



GLEN EIRA CITY COUNCIL
ORDINARY COUNCIL MEETING
TUESDAY 7 APRIL 2026

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 8 April 2026 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 17 March 2026 be confirmed.

7. RECEPTION AND READING OF PETITIONS AND JOINT LETTERS

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: 25/1533087

Attachments: 1. *Diverse Welcoming and Accessible Places Advisory Committee Minutes*
[↓](#)
2. *GEL Advisory Committee Meeting Minutes* [↓](#)
3. *Community Safety, Cohesion, Health and Wellbeing Advisory Committee Minutes* [↓](#)

RECOMMENDATION

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

1. Diverse Welcoming and Accessible Places Advisory Committee - 9 February 2026
2. GEL Advisory Committee- 26 February 2026
3. Community Safety, Cohesion, Health and Wellbeing Advisory Committee - 25 February 2026

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GLEN EIRA
Diverse, Welcoming and Accessible Places
ADVISORY COMMITTEE MEETING

MINUTES

The Diverse, Welcoming and Accessible Places Advisory Committee meeting commenced at 5:30pm.

Monday, 9 February 2026
 5:30pm – 7:30pm

*Function Room - First Floor,
 Duncan Mackinnon Reserve, Corner North and Murrumbeena Roads, Murrumbeena*

Present:

Councillors: Cr Sam Parasol (Chair) Councillor committee member
 Cr Kimberley Young Councillor committee member (arrived at 6:35pm)

Community

Representatives: Bridget Cramphorn Community committee member
 Cesar Canaria Community committee member
 Charles Agius Community committee member
 David Bruce-Smith Community committee member
 Jamie Truong Community committee member
 Kelsey Moore Community committee member
 Rachael Vassallo Community committee member
 Rose Ciampoli Community committee member
 Zak Eichenbaum Community committee member

Council Officers: Lucy Roffey Chief Executive Officer
 Rosa Zouzoulas Director Planning and Place
 Joycelin Giacomini Executive Management Officer
 Ed Zhao Principal Transport Planner
 Jacqui Brasher Principal Strategic Planner
 Matthew Barbetta Open Space Coordinator

1. Welcome and Acknowledgement of Country Cr Sam Parasol (Chair)

The committee was welcomed and the Traditional Owners and Custodians were acknowledged.

OFFICIAL: Sensitive**2. Apologies** Cr Sam Parasol (Chair)

Amanda Haycox
Cr Luca Ragni

Community committee member
Councillor committee member (absent)

3. Conflicts of Interest Declaration Cr Sam Parasol (Chair)

No conflicts of interest were declared.

4. Action Items from previous meeting Cr Sam Parasol (Chair)

The action items from the previous meeting were taken as read.

5. Summary of meeting minutes from previous meeting Cr Sam Parasol (Chair)

The minutes from the previous meeting were taken as read.

6. Items for Discussion:**6.1 Heritage** Jacqui Brasher

Protecting Glen Eira's Heritage were presented, introducing how places and precincts are selected and protected through the Glen Eira Planning Scheme.

The following items were presented to the Committee via PowerPoint presentation:

- properties and locations of significance in Glen Eira
- different levels of heritage protection and the respecting administering authorities
- planning scheme amendment process
- current heritage amendments (C240, C246 and C260)
- Glen Eira heritage work programme
- initiatives to raise awareness of Glen Eira's rich heritage

A question was raised regarding the connection between State Government and local Council in protecting heritage and overseeing new developments. Officers responded, noting the aim is to balance heritage protection with development needs. Council continues to work with State Government to ensure our structure plan is envisaged.

Clarification was sought on which properties and locations qualify as heritage, what a heritage overlay includes.

Further questions were asked about how community awareness of heritage matters could be improved, appropriate points of contact within Council for heritage-related enquiries, and whether Council has plans to acquire or showcase properties of heritage or community significance for public access. Officers responded, highlighting Glen Eira City Council Town Hall and the recently acquired Elsternwick Bowls Club as notable properties with heritage significance. Anyone interested in heritage matters can contact Glen Eira City Council on 03 9524 3333 to schedule a time for discussion.

OFFICIAL: Sensitive**6.2 Active Travel**

Ed Zhao

An update regarding active travel initiatives and Glen Eira City Council's ongoing efforts to enhance local transportation planning were discussed.

The following items were presented to the Committee via PowerPoint presentation:

- principles of healthier streets
- statistics on how people travel and within Glen Eira only
- improving Frankston rain trail case study
- near-term focus

The committee engaged in discussions relating to the transportation methods of community members, feedback received from the wider community, and potential areas that could be deprioritised.

6.3 Open Spaces

Matthew Barbetta

Glen Eira City Council's open space approach and the Open Space Strategy were introduced.

The following items were presented to the Committee via PowerPoint presentation:

- quantity and locations of available open spaces
- climate change actions
- achievements to date
- planning priorities and focus areas

Questions were raised about how plant species are chosen for planting. Officers explained that the Glen Eira Biodiversity Plan and Urban Forest Strategy guide these choices, highlighting the value of layering plants—ranging from grasses and small plants to trees. This layered method encourages greater biodiversity by attracting insects and birds. The Council obtains flora for public spaces from local nurseries; however, challenges such as limited stock availability, and the effects of climate changes can impact the use of indigenous species.

Clarification was requested regarding the term "passive space." The officer characterised passive space as an area without organised sports or sports facilities, serving as a multifunctional space to accommodate individuals of all ages.

The committee engaged in discussions concerning the potential organisation of informal recreational activities, such as movie nights, exhibitions, and other events, within these open spaces and further promotion should be undertaken. Officer noted an upcoming Glen Eira City Council event, "Under the Stars 2026," featuring live music at Packer Park.

7. General Business:

Cr Sam Parasol (Chair)

The committee was in agreeance to have the presentation slides shared during this meeting be distributed to all members of the committee and time set at the start of the next meeting for members to raise any further thoughts/feedback on this committee meeting for discussion. Additionally, there was a request for the provision of topic-specific information to

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be sent to the Committee in advance of meetings, enabling members to be well-prepared for discussions.

8. Next meeting Wednesday, 13 May 2026

9. Closure of Meeting:

The meeting closed at 7:39pm.

Minutes to be confirmed at the next Ordinary Council Meeting on Tuesday, 7 April 2026.

Action summary from this meeting

Item	Action	Update	Responsible Officer	Active/ Closed
General Business	Distribute 9 February presentations and supply supplementary relevant reading materials to committee members.	March	Joycelin Giacomini	Closed
General Business	Allocate 30 minutes in the 13 May meeting agenda to answer any questions related to the 9 February discussion topics: Heritage, Active Travel, and Open Space.	April	Joycelin Giacomini	Open

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**GLEN EIRA
GLEN EIRA LEISURE
ADVISORY COMMITTEE MEETING**

MINUTES

The Glen Eira Leisure Advisory Committee meeting commenced at 6.00pm.

**Thursday 26 February 2026
6.00pm–8.00pm**

**Yarra Yarra Room,
Glen Eira Town Hall, corner Glen Eira and Hawthorn Roads, Caulfield**

Present:

<i>Councillors:</i>	Cr Kimberley Young (Deputy Chair)	Councillor committee member
	Cr Margaret Esakoff	Councillor committee member
<i>Community Representatives:</i>	Louise Russell	Community committee member
	Kathryn Watt	Community committee member
	Rebecca Yien	Community committee member
<i>Skills-Based Representatives:</i>	Mick Cummins	Skills-Based committee member
	Carl Partridge	Skills-Based committee member
	Taya Phillips	Skills-Based committee member
<i>Council Officers:</i>	Niall McDonagh	Director Sustainability, Assets and Leisure
	Peter Tillotson	General Manager GEL
	Maddy Grant	Customer Experience Coordinator GEL
	Natalie Mreulje	Management Assistant GEL

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1. Welcome and Acknowledgement of Country Cr Kimberley Young

Cr Kimberley Young (Deputy Chair) welcomed the committee and acknowledged Traditional Owners and Custodians.

2. Apologies Cr Kimberley Young

Cr Luca Ragni Councillor committee member

3. Conflicts of Interest Declaration Cr Kimberley Young

Members were reminded of their obligations under the Local Government Act 2020 and Council’s Governance Rules. No conflicts of interest were declared.

4. Action Items – Updates from last committee meeting Cr Kimberley Young

Title/Item	Action	Update	Responsible Officer	Active/ Closed
GEL Strategic Plan	Amend wording of safety dot point	Update reflected in Strategic Plan draft.	Peter	Closed
GEL Strategic Plan – Structure and Components	Provide a “Strategy/Plan on a Page” and also a full document	Final GEL Strategic Plan and ‘plan on a page’ will be circulated at next Committee meeting	Peter	Active
25/26 Business Plan Overview	Rethink the list of risks	Safety Strategic Work Group appointed to review scope of risks.	Peter	Closed
Quarterly Performance Report	To investigate the reason for membership cancellations	Review completed. Presentation prepared for Advisory Committee.	Peter	Closed

5. Summary of meeting minutes from previous meeting Cr Kimberley Young

The previous meeting was held on Thursday, 11 December 2025 and the meeting minutes were emailed to committee members on 23 December 2025. The minutes have been accepted as read and confirmed by the committee.

Minutes were received and noted at the Ordinary Council Meeting on Tuesday, 3 February 2026.

6. Items for Discussion:

6.1 GEL Q2 Quarterly Report Peter Tillotson

Peter presented the GEL Q2 Quarterly Report, briefly summarising the report as it had been circulated for reading prior to the meeting.

Key points:

- Strong quarter with continued membership & attendance growth.
- Carnegie significantly contributed to increased visitation.
- Health and Fitness Membership Retention at 58% (expected to increase post Carnegie anniversary).
- Key event highlights included International Day of People with Disability and LSV Lifeguard Challenge, where GEL teams came first (for fourth year in a row) and ninth.

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- SIP score improved from 75 → 80 → 85.
- Increased busyness leading to maintenance and capacity pressures.
- Competitor impact minimal to date.

Committee Feedback and Discussion:

- Request for clearer strategic narrative (impact, meaning, cost pressures).
- Consider future reporting improvements to reduce misinterpretation – the key takeaways to be clearer and more implicit.

The Committee requested a clearer strategic narrative in future reporting, including clearer articulation of impact, intent, and cost pressures, to reduce misinterpretation and improve clarity of key messages.

The Committee acknowledged that feedback is received regarding facility busyness, noting this as a positive indicator of demand. It was confirmed that increased usage is contributing to higher operating costs, particularly in cleaning and maintenance. The effectiveness of the off-peak membership offering was confirmed, with the program continuing to successfully shift usage away from peak times.

Management outlined additional measures to relieve peak-time pressure, including the potential removal of small group training from the gym floor during peak periods. While further movement of classes to off-peak times was suggested, it was noted that many popular programs already operate off-peak and that instructor availability limits further expansion.

Customer feedback trends were discussed, with negative feedback predominantly relating to GESAC, particularly around cleanliness, maintenance, equipment downtime, and capacity. Feedback for CMSP was reported as largely positive. Overall customer sentiment remains strong, supported by a positive Net Promoter Score and a “Happy or Not” kiosk score of 80.

6.2 GEL Cancellations Insight

Maddy Grant

Maddy ran through a PowerPoint presentation covering cancellation insights and trends from the last calendar year, 2025. This was broken down into two categories – Health and Fitness and Swim School memberships.

Key points:

- Health & Fitness key cancellation reasons: lack of use, relocation, financial pressure.
- Swim School cancellations increased by 2% year on year.
- Significant improvement in net loss for Swim School (–66% vs previous December).
- Themes affecting retention: class accessibility, equipment downtime, parking.
- Actions underway: influencing customer behaviour, improved communication, more flexible suspension rules, addressing group exercise no-shows.

Committee Feedback and Discussion:

The Committee noted that Glen Eira Leisure (GEL) provides strong value for money, particularly when compared with nearby competitors charging significantly higher membership fees. Benchmarking indicated that Reformer Pilates’ pricing is below market, with demand for health and well-being services remaining strong. It was noted that 48% of

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membership cancellations occur within the first 12 months, identifying this as a critical retention period.

Discussion progressed to GEL Swim School, with a focus on perceived value and retention. Flexible suspension options over December–January resulted in improved net outcomes compared with the previous year. Data was shared indicating that children typically require a substantial number of lessons to reach national swimming standards, and that parental expectations regarding progression may be unrealistic.

The Committee acknowledged increased Swim School class sizes following a quieter period in late 2025, with some parent concerns raised regarding active participation time and comparisons with competitors. It was noted that a new Swim School Team Leader has been appointed, with a focus on improving class quality and engagement as part of the Service Improvement Program. The potential introduction of a premium Swim School offering with smaller class ratios was discussed. Clarification was also provided that lane lengths vary by level, based on required swimming distances.

6.3 GEL Strategic Plan Draft Review

Peter Tillotson

A short power-point presentation was used alongside the updated GEL Strategic Plan Draft to run through updates and invite feedback.

Key points:

- Changes suggested at previous meeting were taken on board, with updates made to the key themes in the plan.
- New Mission Statement was developed.

Committee Feedback and Discussion:

- The committee agreed that all their feedback from the last meeting was taken on board and reflected in the changes to the updated draft.
- The new mission statement was received extremely well, noting the committee all endorse this. Commentary made on really liking the tie back to community and place, sense of belonging and teaching.
- It was suggested that some of the outcomes could be clarified and future state wording used – for example, what does ‘employer of choice’ look like when it is successful?
- The Strategic Plan will now be turned into a usable document by GECC’s Media and Communications team, including the development of a ‘plan on a page’. These will be shared at next committee meeting.

6.4 Caulfield Recreation Centre Review

Peter Tillotson

A short power-point presentation was used alongside the Project Brief Draft to share purpose of review, scope and invite feedback on this.

Key points:

- A review of CRC was always intended to occur post opening of CMSP, as CMSP may have had an impact on CRC.
- Purpose is to review what we are offering currently, to ensure we can continue offering this into the future.

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- Some background given on history of CRC – has seen many eras, GECC took over operations from YMCA in 2017, alongside CMSP.
- Sits at around 500 members, heavily female dominated and older adult demographic.
- It is heavily subsidised.
- Consultant will be engaged to perform the review, with a report and recommendation to be provided to council before end of June 2026.
- Draft report will be shared with committee at next meeting in May.

Committee Feedback and Discussion:

- Need clarity on long-term identity of CRC in the GEL Family - be explicit in saying this in project brief.
- Scope needs to be further defined to ensure we receive clear recommendations.
- Committee emphasised that financial sustainability must be included.
- There is a strong loyalty to CRC from current users, and it is believed there is a desire to keep it how it is. A consultative approach will be adopted with members during the review to ensure their viewpoints are captured.
- CRC serves a different demographic to our other sites; however, it needs to meet accessibility requirements.
- Given the strong female attendance at CRC, it was suggested to investigate female only offerings. This is what we expect the report to investigate as options.
- The review is strategic and not remedial, taking into account financial sustainability and Council's role to provide access for everyone.

7. General Business:

Cr Kimberley Young

No items raised.

8. Meeting Schedule

Cr Kimberley Young

Meetings of the Committee will be held quarterly in person and will be made available online also. The next meeting is scheduled for:

- Wednesday 27 May 6.00pm – 8.00pm

9. Closure of Meeting:

The meeting closed at 7.49pm.

Minutes to be confirmed at the next Ordinary Council Meeting on Tuesday 17 March 2026.

Title/Item	Action	Update	Responsible Officer	Active/Closed
GEL Q2 Quarterly Report	Consider reporting improvements to reduce misinterpretation and present a clearer strategic narrative		Peter	Active
GEL Strategic Plan	Consider the use of future state wording to		Peter	Active

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	better define outcomes in strategic plan			
GEL Strategic Plan	Strategic Plan to be finalised and turned into final copy by Media and Comms team. This includes the 'plan on a page'		Peter	Active
CRC Review	Be explicit in project brief that purpose is to help define what CRC's role is in GEL family post opening of CMSP		Peter	Active
CRC Review	Explicitly include financial modelling and user consultation in project brief		Peter	Active

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**GLEN EIRA
COMMUNITY SAFETY, COHESION, HEALTH AND WELLBEING
ADVISORY COMMITTEE MEETING**

MINUTES

The Community Safety, Cohesion, Health and Wellbeing meeting commenced at 6pm.

**Wednesday 25 February 2026
6pm-8pm**

***Caulfield Cup Room
Glen Eira Town Hall, corner Glen Eira and Hawthorn Roads, Caulfield***

Present:

<i>Councillors:</i>	Cr Jane Karlake (Chair)	Councillor committee member
	Cr Margaret Esakoff (Deputy Chair)	Councillor committee member
	Cr Kay Rimbaldo	Councillor committee member
	Cr Li Zhang	Councillor committee member
<i>Community Representatives:</i>	Manny Kingsley	Community committee member
	Bernie Marshall	Community committee member
	Alison Wright	Community committee member
	Vassiliki Dandanis	Community committee member
	Deepa Mani	Community committee member
	Vijay Viswanathan	Community committee member
<i>Council Officers:</i>	Jane Price	Director Community Wellbeing
	Geoff Hills	Manager Community and Economic Development
	Maureen Campbell	Committee Secretary
<i>Apologies:</i>	Nandini Kaystha	Community committee member
	Narrim Segeal	Community committee member
	César Albarrán Torres	Community committee member
	Kara Collins	Community committee member

OFFICIAL: Sensitive**1. Welcome and Acknowledgement of Country**

Cr Jane Karslake

Cr Jane Karslake welcomed the Committee and acknowledged Traditional Owners and Custodians.

2. Apologies

Cr Jane Karslake

Nandini Kaystha
Narrim Segeal
César Albarrán Torres
Kara Collins

Community committee member
Community committee member
Community committee member
Community committee member

3. Conflicts of Interest Declaration

Cr Jane Karslake

No conflicts of interest were declared.

4. Action items from previous meeting

Cr Jane Karslake (Chair)

Title/Item	Action	Update	Responsible Officer	Active/Closed
Council Services Overview	Compile and share a high-level list of Council services, highlighting those relevant to this Committee's remit, with all Committee members.	Copy of Glen Eira Service Catalogue 2024 distributed with the agenda for this meeting on 25 February 2026.	Jane Price	Closed
Forward Meeting Schedule	Review and resolve the scheduling conflict for the February meeting date to avoid clashing with the Glen Eira Leisure Committee meeting and confirm the final date with the Committee.	Alerted appropriate Directorate about clash. They will look to reschedule to another night.	Maureen Campbell	Closed
PowerPoint Presentation	Kara Collins requested a copy of the PowerPoint presentation be shared via email with the community members.	Copy of Advisory Committee PowerPoint presentation distributed with Minutes of meeting held 15 December 2025.	Maureen Campbell	Closed

5. Summary of meeting minutes from previous meeting

Jane Price

The previous meeting was held on Monday 15 December 2025. This was the inaugural meeting of the Advisory Committee where all attendees introduced themselves and raised and discussed the key community issues within the remit of this Advisory Committee that were a priority or a key interest of theirs.

CEO Lucy Roffey and the Mayor also attended and, along with Councillors, outlined Council's responses following the devastating event at Bondi Beach on Sunday 14 December 2025.

The committee's Terms of Reference and meeting Principles were presented to the Committee via PowerPoint presentation, a copy of which was distributed with the Minutes of the meeting.

The Glen Eira Council Plan 2025-2029 was presented, and committee members were provided with a hard copy of the Council Plan 2025-2029 Summary brochure.

The development of Council's Antisemitism Strategy was discussed with Council Officers advising that the strategy will be presented to this Committee in 2026.

The General Business section provided details regarding the forthcoming 'Flavours of Culture' event at Caulfield Park and confirmed that invitations have been extended to members of the Advisory Committee.

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The proposed meeting schedule for 2026 was discussed, potential scheduling conflicts were addressed, and options were considered for remote participation to accommodate members' availability.

Minutes were confirmed at the Ordinary Council Meeting on Tuesday 3 February 2026.

6. Items for Discussion

6.1 Antisemitism Strategy Geoff Hills

Geoff provided a comprehensive update on the development of the Antisemitism Strategy, outlining its purpose, engagement process, timeline, and the Advisory Committee's role.

Geoff outlined that to support the development of the Strategy, Council is working with Monash University to ensure the strategy is informed by research and evidence as well as engaging local stakeholders and aligning to national and state policy settings.

Discussion was held about the difference between a framework and the final strategy. The discussion also covered the community engagement process, stakeholder involvement, and opportunities for input.

The Committee was also advised that Glen Eira Council was hosting a Social Cohesion and Antisemitism Forum on Thursday 26 February, with representatives from 25 Victorian Local Governments attending along with special guests/speakers.

6.2 Draft 2026 Advisory Committee Agenda Calendar Jane Price

The Advisory Committee draft Agenda calendar was discussed and Jane advised that Council priority areas of work/initiatives have been added to the draft agenda of meetings for the 2026 calendar year. These included antisemitism, cultural programming, aged care, affordable housing, social cohesion, and inclusion.

6.3 Prioritisation of areas of interest by Committee members Jane Price

Jane explained that in addition to the Council priority areas identified for the 2026 calendar that there was space allocated at each meeting to cover priorities identified by Advisory committee members.

The Committee members and Councillors formed three groups to workshop and identify additional priorities for Advisory Committee meetings through to 2028.

This session resulted in the following topics being identified, with those considered as most important for future discussion in priority order and in **bold** type:

- **Working with schools in Glen Eira**
 - ***Managing racism and discrimination***
- **Social Cohesion**
 - ***“Know your neighbour” activities***
 - ***More events around food to bring people together***
 - Food from all of the various cultures in the community
 - More community activity around cultural celebrations
- **Health / Positive Ageing - inclusiveness**
 - ***How to identify healthy living activities***
 - How is healthy ageing projected
- **Health and Wellbeing**
 - **More group exercise classes in our parks**
 - **Libraries engage with our youth the ways they like e.g. game consoles / gaming night!**

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- Exercise equipment for seniors in our parks – expand into more parks
- ‘Healthy eating’ engagement with kids
- More promotion of the ‘walking school bus’
- More engagement between elderly and younger members of our community
- **Youth – Social Cohesion and Engagement**
 - Understanding current programs at Glen Eira
 - Alignment / re-alignment with Antisemitism Strategy
- **Disability**
 - Everybody Active (Partnerships with different journeys e.g. Autism, etc.)
- **Community Infrastructure**
 - How can this work well in accordance with Social Cohesion Strategy (e.g. library over-populated – extend hours)
- **Community Engagement**
 - Vital to everything we are doing in Glen Eira
 - Presentations
- **Community Safety**
 - Safety in parks and public places
 - Resources for community members when dealing with homelessness / unsafe situations
 - Encourage engagement with Neighbourhood Watch
 - Games / fun engagement with Police, SES, Ambos / St John’s

The Committee members who were unable to attend this meeting will receive this list via email, allowing them to provide input and vote before the future agenda topics are finalised.

7. General Business

Jane Price

Aged Care Update

The Committee was informed about Council’s decision to initiate public consultation on the future of the Warrawee residential aged care service in Bentleigh, outlining the operational financial challenge with a current cost to Council of \$5.5M per annum. The current consultation is seeking input into two options under consideration:

Option 1 – Continue to operate Warrawee as a Council-run facility.

Option 2 – Transfer ownership to a registered aged care provider, with residential aged care continuing at the site.

Both options ensure Warrawee remains a residential aged care service and Council is not considering closing the site.

Community consultation is currently available through *Have Your Say* on Council’s website, and will remain open until Wednesday, 25 March.

Additional Advisory Committee Meeting

Jane advised that an additional Advisory Committee meeting will likely be scheduled for April which will bring together all of Council’s Advisory Committee members. This information session is optional and will be held online and incorporate a LGPro led training session as well as consultation on Council’s Community Infrastructure Plan. Further information will be provided via email within the next few weeks.

OFFICIAL: Sensitive**8. Forward Meeting Schedule**

Cr Jane Karlake (Chair)

As discussed earlier in the meeting, the proposed meeting schedule for 2026 was presented and it is planned to finalise this following completion of the prioritisation task with the Advisory committee members who are absent from this meeting.

Date	Items	Officer/Member
Wednesday 20 May 2026 6pm - Yarra Yarra Room	Antisemitism Strategy update Significant Dates and Cultural Programming Public Arts and Heritage Policy	Geoff Hills Geoff Hills Deidre Pellizzer
Wednesday 26 August 2026 6pm - Yarra Yarra Room	Aged Care Reform and Healthy/Positive Ageing Strategy Affordable housing/ homelessness	Harley Moraitis Geoff Hills
Wednesday 25 November 2026 6pm - Yarra Yarra Room	Social Cohesion Strategy Reconciliation Action Plan Inclusion Framework/Rainbow Roadmap	Geoff Hills Geoff Hills Geoff Hills

9. Next meeting

Wednesday 20 May 2026 in the Yarra Yarra Room.

10. Close of Meeting

The meeting closed at 7.42pm with Cr Karlake noting apologies and thanking Councillors and Committee members for attending.

Minutes to be confirmed at the next Ordinary Council Meeting on Tuesday 7 April 2026.

Title/Item	Action	Update	Responsible Officer	Active/ Closed
Prioritisation of areas of interest by Committee members	Send the prioritised list of committee suggestions to absent members for their input and voting.		Maureen Campbell	Active
Additional Advisory Committee Meeting	Advise members of proposed date/s in April of additional meeting incorporating other Advisory Committee members.		Maureen Campbell	Active

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

Author: *Karling Colomiere, Coordinator Councillor Business*

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

Trim No: *26/170883*

Attachments: 1. *4 March 2026 Assembly* [↓](#)
2. *10 March 2026 Assembly* [↓](#)
3. *17 March 2026 Pre-meeting* [↓](#)

RECOMMENDATION

That Council notes the Records of Assemblies for:

1. 4 March 2026 Assembly;
2. 10 March 2026 Assembly; and
3. 17 March 2026 Pre-meeting.

Assembly of Councillors – Record of Assembly

4 March 2026

Assembly due to commence at 5.01pm

<p>Councillors Present: Mayor, Cr Simone Zmood Cr Arabella Daniel Cr Margaret Esakoff Cr Jane Karlake Cr Sam Parasol Cr Luca Ragni Cr Kay Rimbardo Cr Li Zhang</p>	<p>Officers Present: Lucy Roffey (CEO) Kellie Vise Niall McDonagh Jane Price Rosa Zouzoulas John Vastianos Diana Vaynrib Karling Colomiere Geoff Hills Fiona Banks Beverley Rayner Matt Slavin Sue Monagle Erica Fox Lucy Bond Declan Martin</p>
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1. Acknowledgement
2. Apologies - Cr Young
3. Antisemitism Strategy 2026-2028: Strategy Framework and Community Engagement Plan - Discussion
It is recorded that Cr Parasol arrived at 5.07pm
Break for Dinner at 6.30pm
4. Phase 2 Consultation Activity Centre Program – Draft Maps Caulfield, Glen Huntly, Bentleigh, Ormond and Elsternwick (Presentation and Workshop)
5. Draft OCM Agenda Review – 17 March 2026
6. General Business:
 - Cr Rimbardo – Signage discussion
 - Cr Ragni – Activity Centre discussion
7. Councillor / CEO only time (Cr Daniel):
 - Meeting debrief

Assembly concluded at 9.15pm

Assembly of Councillors – Record of Assembly

10 March 2026

Assembly commenced at 5.05pm

Councillors Present: Mayor, Cr Simone Zmood Cr Arabella Daniel Cr Margaret Esakoff Cr Jane Karlake Cr Sam Parasol Cr Luca Ragni Cr Kay Rimbardo Cr Kimberley Young (online) Cr Li Zhang	Officers Present: Lucy Roffey (CEO) Kellie Vise Niall McDonagh Jane Price Rosa Zouzoulas John Vastianos Diana Vaynrib Karling Colomiere Jess Wingad Melissa Burrage Jennifer Shin Damien Connell Harley Moraitis Leigh Northwood Alex Leamy Paul Barrett Andrea Pogue Jing Song Sally Hao
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1. Acknowledgement
It is recorded that Cr Esakoff arrived at the meeting at 5.07pm
2. Apologies -Nil
3. Residual Waste - Context and History
It is recorded that Cr Parasol arrived at the meeting at 5.15pm
4. Elsternwick Club and Elsternwick Maternal Child Health
Dinner break at 6.35pm
5. Planning and Budgeting 2026-27
6. Community Grants and Awards Recommendations
7. Council Meeting Cycle Review (8.00pm)
8. Draft OCM Agenda Check-in – 17 March 2026
9. General Business:
 - Cr Young – Local Government Working Group on Gambling (LWGOG) update
 - Cr Parasol – Service Centre discussion
 - Cr Esakoff – Electrical outage plans
 - Cr Daniel – Councillor information discussion
 - Director Community Wellbeing – Events update
 - Cr Karlake – Aged Care discussion
 - Mayor, Cr Zmood – Curb side bin discussion
10. Councillor / CEO only time (Cr Esakoff)
 - Draft Submission to the Victorian Independent Remuneration Tribunal

Assembly concluded at 9.42pm

OFFICIAL

OCM Pre-Meeting – Record of Assembly
Tuesday 17 March 2026
Pre-meeting commenced at 6.45pm

Present

<p>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</p>	<p>Officers: Lucy Roffey (CEO) Kellie Vise Rosa Zouzoulas Niall McDonagh Jane Price John Vastianos Karling Colomiere</p>
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1. Acknowledgement
2. Apologies - Nil
3. Disclosure of Conflicts of Interest - Nil
4. **Procedural Motions**
 - Suspension of Standing Order to make a statement recognising the City of Caulfield's first female Councillor and female Mayor, Gladys Machin, following an unveiling of a new portrait in her honour at the Glen Eira Town Hall.
5. Written Public Questions to Council
6. Mid-Year Report – additional speaking notes discussion.

It is recorded that Cr Young vacated the meeting room at 6.51pm

7. General Business:
 - Coordinator Councillor Business – Personal Interest Return reminder
 - Director Customer and Corporate Affairs – June Assembly Dates

It is recorded that Cr Young entered the meeting room at 7.01pm

- Director Sustainability, Assets and Leisure – Waste Collection
- Cr Karlake - Events Discussion
- Director Planning and Place – Department of Transport and Planning discussion

Assembly concluded at 7.08pm

10. OFFICER REPORTS (AS LISTED)**10.1 STATE GOVERNMENT ACTIVITY CENTRES PROGRAM - SUBMISSION ON DRAFT PLANS FOR CAULFIELD TO BENTLEIGH AND ELSTERNWICK**

Author: Lucy Bond, Principal Strategic Planner

Director: Rosa Zouzoulas, Director Planning and Place

Trim No: 26/120159

Attachments: 1. Glen Eira Submission to Stage 2 of the Activity Centres Program [↓](#)

EXECUTIVE SUMMARY

The State Government has released draft maps for Stage 2 of its Activity Centres Program which aims to boost housing supply across Melbourne. Caulfield, Glen Huntly, Ormond, Bentleigh and Elsternwick Activity Centres are included in Stage 2. The draft maps have two main components for each activity centre:

- An outline of the core, with proposed building heights of generally 6 to 12 storeys (and up to 20 in Caulfield).
- Inner and outer residential catchments within a ten-minute walk of the core, where land will be upzoned to allow 3-6 storey development depending on land size and distance to the activity centre core.

The heights for the Elsternwick core were not shown, only a note saying that the heights would be consistent with Council's Elsternwick Structure Plan. This is because Council has already exhibited the heights and other planning controls to the community in 2025.

In recent years, Council undertook extensive community consultation and adopted our own activity centre structure plans for Caulfield, Glen Huntly and Bentleigh activity centres. The State Government engagement material notes that the draft activity centre maps have been informed by the building heights contained within our adopted structure plans. Whilst this is not a direct translation, it does reflect the strong advocacy by Council during the development of the Activity Centres Program. It is important to note that Council's structure plans only sought planning controls for the core of the activity centres.

Engagement on the Stage 2 draft maps was conducted through February and March 2026 with Council required to provide a formal submission to the State Government by the closing date of 22 March 2026. Council's formal endorsement of the submission (at Attachment 1) is requested.

The main issues raised in the submission focus on the haste of the program, the lack of notification and detailed information made available to the community throughout the Phase 2 consultation process, the impact on heritage places and precincts, building heights and the extent of the residential catchments and in some locations, building heights within the core of some centres.

Whilst Council and many in the community acknowledge the need for more housing close to public transport and services, the program has not seen the community's input from the Phase 1 consultation conducted late last year reflected in the plans which simply focus on building heights. Furthermore, we are disappointed that many residents were not provided with adequate notice about the program. There were also limited opportunities to engage with the State Government through the scheduling and location of the engagement activities.

The Minister for Planning is seeking to finalise the activity centre plans and accompanying planning controls for Stage 2 by mid-2026.

RECOMMENDATION

That Council endorses the Glen Eira Submission on Stage 2 of the State Government Activity Centres Program (Attachment 1).

BACKGROUND

The Activity Centres Program

The State Government is undertaking the Train and Tram Zone Activity Centres Program (the Activity Centres Program) to deliver a planning framework to boost housing construction in and around 60 activity centres across Melbourne.

The State Government announced its Housing Statement in September 2023, which put forward a plan to address housing affordability by introducing a series of planning reforms but particularly focusing on boosting the supply of new homes. It was declared that Victoria needs 2.24 million homes by 2051. Housing targets have been set for each local government area in Victoria, with Glen Eira needing a zoning capacity for 63,500 additional homes by 2051.

The Activity Centres Program is one of the ways the State Government is aiming to boost housing supply, by encouraging more homes to be built near train and tram lines, jobs and services. The Program implements a new overlay and zone into Planning Schemes. The Built Form Overlay (BFO) will apply to the commercial core areas and will set built form controls such as building heights and setbacks. The Housing Choice and Transport Zone (HCTZ) will apply to residential land in the activity centre catchment, generally around 800 metres from the core areas and will set building heights between 4 to 6 storeys in the inner catchment and 3 to 4 storeys in the outer catchment.

There are four parts to the Activity Centres Program:

- i. 'Pilot' stage which involved ten activity centres including Chadstone and Moorabbin (completed)
- ii. 'Stage 1' which involves 25 activity centres including Carnegie, Murrumbeena and Hughesdale (due for completion early 2026)
- iii. **'Stage 2'** which involves 23 activity centres including Caulfield, Glen Huntly, Ormond, Bentleigh and Elsternwick (underway)
- iv. A separate process involving the local government areas of Melbourne and Yarra.

Draft activity centre maps have been released for Stage 2 of the Activity Centres Program, which is what this report focuses on.

Stage 2 Consultation

The first round (Phase 1) of consultation for Stage 2 occurred from 20 October to 30 November 2025, which essentially just sought feedback on what people valued about their activity centre. Generic postcards were sent by the State Government's Department of Transport and Planning (DTP) to people living and working around one kilometre from the centres.

Feedback on the draft plans could be provided via a short online survey or an in person drop-in session at Elsternwick or Mckinnon. The consultation summary produced by DTP stated that the key themes were heritage and neighbourhood character overlays and how they will be protected, transport and parking and a desire for safer cycling and walking links, building heights and density with a preference for lower scales in residential streets, the need for more local infrastructure and the protection and expansion of open space.

The second round (Phase 2) of consultation for Stage 2 occurred from 11 February to 22 March 2026. Council was notified that consultation had commenced by a media post by the ABC, and this apparent failure to alert Council to the release of information until it was publicly released has been one of our major concerns and criticisms of the state led process. The maps were first released to the media, then placed on the Engage Victoria website, and lastly sent to Council. This practice is unacceptable and not in the spirit of collaboration which was sought by the Department through our ongoing discussions.

This second round of consultation, like Stage 1, provided limited information to the community for comment. Specifically, it provided draft maps for each activity centre showing an outline of the core area and its proposed building heights, and the proposed inner and outer catchments around the centre. A base map was also provided showing some existing building heights and places people “love spending time in.”

There was no publicly available information about how the proposed planning controls may work, such as building setbacks and overshadowing controls. This will only be known once the controls come into effect by mid-2026.

Council was required to provide a formal submission on the Stage 2 draft plans by Sunday 22 March 2026. The submission is attached to this report.

Strategic planning by Council

Given the large scale impact the Activity Centres Program has on Glen Eira and our Planning Scheme, it is necessary to highlight the relevant planning work Council has undertaken to date.

Over recent years, Council has worked closely with our community to develop structure plans for many of our activity centres including Bentleigh, Carnegie, Caulfield, Elsternwick and Glen Huntly. These Structure Plans captured local community feedback about the future vision, growth, development, open space, heritage protection, and liveability of these centres. Each of these Structure Plans have been adopted by Council and have active planning scheme amendment applications that have been sitting with the Minister for Planning for approval, all having been delayed by the Activity Centres Program.

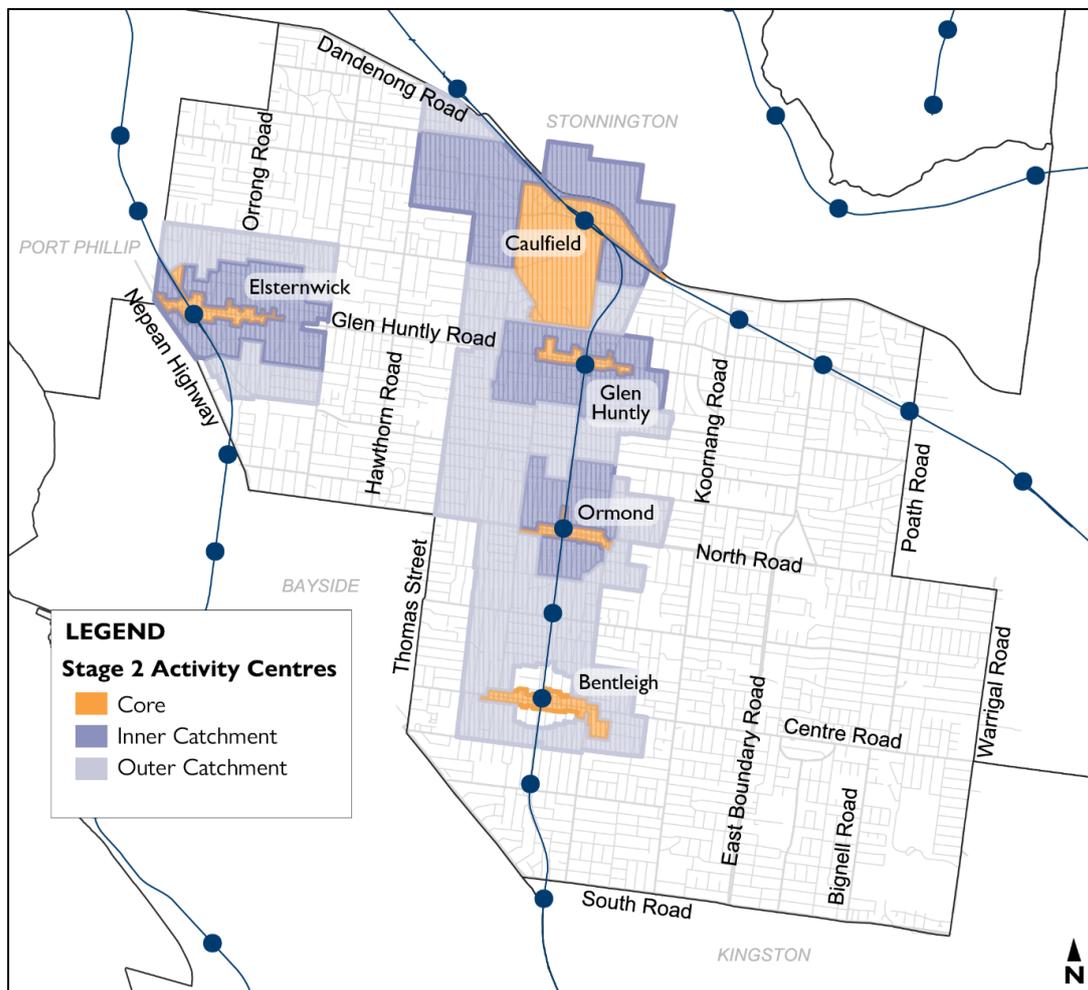
While the Structure Plans address the core of the activity centres, planning for Glen Eira’s residential areas was undertaken extensively through our *Glen Eira Housing Strategy 2022*. The Housing Strategy plans for additional housing capacity in Glen Eira until 2036 and beyond, and aims to address housing diversity, sustainability, neighbourhood character and greening. Like our Structure Plans, the Housing Strategy was also adopted by Council and has an active planning scheme amendment sitting with the Minister for Planning for authorisation. This amendment has also been delayed by the State’s Housing Statement and Activity Centres Program.

Council has also recently undertaken several heritage reviews, including Glen Huntly and Caulfield East, Caulfield Major Activity Centre, McKinnon, Caulfield North, Elsternwick, Caulfield South and Gardenvale. Many of these areas are affected by the Activity Centres Program. Again, some of this heritage work still has active planning amendments sitting with the Minister for Planning awaiting a decision.

Officers have remained actively involved in every stage of the Activity Centres Program since it began. Regular meetings with DTP have occurred. Officers continue to advocate for the best outcomes for Glen Eira, including the immense amount of relevant work already completed.

ISSUES AND DISCUSSION

Stage 2 of the Activity Centres Program affects approximately 24,000 properties in Glen Eira. Map 1 below shows the extent of land affected by Stage 2.



Map 1: Land affected by Stage 2 of the Activity Centres Program

The core is generally the commercial part of the centre and is where the taller building heights will be located. Surrounding the core, the inner catchment will have height limits of 4-6 storeys and the outer catchment of 3-4 storeys, depending on the size of the land. Bentleigh does not have an inner catchment, but it is assumed that the existing 4 storey zone will be retained in that area (i.e. area shaded white around the Bentleigh core is expected to remain in the Residential Growth Zone).

The core heights for each centre have been proposed as follows:

- Caulfield: 6-20 storeys
- Glen Huntly: 6-12 storeys
- Ormond: 6-12 storeys
- Bentleigh: 6-10 storeys
- Elsternwick: Detailed heights within the core are not specified but noted to be between 5-12 storeys as per the *Elsternwick Structure Plan* and exhibited planning scheme amendment.

The proposed core heights for Caulfield, Glen Huntly and Bentleigh generally follow the same pattern and variation in heights throughout the core to the pattern adopted under our

Structure Plans, however, overall there has been a general increase in building height proposed in each centre but to varying degrees, some minor 1 and 2 storey increases and some more significant +4 storeys.

Due to the restrictive public engagement period and reporting timeframes, the submission was sent to DTP on 20 March 2026. The recent Councillor workshop, and public comment presented at the engagement sessions and as received by Council, have all informed the submission.

The attached submission aims to advocate for the best possible outcomes for the community while acknowledging that housing growth is needed. It discusses the following topics:

- The importance of boosting housing in and around activity centres close to transport, jobs and services.
- Concern with the process of the Activity Centres Program, including consultation and lack of information provided.
- Consideration of our adopted strategic planning work.
- The proposed core extent and proposed building heights for each centre.
- The proposed extent of residential catchments for each centre and the impact of more intense development in these areas.
- Conflicts with heritage.

The outcomes of our submission will not be known until the controls come into effect mid this year. At the moment, this is the final opportunity that the community and Council can have on Stage 2 before it is introduced into the Planning Scheme. It is unlikely that the State Government will release their final position to Council prior to the introduction of the new planning scheme controls for these areas.

CLIMATE EMERGENCY RESPONSE STRATEGY IMPLICATIONS

Council's *Climate Emergency Response Strategy 2025–2029* highlights the urgent need to address climate change in everything we do. It states that 19 per cent of local emissions come from vehicles such as cars and trucks, and that it is vital to prioritise walking, cycling and public transport. It is therefore environmentally beneficial to plan for housing in areas with good access to train and tram lines, jobs and essential services. Concentrating population growth in these locations encourages active and sustainable transport choices, helping to reduce car use and associated emissions.

With the State Government objective to increase housing, Council continues to advocate for updates to the Victorian planning system including appropriate infrastructure funding mechanisms to better support its adaptation to, preparation for, and mitigation of climate change impacts. This includes elevating environmentally sustainable design standards and ensuring authorities can effectively manage increased pressure on drainage systems as a result of reduced site permeability.

FINANCIAL, RESOURCE, RISK AND ASSET MANAGEMENT IMPLICATIONS

Council has invested significant resources over many years for our strategic work, not only through planning for our activity centres but also housing capacity through our *Housing Strategy*. All were supported by expert input from urban designers, heritage professionals, landscape architects, transport planners and economists, and involved purposeful consultation with our community. All of this work has been sitting with the Minister for Planning, but instead of progressing them, the plans have been unnecessarily repeated but with changes. A direct translation of our work would have brought better timing and cost efficiencies to the program.

POLICY AND LEGISLATIVE IMPLICATIONS

The State Government proposes to gazette the planning controls for Stage 2 by mid-2026. Council will have to undertake a full review of the Glen Eira Planning Scheme, considering all of the new changes to zones, overlays and policies, some of which may now be considered redundant. This will be managed under the formal Planning Scheme Review which is required to be undertaken this year.

Communication and Engagement

Engagement on the Activity Centres Program was led by the State Government. In early-mid January, very small flyers were letterbox dropped to properties within one kilometre of the activity centres. Generic letters were sent to absent landowners, and landowners with a site within the core proposed to be rezoned. This communication had a link to the Engage Victoria website, which stated that consultation and the survey had closed. This was referring to the first round of consultation but caused confusion. The website wasn't updated for nearly a month until the second round of consultation opened.

The State Government also promoted the consultation via social media, posters, and emails to people who completed the initial survey. The following engagement activities were undertaken:

- Monday 2 March;
 - 6:30-7:30pm: one online Q&A session was held which covered all of Glen Eira's Stage 2 centres (Caulfield, Glen Huntly, Ormond, Bentleigh and Elsternwick).
- Tuesday 3 March;
 - 3-6pm: Drop-in session at Caulfield Park Pavilion
 - 3-5pm: Walk by pop up at 81 Hawthorn Road, Caulfield North
- Wednesday 18 March;
 - 3-6pm: Drop-in session at The Elsternwick Club
 - 3-5pm: Walk by pop up at Glenhuntly Road (Elsternwick Shops).

Following Council's advocacy to DTP to increase community participation, DTP scheduled one further engagement activity.

- Monday 16 March
 - 3pm to 5pm: Walk by session in Centre Rd Bentleigh.

As discussed in the submission, the 'Stage 2 Cluster' of Caulfield, Glen Huntly, Ormond and Bentleigh only had one drop-in session and walk by, which was located on the northern edge of the cluster (closer to Stonnington Council). The walk by was held at the Caulfield Park shops, a smaller centre, not actually included in the Program.

The Engage Victoria website offered translation into several languages, though Russian and Hebrew, two of Glen Eira's top languages, were not included, despite officers advising the DTP communications team of the oversight.

Community Reference Groups were formulated to provide further insight on the draft maps.

LINK TO COUNCIL PLAN

Strategic Direction 2: Diverse, welcoming and accessible places

We have diversified housing options while maintaining local neighbourhood character

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 State Government's Activity Centres Program envisages significant change for a large portion of Glen Eira. Locating more housing close to public transport, jobs and community facilities has long been a principal of good planning and conceptually will continue to be supported. While it is logical for taller building heights to be concentrated within the core of activity centres, the extent of the proposed catchments in some locations appears excessive. With the State Government imposing a substantial housing target on Glen Eira, both Council and the community are placed in a difficult position when seeking reasonable adjustments to the plans. The scale of the designated catchments risks undermining our ability to advocate for more balanced, context-sensitive built-form outcomes that still meet housing obligations.

GLEN EIRA CITY COUNCIL

Submission to the Activity Centres Program Stage 2



GLEN EIRA
CITY COUNCIL

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

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Acknowledgement of Country

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.

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Executive summary

Glen Eira City Council provides this submission in response to Stage 2 of the State Government Train and Tram Zone Activity Centres Program (the AC Program). This submission has been informed by officers' technical assessment, public comment presented at the engagement sessions and as received by Council, and discussions with the Councillor group.

Draft maps have been released which includes the centres of Caulfield, Glen Huntly, Ormond, Bentleigh and Elsternwick. The draft maps have two main components for each activity centre:

- An outline of the core, with proposed building heights of generally 6 to 12 storeys (and up to 20 in Caulfield).
- Inner and outer residential catchments within a ten-minute walk of the core, where land will be upzoned to allow 3-6 storey development depending on land size and distance to the activity centre core.

Council supports increasing housing in well-located areas and acknowledges that activity centres are appropriate places for growth. However, Council's **key concerns** relate to the **lack of transparency, evidence, and meaningful consultation** underpinning the AC Program, as well as specific issues with certain components of the draft maps, in particular, the detrimental impact on our valued heritage places and neighbourhoods.

The draft maps have been **released without technical reports, built-form modelling, or clear justification** for the height increases and extensive catchments. Many catchments are **inconsistently applied** and, in some cases, **extend beyond appropriate walking distances**. Furthermore, the catchments include areas **affected by existing and proposed heritage overlays, creating fundamental conflicts** between heritage protection and growth expectations. Council is also concerned about the **removal of policy consideration and third-party rights, the risk of overshadowing impacts, and the sidelining of Council-led strategic planning and long-delayed amendments**.

Overall, clearer guidance, consistent methodology, and genuine collaboration are needed before such wide-reaching changes proceed.

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Our City

The City of Glen Eira is located approximately 10 kilometres southeast of Melbourne's central business district, and forms part of Melbourne's inner south-east region.

The municipality covers an area of 39 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 parts of Brighton East and St Kilda East. Adjoining municipalities include the cities of Bayside, Kingston, Monash, Port Phillip and Stonnington.

Glen Eira's population is expected to reach 176,389 by 2036. Glen Eira is a diverse community made up of people with different backgrounds, culture, family type, age, and occupation.

Glen Eira City Council provides a wide range of services to its residents, including waste management, planning, building regulations, public parks, recreation facilities, libraries, and a range of community services. It also works closely with local businesses and community organisations to promote economic development and social wellbeing in the area.

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Introduction

The State Government is undertaking the Train and Tram Zone Activity Centres Program (the AC Program) to deliver a planning framework to boost housing construction in and around 60 activity centres across Melbourne. A plan was put forward through its Housing Statement in September 2023 to address housing affordability through a series of planning reforms. Housing targets have been set for each local government area in Victoria, with Glen Eira needing a zoning capacity for 63,500 additional homes by 2051.

The AC Program is one of the ways the State Government is aiming to boost housing supply, by encouraging more homes to be built near train and tram lines, jobs and services. The Program implements a new overlay and zone into Planning Schemes. The Built Form Overlay (BFO) will apply to the commercial core areas and will set built form controls such as building heights and setbacks. The Housing Choice and Transport Zone (HCTZ) will apply to residential land in the activity centre catchment, generally around 800 metres from the core areas and will set building heights between 4 to 6 storeys in the inner catchment (HCTZ1) and 3 to 4 storeys in the outer catchment (HCTZ2).

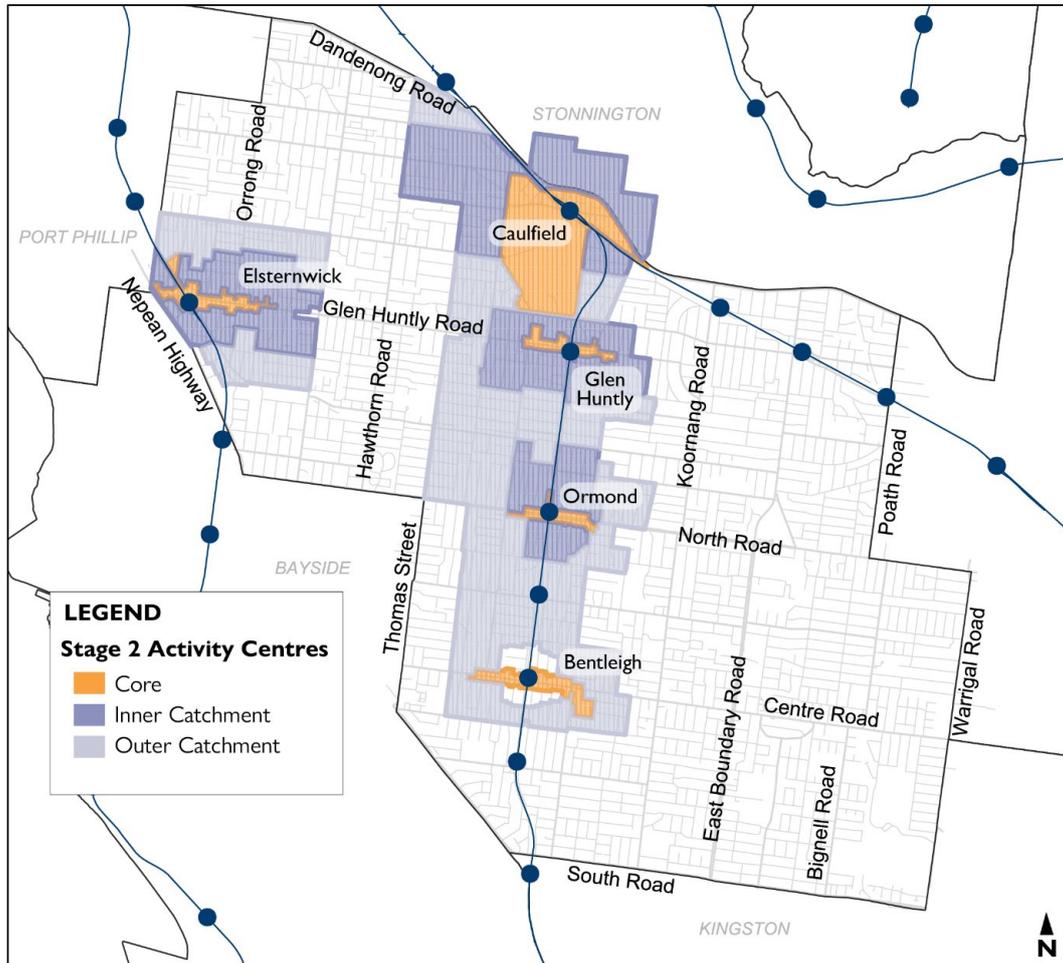
There are four parts to the AC Program to plan for the 60 activity centres:

- i. 'Pilot' stage which involved ten activity centres including Chadstone and Moorabbin (completed)
- ii. 'Stage 1' which involves 25 activity centres including Carnegie, Murrumbeena and Hughesdale (due for completion early 2026)
- iii. **'Stage 2'** which involves 23 activity centres including Caulfield, Glen Huntly, Ormond, Bentleigh and Elsternwick (underway)
- iv. A separate process involving the local government areas of Melbourne and Yarra.

In total, nine of Glen Eira's activity centres are included in the AC Program. Council has made earlier submissions on the inclusion of the other activity centres under the Pilot and Stage 1 programs. This submission provides feedback on the draft maps released for Stage 2 which involves five of Glen Eira's activity centres.

Map 1 below illustrates the areas of Glen Eira impacted by Stage 2. The Pilot and Stage 1 areas are not shown on this map, but when combined with the Stage 2 areas, approximately half of the municipality is affected by the AC Program.

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Map 1- Stage 2 Activity Centres in Glen Eira

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Submission

Support for more housing

Council acknowledges the importance of increasing housing supply in and around activity centres close to transport, jobs and services. Additional housing supply and change is not an easy topic for government and the community to consider. These conversations are always challenging, because they sit right at the intersection of housing need and protecting what people value about where they live. However, concentrating population growth in and around activity centres encourages active and sustainable transport choices, helping to reduce car use and associated emissions. This has long been a fundamental principle of good planning and is central in our own strategic work. We support the intent to focus additional housing within our activity centres, particularly as four of the activity centres identified by the State Government align with those already prioritised by Council, being Caulfield, Glen Huntly, Bentleigh, and Elsternwick. Council has undertaken detailed structure plans and engaged extensively with our community in relation to the future growth of these centres. These structure plans struck a thoughtful balance between supporting growth and protecting local character.

Officers have advocated strongly for our adopted structure plans to be translated into the AC Program and are pleased to see that some of this has informed the basis of the draft maps. Though it is noted that a direct translation would have been more efficient and preferred.

The proposed heights in the core areas are generally supported subject to some specific concerns raised in this submission. It is logical for taller buildings and greater residential density to be concentrated in these areas. However, it is important to get the balance right between growth and heights, with the impacts on neighbourhood character, traffic, liveability and amenity – key concerns for much of the community. Clear, well-designed planning controls will give residents confidence about how their neighbourhoods will change over time.

Council also supports the use of surrounding catchments to accommodate additional housing, however, questions are raised regarding the extent of these catchments in some areas, where the proposed scale allowed under the new catchment zones appears disproportionate to local context.

Council supports growth where it is accompanied by the right infrastructure, including open space, community facilities, public realm upgrades, walking and cycling connections. Council supports the proposal to provide infrastructure in response to the proposed growth in our activity centres. Limited detail on the future infrastructure contribution mechanism has been released regarding how infrastructure can be provided and funded to support the proposed growth, this is detailed later in the submission.

The need for appropriate consultation and transparency

Council raises significant concerns with the process of the AC Program and how it has been conducted by the Department of Transport and Planning (DTP). Consistent with Council's long-standing approach, effective planning can only occur when it is undertaken in genuine collaboration with local communities.

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Timing

The rapid pace of the AC Program highlights a clear inconsistency with the extensive but appropriate processes Council is obligated to undertake for comparable planning work. For example, a structure plan is first informed by community consultation and once the planning controls have been prepared, Council undertakes a comprehensive planning scheme amendment which includes public exhibition. It is essential that important steps are not bypassed or rushed, particularly when these plans will have such significant and lasting impacts on the future of our communities.

Meanwhile, the draft maps for Stage 2 of the AC Program were released in February 2026 and will be gazetted into the Planning Scheme by mid-2026. A four-month timeframe is far too short for considered planning and raises genuine concerns about whether community and Council feedback will be considered or incorporated.

There is no need for the AC Program to be undertaken in such haste. Council's *Housing Strategy*, adopted in November 2022, demonstrated that Glen Eira has more than enough capacity to accommodate the growing population to 2036 and beyond. There is no dispute that the proposed plans put forward by the State Government will create additional opportunities for more housing to meet the new Plan for Victoria housing targets, but these changes must be given the time to be properly considered. This is also relevant for the bombardment of planning reform that is being pushed through, with officers already raising issues of unintended consequences.

The timing of the announcement for the centres included in Stage 2 of the AC Program was also unfair. The Minister for Planning authorised Council to proceed with the Elsternwick Structure Plan Amendment C256glen in late 2024, so public exhibition was organised and commenced in February 2025. However, just two weeks later, the State Government announced its decision to take over planning for Elsternwick via the AC Program. Council had invested significant resources in notifying the community of the exhibition, including sending over 4,500 letters. Council's consistent requests to the State Government to confirm whether Elsternwick would or wouldn't be included in the program went unanswered which raises serious questions about the transparency of the program.

Consultation

Council has significant concerns with the consultation undertaken by DTP.

Phase 1 of consultation for Stage 2 occurred for just over a month in October and November 2025. This phase essentially sought feedback on what people valued about their activity centre. Generic postcards were sent by DTP to people living and working around one kilometre from the centres, though many in our community claimed this was never received. Two drop-in sessions were held by DTP and feedback could be provided via a short online survey. It is unclear how this feedback was genuinely used to generate the draft maps which simply show building heights and residential catchments.

Phase 2 involves the release of the draft maps for each centre, with consultation running from 11 February to 22 March 2026. In early-mid January 2026, small flyers again were letterbox-dropped by DTP to properties in and around the activity centres. At that time, Council received calls from the community confused because the flyer directed them to a website that stated consultation had closed. Officers could not provide much clarity to our community as we also

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had a lack of information about when Phase 2 would commence. By the time consultation opened nearly a month later, many residents would have forgotten about it. The Engage Victoria website was also difficult to navigate for residents, and draft maps for each centre did not show the full extent of the catchments.

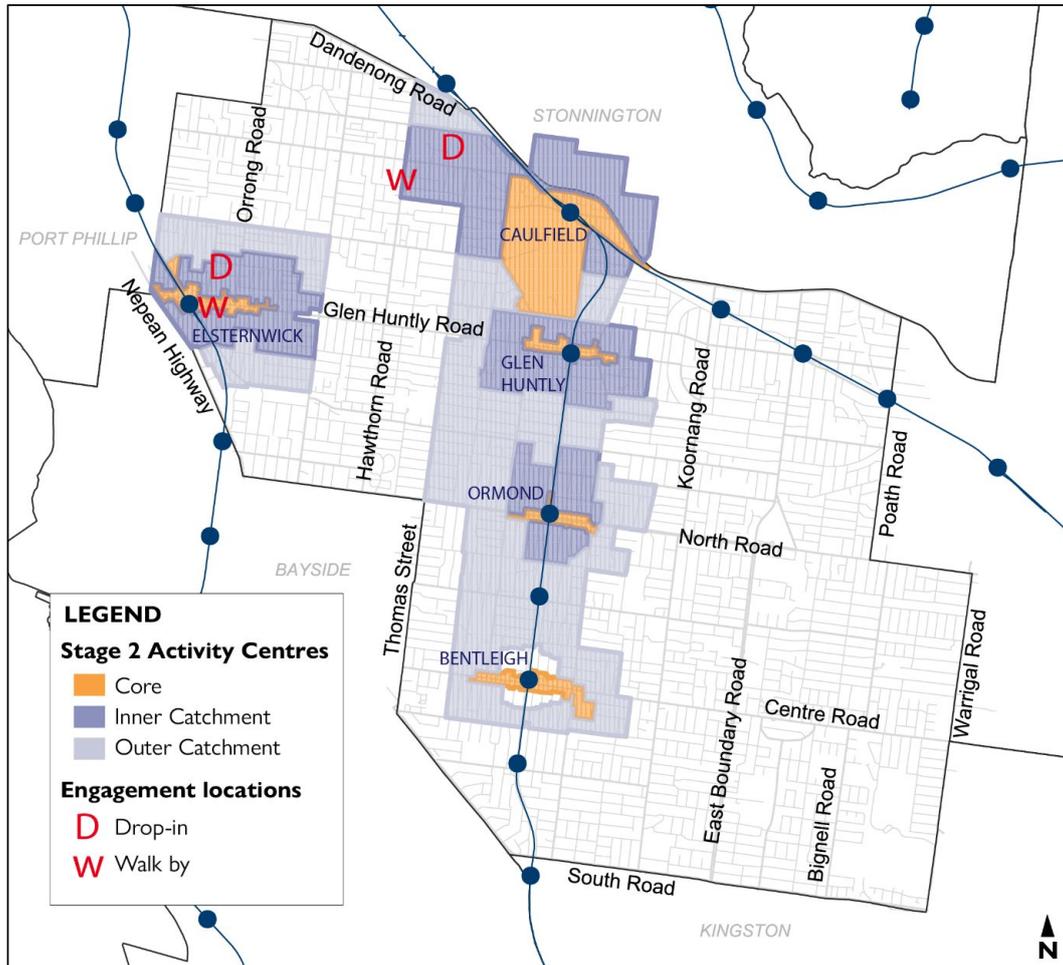
Without warning, Council was first made aware that the draft maps had been released through an ABC media post, rather than through any direct communication from the State Government. The ABC article was released at 7am and officers weren't advised until 2pm that day. We had to see what was proposed for our centres through the ABC article. This practice is unacceptable and not in the spirit of collaboration expected between state and local government.

During this last phase of consultation, the community could provide feedback to DTP by attending an online information session, an in-person drop-in session or walk-by, or through an online survey. There were two drop-in sessions and initially two walk-by pop-ups, the latter consisting of two DTP officers standing on the street for passers-by to approach, though these officers were not planning experts but instead from the communications teams only aiming to promote interest in the AC Program. This is not appropriate consultation.

Officers raised concerns with DTP about the locations of the drop-in and walk-by for the Caulfield to Bentleigh cluster, as they were located at the very northern edge of the cluster in Caulfield North, at peak hour. One resident stated that it took them half an hour to drive to the drop-in.

Map 2 below illustrates this point. Once the issue was raised a number of times, DTP advised that they would conduct another third walk-by at the Bentleigh shops. The limit of two drop-in sessions does not provide adequate cover to properly discuss the planning for five separate activity centres – four of which have detailed, Council adopted structure plans.

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Map 2- Engagement locations for Stage 2

Officers also raised other concerns with DTP on its engagement program which did not get addressed once raised. The first drop-in session and walk-by was held on a Jewish Holiday, so many of those in our community would have been unable to attend. Additionally, the Engage Victoria website was not able to be translated into Russian and Hebrew, two of Glen Eira’s top languages.

The online survey gave the community limited opportunity to express their concerns. The questions appeared to be written to steer responses to a certain direction, for example the first question was “To what extent do you agree that we need to deliver more new homes close to jobs, services, and transport around Melbourne?” with one of five boxes available to tick from “strongly agree” to “strongly disagree”. Some questions allowed for written responses but had word limits. One of the questions was limited to a 50-word response to “Do you recommend changes to building heights in the core?”. As this section only allowed comment if “yes” was ticked, those who answered “no” had no opportunity to provide any explanation. Furthermore, the community were placed in the position of providing feedback on the maps without access to the full context, because of the lack of adequate background information supplied.

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In all stages of the AC Program, Council has sought to receive detailed information regarding any of the community submissions and comments raised. To date, Council has only received the publicly available summaries of consultation. Therefore, important comments and issues raised by our community regarding these local activity centres cannot be considered by Council. We request this is provided upon completion of the feedback review.

It is disappointing that the short comings of the consultation on Stage 1 were repeated again in Stage 2.

Background Information

The lack of transparency from DTP has been extremely disappointing. We have and continue to advocate for critical information to be provided to the community and to Council. The draft maps have building heights for the core areas and delineates where the inner and outer catchments will apply. DTP have not provided the community with any technical reports to justify the heights, or proposed planning controls to understand how it will work. For example, whether a building will have a continuous 12 storey sheer wall from street level to the top floor, or if upper-level setbacks will apply. Our community has raised significant concerns with overshadowing of footpaths, impacts on residential properties to the south of future development sites and on open spaces. Unfortunately, this has not been addressed in the plans. This is particularly concerning given the controls proposed include exemptions from notice and review. If Council was exhibiting an equivalent proposal to the community, we would provide the draft planning controls and relevant background documents such as urban design analysis, transport studies, employment needs, and heritage reports.

We have also not been provided with critical information to provide appropriate feedback. For example, what controls would be included in the proposed BFO for each centre? Matters such as building setbacks, whether building heights are mandatory or discretionary, overshadowing controls, and others should be detailed. We had proposed specific winter solstice or spring equinox overshadowing controls for our centres after careful assessment of the local context, we would recommend these same controls be used.

The absence of technical reports makes it difficult to complete a full assessment of the proposal. DTP has advised that modelling has been undertaken to test the building heights, but this information has not been shared with Council. Given the lack of transparency, there are understandable concerns about the accuracy and reliability of the testing that underpins the draft plans.

Additional housing growth must be carefully considered in the context of infrastructure capacity constraints and the delivery and funding of new infrastructure by the State and Council. This has been a concern raised by our community. It is understood that DTP is drafting a new tool to collect infrastructure funding, but this wouldn't be operational until well after the new AC Program planning controls are gazetted. Proceeding with rezonings and increased development capacity ahead of establishing a clear infrastructure funding and delivery framework is poorly sequenced.

Critical information was also lacking in the communication supposedly sent to residents which failed to make it clear that rezonings were being proposed by DTP. The generic flyer simply stated that "your property may be affected by new planning controls." Several properties in Glen Eira have already been rezoned to the HCTZ under the Pilot stage of the AC Program, and there have been instances of Council officers having to advise owners that their land had been

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rezoned. The website also makes it difficult to understand the implications of the AC Program and what the changes in zoning may mean for property owners. No clear explanations are given.

Overall, the inadequate notification, lack of transparency, and limited information provided by DTP raise serious concerns that many community members have not been given a genuine opportunity to participate in decisions that will significantly affect them. This will be compounded further by the deemed to comply approach of the new controls and the exemption from notice and review.

Council-led strategic planning

Council has already prepared detailed Structure Plans and associated planning controls for Caulfield, Glen Huntly, Bentleigh and Elsternwick. We had already planned for housing capacity through our Housing Strategy 2022. All were supported by expert input from urban designers, heritage professionals, landscape architects, transport planners and economists, and involved purposeful consultation with our community. All of this work was sitting with the Minister for Planning for authorisation to prepare a planning scheme amendment, but instead of progressing the amendments, the plans have been unnecessarily recreated by DTP which has caused confusion for the community. A direct translation of our work would have supported timely implementation of the State Government's objectives.

Planning for our valued activity centres requires local knowledge, and the proposed plans do not reflect this. Heights appear to have been allocated across sites without proper consideration of the local context. For example, we had proposed a certain building height and setback to land north of the Bentleigh Library Plaza to protect it from overshadowing. However, DTP has proposed an additional 3 storeys with no explanation as to how such a height could feasibly maintain the required level of sunlight access to the Plaza. This work has already been completed by Council and should be carried across by DTP into the Bentleigh plan.

Table 1 below lists the amendments which Council has invested significant resources into, and which have remained with the Minister for Planning for years. While some will now become redundant and unlikely to progress, such as the Housing Strategy and Structure Plan amendments, we still list them all to highlight the significant work undertaken by Council.

Heritage amendments still awaiting a decision by the Minister for Planning are also listed and we continue to advocate for their progression. We are now placed in a position where we risk the loss of valued local heritage in Caulfield, Caulfield East, Glen Huntly, and Elsternwick because the proposed protection of these places has been sidelined while the Minister prioritises housing growth. DTP's maps do not show any of the proposed heritage places, indicating they have not been considered. The onus will now be on Council to justify why heritage is proposed in areas DTP has designated for higher growth, despite the fact that this heritage work was submitted long before the AC Program was initiated. It is once again requested that the outstanding heritage amendments are promptly authorised.

Table 1 - Summary of Planning Scheme Amendments with the Minister for Planning

Current Planning Scheme Amendment Applications	Date submitted to DTP	Outcome/Impact for Glen Eira
C237 – Carnegie Major Activity Centre	11 August 2022	Delayed significantly by Carnegie's inclusion into the AC Program. Council's

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		proposed built form controls will likely be translated into the AC Program controls in coming months.
C252 – Glen Huntly and Caulfield East Heritage	25 May 2023	Still on hold nearly three years later. We request it is promptly progressed.
C221 – Glen Huntly Major Activity Centre (including proposed heritage)	30 November 2023	Unlikely to progress, except for the proposed heritage parts of the amendment which we request is promptly progressed.
C256 – Elsternwick Major Activity Centre	22 January 2024	Unlikely to progress, but given that Council had publicly exhibited the amendment, most of Council's proposed built form controls will likely be translated into the AC Program controls.
C255 – Housing Strategy	4 March 2024	Unlikely to progress. Significant costs incurred and extensive consultation carried out as Strategy was developed.
C257 – Elsternwick Heritage	18 April 2024	Still on hold nearly two years later. We request it is promptly progressed.
C245 – Caulfield Major Activity Centre (including proposed heritage)	25 June 2024	Unlikely to progress, included in AC Program, except for the proposed heritage parts of the amendment which we request is promptly progressed.
C262 – Bentleigh Major Activity Centre	12 August 2024	Unlikely to progress following Bentleigh's inclusion in the AC Program.

The State Government engagement material notes that the draft activity centre maps have been informed by the building heights contained within our adopted Structure Plans. Whilst this is not a direct translation, it does reflect the strong advocacy by Council during the development of the AC Program. It is noted however that a direct translation would have been more efficient.

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Stage 2 Draft Maps - Core

This section of the submission discusses the proposed core areas for each centre, including the extent and the building heights. A separate section discusses the surrounding catchments.

General

The core is the central part of an activity centre, closest to public transport, jobs, shops and services. This area is best suited to accommodate more homes due to its proximity to services and its ability to accommodate greater building height and mass. The core boundaries have generally followed our Structure Plan boundaries which is a positive outcome. Nearly 5,000 Glen Eira properties are within the Stage 2 core areas.

The core is where the Built Form Overlay (BFO) will apply, which sets built form controls such as building heights, setbacks and street wall heights. It is disappointing that a draft BFO schedule for Stage 2 has not been provided. Therefore, Council is unable to provide a detailed response including commentary on the impacts of deemed to comply and discretionary standards.

Additionally, the BFO removes third party appeal rights, unless the schedule to the overlay specifies otherwise. This means that any development application under the BFO, even if it was for 20 storeys, will not be advertised to neighbouring residents, nor can they make an objection or appeal a decision to the Victorian Civil and Administrative Tribunal (VCAT). Council is strongly opposed to removing third party notice and review rights, which are vital for maintaining community input in local planning decisions. Particularly when significant heights are proposed in these core areas adjacent to single storey dwellings. We submit that the schedules for our centres should 'turn on' notice and review rights.

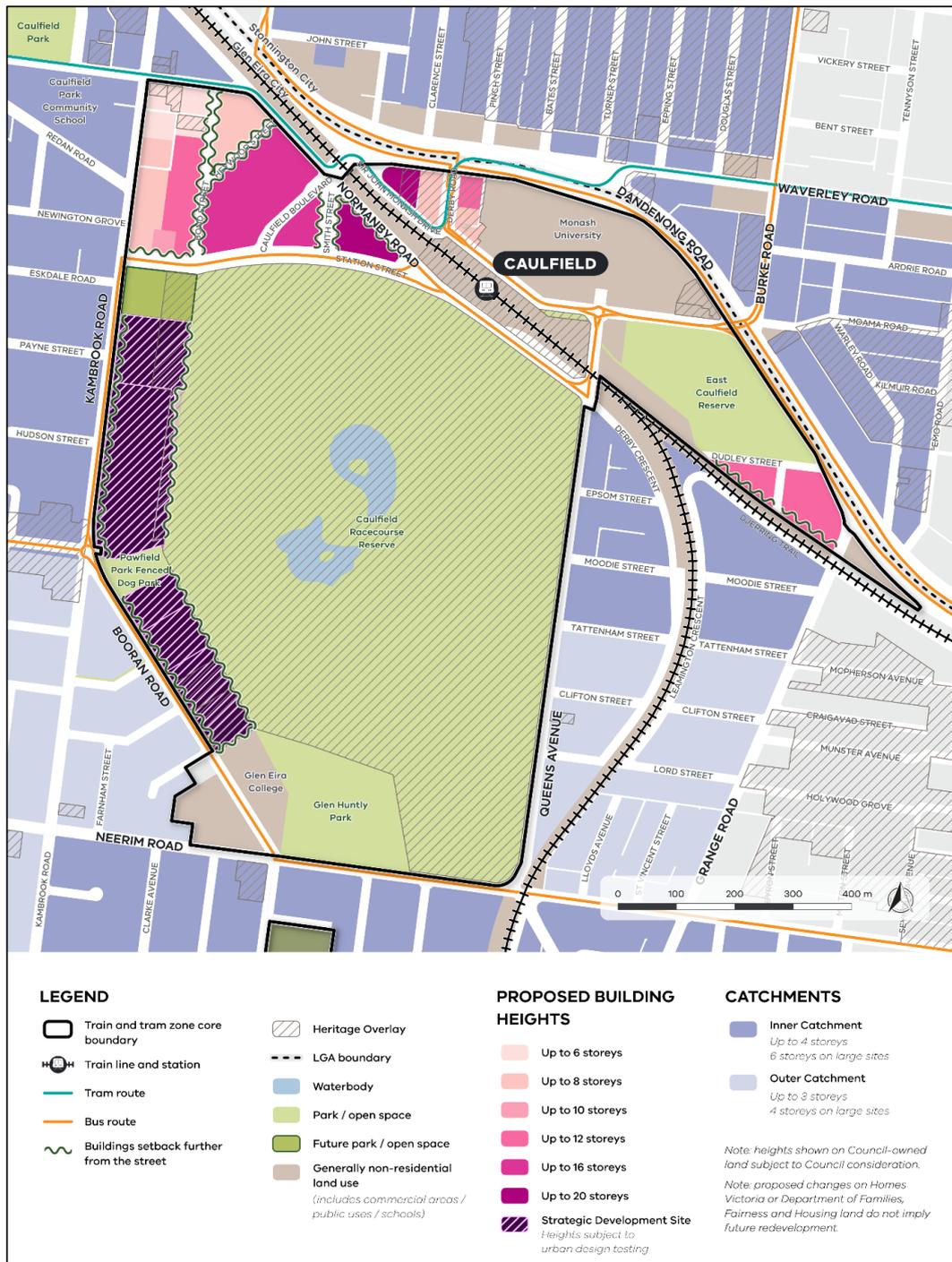
The proposed heights generally follow a similar pattern through the core that Council identified in our Structure Plans, albeit with some height increases. It is acknowledged that Council has not completed a Structure Plan for Ormond. The proposed height increases are generally supported subject to minor changes. This is on the basis that the core is considered better suited to more change than the surrounding residential catchments.

As outlined earlier in this submission, crucial details have been omitted which makes it difficult to provide comprehensive feedback on the draft maps. This includes whether heights are mandatory or discretionary, overshadowing controls for footpaths and public open spaces are included, and setback requirements. Our Structure Plans had nuanced setbacks for different areas depending on the local conditions. This ensured that buildings would minimise impacts to adjoining properties (particularly to the south of development opportunities) and when viewed from the public realm.

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Caulfield

The proposed core boundary and building heights for Caulfield are shown on Map 3 below.



Map 3 - Caulfield Core Boundary and Building Heights

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The boundary of the proposed core area is the same as the Caulfield Structure Plan which is supported.

The proposed heights follow a similar pattern though the Structure Plan recommendations were more responsive to local context. Rather than one height across a whole block, we had gradual heights which were based on urban design analysis, heritage and development feasibility considerations. Put simply, the heights got higher as you got further back from the street. We submit that this graduation should apply.

Kambook/Balaclava Road residential precinct

It is recommended that a maximum of 6 storeys is applied to the land along the section of Kambook Road north of Station Street, Balaclava Road and Normanby Road. This would be more appropriate from a strategic perspective, given its residential context. Additionally, a zero-metre front setback in this setting would be inappropriate. A five-metre landscaped setback would be more suitable as per our Structure Plan.

Caulfield Village

We question whether the Caulfield Village land will be subject to the BFO. This area is currently zoned Priority Development Zone and its development is guided by an incorporated document in the Planning Scheme. It is unclear, and to date DTP has not been able to explain how the AC Program proposes to deal with the complex controls currently applying to the site. We also note that the heights are significantly higher than what is currently allowed and question the built form analysis undertaken to ensure no unreasonable overshadowing or wind tunnelling occurs and adequate daylight can be maintained throughout that development.

Derby Road

Council's Structure Plan heights should be reflected for the heritage Derby Road shops where proposed development would be graduated to protect the historic streetscape. This heritage area is historically significant at the metropolitan level as a predominantly Edwardian shopping centre associated with the Caulfield Racecourse and having a distinct urban form determined by its short length. The diversity of its substantially intact street architecture also makes it aesthetically significant and should continue to be protected through appropriate controls.

Dudley and Gibson Street triangle

At the southeastern edge of the activity centre, the triangular block between Dudley and Gibson Streets, north of the train line, is proposed to be 12 storeys rather than 9 storeys as per our Structure Plan. We are concerned with the visual and overshadowing impacts this would have on residential properties to the south and submit that 9 storeys is more appropriate.

964-972 Dandenong Road & 4 Grange Road (triangular site east of Grange Road)

We question why the property at 964-972 Dandenong Road & 4 Grange Road which is included in the core boundary, is shown as '*generally non residential land use*' on the Draft map with no building height applied. A current application under the State Government's Development Facilitation Program (DFP) proposes to rezone the land to the Commercial 1 Zone to accommodate a 10-storey mixed use application containing a large residential element.

The land is currently within the Industrial 1 Zone, however in the Structure Plan it is identified for rezoning to facilitate mixed use development to a height of 9 storeys. Why would a building

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height not be considered or applied to this site given the guidance in the Structure Plan and the fact that DTP would have been aware of the Development Facilitation Program (DFP) application for a 10-storey building on this site? We question the transparency of the program in this regard and the missed opportunity to address this site in the program rather than separately.

We also note this site was identified in the outer catchment for the Carnegie cluster. We reiterate that the land should not be inadvertently rezoned HCTZ under that cluster as this would severely limit the development potential of the site.

Strategic Development Site – extending along Kambrook Road and Booran Road

The Strategic Development Site extending along Kambrook and Booran Roads is void of any building height guidance. This is extremely disappointing given that the adopted Structure Plan included building heights for this site which were informed by detailed built form and urban design analysis.

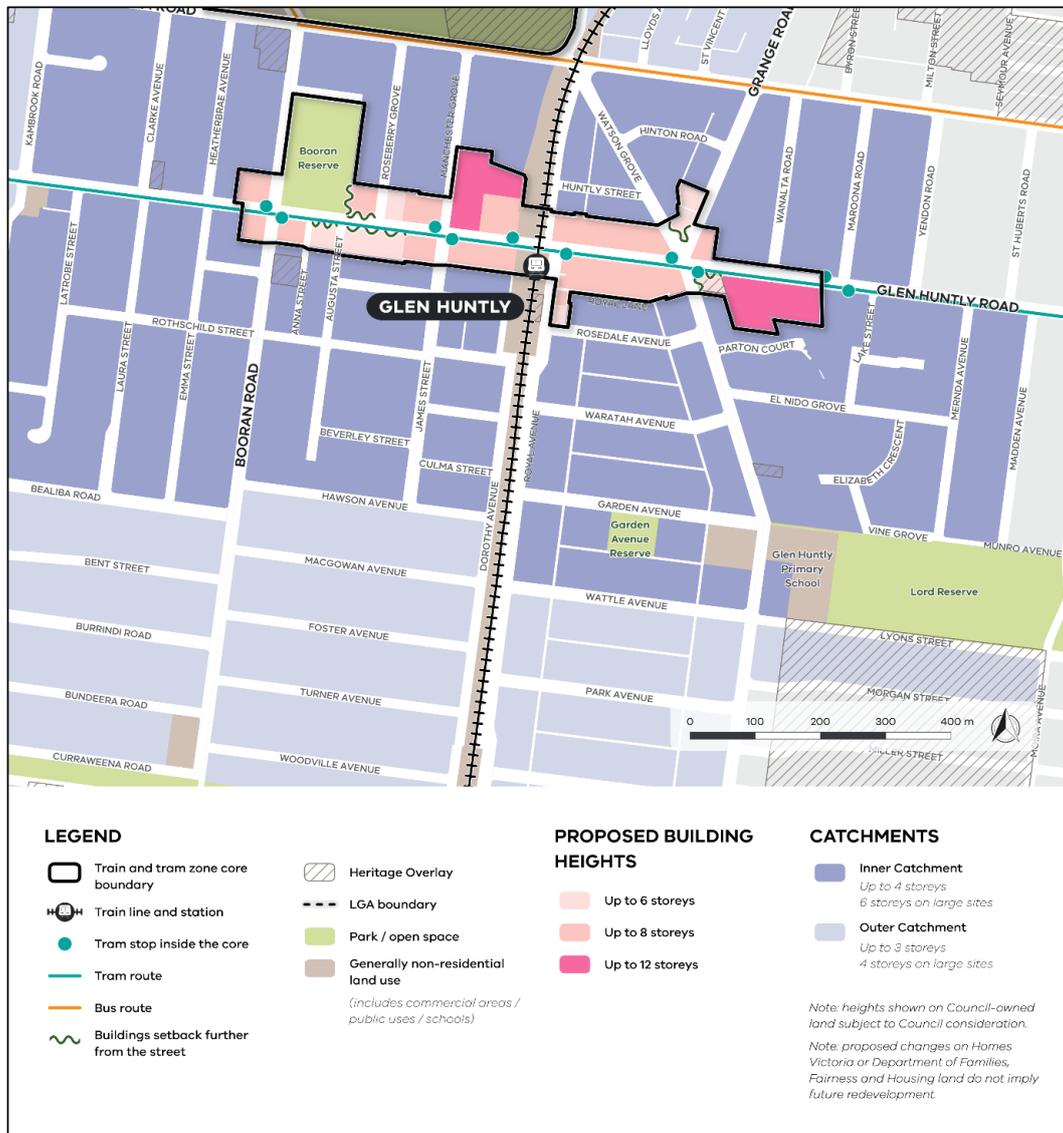
Building heights and setbacks adopted under the Structure Plan provide a significant change in building scale to accommodate additional housing, whilst respecting the streetscape and amenity of neighbouring residential neighbourhoods, public open spaces and places of heritage significance. It is disappointing that this work appears to have been ignored with the draft map indicating that building heights will be subject to further urban design testing.

Additionally, the only direction for the land is the inclusion of seemingly arbitrary landscape setbacks along the edges of the site. Council's Structure Plan was widely consulted upon and it is disappointing that it appears that the community will be locked out of future discussion about the built form aspects for this site. Council requests that the controls include requirements for a transitioning of building height from Kambrook and Booran Roads to the rear of the site, and that the heights and setbacks respect the existing heritage places on Booran Road within this site.

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Glen Huntly

The proposed core boundary and building heights for Glen Huntly are shown on Map 4 below.



Map 4 - Glen Huntly Core Boundary and Building Heights

The core boundary of the activity centre aligns with the Glen Huntly Structure Plan which is supported.

The proposed building heights are generally acceptable subject to minor adjustments. In some instances, heights could be increased, particularly along the northern side of Glenhuntly Road where overshadowing can be better managed.

There doesn't appear to be any consideration of Council's proposed heritage overlays which were submitted to the Minister for Planning in May 2023. These properties are shown on the below map:

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Map 5 – Proposed Heritage in the Glen Huntly Core

Council requests that appropriate heritage typology and height controls are included in the BFO for the proposed heritage shops. Council’s street wall heights and setbacks were developed based on built form and sight line testing. The proposed heritage overlay controls should be implemented at the same time as the BFO to ensure adequate protection of this heritage setting.

The heights for the proposed individually significant heritage overlays should be considered in the context of heritage. The draft maps use a squiggly line to demonstrate that some of these sites will have a street setback. We question why the same setback controls have not been applied to the proposed heritage properties at 1091 Glenhuntsly Road and 2 Roseberry Grove. The deemed to comply approach will put the heritage of these buildings more at risk.

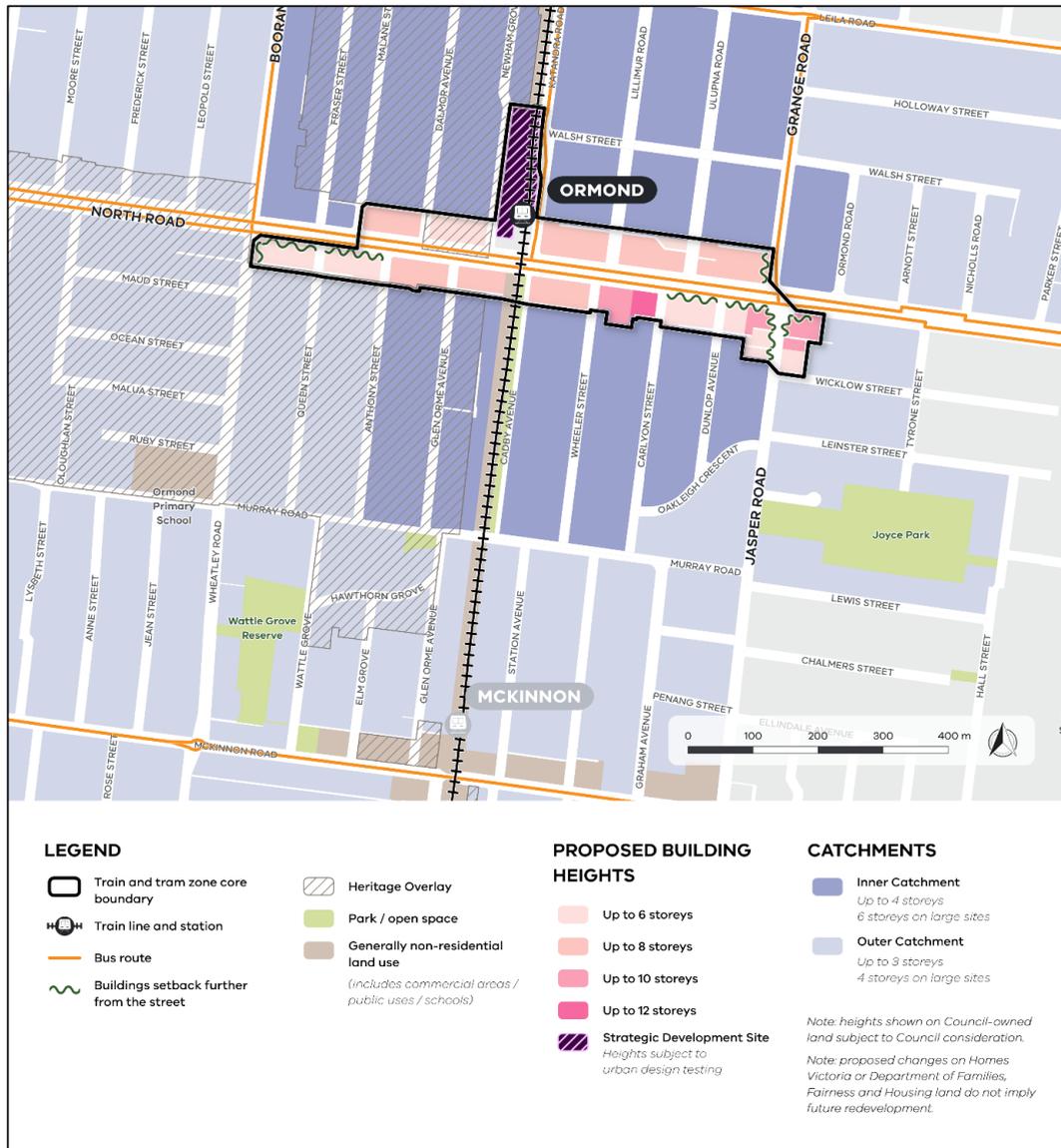
At the western end of the activity centre, a cluster of sites around the Glenhuntsly Road and Booran Road intersection are proposed to be 8 storeys. We suggest that it is more appropriate for these sites to be 6 storeys to provide for a suitable transition. We also submit that these heights should not cast shadows on Booran Reserve during key hours on the winter solstice.

Council raises concerns with the impacts of a proposed 12 storey height for the land at 1232R Glenhuntsly Road (i.e. located at rear of 1232-1234 Glenhuntsly Road), abutted by 8 residential properties. Has a 12-storey building been modelled to assess amenity impacts such as overshadowing? Would 12 storeys still be achievable once the building includes setbacks to manage overshadowing? Without clear controls that show reasonable height transitions to the neighbouring inner catchment, the merits of this proposal cannot be supported.

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Ormond

The proposed activity centre core boundary and building heights for Ormond are shown on Map 6 below.



Map 6 - Ormond Core Boundary and Building Heights

It is noted that Council has not undertaken a Structure Plan for Ormond which is identified under the current Glen Eira Planning Scheme as a Neighbourhood Activity Centre. The extent of the core boundary is generally acceptable, but we question why it doesn't include the petrol station site at 423 North Road.

The proposed building heights throughout the core do not seem to follow any logic. The expansive nature of the North Road road reserve lends itself to higher built form along the northern side of the centre and Council would encourage DTP to review this plan with this objective in mind.

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However, the draft maps show higher building height allowances up to 10 – 12 storeys for some sites located on the southern side of North Road where impacts from shadowing and loss of daylight would be much greater and likely. This is more surprising given the abuttal to a residential neighbourhood to the south. What is the justification for this height? Of particular concern is the application of 10 – 12 storeys for sites located between Wheeler Street and Carlyon Street, especially the 12-storey application to 600-604 North Road. It is not an overly deep site and we struggle to understand how a built form analysis could reasonably propose a 12 storey built form on this site. A similar situation exists for the 10-storey building at 578-598 North Road. Council would like to see how 10 – 12 storey building heights can work in these locations and the amenity impacts to adjoining low scale residential dwellings be managed. If this can't be demonstrated then the heights should be reduced.

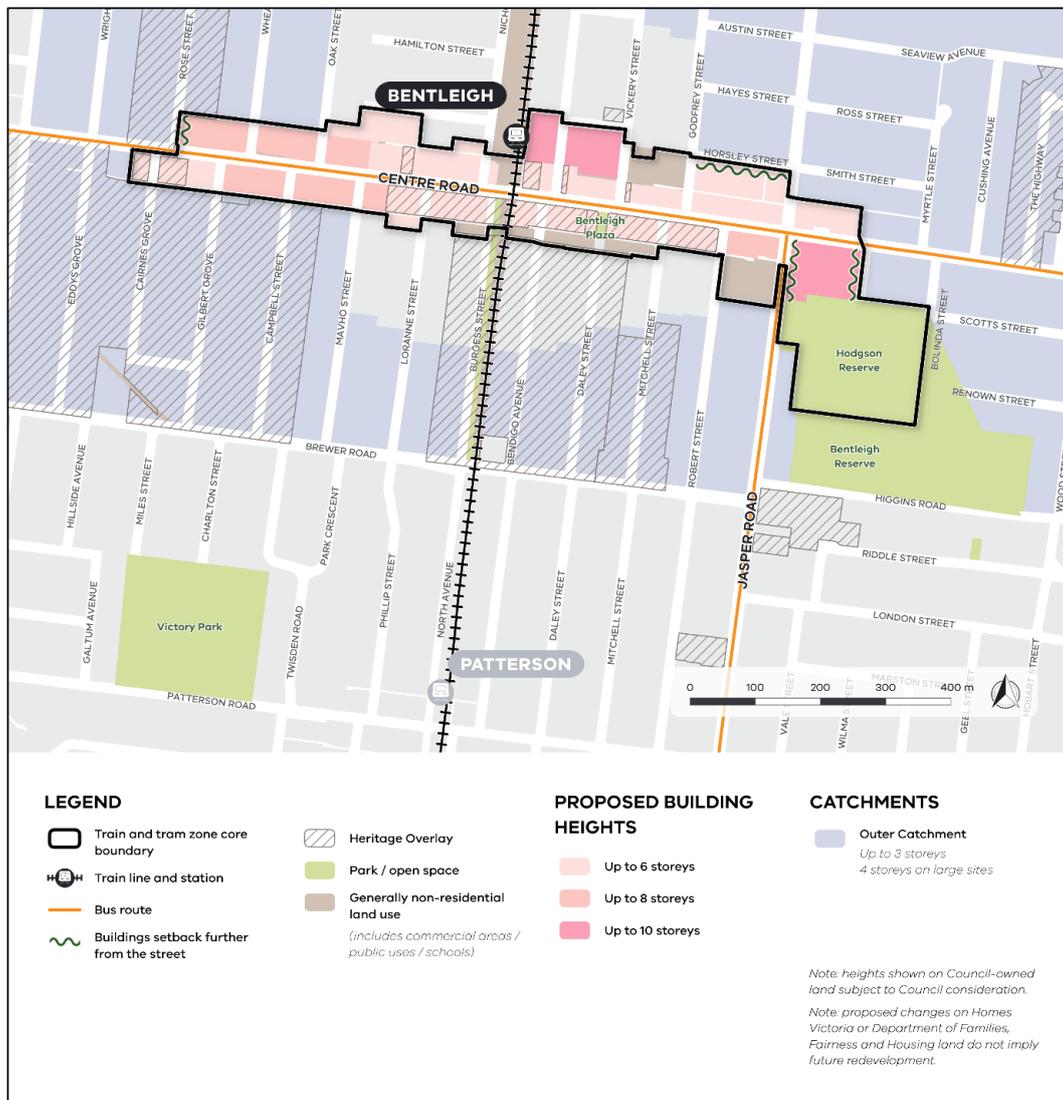
Following on from this, we question the heights directly to the east of Carlyon Street, with only 6 storeys proposed. Why has the height been halved? While these properties are prevalingly single storey dwellings on residential zoned land within the core, there seems to be no logical explanation as to why the proposed height allowances differ so greatly from those sites to the west of Carlyon Street. This also applies to the building/landscaped setback shown for these properties. North Road should have a consistent active frontage with no street level building setbacks.

The proposed 10 storeys for the McDonald's site on the corner of North and Jasper Roads is generally appropriate for its context on a large intersection, but again we question whether amenity impacts have been considered for the adjoining residential properties to the east and south within the outer catchment.

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Bentleigh

The proposed activity centre core boundary and building heights for Bentleigh are shown on Map 7 below.



Map 7- Bentleigh Core Boundary and Building Heights

The proposed core boundary generally aligns with the Bentleigh Structure Plan except for some minor variations. The boundary should be extended further north of the Council car park between Vickery and Godfrey Streets to reflect the actual boundary of the car park.

Council generally supports the heights in the Bentleigh core and suggests that the 6 storeys on the north side of Centre Road could be increased to 8 storeys, subject to adequate building setbacks to manage overshadowing to the southern footpath. Additionally, the proposed heights to sites located north of public open spaces are supported subject to adequate overshadowing controls as proposed in our Structure Plan. This includes protection to Bentleigh Reserve (and the memorial cenotaph) and the Bentleigh Library Plaza.

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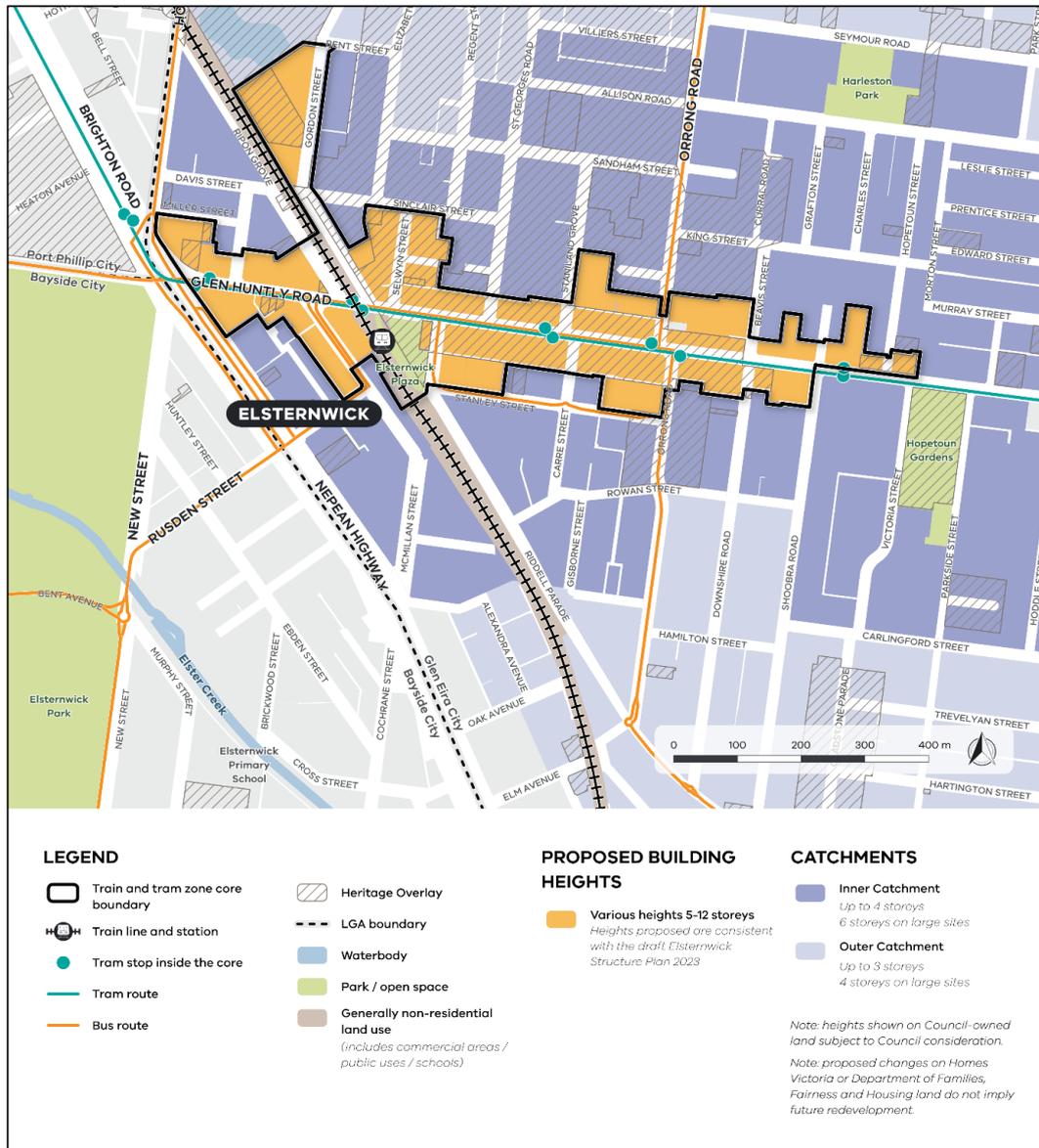
It is noted that building heights have been proposed for most of Council's car parks that are in the Public Use Zone, Schedule 6 (PUZ6). This zone restricts most land uses unless they are for local government purposes. It is assumed that DTP proposes to rezone these sites to a Commercial 1 Zone to facilitate future housing growth. While a change in use could be considered in the future, as highlighted in our Structure Plan, Council needs to undertake further investigations before confirming future land use options. Rezoning these sites is not supported and could likely result in windfall gains tax implications for Council. We strongly object to the imposition of this financial burden without confirmed plans for the sites which could include community facilities.

While most heights are supported, the proposed 6 storeys for the Telstra Exchange site at 39 Loranne Street is inappropriate. The property is in a residential side street and is separated from the Centre Road shops by a laneway.

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Elsternwick

The activity centre core map for Elsternwick is shown on Map 8 below.



Map 8 - Elsternwick Core

The core boundary generally follows the Elsternwick Structure Plan. It is noted however that Council’s proposed planning controls (Elsternwick Structure Plan amendment) did not include heights for the three car parks on Stanley Street and Staniland Grove. This exclusion was suggested by DTP at the time of drafting the Elsternwick controls. This exclusion should be reflected in the proposed BFO. Council has also not been advised of any rezoning of council owned land within the core and would want full disclosure and opportunity to comment on any

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proposal to rezone Council owned land within the core. Council opposes any proposal to rezone Public Use zoned land.

The proposed building heights for Elsternwick were not shown, only a note saying that the heights would be consistent with the Elsternwick Structure Plan. This is because Council had already formally exhibited the heights and other planning controls to the community in 2025. Council would hope that these heights are directly translated, otherwise it raises questions about transparency and lack of proper consultation.

It is unclear whether Council's proposed interface setbacks and use of mandatory controls will also be translated into the new controls. These should be carried forward, with minor adjustments reflecting the public submissions Council received in 2025.

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Stage 2 Draft Maps - Catchments

General

The catchment is defined as the area surrounding the core within approximately 10 minutes walk of public transport and services (around 800 metres). It aims to provide a transition in built form from the higher buildings in the core to the existing residential areas. This is the area where the Housing Choice and Transport Zone (HCTZ) will apply to residential land. The maps produced by DTP show an inner and outer catchment. The inner catchment will have the HCTZ1 control with building heights of 4-6 storeys, and the outer catchment will have the HCTZ2 control with 3-4 storeys. The higher of those heights only apply if the combined lots are “large lots” and have an area of at least 1,000 square metres and a frontage of at least 20 metres. Council is generally supportive of the principle of directing modest housing growth to catchments, however, raises some serious concerns as follows.

Nearly 20,000 Glen Eira properties are within an inner or outer catchment for Stage 2. The proposed catchments are overall considered to be excessive and inconsistently applied as discussed below. There also does not appear to be a distinct catchment for each centre, but one endless catchment in many directions. The maps produced by DTP are also misleading, as they do not show the catchments from the other stages of the AC Program, some of which directly adjoin the Stage 2 catchments. It is also noted that there are areas of stark transitions from the inner catchment to an existing 2-storey zone. Council also raises concerns with overshadowing to local parks, all of which will be further discussed below.

The extent of the catchments is inconsistent with DTP’s new car parking requirement maps for new developments, known as Car Parking Requirement Maps, implemented via Amendment VC277 on 18 December 2025. The maps divide land into one of four categories based on access to public transport. Land closer to public transport is in a higher category and can provide less car parking. The proposed inner and outer catchments include many sites in the lower categories of the car parking requirements, which is a problematic contradiction considering both maps are created by DTP. There is clearly an inconsistency that has not been rationalised.

The proposed catchments will result in a significant amount of land being upzoned from a 2-storey Neighbourhood Residential Zone to a 3-6 storey zone (HCTZ). This change brings not only increased height allowances but also a shift to a zone that no longer includes a mandatory garden area requirement and permits higher site coverage (70% compared with 60% in the NRZ). Alongside the recent ‘deemed to comply’ planning reform which reduced other controls like street setbacks and private open space sizes, Council is seeing larger side-by-side townhouses in the HCTZ. The State Government has removed Council and VCAT’s ability to consider policy and the purpose of the zone, so effectively, if the numerical numbers are met (such as site coverage, street setback, etc.), it is automatically approved.

We acknowledge that DTP is trying to direct more housing to the HCTZ areas, but because Council is now unable to consider local policy and the purpose of the zone, there is no mechanism to effectively refuse underdevelopment. This issue has been consistently raised and needs to be addressed before more land is rezoned.

Furthermore, developments of up to 6 storeys for east/west orientated sites will effectively remove all access to sunlight for existing dwellings to the south. Is DTP supportive of the reduced amenity and environmentally sustainable design provisions for such dwellings? There

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needs to be a better balance between density and amenity, particularly in areas with poor access to public open space such as Elsternwick for example.

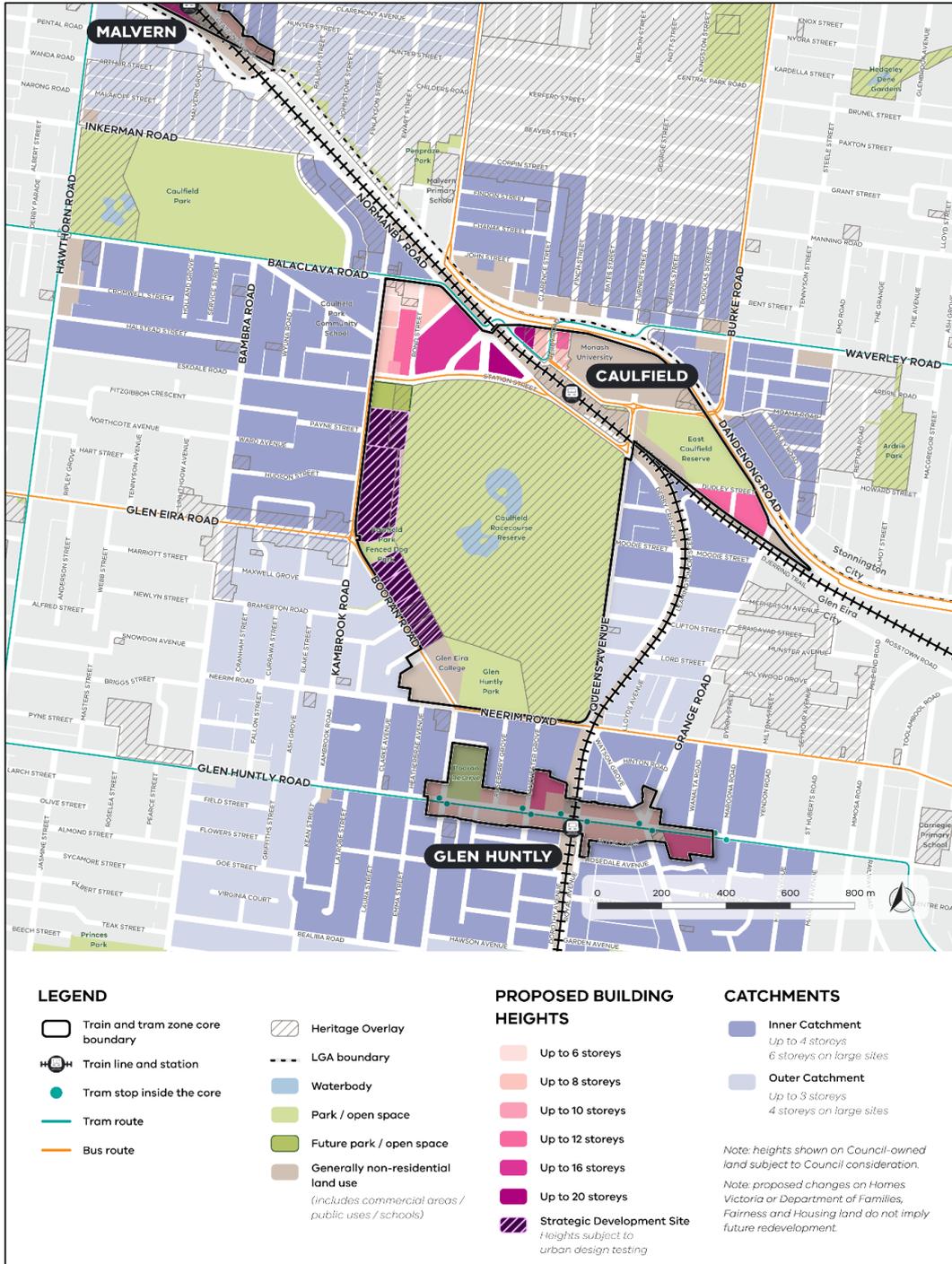
We also raise concerns about how tree canopy cover will be affected when combined with the level of densification envisaged by the State Government. Council's *Climate Emergency Response Strategy 2025–2029* states that Glen Eira is one of Melbourne's most heat-vulnerable municipalities due to a combination of high urban density, low tree canopy cover, and an ageing population. Without urgent action to increase tree canopy cover Glen Eira risks more extreme localised heat and poorer liveability. The *Glen Eira Urban Forest Strategy* aims to increase our tree canopy cover from 12.5 per cent to 22 per cent by 2040. We are concerned that the upzoning of land in the proposed catchments will lead to the replacement of well-vegetated residential lots with large developments with greater site coverage and less permeability that leave little space for appropriate plantings.

Council also notes that many of the catchment areas are impacted by new flooding risk maps publicly released by Melbourne Water. It is not clear how the AC Program has considered these implications.

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Caulfield

The proposed catchments for Caulfield are shown on Map 9 below.



Map 9 - Caulfield Catchments

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It is noted that this map is misleading, because the land to the east of Grange and Yendon Roads is also within a catchment from Stage 1 of the AC Program. This is a common issue with the draft maps and does not provide the community with a rounded and complete understanding of the changes they can expect to their immediate and broader neighbourhood.

The inner catchment for Caulfield is excessive in some areas. The block west of Bambra Road includes properties that are over 1.7 kilometres to the station. If it was chosen because this area is close to trams, local shops and Caulfield Park, why hasn't the same principle been applied to other areas, such as near Waverley Road within Stonnington? The application of the inner catchment also would result in an abrupt transition to a 2-storey zone, particularly along Eskdale Road. This area may be better suited to the outer catchment. The lack of information provided as part of the consultation material to support/explain the application of the catchment areas is considered poor. The inner catchment to the west of the centre should cease at Bambra Road.

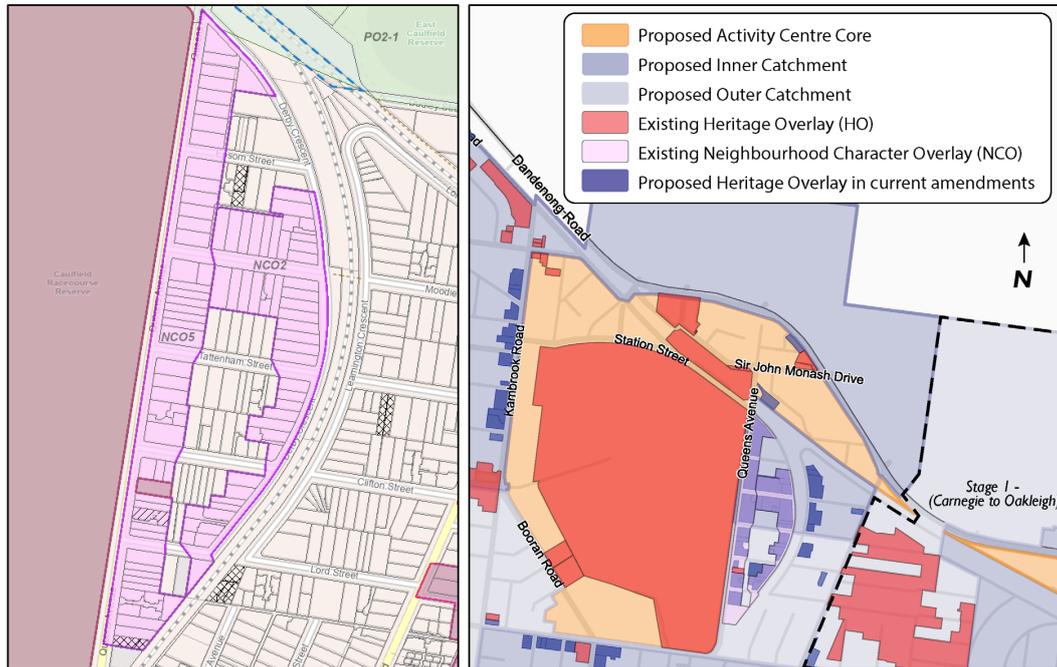
The application of the catchments does not appear to account for significant physical barriers, such as poor pedestrian access via the rail underpasses (Smith Street and Queens Avenue), and the ten-lane Dandenong Road restricting access from the north. Other centres have applied these same accessibility principles to exclude land from catchments, and this inconsistency needs to be addressed.

We are also concerned about whether any traffic analysis has been undertaken to assess road capacity and determine if the surrounding road network, particularly around Queens Avenue, can support higher-density development.

Council is concerned that the catchment mapping does not recognise proposed heritage overlays identified through the Caulfield North and Caulfield East Heritage Reviews. Nor does it account for the existing neighbourhood character overlays (NCO), heritage overlay precincts or individually significant properties.

In particular, Council is concerned by the designation of the inner and outer catchment to land currently in an NCO and proposed to be included in a heritage overlay. There are two proposed precincts known as the Queens Avenue Precinct and the Railway Corridor Precinct as shown on Map 10 below. The properties along Queens Avenue have interesting historic links to the Racecourse where many horse trainers, owners and jockeys lived and had front balconies or upper floor attic style windows to gain a view of the Racecourse from their homes. The proposed boundary between the inner and outer catchment areas appear to arbitrarily cut across the middle of these proposed heritage areas, meaning half is in the inner and half in the outer catchment. This would have a significant impact on the significance of these precincts if it stays split. Our position is that land in a current or proposed heritage overlay should not be upzoned to the inner or outer catchment, as this would create conflicting planning objectives discussed later in this submission. Should the Minister disagree with this reasonable position, then, at the very least, we submit that the majority of this area be in the outer catchment of the Caulfield Activity Centre.

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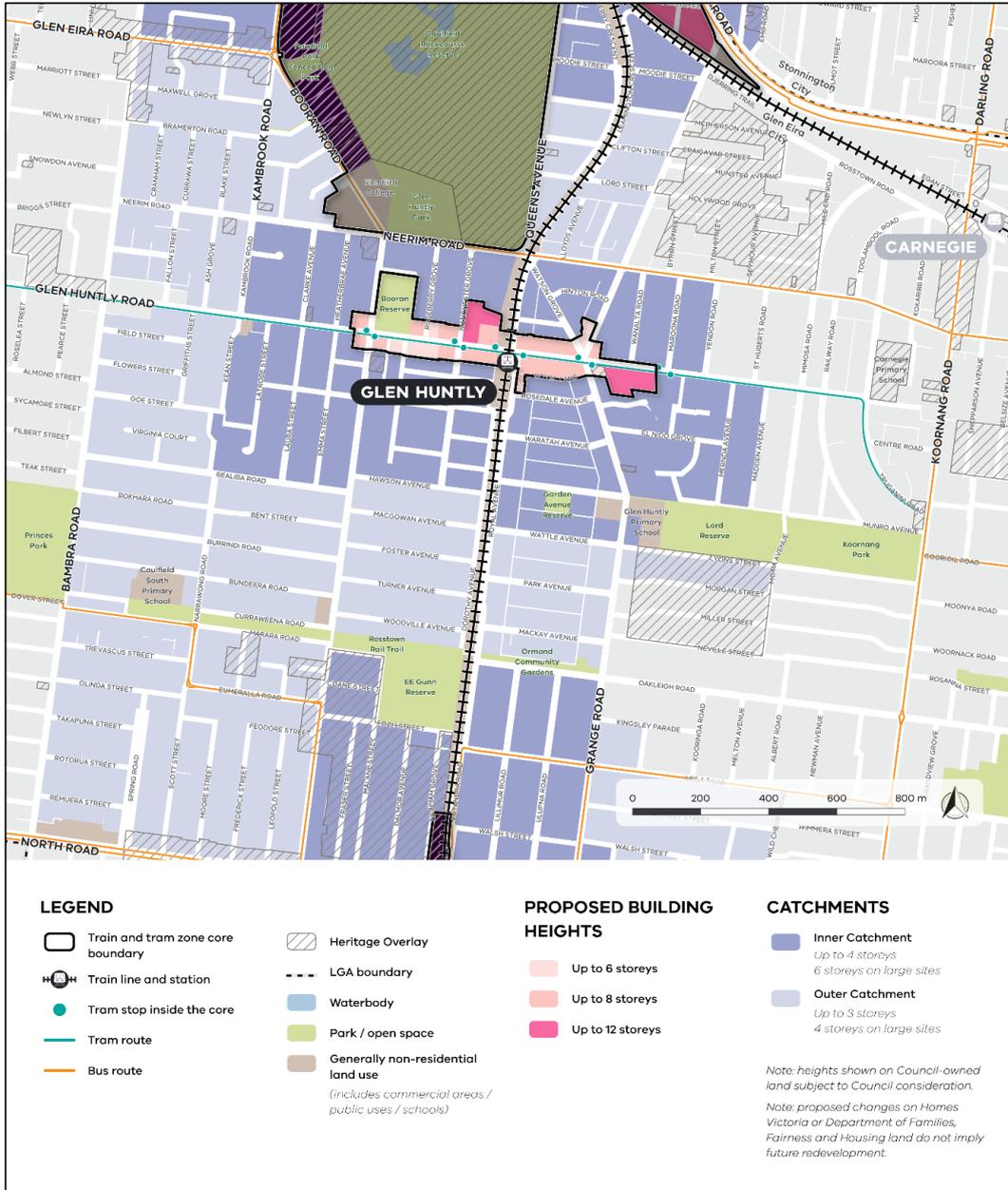


Map 10 – Queens Avenue and Railway Corridor NCO/Proposed HO and catchment areas

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Glen Huntly

The proposed catchments for Glen Huntly are shown on Map 11 below.



Map 11 - Glen Huntly Catchments

The proposed outer catchment appears to extend further west than it does east, however, land to the east is already proposed to be within the catchment of the Carnegie Activity Centre Plan which formed part of Stage 1 of the AC Program. This creates a continuous inner and outer catchment from Glen Huntly all the way to Oakleigh. There is also a continuous catchment from Caulfield down to Bentleigh. This will result in significant change over time to these residential

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areas. The western extent of the outer catchment to Bambra Road at 1.2 kilometres from the station is excessive given core services are located closer to the station rather than spread across Glenhuntly Road.

Council queries whether road capacity has been considered when applying these catchments.

Council also questions whether fragmentation has been considered. The proposed inner catchment to the south-east of the station is predominately comprised of smaller units and apartments. Such conditions significantly reduce the likelihood of redevelopment.

With the potential for 6-storey buildings to be developed north of Booran Reserve, Gordon Avenue Reserve and Lord Reserve, we raise concerns about overshadowing to these open spaces. Council questions how this will be managed through planning controls, such as the HCTZ or deemed to comply standards.

Council also raises concerns with the application of the inner and outer catchment on land proposed to be in a heritage overlay around Glen Huntly. The implications of this issue are addressed in detail in a later section of this submission, where Map 16 shows the proposed heritage in Glen Huntly. It is of particular concern however to split the proposed Dorothy Avenue Precinct between the inner and outer catchment. Having two different height limits would impact the significance of the precinct. As mentioned previously, our position is that existing and proposed heritage sites should not be in the catchment and upzoned, but should the Minister disagree, Council suggests all of the proposed precinct is within the outer catchment. It is also noted that part of the Glen Huntly Park Estate and Environs heritage precinct is on the edge of the proposed catchment (Lyons and Morgan Streets, west of Moira Avenue). At the very least, this precinct should be removed from the catchment given its edge position and distance to the core. It is poor planning to have part of a heritage precinct in a different zone with different objectives.

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Ormond

The proposed catchments for Ormond are shown on Map 12 below.



Map 12 - Ormond Catchments

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The application of the catchments around Ormond appears to be inconsistent. Council questions why the catchment extends further west on the north side of North Road than the south (west of Scott Street). This is extensive, for example a resident in Trevascus Street, Caulfield South (located in outer catchment northwest of core) would have to walk over 1.3 kilometres to the edge of the shops, or 1.7 kilometres to the station.

Furthermore, the block south of Murray Road and west of Wheatley Road, which includes land up to Amelia Street in McKinnon is also considered unnecessary and should be removed from the catchment due to the distance from the core. The inclusion of McKinnon in the Ormond catchment is not justified, nor was this communicated adequately to residents. Again, there appears to be a bias towards extending the catchments to the west which is not clearly backed by a clear methodology other than using conveniently located north/south roads to define the boundary on a map.

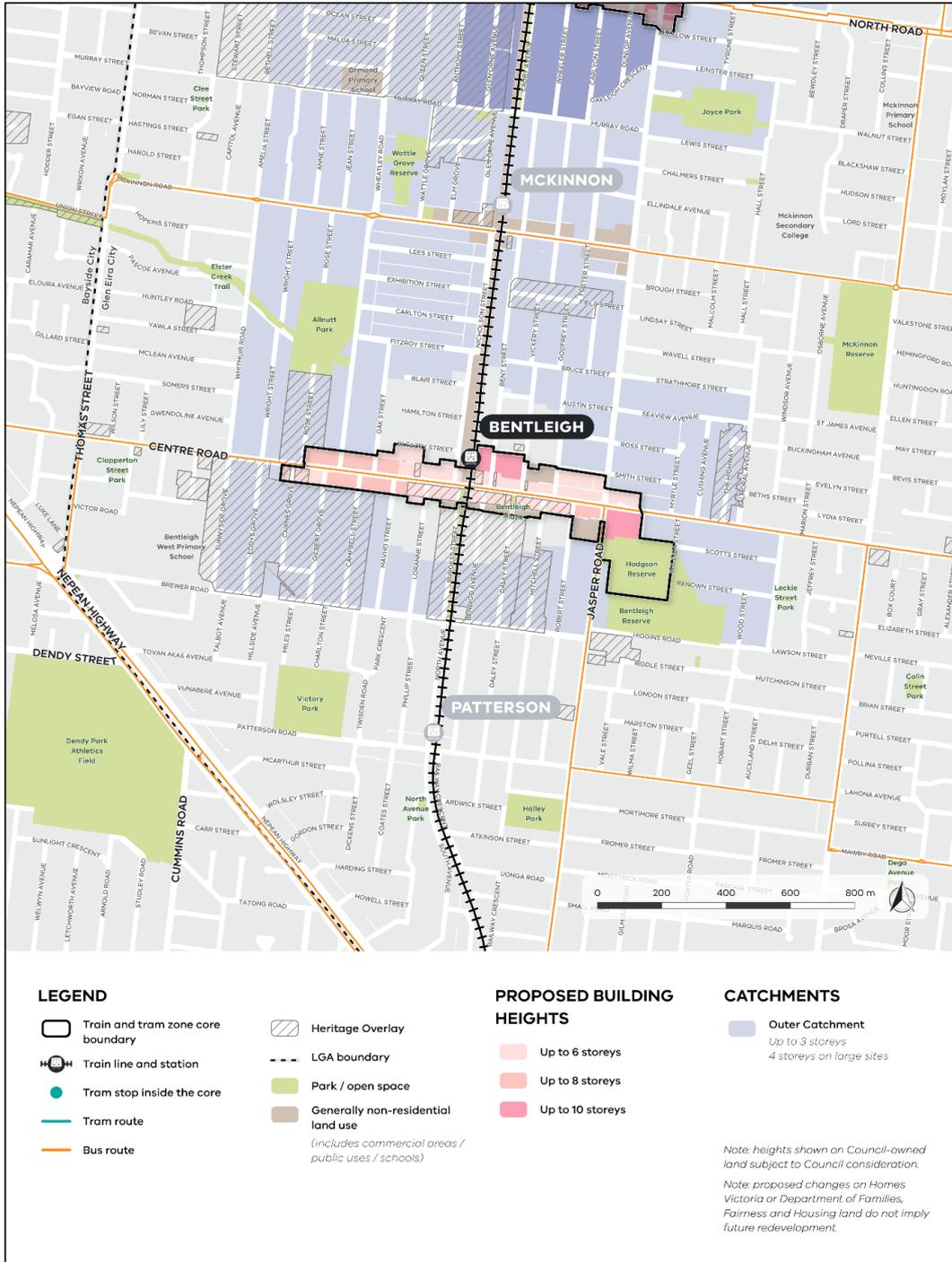
It is also questioned why the catchment extends further east on the north side of North Road than it does on the south side. Overall, Council submits that the same principles should apply when determining catchment boundaries.

Council is also concerned with the proposed upzoning via the application of the inner and outer catchment to the Ormond and Environs Heritage Overlay precinct. The implications of this issue are addressed in detail in a later section of this submission.

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Bentleigh

The proposed catchments for Bentleigh are shown on Map 13 below.



Map 13 - Bentleigh Catchments

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The application of the catchments for Bentleigh is different to the other centres. There is no inner catchment proposed, and it is assumed the current 4-storey Residential Growth Zone will be retained instead.

For a long time, Council has designated Bentleigh as a 'Major Activity Centre', the highest tier in our activity centre hierarchy. However, Plan for Victoria, released by the State Government in February 2025, introduced new state-wide activity centre designations and downgraded Bentleigh to a 'Neighbourhood Centre'. No justification was provided for this demotion, particularly given the State's objective to deliver significantly more housing. We query how its characteristics differ from other now higher tier centres such as Ormond. This creates an inconsistent approach to the AC Program when our other centres are expected to accommodate a greater share of growth.

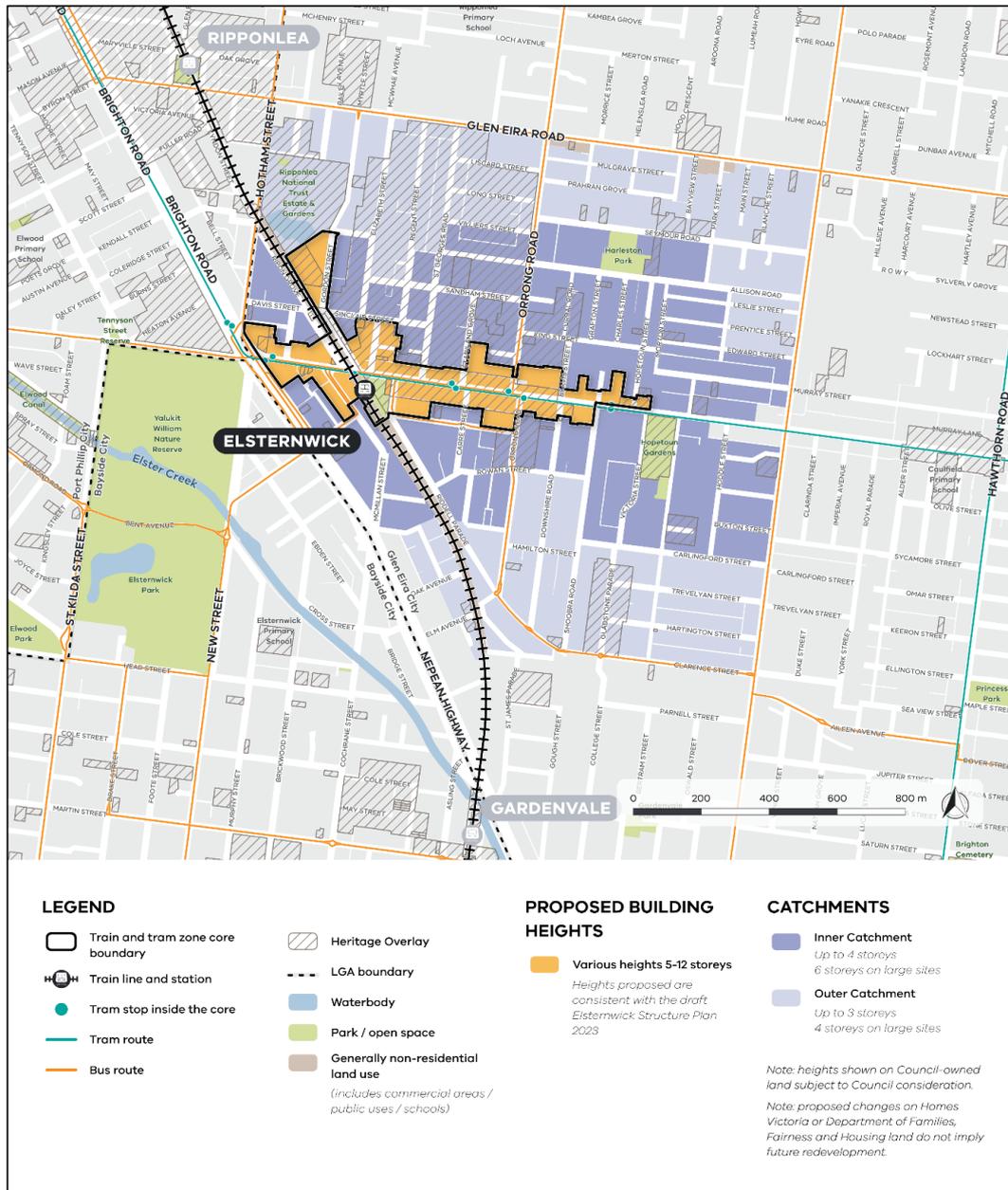
It is noted that the catchment only extends approximately 400 metres south of the shops yet reaches nearly twice the distance to the north. If McKinnon Station is used as justification for why the northern part is included, why hasn't the same principle been applied to the south where Patterson Station is located? The land west of Wheatley Road and north of Beech Street is a significant distance to the Bentleigh core. It is submitted that the catchment should have a consistent approach around Bentleigh and be reduced in the northern parts. The AC Program needs to explain why Patterson has not been included, more transparency is needed.

As discussed in the other catchment sections, we submit that heritage properties should not be located with the activity centre catchments and upzoned as a result of this, whether it be inner or outer catchment. This includes the Bentleigh Heights Estate heritage overlay precinct (at The Highway) which is located at the very edge of the proposed outer catchment. We question why the catchment didn't stop before this precinct.

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Elsternwick

The proposed catchments for Elsternwick are shown on Map 14 below.

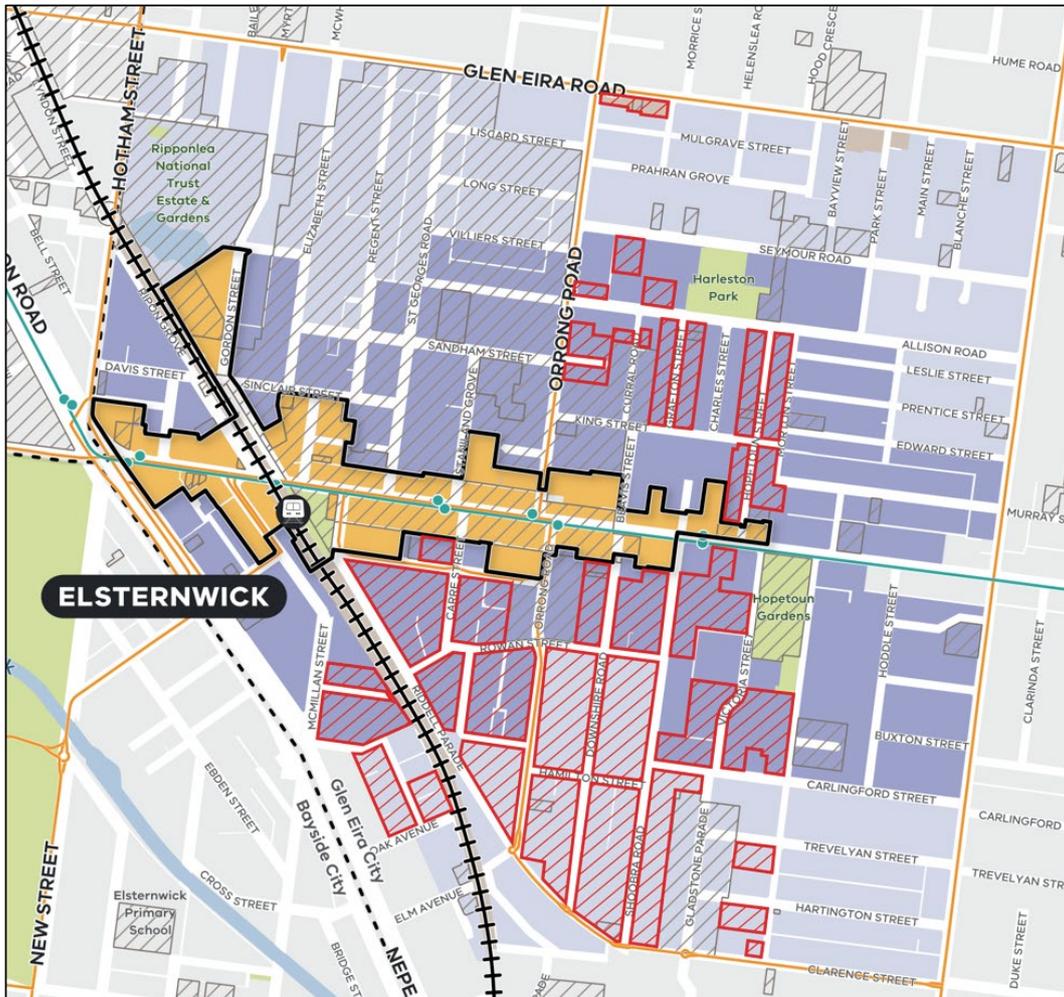


Map 14 - Elsternwick Catchments

Nearly half of the proposed catchments in Elsternwick are affected by an existing or proposed heritage overlay. We submit that these existing and proposed heritage properties should not be included in the activity centre catchment and upzoned as a result of this. We also strongly oppose the inclusion of the Australian National Heritage listed Rippon Lea Estate within the outer catchment. Should the Minister disagree with this reasonable position, then at the very

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least, we submit that the existing and proposed heritage precincts should not be split between the inner and outer catchment as this would affect the significance of these heritage areas. We strongly oppose the inclusion of any heritage within the inner catchments. The below map shows proposed heritage in red that was not depicted on DTP’s map:



Map 15 - DTP map of Elsternwick with proposed heritage added in red

Furthermore, the upzoning of land via the HCTZ is inconsistent with what is proposed under Council’s Planning Scheme Amendment C257glen (Elsternwick Heritage). C257glen, consistent with Planning Practice Notes 90 and 91, proposes to downzone heritage areas in Elsternwick to a 2-Storey Neighbourhood Residential Zone while allowing for intensive development west of the railway line. This proposal allowed for the activity centre to grow whilst protecting the valued heritage areas surrounding the core. Council queries whether the explanatory reports and justification for amendment C257glen zoning have been considered by the activity centre program team? It is noted that residential land around the Elsternwick commercial strip was placed in a 4-storey Residential Growth Zone at a time when sweeping zones were implemented by desktop review at state government level and without proper consideration of the heritage context. Council’s proposed amendment sought to rectify this zoning oversight.

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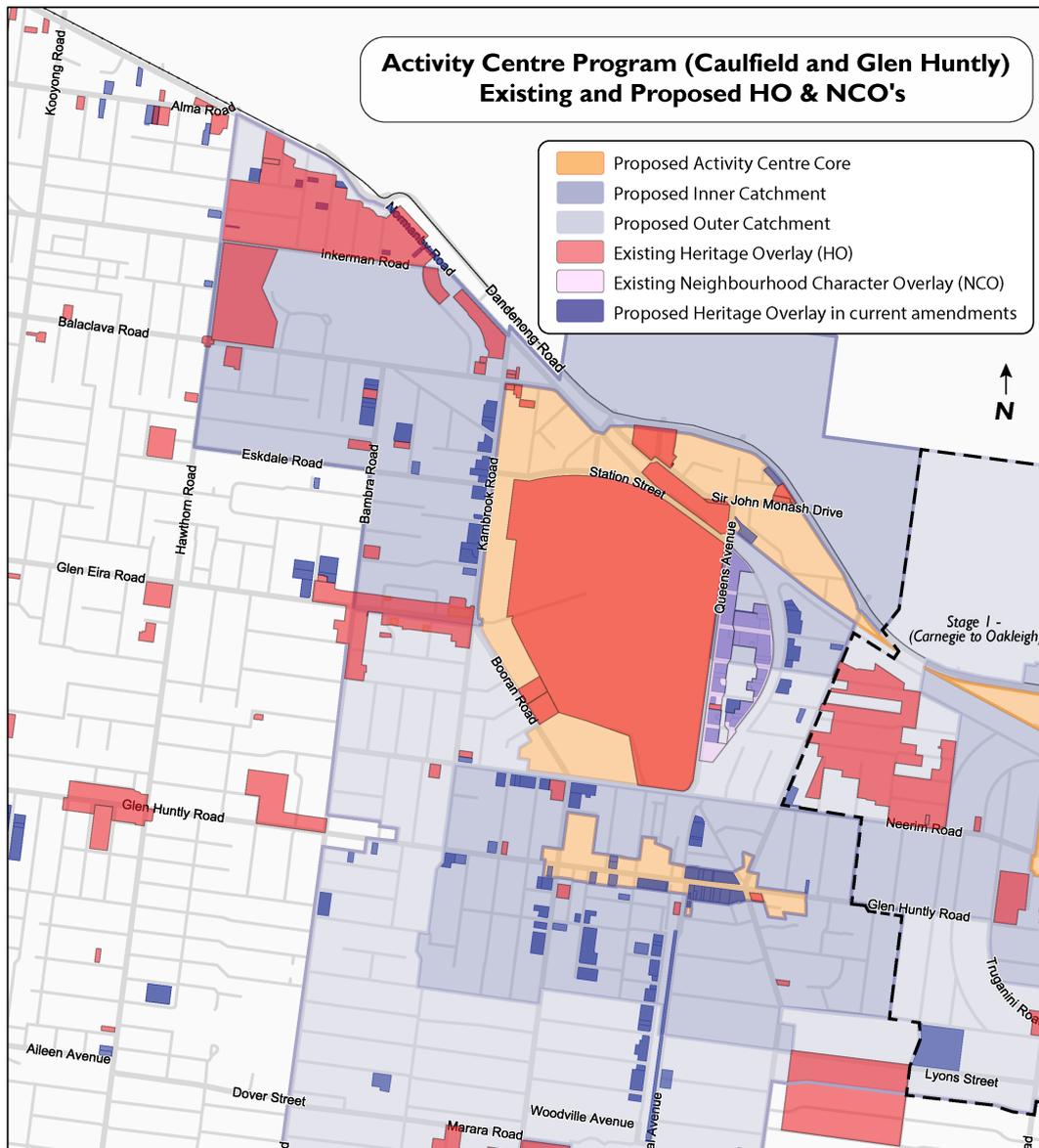
The inner catchment appears to extend quite far east, past Hopetoun Gardens, particularly when the train station is located towards the western end of the centre. Council questions the inconsistency of this. It is noted that the catchments do not extend west across Hotham Street and Nepean Highway (Port Phillip and Bayside councils). Many of these properties are much closer to the shops and train station than land to the east. Furthermore, DTP's map includes Elsternwick Park as one of the three "places you love spending time in" yet this is also outside of the catchment. If Nepean Highway was considered a significant barrier for walkability, why wasn't the same principle applied to Caulfield with land across Dandenong Road? We question whether municipal boundaries have influenced the selection of boundaries. Council submits that these inconsistencies should be addressed.

With the potential for 6-storey buildings to be developed north of Hopetoun Gardens and Harleston Park, we raise concerns about overshadowing to these open spaces. Council questions how this will be managed through planning controls, such as the HCTZ or deemed to comply standards. The extent of the inner and outer catchments to the west of the core can be reduced on the basis that areas to the west, beyond Nepean Hwy and Hotham St can be included.

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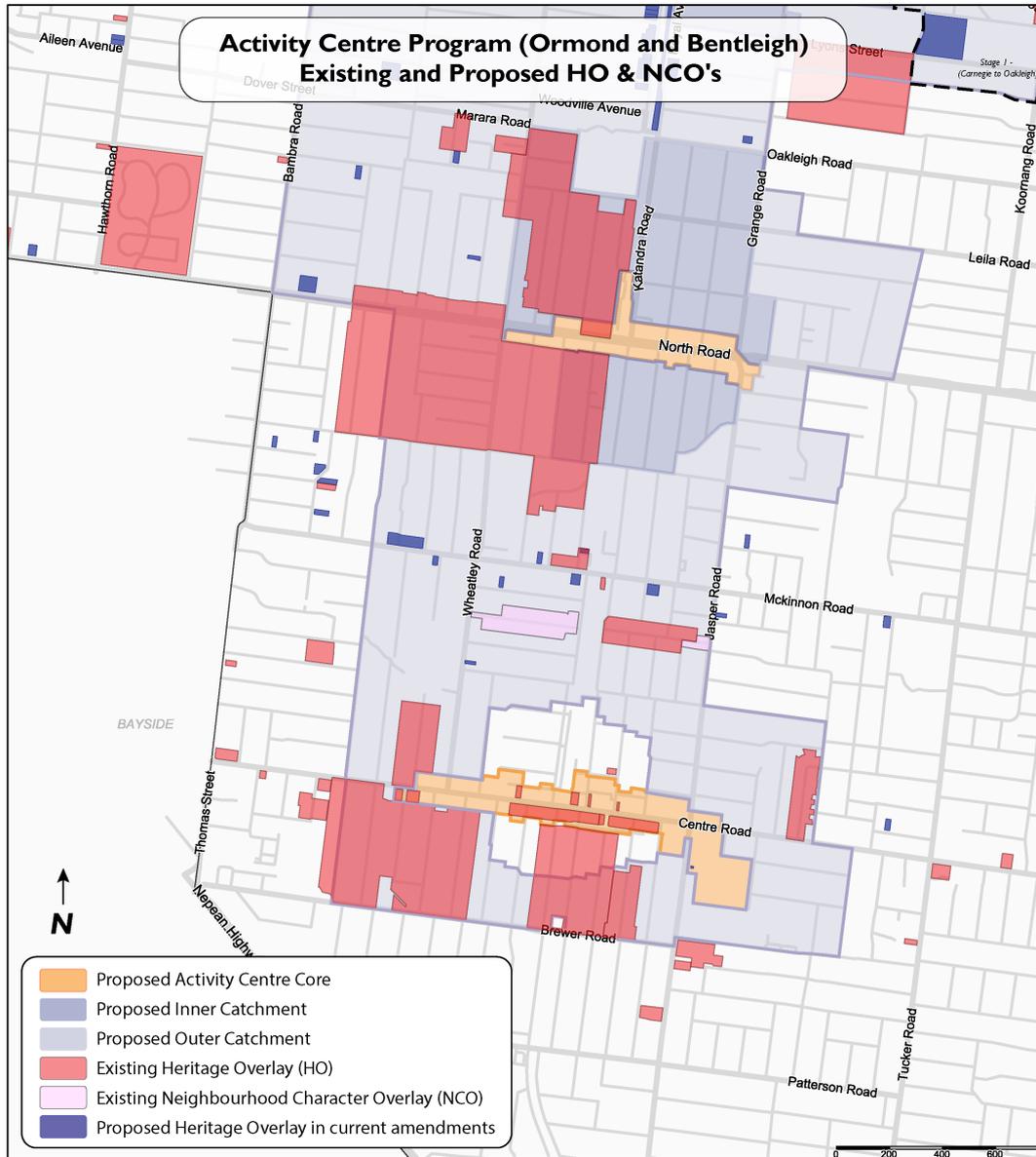
Implications for Heritage

Nearly 20% of sites in the Caulfield to Bentleigh cluster (catchment and core areas) and nearly 50% of sites in the Elsternwick cluster (catchment and core areas) are affected by a current or proposed Heritage Overlay (HO). This is depicted in the below maps. It is noted that these maps also show Neighbourhood Character Overlays (NCOs) which identify areas of existing neighbourhood character. The maps produced by DTP only show existing HOs but fail to acknowledge the proposed HOs that have been sitting with the Minister for Planning for many years. The full extent of existing and proposed heritage areas impacted are illustrated on the following set of maps.



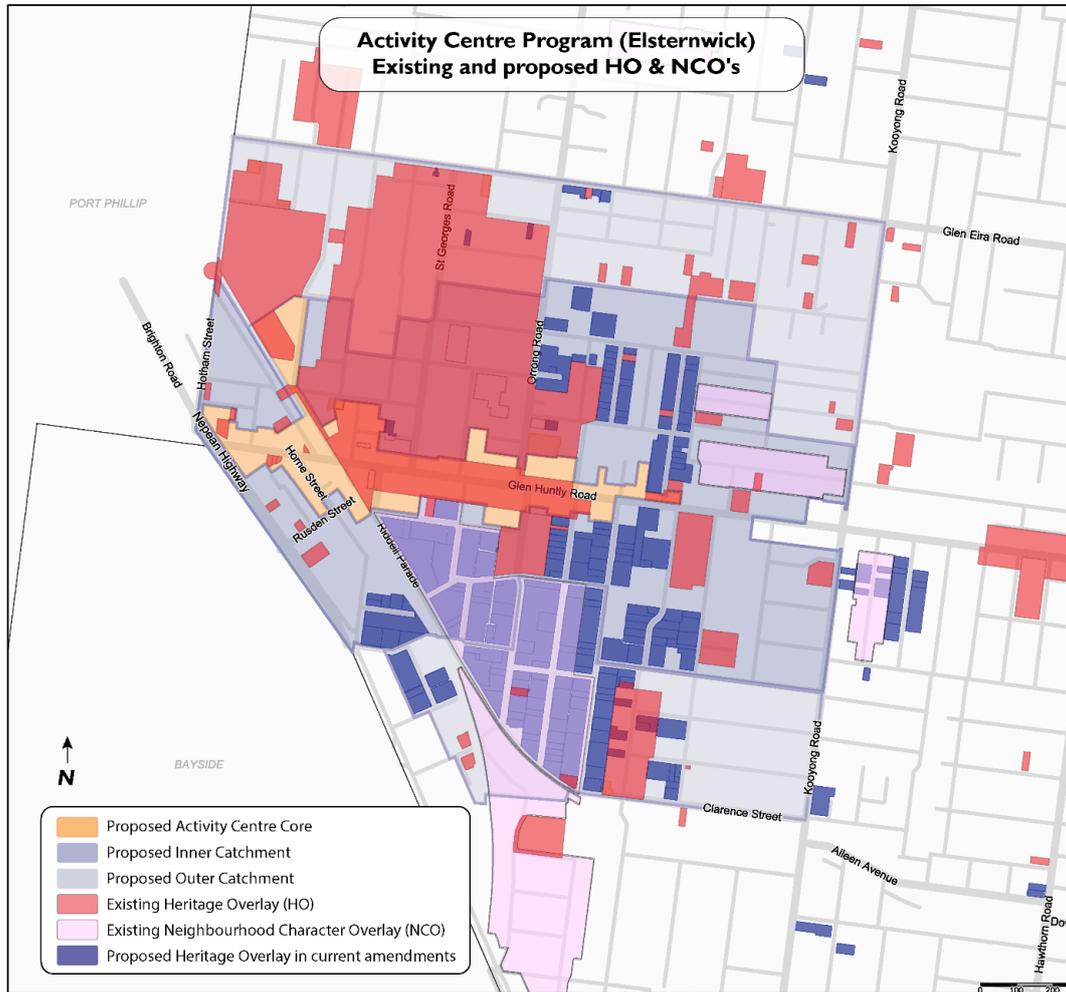
Map 16 - Existing and proposed HO and NCOs for Caulfield and Glen Huntly

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Map 17 - Existing and proposed HO and NCOs for Ormond and Bentleigh

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Map 18 - Existing and proposed HO and NCOs for Elsternwick

The heritage areas shown in these maps include fine examples of Victorian, Federation, and Interwar architecture. There are also more eclectic varieties such as arts and crafts, interwar and mid-century modern style dwellings.

Council submits that it is contradictory planning to apply a high growth zone to areas of heritage significance. While heritage controls do not prohibit development, the AC Program creates a fundamental planning conflict.

The purpose of the HCTZ is to provide housing at increased densities, whilst the purpose of the Heritage Overlay is generally to conserve heritage places and to ensure development does not adversely affect the significance of these places. Applying the HCTZ to properties with heritage protection is contradictory and creates unclear expectations for residents, developers, and decision-makers. DTP’s recent revision to *Planning Practice Note 91 (Using the residential zones)* indicates that “the suitability of a proposed development in the HCTZ in regard to the heritage significance of a place can be assessed at the permit application stage.” This approach places the burden on Council or VCAT to reconcile competing policy directions only once an applicant has already committed substantial resources to preparing plans and supporting

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material. Council queries why this responsibility is deferred to the permit stage when there is no clear upfront guidance on what outcomes will be acceptable.

Applying the HCTZ to HO properties is also contrary to advice from the Standing Advisory Committee recommendations from the Pilot program, which stated that applying the catchment to HO sites would create “an inherent conflict between planning controls, which is undesirable” and that the catchment “should not be applied to these areas”. Council is concerned that this could lead to the demolition of heritage buildings, as evidenced by VCAT decisions in the past, such as *1045 Burke Rd Pty Ltd v Boroondara CC & Ors*. It could also lead to taller built form in heritage streetscapes. The new deemed to comply provisions make it difficult to consider impacts of development to adjoining heritage properties.

Council’s adopted *Housing Strategy* and existing planning policy designates HO land as being in a Minimal Change Area, where the least amount of development is expected. This is in line with *Planning Practice Note 90 (Planning for Housing)* which states that “minimal change areas tend to have overlays that reflect neighbourhood character, heritage, environmental or landscape significance or other physical constraints which may impact their capacity for change.” Questions from both Council officers and the community regarding how these existing overlays will be balanced with the growth envisaged by the new controls have not been satisfactorily addressed within the AC Program.

We also are also concerned that our proposed heritage amendments have not been considered alongside the proposed catchments and that it will be more difficult to justify the application of these protections based on the new approach to promote high growth in these areas.



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Conclusion

Thank you for the opportunity to provide feedback on Stage 2 of the AC Program. Although Council has identified several concerns with the process and aspects of the draft maps, we are committed to continuing to work constructively with DTP to ensure the best possible outcomes for our community.

The key points Council submits are:

1. Improve transparency and consultation processes. DTP should release technical reports and built-form modelling and provide the community with clear information about proposed planning controls.
2. Reinstate the role of Council-led strategic planning. Council urges the Minister for Planning to progress long delayed planning scheme amendments that are still relevant, and to better support councils in the future rather than failing to recognise the substantial body of work and resources already spent on strategic planning.
3. Consider Council's proposed heritage controls in the core and catchments.
4. The Built Form Overlay (BFO) Schedules for Glen Eira's centres should not remove notice and review rights. There is a place for an appropriate level of community involvement in planning decisions in Glen Eira.
5. Address the unintended consequences of removing policy consideration, in particular underdevelopment, from planning assessments before further land is rezoned to the Housing Choice and Transport Zone (HCTZ).
6. Ensure building heights consider overshadowing of shopping strip footpaths, public open spaces, and adjoining residential properties.
7. Supports growth within the core of the activity centres but question whether overshadowing and other amenity impacts have been tested which appear to lack a rationale.
8. Apply consistent and realistic catchment boundaries to each centre which better respond to the concentration of services and public transport which are closer to the stations rather than artificially elongating catchments to the core boundary. To address this discrepancy, reduce the extent of the catchments as detailed in this submission.
9. Address fundamental conflicts between heritage protection and catchment upzoning. Do not defer the resolution of heritage/growth conflicts to the planning permit stage.

10.2 QUARTERLY REPORTING OF COMMUNITY GRANTS

Author: Lana Cari, Coordinator Community Strengthening

Director: Jane Price, Director Community Wellbeing

Trim No: 26/153056

Attachments: Nil

EXECUTIVE SUMMARY

This report is to inform Council of the grants and awards approved for the period November 2025 to January 2026. These include the Small Grants, Facility Hire Grants, Youth Excellence Awards and Annual Community Grants (2025-26) Variation Requests.

Small Grants, Facility Hire Grants, Youth Excellence Awards and Annual Community Grants Variation Requests applications were assessed in accordance with Council's *Community Grants Policy 2023* and the endorsed Guidelines for the programs.

The recipients of the Small Grants, Facility Hire Grants, Youth Excellence Awards and Annual Community Grants (2025-26) Variation Requests are outlined in the table contained in this report.

This funding round awarded and distributed a total amount of \$44,510.89 to local community groups and individuals.

RECOMMENDATION

That Council receive and note the Quarterly Report from the Director Community Wellbeing, outlining community grants and awards approved for the period November 2025 to January 2026.

BACKGROUND

Council has a commitment to the granting of public funds to various not-for-profit organisations for projects and activities that strengthen community connections, develop an accessible and inclusive community, encourage new initiatives and volunteering, and support the community in planning and delivering projects.

Council offers a range of grants and awards to support community organisations, groups, and individuals. The grants program supports not-for-profit community groups and organisations to deliver projects and activities that benefit the Glen Eira community, provide meaningful social impact and respond to community needs.

The community grants and awards offered by Council include:

- **Small Grants** – Up to \$1,000 for urgent needs or new projects.
- **Facility Hire Grants** – Up to \$7,500 for hiring Council venues; eligibility includes not-for-profit status, incorporation, ABN, and \$20M public liability insurance.
- **Youth Excellence Awards** – Year-round recognition for youth (10–25 years) in arts, education, leadership, and sport; grants from \$360 to \$1,200.
- **Annual Community Grants** – Community Strengthening (up to \$3,000) and Partnership and Events (up to \$10,000).

- **Senior Citizens Centres Grants** – Annual support for seniors’ groups covering venue hire and program costs.

Council also offers non-monetary recognition through the Citizen of the Year and Business Excellence programs.

ISSUES AND DISCUSSION

Approved Grants and Awards

Grant Category	Recipient	Grant Amount	Total Amount Distributed
Variation Requests – Annual Community Grants 2025-26	Bentleigh Traders Association – CGP 2526-0081	\$10,000.00	
	Godfrey Street Community House – CGP 2526-0095	\$2,393.00	
			\$12,393.00
Small Grants	Baby Walk Org	\$1,000.00	
	Carnegie Toy Library	\$1,000.00	
	Bayside Glen Eira Kingston LLEN	\$1,000.00	
	1st Central Moorabbin Scout Group	\$1,000.00	
	Glen Eira U3A	\$1,000.00	
	Melbourne Chinese Arts and Theatre	\$1,000.00	
			\$6,000.00
Facility Hire Grants	Melbourne Accueil	\$154.50	
	Heartfulness Institute	\$3,630.70	
	South Eastern Multiple Births Association	\$246.50	
	Glen Eira Chinese Senior Citizens Club	\$1,413.00	
	Victorian Association of Jewish Ex and Servicemen and Women	\$1,766.30	
	Australian Breastfeeding Association Inner South East Melbourne Group	\$5,008.80	
	United Jewish Education Board	\$737.98	
	Maccabi Victoria (AGM and President Breakfast)	\$339.00	
	Maccabi Victoria	\$3,241.25	
	Beis Menachem Community Centre	\$2,079.00	
	The Club of Bards Song “The Southern Cross”	\$347.11	
	The Torch Project	\$4,430.00	
	The Society for Creative Anachronism - The Barony of Stormhold	\$154.50	
Youth Excellence Awards	James To attend the Federation of International Gymnastics 2nd Trampoline Junior World Championships and 31st World Age Group competition in Pamplona, Spain from 11 November 2025.	\$1,200.00	
			\$1,200.00
		Total	\$44,510.89

CLIMATE EMERGENCY RESPONSE STRATEGY IMPLICATIONS

There are no implications for the Climate Emergency Response Strategy.

FINANCIAL, RESOURCE, RISK AND ASSET MANAGEMENT IMPLICATIONS

Funding for the grant programs is included in Council's 2025-2026 operational budget.

POLICY AND LEGISLATIVE IMPLICATIONS

All community grants and awards applications are currently assessed in accordance with Council's *Community Grants Policy 2023* and the endorsed Guidelines for the programs.

The conflict of interest and confidentiality provisions in the *Local Government Act 2020* and the Councillors' Code of Conduct apply.

COMMUNICATION AND ENGAGEMENT

Council's Community Grants and Youth Excellence Awards programs are promoted on Council's website, social media channels, Glen Eira News, and targeted newsletters throughout the year.

The Small Grants and Facility Hire Grants programs are promoted through Council's '*Our Community Working Together*' e-Newsletter, which is distributed regularly to local organisations and community groups across Glen Eira.

The Youth Excellence Awards, including showcase stories about recipients, are featured in Glen Eira News, on both the Council and Youth Services websites, through Youth Services podcasts and across social media platforms.

Council officers notify all community grant and award applicants of the outcome of their applications. Unsuccessful applicants are also provided with tailored feedback and additional support to strengthen future submissions. All approved grants and awards are reported quarterly through an Ordinary Council meeting report.

LINK TO COUNCIL PLAN

Strategic Direction 1: Community Safety, Cohesion, Health and Wellbeing
Our community has a strong sense of connection and belonging

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

Officers have notified all community grant and award applicants of the outcome of their applications.

10.3 ADVOCACY AND EXTERNAL GRANTS POLICY

Author: Sophie Paterson, Coordinator Advocacy and Partnerships

Director: Kellie Vise, Director Customer and Corporate Affairs

Trim No: 26/148932

Attachments: 1. *Advocacy and External Grants Policy* [↓](#)

EXECUTIVE SUMMARY

Council undertakes a broad range of advocacy activities, and regularly seeks external funding to support services, infrastructure and community outcomes. Since adoption of the Advocacy Policy in 2022, the advocacy and grants landscape has become more complex and competitive, requiring stronger evidence, project readiness, clearer demonstration of community benefit and more consistent, transparent governance processes.

The draft Advocacy and External Grants Policy (Policy) has been developed following a scheduled review of the existing Advocacy Policy and the identification of an opportunity to broaden its focus to incorporate grant seeking activities. The draft Policy replaces the existing Advocacy Policy and sets out a clear and consistent approach for how Council undertakes advocacy and pursues external grant funding. It brings these two related functions together for the first time so Council can plan more strategically, coordinate work across the organisation and make earlier, evidence-informed decisions.

External funding is an important component of the *Glen Eira Financial Sustainability Strategy*, which was adopted in December 2025. The Strategy identifies advocacy and grants as essential tools to reduce reliance on rates, attract investment in community infrastructure and services, and support a sustainable capital works pipeline. The draft Policy provides the enabling governance foundations to pursue opportunities responsibly and competitively.

The advocacy component introduces a clearer model for priority setting and outlines expectations for evidence, community benefit and due diligence. The grants component establishes a new tiered governance approach to ensure oversight is proportionate to the scale and risk of each opportunity.

The draft Policy places the strategic directions set out in the *Council Plan 2025–2029* at the centre of all advocacy and grants activity. It reinforces that Council's advocacy should be community-informed and backed by evidence, and it strengthens long-term financial sustainability by requiring early consideration of whole-of-life costs, delivery risks and organisational capacity before commitments are made.

RECOMMENDATION

That Council:

1. revokes the *Advocacy Policy*, and
2. adopts the *Advocacy and External Grants Policy* (Attachment 1).

BACKGROUND

Council engages in a wide range of advocacy, from long-term strategic work to operational and time-sensitive issues. This includes submissions, policy statements, partnerships, campaigns and direct engagement with Members of Parliament. Council also regularly seeks

external funding from state and federal government programs and other partners to support services, infrastructure and improved community outcomes.

Council's Advocacy Policy, adopted in 2022, is due for review. Since its adoption, the advocacy and grants environments have changed significantly. External funding programs increasingly require strong evidence, project readiness, clear demonstration of community benefit and early understanding of co-funding responsibilities. At the same time, Council has established a new centralised grants function to strengthen organisational capability and ensure more consistent and transparent processes.

The *Financial Sustainability Strategy* highlights that external funding is one of the levers available to improve long-term financial resilience. It emphasises the need for clear priorities, strong governance and deliberate approaches to attracting investment in capital works and community services. The Strategy also emphasises that Council must plan carefully, reduce reliance on rates and pursue funding opportunities that deliver long-term benefit.

The draft Policy responds to those challenges by bringing advocacy and external grants together under one clear policy setting. It provides updated requirements for how priorities are set, how evidence and community benefit are demonstrated, and how risk, affordability and organisational capacity are assessed before commitments are made. It also clarifies responsibilities across the organisation to improve coordination, consistency and transparency.

ISSUES AND DISCUSSION

Advocacy and external grants help Council secure investment, influence government decisions and deliver community benefit. The draft Policy brings these functions together to create a coherent approach to planning, assessment and oversight.

Government grant programs have become increasingly competitive, with many funding rounds now significantly oversubscribed — often attracting around 12 applications for every successful project. In this environment, Council's ability to secure funding depends not only on good ideas, but on early planning, strong evidence, clear governance and project readiness. The draft Policy responds by setting clear expectations for assessment, due diligence and decision-making so Council can pursue opportunities confidently and competitively while managing risk.

The advocacy component introduces a five-category model (strategic, targeted, opportunistic, philanthropic and operational) and clarifies expectations around evidence, community benefit and due diligence. The grants component introduces a tiered governance framework that matches the level of oversight to the scale and risk of each opportunity. This ensures high-value or complex grants receive appropriate scrutiny, while lower-risk grants move through a streamlined and consistent process.

The draft Policy covers all advocacy planning and activity across Council, including priority setting, campaigns, submissions, partnerships and engagement with government stakeholders. It also covers all stages of the external grants lifecycle, from identifying and assessing opportunities through to due diligence, approval pathways and governance

The draft Policy strengthens the way Council demonstrates community benefit in both advocacy and grants. It requires officers to use evidence and local data, understand the needs of different community groups and consider gender and intersectional impacts in a proportionate way. This helps ensure that the work Council pursues delivers benefit across diverse community members and supports long-term community outcomes. It also gives Council greater confidence that the opportunities we put forward genuinely reflect local priorities and needs.

It supports the expectations set in the *Council Plan 2025–2029* by strengthening evidence-based decision making, clarifying priorities and improving transparency. It also responds to

the increasingly competitive grants environment, which demands stronger due diligence and clearer demonstration of community need.

The draft Policy creates an opportunity to align advocacy and grants more closely with the *Financial Sustainability Strategy* by requiring earlier consideration of whole of life costs, long term risks and organisational capacity before pursuing new funding. It replaces fragmented practices with a coordinated, whole of organisation approach that supports more consistent decisions and better outcomes for the community.

CLIMATE EMERGENCY RESPONSE STRATEGY IMPLICATIONS

The draft Policy strengthens how climate and environmental considerations are factored into advocacy and external funding applications. It requires officers to consider environmental impacts early when assessing proposals, including consistency with Council's Climate Emergency Response Strategy and other relevant plans.

This helps ensure Council's advocacy positions and external funding opportunities support long-term sustainability goals, avoid locking in higher future emissions or operating costs, and improve the resilience of community assets and services.

FINANCIAL, RESOURCE, RISK AND ASSET MANAGEMENT IMPLICATIONS

The draft Policy directly supports Council's strategic management of financial sustainability. Financial sustainability is one of Council's highest-rated strategic risks (SR-32) with key treatments such as the Financial Sustainability Strategy now in place. The Strategy identifies external funding and strong advocacy as essential levers to protect services and infrastructure while reducing long-term pressure on rates.

By setting clearer requirements for how advocacy and external grants are assessed, prioritised and governed, the draft Policy strengthens several of Council's key controls for managing this risk. In particular, it requires earlier consideration of whole-of-life costs, affordability, delivery risks and organisational capacity before external funding opportunities are pursued. This supports sustainable long-term financial planning and reduces the likelihood of unplanned commitments or projects that place pressure on future budgets.

The draft Policy also supports Council's management of several operational risks, including risks relating to accuracy, transparency and compliance in communications and reporting (OR-122, OR-125, OR-137, OR-140, OR-142 and OR-312). These risks centre on ensuring Council communicates clearly, consistently and in line with legislative requirements, while safeguarding reputation, supporting informed decision-making and maintaining community trust.

The draft Policy strengthens these controls by:

- requiring advocacy positions and grant proposals to be evidence-based, accurate and aligned with the Council Plan
- ensuring transparent documentation of priorities, assessments and decisions
- clarifying responsibilities across the organisation for preparing, reviewing and approving advocacy and grant work
- promoting consistent, accountable processes that reduce the likelihood of omissions, inaccuracies or inconsistent messaging in external communications about funded projects or advocacy activity.

There are no direct financial costs associated with adopting the draft Policy. Over time, stronger governance and clearer requirements are expected to support more sustainable financial outcomes by improving Council's ability to attract well-aligned external funding, make better-informed decisions, and manage financial, reputational and compliance risks more effectively.

POLICY AND LEGISLATIVE IMPLICATIONS

The draft Policy has been developed to align with Council's obligations under the *Local Government Act 2020*, including requirements for sound financial management, transparency, community engagement and accountable decision-making. It also reflects obligations under the *Charter of Human Rights and Responsibilities Act 2006* and the *Gender Equality Act 2020*.

The draft Policy only applies to inbound funding. It does not apply to grants Council provides through the *Community Grants Program*, which operate under a different policy and framework because outward funding requires different governance settings and serves a different purpose.

The draft Policy works in an integrated manner with the Philanthropic Partnerships and Sponsorships Policy where external funding may be a combination of both government and non-government providers.

The draft Policy replaces the current *Advocacy Policy (2022)* and brings advocacy and external grants together under one framework. It is supported by, and should be read alongside, other key documents, including:

- *Council Plan 2025–2029*
- *Financial Sustainability Strategy*
- Community Engagement Policy
- Asset Plan and Financial Plan
- Philanthropic Partnerships and Sponsorship Policy
- relevant project management and risk management frameworks.

Together, these documents provide a consistent basis for planning, prioritising and resourcing Council's work.

COMMUNICATION AND ENGAGEMENT

No specific community engagement is required to adopt the draft Policy. The direction it sets reflects extensive community engagement undertaken through the development of the *Community Vision 2040*, *Council Plan 2025–2029*, *Financial Sustainability Strategy 2025–2029* and related strategies. Feedback from these processes has informed the expectations the draft Policy now formalises.

Implementation will focus on building internal understanding and capability, supported by the Grants Framework and its change management plan. This will include:

- clear communication to officers about the draft Policy's requirements
- updated templates and tools for advocacy proposals and grant assessments
- training and guidance for relevant staff
- integration with existing project, financial and risk management processes.

This approach will help ensure the draft Policy is applied consistently across the organisation and supports transparent, well-informed decision-making that the community can understand and trust.

LINK TO COUNCIL PLAN

Strategic Direction 4: Innovation and financial sustainability
We are financially secure and sustainable

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 draft Policy provides a single, clear framework for how Council advocates on behalf of the community and pursues external funding opportunities. It strengthens governance, clarifies roles and responsibilities, and requires earlier and more consistent consideration of evidence, community benefit, costs and risks.

Adopting the draft Policy will support the objectives of the *Council Plan 2025–2029* and the *Financial Sustainability Strategy*, helping ensure advocacy and external funding decisions are transparent, financially responsible and aligned with community needs.



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CITY COUNCIL

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ST KILDA EAST

GLEN EIRA CITY COUNCIL

Draft Advocacy and External Grants Policy

Date first adopted: 7 April 2026 (proposed)

Date last amended: n/a

Next review date: 7 April 2030 (proposed)

Policy Owner: Manager Public Affairs

Approved by: Council

Policy Category: Category 2 Policy – Discretionary Policy that requires Council approval

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1. TITLE

Advocacy and External Grants Policy

2. OBJECTIVES

This policy sets out how Glen Eira City Council (**Council**) undertakes advocacy and grant activities in performing its role and functions. It ensures that these functions:

- comply with relevant Council strategies, plans and statutory obligations
- provide clear and demonstrable community benefit
- are transparent, coordinated and based on evidence
- support Council's long term financial and organisational objectives.

3. BACKGROUND

Council advocates on behalf of the Glen Eira community and seeks external grant funding to secure investment for services, programs and infrastructure that are not fully funded by Council. These activities strengthen collaborative partnerships with the Victorian and Australian Governments and help Council respond to emerging needs and deliver long term commitments.

The *Council Plan 2025–2029* sets the strategic objectives for advocacy and collaborative partnerships. The Plan highlights the need for a coordinated, evidence-based approach and clear communication of Council's priorities.

This work is guided by Council's *Financial Sustainability Strategy*, shaped by extensive community engagement and focused on protecting essential services, supporting vulnerable residents, and making fair, transparent and future-focused decisions.

This policy outlines how Council undertakes advocacy and assesses grant opportunities in a consistent and accountable way.

4. SCOPE

This Policy applies to:

- all advocacy planning, priority setting and activities undertaken by Council and Council officers
- all external grant opportunities, including their identification, assessment, prioritisation, decision making, due diligence and governance.

This Policy does not apply to Council's *Community Grants Program*, which is covered under a separate policy and framework.

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5. POLICY STATEMENT

Council uses advocacy and external grants to advance its strategic priorities and deliver community benefit. This Policy sets a clear, risk-based framework that guides how Council plans, assesses and governs advocacy and grant activity, and ensures coordinated oversight where required.

6. DEFINITIONS

Term	Meaning
The Act	Local Government Act 2020 (Vic)
Advocacy	Council speaking or acting on behalf of the Glen Eira community to influence public policy, funding and decisions made by governments, agencies and other external decision-makers.
Advocacy activities	Activities that support Council's advocacy objectives, which may include submissions, policy statements, grant seeking, strategic collaborative partnerships, communications campaigns, and direct engagement with Members of Parliament, political candidates and stakeholders.
Council Plan	A four-year strategic plan required under the Act, outlining Council's priorities and intended outcomes.
Glen Eira Community Vision 2040	Glen Eira's long-term vision developed through deliberative engagement.
Grant	Monetary or in-kind external funding allocated to Council by another body (usually the Victorian or Australian Governments) to contribute to services, programs, infrastructure or other initiatives.
Government	Refers to the Australian or Victorian Governments.
Mid-tier Grants	Grants of moderate scale, risk or stakeholder impact that support strategic or service outcomes and involve internal or external collaboration.
Operational Advocacy	Routine, lower-intensity advocacy that supports day-to-day service delivery or operational outcomes.
Opportunistic Advocacy	Rapid, responsive advocacy that leverages time-limited opportunities aligned with Council priorities.
Opportunistic Grants	Grants pursued in response to time-limited or emerging opportunities where accelerated processes are required due to external deadlines.
Philanthropic Advocacy	Advocacy aimed at securing philanthropic support to enhance or complement Council services and community outcomes.
Strategic Advocacy	Long-term, high-impact advocacy that advances Council's top strategic priorities and seeks to influence policy, funding or system-level change.

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Term	Meaning
Strategic Grants	Grants of significant scale, complexity or public visibility that advance Council's highest strategic priorities and carry material reputational, financial or governance risk. These grants often involve multi-partner or cross-government collaboration and require coordinated oversight
Strategies	Long-term strategic documents guiding Council's direction, including frameworks, masterplans, roadmaps and action plans.
Targeted Advocacy	Focused advocacy to influence specific decisions, policies or outcomes, without a broad public campaign.
Targeted Grants	Grants of low organisational risk with clear strategic alignment and defined outcomes. These grants are typically program-specific and managed within existing frameworks.

7. POLICY

PART A — ADVOCACY**7.1 Advocacy approach**

Council will take a strategic, proactive and community informed approach to advocacy. Advocacy must be:

- evidence based
- forward looking
- collaborative partnership focused
- inclusive
- coordinated across the organisation
- transparent and accountable.

Council will collaborate with community organisations, peak bodies, industry bodies and other governments to strengthen advocacy outcomes where possible, in line with the principles of the Act, while maintaining political neutrality.

Council will communicate advocacy priorities clearly to support alignment and shared understanding among collaborative partners.

7.2 Advocacy reporting and review

Advocacy activities will be monitored and reported to Council regularly. Council will review its advocacy priorities at least annually in line with the budget cycle, annual action planning and ongoing community engagement. Its advocacy priorities will be informed by:

- community and stakeholder engagement
- data, research and evidence

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- alignment with strategic plans and financial commitments
- emerging opportunities and challenges
- intergovernmental policy trends.

7.3 Categories of advocacy initiatives

To guide the level of investment, Council will use the following categories:

1. **Category 1: Strategic advocacy**
Requires coordinated campaigns, broad communications, and stakeholder collaboration. Directly linked to Council's top strategic priorities.
2. **Category 2: Targeted advocacy**
Focuses on meetings, submissions, representations and targeted stakeholder work. Strategic but lower public profile.
3. **Category 3: Opportunistic advocacy**
Responsive to emerging issues where alignment to strategy exists but circumstances evolve quickly.
4. **Category 4: Philanthropic advocacy**
Targets philanthropic partners to enhance or complement council services. Must align with the *Philanthropic Partnership and Sponsorship Policy*.
5. **Category 5: Operational advocacy**
Operational, lower-intensity advocacy activities that fall outside the above categories.

7.4 Assessment of advocacy opportunities

All advocacy activities, regardless of category, must be assessed to ensure alignment with Council's strategic direction, governance requirements and community outcomes.

Advocacy opportunities must be assessed against the following criteria:

- alignment with Council policies, strategies and long-term financial planning
- transparency, governance and integrity of collaborative partners
- relevance to asset management planning
- ability to bring forward or influence future projects
- potential for community benefit
- ethical, transparent and accountable decision-making, including consistency with Council values and community expectations
- potential gender and intersectional impacts, including whether the advocacy priority may affect different community members in different ways.

Council's advocacy approach is primarily proactive and strategically driven. Advocacy priorities are formally endorsed and published on an annual basis.

It is recognised that advocacy opportunities may arise outside the endorsed priorities, including in response to emerging issues or time-limited circumstances. These opportunities must be assessed against the same alignment criteria outlined above to determine their

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appropriateness, risks and level of support. Where an opportunity is compelling but falls outside criteria, the matter will be referred to Council for consideration.

Council's advocacy priorities are reviewed and informed through structured, upstream processes, including consideration of strategic alignment, financial commitments, evidence and emerging issues. Consideration of gender and intersectional impacts will be proportionate to the nature of the advocacy activity.

PART B — GRANTS**7.5 Grants approach**

Council will pursue external funding where opportunities:

- provide clear community benefit
- align with the Council Plan and other strategic documents
- use Council investment effectively
- offer a reasonable likelihood of success
- provide value for money
- align with relevant regional strategies
- are administratively feasible
- can be delivered within required timeframes
- support long-term sustainability
- can be delivered lawfully and in accordance with Council policies, and governance requirements.

Grant opportunities that meet multiple of these criteria will be prioritised.

7.6 Grants reporting and review

Grant opportunities will be monitored and reported to Council regularly. Council will review grant performance and compliance at least annually in line with the budget cycle, annual action planning and ongoing community engagement.

7.7 Categories of grant initiatives

Council will use a tiered model to guide decision making for external grant opportunities. The model reflects project risk, complexity, strategic priority and organisational impact.

- 1. Category 1: Strategic grants**
Significant scale, complexity or public visibility. Can involve multi-partner or cross-government collaboration.
- 2. Category 2: Mid-tier grants**
Moderate scale, risk or stakeholder impact.
- 3. Category 3: Targeted grants**
Low organisational risk and clear strategic alignment.

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4. Category 4 – Opportunistic grants

Accelerated processes required due to external deadlines. Governance remains in place, but review and submission steps are streamlined.

All grants must be approved and executed in accordance with Council's delegations.

7.8 Assessment of grant opportunities

Grant application proposals must be assessed against:

- strategic justification and alignment with Council priorities
- quality and readiness of design documentation
- cost estimates
- compliance with the Community Engagement Policy and Framework
- potential gender and intersectional impacts, including whether the project design, outcomes or delivery may have differing effects across the community
- alignment with Council values, ethical considerations and community expectations
- whole of life cost analysis and cashflow modelling
- risk assessment and mitigation planning
- procurement implications arising from successful grants, including compliance with Council's Procurement Policy
- reporting, acquittal and compliance obligations arising from funding agreements.

8. ROLES AND RESPONSIBILITIES

Roles	Responsibilities
Mayor	Primary spokesperson in line with Council's <i>Media Policy</i>
CEO	Primary operational spokesperson
Council	Endorse advocacy priorities
Executive	Endorse strategic grants
Directors	Endorse mid-tier and targeted grants

9. RISK MANAGEMENT

In developing advocacy priorities and grant applications, Council will assess:

- **strategic risk** — alignment with strategic goals. This includes consideration of unintended inequitable outcomes, where relevant, to ensure Council's advocacy and grant activities support fair and inclusive community benefit
- **financial risk** — accuracy of cost estimates and future cost exposure
- **reputational risk** — ensuring funder due diligence, ethical conduct, and responsible decision-making when entering funding agreements, to protect Council's integrity and public trust
- **legal and compliance risk** — compliance with relevant legislation, Council policies, delegations, contractual obligations and governance requirements

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- **information and records management risk** — appropriate management, retention and transparency of records and communications associated with advocacy and grant activities.

10. 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.

11. ASSOCIATED COUNCIL DOCUMENT

- Annual Advocacy Priorities
- Philanthropic Partnership and Sponsorship Policy
- Community Engagement Policy
- Community Grants Policy
- Financial Sustainability Strategy
- Glen Eira Council Plan 2025–2029
- Glen Eira Community Vision 2040
- Grants Framework
- Media policy

12. EXTERNAL REFERENCE/RESOURCE

Local Government Act 2020 (Vic)



GLEN EIRA
CITY COUNCIL

Glen Eira City Council

Corner Glen Eira and Hawthorn Roads, Caulfield

Mail address: PO Box 42
Caulfield South, 3162

Phone: (03) 9524 3333

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10.4 CEO EMPLOYMENT MATTERS ADVISORY COMMITTEE UPDATE

Author: Anna Phillips, Chief People Officer

Trim No: 26/150287

Attachments:

1. Attachment 1 - CEO Employment Matters Committee - Terms of Reference - updated 12 Feb 2026 [↓](#)
2. Attachment 2 - CEO Employment and Remuneration Policy - updated 12 Feb 2026 [↓](#)
3. Attachment 3 - CEO Employment Matters Advisory Committee - Minutes - 12 February 2026 (CONFIDENTIAL)

EXECUTIVE SUMMARY

At the 12 February 2026 meeting of the CEO Employment Matters Advisory Committee, committee members considered amendments to the Terms of Reference (ToR) for the CEO Employment Matters Advisory Committee, and the CEO Employment and Remuneration Policy due to inconsistencies in relation to the process of appointment of an Acting CEO for a period of up to 28 days.

The Committee recommend the proposed amendments to these documents to Council for adoption, to ensure consistency and compliance with legislative provisions.

RECOMMENDATION

That Council:

1. Adopts the amended CEO Employment Matters Advisory Committee's Terms of Reference (Attachment 1 to this report)
2. Adopts the amended CEO Employment and Remuneration Policy (Attachment 2 to this report)
3. Notes the Minutes of the CEO Employment Matters Advisory Committee meeting of 12 February 2026 (Attachment 3 to this report – CONFIDENTIAL)

BACKGROUND

At the 17 November 2025 meeting of the CEO Employment Matters Advisory Committee, inconsistencies were identified between the Local Government Act 2020, the Council to CEO Delegation, the Terms of Reference (ToR) for the CEO Employment Matters Advisory Committee, and the CEO Employment and Remuneration Policy in relation to the appointment of an Acting CEO.

At the 12 February 2026 meeting of the Committee, draft amendments to the ToR and Policy were reviewed and are recommended to Council for adoption to ensure consistency and compliance with legislative provisions.

ISSUES AND DISCUSSION

Section 11 of the Local Government Act 2020 establishes clear limits on delegations relating to the appointment of an Acting Chief Executive Officer. Specifically, the Act prohibits delegation by Council of the power to appoint an Acting CEO for periods exceeding 28 days.

1. IDENTIFIED INCONSISTENCIES

Council to CEO Delegation

The Delegation from Council to the CEO currently states that the CEO holds delegated authority to appoint an Acting CEO for up to 28 days, consistent with section 11 of the Act.

Terms of Reference – CEO Employment Matters Advisory Committee

The Committee's Terms of Reference indicate the CEO may make a recommendation to the Committee for an Acting CEO appointment for periods up to 28 days but also implies that a Council resolution is required. This contradicts both the statutory delegation to the CEO and the Local Government Act.

CEO Employment and Remuneration Policy

The Policy requires the CEO to provide a report to Council recommending an Acting CEO for planned leave of 5 days or more and sets expectations for unplanned leave or resignation. This conflicts with the CEO's delegated authority to appoint an Acting CEO for up to 28 days without needing Council approval.

2. SUMMARY OF GOVERNANCE MISALIGNMENT

- The Local Government Act allows delegation to appoint an Acting CEO for periods up to 28 days.
- The Council to CEO Delegation aligns with this requirement.
- The Committee's Terms of Reference contradict the delegation by implying Council approval is necessary.
- The CEO Employment and Remuneration Policy introduces additional requirements that conflict with the delegation.

The Committee agreed at the 12 February 2026 meeting to recommend to Council amended Terms of Reference for the CEO Employment Matters Advisory Committee, and the CEO Employment and Remuneration Policy in relation to the process of appointment of an Acting CEO for a period of up to 28 days, to correct the governance misalignment and ensure consistency and compliance with legislative provisions.

CLIMATE EMERGENCY RESPONSE STRATEGY IMPLICATIONS

Not applicable.

FINANCIAL, RESOURCE, RISK AND ASSET MANAGEMENT IMPLICATIONS

There are no financial implications from this report.

POLICY AND LEGISLATIVE IMPLICATIONS

This fulfills the requirements relating to the Local Government Act 2020 and updates Council's CEO Employment and Remuneration Policy.

COMMUNICATION AND ENGAGEMENT

The CEO, CEO Employment Matters Advisory Committee members and Councillors have been consulted as part of this process.

LINK TO COUNCIL PLAN

Strategic Direction 4: Innovation and financial sustainability
Our workforce is capable, informed and engaged

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

Amending the CEO Employment Matters Advisory Committee Terms of Reference and the CEO Employment and Remuneration Policy will ensure the organisation's governance documents accurately reflect legislative requirements and support efficient processes for appointing an Acting CEO.

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ATTACHMENT 1 – Terms of Reference

Terms of Reference	
1. Name	CEO Employment Matters Advisory Committee
2. Classification	Advisory Committee
3. Background	To assist Council in fulfilling its responsibilities relating to CEO employment matters as required under s45 of the Local Government Act 2020.
4. Function and Role	<p>The primary responsibility of the CEO Employment Matters Advisory Committee is to assist Council to fulfil its responsibilities in relation to employment matters of the Chief Executive Officer, as outlined in Council's CEO Employment and Remuneration Policy.</p> <p>In that context the CEO Employment Matters Advisory Committee has the following functions and responsibilities:</p> <p><i>Recruitment and Contract commencement</i></p> <ul style="list-style-type: none"> (a) Provide advice to Council on the engagement of an executive recruitment agency, the recruitment process and recruitment timeline; (b) Act as a point of liaison between the Council and any appointed executive recruitment agency; (c) Coordinate the review of the Position Description and associated recruitment documentation; (d) Undertake any aspects of the recruitment and appointment process agreed to by the Council; (e) Make recommendations to the Council on remuneration and other conditions of employment. <p><i>Person to Act as CEO</i></p> <ul style="list-style-type: none"> (a) Provide advice to Council on any appointment to act as CEO for any term of greater than 28 days

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	<p><i>Annual Review</i></p> <p>(a) Coordinate the annual review process, having sought input and feedback from all members of the Council;</p> <p>(b) Make recommendations to the Council on annual performance objectives;</p> <p>(c) Make recommendations to the Council on annual remuneration review, or the review of any other terms and conditions of the employment contract.</p> <p><i>Contract Expiry</i></p> <p>(a) Make recommendations to Council, having sought input and feedback from all members of the Council, on options within 6 months of the expiry of the CEO's employment contract which could include:</p> <ul style="list-style-type: none"> • Reappointment of the CEO under a new employment contract; or • To cease the employment of the CEO in accordance with the expiry of the contract. <p>The CEO Employment Matters Advisory Committee does not have delegated powers or authority to make decisions or implement actions unless so resolved by the Council on a case by case basis.</p>
5. Term of Committee	Ongoing with membership reviewed on an annual basis.
6. Membership and Term of Membership	<p>The CEO Employment Matters Advisory Committee will consist of an Independent Chair, and at least 3 Councillors as appointed by Council. This will generally include the Mayor, the immediate past Mayor and one other Councillor.</p> <p>All Advisory Committee members are required to hold a current valid Working with Children Check.</p>
7. Chairperson and Term of Chairperson	The Committee will be Chaired by an independent person with appropriate professional experience in employment related matters. The Independent Chair will be appointed for a two-year term on terms and conditions approved by Council. There may be an option for a further two-year term by mutual agreement between the Independent Chair and Council.

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	<p>The Independent Chair cannot be a Councillor or member of Council staff.</p> <p>The Independent Chair will be paid a fee commensurate with their skill and experience, as determined by Council.</p>
8. Voting Rights	All Committee members. Chairperson has casting vote.
9. Quorum	A majority of members which must include the Independent Chair will be necessary to transact business of the committee.
10. Conduct of Members	Councillors' Code of Conduct applies. The conflict of interest and confidentiality provisions in the <i>Local Government Act 2020</i> apply to all members.
11. Role of Council Staff Attendee(s)	Secretariat support to the committee will be provided by the Chief People Officer.
12. Meeting Frequency	<p>The Committee will meet at least twice annually, or more often as circumstances require.</p> <p>Where required, a schedule of meetings will be developed and agreed to by the members. Meetings will, where possible, be arranged to coincide with relevant contractual dates and Council reporting deadlines.</p> <p>All meetings have a Hybrid option where members can join virtually if unable to attend in person long as appropriate notice is given (minimum 24 hours) to the meeting organiser.</p>
13. Reporting Requirements	Committee minutes and recommendations will be submitted to the next appropriate Ordinary Council Meeting as a confidential item for consideration.
14. Other Relevant Information	<p>Meetings</p> <p>Conduct of meetings of the CEO Employment Matters Advisory Committee shall be consistent with Council's Governance Rules, and at the discretion of the Chairperson.</p> <p>Meeting agendas will be prepared and provided at least five (5) days in advance to members, along with appropriate briefing materials.</p> <p>Minutes will be prepared and distributed to the CEO Employment Matters Advisory Committee within one (1) week of the meeting for approval by the Committee Chairperson.</p>

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	<p>The Chairperson will sign the minutes of the meeting to attest to their accuracy and completeness.</p> <p>The following provisions will apply to all meetings of the Committee:</p> <ul style="list-style-type: none"> • Only Committee members are entitled to attend meetings; • The Committee may invite, or require, any person/s to attend meetings, as it deems necessary; • The Chief Executive Officer shall attend all meetings, except when the Committee chooses to meet without the Chief Executive Officer present.
15. Committee Contact Details	Chief People Officer
16. Date of Council Approval of Terms of Reference	7 April 2026
17. Date of Next Review of Terms of Reference	April 2027



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GLEN EIRA CITY COUNCIL CEO EMPLOYMENT AND REMUNERATION POLICY

Date first adopted: June 2021

Date last amended: February 2026

Next review date: June 2029

Policy owner: Chief People Officer

Approved by: Council

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CEO Employment and Remuneration Policy

Date first adopted:	June 2021
Date reviewed:	Feb 2026
Next review date:	June 2029
Position title of responsible business unit Manager:	Chief People Officer
Approved by:	Council
Internal external or both:	Both

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CEO EMPLOYMENT AND REMUNERATION POLICY**1. TITLE**

CEO Employment Remuneration Policy

2. OBJECTIVE

This policy reinforces Council's commitment to good governance practices and provides a consistent, fair and transparent framework for employment matters relating to the Chief Executive Officer (CEO) including recruitment, contract terms, performance monitoring and annual review. This policy is a requirement of the Local Government Act 2020 and outlines the Council's approach to managing the recruitment and appointment of its CEO.

3. DEFINITIONS AND ABBREVIATIONS

Term	Meaning
Act	means the Local Government Act 2020
Council	means Glen Eira City Council, being a body corporate constituted as a municipal Council under the Local Government Act 2020
Councillors	means the individuals holding the office of a member of Glen Eira City Council
Council Officer	means the Chief Executive Officer and staff of Council appointed by the Chief Executive Officer
Independent Member	Appropriately qualified person, capable of providing independent professional advice in relation to the matters in this policy, who is not a Councillor or a member of Council staff

4. POLICY

The employment cycle of a CEO is a core responsibility of the elected Council. This policy outlines the mechanisms which will support the Council in fulfilling its obligations regarding CEO employment and remuneration.

4.1 CEO Employment Matters Committee

The Council must establish a committee to oversee matters relating to CEO employment and remuneration in accordance with s. 45(2) of the Act. For the purpose of this Policy that Committee will be referred to as the CEO Employment Matters Committee (the Committee).

The Committee is to be chaired by an independent member who is a full member of the Committee,⁴

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and is entitled to be remunerated for their advisory role.

The Council will agree Terms of Reference for the CEO Employment Matters Committee.

The Committee may, at any time, obtain additional independent professional advice to help it discharge its obligations in respect of any matter dealt with in this Policy.

Support to the Committee will be provided by the Chief People Officer with assistance from the Manager Legal Risk and Governance as required. This will include :

- coordinating meetings of the Committee
- preparing relevant documentation including reports to Council and contractual documents
- seeking expressions of interest from suitably qualified persons to undertake the role of independent Chair for the Committee's consideration
- procuring independent legal advice on contractual or employment matters at the request of the Committee
- maintaining appropriate records regarding performance reviews

4.2 Contractual Requirements

A CEO will be appointed on a maximum term contract of employment for a period of up to five years. The contract of employment will generally be in accordance with the Maddocks Lawyer's Senior Officer model contract as updated from time to time.

The CEO contract will, as a minimum, outline:

- the responsibilities of the position
- conflict of interest management requirements
- the total remuneration package and its inclusions
- leave and other terms and conditions of employment
- legislative obligations including those continuing after appointment
- processes for managing unsatisfactory performance and early termination provisions

4.3 Remuneration and Expenses

The total remuneration package will be subject to the review of the CEO Employment Matters Committee.

The remuneration package will be consistent with the principles of the Victorian Government Public Entity Executive Remuneration Policy, which stipulate that remuneration:

- should be fair and reasonable;
- should consider entity performance as well as Victorian fiscal and economic conditions;
- should be set at a competitive level for the relevant market and sector, to attract and retain talented people;
- should reflect the non-financial benefits of local government employment; and
- should be based on decisions that are robust, transparent, consistent and understandable to both the CEO and the public.

The total remuneration package will be inclusive of salary, superannuation and other employment benefits, including associated Fringe Benefits Tax. No performance bonus arrangements will apply.

Remuneration will be reviewed annually in accordance with the terms of the contract. CEO Performance Review and contractual requirements. The annual review will take into consideration :

- increases in CPI in the preceding twelve month period;

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- the officer's achievement of the performance objectives;
- market rates for comparable positions; and
- the acquisition and satisfactory utilisation of new or enhanced skills by the officer if beneficial to, or required by, the Council.

The Council will meet reasonable expenses incurred by the CEO including:

- Membership and subscription fees payable to professional associations which are reasonably necessary or desirable in performance of duties
- Reasonable costs incurred where attending approved conferences, seminars or undertaking study
- Reasonable costs incurred in performance of duties.

The Chief Executive Officer may be provided a Corporate Card to use in transactions related to the role of CEO. Corporate card expenditure will be reviewed and approved by the Mayor and the Chief Financial Officer. The independent Audit & Risk Committee can, at any time, ask to receive a report on all CEO corporate card transactions.

4.4 CEO Performance Objectives and Review

The Council will adopt a set of annual performance objectives for the CEO (the Performance Plan). The Performance Plan will be developed collaboratively by the CEO and the Committee.

The Performance Plan will document agreed objectives and outcomes to be delivered over a twelve-month period. A formal review of the CEO's performance, benchmarked against the Performance Plan, will be held annually by the Committee.

An informal review will occur at the 6 month mark to ensure that objectives and actions are progressing and to discuss any challenges that may impact outcomes. The informal review will provide the CEO and Council with the opportunity to adjust any of the objectives set, by agreement, if required.

The CEO will provide a progress report to the Committee at both the 6 and 12 month review. The review will also include the opportunity for Council to provide the CEO with performance related feedback and input into the CEO's development plan. The CEO will also have the opportunity to provide feedback to the Council. This process will be facilitated by the Independent Chair of the Committee.

4.5 Contract Expiry

The Committee must make recommendations to Council six months prior to the expiry of the CEO contract and with regard to current legislation to either :

- reappoint the CEO under a new contract of employment; or
- cease the employment of the CEO due to the expiry of the contract.

4.6 CEO Recruitment

If the role of CEO becomes vacant, Council will engage an independent and suitably qualified recruitment agency to support it in the recruitment and appointment of a CEO. The Committee will make recommendations to the Council when appointing a recruitment agency, determining the CEO position requirements, selection criteria and developing the CEO's contract of employment.

The recruitment agency will manage the end to end recruitment process including :

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- taking a detailed brief from the Council on the role and the ideal candidate;
- preparing a detailed schedule outlining the end to end process;
- developing an advertising strategy to attract suitable candidates;
- assisting the Council to conduct first and second round interviews to determine a shortlist of candidates;
- conducting relevant psychometric assessments to determine best fit;
- conducting reference and probity checks on the preferred candidate;
- liaison with the Chief People Officer regarding the employment contract for the successful candidate;
- liaison with the Committee regarding the public announcement of the appointment of the new CEO.

4.7 Acting or Interim CEO Appointment

Under section 44 (5) of the Act, Council must appoint an Acting CEO when there is a vacancy in the office of the CEO which will exceed 28 consecutive days or the CEO is unable to perform the duties of the office of Chief Executive Officer.

The appointment of the CEO must be made by a resolution of Council unless the Acting CEO is appointed for a period not exceeding 28 days, in which case the CEO may appoint an Acting CEO under delegation from Council pursuant to section 11(3) of the Act.

The Committee may advise Council on the selection and appointment of an Acting CEO for appointments greater than 28 days.

5. INTEGRITY OF THE PROCESS

Failure to maintain and comply with this policy may constitute a breach of section 45 of the *Local Government Act 2020* and accordingly be subject to review by the Local Government Inspectorate.

All information relating to the recruitment, selection and performance review process must be kept strictly confidential. Councillors and staff involved in the process must take all reasonable steps to maintain confidentiality and respect the privacy of all persons involved. A breach of confidentiality may constitute a breach of the Councillor Code of Conduct or Staff Code of Conduct.

The Independent Chair of the Committee shall report on any non-compliance matters to the Council.

6. DISPUTE RESOLUTION

Should a dispute arise in relation to any matter under this policy or the CEO's employment contract, either the CEO or Council may :

- a. Give written notice to the other party of the particulars of any matter in dispute; and
- b. Within 14 days of receiving a notice specified in clause 5a above, a meeting will be convened between the Committee (along with any nominated representative of Council) and the CEO (along with any nominated representative of the CEO) in an attempt to resolve the dispute.

The CEO and Council will make all reasonable attempts to resolve the dispute at the workplace level.

Should the CEO and Council be unable to resolve the dispute at the workplace level, the CEO and Council will :

- a. Refer the dispute to an independent mediator as agreed by the parties, or otherwise as nominated by the Executive Director of Local Government Victoria.

OFFICIAL: Sensitive

- b. Agree to participate in any mediation process in good faith, with such mediation to operate in a manner as agreed by the CEO and Council; and
- c. Acknowledge the right of either the CEO or Council to appoint, in writing, any other person to act on their behalf in relation to any mediation process.

The cost of the mediation service will be met by Council.

The CEO and Council will each be responsible for paying costs of any advisor or nominated representative used by them.

7. HUMAN RIGHTS CHARTER COMPATIBILITY

This Policy has been assessed as being compatible with the *Charter of Human Rights and Responsibilities Act 2006* (Vic) and the requirements of the *Gender Equality Act 2020* (Vic).

8. ASSOCIATED INTERNAL DOCUMENTS

Terms of Reference: CEO Employment Matters Committee

9. EXTERNAL REFERENCES/RESOURCES

Local Government Act 2020 Gender Equality Act 2020
Charter of Human Rights and Responsibilities Act 2006
Victorian Government Public Entity Executive Remuneration Policy



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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**12.3.1 NOTICE OF MOTION NO.26/001 - INDIAN MYNA MANAGEMENT – INITIAL CONSIDERATIONS**

Trim No: 26/185127

A Notice of Motion was submitted to the Chief Executive Officer by Cr Margaret Esakoff with the support of Mayor, Cr Dr Simone Zmood and Cr Arabella Daniel on 29 March 2026. To be heard at the 07 April 2026 Ordinary Council Meeting.

The purpose of this Notice of Motion is to call for a report from Council officers on the management of Indian Mynas within Glen Eira, by undertaking a targeted investigation as outlined in the motion.

MOTION

That Council:

1. Notes that the Biodiversity Plan 2025–2029 includes actions to review and manage pest species to protect and enhance local biodiversity.
2. Requests officers to prepare a report to Council by 30 September 2026 that:
 - Assesses the current pest species risks within Glen Eira, including the ecological impacts of Indian Mynas relative to other pest species
 - Reviews evidence-based pest management approaches used by comparable metropolitan councils
 - Considers the feasibility, resourcing, regulatory, animal-welfare and community-engagement implications of potential pest management programs
 - Identifies whether targeted programs (including, but not limited to, Indian Myna control) would represent an effective and proportionate response for Glen Eira; and
3. Notes that any future consideration of specific pest control programs should be informed by this assessment and aligned with the objectives of the Biodiversity Plan 2025–2029.

12.4 Councillor questions

13. CONFIDENTIAL ITEMS

Nil

14. CLOSURE OF MEETING