



20 November 2025

AGENDA

Notice of Ordinary Council Meeting

Date: Wednesday 26 November 2025

Time: Commencing at 3:00pm

Venue: Nhill Council Chamber,
92 Nelson Street, Nhill

Council: Cr Ron Ismay – Mayor
Cr Rosie Barker – Deputy Mayor
Cr Roger Aitken
Cr James Barry
Cr Tony Clark
Cr Chan Uoy

Officers: Monica Revell – Chief Executive Officer
Petra Croot – Director Corporate & Community Services
Ram Upadhyaya – Director Infrastructure Services

Public Access: This meeting is open to the public and can be attended in-person or viewed online via Live Stream at <https://www.youtube.com/@hindmarshshirecouncil>.



Cr Ron Ismay - Mayor
West Ward



Cr Rosie Barker – Deputy Mayor
West Ward



Cr Roger Aitken
North Ward



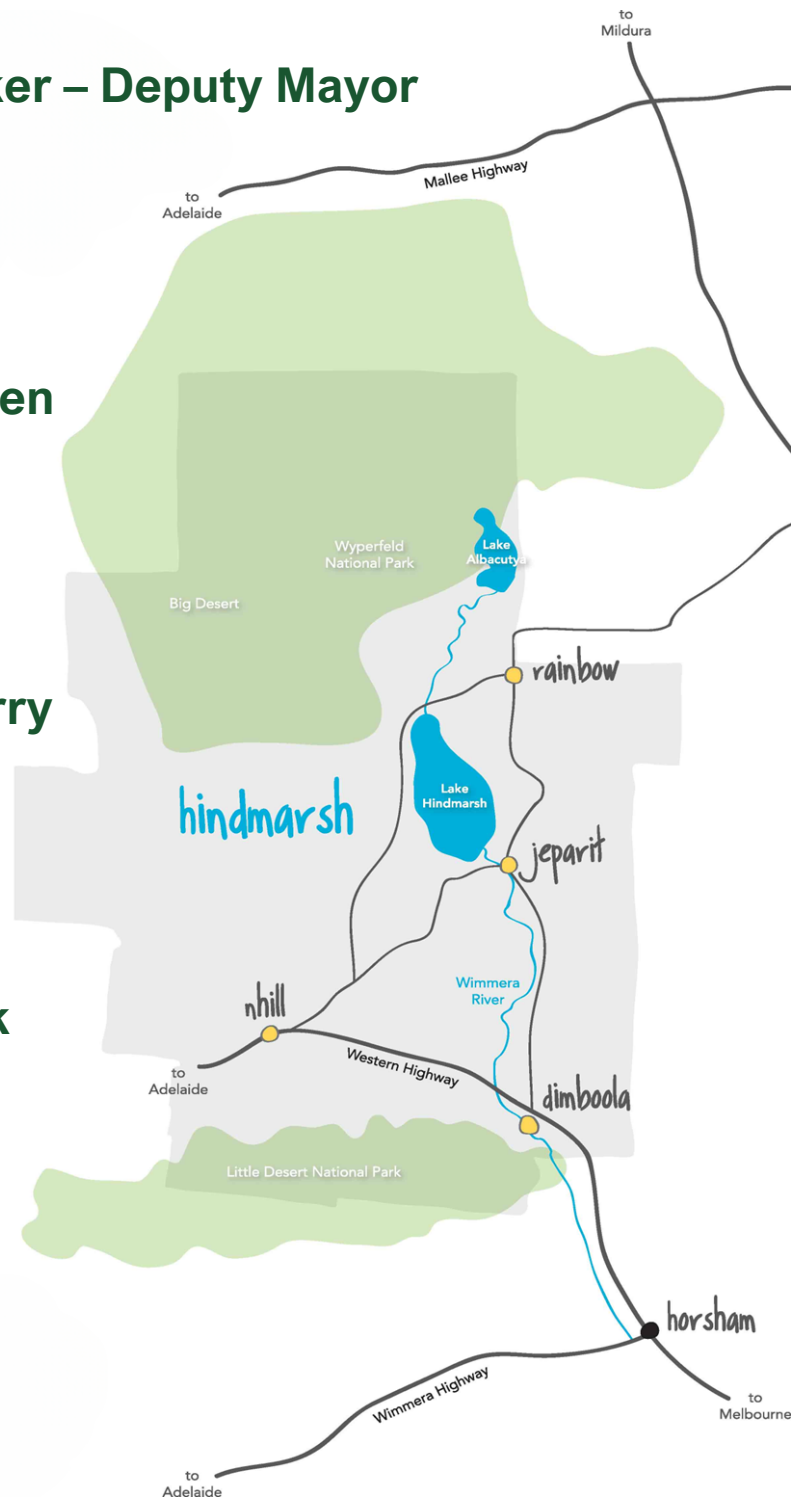
Cr James Barry
East Ward



Cr Tony Clark
North Ward



Cr Chan Uoy
East Ward



Councillor Statement of Values

Our commitment is to come prepared to every meeting, fostering a respectful and inclusive environment where accountability and approachability are at the core of our actions. We value and encourage innovation, collaboration, and open communication, always keeping in mind the well-being and needs of our community. Together, we stand united as one, working towards shared goals with mutual respect and consideration.

Our Vision

Working together to welcome new possibilities and create vibrant towns, connected communities and opportunities for all.

Our Values

We value:

- Engaging, listening and meeting people where they are at
- Doing the best we can with the people and funding that we have
- Showing respect and embracing diversity
- Taking pride in our community and achievements
- Being bold, creative and ambitious

Our Mission

Our mission is to be leaders in creating:

- Positive change
- A safe environment where everyone feels heard and appreciated
- Inclusive consultation

Purpose of Council Meetings

Council conducts its formal decision-making process through Ordinary Meetings of Council and Special Meetings of Council.

Ordinary meetings are held regularly to conduct the ongoing business of the Council and Special meetings are held from time to time for specific purposes.

Council adopts a schedule for its Ordinary Council Meetings annually. This schedule can be found on Council's website www.hindmarsh.vic.gov.au/Council-meetings.

From time to time the Mayor and Councillors may call a Special Meeting of Council to deal with urgent items. These meetings are generally held at the Council Chambers at the specified time and date advertised in the public notices in local newspapers and on Council's website.

Meetings, or parts of meetings, are only closed to the public when topics of a confidential nature are discussed, such as an individual's personal or financial circumstances, contractual or legal matters. Grounds for closing the meeting are defined in more detail within Section 3(1) and Section 66 of the *Local Government Act 2020* (the Act).

Before each Ordinary or Special Council Meeting an Agenda is prepared by the Chief Executive Officer detailing the items that are to be presented to the meeting for Council's consideration and decision.

Copies of agendas are available at Council offices and on Council's website. The decisions of Council become resolutions of Council and are recorded in the official Council Minutes. Except for matters classified as confidential, all Agenda reports, Minutes and recordings of meetings are available on Council's website.

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1 INTRODUCTION

1.1 ACKNOWLEDGEMENT OF COUNTRY

Acknowledgement of Country

Hindmarsh Shire Council acknowledges that this meeting is being held on the lands of the Wotjobaluk, Jaadwa, Jadawadjali, Wergaia and Jupagalk Nations and we acknowledge them as Traditional Owners of Country.

We recognise the important ongoing role that Indigenous people have in our community and pay our respects to their Elders, past and present.

1.2 LIVE STREAMING STATEMENT

Live Streaming Statement

This meeting is being broadcast on the internet and the recording of the meeting will be published on Council's YouTube Channel and linked to Council's website.

As a visitor in the public gallery, you may be filmed. By remaining in the public gallery, you consent to being filmed and for the recording of you to be made publicly available by Council.

A copy of Council's Live Streaming and Recording of Council Meetings Policy is available at the back of this room and on Council's website. Please speak with one of our staff members if you have any questions.

1.3 STATEMENT OF VALUES

Statement of Values

Our commitment is to come prepared to every meeting, fostering a respectful and inclusive environment where accountability and approachability are at the core of our actions. We value and encourage innovation, collaboration, and open communication, always keeping in mind the well-being and needs of our community. Together, we stand united as one, working towards shared goals with mutual respect and consideration.

2 APOLOGIES

3 DECLARATION OF INTERESTS

A Councillor or Officer with a conflict of interest in an item on the Agenda must indicate that they have a conflict of interest by clearly stating:

- the item for which they have a conflict of interest;
- whether their conflict is **general** or **material**; and
- the circumstances that give rise to the conflict of interest.

Declaration of material or general conflict of interest must also be advised by Councillors and Officers at the commencement of discussion of the specific item.

4 CONFIRMATION OF MINUTES AND BUSINESS ARISING

4.1 CONFIRMATION OF MINUTES

RECOMMENDATION:

That the Minutes of the Ordinary Council Meeting held on Wednesday 29 October 2025 and the Annual Statutory Meeting held on Wednesday 12 November 2025 at the Nhill Council Chamber, 92 Nelson Street, Nhill, as circulated to Councillors be taken as read and confirmed.

Attachments:

1. 2025 10 29 Council Meeting Minutes - MEDIA [4.1.1]
 2. 2025 11 12 Annual Statutory Minutes - MEDIA [4.1.2]
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4.2 BUSINESS ARISING FROM PREVIOUS MINUTES

Council Meeting	Recommendation Action	Action Taken	Complete / In Progress / Delayed
29 October 2025 Item 10.1	Council Officers to publish Annual Report 2024/2025 on Council's website and copies to be made available at each of Hindmarsh's Customer Service Centres and Libraries.	The Annual Report 2024/2025 will be published on provision of the signed Auditor's report.	In Progress
29 October 2025 Item 10.2	Council officers to publish a Media Release detailing the first quarterly update of the Council Plan Actions 2025/2026.	Media Release has been published on Council's website and posts have been published on Council's social media.	Complete
29 October 2025 Item 10.4	Council officers to notify Community Action Grants applicants of the outcome and promote successful applicants on social media.	Letters have been sent to the applicants notifying them of their outcome and posts promoting successful applicants have been posted.	Complete
29 October 2025 Item 10.5	Council officers to notify Business Assistant Grants applicants of the outcome and promote successful applicants on social media.	Letters have been sent to the applicants notifying them of their outcome and posts promoting successful applicants have been posted.	Complete
29 October 2025 Item 10.7	Council officers to publish draft Youth Strategy 2025-2029 on Council's Have Your Say page for community consultation.	Draft Youth Strategy 2025-2029 has been published on Council's Have Your Say page for community consultation.	Complete
29 October 2025 Item 10.8	Council officers to publish draft Sport and Recreation Strategy 2025-2035 for community consultation.	Draft Sport and Recreation Strategy 2025-2035 has been published on Council's Have Your Say page for community consultation.	Complete
29 October 2025 Item 10.9	Council officers to notify Dimboola Progress Association of decision and approved funds are to be transferred by Council's finance team.	Letter has been sent to Dimboola Progress Association notifying them of decision and funds have been transferred.	Complete

29 October 2025 Item 10.10	Council Officers to publish the Procurement Policy on Council's website.	Procurement Policy has been published on Council's website.	Complete
29 October 2025 Item 10.11	Council officers to update S6 Instrument of Delegation and update publicly available delegations register.	S6 Instrument of Delegation has been updated and publicly available delegations register has also been updated.	Complete
29 October 2025 Item 10.12	Council officers to publish draft Domestic Animal Management Plan (DAMP) 2026-2029 on Council's Have Your Say page for community consultation.	Media release published on Council's website and posts published on Council's social media.	Complete
29 October 2025 Item 10.13	Council officers to schedule works for Lloyd Steet, Dimboola – Capital Works Project to commence in 2025/2026 financial year.	Included into Capital Works Program. Works to be scheduled.	Complete
29 October 2025 Item 10.14	Council officers to publish the Asset Plan 2025-2035 on Council's website.	Published on Council's website and posts published on Council's social media.	Complete
29 October 2025 Item 10.15	Council officers to consult with Department of Transport and Planning (DTP) and National Heavy Vehicle Regulator for roads to be gazetted appropriately to expand the road network. Council to hold Farmer Consultation sessions in February/March 2026.	Consultation with the NHVR team has commenced, allowing for roads to be gazetted appropriately. Farmer Consultation sessions have been scheduled and dates will be published on Council's website.	Complete

5 PUBLIC QUESTION AND SUBMISSION TIME

Community members wishing to ask questions at council meetings may do so, in writing, at least 24 hours prior to the council meeting. Both the question and answer will be read out at the meeting. Questions may be submitted by mail, email info@hindmarsh.vic.gov.au or delivered in person to a council customer centre but are limited to two questions and 100 words including any pre-amble. Offensive, trivial and repetitive questions, questions which have been recently answered, or questions that may contain defamatory comments, may be excluded at the discretion of the Mayor.

The question must be accompanied by a name and the locality where the questioner resides or works, which will be read out at the meeting. By submitting a question, the questioner gives consent to this information being read out in public. Anonymous questions will not be answered.

6 ACTIVITY REPORTS

COUNCILLOR ACTIVITIES: 21 October 2025 – 17 November 2025

6.1 CR RON ISMAY, MAYOR

Date	Meeting/Event	Location	Comments
21/10/2025	Nhill Town Committee Meeting	Council Chambers, Nhill	
22/10/2025	Councillor Training	Council Chambers, Nhill	
24/10/2025	Barengi Gadjin Land Council Government Partnership Forum	Dimboola Shire Hall	
28/10/2025	Menzies Presentation	Jeparit Memorial Hall	
29/10/2025	Council Briefing and Council Meeting	Council Chambers, Nhill	
30/10/2025	Wimmera Regional CEO and Mayor Meeting	Council Chambers, Horsham	
04/11/2025	Nhill Town Committee Meeting	Council Chambers, Nhill	
10/11/2025	Nhill and District Sporting Club AGM	Davis Park Club Rooms, Nhill	
11/11/2025	Citizenship Ceremony	Council Chambers, Nhill	Three new citizens have made Hindmarsh Shire their home. It's always an honour to preside over these ceremonies.
12/11/2025	Councillor Professional Development	Council Chambers, Nhill	
12/11/2025	Council Briefing and Annual Statutory Meeting	Council Chambers, Nhill	
13/11/2025	Mayor and Deputy Mayor Training	Council Chambers, Warracknabeal	
13/11/2025	Radio Interview		
14/11/2025	3WM Radio Interview	Nhill	Short interview for 'We Love Nhill' day.

6.2 CR ROSIE BARKER, DEPUTY MAYOR

Date	Meeting/Event	Location	Comments
21/10/2025	Nhill Town Committee Meeting	Council Chambers, Nhill	
22/10/2025	Authentic Engagement Training	Council Chambers, Nhill	
23/10/2025	Rural Councils Victoria	Online	Discussion about ESVF and campaign to start after fire season.
26/10/2025	Nhill Heritage Weekend	Nhill	Visited various locations including the Nhill Aviation Heritage Centre
26/10/2025	Lions Garden Walk	Nhill	Visited various gardens and locations as well as having a Devonshire Tea at the Lions Den.
29/10/2025	Council Briefing & Council Meeting	Council Chambers, Nhill	
04/11/2025	Nhill Lions Club Melbourne Cup Function	Lions Den, Nhill	Lions ran a day of fundraising for the Royal Children's Hospital. Well organised and fun.
04/11/2025	Nhill Town Committee Meeting	Council Chambers, Nhill	Focus on Carols Night and Committee Members Induction.
05/11/2025	Mastermind Mentoring	Online	Professional Development
06/11/2025	Funeral for David Colbert	Nhill Uniting Church	David Colbert was a multi-term Councillor for Hindmarsh Shire and worked tirelessly for our communities.
10/11/2025	Nhill Sporting Club AGM	Nhill Sporting Clubrooms	The officer bearers for this committee were unanimously reappointed which showed great cohesion and confidence in the club's performance. We were then privileged to tour the new grandstand and changing rooms that are near completion.
12/11/2025	Hunt & Hunt Professional Development	Council Chambers, Nhill	
12/11/2025	Council Briefing	Council Chambers, Nhill	Met with V/Line and discussed many concerns. Including the state of Nhill Train

				Station, level of service to our region, change of bus stopping in Nhill for lunch, bus stopping in Kiata, timetables to suit commuters, spur line at Nhill with Graincorp.
12/11/2025	Annual Meeting	Statutory	Council Chambers, Nhill	Congratulations to Cr Ron Ismay on his appointment as Mayor, I look forward to working with you over the next year. Thank you to my fellow Councillors who elected myself as Deputy Mayor. I look forward to working closely in this role with the Mayor, my fellow Councillors, CEO Monica Revell and the community over the next year. We're a fabulous team that focuses on building a thriving community together. Exciting times ahead for Hindmarsh!
13/11/2025	Deputy Mayor Training		Yarriambiack Shire Council	
13/11/2025	ALGWA		Online	Three Mayors from across Australia presented.

6.3 CR TONY CLARK

Date	Meeting/Event	Location	Comments
21/10/2025	Friends of Rainbow RSL Meeting	Rainbow	
22/10/2025	Professional Development Training Authentic Engagement	Council Chambers, Nhill	
28/10/2025	Men's Bus Tour & Lunch at Rainbow	Rainbow	
28/10/2025	Rainbow Market	Oasis, Rainbow	
29/10/2025	Council Briefing & Council Meeting	Council Chambers, Nhill	
10/11/2025	Jeparit Township Advisory Committee Meeting	Jeparit	
12/11/2025	Professional Development Training	Council Chambers, Nhill	
12/11/2025	Council Briefing & Annual Statutory Meeting	Council Chambers, Nhill	

6.4 CR ROGER AITKEN

Date	Meeting/Event	Location	Comments
20/10/2025	Rainbow Town Committee Meeting	Rainbow	
21/10/2025	RSL AGM	Rainbow	
22/10/2025	Councillor Training	Council Chambers, Nhill	
28/10/2025	Hindmarsh Shire Men's Bus Tour, Rainbow Silo Art Visit and Luncheon	Rainbow	
12/11/2025	Councillor Training	Council Chambers, Nhill	
12/11/2025	Council Briefing and Annual Statutory Meeting	Council Chambers, Nhill	

6.5 CR JAMES BARRY

Date	Meeting/Event	Location	Comments
22/10/2025	Councillor Training – Authentic Engagement	Council Chambers, Nhill	Always learning.
29/10/2025	Briefing and Council Meeting	Council Chambers, Nhill	
11/11/2025	Citizenship Ceremony	Council Chambers, Nhill	Great to see 3 new citizens making our great country home.
12/11/2025	Councillor Training – Professional Development	Council Chambers, Nhill	Always learning.
12/11/2025	Briefing and Annual Statutory Meeting	Council Chambers, Nhill	How quick a year has gone, congratulations to Cr Ron Ismay as Mayor for another term and Cr Rosie Barker on her appointment as Deputy Mayor. Our municipality has a lot to be proud of having these two lead us for the next 12 months.

6.6 CR CHAN UOY

Date	Meeting/Event	Location	Comments
29/10/2025	Council Briefing and Council Meeting	Council Chambers, Nhill	
05/11/2025	Hindmarsh Pride Committee Meeting	Online via Teams	Planning for Harmony Day, Chillout Festival 2026 & Midsummer Festival 2027.
10/11/2025	AGM Nhill & District Sporting Club	Davis Park	Inspected the new change rooms and grandstand.
11/11/2025	AGM West Vic Business	Norton Estate Winery	Vice Chair role and representing Hindmarsh Shire.
11/11/2025	Australian Citizenship Ceremony	Council Chambers, Nhill	
12/11/2025	Councillor Professional Development	Council Chambers, Nhill	Conducting meetings and the role of Mayor.
12/11/2025	Council Briefing & Annual Statutory Meeting	Council Chambers, Nhill	

6.7 MS MONICA REVELL, CHIEF EXECUTIVE OFFICER

Date	Meeting/Event	Location	Comments
21/10/2025	Building Collaborative Team Relationships	Nhill	Training session for Senior Management Team covering effective teams; appreciating diversity; the Tuckman model for team development; Emotional Intelligence; Key communication principles; and activities.
21/10/2025	Health, Safety & Consultative Committee Meeting	Nhill	Meeting with Hindmarsh Shire staff representatives.
21/10/2025	Seen Documentary	Nhill	Attendance was low, with only about 10 people attending.
22/10/2025	Combined Depot Meeting	Jeparit	Outdoor staff meeting.
22/10/2025	Authentic Engagement Training	Nhill	Training session for Councillors covering Councillors roles; understanding and defining authentic engagement; factors that impede authentic engagement; and key principles to authentically engaging with community members.
22/10/2025	Meeting with Cr Barker	Nhill	
22/10/2025	Meeting with Klein	Online	Introductory meeting with State Government newly appointed Community Satisfaction Survey provider.
23/10/2025	Rural Councils Victoria AGM	Online	
24/10/2025	BGLC Local Government Partnership Forum	Dimboola	Hindmarsh hosted the BGLC Local Government Partnership Forum at the Dimboola library. Opened with a smoking ceremony at "The Common" followed by discussion on a range of topics including DPC update; Cultural Heritage Management and Protection; Renewable Energy; Economic Development / Tourism; and workshop ideas.
27/10/2025	Director Meeting	Nhill	Meeting with Director Infrastructure Services; and Director Corporate & Community Services.
28/10/2025	Fraud & Corruption Training	Nhill	All Staff training on Fraud and Corruption.

29/10/2025	Briefing & Council Meeting	Nhill	
30/10/2025	Local Government CEO Treaty Information Session	Online	Information session for CEOs on the Treaty that recently passed the Victorian Parliament. The Treaty is about recognising the rights, voices and self-determination of First Peoples in Victoria. It is about building knowledge, skills and leadership, celebrating and sharing culture, and a commitment to ongoing truth telling.
30/10/2025	Wimmera Regional CEO Meeting	Horsham	
30/10/2025	Karen Fire Readiness Information Session	Nhill	Hosted jointly by Hindmarsh Shire Council and Nhill CFA. The session was well attended, with Hindmarsh Shire Youth Officer Nan Da San interpreting for those in attendance.
3/11/2025 to 7/11/2025	Annual Leave		
10/11/2025	ELT Meeting	Nhill	Executive Leadership Team Meeting.
10/11/2025	Director Meeting	Nhill	Meeting with Director Infrastructure Services.
10/11/2025	NDSC AGM	Nhill	Nhill & District Sporting Club Annual General Meeting. We attended and well run with all committee positions being filled. The AGM concluded with an inspection of the new AFL compliant changerooms and undercover seating – an impressive facility.
11/11/2025	Senior Management Team Meeting	Nhill	
11/11/2025	Nhill RSL Sub Branch Remembrance Day Celebration	Nhill	
11/11/2025	Citizenship Ceremony	Nhill	Three new citizens welcomed and took the Oath or Affirmation.
12/11/2025	Councillor Professional Development	Nhill	Councillor professional development – Governance and meeting procedure.

12/11/2025	Briefing and Annual Statutory Meeting	Nhill	Congratulations to Cr Ismay being appointed Mayor, and Cr Barker being appointed Deputy Mayor.
13/11/2025	Mayor & Deputy Mayor Training	Warracknabeal	Professional development for newly elected Mayor and Deputy mayor on the role of Mayor and Deputy Mayor.
13/11/2025	LGPro CEO Meeting	Melbourne	Opportunity to meet with Local Government CEOs to discuss ideas / issues within the sector.
14/11/2025	LGPro CEO / Directors Forum	Melbourne	Discussions held on shared services, and advocacy tools, tactics and influence for local government.
17/11/2025	ELT	Nhill	Executive Leadership Team Meeting.
17/11/2025	Director Meeting	Nhill	Meeting with Director Infrastructure Services.
17/11/2025	CEO Drop-In Session – Jeparit	Jeparit	Joined by the Director Infrastructure Services discussion was held with 4 community members in relation to roads, tourism, and Wimmera Mallee Pioneer Museum.
17/11/2025	Rainbow Town Advisory Committee Meeting	Online	

7 CORRESPONDENCE

Responsible Officer: Chief Executive Officer

Introduction:

The following correspondence is attached for noting by Council.

Inwards:

- 2025/11/11 - Treasurer of Victoria Jaclyn Symes to Council re Emergency Services and Volunteers Fund – (Attachment Number: 7.1.1)
- 2025/11/18 - Wimmera Mallee Pioneer Museum to Council re Menzies Symposium Letter of Support – (Attachment Number: 7.1.2)
- 2025/11/18 - Steven Black to Council re Menzies Symposium Letter of Support Request – (Attachment Number: 7.1.3)
- 2025/11/19 - Dr Anne Webster MP to Council re Resumed Local Government Sustainability Inquiry – (Attachment Number: 7.1.4)

Outwards:

- 2025/10/30 - Council to Mark Shandley re Appointment to Nhill Township Advisory Committee – (Attachment Number: 7.1.5)
- 2025/10/31 - Council to Dimboola Progress Association re Council Contribution – Dimboola Progress Association – (Attachment Number: 7.1.6)
- 2025/11/07 - Council to Regulatory Impact Analysis Team re Objection to Proposed Reduction of Open Road Default Speed Limits – (Attachment Number: 7.1.7)
- 2025/11/11 - Council to Jeparit Town Committee re Request to Allocate Funds – (Attachment Number: 7.1.8)
- 2025/11/11 - Council to Nhill Town Committee re Request to Allocate Funds – (Attachment Number: 7.1.9)

RECOMMENDATION:

That Council:

- 1. notes the attached correspondence; and***
- 2. provides a letter of support to the Menzies Symposium Committee.***

8 ASSEMBLY OF COUNCILLOR RECORDS

Responsible Officer: Chief Executive Officer

Attachments:

1. 2025 10 29 Assembly of Councillors Record [8.1.1]
2. 2025 11 12 Assembly of Councillors Record [8.1.2]

Introduction:

As required under Section 33(9) of Hindmarsh Shire Council's Governance Rules, the attached Assembly of Councillors Records are presented as attachments to the Council Agenda for the information of Councillors.

RECOMMENDATION:

That Council notes the Assembly of Councillor Records as presented.

9 PLANNING PERMITS

No planning permits.

10 REPORTS REQUIRING A DECISION

10.1 2026 COUNCIL MEETING DATES

Responsible Officer: Chief Executive Officer

Attachments:

Nil

Executive Summary:

This report seeks Council approval regarding the setting of dates for meetings of Hindmarsh Shire Council in 2026.

Discussion:

Each year, Council advertises the meeting dates for the upcoming 12 months in the local newspapers. The advertised dates are for the Council meetings and the Annual Statutory meeting. It is proposed that Council hold one (1) meeting per month, commencing at 3:00pm, except for June where there will be two (2) meetings due to legislative requirements to advertise and adopt the annual budget.

Council will continue to livestream Council meetings throughout 2026, which will require that all meetings be held in Nhill. It is proposed that in keeping with practice of other Councils around the state, that Council does not meet in January 2026.

It is recommended that Briefing meetings be held twice per month, two (2) weeks prior to the Council meeting at a time to be determined, and prior to the Ordinary Council meetings, commencing at 12:00pm, or as notified.

The proposed dates have also taken into consideration external organisation's conferences and forums, such as Municipal Association of Victoria conferences, Rural Council Victoria conferences, the National General Assembly conference and LGPro conferences, to avoid clashes where possible.

Link to Council Plan:

Theme Four: Good Governance and Financial Sustainability

4.1 We are a transparent and responsive organisation.

Financial Implications:

There are no financial implications for Council regarding setting dates for the meetings of Hindmarsh Shire Council in 2026.

Risk Management Implications:

Strategic Risk Description	Risk Management Discussion
Governance	This decision supports the holding of Council meetings and the making of Council decisions in a manner compliant with the <i>Local Government Act 2020</i> and the Hindmarsh Shire Council Governance Rules.

Relevant Legislation:

Local Government Act 2020

Community Engagement:

Council will continue to livestream meetings to allow community members who are unable to attend in person the opportunity to view Council meetings.

Gender Equality Implications:

Council has previously completed a Gender Impact Assessment regarding the holding of Council meetings and ensuring that participation in Council meetings is considered against common barriers to participation and access. No updates have been made.

Confidential Declaration:

Not applicable.

Conflict of Interest:

Under Section 130(2) of the *Local Government Act 2020*, officers providing advice to Council must disclose any conflict of interest, including the type of interest.

Officer Responsible – Monica Revell, Chief Executive Officer

In providing this advice as the Officer Responsible, I have no disclosable interests in this report.

Author – Mary-Ann Speakman, Customer Service and Councillor Support Officer

In providing this advice as the Author, I have no disclosable interests in this report.

Communications Strategy:

Council meeting dates will be published in local newspapers, on Council's website and on Council's social media platforms.

Next Steps:

Council Officers to prepare advert and social media posts.

RECOMMENDATION:

That Council holds Council meetings at the Hindmarsh Shire Council Chambers, 92 Nelson Street, Nhill, and sets the following times and dates for 2026:

- ***4 February 2026 at 3:00pm***
- ***4 March 2026 at 3:00pm***
- ***1 April 2026 at 3:00pm***
- ***6 May 2026 at 3:00pm***
- ***3 June 2026 at 3:00pm***
- ***24 June 2026 at 3:00pm***
- ***29 July 2026 at 3:00pm***
- ***26 August 2026 at 3:00pm***
- ***30 September 2026 at 3:00pm***
- ***28 October 2026 at 3:00pm***
- ***25 November 2026 at 3:00pm***
- ***16 December 2026 at 3:00pm***

10.2 VOLUNTEER POLICY AND CODE OF CONDUCT

Responsible Officer: Director Corporate and Community Services

Attachments:

1. C 010 Volunteers - DRAFT [10.2.1]

Executive Summary:

Council's Volunteers policy was last adopted 26 July 2023 and supports the valuable relationship between Council and volunteers, ensuring mutual obligations are clearly defined. This policy has been reviewed with minor changes and the addition of the Volunteer Code of Conduct as an appendix to the policy.

Discussion:

Council values the important role that volunteers play in contributing to the community and recognises its obligations to provide a safe and supportive environment. Whilst Council has an Employee Code of Conduct, the Volunteer Code of Conduct centres around the roles and responsibilities of volunteers and clearly defines the obligations and expectations for volunteers in performing the duties for which they have been engaged. Council is committed to being an ethical organisation with transparent processes and the Volunteers Policy incorporating Volunteer Code of Conduct gives clear guidance if circumstances of inappropriate behaviour should occur.

Link to Council Plan:

Theme One: Our Community

1.1 Our Community is active, healthy and connected.

Theme Four: Good Governance and Financial Sustainability

4.2 We engage our community with respect and openness.

Financial Implications:

None.

Risk Management Implications:

Strategic Risk Description		Risk Management Discussion
Community Needs	Governance	Ensuring that Council's volunteer management documents and processes are clear and relevant supports Council's relationship with volunteers and ensures the mutually beneficial role of volunteers in Council service delivery. This policy and Code of Conduct also ensure Council's compliance with relevant policies and legislation in the management of volunteer activities.

Relevant Legislation:

Local Government Act 2020

Local Government Act 1989

Community Engagement:

This report recommends a consultation period, whereby the community will be able to provide feedback to Council regarding the Volunteer Policy and Code of Conduct.

Community consultation will be conducted in accordance with Council's Community Engagement Policy. Have Your Say Hindmarsh will be utilised as a tool for gathering feedback and will be open for contributions from 27 November – 10 December 2025.

Gender Equality Implications:

In accordance with the *Gender Equality Act 2020*, a Gender Impact Assessment is not required as this decision does not have a direct and significant impact on the community.

Confidential Declaration:

Not applicable.

Conflict of Interest:

Under Section 130(2) of the *Local Government Act 2020*, officers providing advice to Council must disclose any conflict of interest, including the type of interest.

Officer Responsible – Petra Croot, Director Corporate and Community Services

In providing this advice as the Officer Responsible, I have no disclosable interests in this report.

Author – Janelle Reichelt, Manager People and Performance

In providing this advice as the Author, I have no disclosable interests in this report.

Communications Strategy:

Council will utilise its website and social media to alert the community to the draft documents for viewing and invite feedback through Have Your Say Hindmarsh. This will also be advertised in local newspapers.

Next Steps:

- Make draft documents available for viewing.
- Invite community feedback through Have Your Say Hindmarsh.
- Consider feedback received and present Draft Volunteer Policy and Code of Conduct to Council for adoption.

RECOMMENDATION:

That Council endorses the Draft Volunteers Policy for a period of public consultation from 27 November – 10 December 2025.

10.3 MUNICIPAL ASSOCIATION VICTORIA CONFERENCE 2025

Responsible Officer: Chief Executive Officer

Attachments:

Nil

Executive Summary:

The Municipal Association Annual conference was held on Thursday 9 October 2025, with Cr Ismay, Cr Barker, and Cr Aitken attending. Cr Barker has provided Council with a conference report along with a proposed motion for the 2026 MAV State Council.

Discussion:

The conference commenced with a powerful Welcome to Country delivered by Wurundjeri Elder, Uncle Tony Garvey. Uncle Tony shared reflections on his ancestry and expressed pride in advocating for his people through the emerging Treaty plans currently under consideration by the State Government.

Following the Welcome to Country, the Honourable Nick Staikos, Minister for Local Government, addressed the conference and highlighted the vital role of local government in shaping resilient and inclusive communities. He announced funding for the Mary Rogers Awards, to be administered by the Victoria Local Government Association. These awards celebrate the contribution of women Councillors and Councils advancing gender equality.

The keynote speaker was Andrew Colvin, CEO of the Australian Red Cross and former AFP Commissioner. Mr Colvin delivered a compelling keynote on leadership during crisis. Drawing from experiences such as the Bali Bombing, he emphasised:

- “If we’re standing still, we’re going backwards.”
- The importance of building connection, resilience, and intentional change.
- The role of community halls as critical hubs during emergencies and as spaces for long-term community building.

His call to action included:

- “Cohesive ~ Connected ~ Collaborate ~ Change ~ Act with intention!”
- “Step into the vacuum and build trust and rapport with community!”

This prompted reflection on the underutilisation of community halls and their potential as strategic assets.

One of the main highlights from the conference was attending the housing innovation summit which featured contributions from Shire representatives, AI experts, developers, architects, and the Honourable Harriet Shing, Minister for Housing. Minister Shing highlighted housing’s role in supporting Health Services, Allied Care, Education, and Aged Care. She expressed

openness to partnering with Shires demonstrating strong social licence and co-design principles, suggesting Development Victoria and HIA as potential collaborators.

Key Themes and Discussions during the conference were focused on:

- **Housing Capacity and Planning Reform:** Emphasis on place-based knowledge to meet credible housing targets.
- **Funding Streams:** Key Worker Accommodation Funds and State Government Housing Support Plan Funds were explored.
- **Innovative Shire-Led Projects:**
 - Use of Council Caravan Parks for transitional worker accommodation, generating financial returns.
 - “Ageing in Place” initiative: A Shire-led NFP development of 10 two-bedroom units, supported by Bendigo Bank and the local hospital. Six units were sold to cover costs; four generated profit for Council reinvestment.
 - “Stay and Play” hostel for seasonal workers: Renovated Council-owned building now used by 11 businesses for 25 workers, providing consistent income.
- **Community Consultation:** Strong emphasis on inclusive engagement - “If not us, then who?”

Architectural case studies were showcased, including the Local Government led housing innovation by Six Degrees with their Wonthaggi Secondary College Housing; BKK with their adaptive reuse housing initiative (ARCHI – Adelaide); and Austin Maynard Architect with their Eaglehawk project.

While inspiring, these projects were largely profit-driven, raising questions about scalability and relevance for rural communities.

A critical question that this Housing Innovation Summit raised is around the applicability of metro-centred housing models to rural contexts. In regions like ours, housing initiatives may not yield high financial profit but can deliver profound social and equitable outcomes – particularly for older residents relocating closer to services.

MAV State Council Resolutions

Mayor Cr Ron Ismay and Cr Rosie Barker represented Hindmarsh Shire Council as delegates among 73 participating Councils. Attending the MAV State Council resulted in the following reflections:

- Community Halls – Consider a local audit and strategic plan for emergency and community use or disposing directly to community control.
- Housing Innovation – Explore partnerships for small-scale, socially impactful housing projects tailored to rural needs.
- Council Engagement – Recommend proactive involvement in future MAV motions to ensure Hindmarsh Shire’s voice is heard.

- Social Licence – Continue fostering transparent, ethical, and inclusive practices to build trust and support for future initiatives.

It is clear that rural communities face distinct housing challenges that are not adequately addressed by metropolitan-focused development models. Our ageing population, key worker shortages, which will soon be increasing due to federal commitments to mining Rare and Critical Earth Sands in our region, and limited access to essential services require tailored, place-based solutions that prioritise social equity over financial profit.

Council should consider a motion, to the 2026 MAV State Council, that elevates the conversation around rural housing by advocating for a framework that supports small-scale, community-driven developments. These initiatives may not yield high financial returns, but they deliver profound social benefits - such as enabling older residents to age in place, supporting health and education services through staff accommodation, and revitalising underutilised Council or crown assets.

Recent insights from the MAV Annual Conference and Housing Innovation Summit highlighted successful models where Councils partnered with local organisations to deliver housing outcomes that were financially sustainable and socially impactful. These include:

- Adaptive reuse of Council buildings for seasonal worker accommodation.
- Not-for-Profit housing developments supported by local banks and health services.
- Strategic use of caravan parks and Council land to meet key worker needs.

A motion to call on the State Government to recognise and support these efforts by:

- Developing a Rural Housing Innovation Framework.
- Acting as guarantor or facilitating financial pathways for rural housing partnerships.
- Partnering with Councils who demonstrate strong social licence and community engagement.

Furthermore, I recommend that Hindmarsh Shire Council commits to exploring local opportunities and ensuring our active participation in future MAV State Council motions. By doing so, we affirm our role as advocates for rural equity and proactive leaders in shaping inclusive, resilient communities.

This is not just about housing - it's about dignity, access, and the right to thrive in rural Victoria.

Link to Council Plan:

Theme Four: Good Governance and Financial Sustainability

4.1 We are a transparent and responsive organisation.

Financial Implications:

There are no financial implications associated with noting this report and the costs associated with attendance at the conference is within budgeted amount for 2025/2026 budget.

Risk Management Implications:

Strategic Risk Description	Risk Management Discussion
Community Needs	Council representation to stakeholder organisations ensures that Hindmarsh's interests and needs are included in joint advocacy, projects and design of policies. The information received and intended outcomes included in this report respond to identified community needs, including housing shortages, key worker accommodation and the revitalisation of commercial areas in towns.

Relevant Legislation:

Local Government Act 2020

Community Engagement:

Not applicable.

Gender Equality Implications:

In accordance with the *Gender Equality Act 2020*, a Gender Impact Assessment is not required as this decision does not have a direct and significant impact on the community.

Confidential Declaration:

Not applicable.

Conflict of Interest:

Under Section 130(2) of the *Local Government Act 2020*, officers providing advice to Council must disclose any conflict of interest, including the type of interest.

Officer Responsible – Monica Revell, Chief Executive Officer

In providing this advice as the Officer Responsible, I have no disclosable interests in this report.

Author – Mary-Ann Speakman, Customer Service and Councillor Support Officer

In providing this advice as the Author, I have no disclosable interests in this report.

Communications Strategy:

Not applicable

Next Steps:

Council to consider submitting a motion to the 2026 MAV State Council.

RECOMMENDATION:

That Council notes the report as presented and:

- 1. acknowledges the unique housing challenges faced by rural communities, particularly in attracting and retaining key workers, supporting ageing populations, and ensuring proximity to essential services.***
- 2. advocates to the State Government, through a motion to the 2026 MAV State Council, for the development of a Rural Housing Innovation Framework that:***
 - recognises small-scale, socially impactful housing developments as valid and necessary contributions to statewide housing targets.***
 - supports councils in accessing funding and partnerships for projects that prioritise liveability, ageing in place, and key worker accommodation.***
- 3. requests, through a motion to the 2026 MAV State Council, that the Minister for Housing and Development Victoria:***
 - provide tailored support for rural councils seeking to co-design housing solutions with strong social licence outcomes; and***
- 4. ensures Hindmarsh Shire Council actively participates in future MAV State Council motions to represent rural interests and advocate for equitable policy development.***

10.4 SAFER LOCAL ROADS AND STREET PROGRAM SUPPLEMENTARY ROUND APPLICATION

Responsible Officer: Director Infrastructure Services

Attachments:

1. Broughton Kaniva and Block 40 Rd intersection concept plan [10.4.1]
2. LEAHY STREE T- WOMBAT CROSSING - CONCEPT DESIGN [10.4.2]

Executive Summary:

The Department of Transport and Planning (DTP), Transport Accident Commission (TAC) and Safer Local Roads & Streets Program (SLRSP) have released a supplemental funding round to allow applications for projects up to \$500,000. Council officers are seeking approval to submit applications to upgrade the crossing and linking pathways to St. Patrick's School on Leahy Street in Nhill, and an intersection upgrade of Broughton Kaniva Road and Block 40 Road, for up to \$500,000 per project.

Discussion:

The TAC, in partnership with the DTP, have developed the SLRSP to support the development and delivery of road safety infrastructure projects on local roads.

The \$210million program is designed to integrate Local Governments' priorities with a Safe System approach. A \$2million allocation was available for Hindmarsh to undertake approved projects in line with the guidelines. The projects approved to date include Rainbow Nhill Road and Solly Road intersection upgrade, Rainbow Nhill Road and Kruger Road intersection upgrade, as well as the Whitehead Avenue crossing and footpath link and Park Street path link in Nhill.

A supplementary round has now been released with a focus on infrastructure improvements that will have the most impact in reducing road trauma, such as on mixed-use roads, projects around schools and on high-speed local roads. Projects can receive up to \$500,000, with co-contribution from Councils considered favourable but not mandatory. Funding provided to any one Council cannot exceed more than \$1.2 million.

Council officers have attended workshops with TAC and DTP, assessed the guidelines and developed further project proposals that meet the necessary criteria for safety improvements and comply with safety standards.

There are two (2) projects identified, one (1) of which involves upgrading the St Patrick's School crossing to a raised pedestrian crossing on Leahy Street, Nhill, and installing missing link footpaths on Church Street, James Street and Woodward Street. This includes construction of over 1,000 meters of new footpath network.

The second project identified is the Broughton Yanac Road and Block 40 Road intersection upgrade, which includes removing the dangerous Y-intersection layout and asphaltting the surface to accommodate large agricultural equipment. Concept plans for both projects are included in the attachments.

An allocation of up to \$500,000 per project will be required to complete the works, subject to final plans and estimates being prepared. Applications close on Friday 28 November 2025, and successful projects need to be delivered by 30 June 2027. Council co-contribution for both applications is not proposed.

Link to Council Plan:**Theme Two: Built and Natural Environment**

2.2 Our infrastructure supports liveability and resilience.

Financial Implications:

Council can elect to apply for the projects with or without a co-contribution percentage of total cost.

Risk Management Implications:

Strategic Risk Description	Risk Management Discussion
Community Needs	The project will increase safety for school children and general pedestrians accessing the school and surrounding neighbourhood, reducing the risk of accidents occurring.

Relevant Legislation:

Local Government Act 2020

Local Government Act 1989

Road Management Act 2004

Community Engagement:

Council officers have approached St. Patrick's School in July 2024 and received a letter of support to improve the pedestrian infrastructure used to access the school area.

Gender Equality Implications:

In accordance with the *Gender Equality Act 2020*, a Gender Impact Assessment is not required as this decision does not have a direct and significant impact on the community.

Confidential Declaration:

Not applicable.

Conflict of Interest:

Under Section 130(2) of the *Local Government Act 2020*, officers providing advice to Council must disclose any conflict of interest, including the type of interest.

Officer Responsible – Ram Upadhyaya, Director Infrastructure Services

In providing this advice as the Officer Responsible, I have no disclosable interests in this report.

Author – Daniel Griffiths, Manager Works and Operations

In providing this advice as the Author, I have no disclosable interests in this report.

Communications Strategy:

Should the application be successful, relevant stakeholders will be consulted and engaged with, including the St. Patrick's School and affected landowners.

Next Steps:

Council officers will complete applications for both projects prior to the 28 November 2025 deadline should the recommendation be approved.

RECOMMENDATION:

That Council approves submitting SLRSP supplementary round applications for:

- 1. upgrades to the crossing and link pathways to St. Patrick's School on Leahy Street, Church Street, James Street and Woodward Street in Nhill for up to \$500,000, and;***
- 2. the intersection upgrade of Broughton Kaniva Road and Block 40 Road for up to \$500,000.***

10.5 FUNDING APPLICATION FOR NHILL BOWLING CLUB UPGRADES UNDER LOCAL SPORTS INFRASTRUCTURE FUND

Responsible Officer: Director Infrastructure Services

Attachments:

Nil

Executive Summary:

This report seeks Council approval to submit an application under Local Sports Infrastructure Fund (LSIF) for upgrades to Nhill Bowling Club facilities, with the total project cost estimated at \$773,221. The application proposes a \$500,000 contribution from LSIF with Nhill Bowling Club pledging to provide \$273,221 as a contribution towards this project. Council will provide in-kind support through project management and administration of the grant.

The proposed upgrades include upgrading two bowling greens, construction of new all-abilities ramp for access to bowling greens, upgrades to the irrigation system including service locator, and upgrade of bathroom to make it all-abilities.

Discussion:

The 2025-2026 Local Sports Infrastructure Fund (LSIF) is a statewide competitive Victorian Government investment program. It provides funding to develop high-quality, accessible community sport and active recreation infrastructure.

The Nhill Bowling Club approached Council officers with the proposal to seek funding for the upgrade of facilities at the club. The Club has been accruing funds for much needed upgrades over the past several years with the proposed project including:

- Upgrading two bowling greens;
- Construction of new all abilities ramp for access to bowling greens;
- Upgrading the irrigation system including service locator;
- Upgrading the bathroom to make it all abilities.

The proposed upgrades fit within the Community Facilities stream of the funding program where applicants can apply for funding of up to \$500,000 with the requirement to contribute at 3:1 basis. Applications close on Tuesday 2 December 2025.

The project estimate has been developed based on the quotes provided by contactors to undertake individual components of the project. Contingency and cost escalation factors have been added to ensure there is sufficient funding to complete the project. The project is estimated to cost \$773,221.

The Nhill Bowling Club has pledged to fund the balance of funding required for this project. The project will be overseen and administered by Council officers and handed over to the Club at its practical completion.

Link to Council Plan:**Theme Two: Built and Natural Environment**

2.2 Our infrastructure supports liveability and resilience.

Financial Implications:

There are no financial implications for Council as the project will be funded jointly by Victorian Government (if application is successful) and Nhill Bowling Club.

Risk Management Implications:

Strategic Risk Description	Risk Management Discussion
Community Needs	Upgrade of the facility will encourage the broader use of the facility include people with all abilities needs.

Relevant Legislation:

Local Government Act 2020

Community Engagement:

Officers have had several discussions with the Nhill Bowling Club about the project and contribution requirement. Broader community consultation has not been undertaken.

Gender Equality Implications:

In accordance with the *Gender Equality Act 2020*, a Gender Impact Assessment is not required as this decision does not have a direct and significant impact on the community.

Confidential Declaration:

Not applicable.

Conflict of Interest:

Under Section 130(2) of the *Local Government Act 2020*, officers providing advice to Council must disclose any conflict of interest, including the type of interest.

Officer Responsible – Ram Upadhyaya, Director Infrastructure Services

In providing this advice as the Officer Responsible, I have no disclosable interests in this report.

Author – Ram Upadhyaya, Director Infrastructure Services

In providing this advice as the Author, I have no disclosable interests in this report.

Communications Strategy:

Following endorsement by Council, the Nhill Bowling Club will be notified of the outcome.

Next Steps:

Council officers to submit an application (subject to Council approval) for upgrades to the Nhill Bowling Club facilities under Local Sports Infrastructure Fund.

RECOMMENDATION:***That Council:***

- 1. endorses the submission of a funding application under Local Sports Infrastructure Fund for upgrade of the Nhill Bowling Club facilities; and***
 - 2. notes Nhill Bowling Club's contribution of \$273,221 towards this project.***
-

11 COUNCIL COMMITTEES

11.1 ADVISORY COMMITTEES

Responsible Officer: Chief Executive Officer

Attachments:

1. Nhill Town Committee Meeting Minutes 21 October 2025 [11.1.1]
2. Rainbow Town Committee Minutes 20 October 2025 [11.1.2]
3. Hindmarsh Pride Committee Minutes 5 November 2025 [11.1.3]

Introduction:

The following Hindmarsh Shire Advisory Committees held meetings on the following dates:

- **Rainbow Town Committee**
General meeting on 20 October 2025
- **Nhill Town Committee**
General meeting on 21 October 2025
- **Hindmarsh Pride Committee**
General meeting on 5 November 2025

A copy of the minutes for each meeting is included as an attachment for the information of Council.

Next Steps:

Advisory Committee minutes will be published on Council's website.

RECOMMENDATION:

That Council notes the minutes of the following Advisory Committees:

- 1. Rainbow Town Committee meeting held on 20 October 2025;***
- 2. Nhill Town Committee meeting held on 21 October 2025; and***
- 3. Hindmarsh Pride Committee meeting held on 5 November 2025.***

11.2 COMMUNITY ASSET COMMITTEES

No Community Asset Committee business presented.

12 LATE REPORTS

No late reports.

13 NOTICES OF MOTION

No notices of motions.

14 OTHER BUSINESS

15 CONFIDENTIAL REPORTS

In accordance with Section 66(2)(a) of the *Local Government Act 2020*, Council may close the meeting to the public to consider confidential information. Confidential information is defined by part IV of the *Freedom of Information Act 1982*, and by Section 3 of the *Local Government Act 2020* as being:

- a) Council business information, being information that would prejudice the Council's position in commercial negotiations if prematurely released;
- b) security information, being information that if released is likely to endanger the security of Council property or the safety of any person;
- c) land use planning information, being information that if prematurely released is likely to encourage speculation in land values;
- d) law enforcement information, being information which if released would be reasonably likely to prejudice the investigation into an alleged breach of the law or the fair trial or hearing of any person;
- e) legal privileged information, being information to which legal professional privilege or client legal privilege applies;
- f) personal information, being information which if released would result in the unreasonable disclosure of information about any person or their personal affairs;
- g) private commercial information, being information provided by a business, commercial or financial undertaking that—
 - i. i. relates to trade secrets; or
 - ii. if released, would unreasonably expose the business, commercial or financial undertaking to disadvantage;
- h) confidential meeting information, being the records of meetings closed to the public under Section 66(2)(a);
- i) internal arbitration information, being information specified in Section 145;

- j) Councillor Conduct Panel confidential information, being information specified in Section 169;
- k) information prescribed by the regulations to be confidential information for the purposes of this definition;
- l) information that was confidential information for the purposes of Section 77 of the *Local Government Act 1989*

RECOMMENDATION:

That the meeting be closed in accordance with Section 66(2)(a) of the Local Government Act 2020, to consider reports that contain confidential information as defined by Section 3 of the Local Government Act 2020, and/or Part IV of the Freedom of Information Act 1982, and following consideration of items 15.1 close the Council meeting:

15.1 AWARD OF CONTRACT 2023-2024-09 PROVISION OF PLANT, LABOUR AND EQUIPMENT HIRE RATES FOR INCLUSION ON A PLANT HIRE PANEL – this report contains “Council business information, being information that would prejudice the Council’s position in commercial negotiations if prematurely released”.

16 LATE CONFIDENTIAL REPORTS

No late confidential reports.

17 MEETING CLOSE
