for the reporting period. This figure equals total income minus total expenses, which indicates whether we've operated at a surplus or a deficit (a figure inside brackets is a deficit).

Positive variance movements relate to an increase in revenue and a decrease in expenditure. Negative figures (in brackets), relate to a decrease in revenue or an increase in expenditure.

Forecast adjustments for July 2025**a) Grants (Operating and Capital) – decrease of \$2.55m**

Capital grants and contributions include all monies received from State, Federal and community sources for the purposes of funding the capital works program.

The decrease for July reflects grant funding for the following:

Victorian Grants Commission (VGC)

The Victorian Grants Commission allocates funding to councils through two streams: general purpose grants and local roads funding. All allocations are distributed on a formula basis and are untied, allowing councils discretion in their use. In 2024–25, the Commonwealth Government brought forward payment of 50 per cent of the estimated 2025–26 Financial Assistance Grant allocation to Victorian councils. This early receipt of funding, which has occurred in previous years, represents a timing variance only and has resulted in a \$2.55m reduction to Glen Eira City Council's 2025–26 forecast.

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ORDINARY COUNCIL MEETING

2 SEPTEMBER 2025

Income Statement

for the period ending 31 July 2025

	2025-26 Year to Date Actual	2025-26 Year to Date Budget	2025-26 Year to Date Variance	2025-26 Year to Date Variance	2025-26 Current Month Forecast	2025-26 Forecast Movement	2025-26 Annual Budget	2025-26 Budget Forecast Variance
	\$ 000's	\$ 000's	\$ 000's	(%)	\$ 000's	\$ 000's	\$ 000's	(%)
Income from Ordinary Activities								
General Rates	118,197	118,141	56	0.0%	118,737	-	118,737	0.0%
Supplementary Rates	502	500	2	0.0%	850	-	850	0.0%
Waste & Recycling Charges	28,399	28,366	33	0.1%	28,366	-	28,366	0.0%
Grants (Operating & Capital)	2,930	2,618	312	11.9%	26,134	(2,556)	28,690	(8.9%)
Interest Received	261	188	73	38.8%	2,260	-	2,260	0.0%
User Fees	2,171	2,198	(26)	(1.2%)	30,007	-	30,007	0.0%
Statutory Fees & Fines	1,014	997	16	1.6%	11,970	-	11,970	0.0%
Contributions (Monetary)	324	417	(93)	(22.3%)	5,000	-	5,000	0.0%
Other Income	120	158	(37)	(23.7%)	2,593	-	2,593	0.0%
Total Income from Ordinary Activities	153,919	153,584	335	0.22%	225,917	(2,556)	228,473	(1.1%)
Expenses from Ordinary Activities								
Employee Costs	7,612	7,897	284	3.6%	94,630	-	94,630	0.0%
Materials & Consumables	416	479	63	13.2%	5,138	-	5,138	0.0%
Contractor Payments	6,178	6,776	599	8.8%	64,111	-	64,111	0.0%
Maintenance	669	859	191	22.2%	8,876	-	8,876	0.0%
Utility Services	323	400	77	19.3%	5,363	-	5,363	0.0%
Insurances	1,771	1,943	172	8.9%	2,350	-	2,350	0.0%
Other Expenses	907	709	(198)	(28.0%)	7,299	-	7,299	0.0%
Grants & Subsidies	26	6	(20)	(357.9%)	1,646	-	1,646	0.0%
Borrowing Costs	203	203	(0)	(0.1%)	2,438	-	2,438	0.0%
Total Expenses from Ordinary Activities	18,104	19,271	1,167	6.1%	191,852	-	191,852	0.0%
Surplus/(deficit) before non operational activities	135,815	134,312	1,502	1.1%	34,064	(2,556)	36,620	(7.0%)
Non-operational Activities								
Proceeds from Sale of Property, Infrastructure, Plant and Equipment	(0)	31	(31)	(100.8%)	370	-	370	0.0%
Written Down Value of Assets Sold/Disposed	6	3	(4)	0.0%	1,431	-	1,431	0.0%
Depreciation & Amortisation	2,691	2,459	(232)	(9.4%)	29,527	-	29,527	0.0%
Surplus/(deficit) for the period	133,118	131,881	1,236	0.9%	3,476	(2,556)	6,032	(42.4%)

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ORDINARY COUNCIL MEETING

2 SEPTEMBER 2025

Balance Sheet**for the period ending 31 July 2025**

This Statement is a snapshot of our financial position. It outlines what we own (assets) and what we owe (liabilities). Our net worth (net assets or equity) equals total assets minus total liabilities — the larger the net equity, the stronger the financial position.

	Actuals 2024-25	Annual Budget 2025-26	Annual Forecast 2025-26	Year to Date Actual 2025-26
	\$ 000's	\$ 000's	\$ 000's	\$ 000's
Assets				
Current Assets				
Cash and Cash Equivalents	77,437	55,106	68,714	66,137
Trade and Other Receivables	22,648	22,583	22,648	195,967
Other Assets	5,714	6,063	5,714	5,636
Total Current Assets	105,799	83,752	97,076	267,741
Non-Current Assets				
Property, Infrastructure, Plant and Equipment	2,885,292	2,717,244	2,892,836	2,882,919
Right-of-use-assets	1,215	681	1,215	1,215
Intangible Assets	589	334	589	564
Investments in Joint Operations	327	282	327	326
Other Financial Assets	5	5	5	5
Total Non-Current Assets	2,887,428	2,718,547	2,894,972	2,885,030
TOTAL ASSETS	2,993,227	2,802,299	2,992,048	3,152,771
Liabilities				
Current Liabilities				
Trade and Other Payables	18,041	12,926	16,701	19,848
Trust Funds and Deposits	25,218	23,892	25,218	55,144
Unearned Income	4,988	3,028	4,988	-
Provisions	13,782	14,780	13,782	13,605
Interest-Bearing Liabilities	2,155	2,959	2,959	1,967
Lease Liabilities	706	537	537	706
Total Current Liabilities	64,890	58,122	64,185	91,271
Non-Current Liabilities				
Provisions	1,479	1,173	1,479	1,479
Interest-Bearing Liabilities	57,716	54,375	54,375	57,762
Lease Liabilities	839	229	229	839
Other Liabilities - Joint Operations	3,010	4,753	3,010	3,010
Total Non-Current Liabilities	63,044	60,530	59,093	63,091
Total Liabilities	127,934	118,652	123,278	154,362
Net Assets	2,865,295	2,683,646	2,868,770	2,998,409
Equity				
Accumulated Surplus	1,024,176	1,016,637	1,027,652	1,156,969
Asset Revaluation Reserve	1,812,971	1,637,316	1,812,971	1,812,969
Public Open Space Reserve	26,887	28,433	26,887	27,210
Strategic Asset Development Reserve	1,260	1,260	1,260	1,260
Total Equity	2,865,295	2,683,646	2,868,770	2,998,409

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ORDINARY COUNCIL MEETING

2 SEPTEMBER 2025

Capital Works Program***for the period ending 31 July 2025***

This represents our portfolio of capital projects that have been adopted and formally approved by Council as part of the 2025-26 budget process. These projects involve the planning and construction of new assets, renewal, upgrade and expansions for existing infrastructure, plant and equipment and property assets. Included in the program are strategic projects, transformation and technology projects, roadworks, footpaths and drainage, upgrades of open space and recreational areas and community facilities.

Positive variance movements relate to savings in capital expenditure. Negative figures (in brackets) relate to an increase to the current year's budget allocation.

As at the end of July 2025, the total capital works expenditure forecast for 2025-26 is expected to be \$34.91m, represented by:

- New capital works projects as per the adopted 2025-26 Budget \$27.17m
- Carry forward projects from 2024-25 \$7.54m
- Accumulated project forecast adjustment \$200k.

Forecast adjustments for July 2025:

- \$200k increase for Sports Lighting Upgrade King George Reserve funded by *Sport and Recreation Victoria*.

Carry Forward Projects from the 2024-25 financial year (\$7.54m)

Carried forward projects relate to projects that were either incomplete or not commenced due to planning issues, weather delays, extended consultation etc. The following projects have been brought over into the current financial year:

- **Community Facilities \$2.1m** — Packer Park Pavilion Upgrade (\$1.8m), Mackie Road Reserve Pavilion Redevelopment (\$141k) and Town Hall Refurbishment (\$138k).
- **Community Safety \$2.07m** — Intersection Safety - Patterson Road / Tucker Road Intersection (\$1.38m), Pedestrian Safety (\$260k), School Safety (\$244k) and *Safe Local Roads and Streets Program* (\$157k).
- **Recreation and Open Space \$1.36m** — Recreational Projects (\$767k) and *Open Space Strategy* Implementation (\$595k).
- **Sustainability \$925k** — *Getting off Gas Program* (\$699k), Level Crossing Removal Project Tree Planting (\$179k) and *Urban Forest Strategy* Implementation (\$46k).
- **Renewals \$846k** — Right-Of-Way Renewal Program (\$210k), Velodrome Resurfacing Packer Park (\$180k), *Disability Discrimination Act* Works (\$154k), Fleet and Plant Replacement (\$132k), Independent Living Unit refurbishments (\$75k) and other minor projects (\$95k).
- **Transformation and Technology \$236k** — Geographic Information System Upgrade (\$236k).

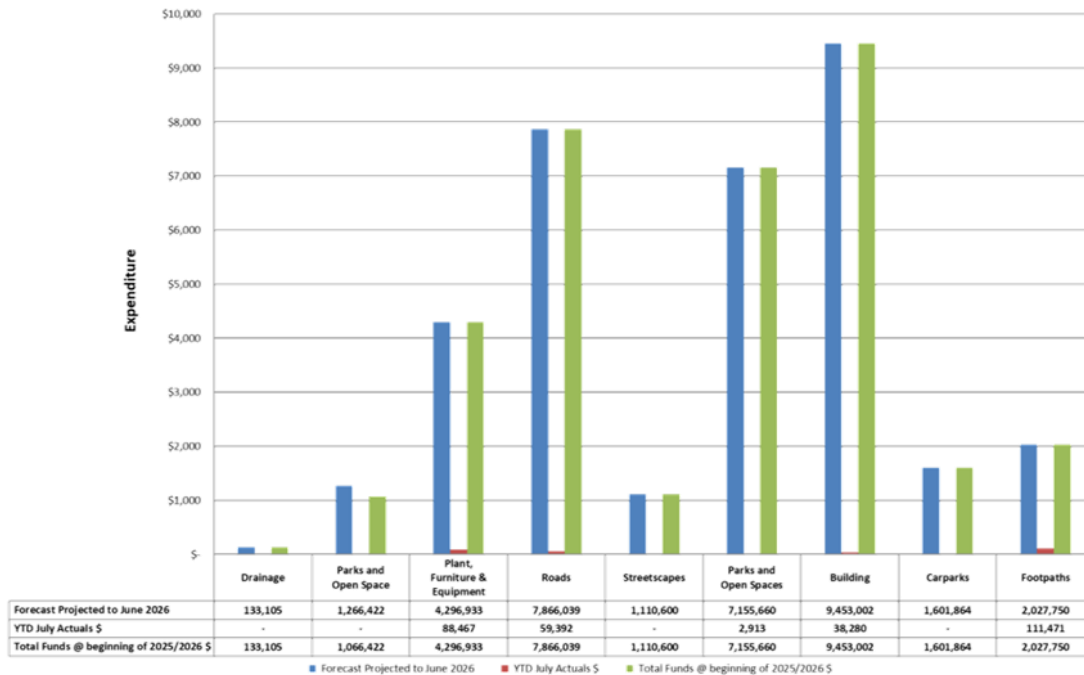
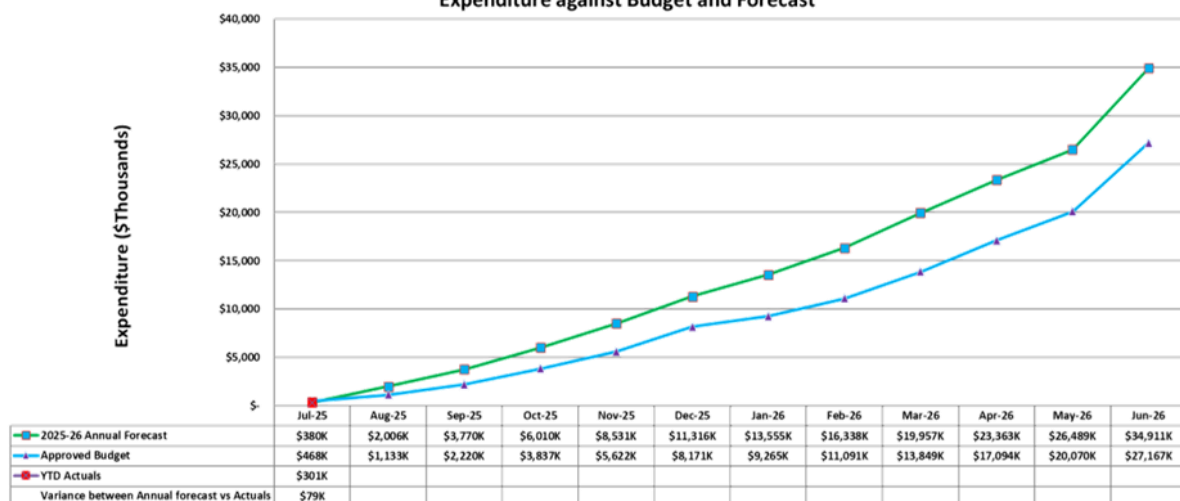
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Capital Works Performance Graphs

The below graphs reflect the 2025-26 budget allocations for the main asset category and monthly expenditure against budget and forecast.

Capital Spend by Asset Category**Expenditure against Budget and Forecast**

The July capital expenditure is behind the capital forecast by \$79k. This is mainly due to temporary timing differences in the project's spending pattern. The associated costs are expected to be incurred in the coming months.

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Capital Works Program Expenditure for period ending 31 July 2025								
Description	Adopted Capital Budget	Carry Forwards from 2024-25	Budget Plus Carry Forwards	Adjustments	Annual Forecast	Year To Date Actual Expenditure	Year To Date Forecast	Year To Date Variance
	(\$)	(\$)	(\$)	(\$)	(\$)	(\$)	(\$)	(\$)
PLACE								
CYCLING ACTION PLAN	433,600	-	433,600	-	433,600	-	-	-
SHOPPING/ACTIVITY CENTRE IMPROVEMENTS	150,000	-	150,000	-	150,000	-	-	-
INTEGRATED TRANSPORT STRATEGY	80,000	-	80,000	-	80,000	-	-	-
BETTER STREETS BETTER PLACES PROGRAM	852,000	-	852,000	-	852,000	-	-	-
CARNEGIE LANEWAY IMPROVEMENTS	75,000	-	75,000	-	75,000	-	-	-
CARNEGIE MASTER PLAN	450,000	-	450,000	-	450,000	-	-	-
PLACEMAKING STRATEGY IMPLEMENTATION	150,000	-	150,000	-	150,000	-	-	-
TOTAL PLACE	2,190,600	-	2,190,600	-	2,190,600	-	-	-
TRANSFORMATION & TECHNOLOGY								
INFORMATION SYSTEMS	-	236,113	236,113	-	236,113	-	-	-
TOTAL TRANSFORMATION & TECHNOLOGY	-	236,113	236,113	-	236,113	-	-	-
RECREATION AND OPENSACE								
OPEN SPACE STRATEGY INITIATIVES	678,311	595,995	1,274,306	-	1,274,306	900	-	(900)
RECREATION PROGRAM	750,000	767,257	1,517,257	200,000	1,717,257	-	-	-
SPORTSGROUND LIGHTING UPGRADE	300,000	-	300,000	-	300,000	-	-	-
PUBLIC TOILET BLOCK UPGRADE	79,500	-	79,500	-	79,500	-	-	-
PARKING SPACES IN OUR PLACES	150,000	-	150,000	-	150,000	-	20,000	20,000
TOTAL RECREATION AND OPENSACE	1,957,811	1,363,252	3,321,063	200,000	3,521,063	900	20,000	19,100
COMMUNITY FACILITIES								
BUILDING IMPROVEMENTS	-	138,235	138,235	-	138,235	-	-	-
PARK PAVILION UPGRADE	4,500,000	1,962,365	6,462,365	-	6,462,365	-	-	-
CARNEGIE LIBRARY	50,000	-	50,000	-	50,000	-	-	-
CARNEGIE MEMORIAL SWIMMING POOL	100,000	-	100,000	-	100,000	26,870	20,000	(6,870)
TOTAL COMMUNITY FACILITIES	4,650,000	2,100,600	6,750,600	-	6,750,600	26,870	20,000	(6,870)
SUSTAINABILITY								
SUSTAINABILITY INITIATIVES	2,066,980	699,771	2,766,751	-	2,766,751	10,575	10,000	(575)
BICYCLE PARKING IMPLEMENTATION	20,000	-	20,000	-	20,000	-	-	-
INTEGRATED WATER MANAGEMENT	90,000	-	90,000	-	90,000	-	-	-
OPEN SPACE STRATEGY INITIATIVES	550,000	225,713	775,713	-	775,713	2,013	64,655	62,642
TOTAL SUSTAINABILITY	2,726,980	925,484	3,652,464	-	3,652,464	12,588	74,655	62,067
COMMUNITY SAFETY								
TRANSPORT PLANNING	2,057,834	2,071,796	4,129,630	-	4,129,630	14,925	-	(14,925)
TOTAL COMMUNITY SAFETY	2,057,834	2,071,796	4,129,630	-	4,129,630	14,925	-	(14,925)

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ORDINARY COUNCIL MEETING

2 SEPTEMBER 2025

Capital Works Program Expenditure for period ending 31 July 2025 (continued)								
Description	Adopted Capital Budget	Carry Forwards from 2024-25	Budget Plus Carry Forwards	Adjustments	Annual Forecast	Year To Date Actual Expenditure	Year To Date Forecast	Year To Date Variance
	(\$)	(\$)	(\$)	(\$)	(\$)	(\$)	(\$)	(\$)
RENEWALS								
FURNITURE & FITTINGS	69,631	62,000	131,631	-	131,631	-	-	-
INFORMATION SYSTEMS	877,200	-	877,200	-	877,200	23,888	-	(23,888)
SUPERSTRUCTURE COMPONENT RENEWALS	120,000	-	120,000	-	120,000	-	-	-
VEHICLE REPLACEMENT	1,000,000	132,136	1,132,136	-	1,132,136	8,175	-	(8,175)
FIRE COMPONENT RENEWALS	11,359	-	11,359	-	11,359	835	-	(835)
BUILDING IMPROVEMENTS	681,050	153,869	834,919	-	834,919	-	-	-
FLOOR COVERINGS	400,000	-	400,000	-	400,000	-	-	-
ROOF REPLACEMENT PROGRAM	41,647	-	41,647	-	41,647	-	-	-
STRUCTURAL RENEWALS	200,000	75,272	275,272	-	275,272	-	-	-
SECURITY ENHANCEMENTS	20,000	-	20,000	-	20,000	-	-	-
SENIOR CITIZEN BUILDINGS RENEWALS	53,060	-	53,060	-	53,060	-	-	-
LIBRARY COLLECTIONS	605,412	-	605,412	-	605,412	32,907	66,855	33,948
FOOTPATH PROGRAM	2,500,000	-	2,500,000	-	2,500,000	135,605	100,000	(35,605)
KERB AND CHANNEL REPLACEMENT PROGRAM	330,000	-	330,000	-	330,000	20,332	-	(20,332)
ROAD REHABILITATION PROGRAM	1,062,000	-	1,062,000	-	1,062,000	-	-	-
DRAINAGE IMPROVEMENTS	1,266,700	33,105	1,299,805	-	1,299,805	-	-	-
GLENWORKS PROGRAM	1,697,113	-	1,697,113	-	1,697,113	-	-	-
RIGHT OF WAY IMPROVEMENTS	-	210,210	210,210	-	210,210	-	-	-
CAR PARKS RENEWAL PROGRAM	100,000	-	100,000	-	100,000	-	-	-
RECREATION PROGRAM	374,122	180,195	554,317	-	554,317	-	-	-
AQUATIC CENTRE REDEVELOPMENT	1,141,041	-	1,141,041	-	1,141,041	14,321	98,000	83,679
PARKS MINOR CAPITAL WORKS	842,457	-	842,457	-	842,457	-	-	-
SHADE STRUCTURES	17,926	-	17,926	-	17,926	-	-	-
RESIDENTIAL AGED CARE MINOR IMPROVEMENTS	173,400	-	173,400	-	173,400	9,175	-	(9,175)
TOTAL RENEWALS	13,584,118	846,787	14,430,905	-	14,430,905	245,239	264,855	19,616
TOTAL CAPITAL WORKS EXPENDITURE	27,167,343	7,544,032	34,711,375	200,000	34,911,375	300,522	379,510	78,988

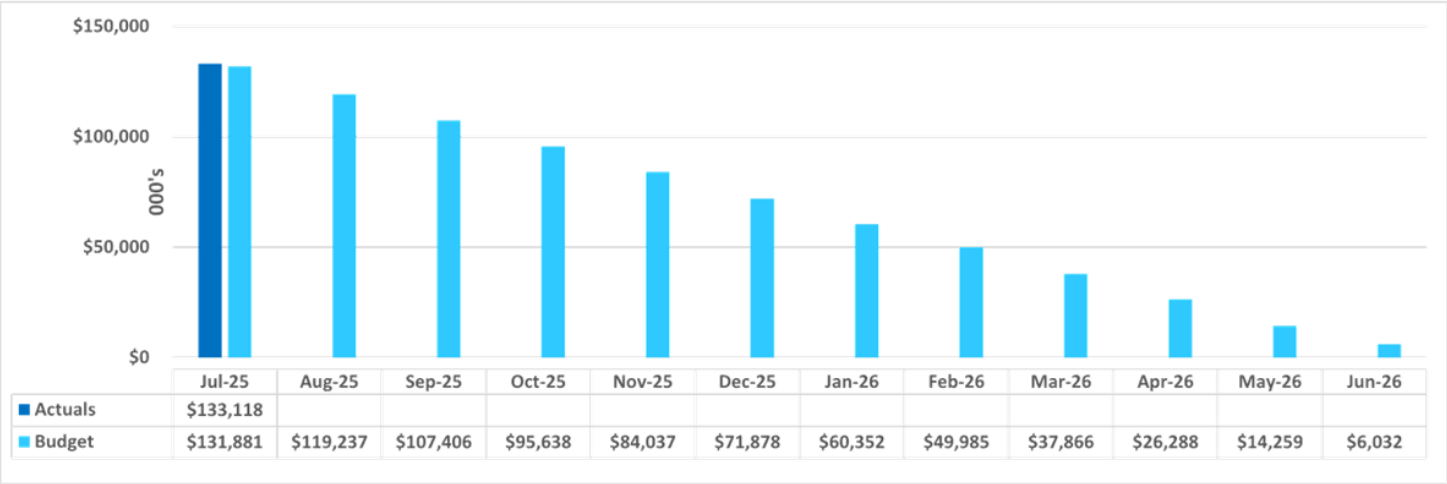
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Performance Graphs

Financial Performance
for the period ending 31 July 2025



The July 2025 year to date financial performance was \$1.24m higher than the year-to-date budget mainly due to:

- Better than anticipated income received for Grants \$312k and Interest Received \$73k. These are offset by unfavourable variances in Contributions (Monetary) \$93k and Other Income \$37k.
- Favourable variances in expenditure items including Contractor Payments \$599k, Employee Costs \$284k, Maintenance \$191k, Insurances \$172k and Utility Services \$77k. These are offset by an increase in Other Expenses \$198k and Grants and Subsidies \$20k.

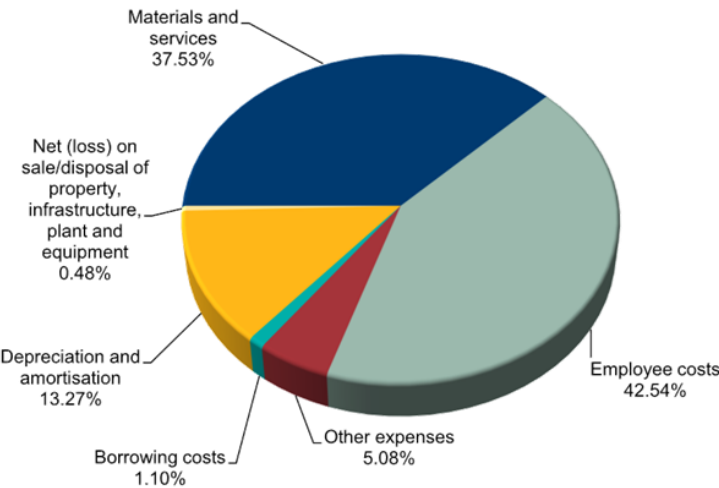
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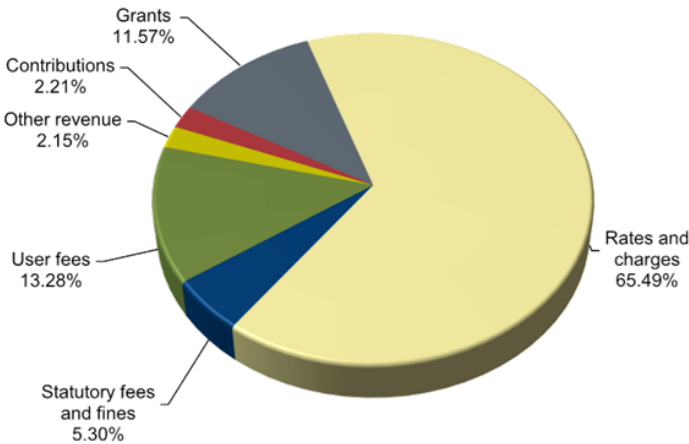
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Financial Performance
for the period ending 31 July 2025

2025-26 Forecast categories of expenditure



2025-26 Forecast sources of income

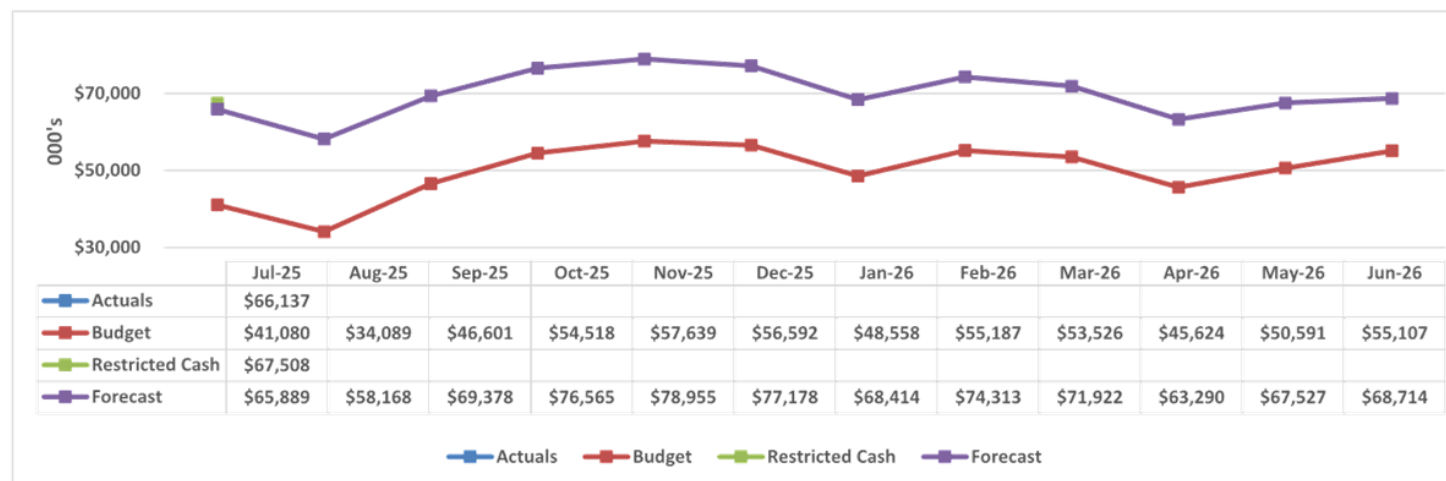


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**Cash and Investments
for the period ending 31 July 2025**



- **Cash Balance** – Council's year to date cash balance of \$66.14m is above budget for the current month. Council's forecast position to June 2026 of \$68.71m has been adjusted to reflect the movements in Council's Income Statement and Capital Works Program forecast adjustments.
- **Restricted Cash** – Council has cash assets that are subject to restrictions. Restricted funds as at 31 July 2025 is \$67.51m, this includes: residential aged care deposits of \$15.78m, leave provisions of \$15.08m, trust funds and deposits of \$7.35m (including asset protection permits), open space reserve of \$27.21m, strategic asset development reserve \$1.26m and Emergency Services and Volunteers Fund \$824k. Noting that the open space (\$27.21m) is not held in cash reserve.
- **Return on Investments** – Council has achieved an average return on investments of 3.85 per cent for the month of July 2025.

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Rates Income and Debtors
for the period ending 31 July 2025

Rate Income – is an important source of revenue, accounting for approximately 65 per cent of the total revenue received by Council annually.

Rate Capping – The Victorian Government's *Fair Go Rates System* (FGRS) limits the maximum increase in Councils' average rates. The amount is calculated by dividing total revenue from general rates by the total number of rateable properties in the municipality.

Each year the Minister for Local Government sets the average rate cap increase for Councils.

The cap for 2025-26 was set at forecast CPI of 3% (2.75% for 2024-25).

Rate Payments – Rates are paid in four instalments during the year: February, May, September, and November. Council's cash flow is impacted by the timing of rate payments. The following table reflects the rate debtors balance as at 31 July 2025.

Rate Debtors	2025-2026 Year to date
	\$'000
Arrears Brought Forward	16,383
Credits Brought Forward	(1,579)
2025-26 Rates & Garbage Generated	146,446
2025-26 Emergency Services and Volunteers Fund	29,755
Total Rates & Charges	191,005
Payments/Adjustments:	
Glen Eira Pension Rebate	(24)
State Government Rebate	(1,566)
Emergency Services and Volunteers Fund Rebate	(295)
Receipts	(2,597)
Interest	(475)
Supplementary Valuations	1,114
Adjustments	-
Total Payments/Adjustments	(3,842)
Rates & Charges Balance at Month End	187,163

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Financial Strategy

Each year, the Auditor-General of Victoria performs an audit of the Local Government sector and produces a report to Parliament of the results of those audits. As part of this process, the Auditor-General assesses the financial sustainability of Councils. The following pages explain and present the Auditor-General's financial sustainability risks and criteria, and page 18 provides indicators for Glen Eira City Council.

Financial sustainability risk indicators

Indicator	Formula	Description
Net result margin (%)	Net result/Total revenue	<p>A positive result indicates a surplus, and the larger the percentage, the stronger the result.</p> <p>A negative result indicates a deficit. Operating deficits cannot be sustained in the long term.</p> <p>The net result and total revenue are obtained from the comprehensive operating statement.</p>
Adjusted underlying result (%)	Adjusted underlying surplus (or deficit)/ Adjusted underlying revenue	<p>This measures an entity's ability to generate surplus in the ordinary course of business—excluding non-recurrent capital grants, non-monetary asset contributions, and other contributions to fund capital expenditure from net result.</p> <p>A surplus or increasing surplus suggests an improvement in the operating position.</p>
Liquidity (ratio)	Current assets/ Current liabilities	<p>This measures the ability to pay existing liabilities in the next 12 months.</p> <p>A ratio of one or more means that there are more cash and liquid assets than short-term liabilities.</p>
Internal financing (%)	Net operating cashflow/Net capital expenditure	<p>This measures the ability of an entity to finance capital works from generated cashflow.</p> <p>The higher the percentage, the greater the ability for the entity to finance capital works from their own funds.</p> <p>Net operating cashflows and net capital expenditure are obtained from the cashflow statement.</p> <p>Note: The internal financing ratio cannot be less than zero. Where a calculation has produced a negative result, this has been rounded up to 0 per cent.</p>
Indebtedness (%)	Non-current liabilities/Own-sourced revenue	<p>This assesses an entity's ability to pay the principal and interest on borrowings, as and when they fall due, from the funds it generates.</p> <p>The lower the ratio, the less revenue the entity is required to use to repay its total debt.</p> <p>Own-sourced revenue is used, rather than total revenue, because it does not include grants or contributions.</p>
Capital replacement (ratio)	Cash outflows for the addition of new infrastructure, property, plant and equipment/ Depreciation	<p>Comparison of the rate of spending on new infrastructure, property, plant and equipment with its depreciation. Ratios higher than 1:1 indicate that spending is faster than the depreciating rate.</p> <p>This is a long-term indicator, as capital expenditure can be deferred in the short term if there are insufficient funds available from operations and borrowing is not an option. Cash outflows for infrastructure are taken from the cashflow statement. Depreciation is taken from the comprehensive operating statement.</p>
Renewal gap (ratio)	Renewal and upgrade expenditure/Depreciation	<p>This compares the rate of spending on existing assets through renewing, restoring, and replacing existing assets with depreciation.</p> <p>Ratios higher than 1.0 indicate that spending on existing assets is faster than the depreciation rate.</p>

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2 SEPTEMBER 2025

Financial Strategy (continued)

Financial sustainability risk assessment criteria

The financial sustainability risk of each local council is assessed using the criteria outlined below:

Risk	Net result	Adjusted underlying result	Liquidity	Internal financing	Indebtedness	Capital replacement	Renewal gap
High	Less than negative 10% Insufficient revenue is being generated to fund operations and asset renewal.	Less than 0% Insufficient surplus being generated to fund operations	Less than 0.75 Immediate sustainability issues with insufficient current assets to cover liabilities.	Less than 75% Limited cash generated from operations to fund new assets and asset renewal.	More than 60% Potentially long-term concern over ability to repay debt levels from own-source revenue.	Less than 1.0 Spending on capital works has not kept pace with consumption of assets.	Less than 0.5 Spending on existing assets has not kept pace with consumption of these assets.
Medium	Negative 10%–0% A risk of long-term run down to cash reserves and inability to fund asset renewals.	0%–5% Surplus being generated to fund operations	0.75–1.0 Need for caution with cashflow, as issues could arise with meeting obligations as they fall due.	75–100% May not be generating sufficient cash from operations to fund new assets.	40–60% Some concern over the ability to repay debt from own-source revenue.	1.0–1.5 May indicate spending on asset renewal is insufficient.	0.5–1.0 May indicate insufficient spending on renewal of existing assets.
Low	More than 0% Generating surpluses consistently.	More than 5% Generating strong surpluses to fund operations	More than 1.0 No immediate issues with repaying short-term liabilities as they fall due.	More than 100% Generating enough cash from operations to fund new assets.	40% or less No concern over the ability to repay debt from own-source revenue.	More than 1.5 Low risk of insufficient spending on asset renewal.	More than 1.0 Low risk of insufficient spending on asset base.

Source: VAGO.

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Financial Strategy (continued)**Monthly Report Relative to Financial Strategy**

Financial Sustainability Risk Indicators	Objective	Draft 2024-2025 Actuals	Draft Risk 2024-2025	2025-2026 Annual Budget as at 30 June 2026	2025-2026 Annual Forecast as at 30 June 2026	2025-2026 Risk based on Annual Forecast as at 30 June 2026	Comment
(1) Net Result	To generate surpluses consistently greater than 0%.	9.13%	Low	2.64%	1.54%	Low	Council is generating surpluses.
(2) Underlying Result (%)	Ability to generate surplus in the ordinary course of business, excluding non-recurrent capital grants and non-monetary asset contributions to fund capital expenditure from net result. Low risk indicator to be more than 5%.	4.81%	Medium	-1.22%	-2.41%	High	Council anticipates a low underlying result during 2025-26.
(3) Liquidity	To measure Council's ability to repay short-term liabilities as they fall due. Low risk - indicator is to be greater than 1.0.	1.63	Low	1.44	1.51	Low	Council's forecast to 30 June 2026 indicates a Liquidity Ratio above 1.0.
(4) Internal Financing	Generating enough cash from operations to fund new assets. Low risk indicator is to be greater than 100%.	170%	Low	117%	98%	Medium	Council is restricted in generating cash to fund new assets.
(5) Indebtedness	Lower than 40% relates to the ability to repay debt from own-source revenue.	33.00%	Low	31.08%	30.34%	Low	Council is operating at a ratio of lower than 40%, therefore has the ability to repay debt from own-source revenue.
(6) Capital Replacement	To ascertain the level of risk of insufficient spending on asset renewal. Low risk indicator is to be more than 1.5.	1.17	Medium	1.16	1.18	Medium	Council operates at a medium level of risk with respect to capital replacement.
(7) Renewal Gap	To ensure there is sufficient spending on Council's asset base. Low risk indicator is to be greater than 1.0.	1.02	Low	0.89	0.89	Medium	Council spend on its asset base is at a medium level of risk.

10.6 AUDIT & RISK COMMITTEE BIENNIAL REPORT

Author: John Vastianos, Chief Financial Officer

Director: John Vastianos, Chief Financial Officer

Trim No: 25/1270975

Attachments: 1. Committee Biannual Report (March to August 2025) [↓](#)

EXECUTIVE SUMMARY

This report meets the reporting requirements to Council as mandated by the *Local Government Act 2020 (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.

Council's Audit and Risk Committee is required under the Act to prepare a report to Council on the Committee's activities twice per annum.

The purpose of this report is for Council to note the Audit and Risk Committee activities for the period March to August 2025.

The agendas for the meetings are driven by the Committee's Annual Work Plan.

At the meetings held in this reporting period, the key matters considered are summarised below:

- **Financial and Performance Reporting** – the Committee monitored the 2024–25 financial and performance reporting process, including Council's financial position, financial sustainability indicators, and key reporting issues such as asset revaluations. It reviewed VAGO's Interim and Final Management Letters, which reported no open high or moderate risk findings, and the Closing Report outlining final audit results. At the August 2025 meeting, management presented the Financial and Performance Statements, and the Committee discussed key areas including operating performance, capital works, asset valuations, LGPRF indicators, Clayton South Regional Landfill draft accounts, and other statutory reporting matters.
- **Risk Management, Fraud, and Internal Control** – the Committee continued to support Council's risk management framework by reviewing business unit risk reports at each meeting and assessing how the framework operates in practice, including a Risk Report for Community Wellbeing and a detailed review of risks in Libraries, Arts and Culture. Key areas of focus included updates on Council's IT/Digital Strategy, cyber security, strategic risks and treatment plans, and alignment of Council's risk appetite with strategic objectives.
- **Compliance** – the Committee considered updates on regulatory compliance matters, including corporate governance and councillor expenses.
- **Internal Audit** – the Committee reviewed several internal audit items including Council's Immunisation Practices, the post-implementation of the Telephony System, Cyber Security and recommended the CEO approve the 2025–26 Internal Audit Plan. The Committee also considered draft scopes for upcoming audits focused on Leisure Facilities and Child Safe Standards, while continuing to monitor management's progress in addressing internal audit findings. The Committee also noted reappointment of HLB Mann Judd as internal audit provider.

- **External Audit** – the Committee received briefings on the interim and final stages of the Council's 2024–25 audit, including a summary of findings from the Interim Management Letter and final audit outcomes presented at the August 2025 meeting.

RECOMMENDATION

That Council notes the Audit and Risk Committee's Biannual Report for the period March to August 2025 (Attachment 1 to this report) in accordance with the provisions of the *Local Government Act 2020*.

BACKGROUND

In accordance with Audit and Risk Committee Charter (section 6 on 'Reporting') and sections 53 and 54 of the *Local Government Act 2020*, the Chairperson will prepare a report to Council through the Chief Executive Officer on the Committee's activities twice per annum.

One of these reports will be prepared after the meeting at which the annual Financial Report and the annual Performance Statement have been considered and recommended to Council for adoption. This report will indicate how the Committee has discharged its responsibilities as set out in this Charter for the previous year.

ISSUES AND DISCUSSION

The Audit and Risk Committee considered and approved a report on its work for the period March to August 2025 at the meeting held on 22 August 2025, and recommended the report be considered at Council for endorsement (refer to Attachment 1).

CLIMATE EMERGENCY RESPONSE STRATEGY IMPLICATIONS

There are no climate emergency response strategy implications to this report.

FINANCIAL, RESOURCE, RISK AND ASSET MANAGEMENT IMPLICATIONS

The Committee meets for approximately five times per year.

POLICY AND LEGISLATIVE IMPLICATIONS

- *Local Government Act 2020*:
 - Division 8—Audit and Risk Committee
 - Section 53: Council must establish an Audit and Risk Committee
 - Section 54: Audit and Risk Committee Charter
 - Glen Eira City Council Audit & Risk Committee Charter (endorsed 11 August 2020).

COMMUNICATION AND ENGAGEMENT

Not applicable.

LINK TO COUNCIL PLAN

Strategic Direction 1: Well informed, transparent decisions and highly valued services. We build trust through engaging with our community, delivering quality services and making evidence-based decisions.

OFFICER DECLARATION OF CONFLICT OF INTEREST

No officers involved in the preparation of this report have any general or material conflicts of interest in this matter.

CONCLUSION

The Audit and Risk Committee is an important part of Council's commitment to good governance and probity. The actions outlined in this report ensure that Council's approach remains consistent with leading practice.

Glen Eira City Council

Audit & Risk Committee Biannual Report

For the period March 2025 to August 2025

Ordinary Council Meeting: 2 September 2025



**GLEN EIRA
CITY COUNCIL**

BENTLEIGH, BENTLEIGH EAST, BRIGHTON EAST, CARNEGIE, CAULFIELD, ELSTERNWICK,
GARDENVALE, GLEN HUNTLY, MCKINNON, MURRUMBEENA, ORMOND, ST KILDA EAST

1. Introduction

The Audit & Risk Committee (Committee) was established under section 53 of the Local Government Act 2020. Its primary role is to monitor and advise the Council on various aspects, including financial and performance reporting, risk management, internal control environment, fraud prevention systems and controls, compliance with policies, procedures, laws, and regulations, as well as internal and external audits. The Committee receives support from internal and external audits and other assurance providers that may be appointed by management or the Council as needed.

In accordance with the Glen Eira Audit and Risk Committee Charter and the *Local Government Act 2020*, the Committee is required to:

- Prepare a biannual audit and risk report that outlines the activities of the Audit and Risk Committee, including its findings and recommendations.
- Provide a copy of this biannual report to the Chief Executive Officer for presentation at the next Council meeting.

The most recent report submitted by the Committee to the Council was on 18 March 2025, covering the Committee's activities from meetings held between September 2024 and February 2025. This report detailed the Committee's oversight and advisory functions, highlighting key findings and recommendations aimed at improving the Council's financial and risk management practices.

The current report, which covers the period from March 2025 to August 2025, continues to build on the previous findings.

2. Committee Members

From March 2025 to August 2025, the Committee membership included:

Independent Members

- Craig Geddes
- Menchi Schneier
- Lisa Tripodi

Councillor Representatives (appointed 26 November 2024)

- Cr Simone Zmood (Mayor)
- Cr Luca Ragni (Deputy Mayor)
- Cr Sam Parasol (Substitute Member)
- Cr Kay Rimbaldo (Substitute Member)

3. Committee Meetings

The Committee meets for approximately three to four hours five times per year. The number of Committee meetings held, and the number of meetings attended by each Committee member from March 2025 to August 2025 are as follows:

Committee Member	Position	30 May 2025	22 August 2025
Craig Geddes	Independent Member (Chairperson)	1	1
Menchi Schneier	Independent Member	1	1
Lisa Tripodi	Independent Member	1	1
Cr Simone Zmood	Councillor Representative	1	1
Cr Luca Ragni	Councillor Representative	1	1
Cr Kay Rimbaldo	Councillor Substitute Representative	1	N/A*
Cr Sam Parasol	Councillor Substitute Representative	N/A*	N/A*

*Councillors not required to attend

The CEO and CFO attended all meetings as did representatives from the Council's internal and external auditors.

The minutes of the meetings of the Committee were included in the next available Ordinary Council Meeting agenda and were noted as part of the public proceedings of the Council.

4. Committee Activities

a) Financial and Performance Reporting

During the period, the Committee monitored the 2024–25 financial and performance reporting process including:

- Council's financial position and the status of the VAGO financial sustainability indicators forecasted to 30 June 2025.
- Management reports on expected financial reporting issues such as the impact of asset revaluations and areas requiring judgement or estimate.
- The Interim and Final Management Letters which outline findings by VAGO from the 2024–25 audit work completed – there were no open high or moderate risk rated findings at year end.
- 2024–25 VAGO Closing Report which outlines the final audit results.

At the August 2025 meeting, management briefed the Committee on the 2024–25 Financial and Performance Statements and VAGO confirmed their expectation that unmodified audit opinions would be issued on these statements.

Key areas of the 2024–25 Financial Report discussed by the Committee included Council's operating performance, capital works program, asset valuations and the Local Government Performance Indicators.

Other year-end reporting matters were discussed including the Clayton South Regional Landfill draft accounts, the Local Government Performance Reporting Framework Governance (LGPRF) and Management Checklist and the status of funding acquittals and other statutory reporting obligations.

b) Risk Management, Fraud, and Internal Control

The Council continues to strengthen its risk management framework. The Committee received business unit risk management reports at each meeting, in line with the rolling risk program, and provided information on how the Council's risk management framework is working in practice. Complementing this rolling program has been a focus on several key areas:

- Directorate Risk Report for Community Wellbeing and a detailed risk review for the Libraries, Arts and Culture area.
- Updates on Council's IT / Digital Strategy and governance arrangements.
- Updates on the status of the Council's Cyber Security and Information Management.
- Review of the current risk management framework, action plan and discussed Council's risk appetite, ensuring alignment with strategic objectives and operational activities.
- Updates on Strategic Risks and their treatment plans were presented with the Risk Assurance Map.
- Clayton Landfill update on the status of Environmental Action Notices and other notices, site management and construction updates, 2024-25 financial contributions and governance review.

The Committee received information and advice on the internal control environment from multiple sources including management reviews, internal and external audit as outlined in this report.

The Committee also received updates on the work of integrity agencies, such as the Victorian Auditor-General's Office (VAGO). These updates included discussions on management's assessment of applicable learnings from the work of these agencies.

c) Compliance

The Committee noted the Council's continuation of work in implementing the requirements of the *Local Government Act 2020*. Throughout the period, other updates were considered on regulatory compliance, such as Corporate Governance and Councillor expenses. The Committee has been actively monitoring these areas to ensure that the Council adheres to the necessary regulations and maintains high standards of governance.

d) Internal Audit

At the May meeting, the Committee considered the:

- Review of Council's Immunisation Practices
- Review of the Post implementation of the Telephony System
- Review of Cyber Security (*including key aspects of NIST, Cyber Awareness Survey and Essential Eight Follow Up*)
- Internal Audit Plan for the 2025–26 year, and recommended the CEO approve the 2025–26 Plan.

At the August meeting, the Committee considered draft scopes for the following internal audits:

- Review of Leisure Facilities (GESAC, Carnegie Memorial Pool and Caulfield Recreation Centre)
- Review of Child Safe Standards.

The status of implementation of actions by management to address internal audit findings continued to be monitored at each meeting of the Committee.

At its May 2025 meeting, the Audit and Risk Committee noted the reappointment of HLB Mann Judd as Council's internal audit provider, following formal adoption at the Council Meeting held on 20 May 2025. The Chairperson and Chief Financial Officer extended their congratulations to HLB Mann Judd and acknowledged the value of their continued partnership with Council.

The Audit and Risk Committee was actively involved throughout the internal audit services tender process. This included contributing to the development of the tender, evaluating submissions, endorsing the evaluation report, and presenting the outcome and recommendation to Councillors at an Assembly. The recommendation was subsequently presented to the Audit and Risk Committee prior to its formal adoption by Council.

e) External Audit - Victorian Auditor-General's Office (VAGO)

At the May meeting, Ms Jayasekera and Mr Derricott from VAGO briefed the Committee on the interim audit and the stages of the Council's 2024-25 audit. Ms Jayasekera presented a summary of the audit findings in the VAGO Interim Management Letter.

A further briefing was provided by Ms Jayasekera at the August 2025 meeting in relation to the final audit outcomes.

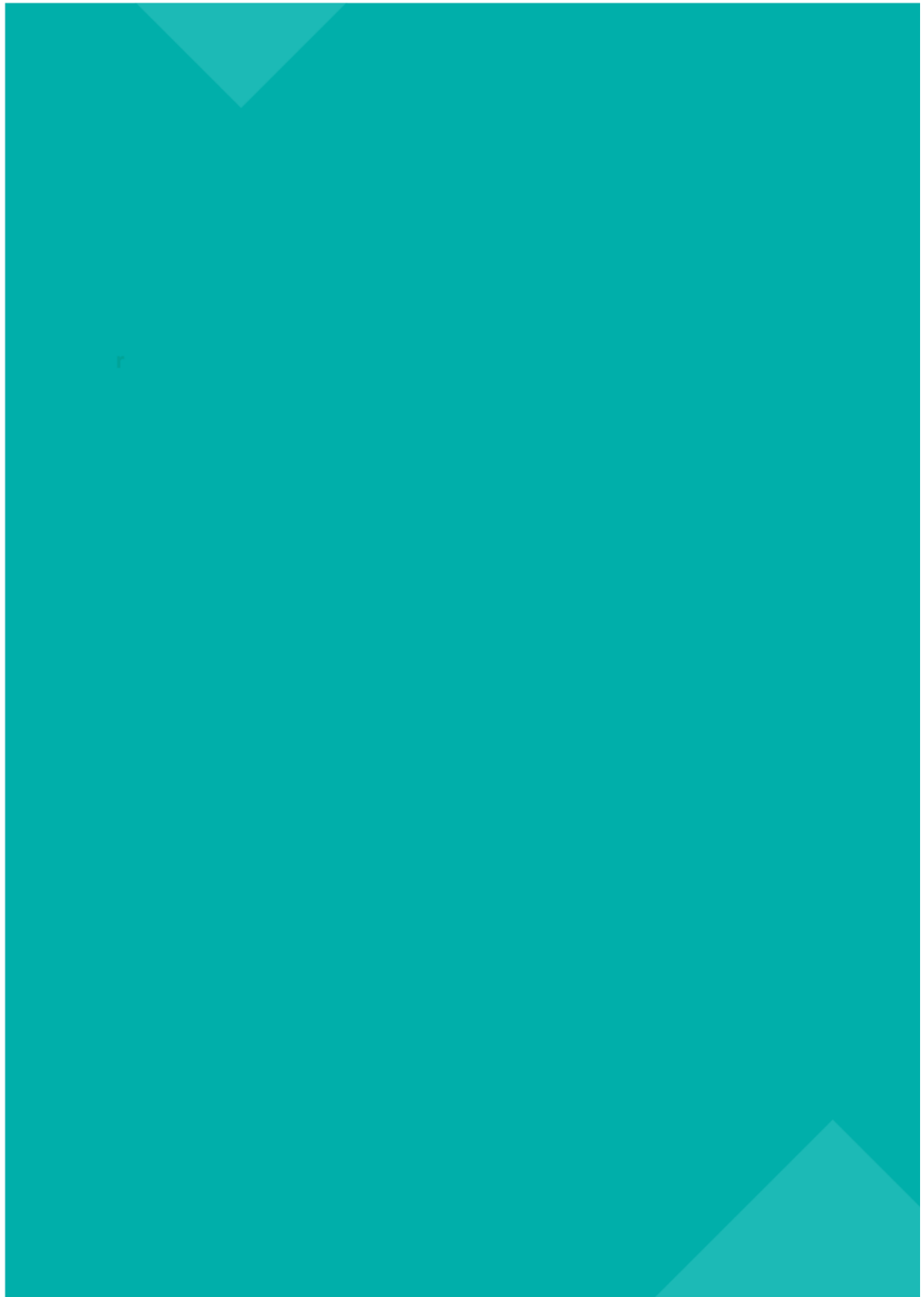
These briefings have been valuable to the Committee as an input to the development of the Internal Audit Program and, to management, to identify areas of focus in management's ongoing monitoring of the risk and internal control framework.

5. Acknowledgements

The Committee extends its sincere appreciation to management, internal audit, external audit, and all contributors who have supported its work throughout the year. Their dedication and professionalism have been vital in enabling the Committee to effectively monitor and advise the Council on key areas including financial and performance reporting, risk management, internal controls, fraud prevention, compliance, and both internal and external audit processes.

The Chairperson also acknowledges the valuable contributions of both independent and Councillor members. Their insights and recommendations have significantly strengthened the Committee's oversight and advisory role, particularly in navigating complex financial and risk management matters.

At the May meeting, the Mayor expressed thanks to Rebecca McKenzie (former CEO) for her outstanding service and contributions to the Committee. These sentiments were warmly echoed by the Chairperson, who commended Glen Eira Council as one of the sector's leading organisations. At the August meeting, the Chairperson welcomed new CEO Lucy Roffey to Council, marking the beginning of a new chapter in leadership.



10.7 AUDIT AND RISK COMMITTEE MINUTES

Author: John Vastianos, Chief Financial Officer

Director: John Vastianos, Chief Financial Officer

Trim No: 25/1272163

Attachments: 1. Audit & Risk Committee Minutes (22 August 2025) [↓](#)

EXECUTIVE SUMMARY

Under the *Local Government Act 2020* and the Audit and Risk Committee Charter, Council must ensure that minutes from the Audit and Risk Committee meetings are provided to Council promptly after being reviewed and cleared by the Committee Chairperson.

The purpose of this report is to present the minutes from the Audit and Risk Committee meeting held on 22 August 2025 to Council for approval. These minutes provide an account of the discussions and decisions made during the meeting, ensuring that the Council is fully informed of the Committee's activities.

By approving the minutes, Council acknowledges and endorses the Committee's work, integrating its findings and recommendations into the broader governance framework.

The purpose of this report is to present to Council for approval the Audit and Risk Committee minutes from the meeting held on 22 August 2025.

The August Committee meeting focused solely on the draft 2024–25 Financial Report, with questions from Committee members submitted via email prior to the meeting. Responses were circulated by the CFO well in advance.

At that meeting, the Committee considered several key topics:

- **The draft 2024–25 Financial Report (including the Financial Report and Performance Statement):** The Committee reviewed the draft Financial Report and Performance Statement for the 2024–25 financial year, assessing the accuracy of financial disclosures and alignment with statutory requirements. Members provided feedback to ensure the report reflected Council's financial position and performance transparently. The Committee recommend that Council adopts, in principle, the Financial Statements and Performance Statement, subject to adjustments requested by the Committee and subject to no significant changes by the Victorian Auditor-General's Office (VAGO).
- **End of Year Audit Reports from the Victorian Auditor-General's Office (VAGO):** The Committee examined the final audit reports issued by VAGO, which included findings and recommendations from the 2024–25 audit cycle. These reports were discussed in relation to Council's financial sustainability, governance, and internal control environment.
- **Draft 2024–25 Financial Report for the Clayton Landfill:** The Committee reviewed the draft financial accounts for the Clayton Landfill, focusing on environmental provisions, financial contributions, and compliance with regulatory obligations.
- **Biannual Report of activities of the Committee:** The Committee endorsed its Biannual Report, summarising its oversight activities, key areas of focus, and outcomes achieved during the reporting period. This report covered the period March 2025 to August 2025.

RECOMMENDATION

That Council adopts the minutes of the Audit and Risk Committee meeting held on 22 August 2025 as shown in Attachment 1 of this report.

BACKGROUND

The City of Glen Eira has established an Audit and Risk Committee (the Committee) pursuant to Section 53 of the *Local Government Act 2020* to support Council in discharging its oversight responsibilities related to financial and performance reporting, risk management, fraud prevention systems and control, Council's performance with regard to compliance with its policies and legislative and regulatory requirements, maintenance of a sound internal control environment, and assurance activities including internal and external audit. It acts in this capacity by monitoring, reviewing, endorsing, and advising on the above matters as set out in its Charter.

The Committee has no executive authority and no delegated financial responsibilities and is therefore independent of management.

Furthermore, the Committee is not a delegated committee but is directly responsible to Council for discharging its responsibilities as set out in the Charter. It has no delegated authority from Council unless specifically provided by Council from time to time and any such authority shall be temporary and may only relate to specific matters as directed by Council. This structure ensures that the Committee's authority is clearly defined and limited to its advisory role, thereby reinforcing its independence and focus on governance and oversight.

ISSUES AND DISCUSSION

In line with the Committee's Charter (section 4.6) and sections 53 and 54 of the *Local Government Act 2020*, it is essential to prepare and distribute minutes for all meetings. These minutes will be documented and provided to the Council at the earliest opportunity after they have been reviewed and approved by the Committee Chairperson. This ensures that the Council is promptly informed of the Committee's discussions and decisions.

The draft minutes will then be formally presented and confirmed by the Committee at the next Committee meeting. This process not only guarantees accuracy and completeness but also allows for any necessary amendments before the minutes are officially recorded. By following these procedures, the Committee upholds its commitment to good governance and compliance with legislative requirements.

CLIMATE EMERGENCY RESPONSE STRATEGY IMPLICATIONS

Council remains committed to addressing climate change and integrating sustainability considerations into its overall governance and operational practices.

FINANCIAL, RESOURCE, RISK AND ASSET MANAGEMENT IMPLICATIONS

The Audit and Risk Committee meets five times per year. These regular meetings are essential for ensuring that the Council's financial, resource, risk, and asset management practices are thoroughly reviewed and monitored. By convening multiple times annually, the Committee can provide ongoing oversight and make timely recommendations to address any emerging issues or opportunities for improvement.

POLICY AND LEGISLATIVE IMPLICATIONS

1. Local Government Act 2020:
 - Division 8—Audit and Risk Committee
 - Section 53: Council must establish an Audit and Risk Committee
 - Section 54: Audit and Risk Committee Charter

2. Glen Eira City Council Audit and Risk Committee Charter.

COMMUNICATION AND ENGAGEMENT

The Audit and Risk Committee minutes have been circulated to all committee members and relevant officers for review.

LINK TO COUNCIL PLAN

Strategic Direction 1: Well informed, transparent decisions and highly valued services. We build trust through engaging with our community, delivering quality services and making evidence-based decisions.

OFFICER DECLARATION OF CONFLICT OF INTEREST

No officers involved in the preparation of this report have any general or material conflicts of interest in this matter.

CONCLUSION

The Audit and Risk Committee plays a crucial role in upholding the Council's dedication to good governance and probity. By providing oversight and guidance, the Committee ensures that the Council's operations are transparent, accountable, and in line with ethical standards.

The actions outlined in this report are designed to reinforce these principles, ensuring that the Council's approach remains not only compliant with current legislation but also aligned with leading practices in governance and risk management. This proactive stance helps to mitigate potential risks, enhance decision-making processes, and foster a culture of continuous improvement within the Council.



GLEN EIRA
CITY COUNCIL

GLEN EIRA CITY COUNCIL AUDIT AND RISK COMMITTEE

Minutes of Friday, 22 August 2025

Yarra Yarra Room

8:00 AM in-camera session, 8:30 AM meeting

Committee Attendees:

Committee Members

Independent Members

- Lisa Tripodi, Independent Member
- Craig Geddes, Chairperson
- Menchi Schneier, Independent Member

Councillors

- Mayor Simone Zmood, Committee appointed Member
- Cr Luca Ragni, Committee appointed Member

External (Victorian Auditor-General's Office - VAGO)

- Thamali Jayasekera, Manager Financial Audit

Council Officers

- Lucy Roffey, Chief Executive Officer
- John Vastianos, Chief Financial Officer
- Karen Oh, Coordinator Management Accounting

Apologies

- Travis Derricott, Sector Director, Financial Audit

Minutes

- Alon Milstein, Coordinator Financial Accounting

The Committee met at 8am in-camera in discussion of broad issues facing Council and the risk elements thereof. Ms Jayasekera from the Victorian Auditor-General's Office (VAGO) joined the in-camera discussion at 8:15am.

AUDIT AND RISK COMMITTEE MEETING MINUTES

22 AUGUST 2025

AUDIT AND RISK COMMITTEE

Friday, 22 August 2025

8:00 AM in-camera session, 8:30 AM meeting (Yarra Yarra Room)

MINUTES**1. ACKNOWLEDGEMENT OF COUNTRY, WELCOME AND APOLOGIES**

At 8:30am, the Chairperson opened the meeting with an Acknowledgement of Country, welcomed new Glen Eira City Council CEO Lucy Roffey to her first Audit and Risk Committee meeting of Council, and noted apologies from Mr Derricott from VAGO.

2. DISCLOSURE OF INTERESTS, CONFLICTS, BREACHES OF ANY ACT**2.1 DISCLOSURE OF INTERESTS, CONFLICTS, BREACHES OF ANY ACT**

The Chairperson asked if there were any further updates to the register to be declared and whether any person present was aware of any breaches of any *Local Government Act 2020*, or any other irregularity or matters which should be brought before the Committee.

No breaches, irregularities or matters were reported.

The Committee noted the Register of Interests of independent members, and that the table will be updated in future to address any specific *Local Government Act 2020* guidance.

3. CONFIRMATION OF AGENDA

The Committee noted the following agenda item (12.1 Draft Scope – Review of Leisure Facilities) be taken as read and recommendations accepted.

4. MINUTES OF PREVIOUS MEETING 30 MAY 2025

The minutes of the previous Audit and Risk Committee meeting held on 30 May 2025 were confirmed.

Ms Tripodi proposed that going forward, minutes be endorsed by the Committee Members out-of-session for a more efficient process in providing Committee endorsed Minutes to the next Council meeting.

ACTION:

- Agreed. While this has been the usual practice, it will now be formalised as the standard approach for endorsing minutes.

5. PROBITY DECLARATION**5.1 PROBITY DECLARATION REPORT**

The Committee noted the Probity Declaration Report and that no matters requiring the Committee's attention were identified.

AUDIT AND RISK COMMITTEE MEETING MINUTES22 AUGUST 2025

6. ACTION ITEMS ARISING FROM MINUTES**6.1 ACTION ITEMS ARISING FROM MINUTES**

The Committee approved the removal of items that have been actioned from the tracking list, with any outstanding issues to be carried forward to the next Committee meeting.

7. FINANCIAL AND PERFORMANCE REPORTING**7.1 2024-25 DRAFT FINANCIAL REPORT**

The CFO presented an overview of Council's 2024–25 Draft Financial Report, highlighting key areas:

- Budget Variances: Notable differences between actual results and the adopted budget, including one-off transactions.
- Capital Works Investment: Significant capital expenditure during the year, including the completion of the Carnegie Memorial Swimming Pool.
- Financial Position: Updates on borrowings, liquidity, and cash reserves.
- Clayton South Joint Venture: Accounting treatment, environmental rehabilitation provision and disclosures related to Council's interest in the Regional Landfill.
- Residential Aged Care: Financial disclosures, segment reporting and commentary.
- Public Open Space: Contributions received, reserve balances and future open space settlement payments.
- Asset Valuation: Valuation and indexations of Council's property, infrastructure, plant, and equipment, with assurance aligned to VAGO recommendations and accounting standards.
- Financial Sustainability: Assessment against VAGO's financial sustainability indicators.
- Performance Reporting: Compliance with the Local Government Performance Reporting Framework and performance trends.

Following the CFO's presentation, the Committee reviewed the VAGO year-end reports.

The Committee undertook a detailed review of the 2024–25 Draft Financial Statements and Performance Statement, incorporating questions submitted in advance by Mr Geddes, Ms Tripodi, and Mr Schneier. The CFO had circulated written responses prior to the meeting, which were available via Council's Agenda Management System (BigTinCan).

The Committee discussed areas requiring further clarification with management or VAGO including the reasons for variances to budget and/or the prior year, accounting treatments and disclosures for new or changed items, various other disclosures and Council's approach to new areas compared with others in the sector.

The Chairperson acknowledged the efforts of the CFO, the Finance team, and VAGO, expressing appreciation for their work in finalising the statements and completing the audit. The CFO also extended thanks to VAGO for their collaborative and professional engagement throughout the audit process.

Following a review of the 2024-25 Draft Annual Financial Statements and Performance Statement the Committee recommended that Council adopts, in principle, the Financial Statements and Performance Statement, subject to adjustments requested by the Committee at its meeting held on Friday, 22 August 2025 and subject to no significant changes by the Victorian Auditor-General's Office.

AUDIT AND RISK COMMITTEE MEETING MINUTES

22 AUGUST 2025

ACTION:

- The Committee suggested minor amendments to the Executive Summary to clarify restricted asset levels and to include a normalised view of operating performance.
- Ms Tripodi recommended enhancing the Performance Statement by including additional commentary where relevant, even in cases where year-on-year movements fall below the LGV reporting threshold.
- The Committee requested the CFO provide a response to VAGO and the Committee regarding the review of any balance date events and contingencies, and their potential material impact on the 2024–25 Draft Financial Report. This will occur prior to the signing of the accounts, scheduled for the 2 September 2025 Ordinary Council Meeting. A further version of the Financial Report, incorporating any material changes, will be provided out-of-session to Committee members for review.

7.2 VAGO CLOSING REPORT

Ms Jayasekera presented the Closing Report for the year-end audit. The Closing Report confirmed the status of completion of audit work and the expectation that, subject to finalisation of minor outstanding matters as listed in the report, unmodified opinions will be issued on the Financial and Performance Statements. The Committee noted the 2024–25 VAGO draft Closing Report.

Ms Jayasekera highlighted the work undertaken in terms of the accounting treatment of the fair value of non-financial assets, including AASB 13 amendments, changes to councillors following the general elections, government grants including the application of AASB 15 Revenue from Contracts with Customers and AASB 1058 Income for Non-for-Profit Entities and the Performance Statement.

Ms Jayasekera acknowledged the effectiveness of the year-end audit process, highlighting the strong collaboration between Council Officers and the Victorian Auditor-General's Office (VAGO). She noted that this productive working relationship has been consistently maintained over recent years, contributing to a streamlined and efficient audit outcome. Furthermore, Ms Jayasekera expressed Management's confidence in the financial figures presented in Council's statements, which supported the smooth progression of the audit.

The Committee also sought assurance from VAGO regarding its assessment of the Committee's responsibilities in relation to the valuation of Council's assets. VAGO confirmed that all relevant requirements had been satisfactorily met, and that the Committee had appropriately discharged its duties in this regard.

In addition, the Committee formally noted the receipt of the 2024–25 VAGO Draft Closing Report.

7.3 OTHER YEAR END REPORTING MATTERS

The Committee noted year-end reporting matters, including the 2024–25 Local Government Performance Reporting Framework Governance and Management Checklist, as well as the status of Council's acquittals and other statutory returns.

ACTION:

- Ms Roffey recommended editorial word changes to the governance checklist for items such as the Financial and Asset Plan not requiring adoption until 31 October, in accordance with the *Local Government Act 2020*.

AUDIT AND RISK COMMITTEE MEETING MINUTES**22 AUGUST 2025**

7.4 CLAYTON LANDFILL (2024-25 DRAFT FINANCIALS)

The CFO provided an update on the 2024–25 draft accounts of the Regional Landfill Clayton South Joint Venture. The Committee noted the draft accounts, including the movement in the rehabilitation provision, and was advised that officers will inform the Committee of any material changes to the final accounts.

Any such changes, along with their impact on Council's financial statements, will be communicated prior to the signing of Council's accounts.

8. RISK MANAGEMENT**8.1. ORGANISATIONAL RISKS**

Nil

8.2. KEY STRATEGIC RISK FOCUS AREAS

Nil

9. FRAUD PREVENTION SYSTEMS AND CONTROLS

Nil

10. COMPLIANCE MANAGEMENT

Nil

11. INTERNAL CONTROL ENVIRONMENT

Nil

12. INTERNAL AUDIT**12.1 REVIEW OF LEISURE FACILITIES (DRAFT SCOPE) ***

The CFO had circulated the draft scope for the review of Council's Leisure facilities and recommendation prior to the meeting, enabling Committee members to consider the proposal in advance.

Mr Schneier highlighted that the scope was broad and that it was important to ensure there is sufficient depth from the review. Mr Schneier suggested that Internal Audit provide an assurance map of the work being undertaken.

ACTION:

- In response to Cr Ragni's question regarding the requirement for the Glen Eira Leisure Advisory Committee to report back to the Audit and Risk Committee, the Chairperson requested that a summary of all Council Advisory Committees be prepared. This report should include details such as each committee's charter, purpose, roles, and relevant experience, and be brought back to the Committee for

AUDIT AND RISK COMMITTEE MEETING MINUTES22 AUGUST 2025

further review. This could be included in the Governance Report and/or incorporated into the annual Rolling Risk Program to enhance oversight and alignment with Council's risk management framework.

12.2 REVIEW OF CHILD SAFE STANDARDS (DRAFT SCOPE) *

The Committee reviewed and recommended the proposed scope for the upcoming review of Child Care Standards.

Mr Schneier recommended that Council develop a thorough understanding of the processes and facilities impacted by the Child Safe Standards, and that these considerations be incorporated into the scope of work. In addition, the audit is to cover the new Federal Government Standards and impact and preparedness by Council.

13. EXTERNAL AUDIT**13.1 VAGO MANAGEMENT LETTERS**

The Committee noted the 2024–25 VAGO Management Letters, including the draft Final Management and Representation Letters. Ms Jayasekera confirmed that VAGO will issue a Final Management Letter upon completion of their review, and assured the Committee that no new matters requiring its attention are anticipated.

14. AUDIT AND RISK COMMITTEE ITEMS**14.1 2025 COMMITTEE WORK PLAN ***

The Committee noted the Work Plan for the 2025 calendar year, subject to any amendments.

14.2 COMMITTEE BIENNIAL REPORT

The CFO presented the Biennial Report to the Committee, outlining key activities for the period and noting the reporting requirement under the *Local Government Act 2020*.

The Committee considered and approved the report covering the period from March 2025 to August 2025 (subject to any amendments), and recommended that the CEO include the draft report for consideration at the next practicable Ordinary Council Meeting.

15. INFORMATION & UPDATE ON ITEMS (INFORMATION ONLY, NOT ACTION)

Nil

16. GENERAL BUSINESS**16.1 GENERAL BUSINESS**

The Committee noted and discussed items listed under General Business, and acknowledged that the next meeting is scheduled for Friday, 19 September 2025. The CFO also confirmed that meeting dates for the 2026 calendar year have been booked.

AUDIT AND RISK COMMITTEE MEETING MINUTES**22 AUGUST 2025**

17. AUDIT AND RISK COMMITTEE (MEMBERS ONLY)

Nil

18. CLOSURE OF MEETING

The meeting concluded at 10am.

10.8 COUNCIL LEASE - CARNEGIE TOY LIBRARY INC.

Author: Amanda Mills, Coordinator Property and Leasing

Director: Kellie Vise, Director Customer and Corporate Affairs

Trim No: 25/1305514

Attachments: 1. Location and lease plans [↓](#)
2. Key Selection Criteria - community organisation [↓](#)

EXECUTIVE SUMMARY

This report seeks Council approval to enter into a new lease with Carnegie Toy Library Incorporated for its continued occupation of Council property at 12 Munro Avenue, Carnegie.

RECOMMENDATION

That Council:

1. Authorises officers to enter into and finalise a new lease with Carnegie Toy Library Incorporated (Registration No. A0012095T) for its continued occupation of 12 Munro Avenue, Carnegie, Victoria 3163 for an initial term of five years, plus one option of a further four years; and
2. Executes the lease in an appropriate manner by affixing the common seal of Council.

BACKGROUND

Carnegie Toy Library (the Toy Library) currently occupies 12 Munro Avenue, Carnegie. This property was the original caretaker's cottage for Carnegie Memorial Swimming Pool and was renovated in 2014 from a residential property to one able to accommodate the Toy Library. Previously, the Toy Library was located within the Carnegie Memorial Swimming Pool complex.

The Toy Library has been serving the Glen Eira community for 38 years by providing a diverse range of toys and games to children and families. The Toy Library is a not-for-profit association and a not-for-profit charity registered by the Australian Charities and Not-For-Profits Commission. A volunteer committee manages the Toy Library.

The Toy Library is part of the member network of Toy Libraries Australia, a peak body for over 280 toy libraries in Australia and from whom it receives training and support.

The Toy Library is open to the community and its members as follows:

- Wednesday – 7pm to 9pm
- Friday – 10am to 12pm
- Saturday – 10am to 12.30pm

A location and lease plan for the Toy Library is shown in Attachment 1.

The Toy Library has an existing community lease with Council, with a peppercorn rental charge. Its income is derived from a range of membership options, plus grant funding.

ISSUES AND DISCUSSION

Council's Leasing and Licensing Policy provides that clubs and groups with exclusive occupation of Council owned or managed land must have a current lease.

Prior to expiry of its current lease, the Toy Library was asked to submit a formal request for a new lease of its premises and address Key Selection Criteria (see Attachment 2) against which Council will consider offering a new lease. In addition, the Toy Library was asked to provide a new (or most recent) Business Plan covering the next 5-9 years and evidence of its financial viability.

The Toy Library submitted a detailed application with its Business Plan outlining the business model, planned investments in infrastructure and capital works for the next 9 years, aligning with the term of a new lease.

Officers assessed the application and Business Plan submitted by the Toy Library as satisfactory and supported offering it a new community lease.

CLIMATE EMERGENCY RESPONSE STRATEGY IMPLICATIONS

All new leases include a Climate Emergency clause. This clause notes that Council has declared a Climate Emergency and as part of *Our Climate Emergency Response Strategy 2021-2025 Policy*. A tenant must endeavour to reduce its environmental impact by conducting activities such as waste disposal, energy efficiency and improvement works in a sustainable manner.

In terms of any refurbishments and capital investment of its premises, the Toy Library will be asked to make sure to include these requirements as part of our landlord consent documentation.

FINANCIAL, RESOURCE, RISK AND ASSET MANAGEMENT IMPLICATIONS

Generally, a community lease has a term of five years with an Option of a further four years. It is proposed to offer the Toy Library a new lease under the following terms:

- | | |
|------------|--|
| Tenure: | An initial lease term of five years plus one option of a further four years. |
| Rental: | An annual rental of \$104.00 plus GST increasing by 3% on each anniversary of the lease. |
| Outgoings: | The Toy Library will be responsible for all repairs, maintenance and capital investment in its premises, except for circumstances when Council as the building owner is responsible. |
| Insurance: | Public Liability Insurance of \$20m (minimum) |

New lease documents will be updated to contain more rigorous wording around Council's expectations with regard to tenants maintaining their facilities, including capital investment and asset management in the first five years of their lease with Council. These expectations will be discussed with the Toy Library prior to the commencement of its new lease.

POLICY AND LEGISLATIVE IMPLICATIONS

A new lease as outlined above complies with the *Local Government Act 2020* and *Council's Leasing and Licensing Policy 2019*.

COMMUNICATION AND ENGAGEMENT

There is no requirement to consult with the community on new leases to existing tenants.

LINK TO COUNCIL PLAN

Strategic Direction 1: Well informed, transparent decisions and highly valued services
We build trust through engaging with our community, delivering quality services and making evidence-based decisions

OFFICER DECLARATION OF CONFLICT OF INTEREST

No officers involved in the preparation of this report have any general or material conflicts of interest in this matter.

CONCLUSION

The Toy Library is committed to providing an affordable and sustainable resource for families. By focusing on diverse revenue streams, thoughtful investments in facilities and infrastructure, and robust capital works, it continues to thrive and serve the community. During the current occupancy, the Toy Library has invested in its toys and facilities.

Officers have considered the formal request for a new lease of the site by the Toy Library against the Key Selection Criteria and recommend that Council enters into a new lease agreement.

OFFICIAL

Location plan



Lease plan – shown outlined in red



Front of Carnegie Toy Library





GLEN EIRA
CITY COUNCIL

BENTLEIGH
BENTLEIGH EAST
BRIGHTON EAST
CARNEGIE
CAULFIELD
ELSTERNWICK
GARDENVALE
GLEN HUNTLY
MCKINNON
MURRUMBEENA
ORMOND
ST KILDA EAST

COMMUNITY GROUP LEASES 2023-2025 – KEY SELECTION CRITERIA

KSC 1	Accessibility	<p>The Community Group must demonstrate how it:</p> <ul style="list-style-type: none"> • provides community access to members of the public • offers a variety of flexible activities and programs • provides fair and equitable pricing options for membership or use of the facility
KSC 2	Community benefit	<p>The Community Group must demonstrate how it:</p> <ul style="list-style-type: none"> • delivers quality community programs • engages at all levels and with all sectors of the community • provides opportunity for social interaction
KSC 3	Sustainability, including investment in facilities	<p>The Community Group must provide its Business Plan for the next 5-9 years (or the agreed term of the new lease) outlining:</p> <ul style="list-style-type: none"> • its business model and practices to maintain and achieve financial sustainability • planned investment in well managed and maintained buildings, grounds and court infrastructure • its planned and achievable capital works investment
KSC 4	Accountability	<p>The Community Group must demonstrate how it will:</p> <ul style="list-style-type: none"> • deliver and support national (peak body) programs, as applicable • meet all Child Safe Standard requirements • develop and distribute policies and procedures relevant to its permitted use of the Council facility to ensure Occupational Health and Safety for its committee, members and visitors • ensure successful management of legal and financial matters • evaluate performance of all areas of the group • have an active committee committed to short- and long-term planning • clearly define leadership role of committee members • Provide for regular contact and communication with relevant Council officers and departments within Council



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11. URGENT BUSINESS

12. ORDINARY BUSINESS

12.1 Requests for reports from a member of Council staff

12.2 Right of reply

12.3 Notice of Motion / Notice of Rescission

12.4 Councillor questions

13. CONFIDENTIAL ITEMS

Nil

14. CLOSURE OF MEETING