

Ordinary Council Meeting - 24 September 2025 Attachments

4.1 CONFIRMATION OF MINUTES	3
4.1.2 2025 08 27 MINUTES COUNCIL MEETING - MEDIA.....	3
7.1 CORRESPONDENCE	72
7.1.1 2025 08 26 COUNCIL TO JAIMY MASHOUB RE WIMMERA MALLEE PIONEER MUSEUM VOLUNTEER MEMBERSHIP	72
7.1.2 2025 08 28 COUNCIL TO CHRISTA ROBNIK RE WIMMERA MALLEE PIONEER MUSEUM COMMITTEE MEMBERSHIP	74
7.1.3 2025 08 28 COUNCIL TO JIM RICHARDSON (VIC POLICE) RE CONDOLENCES AND APPRECIATION	76
7.1.4 2025 09 01 COUNCIL TO RAINBOW TOWN COMMITTEE RE REQUEST TO ALLOCATE FUNDS	77
7.1.5 2025 09 02 COUNCIL TO JEPARIT TOWNSHIP ADVISORY COMMITTEE RE STAFF REPRESENTATIVES	78
7.1.6 2025 09 02 COUNCIL TO NHILL TOWNSHIP ADVISORY COMMITTEE RE STAFF REPRESENTATIVES	80
7.1.7 2025 09 02 COUNCIL TO RAINBOW TOWNSHIP ADVISORY COMMITTEE RE STAFF REPRESENTATIVES	82
7.1.8 2025 09 02 COUNCIL TO WMPM COMMUNITY ASSET COMMITTEE RE STAFF REPRESENTATIVES	84
7.1.9 2025 09 02 COUNCIL TO YURUNGA HOMESTEAD COMMUNITY ASSET COMMITTEE RE STAFF REPRESENTATIVES.....	86
7.1.10 2025 09 04 COUNCIL TO GRAEME ALLEN RE BLAZE AID CAMP AT NHILL.....	88
7.1.11 2025 09 04 COUNCIL TO ALAN AND EDNA WATSON RE CONGRATULATIONS - 70TH WEDDING ANNIVERSARY	89
7.1.12 2025 09 15 COUNCIL TO 707 OPS RE POTENTIAL RAIL EXPERIENCE	90
7.1.13 2025 09 15 COUNCIL TO SRHC RE POTENTIAL RAIL EXPERIENCE	91
7.1.14 2025 09 15 COUNCIL TO STEAMRAIL RE POTENTIAL RAIL EXPERIENCE	92
7.1.15 2025 09 16 COUNCIL TO MINISTER ROADS AND ROAD SAFETY RE REQUEST FOR SUPPORT - PROPOSAL TO REDUCE SPEED LIMITS	93

7.1.16 2025 09 18 COUNCILS TO MINISTER FOR AGRICULTURE HON. ROS SPENCE RE WILD DOG PROTECTION IN NORTH WEST VICTORIA.....	95
8.1 ASSEMBLY OF COUNCILLOR RECORDS	98
8.1.1 2025 08 27 ASSEMBLY OF COUNCILLORS RECORD	98
8.1.2 2025 09 10 ASSEMBLY OF COUNCILLORS RECORD	100
10.1 END OF YEAR FINANCIAL REPORT AND PERFORMANCE STATEMENT FOR THE YEAR ENDED 30 JUNE 2025	102
10.1.1 DRAFT ANNUAL FINANCIAL REPORT 24-25 160925.....	102
10.1.2 DRAFT PERFORMANCE STATEMENT 2024 2025.....	157
10.5 \$175 INFRASTRUCTURE BOND AGREEMENT - 105 NELSON STREET, NHILL - FOR APPROVAL UNDER COMMON SEAL	185
10.5.2 RFID-615 REV C	185
10.7 AUSTRALIA DAY AWARDS GUIDELINES	188
10.7.1 DRAFT AUSTRALIA DAY AWARDS GUIDELINES.....	188
10.9 GOVERNANCE UPDATES	191
10.9.1 DRAFT CONTRIBUTIONS, DONATIONS AND SPONSORSHIPS POLICY V 1.2	191
10.9.2 DRAFT FEE WAIVER AND REDUCTION POLICY V 1.2.....	198
10.9.3 DRAFT COUNCILLOR CANDIDATURE IN STATE AND FEDERAL ELECTIONS POLICY V 1.0	205
10.9.4 DRAFT PROCUREMENT POLICY V 1.5	209
10.9.5 DRAFT CEO EMPLOYMENT AND REMUNERATION COMMITTEE TERMS OF REFERENCE V 1.0	230
10.9.6 DRAFT CEO EMPLOYMENT AND REMUNERATION POLICY V 1.2	235
11.1 ADVISORY COMMITTEES.....	243
11.1.1 JEPARIT TOWN COMMITTEE MEETING MINUTES 8 SEPTEMBER 2025	243
11.1.2 RAINBOW TOWN COMMITTEE MINUTES 18 AUGUST 2025	250
11.1.3 NHILL TOWN ADVISORY COMMITTEE MINUTES - 2 SEPTEMBER 2025	258
11.1.5 ARC CHAIR'S REPORT 2025	261



28 August 2025

MINUTES

Ordinary Council Meeting

Date: Wednesday 27 August 2025

Time: 3:00pm

Venue: Nhill Council Chamber,
92 Nelson Street, Nhill

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

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 Chan Uoy – Deputy Mayor
East Ward



Cr Roger Aitken
North Ward



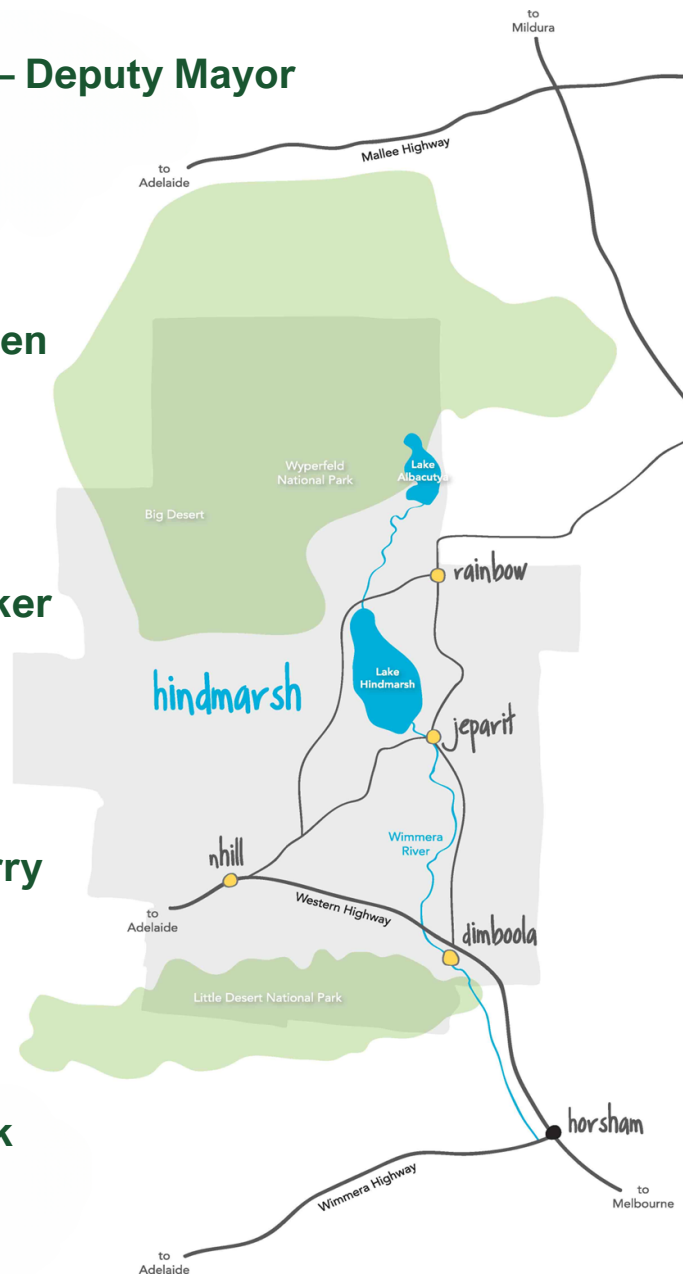
Cr Rosie Barker
West Ward



Cr James Barry
East Ward



Cr Tony Clark
North 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.

Vision

Working together to be a connected, inclusive and prosperous community.

We will achieve our vision through four key themes woven into our Council Plan and Vision:

- Our Community
- Built and Natural Environment
- Competitive and Innovative Economy
- Good Governance and Financial Sustainability

Values

Council addresses key values through:

- Transparent and accountable actions and decisions
- Inclusion and collaboration with residents
- Showing respect and integrity to all
- Being proactive and responsible by encouraging innovation

Mission

- Increase accessible services to enable the community to be healthy, active and engaged.
- Provide infrastructure essential to support the community; and to protect and enhance our natural environment.
- Foster a sustainable and diversified local economy where economic growth is encouraged and supported.
- Promote user friendly services to ensure transparency, good governance and financial sustainability.
- Advance gender equality, equity and inclusion for all.



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.



TABLE OF CONTENTS

1 INTRODUCTION	7
1.1 ACKNOWLEDGEMENT OF COUNTRY	7
1.2 LIVE STREAMING STATEMENT	7
1.3 STATEMENT OF VALUES	7
2 APOLOGIES	7
3 DECLARATION OF INTERESTS	8
4 CONFIRMATION OF MINUTES AND BUSINESS ARISING	8
4.1 CONFIRMATION OF MINUTES	8
4.2 BUSINESS ARISING FROM PREVIOUS MINUTES	9
5 PUBLIC QUESTION AND SUBMISSION TIME	10
6 ACTIVITY REPORTS	11
6.1 CR RON ISMAY, MAYOR	11
6.2 CR CHAN UOY, DEPUTY MAYOR	12
6.3 CR ROGER AITKEN	12
6.4 CR ROSIE BARKER	13
6.5 CR JAMES BARRY	16
6.6 CR TONY CLARK	16
7 CORRESPONDENCE	18
8 ASSEMBLY OF COUNCILLOR RECORDS	19
9 PLANNING PERMITS	20
10 REPORTS REQUIRING A DECISION	20
10.1 WIMMERA SOUTHERN MALLEE DEVELOPMENT	20
10.2 POSITION STATEMENT - RENEWABLE ENERGY	24
10.3 GOVERNANCE UPDATES	27
10.4 COUNCIL PLAN AND PUBLIC HEALTH AND WELLBEING PLAN 2025-2029	31
10.5 REQUEST FOR LEAVE OF ABSENCE	38
10.6 DRAFT ASSET PLAN 2025-2035	40



10.7	AGREEMENT UNDER SECTION 173 OF THE PLANNING AND ENVIRONMENT ACT 1987 - 173 NELSON STREET, NHILL - FOR APPROVAL UNDER THE COMMON SEAL	44
10.8	AGREEMENT UNDER SECTION 173 OF THE PLANNING AND ENVIRONMENT ACT 1987 - 671 NHILL-HARROW ROAD, NHILL - FOR APPROVAL UNDER COMMON SEAL	48
10.9	SPEED LIMIT REDUCTION PROPOSALS.....	52
10.10	SAFER LOCAL ROADS AND INFRASTRUCTURE GRANT APPLICATIONS.....	57
11	COUNCIL COMMITTEES.....	63
11.1	ADVISORY COMMITTEES	63
11.2	COMMUNITY ASSET COMMITTEES	65
12	LATE REPORTS	67
13	NOTICES OF MOTION.....	67
14	OTHER BUSINESS	67
15	CONFIDENTIAL REPORTS.....	68
16	LATE CONFIDENTIAL REPORTS	69
17	MEETING CLOSE	69



In Attendance:

Councillors:

Cr Ron Ismay (Mayor), Cr Chan Uoy (Deputy Mayor), Cr Roger Aitken, Cr Rosie Barker, Cr James Barry and Cr Tony Clark.

Officers:

Ms Monica Revell (Chief Executive Officer), Ms Petra Croot (Director Corporate and Community Services), Mr Ram Upadhyaya (Director Infrastructure Services) Online via Zoom and Ms Mary-Ann Speakman (Customer Service and Councillor Support Officer).

1 INTRODUCTION

1.1 ACKNOWLEDGEMENT OF COUNTRY

Cr Ron Ismay, Mayor, opened the meeting at 3:00pm and read the Acknowledgement of Country.

1.2 LIVE STREAMING STATEMENT

Cr Ron Ismay read the Live Streaming Statement.

1.3 STATEMENT OF VALUES

Cr Tony Clark read the Councillor Statement of Values.

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.

Cr Tony Clark declared a material conflict of interest in item 10.5 as it relates to his role as a Councillor.

Officer Ms Monica Revell declared a general conflict in confidential item 15.1 as one of the tenderers has recently completed work for her.

4 CONFIRMATION OF MINUTES AND BUSINESS ARISING

4.1 CONFIRMATION OF MINUTES

RECOMMENDATION:

That the Minutes of the Ordinary Council Meeting held on Wednesday 23 July 2025 at the Nhill Council Chamber, 92 Nelson Street, Nhill, as circulated to Councillors be taken as read and confirmed.

MOVED: Cr C Uoy/Cr R Barker

That the Minutes of the Ordinary Council Meeting held on Wednesday 23 July 2025 at the Nhill Council Chamber, 92 Nelson Street, Nhill, as circulated to Councillors be taken as read and confirmed.

CARRIED

Attachments:

1. CONFIDENTIAL REDACTED - 2025 07 23 Council Meeting Minutes [4.1.1]
2. 2025 07 23 Council Meeting Minutes - MEDIA [4.1.2]

4.2 BUSINESS ARISING FROM PREVIOUS MINUTES

Council Meeting	Recommendation Action	Action Taken	Complete / In Progress / Delayed
7 May 2025 Item 10.1	Council Officers to prepare a media release for the third quarter update of the Council Plan Action Plan.	Media release and communications published detailing the 2021-2025 Council Plan achievements.	Complete
23 July 2025 Item 7	Prepare letters to Macedon Ranges and Borough of Queenscliffe.	Letters prepared and sent off on 28 July 2025.	Complete
23 July 2025 Item 10.1	Council Officers to prepare TAC application.	TAC application submitted.	Complete
23 July 2025 Item 10.2	Council officers to prepare draft Council Plan 2025-2029 for community consultation.	Council officers published the draft Council Plan 2025-2029 on Council's Have Your Say page for community consultation.	Complete
23 July 2025 Item 10.3	Council officers to notify respondents of changes to Hindmarsh Pools and prepare content for publication on Council's website and social media.	Respondents notified of changes via email. Media release published on Council's website.	Complete
23 July 2025 Item 10.6	Council officers to prepare media release detailing the capital works progress update for 2024/2025.	Media release published on Council's website.	Complete
23 July 2025 Item 10.7	Council officers to prepare a letter to Department of Health advising that Council cannot undertake the management of cemeteries.	Letter sent to Department of Health advising that Council cannot undertake the management of cemeteries.	Complete
23 July 2025 Item 10.8	Council officers to prepare a media release detailing the achievements of the 2021-2025 plan and publish the review of the 2024/2025 actions on Council's website.	Media release published on Council's website.	Complete
23 July 2025 Item 10.9	Council officers to notify Victorian Government Gazette of the adoption of the Road Management Plan 2025-2029.	Notice given in local newspapers and Government Gazette.	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.

Tony Schneider – Dimboola

In response to the January 2025 fire that threatened Dimboola, what funding is Council seeking to improve the access track between Normanby and Anderson Streets, to improve this critical town boundary, make it safe for firefighters, and to protect Dimboola from further danger?

Response:

This issue has been notified to council by various other residents. The area mentioned above falls under DEECA responsibility. Officers have had several discussions with DEECA earlier this year to undertake proactive slashing for fire prevention. DEECA has informed us that the area has been included on their annual slashing program. The areas in this program are usually slashed each year.



6 ACTIVITY REPORTS

COUNCILLOR ACTIVITIES: 15 July 2025 – 18 August 2025

6.1 CR RON ISMAY, MAYOR

Date	Meeting/Event	Location	Comments
17-07-2025	MAV Regional Meeting	Ararat	Discussed ESVF, Roads, Funding Issues and more.
23-07-2025	Council Briefing and Council Meeting	Council Chambers, Nhill	
25-07-2025	WHAG Meeting	Online via Teams	Discussion around Western Highway and the poor conditions of roads.
29-07-2025	GWM Tourism Regional Engagement Forum	Halls Gap	Great chance to catch up with stakeholders from the area.
29-07-2025	Citizenship Ceremonies	Council Chambers, Nhill	Two new citizens for our Shire. Always a pleasure to host these ceremonies.
29-07-2025	Consult with Kiata resident regarding fire concerns	Kiata	
31-07-2025	Rural Councils Victoria Summit	Yarrawonga	
01-08-2025	Rural Councils Victoria Summit Day Two	Yarrawonga	Great event well presented.
06-08-2025	Official Launch of Wimmera Mental Health and Wellbeing Connect Centre	Nhill	Located in the former kindergarten known as "The Patch". Providing much needed help locally.
08-08-2025	Event discussions with Moyne Mayor and Folk Festival CEO	Port Fairy	Well worth the trip to hear how other events are run and how council supports the event. An absolute eye opener to the organising and funding both in and out.
13-08-2025	Council Briefing	Council Chambers, Nhill	
13-08-2025	Webinar for Council Plan 2025-2029	Online via Zoom	



14-08-2025	Wimmera Regional CEO and Mayors Meeting	Horsham	Discussed a range of current topics and issues including plans for further collaboration.
18-08-2025	Community Drop In Session	Jeparit	Very positive.
18-08-2025	Community Drop In Session	Rainbow	Very positive.

6.2 CR CHAN UOY, DEPUTY MAYOR

Date	Meeting/Event	Location	Comments
22-07-2025	West Vic Business	Online	Traders struggling.
23-07-2025	Council Briefing and Council Meeting	Online via Zoom	
25-07-2025	Kendall Hill via Visit Victoria		Tourism Interview Escape.com.au and Qantas Magazines.
31-07-2025	Rural Councils Victoria Summit	Yarrawonga	
06-08-2025	Meeting with Bev McArthur MP	Online via Teams	
06-08-2025	Official Opening of Wimmera Mental Health and Well Being Connect Centre	The Patch, Nhill	
06-08-2025	Wimmera Southern Mallee Development	Online via Teams	
08-08-2025	Port Fairy Folk Festival and Moyne Council	Port Fairy Folk Festival Office	Elevate Wimmera Steampunk Festival to a professional board.
11-08-2025	Not In Our Name	Online via Teams	Emergency Services and Volunteers Fund Levy.
12-08-2025	West Vic Business	Online	Not merging with WSMD.
13-08-2025	Council Briefing	Council Chambers, Nhill	
13-08-2025	Council Plan 2025-2029 Webinar	Online via Zoom	
18-08-2025	CEO Drop In Session	Jeparit Library	
18-08-2025	CEO Drop In Session	Rainbow Library	

6.3 CR ROGER AITKEN

Date	Meeting/Event	Location	Comments
15-07-2025	Pioneer Museum Meeting	Jeparit	
16-07-2025	Landcare AGM	Rainbow	



18-07-2025	Meeting in Rainbow with Ram Upadhyaya	Rainbow	Discussed road conditions and silo project.
23-07-2025	Council Briefing	Council Chambers, Nhill	
24-07-2025	Yurunga Homestead AGM	Rainbow	
29-07-2025	Victoria Tourism Five Year Strategy	Grampians	
29-07-2025	Rainbow Town Committee AGM	Rainbow	
30-07-2025	Social Media Workshop	Warracknabeal	
31-07-2025 - 01-08-2025	Rural Councils Victoria Conference	Yarrawonga	
11-08-2025	Drop In Session	Jeparit	
11-08-2025	Jeparit Town Committee AGM	Jeparit	
13-08-2025	Council Briefing and Meeting	Council Chambers, Nhill	
13-08-2025	Webinar – Council Plan 2025-2029	Online via Zoom	
16-08-2025	Landcare Tree Planting Rainbow Rises	Rainbow	Weather was pleasant, not too cold. Soil conditions were perfect. A total of 2,200 trees were planted by approximately 20 volunteers and staff. Thank you to all who participated.

6.4 CR ROSIE BARKER

Date	Meeting/Event	Location	Comments
22-07-2025	Global Executive Panel	Online	This session was about “Growing the Local Economy”, and demonstrated how important analysing investment outcomes can be.
23-07-2025	Council Briefing and Council Meeting	Council Chambers, Nhill	
24-07-2025	WSMLLEN Committee of Management	Online	Meeting to review progress for WSMLLEN



31-07-2025	Rural Council Victoria Conference	Yarrawonga	Discussion regarding ESVF and collaboration regarding impact on rural economies. Housing and infrastructure ideas.
01-08-2025	Rural Council Victoria Conference	Yarrawonga	Relinquishing Maternal Health and Aged Care into the WWHS. Hepburn Shire increased rates to community.
02-08-2025	Westvic Spares 30 Years Celebration	Nhill Memorial Community Centre	30 years of business in Nhill and a massive 350 people attended to celebrate. Over \$10,000 in gifts from suppliers were made into prizes for attendees. Certificate commemorating the business milestone was presented.
05-08-2025	Nhill Town Committee	Council Chambers, Nhill	New committee members met and a Chairperson was nominated. Council to send out invitations to all Community Groups to attend and create a stronger collaboration.
06-08-2025	Bev McArthur, MP	Online	Bev McArthur met with Councillors to discuss the levy, other rural based concerns and funding available to Council.
06-08-2025	Wimmera Mental Health and Connect	Nhill	New mental health connecting service for those that care for family or friends with mental health concerns was officially opened in Nhill. Staff are available on Mondays and Wednesdays by appointment only.
08-08-2025	Mentoring with Cr Karen Foster	Port Fairy	Met with Karen for mentoring regarding Council dynamics.



08-08-2025	Port Fairy Folk Festival Meeting and Moyne Shire Council	Port Fairy	Met with Council Staff and leaders from the festival to hear how they operate the festival which has been running for 40 years. Also learnt how they give back to the community and how the festival is supported by Council and their outcomes.
11-08-2025	West Wimmera Action Group Meeting	Winiam Hall	Met with WWAG members and discussed the ESVF levy, dingoes and fire impacts. Executive Committee met with fire authorities where they drove around properties to show impacts and concerns. Provided an update on interactions with services regarding Dingo concerns and impacts. WWAG met with politicians from Liberal and Greens to discuss WWAG concerns.
13-08-2025	Council Briefing	Council Chambers, Nhill	RDA discussed advocating strategies for State and Federal initiatives. WWAG attended to discuss advocating against the ESVF; Dingo Protection and devastation to farm animals and fire breaks on properties. Asset Plan review by consultant.
13-08-2025	Nhill Grain Solo Group Meeting	Hindmarsh Office, Nhill	Discussion with group of Grain Truck Drivers regarding changes to Whitehead Ave, specifically the crossing near Queen Street, Nhill.
13-08-2025	Wimmera Mental Health and Connect Meeting	Hindmarsh Office, Nhill	Met with Del, Mental Health Practitioner who is working at the new facility in Nhill.



13-08-2025	Council Plan 2025-2029 Online Session	Online via Zoom	Councillors presented the draft Council Plan for 2025-2029 online, engaging the public with a Q&A section. Session was recorded for public to engage with on Council's Have Your Say page.
14-08-2025	ALGWA Seminar "Communicating in the Chamber"	Online via Zoom	Presenters discussed effective listening skills that assist collaboration in the Council Chamber. Presenters were Darriea Turley AM from Broken Hill City Council and President of Local Government NSW; Mora Weir from City of Onkaparinga and Jo McNally from Southern Downs Regional Council.

6.5 CR JAMES BARRY

Date	Meeting/Event	Location	Comments
23-07-2025	Council Briefing and Council Meeting	Council Chambers, Nhill	
06-08-2025	Meeting with Bev McArthur MP	Online via Teams	
13-08-2025	Council Briefing, item eight on agenda	Council Chambers, Nhill	
13-08-2025	Council Plan 2025-2029 Webinar	Online via Zoom	

6.6 CR TONY CLARK

Date	Meeting/Event	Location	Comments
14-07-2025	Jeparit Town Committee AGM	Jeparit	
14-07-2025	Jeparit Town Committee General Meeting	Jeparit	
29-07-2025	Rainbow Town Committee AGM	Rainbow	



29-07-2025	Rainbow Committee Meeting	Town General	Rainbow	
30-07-2025	CEO Meeting	Catchup	Jeparit	
01-08-2025	Rail Freight Alliance Meeting		Docklands, Melbourne	
11-08-2025	CEO Drop In Session and Council Action Plan Discussion			
11-08-2025	Jeparit Committee Meeting	Town	Jeparit	
13-08-2025	Council Session	Briefing	Council Chambers, Nhill	
13-08-2025	Council Webinar Council Plan 2025-2029	Online	Online via Zoom	
18-08-2025	CEO Drop In Session Council Action Plan Community Meeting		Rainbow	



7 CORRESPONDENCE

Responsible Officer: Chief Executive Officer

Introduction:

The following correspondence is attached for noting by Council.

Inwards:

- 2025/07/31 - Minister for Finance to Mayor (Cr Ron Ismay) re Grant Funding Available – (Attachment Number: 7.1.1)
- 2025/08/11 - Australian Local Government Association (ALGA) to Mayor re Hindmarsh Shire Council 2025 National General Assembly Resolutions – (Attachment Number: 7.1.2)

Outwards:

- 2025/07/25 - Council to Julie McDonald re Appointment to Nhill Township Advisory Committee – (Attachment Number: 7.1.3)
- 2025/07/25 - Council to Natalia Aguirre re Appointment to Wimmera Mallee Pioneer Museum – (Attachment Number: 7.1.4)
- 2025/07/28 - Council to Borough of Queenscliffe re Emergency Services and Volunteers Fund Levy (Attachment Number: 7.1.5)
- 2025/07/28 - Council to Macedon Ranges Shire Council re Emergency Services and Volunteers Fund Levy (Attachment Number: 7.1.6)

RECOMMENDATION:

That Council notes the attached correspondence.

MOVED: Cr R Aitken/Cr T Clark

That Council notes the attached correspondence.

CARRIED



8 ASSEMBLY OF COUNCILLOR RECORDS

Responsible Officer: Chief Executive Officer

Attachments:

1. 2025 07 23 Assembly of Councillors Record [8.1.1]
2. 2025 08 13 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.

MOVED: Cr J Barry/Cr T Clark

That Council notes the Assembly of Councillor Records as presented.

CARRIED



9 PLANNING PERMITS

No planning permits.

10 REPORTS REQUIRING A DECISION

10.1 WIMMERA SOUTHERN MALLEE DEVELOPMENT

Responsible Officer: Chief Executive Officer

Attachments:

Nil

Executive Summary:

This report seeks Council approval to resign as a municipal member of Wimmera Southern Mallee Development (WSMD) and allocate the budgeted 2025/2026 WSMD Council membership towards economic development activities.

Following West Wimmera Shire Council (WWSC) and Horsham Rural City Council (HRCC), notifying WSMD of their intention to exit as members from 30 June 2026, a review of the current structure of WSMD was undertaken. The review has proposed that WSMD move in a direction that no longer requires Council membership, removing risks created for Councillors who are appointed as Directors on the WSMD board.

A special general meeting for WSMD will be held on Tuesday 26 August 2025 where municipal members will vote to amend the WSMD constitution, removing municipal members and ending Council appointed directors. The MOU between WSMD and member Councils will be cancelled, and the 2025/2026 WSMD membership fees will be waived.

Discussion:

Wimmera Southern Mallee Development (WSMD), previously Wimmera Development Association, is a not-for-profit organisation focused on promoting the sustainable development of the Wimmera Southern Mallee region. They work with communities, governments and businesses to attract investment, develop existing businesses, and advocate for the region's needs.

WSMD has played a significant role in the development and advocacy for key regional projects and issues including the Wimmera Mallee Pipeline Project, Wimmera Intermodal Freight Terminal at Doon, Wimmera Weather Radar at Rainbow to name a few.

Recently there has been growing disconnect between WSMD and member Councils, leading to a lack of engagement with project delivery. This has stemmed from WSMD and Councils



not being aligned with regional priorities, significantly impacting the organisations efficiency and in some cases, has seen duplication across some projects with member Councils.

At the Council meeting held on Monday 23 June 2025 Horsham Rural City Council (HRCC) resolved to decrease their contribution to \$100,000 for 2025/2026 and give notice of their intention to withdraw their memberships on 30 June 2026. Northern Grampians Shire Council (NGSC) withdrew from WSMD in July 2024, and West Wimmera Shire Council (WWSC) also resolved to withdraw no later than 30 June 2026.

Following the withdrawal of NGSC and notification of withdrawal by HRCC and WWSC, WSMD undertook a review and has proposed to move in a direction that no longer requires Council membership. A Special General Meeting has been called to consider a new Constitution and board membership, which will require each Council to resign from their membership and sign a Deed Pool terminating the MOU dated 1 December 2021.

Link to Council Plan:

Theme Four: Good Governance and Financial Sustainability

Strong governance practices

Financial Implications:

An allocation is set aside for membership in Council's annual budget for membership of WSMD. For the 2025/2026 budget, the allocation is \$51,270 (excl GST).

Risk Management Implications:

Strategic Risk Description	Risk Management Discussion
Community Needs	Wimmera Southern Mallee delivers activities across the region through grant funding and Council contributions, including migration settlement and drought resilience in Hindmarsh. They are also an advocacy body into Government on regional issues. It will be important for Council to work with neighbouring Councils on targeted advocacy relevant to our region.

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 – Monica Revell, Chief Executive Officer

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

Communications Strategy:

Not applicable.

Next Steps:

The CEO will write to WSMD notifying of resignation of membership and sign the Deed Poll terminating the MOU dated 1 December 2021.

RECOMMENDATION:

That Council:

- 1. authorises the CEO to write to Wimmera Southern Mallee Development notifying of Hindmarsh Shire Councils membership resignation effective immediately;***
- 2. authorises the CEO to sign the Deed Poll terminating the MOU dated 1 December 2021 between Wimmera Southern Mallee Development and each of the Member Councils;***
- 3. authorises the CEO to utilise the budget allocation for WSMD 2025/2026 membership of \$51,270 (excl GST) for economic development activities.***

MOVED: Cr C Uoy/Cr R Barker

That Council:

- 1. authorises the CEO to write to Wimmera Southern Mallee Development notifying of Hindmarsh Shire Councils membership resignation effective immediately;***
- 2. authorises the CEO to sign the Deed Poll terminating the MOU dated 1 December 2021 between Wimmera Southern Mallee Development and each of the Member Councils; and***



3. authorises the CEO to utilise the budget allocation for WSMD 2025/2026 membership of \$51,270 (excl GST) for economic development activities.

CARRIED



10.2 POSITION STATEMENT - RENEWABLE ENERGY

Responsible Officer: Director Corporate and Community Services

Attachments:

1. Hindmarsh Shire Council Position Statement on Renewable Energy [10.2.1]

Executive Summary:

This report presents a draft Position Statement on Renewable Energy for Council's consideration and endorsement. The purpose of the Position Statement is to clearly articulate Council's stance on renewable energy investment and transition, outline its role in supporting sustainable development, and provide guidance for future planning, investment, and advocacy efforts.

As the transition to cleaner energy sources accelerates, it is essential that Council provides leadership through a clear, consistent, and evidence-based position. The Position Statement responds to growing community expectations, state and national policy shifts, and increasing interest from industry and developers in renewable energy projects within the region. It is designed to support informed decision-making, balance environmental and economic interests, and ensure that renewable energy initiatives align with Council's broader strategic objectives, including climate action, resilience, economic development, and social equity.

The positions statement

- asks that planning approvals be subject to mandatory impact assessments that involve genuine consultation with Council and the community;
- asks that road infrastructure that is damaged due to construction be remediated in full by the developer and/or State Government and caters for the needs and volume of the traffic generated by the development;
- seeks to ensure that we receive a fair share of investment in local road networks, enabling safe, efficient transport and delivers lasting benefits to our community.
- seeks to ensure renewable energy proponents establish legacy benefits to ensure projects include significant investment in key local services and infrastructure that are vital to our communities;
- supports individual community members being provided with meaningful opportunity to input into planning and statutory assessment processes prior to decisions being made; and
- asks that legislation and approval processes are reviewed and reformed to protect the intergenerational connection between our agricultural community and their land.

Discussion:

Victoria has a strong commitment to renewable energy, aiming for 65% renewable energy generation by 2030 and 95% by 2035, as well as net zero emissions by 2045. To achieve these goals, the state is actively developing Renewable Energy Zones (REZ), improving grid infrastructure, and encouraging investment in renewable energy projects. Renewable



energy zones are areas identified as the best places to host wind and solar projects and batteries for storage.

Council's purpose is to support, enable, and deliver the best long-term outcomes for our community. Our position balances our approach to working with stakeholders and the State and Federal Governments, with the social, economic, and environmental priorities of our residents and ratepayers that are at the heart of our decision-making, advocacy and work.

The purpose of this document is to provide a consolidated, transparent and consistent position on renewable energy investment and transition throughout Hindmarsh Shire. Hindmarsh Shire Council does not participate in the planning approval process for renewable energy projects, transmission lines, or mining activities, these projects are approved by State Government.

This statement requests a holistic approach from the State Government regarding the social, environmental, and economic wellbeing of our communities in support of energy and emission targets. Given our community's significant contributions to the state and national economy - particularly in agriculture - it is both reasonable and necessary that we benefit from enhanced infrastructure, upgraded road networks, and sustained investment. Prioritising these improvements is essential to support our region's ongoing development and long-term sustainability.

Council recognises that individual renewable energy projects remain subject to required consultation and statutory assessment processes which are controlled by the State and/or Commonwealth Government.

Link to Council Plan:

Theme Three: Competitive and Innovative Economy

Facilitating and supporting economic development

Financial Implications:

There are no direct financial costs associated with the development of the Position Statement. Council does receive Payment in Lieu of Rates (PILOT) for constructed renewable energy projects within Hindmarsh.

Risk Management Implications:

Strategic Risk Description	Risk Management Discussion
Government Policy and Political Changes	Government Policy is rapidly changing in relation to renewable energy and Council does not approve renewable energy projects. It is important that Council advocates for long term benefits should renewable energy projects be constructed within Hindmarsh.

Relevant Legislation:

Local Government Act 2020



Community Engagement:

The position statement is an overarching statement on Council's stance in relation to renewable energy projects. The position statement does not have a direct impact on the community.

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 – Petra Croot, Director Corporate and Community Services

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

Communications Strategy:

A copy of the Position Statement will be placed on Council's website.

Next Steps:

Publish the Position Statement on Renewable Energy on Council's website.

RECOMMENDATION:

That Council adopts the Position Statement on Renewable Energy as presented.

MOVED: Cr R Aitken/Cr J Barry

That Council adopts the Position Statement on Renewable Energy as presented.

CARRIED



10.3 GOVERNANCE UPDATES

Responsible Officer: Director Corporate and Community Services

Attachments:

1. DRAFT Councillor Candidature at State and Federal Elections [10.3.1]
2. DRAFT Fee Waiver and Reduction Policy [10.3.2]
3. DRAFT Contributions, Donations and Sponsorships Policy [10.3.3]

Executive Summary:

This report presents the draft **Fee Waiver and Reduction Policy** and draft **Contributions, Donations and Sponsorships Policy** (currently adopted as the Community Contributions Policy), recommended for endorsement for a period of public consultation from Thursday 28 August 2025 to 5pm on Thursday 11 August 2025.

The **Fee Waiver and Reduction Policy** has been amended to include a clause that enables Hindmarsh Holiday Park fees to be waived or reduced at the discretion of the CEO:

- As incentives of internal and external promotional campaigns where there is an identified community benefit;
- As a 'donation' to a fundraiser, community auction, or charitable activity where there is an identified community benefit;
- Where the accommodation is for a consultant or service provider engaged by Council; or
- In emergency situations or where emergency accommodation is required, up to 7 nights, where no other stakeholder has initial responsibility.

The **Contributions, Donations and Sponsorships Policy**, has been expanded from solely focusing on community contributions to Council funded or auspice projects, to include requests for Council to both give and receive sponsorships and donations. This addition ensures that there are consistent, transparent and clear governance arrangements around these types of requests that can resource and enhance community projects.

This report also presents a new policy, the **Councillor Candidature at State and Federal Elections Policy**, that is based on provisions contained in the previous Councillor Code of Conduct before the Model Councillor Code of Conduct applied from October 2024.

Discussion:

The Fee Waiver and Reduction Policy

The Fee Waiver and Reduction Policy was updated in March 2024 and has been reviewed due to an identified lack of formal process when requests relate to fees being waived for Hindmarsh Holiday Parks. While these fees form part of Council's standard Fees and Charges as adopted in the Annual Budget, they are distinct in that they provide a critical tourism and accommodation service and can generate income for Council that helps offset operational costs and fund other projects and services. Council has received requests in the



past for fees to be waived where nights of accommodation could be offered as an item in a community fundraising auction, as part of a Grampians Wimmera Mallee Tourism package to encourage visitation, where someone has been passing through Hindmarsh Shire participating in a charitable cross-country bike ride, or where emergency accommodation is required.

The principles contained within the amendments to the draft Policy ensure that any decision to waive fees is based on community benefit and is at the discretion of the CEO, unless other operational policy applies. This should be read in conjunction with the 'Donations' section of the draft Contributions, Donations and Sponsorships Policy.

Contributions, Donations and Sponsorships Policy

The current Community Contributions Policy was adopted by Council in June 2024, and provided for instances where individuals or community groups are required to make a financial contribution to a planned project within Hindmarsh where the project is on Council owned or managed land, where a user has a user agreement in place for Council owned or managed land, or projects that are not on Council owned or managed land.

As this Policy deals with co-funding arrangements between Council and the community, it was deemed appropriate to include clauses around requests relating to donations and sponsorships that are not otherwise dealt with in the Gifts and Hospitality Policy. A list of eligibility and assessment criteria is provided for both donations and sponsorships, and reporting is required to the Audit and Risk Committee.

In accordance with Council's Community Engagement Policy, these draft policies are recommended to be made available for community feedback prior to being presented to Council for formal adoption.

Councillor Candidature at State and Federal Elections Policy

The Model Councillor Code of Conduct (effective 26 October 2024) has replaced previous statutory requirements for Councils to develop their own Codes of Conduct and previous standards of conduct. Councils must now follow the statewide Model Code, though they can still create separate local rules on specific matters if needed. Previously, Council's Councillor Code of Conduct included locally tailored procedures for Councillors seeking to nominate for State or Federal office. These procedures addressed key issues such as leave of absence, conflicts of interest, and the use of Council resources, aligning with MAV guidelines released in 2021.

This policy has been developed to reinstate the previous policy/procedure contained within the former Councillor Code of Conduct, to assist with the continuation of clear processes for managing Councillors' nominations as candidates for State or Federal elections.



Link to Council Plan:

Theme Four: Good Governance and Financial Sustainability

Strong governance practices

Financial Implications:

The Fee Waiver and Reduction Policy accounts for minor impacts to the budget based on anticipated fees being waived. The amendments to the Contributions, Donations and Sponsorships Policy ensures effective governance of monetary and other goods and services that are either donated to or by Council for community projects. The intended impact on Council's adopted budget or expenditure commitments is immaterial.

Risk Management Implications:

Strategic Risk Description	Risk Management Discussion
Governance	Reviewing policies to ensure that they are compliant and applicable ensures good governance, effective decision-making and consistent processes and procedures. These changes update gaps identified in the existing policy framework.

Relevant Legislation:

Local Government Act 2020

Community Engagement:

These policies will be made available for a period of community engagement via Have Your Say Hindmarsh from 28 August 2025 to 11 September 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 – Petra Croot, Director Corporate and Community Services

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



Communications Strategy:

The draft policies will be made available for feedback on the Have Your Say Hindmarsh, with this engagement opportunity to be advertised in newsletters, via social media and via advertisement in local newspapers.

Next Steps:

Undertake communications strategy, review documents based on feedback and provide report to Council at the September meeting recommending the policies for adoption.

RECOMMENDATION:

That Council endorses the following policies for a period of community engagement in accordance with Council's Community Engagement Policy from 28 August 2025 to 11 September 2025:

- 1. the Fee Waiver and Reduction Policy;*
- 2. the Contributions, Donations and Sponsorships Policy; and*
- 3. the Councillor Candidature at State and Federal Elections Policy*

MOVED: Cr T Clark/Cr R Aitken

That Council endorses the following policies for a period of community engagement in accordance with Council's Community Engagement Policy from 28 August 2025 to 11 September 2025:

- 1. the Fee Waiver and Reduction Policy;*
- 2. the Contributions, Donations and Sponsorships Policy; and*
- 3. the Councillor Candidature at State and Federal Elections Policy.*

CARRIED



10.4 COUNCIL PLAN AND PUBLIC HEALTH AND WELLBEING PLAN 2025-2029

Responsible Officer: Director Corporate and Community Services

Attachments:

1. Draft Council Plan 2025-2029 Have Your Say Survey Responses Report until 20 August 2025 [10.4.1]
2. Draft Council Plan and PHWP 2025-2029 [10.4.2]
3. Incorporating the Municipal Public Health and Wellbeing Plan [10.4.3]

Executive Summary:

This report presents the 2025–2029 Council Plan, incorporating the revised Community Vision and Public Health and Wellbeing Plan, as well as the Council Plan Actions for 2025/2026 for adoption.

The Council Plan was originally based on extensive two-stage community engagement, including a survey and a deliberative process, and then made available in late July until 22 August for feedback prior to adoption. Following the period of consultation, based on the community feedback, minor changes have been made to enhance Council's commitment to social inclusion, connection and accessibility for all.

The Council Plan is structured around four (4) key themes: Our Community, Built and Natural Environment, Competitive and Innovative Economy, and Good Governance and Financial Sustainability - each aligned with Council's budget and service areas.

Each theme includes three (3) **goals**, supported by three (3) to four (4) **priorities** that outline the broad action areas we will prioritise to achieve each goal. These goals and priorities will guide Council's work over the next four years, with a focus on communication, improved processes, innovation, and growth.

The 2025/2026 Council Plan Actions, outlines proposed actions for the year and a roadmap for future years. While indicative actions are mapped out beyond 2025/2026, Council will consult annually to refine them.

We will report quarterly on the progress of the Council Plan Actions, and annually on the Council Plan, including the Public Health and Wellbeing Plan.

Discussion:

Council is required under the *Local Government Act 2020* (the Act) Section 90(1) to develop and adopt a Council Plan, for at least the next four (4) financial years, by 31 October after a general Council election in accordance with its deliberative engagement practices.

A Council Plan must include the following:

1. the strategic direction of the Council;
2. strategic objectives for achieving the strategic direction;



3. strategies for achieving the objectives for a period of at least the next 4 financial years;
4. strategic indicators for monitoring the achievement of the objectives;
5. a description of the Council's initiatives and priorities for services, infrastructure and amenity;
6. any other matters prescribed by the regulations.

Section 88(4) of the Act also requires that Council must develop or review the Community Vision in accordance with its deliberative engagement practices and adopt by 31 October after a general Council election.

In alignment with the provisions set out in the Act, a deliberative engagement process informed the Vision Update and Council Plan. This involved a Community Panel being formally established with the purpose of reviewing the Vision and providing insights and feedback to help guide the development of a new four-year Council plan.

In Victoria, a Municipal Public Health and Wellbeing Plan (MPHWP) is also a requirement of all Councils. It can be a standalone document or integrated into Council's broader strategic or Council Plan. Hindmarsh Shire Council's MPHWP has been integrated into the draft Council Plan. Council has received notification that the request to seek an exemption from the Secretary of the Department of Health for the MPHWP to be included in the Council Plan has been approved.

This report presents the 2025-2029 Council Plan (Council Plan), incorporating the revised Community Vision and Public Health and Wellbeing Plan, for adoption. The Council Plan identifies four (4) themes; Our Community, Built and Natural Environment, Competitive and Innovative Economy and Good Governance and Financial Sustainability. These themes are built into our budget and reflect our service areas.

Under each theme, there are three (3) goals, the goals set out the overall outcome that we're looking to achieve. Under each goal, there are an additional three to four broad priorities that set out the most important types of action that we will take to achieve the goal. Together, they will shape Council's efforts over the next four (4) years, ensuring our decisions and actions remain responsive to and rooted in the needs and perspectives of the community. The Plan has a strong focus on better communication, improved processes, innovation and growth.

Also presented are the draft Council Plan Actions for 2025/2026, incorporating proposed Actions that flow through the remainder of the Council Plan period. To ensure the Council Plan remains flexible and responsive to new opportunities and challenges, Council prepares these annual Actions that identify specific projects and services that we will deliver for that financial year.



Council has mapped out proposed Actions for each year to show how projects might progress over time and how priorities will be built on every year. While Actions have been proposed beyond 2025/2026, Council will still consult with the community to update and revise the Actions for the upcoming year.

Proposed Vision

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

The Vision offers insight into our community's long-term goals, guiding the direction for future planning, decision-making, and highlighting important priorities for the future. As a key input into the Council Plan developed by Councillors, the Vision serves as a guide for strategic planning and operations, ensuring that the actions of the Council are in harmony with the community's priorities.

Engagement

After the report was endorsed at the Council Meeting on 23 July 2025, the draft Council Plan 2025-2029 and Council Plan Actions 2025/2026 were made available for community feedback. Council also hosted drop-in sessions with Councillors and the CEO, the drafts were discussed at Town Committee meetings, and an online panel session was held and uploaded to Council's YouTube channel and shared to Facebook page.

All responses received agreed, strongly agreed, or were of neutral opinion in their support for the proposed Council Plan, Council Plan Actions, and revised Community Vision. During the Council Plan drop-in sessions attendees congratulated Council on the plan, complimenting Council on the content, discussed exciting initiatives they were looking forward to Council delivering, and appreciated the Plan on a page for a quick glance at the strategic direction of Council. Positive comments were also received on Council's vision, mission and values.

In total, there were six (6) responses to the online survey at the time of circulating this report. The feedback is detailed below and in the attached report.

Feedback (Summary)	Officer Response
Council's activities around reducing vacant commercial properties are missing from the Council Plan.	Council has an Economic Development Strategy and Economic Development and Tourism team who are committed to supporting businesses to grow and develop. Part of their ongoing work plan is working with property owners in central business areas to promote use of their property for businesses.
Council planning policies can be unnecessarily complex particularly for new	Council's Planning and Environment team is committed to reviewing and streamlining



Feedback (Summary)	Officer Response
<p>businesses who must deal with several regulatory bodies. Footpath strategy required. Address the intersection of the main street and the highway.</p>	<p>internal policies and are doing what we can to simplify the processes and work with the community and new businesses. Processes beyond the limits of Council are beyond our control but Council can advocate for reform at a state or federal level as appropriate. Councils asset plan addresses strategic priorities for our footpaths. Council advocates to the Department of Transport and Planning in relation to safety in our central business districts where they are the responsible agency for the roads.</p>
<p>Substantive strategy to improve access to safe, affordable and transitional housing. Mental Health and social isolation</p>	<p>Council continues to work with other organisations such as Regional Development Victoria to hold a developer forum in the region to address housing concerns. The Council Plan contains actions in relation to housing under item 2.3 “We support development that enables needs based growth”, with a priority being “Enable housing that is more flexible, sustainable, and affordable. Council continues to advocate for increased mental health support and the recent addition of Grampians Mental Health and Wellbeing Connect to Nhill is a great step forward. Council is a staunch advocate for rural public transport and will continue to utilise any opportunity to advocate for the importance of connecting rural and remote areas through transportation networks.</p>
<p>Council should address providing Maternal Child Health Services and be concerned with both childcare and healthcare.</p>	<p>The Nurses and Midwives Union have recently resolved to lobby State government for all Maternal Child Health Services to be delivered through the healthcare system as they are better aligned and equipped with access to many different healthcare services. Council will continue to meet with early years' service providers, government agencies, and politicians to advocate for childcare services across the shire.</p>
<p>Council could include more detail for meeting the disability access and inclusion plan aspect and have greater engagement with people who identify as living with a disability and neurodiversity.</p>	<p>Council continually looks to improve access and inclusion for Council assets and activities. Council runs many activities such as Cuppa Connections, Classic Movies, free School Holiday activities program and free access to swimming pools for all.</p>



Feedback (Summary)	Officer Response
	Planned Federal Street sealing works include an assessment of the width of car spaces to improve all-abilities access to key businesses in Rainbow. Our 2025/2026 budget also includes funding to improve damaged sections of footpaths to ensure they are able to be utilised by all.
Reduce traffic speed to 40 klm hour at the roundabout in Dimboola.	Reducing speed limits would require advocacy to the Department of Transport and Planning. We will advocate for an increased police presence and can utilise Council social media platforms and newsletters to educate on safe usage of Roundabouts.

Link to Council Plan:

Theme One: Our Community

A community well informed and engaged

Financial Implications:

In developing a Council Plan, the Act notes that the resources needed for effective implementation of the plan must be considered. This is done through the Financial Plan, covering the next 10 years, which describe the financial resources required to give effect to the Council Plan, and other strategic plans, along with the annual budget process that allocates resources each financial year.

Risk Management Implications:

Strategic Risk Description	Risk Management Discussion
Governance	Preparation of the Council Plan and Municipal Public Health and Wellbeing Plan is a legislative requirement and ensures both the good governance of Council and the design of services and annual budgets around community needs.

Relevant Legislation:

Local Government Act 2020

Public Health and Wellbeing Act 2008

Community Engagement:

As well as the original consultation that informed the development of the draft documents, the following community engagement opportunities took place:

Councillor and CEO Drop-ins:

Jeparit Library and Customer Service Centre

Monday 18 August 2025

11:00am - 12:00noon



Rainbow Library and Customer Service Centre

Monday 18 August 2025

2:00pm - 3:00pm

Dimboola Library and Customer Service Centre

Tuesday 19 August 2025

3:00pm - 4:00pm

Nhill Library

Thursday 21 August 2025

3:00pm - 4:00pm

Online Survey via Have Your Say Hindmarsh

Visit www.haveyoursay.hindmarsh.vic.gov.au

Town Committee Meetings

Webinar with Live Chat

13 August 2025

Register via www.haveyoursay.hindmarsh.vic.gov.au

Gender Equality Implications:

Refer to the GIA as previously attached to the Council report presented at the Council meeting on 23 July 2025.

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 – Petra Croot, Director Corporate and Community Services

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

Communications Strategy:

As per Community Engagement plan, all opportunities will be publicised via:

- Hardcopy mailout to all addresses within Hindmarsh
- Facebook and social media accounts
- E-news
- Newsletters



Next Steps:

Deliver community engagement activities, review feedback and prepare revised plan for presentation at the August Council meeting.

RECOMMENDATION:

That Council:

- 1. adopts the Council Plan 2025-2029, including the revised Community Vision and Municipal Public Health & Wellbeing Plan; and***
- 2. adopts the Council Plan Actions 2025/2026.***

MOVED: Cr J Barry/Cr R Barker

That Council:

- 1. adopts the Council Plan 2025-2029, including the revised Community Vision and Municipal Public Health & Wellbeing Plan; and***
- 2. adopts the Council Plan Actions 2025/2026.***

CARRIED



10.5 REQUEST FOR LEAVE OF ABSENCE

Cr Tony Clark declared a material conflict of interest and left the room at 4:05pm.

Responsible Officer: Chief Executive Officer

Attachments:

Nil

Executive Summary:

Cr Tony Clark has lodged a request for a leave of absence from his Councillor duties while he is on leave from his usual place of employment.

Discussion:

The *Local Government Act 2020* contains provisions regarding a Councillor requesting leave from the Council and stipulates that any reasonable request for such leave must be granted.

Cr Clark has taken a period of leave from his usual place of employment and has applied for a leave of absence from his Councillor duties for this period being from 31 August 2025 until 20 October 2025.

Link to Council Plan:

Theme Four: Good Governance and Financial Sustainability

Strong governance practices

Financial Implications:

Not applicable.

Risk Management Implications:

Strategic Risk Description	Risk Management Discussion
Governance	This request is being actioned in accordance with the provisions of the <i>Local Government Act 2020</i> .

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 – Petra Croot, Director Corporate and Community Services

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

Communications Strategy:

Not applicable.

Next Steps:

Not applicable.

RECOMMENDATION:

That Council approves Cr Tony Clark's request for a leave of absence from 31 August 2025 to 20 October 2025.

MOVED: Cr J Barry/Cr R Barker

That Council approves Cr Tony Clark's request for a leave of absence from 31 August 2025 to 20 October 2025.

CARRIED

Cr Tony Clark returned to the room at 4:08pm.



10.6 DRAFT ASSET PLAN 2025-2035

Responsible Officer: Director Infrastructure Services

Attachments:

1. Hindmarsh Shire Council Asset Plan 2025-2035 DRAFT [10.6.1]

Executive Summary:

This report seeks Council's endorsement for public consultation on the draft Asset Plan 2025 - 2035 in accordance with the *Local Government Act 2020*.

The Asset Plan (Plan) is a strategic document that covers the next ten-year period, outlines Council's management approach for community assets, and demonstrates its commitment to accountability, transparency, and financial responsibility in decision making. The Asset Plan ensures that infrastructure and facilities are maintained, renewed, and developed in a manner that aligns with community needs and expectations

This Plan will be available for public submission for period of 4 weeks between 28 August 2025 and 25 September 2025. Public submissions will be incorporated in the Plan (where practicable) and considered at the 29 October 2025 Council meeting.

Discussion:

Section 92 of the *Local Government Act 2020* requires Council to develop, adopt, and keep in force an Asset Plan. The scope of an Asset Plan is for a minimum period of ten financial years and needs to be adopted by 31 October in a year following the general election of the council.

The development of this Asset Plan represents a critical step towards achieving sustainable, efficient, and financially responsible asset management. The Plan outlines how Council intends to manage its infrastructure over the next 10 years, with a focus on sustainability, financial responsibility, and community wellbeing. This ensures our assets support the services and amenities our community needs and expects, both now and in the future, providing sustainable benefits for all residents.

Assets owned and managed by Hindmarsh Shire Council are broken down into four asset portfolios below.

\$418 Million	Gross Replacement Cost (GRC)		Fair Value (\$)	Asset Consumption Ratio (% Remaining life)	
	Transport Infrastructure		284 M	182 M	64%
	Stormwater Drainage		16.6 M	10.2 M	61%



Recreation and Open Space	8.2 M	5 M	61%
Buildings and Facilities	109 M	82 M	75%

The data analysis of the entire asset portfolio of Council suggests that 3% of Councils asset stock is approaching end of life, this is at the same level as industry standard. The analysis also indicates that the Council is meeting about 75% of the annual renewal demand. This suggests that the renewal of Council assets should be a priority before any new or upgrade works of infrastructure is undertaken.

This Plan is an integral part of Council's broader strategic framework, working alongside the Council Plan, Community Vision and the long-term financial plan. Asset management is embedded within Councils overall strategic planning to ensure that investment in roads, buildings, parks and community facilities actively contributes to creating a connected, inclusive and sustainable community.

Council takes a lifecycle management approach to asset management planning, considering the resourcing requirements to operate, maintain, rehabilitate and renew assets to meet the service level requirements, asset life expectancy and community expectations.

The Plan incorporates feedback provided by community members during the farmer consultation sessions, CEO drop-in sessions, and community survey conducted for the Council Plan development. Further feedback on the Plan will be taken via consultation process through Council's "Have your say" page.

Link to Council Plan:

Theme Two: Built and Natural Environment

Well-maintained physical assets and infrastructure to meet community and organisational needs

Theme Four: Good Governance and Financial Sustainability

Long-term financial sustainability

Financial Implications:

The asset plan projects the average expenditure to be \$4.6m annually over the 10 year plan, condition assessments and valuations of asset portfolios will guide the financial requirements of the asset.

Risk Management Implications:

Strategic Risk Description	Risk Management Discussion
Asset Management	The asset plan provides a direct link to the long term financial plan reducing the risk to Council and aligning with



	the Council Plan. The asset plan provides council with the framework to manage our assets for our community.
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Relevant Legislation:

Local Government Act 2020

Community Engagement:

This draft Plan was developed by incorporating feedback from series of consultations undertaken in the past. This plan will be available for public submission for period of 4 weeks between 28 August 2025 and 25 September 2025. The public submissions will be incorporated in the plan (where practicable) and considered at the October Council meeting.

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 – Mick Henderson, Manager Assets and Facilities

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

Communications Strategy:

A notice seeking community feedback on the draft plan will be advertised in local newspapers as well as via Council's social media channels and Have Your Say page.

Next Steps:

A notice of the Draft Asset Plan 2025-2035 will be advertised in the local paper (Weekly Advertiser, Nhill Free Press, Dimboola Banner, and Rainbow Jeparit Argus) as soon as practicable after the endorsement this plan by the Council for community consultation. The feedback will be sought via council's Have Your Say page. The feedback received will be incorporated, where practicable, into the plan and presented to the October council meeting for adoption.



RECOMMENDATION:

That Council:

- 1. endorses the draft Asset Plan 2025-2035 for public consultation; and***
- 2. undertakes community consultation for the period between 28 August 2025 and 25 September 2025.***

MOVED: Cr R Barker/Cr C Uoy

That Council:

- 1. endorses the draft Asset Plan 2025-2035 for public consultation; and***
- 2. undertakes community consultation for the period between 28 August 2025 and 25 September 2025.***

CARRIED



10.7 AGREEMENT UNDER SECTION 173 OF THE PLANNING AND ENVIRONMENT ACT 1987 - 173 NELSON STREET, NHILL - FOR APPROVAL UNDER THE COMMON SEAL

Responsible Officer: Director Infrastructure Services

Attachments:

1. CONFIDENTIAL REDACTED - Draft S173 Agreement - PA1822-2023 [10.7.1]

Executive Summary:

This report seeks Council authorisation for the use of the Common Seal of Hindmarsh Shire Council to execute the attached Section 173 Agreement. The Section 173 Agreement is proposed in accordance with Condition four (4) of the approved Planning Permit PA1822-2023, for the subject land Lot 1 on TP81575B (known as 173 Nelson Street, NHILL VIC 3418). The purpose of this Section 173 Agreement is to ensure that the Land is developed for a three-lot subdivision and two additional dwellings in accordance with planning permit PA1822-2023 and the associated endorsed plans.

Definitions:

Section 173 Agreement – ‘the Agreement’

Approved Planning Permit PA1822-2023 – ‘the Permit’

Lot 1 on TP81575B (173 Nelson Street, NHILL VIC 3418) – ‘the Land’

The owner of the land and applicant of the Permit – ‘the Owner’

Discussion:

The Permit was approved by the CEO on behalf of Council on 11 June 2024 for ‘a three lot subdivision and the development of two additional dwellings’ on the Land. Condition one (1) plans were endorsed to the Permit on 24 April 2025.

Condition four (4) on the Permit states the following:

‘Before the plan of subdivision is certified under the Subdivision Act 1988, the owner must either:

Enter into an agreement with the responsible authority made pursuant to Section 173 of the Planning and Environment Act 1987 (the Act) and make application to the Registrar of Titles to have the agreement registered on the title to the land under Section 181 of the Act, which specifies that:

- a) The development of the lots will be constructed in accordance with the plans endorsed to Planning Permit PA1822-2023.*

The owner of the land must pay all reasonable costs of preparation, execution and registration of the Section 173 Agreement on title.’

Following approval of the permit for PA1822-2023, the Owner engaged Vankish Lawyers to prepare the Agreement. The Agreement’s conditions were negotiated between Council and



the Owner. The Owner has since signed the Agreement and provided the agreement to Council for signature under the Common Seal.

A Section 173 Agreement sets out conditions and restrictions on the use and development of land. It is legally binding for current and future landowners and is recorded on the title of the land. In this case, it is required to ensure the use and development of the Land is carried out in accordance with the Permit.

S173 Agreements are defined in *Planning and Environment Act 1987* as follows:

'The Responsible authority may enter into agreements

- 1. A responsible authority may enter into an agreement with an owner of land in the area covered by a planning scheme for which it is a responsible authority.
 - a. Without limiting subsection (1), a responsible authority may enter into an agreement with an owner of land for the development or provision of land in relation to affordable housing.**
- 2. A responsible authority may enter into the agreement on its own behalf or jointly with any other person or body.*
- 3. A responsible authority may enter into an agreement under subsection (1) or (1A) with a person in anticipation of that person becoming the owner of the land.*

Despite anything in this Division, if an agreement entered into with a purchaser in anticipation of the purchaser becoming owner is recorded by the Registrar of Titles, it does not bind the vendor unless the vendor assumes the purchaser's rights and obligations under the agreement'

Link to Council Plan:

Theme Three: Competitive and Innovative Economy

Facilitating and supporting economic development

Theme Four: Good Governance and Financial Sustainability

Strong governance practices

Financial Implications:

There are no financial implications for Council. The Owner must pay all costs of preparation, execution and registration of the Agreement.

Risk Management Implications:

Strategic Risk Description	Risk Management Discussion
Community Needs	Choosing not to sign the Agreement would prevent the Owner from proceeding with their use and development.
Financial Sustainability	Under the Permit, Council chose to impose costs associated with the Agreement on the Owner.
Governance	Choosing not to sign the Agreement may be considered an ineffective and inefficient use of Council resources, as

Page 45 of 69



	Council is responsible for requiring the Agreement under the Permit.
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Relevant Legislation:

Planning and Environment Act 1987

Community Engagement:

The community was engaged as part of the planning permit application process. Further consultation was not necessary.

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 – Mikayla Farmers, Planning Officer

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

Communications Strategy:

Not applicable.

Next Steps:

Chief Executive Officer, Monica Revell to sign the Section 173 Agreement under the Common Seal of Hindmarsh Shire Council

RECOMMENDATION:

That Council authorises the use of the Common Seal, in compliance with the Hindmarsh Shire Council Governance Local Law, in the execution of the Section 173 Agreement for Lot 1 on TP81575B (173 Nelson Street, NHILL VIC 3418), in accordance with Condition four (4) on approved Planning Permit PA1822-2023.



MOVED: Cr C Uoy/Cr R Barker

That Council authorises the use of the Common Seal, in compliance with the Hindmarsh Shire Council Governance Local Law, in the execution of the Section 173 Agreement for Lot 1 on TP81575B (173 Nelson Street, NHILL VIC 3418), in accordance with Condition four (4) on approved Planning Permit PA1822-2023.

CARRIED



10.8 AGREEMENT UNDER SECTION 173 OF THE PLANNING AND ENVIRONMENT ACT 1987 - 671 NHILL-HARROW ROAD, NHILL - FOR APPROVAL UNDER COMMON SEAL

Responsible Officer: Director Infrastructure Services

Attachments:

1. CONFIDENTIAL REDACTED - S173 Agreement - PA1877-2024 [10.8.1]

Executive Summary:

This report seeks Council authorisation for the use of the Common Seal of Hindmarsh Shire Council to execute the attached Section 173 Agreement. The Section 173 Agreement is proposed in accordance with Condition four (4) of the approved Planning Permit PA1877-2024, for the subject land being Lot 3 and 4 on TP534702A and Crown Allotment 6 and 6A Parish of Winiam (known as 671 Nhill-Harrow Rd NHILL VIC 3418). The purpose of this Section 173 Agreement is to ensure that the future purchaser of the dwelling lot acknowledges the potential for nuisance from nearby agricultural operations and accepts that the driveway easement will also be utilised for agricultural operations.

Definitions:

Section 173 Agreement – ‘the Agreement’

Approved Planning Permit PA1877-2024 – ‘the Permit’

Lot 3 and 4 on TP534702A and Crown Allotment 6 and 6A Parish of Winiam (671 Nhill-Harrow Rd NHILL VIC 3418) – ‘the Land’

The owner of the land and applicant of the Permit – ‘the Owner’

Discussion:

The Permit was approved by the CEO on behalf of Council on 11 July 2025 for a two-lot subdivision (dwelling excision) on the Land. Condition one (1) plans were endorsed to the Permit on 24 April 2025.

Condition four (4) on the Permit states the following:

‘Before the statement of compliance is issued under the Subdivision Act 1988, the owner of the land must enter into an agreement with the responsible authority under Section 173 of the Planning and Environment Act 1987. The agreement must provide the following:

- a. The owner of the dwelling on Lot 2 as shown on the plan endorsed under Planning Permit PA1877-2024 acknowledges and accepts nuisance from adjoining agricultural operations including animal husbandry, spray drift, agricultural machinery use, pumps, trucks and associated hours of operation necessary for agricultural production.*
- b. The owner of the dwelling on Lot 2 as shown on the plan endorsed under Planning Permit PA1877-2024 acknowledges and accepts the use of the carriageway easement by the owner of the adjoining lot. This use will primarily be for agricultural*



operations including agricultural machinery use, trucks and associated hours of operation necessary for agricultural production.

The owner of the land must pay all of the responsible authority's reasonable legal costs and expenses of this agreement, including preparation, execution and registration on title.'

Following approval of the permit for PA1877-2024, the Owner engaged O'Brien and Smith Lawyers to prepare the Agreement. The Agreement's conditions were negotiated between Council and the Owner. The Owner has since signed the Agreement and provided a copy to Council for signature under the Common Seal.

A Section 173 Agreement sets out conditions and restrictions on the use and development of land. It is legally binding for current and future landowners and is recorded on the title of the land. In this case, it is required to ensure the use and development of the Land is carried out in accordance with the Permit.

S173 Agreements are defined in *Planning and Environment Act 1987* as follows:

"The Responsible authority may enter into agreements

- 1. A responsible authority may enter into an agreement with an owner of land in the area covered by a planning scheme for which it is a responsible authority.
 - a. Without limiting subsection (1), a responsible authority may enter into an agreement with an owner of land for the development or provision of land in relation to affordable housing.**
- 2. A responsible authority may enter into the agreement on its own behalf or jointly with any other person or body.*
- 3. A responsible authority may enter into an agreement under subsection (1) or (1A) with a person in anticipation of that person becoming the owner of the land.*

Despite anything in this Division, if an agreement entered into with a purchaser in anticipation of the purchaser becoming owner is recorded by the Registrar of Titles, it does not bind the vendor unless the vendor assumes the purchaser's rights and obligations under the agreement"

Link to Council Plan:

Theme Three: Competitive and Innovative Economy

Facilitating and supporting economic development

Theme Four: Good Governance and Financial Sustainability

Strong governance practices

Financial Implications:

There are no financial implications for Council. The Owner must pay all costs of preparation, execution and registration of the Agreement.



Risk Management Implications:

Strategic Risk Description	Risk Management Discussion
Community Needs	Choosing not to sign the Agreement would prevent the Owner from proceeding with their use and development.
Financial Sustainability	Under the Permit, Council chose to impose costs associated with the Agreement on the Owner.
Governance	Choosing not to sign the Agreement may be considered an ineffective and inefficient use of Council resources, as Council is responsible for requiring the Agreement under the Permit.

Relevant Legislation:

Planning and Environment Act 1987

Community Engagement:

The community was engaged as part of the planning permit application process. Further consultation was not necessary.

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 – Mikayla Farmers, Planning Officer

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

Communications Strategy:

Not applicable.

Next Steps:

Chief Executive Officer, Monica Revell to sign the Section 173 Agreement under the Common Seal of Hindmarsh Shire Council.



RECOMMENDATION:

That Council authorises the use of the Common Seal, in compliance with the Hindmarsh Shire Council Governance Local Law, in the execution of the Section 173 Agreement for Lot 3 and 4 on TP534702A and Crown Allotment 6 and 6A Parish of Winiam (671 Nhill-Harrow Road NHILL VIC 3418), in accordance with condition four (4) on approved Planning Permit PA187702924.

MOVED: Cr R Barker/Cr T Clark

That Council authorises the use of the Common Seal, in compliance with the Hindmarsh Shire Council Governance Local Law, in the execution of the Section 173 Agreement for Lot 3 and 4 on TP534702A and Crown Allotment 6 and 6A Parish of Winiam (671 Nhill-Harrow Road NHILL VIC 3418), in accordance with condition four (4) on approved Planning Permit PA1877-2024.

CARRIED



10.9 SPEED LIMIT REDUCTION PROPOSALS

Responsible Officer: Director Infrastructure Services

Attachments:

Nil

Executive Summary:

This report seeks endorsement from Council to submit an application to the Department of Transport (DTP) to reduce the speed limit on Kiata South Road adjacent to Little Desert National Park to 80 KMPH and Lloyd Street Dimboola between South of Wimmera Street and North of Lochiel Street to 40 KMPH. The report also recommends writing a letter to Minister for Roads and Road Safety the Hon. Melissa Horne requesting action on proposed speed changes.

Discussion:

Lloyd Street, Dimboola

Lloyd Street, between Wimmera Street and Lochiel Street, in Dimboola is considered as a busy commercial area. This area is typically characterised with high volumes of pedestrians accessing shops and cafés, with angle carparks on either side of the street mostly occupied at most of the times. The road carries an estimated volume of over 2,000 vehicles per day and hence makes it difficult for elderly residents to identify gaps to cross the road. The road is currently zoned 50 KMPH.

The Community Action Plan 2024 – 2028, which was compiled following extensive community engagement, identifies reduction of speed limits through Lloyd Street CDB under “Short Term/Quick Win Initiatives”. It is also understood that the community of Dimboola is preparing a petition for reduction of speed in CBD which will be provided to Council soon to support the reduction in speed limit.

The area of the proposed speed reduction is highlighted in the image below. Speed reduction to 40 KMPH in this area will significantly increase the safety of pedestrians crossing the road as well as vehicles going in and out of parking bays on each side of the road.



Figure 1.0 - Proposed speed zone change for Lloyd Street, Dimboola

Kiata South Road

There have been frequent sightings of endangered Mallee Fowl species near the road reserve on Kiata South Road after habitat destruction due to the Little Desert National Park Wildfires and poor road alignment.

Local community groups and concerned residents have contacted council to raise the urgency of the situation to slow road users to safeguard the refuge migration of the vulnerable Mallee Fowl flocks after the Little Desert National Park Wildfires.

Council has found the average operational speed is 96 km/h as per tube counts taken on 30/07/2025. There have also been 11 near misses in the area from 1/05/2023 to 01/07/2025 as per the data from COMPASS IoT.

The recommendation as per speed zoning policy guides is to use 80 km/h speed zone as the road has overall low alignment standard with substandard curve radii and minimal superelevation. Also, the vegetation is protected under a buffer zone prohibiting the removal or clearing.

The map below shows the speed reduction from 100 km/h to 80 km/h starting from Jordan Rd intersection for a 2.25 km long stretch heading South to compensate for poor road alignment and increased activity of vulnerable Mallee Fowl Species in the area.

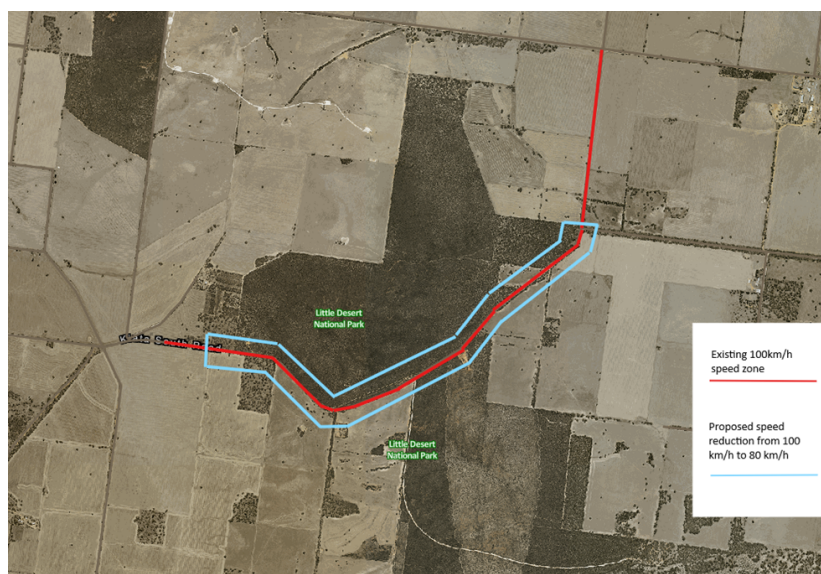


Figure 2.0 - Proposed speed zone change for Kiata South Road

Proposed speed changes in both abovementioned roads will improve the safety of road users within the municipality. The application can be made to Department of Transport and Planning for alteration of those speed limits. Council should consider writing to minister for Roads and Road Safety, the Hon. Melissa Horne requesting support and action on the proposed speed changes.

Link to Council Plan:

Theme Two: Built and Natural Environment

Well-maintained physical assets and infrastructure to meet community and organisational needs

Financial Implications:

The cost to purchase and install signs could be covered in the Signage budget allocation in the 2025/2026 financial year. The total cost would be less than \$5,000.

Risk Management Implications:

Strategic Risk Description	Risk Management Discussion
Asset Management Community Needs	Lowering the speed on high-risk roads, will increase the safety for users and native wildlife, whilst also reducing impact on the pavement.

Relevant Legislation:

Road Management Act 2004



Community Engagement:

No specific community engagement has been undertaken for proposed changes. The speed changes in Lloyd Street were identified during the development of Community Action Plan 2024-2028 which underwent rigorous engagement process. The changes in Kiata South Road have been proposed to Council following the request from community groups.

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:

Permanent speed reduction in Kiata South Road and Lloyd Street will be advertised via social media and VMS sign boards for information to community following the approval of request from Department of Transport and Planning.

Next Steps:

Complete the relevant application requirements for the speed change and submit to Department of Transport and Planning. Mayor to write a letter to minister for Roads and Road Safety the Hon. Melissa Horne seeking the support and action on the proposal.

RECOMMENDATION:

That Council:

- 1. authorise officers to submit a speed reduction application to Department of Transport and Planning for Kiata South Rd from Jordan Road for 2.25km heading South, adjacent to the Little Desert National Park, and Lloyd Street, Dimboola from South of Wimmera Street to North of Lochiel Street; and**
- 2. authorises the Mayor to write to Minister for Roads and Road Safety, the Hon. Melissa Horne seeking support and action on speed changes in Kiata**

South Rd from Jordan Road for 2.25km heading South, adjacent to the Little Desert National Park, and Lloyd Street, Dimboola, from South of Wimmera Street to North of Lochiel Street.

MOVED: Cr J Barry/Cr R Barker

That Council:

- 1. authorise officers to submit a speed reduction application to Department of Transport and Planning for Kiata South Rd from Jordan Road for 2.25km heading South, adjacent to the Little Desert National Park, and Lloyd Street, Dimboola from South of Wimmera Street to North of Lochiel Street; and***
- 2. authorises the Mayor to write to Minister for Roads and Road Safety, the Hon. Melissa Horne seeking support and action on speed changes in Kiata South Rd from Jordan Road for 2.25km heading South, adjacent to the Little Desert National Park, and Lloyd Street, Dimboola, from South of Wimmera Street to North of Lochiel Street.***

CARRIED



10.10 SAFER LOCAL ROADS AND INFRASTRUCTURE GRANT APPLICATIONS

Responsible Officer: Director Infrastructure Services

Attachments:

Nil

Executive Summary:

This report seeks Council approval to submit two (2) applications through the Federal Government's Safer Local Roads and Infrastructure Program (SLRIP) for the Dimboola-Minyip Road and Lorquon-Netherby Road, and to refer \$234,325 in the 2026/2027 draft budget for the required 20% co-contribution.

Discussion:

Above average rainfall in 2022 has significantly deteriorated Dimboola-Minyip Road and Lorquon-Netherby Road, resulting in potholing, polishing, pavement deformation in outer wheel paths, areas of minimal cross fall, seal degradation, large drop offs from the edge of seal and pavement failure.

Council was unsuccessful in the previous tranche of funding through the SLRIP to fully repair and upgrade these roads, forcing Council to re-allocate Council's proposed co-contribution for funding towards costs for repairing smaller sections to make the roads safer for users.

Site inspections show at least 1.40km on Dimboola-Minyip Road and 2.20km of Lorquon-Netherby and Lorquon Roads remain in poor condition and will require budget for full reconstruction and upgrade in the near future. All three roads are identified as critical agricultural routes in Hindmarsh, with Dimboola-Minyip Road also heavily utilised by traffic heading to and from the East of Victoria.

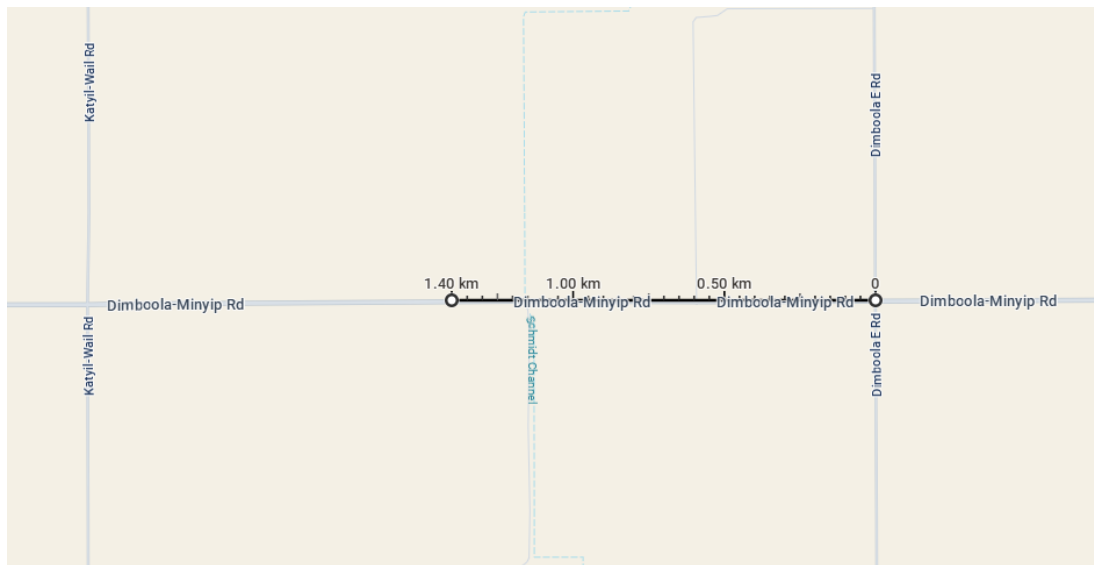


Figure 1.0 – Dimboola-Minyip Road works extent (approx.)



Figure 2.0 – Typical condition of Dimboola-Minyip Road taken Jul 25.



Figure 3.0 – Lorquon-Netherby and Lorquon Road works extent (approx.).



Figure 4.0 – Typical condition of Lorquon Road August 25



Officers have investigated further funding options to rectify these issues. The Australian Government has opened another tranche of the SLRIP that is currently open for applications, accepting project proposals of up to \$5,000,000, with a maximum 80% federal government contribution. The project delivery timeframe is within 36 months of the funding offer being approved.

Council officers have conducted a cost estimate for in-house staff and subcontractors to undertake the works, with a breakdown of the funding required below:

Project	Council Contribution	SLRIP Component	TOTAL exc. GST.
Dimboola-Minyip Road	\$91,000	\$364,000	\$455,000
Lorquon-Netherby Road	\$143,325	\$573,300	\$716,625

Table 1.0 – Project cost estimates and funding breakdown

Should Council resolve to apply for the SLRIP grant, officers would develop an application consistent with the cost estimates in Table 1.0. If successful, these projects will be delivered in 2026/2027 and the 2027/2028 financial year.

Link to Council Plan:

Theme Two: Built and Natural Environment

Well-maintained physical assets and infrastructure to meet community and organisational needs

Financial Implications:

This proposal requires the Council to refer \$234,325 to the draft 2026/2027 capital works budget towards the project in order to achieve a 20% contribution.

Risk Management Implications:

Strategic Risk Description	Risk Management Discussion
Asset Management Project Management and Strategic Execution	Without directing funding to undertake the Dimboola-Minyip Road and Lorquon Netherby & Lorquon Rd proposed projects, the condition will deteriorate further.

Relevant Legislation:

Road Management Act 2004

Local Government Act 1989

Community Engagement:

The Dimboola-Minyip Road and Lorquon Netherby & Lorquon Road has been identified by assessments undertaken by staff, professional engineering reporting and information gathered by conversations had with community members.



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:

Council officers will liaise with the grant body and prepare an application for submission.

Next Steps:

If Council approves the recommendation, Council officers will submit an application for the reconstruction of a section of Dimboola-Minyip Road and Lorquon Netherby & Lorquon Road through the SLRIP grant program and report back to Council on the outcome of the application.

RECOMMENDATION:

That Council:

approves the application under Safer Local Road and Infrastructure Program for Dimboola-Minyip Road and Lorquon Netherby & Lorquon Road upgrades; and refers an allocation of \$234,325 comprising Council's co-contribution, to the 2026/2027 draft budget.

MOVED: Cr T Clark/Cr R Aitken

That Council:

- 1. approves the application under Safer Local Road and Infrastructure Program for Dimboola-Minyip Road and Lorquon Netherby & Lorquon Road upgrades; and***



2. refers an allocation of \$234,325 comprising Council's co-contribution, to the 2026/2027 draft budget.

CARRIED



11 COUNCIL COMMITTEES

11.1 ADVISORY COMMITTEES

Responsible Officer: Chief Executive Officer

Attachments:

1. Audit and Risk Committee Minutes 11 June 2025 [11.1.1]
2. Jeparit Town Committee Meeting AGM Minutes 23 July 2025 [11.1.2]
3. Jeparit Town Committee Meeting Minutes 23 July 2025 [11.1.3]
4. Jeparit Town Committee Meeting Minutes 11 August 2025 [11.1.4]
5. Rainbow Town Committee Meeting Minutes 29 July 2025 [11.1.5]
6. Nhill Town Committee Meeting Minutes 5 August 2025 [11.1.6]
7. CONFIDENTIAL REDACTED - Jeparit Town Committee Finance Report Ending 31 July 2025 [11.1.7]
8. CONFIDENTIAL REDACTED - Rainbow Town Committee Finance Report Ending 31 July 2025 [11.1.8]
9. CONFIDENTIAL REDACTED - Nhill Town Committee Finance Report Ending 31 July 2025 [11.1.9]

Introduction:

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

- **Audit and Risk Committee**
General meeting on 11 June 2025
- **Jeparit Township Advisory Committee**
General meeting on 23 July 2025
Annual meeting on 23 July 2025
General meeting on 11 August 2025
- **Rainbow Township Advisory Committee**
General meeting on 29 July 2025
- **Nhill Township Advisory Committee**
General meeting on 5 August 2025

A copy of the financial statements for the month of July for the following committees has been provided as confidential attachments for the information of Council:

- **Jeparit Township Advisory Committee**
- **Nhill Township Advisory Committee**
- **Rainbow Township Advisory Committee**

At the Council Meeting held on Wednesday 18 December 2024, the Rainbow Township Advisory Committee minutes for the meeting held on 18 November 2024 were noted, however the request to allocate \$2,000 (GST exclusive) to the Rainbow Progress Association was not endorsed by Council. This request is being presented to Council today. The allocation supports the project undertaken by Rainbow Progress Association on the development of Rainbow 2050 plan.

Page 63 of 69



Next Steps:

Advisory Committee minutes will be published on Council's website. Council officers to notify Rainbow Town Committee advising them of their request.

RECOMMENDATION:

That Council:

- 1. notes the minutes of the following Advisory Committees:***
 - a) Audit and Risk meeting held on 11 June 2025;***
 - b) Jeparit Township meetings held on 23 July 2025 and 11 August 2025;***
 - c) Rainbow Township meeting held on 29 July 2025; and***
 - d) Nhill Township meeting held on 5 August 2025.***
- 2. endorses the following office bearers for the Jeparit Township Advisory Committee:***
 - a) Chairperson - Jason Hutson;***
 - b) Vice Chairperson – Teresa Smith;***
 - c) Secretary – Cheryl Quinn; and***
- 3. approves the Rainbow Town Committee's request to allocate \$2,000 (GST exclusive) to the Rainbow Progress Association to support their Rainbow 2050 project.***

MOVED: Cr C Uoy/Cr T Clark

That Council:

- 1. notes the minutes of the following Advisory Committees:***
 - a) Audit and Risk meeting held on 11 June 2025;***
 - b) Jeparit Township meetings held on 23 July 2025 and 11 August 2025;***
 - c) Rainbow Township meeting held on 29 July 2025; and***
 - d) Nhill Township meeting held on 5 August 2025.***
- 2. endorses the following office bearers for the Jeparit Township Advisory Committee:***
 - a) Chairperson - Jason Hutson;***
 - b) Vice Chairperson – Teresa Smith;***
 - c) Secretary – Cheryl Quinn; and***
- 3. approves the Rainbow Town Committee's request to allocate \$2,000 (GST exclusive) to the Rainbow Progress Association to support their Rainbow 2050 project.***

CARRIED



11.2 COMMUNITY ASSET COMMITTEES

Responsible Officer: Chief Executive Officer

Attachments:

1. Wimmera Mallee Pioneer Museum Minutes AGM 16 July 2024 [11.2.1]
2. Wimmera Mallee Pioneer Museum Minutes 17 June 2025 [11.2.2]
3. Wimmera Mallee Pioneer Museum Minutes AGM 15 July 2025 [11.2.3]
4. Wimmera Mallee Pioneer Museum Minutes 15 July 2025 [11.2.4]
5. Wimmera Mallee Pioneer Museum Minutes 19 August 2025 [11.2.5]
6. Yurunga Homestead Minutes AGM 24 July 2025 [11.2.6]
7. Yurunga Homestead Minutes 24 July 2025 [11.2.7]
8. Yurunga Homestead Chairperson's Report 2024-2025 [11.2.8]
9. Yurunga Homestead Financial Report 2024-2025 [11.2.9]
10. CONFIDENTIAL REDACTED - 2025 07 17 Christa Robnik Volunteer Application WMPM [11.2.10]

Introduction:

The following Hindmarsh Shire Community Asset Committees held meetings on the following dates:

- **Wimmera Mallee Pioneer Museum Community Asset Committees=**
 - Annual meeting on 16 July 2024
 - General meeting on 17 June 2025
 - Annual meeting on 15 July 2025
 - General meeting on 15 July 2025
 - General meeting on 19 August 2025
- **Yurunga Homestead Community Asset Committee**
 - Annual meeting on 24 July 2025
 - General meeting on 24 July 2025

Yurunga Homestead has also presented the Chairperson's report and Financial report for 2024-2025 to Council for noting.

An expression of interest form for the Wimmera Mallee Pioneer Museum Community Asset Committee was received by Council on Thursday 17 July 2025 from Christa Robnik. This has been included as a confidential attachment.

Next Steps:

Contact appointee and advise of the outcome of their nomination to the Wimmera Mallee Pioneer Museum Community Asset Committee.

RECOMMENDATION:

That Council:

- 1. notes the minutes of the following Community Asset Committees:***

- a) *Wimmera Mallee Pioneer Museum meetings held on 16 July 2024, 17 June 2025, 15 July 2025 and 19 August 2025;*
 - b) *Yurunga Homestead meetings held on 24 July 2025;*
2. *notes Yurunga Homestead Chairperson report and financial report for 2024-2025;*
3. *appoints Christa Robnik to the Wimmera Mallee Pioneer Museum Community Asset Committee for the current term ending 30 June 2026; and*
4. *endorses the following office bearers for the Wimmera Mallee Pioneer Museum:*
 - a) *Chairperson – Wendy Werner;*
 - b) *Secretary – Craige Proctor (temporarily for approximately one month);*
 - c) *Secretary – Natalia Aguirre and Christa Robnik as Co-Secretaries; and*
 - d) *Treasurer – Mary-Anne Paech.*

MOVED: Cr T Clark/Cr J Barry

That Council:

1. *notes the minutes of the following Community Asset Committees:*
 - a) *Wimmera Mallee Pioneer Museum meetings held on 16 July 2024, 17 June 2025, 15 July 2025 and 19 August 2025;*
 - b) *Yurunga Homestead meetings held on 24 July 2025;*
2. *notes Yurunga Homestead Chairperson report and financial report for 2024-2025;*
3. *appoints Christa Robnik to the Wimmera Mallee Pioneer Museum Community Asset Committee for the current term ending 30 June 2026; and*
4. *endorses the following office bearers for the Wimmera Mallee Pioneer Museum:*
 - a) *Chairperson – Wendy Werner;*
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 - c) *Secretary – Natalia Aguirre and Christa Robnik as Co-Secretaries; and*
 - d) *Treasurer – Mary-Anne Paech.*

CARRIED



12 LATE REPORTS

No late reports.

13 NOTICES OF MOTION

No notices of motions.

14 OTHER BUSINESS

No 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 to 15.2] close the Council meeting:

15.1 AWARD OF CONTRACT 2022-2023-02 PANEL OF PREFERRED SUPPLIERS - GOODS & SERVICES – this report contains “Council business information,

being information that would prejudice the Council's position in commercial negotiations if prematurely released";

- 15.2 AWARD OF CONTRACT 2024-2025-42 - SUPPLY OF GRAVEL – this report contains “Council business information, being information that would prejudice the Council's position in commercial negotiations if prematurely released”.**

MOVED: Cr T Clark/Cr R Barker

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 to 15.2 close the Council meeting:

- 15.1 AWARD OF CONTRACT 2022-2023-02 PANEL OF PREFERRED SUPPLIERS - GOODS & SERVICES – this report contains “Council business information, being information that would prejudice the Council's position in commercial negotiations if prematurely released”;**
- 15.2 AWARD OF CONTRACT 2024-2025-42 - SUPPLY OF GRAVEL – this report contains “Council business information, being information that would prejudice the Council's position in commercial negotiations if prematurely released”.**

CARRIED

16 LATE CONFIDENTIAL REPORTS

No late confidential reports.

17 MEETING CLOSE

There being no further business, Cr Ron Ismay declared the meeting closed at 5:19pm.



**Hindmarsh
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26 August 2025

Jaimy Mashoub

Via Email: [REDACTED]

Dear Jaimy

Re: Wimmera Mallee Pioneer Museum Volunteer Membership

Thank you for submitting an expression of interest to volunteer for Wimmera Mallee Pioneer Museum.

We are excited to welcome you as a volunteer of Hindmarsh Shire Council and thank you for your commitment to our community. All volunteers are required to complete volunteer documentation when becoming a volunteer for Council. Please provide the required volunteer documentation, as outlined below, as soon as possible, but no later than **19 October 2025** to enable you to continue to serve as a volunteer.

You will be required to complete a **Police Check**. Please see instructions attached and a link to where you can complete the application. Please contact our People and Safety team at hr@hindmarsh.vic.gov.au or (03) 5391 4444 if you require any assistance with this.

A current **Volunteer Working with Children Check** is also required. If you already have a Working with Children Check, you can add Hindmarsh Shire Council as a volunteer organisation [here](#).

If you do not have a current Working with Children Check, volunteers can apply for them for free by accessing this [link](#).

Please send all completed paperwork to volunteering@hindmarsh.vic.gov.au.

We are so pleased to have you on board and look forward to working with you! The volunteer coordinator for the Wimmera Mallee Pioneer Museum is:

Jeff Woodward

Tourism and Economic Development Officer

Phone: (03) 5391 4444

Email: [REDACTED]

Please contact Jeff if you have any questions or concerns.

If you have any other health or accessibility concerns that may impact your ability to volunteer in this position, please let us know and we'll do what we can to support you.

Again, thank you for your willingness to volunteer for the Wimmera Mallee Pioneer Museum. Council values and appreciates all volunteers throughout Hindmarsh.

Yours sincerely

A handwritten signature in black ink, appearing to read 'M Revell', written in a cursive style.

Monica Revell
Chief Executive Officer



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28 August 2025

Christa Robnik

Via Email: [REDACTED]

Dear Christa

Re: Wimmera Mallee Pioneer Museum Committee Membership

I refer to your application for membership to Wimmera Mallee Pioneer Museum Community Asset Committee. I am pleased to inform you that at the Council Meeting on Wednesday 27 August 2025 Council endorsed your membership for the current term (ending 30 June 2026).

We welcome you as a volunteer of Hindmarsh Shire Council and thank you for your commitment to our community. The role of Community Asset Committees is to promote amazing community assets and make sure they're well maintained and available for the public to visit and use.

You can access more information around how Community Asset Committees work here:

<https://www.hindmarsh.vic.gov.au/files/assets/public/v/2/council/committees/hindmarsh-shire-council-community-asset-committee-guidelines.pdf>


The next meeting is scheduled for Tuesday 17 September 2025 at 7:00pm at the Wimmera Mallee Pioneer Museum.

All Community Asset Committee members and volunteers are required to complete volunteer documentation when becoming a volunteer for Council. Please provide the required volunteer documentation, as outlined below, as soon as possible, but no later than 60 days to enable you to continue to serve as a volunteer.

- Volunteer Registration form (online form available at www.hindmarsh.vic.gov.au/volunteering).
- Current Working with Children Check, volunteers can apply for them for free at www.workingwithchildren.vic.gov.au/individuals/applicants/howto-apply-1
- On-line Police Check, instructions attached.

Please send all completed paperwork to volunteering@hindmarsh.vic.gov.au. If you are an existing volunteer of Hindmarsh Shire Council, you may have already completed these in which case you are not required to re-submit.

We are so pleased to have you on board and look forward to working with you throughout your term!

If you have any further queries, please contact Jeff Woodward, Tourism and Economic Development Officer, on 03 53914444 or email 

Yours sincerely



Monica Revell
Chief Executive Officer



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28 August 2025

Jim Richardson
Sergeant
Victoria Police

Via Email: [REDACTED]

Dear Jim

Re: Condolences and Appreciation

On behalf of Hindmarsh Shire Councillors, Staff, and community I extend our deepest condolences to Victoria Police on the tragic passing of two members in the line of duty, and our thoughts are also with the member who was injured. We acknowledge the immeasurable loss this represents for their families, their colleagues, and the wider Victoria Police community.

Council is profoundly grateful for the dedication, courage, and sacrifice of the men and women of Victoria Police, particularly our local members, who work tirelessly to keep our communities safe. The events of recent days are a sombre reminder of the risks faced daily by police officers in the service of others.

No one should ever be lost in the course of their work. We hold strongly to the belief that every person deserves to return home safely at the end of their shift. These losses are felt not only by Victoria Police, but also by the communities you protect and serve.

Again, we sincerely thank you and your members for their work in keeping our communities safe and wonderful places to live.

Please do not hesitate to contact me by telephone 03 5391 4444 or email [REDACTED] if you would like to discuss further.

Yours sincerely

Monica Revell
Chief Executive Officer

CC: Sharon McCrory, Superintendent



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01 September 2025

Greg Roberts
Chairperson
Rainbow Town Committee
Via Email: [REDACTED]

Dear Greg

Re: Request to Allocate Funds to Dimboola Progress Association

I refer to the minutes of the Rainbow Township Advisory Committee meeting held on 18 November 2024 where the committee moved that Council approve the following:

- **Item 12.2:** That the RTAC allocate \$2,000.00 to the Rainbow Progress Association to support their Rainbow 2050 project.

At the Council Meeting held on Wednesday 27 August 2025, Hindmarsh Shire Council approved the Rainbow Township Advisory Committee's request to allocate \$2,000 (excl gst) to the Rainbow Progress Association to support their Rainbow 2050 project.

All invoices in relation to this project should be addressed to Hindmarsh Shire Council clearly stating they are for the Rainbow 2050 project and forwarded to accounts@hindmarsh.vic.gov.au for payment.

If you have any questions in relation to the approval or invoicing, please contact Heather Boyd, Manager Finance, via email [REDACTED] or telephone 03 5391 4444.

Yours sincerely

Monica Revell
Chief Executive Officer



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02 September 2025

Chairperson
Jeparit Township Advisory Committee
Via email: [REDACTED]

Dear Chairperson

Re: Hindmarsh Shire Council Staff Representation at Meetings

Hindmarsh Shire Council staff from across the organisation are regularly required to attend meetings and events outside of their normal working hours to keep Council engaged with our community. A recent review of these working hours has resulted in us making some changes to minimise staff working long, excessive hours and travelling around Lake Hindmarsh and bush areas late into the evening. The health and safety of our people is incredibly important, and we need to make sure everyone makes it safely home.

A staff member will still attend your meetings to provide support, advice and information, but they will attend for the first hour only. We know that sometimes you have lots of projects, events on the agenda, so to make sure these are still attended to, here are some ideas:

1. Lodge Customer Action Requests online

If you have an issue with a road, tree, footpath, sign, or something that isn't quite right, you can let Council know directly at [Make a Request Hindmarsh Shire Council](https://www.hindmarsh.vic.gov.au/Contact-Us/Make-a-Request) (<https://www.hindmarsh.vic.gov.au/Contact-Us/Make-a-Request>), rather than raising it at a Town Committee meeting.

2. Raise questions or ideas in advance

Consider creating a process where questions, ideas or projects are raised via email or phone call with the Officer before the meeting so they can provide information or a response in advance rather than during the meeting.

3. Use Sub-committees

Create sub-committees for specific projects and events who can meet outside the normal meeting time and report back to the whole Committee – this means that less needs to be dealt with at the full Committee meeting.

4. Run hybrid meetings

Councillors have suggested that Committees may consider inviting officers to attend online to reduce travel time. Please speak with your Councillor/Officer representative if you wish to set this up.

Councillors who currently don't attend as a delegate have indicated if the meetings were online they would also be interested in joining on an ad hoc basis.

We are also happy to work with office-bearers and provide training to support you in your role.

Please let your staff representative know if you have any questions. Our priority is safety for staff, volunteers, and the community and we thank you for understanding this change.

Yours sincerely



Monica Revell
Chief Executive Officer



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02 September 2025

Chairperson
Nhill Township Advisory Committee
Via email: [REDACTED]

Dear Chairperson

Re: Hindmarsh Shire Council Staff Representation at Meetings

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Yours sincerely



Monica Revell
Chief Executive Officer



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02 September 2025

Chairperson
Rainbow Township Advisory Committee
Via email: [REDACTED]

Dear Chairperson

Re: Hindmarsh Shire Council Staff Representation at Meetings

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Monica Revell
Chief Executive Officer



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02 September 2025

Chairperson

Wimmera Mallee Pioneer Museum Community Asset Committee

Via email: [REDACTED]

Dear Chairperson

Re: Hindmarsh Shire Council Staff Representation at Meetings

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Monica Revell
Chief Executive Officer



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02 September 2025

Chairperson

Yurunga Homestead Community Asset Committee

Via email: yurungarainbow@gmail.com

Dear Chairperson

Re: Hindmarsh Shire Council Staff Representation at Meetings

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Yours sincerely



Monica Revell
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Ph: (03) 5391 4444
Fax: (03) 5391 1376

email:
info@hindmarsh.vic.gov.au

website:
www.hindmarsh.vic.gov.au

ABN 26 550 541 746

**Customer Service
Centres**

Jeparit

10 Roy Street
JEPARIT VIC 3423
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Fax: (03) 5397 2263

Dimboola

101 Lloyd Street
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Ph: (03) 5391 4452
Fax: (03) 5389 1734

Rainbow

15 Federal Street
RAINBOW VIC 3424
Ph: (03) 5391 4451
Fax: (03) 5395 1436

04 September 2025

Graeme Allen
Camp Coordinator – BlazeAid Nhill
Via email: [REDACTED]

Dear Graeme

Re: Blaze Aid Camp at Nhill

Thank you for your notification that the BlazeAid camp closed in Nhill as of late August 2025 after six months in operation.

On behalf of Councillors, Staff, and the Community I would like to would like to extend our heartfelt thanks to yourself, Debra, and all 228 volunteers for the incredible support that has been provided to our community over your time in Nhill.

The figures you have provided are phenomenal, and your assistance has eased the distress our community, and particularly our farmers, have experienced since the bushfire started in the Little Desert National Park in January this year.

We also appreciate the way that you and your volunteers supported and engaged with local businesses and community groups, shopping locally and creating opportunities for people to connect.

Your contributions were critical to our community recovery, and we wish you all the best as you continue to work across Australia to support communities like ours.

Yours sincerely

Monica Revell
Chief Executive Officer



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09 September 2025

Mr Alan & Mrs Edna Watson

Dear Mr & Mrs Watson

Re: Congratulations – 70th Wedding Anniversary

On behalf of the Mayor, Councillors, and Staff of Hindmarsh Shire Council, I would like to extend our congratulations on your upcoming 70th wedding anniversary on 28 October 2025.

To reach 70 years of marriage is a remarkable achievement and I am sure that you have shared many enjoyable memories and witnessed and lived through a lot of events and changes during those years.

Wishing you both continued love, joy and more memories to cherish in the future.

Yours sincerely

Monica Revell
Chief Executive Officer



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Shire Council

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15 September 2025

Seven-0-Seven Operations Inc.

Via Email: [REDACTED]

Dear Seven-0-Seven Operations Inc,

Re: Future Rail Destination

On behalf of the Hindmarsh Shire Council and the Rainbow community, I extend an invitation to Seven-0-Seven Operations Inc (707 Ops) to consider including Rainbow as a future destination for your heritage rail tours.

The Rainbow Silo Project, currently under development, is expected to be completed in November this year. This exciting project features an external staircase housing an enclosed lift, providing access to viewing platforms inside the silo at two points, along with striking external and internal artworks. Once open, it will become a central tourism attraction for our region.

We acknowledge that past heritage rail visits to Rainbow have been limited by the absence of detraining facilities. To address this, the Rainbow community has committed to constructing portable stairs, which will be kept in Rainbow and made available for use by any heritage train operators visiting our town.

Importantly, in addition to Rainbow, our Shire also offers detraining facilities at Dimboola and Nhill. With both the Nhill and Rainbow lines being standard gauge, there is significant potential to broaden heritage rail experiences across our region, promoting not only Rainbow but also the wider Hindmarsh Shire.

We would be delighted to discuss opportunities with 707 Ops to bring heritage train journeys to Rainbow, particularly in alignment with the opening of the Rainbow Silo Project. Your visits would provide a memorable experience for passengers while offering strong tourism benefits to our local communities.

Thank you for considering this invitation. We look forward to working with you and warmly welcoming your passengers to Rainbow and Hindmarsh Shire. Please do not hesitate to contact me by telephone 03 5391 4444 or email [REDACTED] if you would like to discuss further.

Yours sincerely

Monica Revell
Chief Executive Officer



Hindmarsh
Shire Council

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Ph: (03) 5391 4451
Fax: (03) 5395 1436

15 September 2025

Seymour Railway Heritage Centre

Via Email: [REDACTED]

Dear Seymour Railway Heritage Centre,

Re: Future Rail Destination

On behalf of the Hindmarsh Shire Council and the Rainbow community, I extend an invitation to Seymour Railway Heritage Centre to consider including Rainbow as a future destination for your heritage rail tours.

The Rainbow Silo Project, currently under development, is expected to be completed in November this year. This exciting project features an external staircase housing an enclosed lift, providing access to viewing platforms inside the silo at two points, along with striking external and internal artworks. Once open, it will become a central tourism attraction for our region.

We acknowledge that past heritage rail visits to Rainbow have been limited by the absence of detraining facilities. To address this, the Rainbow community has committed to constructing portable stairs, which will be kept in Rainbow and made available for use by any heritage train operators visiting our town.

Importantly, in addition to Rainbow, our Shire also offers detraining facilities at Dimboola and Nhill. With both the Nhill and Rainbow lines being standard gauge, there is significant potential to broaden heritage rail experiences across our region, promoting not only Rainbow but also the wider Hindmarsh Shire.

We would be delighted to discuss opportunities with Seymour Railway Heritage Centre to bring heritage train journeys to Rainbow, particularly in alignment with the opening of the Rainbow Silo Project. Your visits would provide a memorable experience for passengers while offering strong tourism benefits to our local communities.

Thank you for considering this invitation. We look forward to working with you and warmly welcoming your passengers to Rainbow and Hindmarsh Shire. Please do not hesitate to contact me by telephone 03 5391 4444 or email [REDACTED] if you would like to discuss further.

Yours sincerely

Monica Revell
Chief Executive Officer



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Fax: (03) 5395 1436

15 September 2025

Steamrail Committee

Via Email: [REDACTED]

Dear Steamrail Committee,

Re: Future Rail Destination

On behalf of the Hindmarsh Shire Council and the Rainbow community, I extend an invitation to Steamrail to consider including Rainbow as a future destination for your heritage rail tours.

The Rainbow Silo Project, currently under development, is expected to be completed in November this year. This exciting project features an external staircase housing an enclosed lift, providing access to viewing platforms inside the silo at two points, along with striking external and internal artworks. Once open, it will become a central tourism attraction for our region.

We acknowledge that past heritage rail visits to Rainbow have been limited by the absence of detraining facilities. To address this, the Rainbow community has committed to constructing portable stairs, which will be kept in Rainbow and made available for use by any heritage train operators visiting our town.

Importantly, in addition to Rainbow, our Shire also offers detraining facilities at Dimboola and Nhill. With both the Nhill and Rainbow lines being standard gauge, there is significant potential to broaden heritage rail experiences across our region, promoting not only Rainbow but also the wider Hindmarsh Shire.

We would be delighted to discuss opportunities with Steamrail to bring heritage train journeys to Rainbow, particularly in alignment with the opening of the Rainbow Silo Project. Your visits would provide a memorable experience for passengers while offering strong tourism benefits to our local communities.

Thank you for considering this invitation. We look forward to working with you and warmly welcoming your passengers to Rainbow and Hindmarsh Shire. Please do not hesitate to contact me by telephone 03 5391 4444 or email [REDACTED] if you would like to discuss further.

Yours sincerely

Monica Revell
Chief Executive Officer



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Fax: (03) 5395 1436

16 September 2025

The Hon. Melissa Horne
Minister for Roads and Road Safety

[Redacted]
Email: [Redacted]

Dear Minister Horne,

**Re: Request for support on the proposal to reduce speed limits in
Kiata South Road, Kiata and Lloyd Street, Dimboola**

I am writing to seek your support and action regarding two proposed speed limit changes within Hindmarsh Shire Council, aimed at improving the road safety of road users in the area.

Following community feedback and recent assessments, Hindmarsh Shire Council endorsed the speed reduction in following sections of roads:

- Lloyd Street, Dimboola between South of Wimmera Street to North of Lochiel Street from existing 50 KMPH to 40KMPH.
This proposal will provide safer crossing opportunities for pedestrians as well as enable safe parking manoeuvres at on-street parking in the busy commercial strip of Dimboola. The community of Dimboola has submitted a petition requesting speed reduction which is signed by over 150 residents.
- Kiata South Road from Jordan Road to 2.5 kilometres towards the South from existing 100KMPH to 80KMPH.
There has been increased sightings of the endangered Mallee Fowl in this stretch following the recent Little Desert bushfire, and unfortunately a few fatalities from Mallee Fowl being hit by vehicles. The road has poor alignment as well as sensitive vegetation issues on either side of the pavement reducing the sight distance. The road is utilised by both the farming community and tourists, with many tourists unaware of the endangered Mallee Fowl within the area.

The above requests will significantly improve traffic safety in the area as well as improve the economy of the Dimboola Community. With an ageing population there have been many near misses between vehicles and pedestrians in Lloyd Street Dimboola. To ensure prompt action Hindmarsh Shire Council will absorb the cost of sign replacement under its 2025/2026 operational budget.

We respectfully request your support in facilitating the necessary approval process to implement the abovementioned speed changes. Your assistance will contribute to a safer and more sustainable environment for our community and native species.

Thank you for your consideration. Please do not hesitate to contact Ram Upadhyaya, Director Infrastructure Services, telephone 03 5391 4444 or email [REDACTED] for further information on this matter.

Yours sincerely

A handwritten signature in black ink, appearing to be 'R. Ismay', with a long horizontal flourish extending to the right.

Cr Ron Ismay
Mayor – Hindmarsh Shire Council

18 September 2025



Hon. Ros Spence
Minister for Agriculture



Via Email: [Redacted]



Dear Minister,

Re: Wild Dog Protection in the North West of Victoria



We write to you on behalf of landholders and communities across the Wimmera and Mallee who continue to experience significant stock predation from wild dogs since the lifting of the unprotection order in March 2024. This decision has created a serious and ongoing threat to livestock enterprises, farm businesses, and the viability of grazing in our region.



The impacts of this decision have been devastating. Since the order was lifted, one farmer north of Yanac in the Hindmarsh Shire has lost more than 400 lambs, valued at approximately \$140,000. This has forced the removal of his flock from the area, with wild dogs subsequently expanding their range further into open country, creating a broader threat to agriculture across the Wimmera and Mallee.



The current permit system requiring proof that all non-lethal controls have been exhausted before lethal control can be authorised is, in practice, unworkable. Despite the most diligent efforts, farmers are unable to meet the threshold, leaving them without a viable option to protect their stock. This amounts to “justice denied” for landholders who are bearing the direct financial and emotional costs of these flawed policy settings.

Our farming community are struggling through severe lack of rainfall, and adding to this is the toll of disposing of severely mauled livestock on a regular basis, resulting in significant impact on their mental health.

Through the leadership of the West Wimmera Action Group, significant work is being undertaken to collect accurate, science-based data, including DNA confirmation of dingo predation. However, critical gaps remain in population assessment.

To address these, we encourage you to consider the following key measures:

1. Independent and Transparent Population Assessment

- Commission thermal imaging surveys from helicopters, supported by ecologists, to accurately establish dingo numbers. This proven methodology is affordable, with estimated costs of \$25,000 per 10,000 hectares—particularly when considered against the \$2.5 million currently committed to trial non-lethal control methods.

- Include all available trail camera data, including private and community-sourced cameras, not just those linked to advocacy groups with vested interests.
 - Extend the survey area to include a 10km strip adjoining the desert fringe, as well as adjoining areas such as Ngarkat, to capture the full extent of the population and their movement beyond park boundaries.
2. **Independent Oversight**
- Ensure all population and genomic data is subject for independent review and transparent reporting, removing conflicts of interest and restoring confidence in the science underpinning government policy.
3. **A Workable and Fair Permit System**
- Develop a practical and transparent permit process that allows for strategic lethal control of dingoes proven to be attacking livestock. This must be enforceable, timely, and deliver real outcomes for landholders.

We urge you to prioritise this issue, reinstate an effective unprotection order for dingoes in North West Victoria, and commit to an independent, evidence-based reassessment of the Big Desert/Wyperfield dingo population. Doing so will provide much-needed balance between environmental objectives and the protection of rural livelihoods.

We would welcome the opportunity to meet with you to discuss this matter further, along with representatives from affected landholders.

Yours sincerely

Cr Ron Ismay

Cr Ron Ismay (Sep 15, 2025 12:11:26 GMT+10)

Cr Ron Ismay

Mayor Hindmarsh Shire Council

Email: [REDACTED]

Cr Brian Klowss

Acting Mayor Horsham Rural City Council

Email: [REDACTED]

Cr Tim Meyer

Cr Tim Meyer (Sep 16, 2025 11:42:27 GMT+10)

Cr Tim Meyer

Mayor West Wimmera Shire Council

Email: [REDACTED]

Cr Kylie Zanker

Cr Kylie Zanker (Sep 15, 2025 11:52:43 GMT+10)

Cr Kylie Zanker

Mayor Yarriambiack Shire Council

Email: [REDACTED]



Cr Helen Healy
Mayor Mildura Rural City Council
Email: [REDACTED]


Cr Alan Getley (Sep 15, 2025 11:22:39 GMT+10)

Cr Alan Getley
Mayor Buloke Shire Council
Email: [REDACTED]

cc. Hon. Steve Dimopoulos MP, Minister for Environment
Emma Kealy MP, Member for Lowan, Shadow Minister for Agriculture



ASSEMBLY OF COUNCILLORS RECORD

Title of Meeting: Council Briefing Session

Date: Wednesday 27 August 2025

Time: 12:00pm – 3:00pm

Assembly Location: Council Chamber, 92 Nelson Street Nhill.

Present:

CRS Ron Ismay (Mayor) items 1 to 5 and items 6.2 to 10, Chan Uoy (Deputy Mayor) items 1 to 10, Roger Aitken items) items 1 to 5 and items 6.2 to 10, Rosie Barker items 1 to 10, James Barry items 1 to 10, and Tony Clark items 1 to 10.

Apologies:

Mr. Ram Upadhyaya (Director Infrastructure Services)

In Attendance:

Ms. Monica Revell (Chief Executive Officer) items 1 to 10, Ms. Petra Croot (Director Corporate and Community Services) items 1 to 10, and Ms. Mary-Ann Speakman (Customer Service and Councillor Support Officer) items 9 to 10.

Declaration by Councillors or Officers of any Material or General Interest in any item on the Agenda:

- Material; or
- General.

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

Councillors:

Cr R Aitken declared a material conflict of interest in item 6.1 as he is involved with the project.
Cr R Ismay declared a general conflict of interest in item 6.1 as he has been involved with the project.



Officers:

No interests declared.

Crs Aitken and Ismay left the room at 2:10pm and returned at 2:33pm.

Matters Discussed:

No.	Detail
1.	LUNCH
2.	ACKNOWLEDGEMENT OF COUNTRY
3.	APOLOGIES
4.	DECLARATION OF INTERESTS
5.	CEO ONLY
6.	ITEMS FOR DISCUSSION
6.1	RAINBOW SILO
6.2	OMBUDSMAN – KERRY N ELLIS
6.3	DIMBOOLA SENIOR CITIZENS AND GERANG GERUNG HALL SALE
7.	COUNCILLOR QUESTION TIME
8.	BREAK
9.	PREPARE FOR MEETING
10.	COUNCIL MEETING

Monica Revell

Chief Executive Officer

Dated: 27 August 2025

Must be kept for four years from the date of assembly and be made available for public inspection at Council Offices for 12 months after the date of assembly.



ASSEMBLY OF COUNCILLORS RECORD

Title of Meeting: Council Briefing Session

Date: Wednesday 10 September 2025 **Time:** 10:00am – 2:00pm

Assembly Location: Dimboola Library, 101 Lloyd Street, Dimboola.

Present:

CRS Ron Ismay (Mayor) items 1 to 6.3, Chan Uoy (Deputy Mayor) items 1 to 6.3, Roger Aitken items 1 to 6.3, Rosie Barker items 1 to 6.3, and James Barry items 1 to 6.3.

Apologies:

Cr Tony Clark

In Attendance:

Ms. Monica Revell (Chief Executive Officer) items 1 to 6.3, Ms. Petra Croot (Director Corporate and Community Services) items 1 to 6.3, Mr. Ram Upadhyaya (Director Infrastructure Services) items 2 to 6.3, Mark Fletcher (Manager Economic Development and Tourism) items 1 to 6.1, and Ms. Mary-Ann Speakman (Customer Service and Councillor Support Officer) items 1 to 2.

Declaration by Councillors or Officers of any Material or General Interest in any item on the Agenda:

- Material; or
- General.

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

Councillors:

None declared.

Officers:

None declared.



Matters Discussed:

No.	Detail
1.	WALK WIMMERA RIVER DISCOVERY TRAIL WITH ANNE WEBSTER
2.	LUNCH
3.	ACKNOWLEDGEMENT OF COUNTRY
4.	APOLOGIES
5.	DECLARATION OF INTERESTS
6.	ITEMS FOR DISCUSSION
6.1	ASSET COMMITTEES
6.2	FUEL TANK FOR NHILL DEPOT
6.3	RAINBOW OASIS

Monica Revell

Chief Executive Officer

Dated: 10 September 2025

Must be kept for four years from date of the assembly. Available for public inspection at Council Offices for 12 months after date of assembly.

Hindmarsh Shire Council Annual Financial Report 2024/2025

DRAFT



Hindmarsh Shire Council Financial Report Table of Contents

FINANCIAL REPORT		Page
Certification of the Financial Statements		3-5
Financial Statements		
Comprehensive Income Statement		6
Balance Sheet		7
Statement of Changes in Equity		8
Statement of Cash Flows		9
Statement of Capital Works		10
Notes to the Financial Statements		
Note 1	Overview	11
Note 2	Analysis of our results	12
	2.1. Performance against budget	12-16
	2.2. Analysis of council results by program	17
Note 3	Funding for the delivery of our services	18
	3.1. Rates and charges	19
	3.2. Statutory fees and fines	19
	3.3. User fees	19
	3.4. Funding from other levels of government	20-22
	3.5. Contributions	23
	3.6. Net gain/(loss) on disposal of property, infrastructure, plant and equipment	23
	3.7. Other income	23
Note 4	The cost of delivering services	24
	4.1. Employee costs	24
	4.2. Materials and services	24
	4.3. Depreciation	25
	4.4. Allowance for impairment losses	25
	4.5. Other expenses	25

Hindmarsh Shire Council Financial Report Table of Contents

FINANCIAL REPORT		Page
Note 5	Investing in and financing our operations	26
	5.1. Financial assets	26-27
	5.2. Non-financial assets	28
	5.3. Payables, trust funds and deposits and contract and other liabilities	28-29
	5.4. Provisions	29-31
	5.5. Financing arrangements	31
	5.6. Commitments	32
	5.7. Leases	33
Note 6	Assets we manage	34
	6.1. Non current assets classified as held for sale	34
	6.2. Property, infrastructure plant and equipment	35-40
	6.3. Investments in associates, joint arrangements and subsidiaries	41
Note 7	People and relationships	42
	7.1. Council and key management remuneration	42-43
	7.2. Related party disclosure	44
Note 8	Managing uncertainties	45
	8.1. Contingent assets and liabilities	45
	8.2. Change in accounting standards	46
	8.3. Financial instruments	46-47
	8.4. Fair value measurement	48
	8.5. Events occurring after balance date	48
Note 9	Other matters	49
	9.1. Reserves	49
	9.2. Reconciliation of cash flows from operating activities to surplus/(deficit)	50
	9.3. Superannuation	50-52
Note 10	Change in accounting policy	53

Hindmarsh Shire Council
2024/2025 Financial Report

Certification of the Financial Statements

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

Heather Boyd BBAA, MBA
Principal Accounting Officer

Dated : 24-Sep-25
Nhill

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

At the date of signing, we are not aware of any circumstances that would render any particulars in the financial statements to be misleading or inaccurate.

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

Cr Ron Ismay
Mayor
Dated : 24-Sep-25
Nhill

Cr Chan Uoy
Deputy Mayor
Dated : 24-Sep-25
Nhill

Monica Revell
Chief Executive Officer
Dated : 24-Sep-25
Nhill

*Hindmarsh Shire Council
2024/2025 Financial Report*

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<INSERT VAGO REPORT - PAGE 2>

Comprehensive Income Statement For the Year Ended 30 June 2025

	Note	2025 \$'000	2024 \$'000
Income / Revenue			
Rates and charges	3.1	10,034	9,852
Statutory fees and fines	3.2	173	172
User fees	3.3	1,889	2,313
Grants - operating	3.4	9,011	1,149
Grants - capital	3.4	4,109	5,365
Contributions - monetary	3.5	138	95
Net gain (or loss) on disposal of property, infrastructure, plant and equipment	3.6	274	38
Share of net profits (or loss) of associates and joint ventures	6.3	(46)	(14)
Other income	3.7	944	957
Total income / revenue		26,525	19,927
Expenses			
Employee costs	4.1	9,387	(8,109)
Materials and services	4.2	8,478	(5,510)
Depreciation	4.3	8,385	(5,388)
Allowance for impairment losses	4.4	(21)	(27)
Other expenses	4.5	1,215	(1,790)
Total expenses		27,443	(20,823)
Surplus/(deficit) for the year		(918)	(896)
Other comprehensive income			
Items that will not be reclassified to surplus or deficit in future periods			
Net asset revaluation gain/(loss)	6.2	80,511	(2,949)
Share of other comprehensive income of associates and joint ventures	6.3	-	-
Total other comprehensive income		80,511	(2,949)
Total comprehensive result		79,593	(3,845)

The above comprehensive income statement should be read in conjunction with the accompanying notes.

Balance Sheet As at 30 June 2025

	Note	2025 \$'000	2024 \$'000
Assets			
Current assets			
Cash and cash equivalents	5.1	11,181	11,613
Trade and other receivables	5.1	1,411	1,553
Other financial assets	5.1	2,000	-
Inventories	5.2	117	912
Prepayments	5.2	149	105
Non-current assets classified as held for sale	6.1	-	228
Other assets	5.2	41	43
Total current assets		14,899	14,454
Non-current assets			
Trade and other receivables	5.1	2	2
Investments in associates, joint arrangements and subsidiaries	6.3	174	219
Property, infrastructure, plant and equipment	6.2	280,922	202,432
Total non-current assets		281,098	202,653
Total assets		295,996	217,107
Liabilities			
Current liabilities			
Trade and other payables	5.3	669	670
Trust funds and deposits	5.3	152	148
Contract and other liabilities	5.3	215	1,227
Provisions	5.4	2,197	1,877
Total current liabilities		3,233	3,922
Non-current liabilities			
Provisions	5.4	493	509
Total non-current liabilities		493	509
Total liabilities		3,726	4,431
Net assets		292,271	212,676
Equity			
Accumulated surplus		82,146	83,064
Reserves	9.1	210,123	129,612
Total Equity		292,270	212,676

The above balance sheet should be read in conjunction with the accompanying notes.

Hindmarsh Shire Council
2024/2025 Financial Report

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

	Note	Total \$'000	Accumulated Surplus \$'000	Revaluation Reserve \$'000
2025				
Balance at beginning of the financial year		212,676	83,064	129,612
Surplus/(deficit) for the year		(918)	(918)	-
Net asset revaluation gain/(loss)	6.2	80,511	-	80,511
		<u>292,270</u>	<u>82,146</u>	<u>210,123</u>
Balance at end of the financial year		292,270	82,146	210,123

		Total \$'000	Accumulated Surplus \$'000	Revaluation Reserve \$'000
2024				
Balance at beginning of the financial year		216,522	83,961	132,561
Surplus/(deficit) for the year		(896)	(896)	-
Net asset revaluation gain/(loss)	6.2	-	-	-
Net Asset impairment	9.1	(2,949)	-	(2,949)
		<u>212,676</u>	<u>83,064</u>	<u>129,612</u>
Balance at end of the financial year		212,676	83,064	129,612

The above statement of changes in equity should be read in conjunction with the accompanying notes.

Hindmarsh Shire Council
2024/2025 Financial Report

Statement of Cash Flows For the Year Ended 30 June 2025

		2025 Inflows/ (Outflows) \$'000	2024 Inflows/ (Outflows) \$'000
	Note		
Cash flows from operating activities			
Rates and charges		10,040	9,767
Statutory fees and fines		10	15
User fees		2,399	3,064
Grants - operating		9,022	1,232
Grants - capital		3,086	4,783
Contributions - monetary		138	95
Interest received		625	692
Trust funds and deposits taken		-	24
Other receipts		280	265
Net GST refund/payment		41	(21)
Employee costs		(9,062)	(8,081)
Materials and services		(6,654)	(1,971)
Short-term, low value and variable lease payments		-	(5,697)
Trust funds and deposits repaid		(21)	-
Other payments		(726)	-
Net cash provided by/(used in) operating activities		9,178	4,167
Cash flows from investing activities			
Payments for property, infrastructure, plant and equipment	6.2	(8,184)	(7,239)
Proceeds from sale of property, infrastructure, plant and equipment		574	97
Redemption of term deposits		-	4,000
Net cash provided by/(used in) investing activities		(7,610)	(3,142)
Net increase (decrease) in cash and cash equivalents		1,568	1,024
Cash and cash equivalents at the beginning of the financial year		11,613	10,588
Cash and cash equivalents at the end of the financial year		13,181	11,612
 Financing arrangements	5.5	2,007	2,022
Restrictions on cash assets	5.1	152	147

The above statement of cash flows should be read in conjunction with the accompanying notes.

Statement of Capital Works For the Year Ended 30 June 2025

	Note	2025 \$'000	2024 \$'000
Property			
Buildings		2,499	1,867
Total buildings		<u>2,499</u>	<u>1,867</u>
Total property		<u>2,499</u>	<u>1,867</u>
Plant and equipment			
Plant, machinery and equipment		682	847
Fixtures, fittings and furniture		279	3
Computers and telecommunications		70	102
Library books		31	22
Total plant and equipment		<u>1,061</u>	<u>975</u>
Infrastructure			
Roads		2,590	1,839
Bridges		51	2
Footpaths and cycleways		90	780
Drainage		-	256
Other infrastructure		1,890	1,521
Total infrastructure		<u>4,621</u>	<u>4,398</u>
Total capital works expenditure		<u>8,181</u>	<u>7,239</u>
Represented by:			
New asset expenditure		2,207	1,946
Asset renewal expenditure		5,512	3,977
Asset expansion expenditure		-	268
Asset upgrade expenditure		462	1,049
Total capital works expenditure		<u>8,181</u>	<u>7,239</u>

The above statement of capital works should be read in conjunction with the accompanying notes.

Notes to the Financial Report For the Year Ended 30 June 2025

Note 1 OVERVIEW

Introduction

Hindmarsh Shire Council was established by an Order of the Governor in Council on 20 January 1995 and is a body corporate. Council's main office is located at 92 Nelson St, Nhill, Victoria.

Statement of compliance

These financial statements are a general purpose financial report that consists of a Comprehensive Income Statement, Balance Sheet, Statement of Changes in Equity, Statement of Cash Flows, Statement of Capital Works and Notes accompanying these financial statements. The general purpose financial report complies with the Australian Accounting Standards (AAS), other authoritative pronouncements of the Australian Accounting Standards Board, the *Local Government Act 2020*, and the *Local Government (Planning and Reporting) Regulations 2020*.

The Council is a not-for-profit entity and therefore applies the additional AUS paragraphs applicable to a not-for-profit entity under the Australian Accounting Standards.

Accounting policy information

1.1 Basis of accounting

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

The accrual basis of accounting has been used in the preparation of these financial statements, except for the cash flow information, whereby assets, liabilities, equity, income and expenses are recognised in the reporting period to which they relate, regardless of when cash is received or paid.

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

The financial statements have been prepared on a going concern basis. The financial statements are in Australian dollars. The amounts presented in the financial statements have been rounded to the nearest thousand dollars unless otherwise specified. Minor discrepancies in tables between totals and the sum of components are due to rounding.

Judgements, estimates and assumptions are required to be made about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and associated judgements are based on professional judgement derived from historical experience and various other factors that are believed to be reasonable under the circumstances. Actual results may differ from these estimates.

Revisions to accounting estimates are recognised in the period in which the estimate is revised and also in future periods that are affected by the revision. Judgements and assumptions made by management in the application of AAS's that have significant effects on the financial statements and estimates relate to:

- the fair value of land, buildings, infrastructure, plant and equipment (refer to Note 6.2)
- the determination of depreciation for buildings, infrastructure, plant and equipment (refer to Note 6.2)
- the determination of employee provisions (refer to Note 5.4)
- the determination of landfill provisions (refer to Note 5.4)
- the determination of whether performance obligations are sufficiently specific so as to determine whether an arrangement is within the scope of AASB 15 Revenue from Contracts with Customers or AASB 1058 Income of Not-for-Profit Entities (refer to Note 3.4)
- the determination, in accordance with AASB 16 Leases, of the lease term, the estimation of the discount rate when not implicit in the lease and whether an arrangement is in substance short-term or low value (refer to Note 5.7)
- whether or not AASB 1059 Service Concession Arrangements: Grantors is applicable
- other areas requiring judgements

Unless otherwise stated, all accounting policies are consistent with those applied in the prior year. Where appropriate, comparative figures have been amended to accord with current presentation, and disclosure has been made of any material changes to comparatives.

Goods and Services Tax (GST)

Income and expenses are recognised net of the amount of associated GST. Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the taxation authority is included with other receivables or payables in the balance sheet.

1.2 Impact of emergencies and natural disasters

During 2024/25 emergencies or natural disasters impacted Council's operations. Council has noted the following significant impacts on its financial operations:

- Additional revenue – funding was received to compensate Council for work undertaken after the Little Desert National Park Fire.
- Revenue reductions – Income from fees is lower than expected due to the Riverside Holiday Park Dimboola closure during the Little Desert National Park Fire.
- Additional costs – additional costs were incurred to return Council assets adjoining the Little Desert back to standard after the Little Desert National Park Fire.

**Notes to the Financial Report
For the Year Ended 30 June 2025**

Note 2 ANALYSIS OF OUR RESULTS

2.1 Performance against budget

The performance against budget notes compare Council's financial plan, expressed through its annual budget, with actual performance. The *Local Government (Planning and Reporting) Regulations 2020* requires explanation of any material variances. Council has adopted a materiality threshold of the lower of 10 percent or \$100,000 where further explanation is warranted. Explanations have not been provided for variations below the materiality threshold unless the variance is considered to be material because of its nature.

These notes are prepared to meet the requirements of the *Local Government Act 2020* and the *Local Government (Planning and Reporting) Regulations 2020*.

2.1.1 Income / Revenue and expenditure

	Budget 2025 \$'000	Actual 2025 \$'000	Variance \$'000	Variance %	Ref
Income / Revenue					
Rates and charges	10,043	10,033	(9)	-0.09%	1
Statutory fees and fines	208	211	3	1.38%	
User fees	1,453	1,852	399	27.48%	2
Grants - operating	5,684	9,022	3,338	58.73%	3
Grants - capital	3,526	4,098	571	16.20%	4
Contributions - monetary	9	138	129	1518.86%	5
Net gain/(loss) on disposal of property, infrastructure, plant and equipment	160	274	114	71.19%	6
Share of net profits/(losses) of associates and joint ventures	-	(46)	(46)	0.00%	
Other income	625	944	320	51.17%	7
Total income / revenue	21,707	26,526	4,819	22.20%	
Expenses					
Employee costs	8,727	9,387	(660)	7.56%	8
Materials and services	5,519	8,478	(2,959)	53.62%	9
Depreciation	5,107	8,385	(3,278)	64.18%	10
Other expenses	1,324	1,193	130	-9.85%	11
Total expenses	20,677	27,443	(6,766)	32.72%	
Surplus/(deficit) for the year	1,029	(917)	(1,947)	189.11%	

**Notes to the Financial Report
For the Year Ended 30 June 2025**

(i) Explanation of material variations

1	Rates and charges	<p>Rates and charges are slightly below budget due to changes from supplementary rates and revaluation adjustments after 1 July 2024.</p>
2	User fees	<p>User fees are above budget due to work undertaken on the Nhili Truck Exchange. Transfer station fees are significantly higher than budgeted which is based on user demand. Caravan park fees are higher than budgeted due to Council assuming management of the Nhili Caravan Park during the financial year and a significant increase in patronage at Riverside Holiday Park, Dimboola. Income from Rural Roads Victoria for provisioning items is below budget due to the timing of invoices. Council also received fees in relation to emergency management, including for the Little Desert Fire, as well as the demolition of a privately owned fire damaged building.</p>
3	Grants - operating	<p>Operating recurrent grants are higher than budgeted as Council received 50% of the 2025/26 Financial Assistance Grant in June 2025. Free From Violence Local Government Program, Kindergarten Central Enrolment, Landcare Facilitator and Roadside Weeds and Pest funding were higher than budgeted due to recognition of grant funding carried forward from 2023/24. Funding has also been received for the Multicultural Storytime which is delivered through Wimmera Southern Mallee Development across Hindmarsh Shire Council and Horsham Rural City Council.</p> <p>Non-recurrent operating grants received includes VicHealth, Seniors Festival Active Living, Tiny Towns - Jeparit Streetscape, Education from Sustainability Vic and a grant for the Jeparit Weir design.</p>
4	Grants - capital	<p>Funding from the Roads to Recovery program for 2024/25 was slightly higher than budgeted. Funding was received for the new Kinder on School Sites fit out at Nhili and Dimboola as well as recognition of funding received in 2023/24 committed to capital projects undertaken during 2024/25.</p>
5	Contributions - monetary	<p>Contributions is higher than budgeted due to a contribution towards the Dimboola Sports Stadium following the closure of a community bank account. Funds were also received for Australia Day and the ALIA Aged Care Reform Hub as well as internal transfers of funds towards the Town Committees. A contribution was also received towards the Rainbow Fishing Jetty from Victoria Fisheries.</p>
6	Net gain/(loss) on disposal of property, infrastructure, plant and equipment.	<p>Net gain/(loss) of disposal of property, infrastructure, plant and equipment is higher than budgeted due to the sale of the Gerang-Gerung Hall, Dimboola Senior Citizens Centre as well as sale of surplus to needs plant and equipment.</p>
7	Other income	<p>Revenue from interest is higher than budgeted due to Council holding higher cash than anticipated due to a number of capital works projects still to be completed, as well as receiving the full 2024/25 Financial Assistance Grants payment in July 2024.</p> <p>Other income is higher than budgeted as Council has received insurance recoupments for tree damage at Dimboola Riverside Holiday Park and damage to Yurunga Homestead.</p>

**Notes to the Financial Report
For the Year Ended 30 June 2025**

8	Employee costs	<p>Employee costs are higher than budgeted due to Council taking the following decisions after the adoption of the budget:</p> <p>*Council resolved to bring swimming pool operations back in house for the 2024/25 summer season, which had been budgeted for a contractor to provide</p> <p>*Council resolved to resume management of Nhill Caravan Park in September 2024. The staffing costs are offset by revenue.</p> <p>Council also saw an increase in the Workcover premium, and additional staffing costs were incurred during the Little Desert Bushfire in January 2025, including overtime during the height of the bushfire. Significant increases in patronage at Dimboola Riverside Holiday Park also increased staffing requirements. The increase in staff costs at Riverside Holiday Park are offset by revenue.</p>
9	Materials and services	<p>Materials and services are above budget due to expenses for grant funded projects including Multicultural Storytime, Early Years Enrollment, Engage for youth activities, and Reconnecting Communities through small events.</p> <p>Urgent maintenance work was undertaken on Council buildings including the Nhill office, including to the heating/cooling. Reserve maintenance was higher than budgeted due to urgent works being required to repair roof leaks.</p> <p>Council resumed operations of the Nhill Caravan park in September 2024 with additional expenditure in at the park offset by an increase in income from users fees.</p> <p>There was an increase in the cost associated with kerbside waste and recyclable collection and delivery to the Dooen landfill.</p>
10	Depreciation	<p>Depreciation was higher than budgeted due to capital works projects being completed and new depreciation rates being applied through Councils asset software.</p>
11	Other expenses	<p>Other expenses is less than budgeted due to Council expenses for Kindergarten Subsidy and a reduction in regional events.</p>

Hindmarsh Shire Council
2024/2025 Financial Report

**Notes to the Financial Report
For the Year Ended 30 June 2025**

2.1.2 Capital works

	Budget 2025 \$'000	Actual 2025 \$'000	Variance \$'000	Variance %	Ref
Property					
Buildings	500	2,499	1,999	399.80%	1
Total buildings	500	2,499	1,999	399.80%	
Total property	500	2,499	1,999	4	
Plant and equipment					
Plant, machinery and equipment	922	682	(240)	-26.04%	2
Fixtures, fittings and furniture	5	279	274	5479.68%	3
Computers and telecommunications	85	70	(15)	-18.07%	
Library books	40	31	(9)	-23.22%	
Total plant and equipment	1,052	1,061	9	0.88%	
Infrastructure					
Roads	4,279	2,590	(1,689)	-39.47%	4
Bridges	50	51	1	1.13%	
Footpaths and cycleways	70	90	20	28.82%	5
Drainage	68	-	(68)	-100.00%	6
Other infrastructure	192	1,890	1,697	882.28%	7
Total infrastructure	4,660	4,621	(39)	-0.84%	
Total capital works expenditure	6,212	8,181	1,969	31.70%	
Represented by:					
New asset expenditure	459	2,207	1,748	381.24%	
Asset renewal expenditure	5,583	5,512	(71)	-1.27%	
Asset expansion expenditure	70	-	(70)	-100.00%	
Asset upgrade expenditure	100	462	362	361.70%	
Total capital works expenditure	6,212	8,181	1,969	31.70%	

**Notes to the Financial Report
For the Year Ended 30 June 2025**

(i) Explanation of material variations

Variance Ref	Item	Explanation
1	Buildings	A number of building projects were undertaken during 2024/25 including projects carried forward from 2023/24. The building projects included the Dimboola Soundshell extension, building renewal at the Nhill Historical Society, completion of the Jeparit Workshop and commencement of the Davis park changerooms and tiered seating building.
2	Plant and equipment	Items of plant and equipment, such as the emulsion tank and spreader trailer which require specialist manufacturing have been delayed due to supply issues. There were two town trucks delivered during 2024/25 which were ordered in 2023/24.
3	Fixtures & Fittings	During 2024/25 council received grant funding to complete the fit out of the new Dimboola and Nhill Kinder on School Sites which was not budgeted.
4	Roads	Council budgeted to undertake two large road upgrade projects to be funded by grants however were unsuccessful with the funding applications.
5	Footpaths and cycleways	Work has been completed on the Wimmera Discovery Trail using carried forward grant funds.
6	Drainage	Drainage expenditure is under budget due to the additional focus on culvert maintenance during 2024/25.
7	Other infrastructure	Other infrastructure projects completed during 2024/25 include projects carried forward from 2023/24, grant funded projects and budgeted projects. These include improvements to swimming pools, completion of the Rainbow Rises event centre amenities and shed, upgrades to playgrounds, stage 2 of Nhill streetscape improvements, construction of Nhill Dog Park, installation of a jetty at Rainbow Lake, tourism signage, caravan park improvements at Nhill, Nhill Aerodrome Runway, and the Rainbow Silo.

Notes to the Financial Report For the Year Ended 30 June 2025

2.2 Analysis of Council results by program

Council delivers its functions and activities through the following programs.

2.2.1 Our Community

Our community's mission is to increase accessible services to enable the community to be healthy, active and engaged.

Built and Natural environment

Build and Natural Environment's mission is to provide infrastructure essential to support the community and to protect and enhance our natural environment.

Competitive and Innovative Economy

Competitive and Innovative Economy's mission is to foster a sustainable and diversified local economy where economic growth is encouraged and supported.

Good Governance and Financial Sustainability

Good Governance and Financial Sustainability's mission is to promote user friendly services to ensure transparency, good governance and financial sustainability, and to advance gender equality, equity and inclusion for all.

Hindmarsh Shire Council
2024/2025 Financial Report

**Notes to the Financial Report
For the Year Ended 30 June 2025**

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

	Income / Revenue	Expenses	Surplus/ (Deficit)	Grants included in income / revenue	Total assets
	\$'000	\$'000	\$'000	\$'000	\$'000
2025					
Our Community	1,130	(1,445)	(314)	952	17,445
Built and Natural Environment	5,713	(17,066)	(11,353)	2,315	236,187
Competitive and Innovative Economy	3,047	(2,480)	567	1,481	18,960
Good Governance and Financial Sustainability	16,642	(6,459)	10,184	8,372	23,404
Unattributed	-	-	-	-	-
	26,532	(27,449)	(917)	13,120	295,996

	Income / Revenue	Expenses	Surplus/ (Deficit)	Grants included in income / revenue	Total assets
	\$'000	\$'000	\$'000	\$'000	\$'000
2024					
Our Community	996	(2,081)	(1,085)	848	1,835
Built and Natural Environment	4,907	(11,302)	(6,395)	4,557	190,523
Competitive and Innovative Economy	2,997	(2,540)	457	956	3,594
Good Governance and Financial Sustainability	11,027	(4,902)	6,126	154	20,330
Unattributed	-	-	-	-	822
	19,927	(20,824)	(897)	6,514	217,106

Hindmarsh Shire Council
2024/2025 Financial Report

**Notes to the Financial Report
For the Year Ended 30 June 2025**

Note 3 FUNDING FOR THE DELIVERY OF OUR SERVICES

3.1 Rates and charges

2025
\$'000

2024
\$'000

Council uses Capital Improved Value (CIV) as the basis of valuation of all properties within the municipal district. The CIV of a property is the value of land and all of its improvements.

The valuation base used to calculate general rates for 2024/25 was \$4,449.5 million (2023/24 \$4,015.9 million).

General rates	7,877	7,669
Municipal charge	747	746
Waste management charge	1,254	1,279
Revenue in lieu of rates	156	158
Total rates and charges	10,034	9,852

The date of the general revaluation of land for rating purposes within the municipal district was 1 January 2024 and the valuation was first applied in the rating year commencing 1 July 2024.

Annual rates and charges are recognised as income when Council issues annual rates notices. Supplementary rates are recognised when a valuation and reassessment is completed and a supplementary rates notice issued.

3.2 Statutory fees and fines

Animal registration fees	65	65
Building fees	19	16
Infringements and costs	14	24
Town planning fees	65	53
Land information certificates	5	9
Permits	5	6
Total statutory fees and fines	173	172

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

3.3 User fees

Aged and health services	4	2
Private works	80	40
Caravan parks & camping fees	1,245	808
Transfer station fees	154	145
Commercial garbage collection fees	72	61
Film screenings and hall hire	9	5
Regional Roads Victoria works	142	1,114
Lease fees	28	63
Certificates	38	39
Events	-	2
Recreation Facility Fees	11	-
Emergency Response	63	-
Other fees and charges	43	32
Total user fees	1,889	2,313

User fees by timing of revenue recognition

User fees recognised at a point in time	1,889	2,313
Total user fees	1,889	2,313

User fees are recognised as revenue at a point in time, or over time, when (or as) the performance obligation is satisfied. Recognition is based on the underlying contractual terms.

Hindmarsh Shire Council
2024/2025 Financial Report

**Notes to the Financial Report
For the Year Ended 30 June 2025**

	2025 \$'000	2024 \$'000
3.4 Funding from other levels of government		
Grants were received in respect of the following:		
Summary of grants		
Commonwealth funded grants	10,345	3,423
State funded grants	2,775	3,091
Total grants received	13,120	6,514
(a) Operating Grants		
Recurrent - Commonwealth Government		
Financial Assistance Grants	8,286	238
General home care	-	23
Other	24	23
Recurrent - State Government		
Case Assessment	-	72
Delivered meals	-	4
Home care services	-	8
Home maintenance	-	4
Senior citizens	-	17
School crossing supervisors	8	8
Facilitated playgroup	44	38
Kindergarten central enrolment	65	30
Libraries	124	124
Freeza youth participation program	36	36
Engage!	54	50
Free from violence	140	50
Roadside weeds and pest management	85	85
Landcare facilitator	31	30
Other	-	3
Total recurrent operating grants	8,896	843
Non-recurrent - State Government		
Reginal events funding	-	16
Covid relief program	-	60
VicHealth	45	45
Premiers reading challenge	6	6
Animal welfare - pet desexing	-	1
Kerbside reform	-	85
Multi-cultural storytime	33	39
State library innovation grant - jigsaws	-	15
Onsite domestic water management	-	20
Education sustainability	13	9
Seniors Active Living	10	-
Immunisation Services	9	-
Other	-	12
Total non-recurrent operating grants	115	307
Total operating grants	9,011	1,149

Hindmarsh Shire Council
2024/2025 Financial Report

**Notes to the Financial Report
For the Year Ended 30 June 2025**

(b) Capital Grants

Recurrent - Commonwealth Government

Roads to recovery	1,900	1,081
Local roads & community infrastructure	86	1,186
Nhill aerodrome	49	300
Building better regions	-	572
Total recurrent capital grants	2,036	3,138

Non-recurrent - State Government

Rainbow Rec Reserve change rooms	10	13
Dimboola boating pontoon	-	38
Silo Art	1,249	103
Redevelop Rainbow Rises	50	168
Libraries to you, library van	-	6
Transfer station upgrades	-	58
Yurunga Homestead living heritage	-	18
Park cabins WDA	158	475
Digital planning	-	60
Albacutya Bridge	-	1,200
Tiny Towns - Jeparit Streetscape	11	25
Davis Park changerooms	-	63
Tiny Towns - Nhill dog park	50	-
Nhill Early Learning Facility Upgrade	165	-
Dimboola Early Learning Facility Upgrade	165	-
TAC Community Roads Safety	29	-
Country Football Program	162	-
Nhill Caravan Park Upgrades	24	-
Total non-recurrent capital grants	2,074	2,226

Total capital grants

4,109	5,365
13,120	6,514

TOTAL GRANTS

**Notes to the Financial Report
For the Year Ended 30 June 2025**

(c) Recognition of grant income

Before recognising funding from government grants as revenue the Council assesses whether there is a contract that is enforceable and has sufficiently specific performance obligations in accordance with *AASB 15 Revenue from Contracts with Customers*. When both these conditions are satisfied, the Council:

- identifies each performance obligation relating to revenue under the contract/agreement
- determines the transaction price
- recognises a contract liability for its obligations under the agreement
- recognises revenue as it satisfies its performance obligations, at the point in time or over time when services are rendered.

Where the contract is not enforceable and/or does not have sufficiently specific performance obligations, the Council applies *AASB 1058 Income of Not-for-Profit Entities*.

Grant revenue with sufficiently specific performance obligations is recognised over time as the performance obligations specified in the underlying agreement are met. Where performance obligations are not sufficiently specific, grants are recognised on the earlier of receipt or when an unconditional right to receipt has been established. Grants relating to capital projects are generally recognised progressively as the capital project is completed. The following table provides a summary of the accounting framework under which grants are recognised.

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

General purpose	8,310	321
Specific purpose grants to acquire non-financial assets	4,109	5,365
Other specific purpose grants	616	631

Revenue recognised under AASB 15 Revenue from Contracts with Customers

Specific purpose grants	85	197
	13,120	6,514
	2025	2024
	\$'000	\$'000

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

Capital

Balance at start of year	1,227	1,726
Received during the financial year and remained unspent at balance date	35	197
Received in prior years and spent during the financial year	(1,047)	(696)
Balance at year end	215	1,227

Unspent grants are determined and disclosed on a cash basis.

Hindmarsh Shire Council
2024/2025 Financial Report

**Notes to the Financial Report
For the Year Ended 30 June 2025**

	2025 \$'000	2024 \$'000
3.5 Contributions		
Monetary	138	95
Total contributions	138	95

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

3.6 Net gain/(loss) on disposal of property, infrastructure, plant and equipment

Proceeds of sale	757	100
Written down value of assets disposed	(483)	(62)
Total net gain/(loss) on disposal of property, infrastructure, plant and equipment	274	38

The profit or loss on sale of an asset is determined when control of the asset has passed to the buyer.

3.7 Other income

Interest	665	692
Recoupments	190	171
Fire services levy administration	48	47
Scrap metal and transfer station fees	29	34
Other	12	13
Total other income	944	957

Interest is recognised as it is earned.

Other income is measured at the fair value of the consideration received or receivable and is recognised when Council gains control over the right to receive the income.

Hindmarsh Shire Council
2024/2025 Financial Report

**Notes to the Financial Report
For the Year Ended 30 June 2025**

	2025	2024
	\$'000	\$'000
Note 4 THE COST OF DELIVERING SERVICES		
4.1 (a) Employee costs		
Wages and salaries	6,803	6,039
WorkCover	374	254
Annual leave, sick leave & long service leave	939	656
Superannuation	938	843
Fringe benefits tax	88	108
Training	207	165
Other	38	44
Total employee costs	9,387	8,109

(b) Superannuation

Council made contributions to the following funds:

Defined benefit fund

Employer contributions to Local Authorities Superannuation Fund (Vision Super)	11	22
Employer contributions - other funds	-	-
	11	22
Employer contributions payable at reporting date.	-	-

Accumulation funds

Employer contributions to Local Authorities Superannuation Fund (Vision Super)	358	338
Employer contributions - other funds	569	482
	927	821
Employer contributions payable at reporting date.	-	-

Contributions made exclude amounts accrued at balance date. Refer to note 9.3 for further information relating to Council's superannuation obligations.

4.2 Materials and services

Building maintenance	689	616
Consultants and labour hire	99	74
Contract payments	181	278
Depots and workshops	981	39
Emergency assistance & fire prevention	45	66
Health promotion	9	22
Senior citizens activities	3	13
Community development, tourism & youth activities	518	198
Garbage & recycling collection & waste disposal	1,326	1,036
Utilities	391	330
Office administration	480	259
Information technology	373	423
Parks, reserves & aerodromes	86	113
Plant & fleet operations	562	742
Printing, stationery & advertising	34	12
Quarry operations	(15)	42
Rating & valuations	6	10
Roads, footpaths, bridges & drainage management	2,285	748
Swimming pool maintenance & management	116	400
Town beautification	134	35
Enviromental	164	
Other	11	54
Total materials and services	8,478	5,510

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

Hindmarsh Shire Council
2024/2025 Financial Report

Notes to the Financial Report For the Year Ended 30 June 2025

4.3 Depreciation

Property	454	446
Plant and equipment	1,675	1,490
Infrastructure	6,256	3,452
Total depreciation	8,385	5,388

Refer to note 6.2 for a more detailed breakdown of depreciation and amortisation charges and accounting policy.

2025	2024
\$'000	\$'000

4.4 Allowance for impairment losses

Rates debtors	6	(6)
Other debtors	(28)	33
Total allowance for impairment losses	(21)	27

Movement in allowance for impairment losses in respect of debtors

Balance at the beginning of the year	60	34
New allowances recognised during the year	6	27
Amounts already allowed for and written off as uncollectible	(28)	1
Amounts allowed for but recovered during the year	2	(1)
Balance at end of year	41	60

An allowance for impairment losses in respect of debtors is recognised based on an expected credit loss model. This model considers both historic and forward looking information in determining the level of impairment.

4.5 Other expenses

Advertising	67	74
Auditors' remuneration - VAGO - audit of the financial statements, performance statement and grant acquittals	82	63
Auditors' remuneration - Internal Audit	23	14
Bank charges	31	35
Community action grants	17	19
Business assistance grants	17	-
Council contributions - other	36	31
Councillors' allowances	230	225
Fire services levy	29	27
Insurance	430	407
Landfill charges	-	323
Legal costs	37	45
Postage	18	20
Subscriptions	169	166
Telecommunications	7	6
Town committees	23	114
Reimbursement of overpayments	-	200
Others	-	21
Total other expenses	1,215	1,790

Hindmarsh Shire Council
2024/2025 Financial Report

Notes to the Financial Report For the Year Ended 30 June 2025

Note 5 INVESTING IN AND FINANCING OUR OPERATIONS

	2025	2024
	\$'000	\$'000
5.1 Financial assets		
(a) Cash and cash equivalents		
Cash on hand	5	4
Cash at bank	4,176	2,609
Term deposits	7,000	9,000
Total cash and cash equivalents	11,181	11,613
(b) Other financial assets		
Current		
Term deposits	2,000	-
Total current other financial assets	2,000	-
Total other financial assets	2,000	-
Total cash and cash equivalents and other financial assets	13,181	11,613

Councils cash and cash equivalents are subject to external restrictions that limit amounts available for discretionary use.
These include:

- Trust funds and deposits (note 5.3)	152	147
Total restricted funds	152	147
Total unrestricted cash and cash equivalents	13,029	11,466

Intended allocations

Although not externally restricted, the following amounts have been allocated for specific future purposes by Council:

- Grants received in advance - capital works	215	1,227
Total funds subject to intended allocations	215	1,227

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

Other financial assets are valued at fair value, at balance date. Term deposits are measured at original cost. Any unrealised gains and losses on holdings at balance date are recognised as either a revenue or expense.

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

Hindmarsh Shire Council
2024/2025 Financial Report

**Notes to the Financial Report
For the Year Ended 30 June 2025**

	2025 \$'000	2024 \$'000
(c) Trade and other receivables		
Current		
<i>Statutory receivables</i>		
Rates debtors	642	642
Allowance for expected credit loss - rates	(21)	(15)
Building permit debtors	11	11
Infringement debtors	214	197
Net GST receivable	175	216
<i>Non statutory receivables</i>		
Other debtors	151	150
Sundry debtors	252	395
Allowance for expected credit loss - other debtors	(13)	(43)
Total current trade and other receivables	1,411	1,553
Non-current		
<i>Statutory receivables</i>		
Street scheme debtors	2	2
Total non-current trade and other receivables	2	2
Total trade and other receivables	1,413	1,555

Short term receivables are carried at invoice amount. An allowance for expected credit losses is recognised based on past experience and other objective evidence of expected losses. Long term receivables are carried at amortised cost using the effective interest rate method.

(d) Ageing of Receivables

The ageing of the Council's trade and other receivables (excluding statutory receivables) that are not impaired was:

Past due by up to 30 days	2	340
Past due between 31 and 180 days	4	19
Past due between 181 and 365 days	2	6
Past due by more than 1 year	7	180
Total trade and other receivables	15	545

(e) Ageing of individually impaired Receivables

At balance date, other debtors representing financial assets with a nominal value of \$13,186 (2024: \$43,298) were impaired. The amount of the allowance raised against these debtors was \$13,186 (2024: \$43,298). They individually have been impaired as a result of their doubtful collection. Many of the long outstanding past due amounts have been lodged with Council's debt collectors or are on payment arrangements.

The ageing of receivables that have been individually determined as impaired at reporting date was:

Past due by more than 1 year	13	60
Total trade & other receivables	13	60

Hindmarsh Shire Council
2024/2025 Financial Report

**Notes to the Financial Report
For the Year Ended 30 June 2025**

5.2 Non-financial assets	2025	2024
(a) Inventories	\$'000	\$'000
Inventories held for distribution	117	912
Total inventories	117	912

Inventories held for distribution are measured at cost, adjusted when applicable for any loss of service potential. All other inventories, including land held for sale, are measured at the lower of cost and net realisable value. Where inventories are acquired for no cost or nominal consideration, they are measured at current replacement cost at the date of acquisition.

(b) Other assets		
Prepayments	149	105
Other	41	43
Total other assets	190	148

5.3 Payables, trust funds and deposits and contract and other liabilities	2025	2024
(a) Trade and other payables	\$'000	\$'000
Current		
<i>Non-statutory payables</i>		
Trade payables	415	332
Accrued expenses	255	338
Total current trade and other payables	669	670

(b) Trust funds and deposits		
Current		
Refundable deposits	4	2
Fire services levy	148	146
Total current trust funds and deposits	152	148

(c) Contract and other liabilities		
Contract liabilities		
Current		
Grants received in advance - capital	215	1,227
Total contract liabilities	215	1,227

Hindmarsh Shire Council
2024/2025 Financial Report

Notes to the Financial Report For the Year Ended 30 June 2025

Trust funds and deposits

Amounts received as deposits and retention amounts controlled by Council are recognised as trust funds until they are returned, transferred in accordance with the purpose of the receipt, or forfeited. Trust funds that are forfeited, resulting in council gaining control of the funds, are to be recognised as revenue at the time of forfeit.

Contract liabilities

Contract liabilities reflect consideration received in advance from customers in respect of the completion of obligations contained within funding agreements. Contract liabilities are derecognised and recorded as revenue when promised goods and services are transferred to the Hindmarsh Shire Council.

Purpose and nature of items

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

5.4 Provisions

	Employee	Landfill restoration	Quarry	Total
	\$ '000	\$ '000	\$ '000	\$ '000
2025				
Balance at beginning of the financial year	2,138	87	161	2,386
Additional provisions	857	-	-	857
Amounts used	(532)	-	(22)	(554)
Balance at the end of the financial year	2,463	87	139	2,689
<i>Provisions - current</i>	2,085	87	25	2,196
<i>Provisions - non-current</i>	379	-	114	493
2024				
Balance at beginning of the financial year	2,244	29	177	2,451
Additional provisions	648	57	21	727
Amounts used	(754)	-	(38)	(792)
Balance at the end of the financial year	2,138	87	161	2,386
<i>Provisions - current</i>	1,744	87	47	1,877
<i>Provisions - non-current</i>	395	-	114	509

Hindmarsh Shire Council
2024/2025 Financial Report

**Notes to the Financial Report
For the Year Ended 30 June 2025**

	2025	2024
	\$'000	\$'000
(a) Employee provisions		
Current provisions expected to be wholly settled within 12 months		
Annual leave	624	601
Long service leave	138	122
	763	724
Current provisions expected to be wholly settled after 12 months		
Annual leave	161	166
Long service leave	1,161	854
	1,322	1,020
Total current employee provisions	2,085	1,744
Non-current		
Long service leave	379	395
Total non-current employee provisions	379	395
Aggregate carrying amount of employee provisions:		
Current	2,085	1,744
Non-current	379	395
Total aggregate carrying amount of employee provisions	2,463	2,138

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

Annual leave

A liability for annual leave is recognised in the provision for employee benefits as a current liability because the Council does not have an unconditional right to defer settlement of the liability. Liabilities for annual leave are measured at:

- nominal value if the Council expects to wholly settle the liability within 12 months
- present value if the Council does not expect to wholly settle within 12 months.

Liabilities that are not expected to be wholly settled within 12 months of the reporting date are recognised in the provision for employee benefits as current liabilities, measured at the present value of the amounts expected to be paid when the liabilities are settled using the remuneration rate expected to apply at the time of settlement.

Long service leave

Liability for long service leave (LSL) is recognised in the provision for employee benefits. Unconditional LSL is disclosed as a current liability as the Council does not have an unconditional right to defer settlement. Unconditional LSL is measured at nominal value if expected to be settled within 12 months or at present value if not expected to be settled within 12 months. Conditional LSL that has been accrued, where an employee is yet to reach a qualifying term of employment, is disclosed as a non-current liability and measured at present value.

Key assumptions:

- discount rate	-	-
- index rate	-	-

Hindmarsh Shire Council
2024/2025 Financial Report

Notes to the Financial Report For the Year Ended 30 June 2025

	2025	2024
	\$'000	\$'000
(b) Landfill restoration		
Current	87	87
Non-current	-	-
	87	87

Council is obligated to restore a number of landfill sites to a particular standard. The provision for landfill restoration has been calculated based on the present value of the expected cost of rehabilitation works to be undertaken. The expected cost of works has been estimated based on current understanding of work required to reinstate the site to a suitable standard. Accordingly, the estimation of the provision required is dependent on the accuracy of the forecast timing of the work, work required and related costs.

Council reviews the landfill restoration provision on an annual basis, including the key assumptions listed below.

Key assumptions:

- discount rate	4.203%	4.348%
- index rate	4.250%	4.450%

(c) Quarry restoration

Current	25	47
Non-current	114	114
	139	161

Key assumptions:

- discount rate	4.203%	4.348%
- index rate	4.250%	4.450%

(d) Summary of provisions

Current

Annual Leave	624	767
Long Service Leave	138	976
Landfill	87	87
Quarry	25	47
Total current provisions	874	1,877

Non-Current

Long Service Leave	379	395
Quarry	114	114
Total non-current provisions	493	509

5.5 Financing arrangements

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

Bank overdraft	2,000	2,000
Credit card facilities	8	30
Total facilities	2,008	2,030
Used facilities	1	8
Unused facilities	2,007	2,022

Hindmarsh Shire Council
2024/2025 Financial Report

**Notes to the Financial Report
For the Year Ended 30 June 2025**

5.6 Commitments

The Council has entered into the following commitments. Commitments are not recognised in the Balance Sheet. Commitments are disclosed at their nominal value and presented inclusive of the GST payable.

Commitments for expenditure

	Not later than 1 year	Later than 1 year and not later than 2 years	Later than 2 years and not later than 5 years	Later than 5 years	Total
	\$'000	\$'000	\$'000	\$'000	\$'000
2025					
Operating					
Printers/photocopiers	5	3	-	-	8
Garbage collection	834	852	1,758	-	3,444
Internal audit services	15	-	-	-	15
Kindergarten services	67	-	-	-	67
Information communication & technology	77	78	161	326	642
Quarry material	22	22	60	-	104
Total	1,020	956	1,979	326	4,280
Capital					
Buildings	-	-	-	-	-
Roads	-	-	-	-	-
Drainage	-	-	-	-	-
Total	-	-	-	-	-
2024					
Operating					
Printers/photocopiers	11	6	-	-	17
Garbage collection	1,033	1,084	1,139	1,195	4,451
Internal audit services	19	-	-	-	19
Kindergarten services	23	24	26	27	100
Quarry material	248	260	-	-	508
Total	1,333	1,375	1,164	1,222	5,095
Capital					
Buildings	4,208	-	-	-	4,208
Total	4,208	-	-	-	4,208

Hindmarsh Shire Council
2024/2025 Financial Report

**Notes to the Financial Report
For the Year Ended 30 June 2025**

5.7 Leases

At inception of a contract, Council assesses whether a contract is, or contains, a lease. A contract is, or contains, a lease if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration. To identify whether a contract conveys the right to control the use of an identified asset, it is necessary to assess whether:

- The contract involves the use of an identified asset;
- Council has the right to obtain substantially all of the economic benefits from use of the asset throughout the period of use; and
- Council has the right to direct the use of the asset.

Short-term and low value leases

Council has elected not to recognise right-of-use assets and lease liabilities for short-term leases of machinery that have a lease term of 12 months or less and leases of low-value assets (individual assets worth less than existing capitalisation thresholds for a like asset up to a maximum of \$10,000), including IT equipment. Council recognises the lease payments associated with these leases as an expense on a straight-line basis over the lease term.

Short-term and low value leases

Council has elected not to recognise right-of-use assets and lease liabilities for short-term leases of machinery that have a lease term of 12 months or less and leases of low-value assets (individual assets worth less than existing capitalisation thresholds for a like asset up to a maximum of AUD\$10,000), including IT equipment. Council recognises the lease payments associated with these leases as an expense on a straight-line basis over the lease term.

	2025	2024
Expenses relating to:	\$'000	\$'000
Short-term leases	-	-
Leases of low value assets	5	5
Total	5	5

2025	2024
\$'000	\$'000

Non-cancellable lease commitments - Short-term and low-value leases

Commitments for minimum lease payments for short-term and low-value leases are payable as follows:

Payable:

Within one year	5	5
Later than one year but not later than five years	-	3
Total lease commitments	5	8

**Notes to the Financial Report
For the Year Ended 30 June 2025**

Note 6 ASSETS WE MANAGE

	2025	2024
	\$'000	\$'000
6.1 Non current assets classified as held for sale		
Written down value of asset held for disposal	-	228
Total non current assets classified as held for sale	-	228

Non-current assets classified as held for sale (including disposal groups) are measured at the lower of its carrying amount and fair value less costs of disposal, and are not subject to depreciation. Non-current assets, disposal groups and related liabilities and assets are treated as current and classified as held for sale if their carrying amount will be recovered through a sale transaction rather than through continuing use. This condition is regarded as met only when the sale is highly probable and the asset's sale (or disposal group sale) is expected to be completed within 12 months from the date of classification.

Hindmarsh Shire Council
2024/2025 Financial Report

**Notes to the Financial Report
For the Year Ended 30 June 2025**

6.2 PROPERTY, INFRASTRUCTURE, PLANT AND EQUIPMENT

Summary of property, infrastructure, plant and equipment

	Carrying amount 30 June 2024								Carrying amount 30 June 2025
	\$'000	Additions \$'000	Contributions \$'000	Revaluation \$'000	Depreciation \$'000	Disposal \$'000	Write-off \$'000	Transfers \$'000	\$'000
Property	30,046	1,507	-	47,435	(455)	(307)	-	16	78,242
Plant and equipment	7,868	1,042	-	5,455	(1,675)	(279)	-	14	12,425
Infrastructure	162,521	4,090	-	27,620	(6,256)	(1,234)	-	-	186,742
Work in progress	1,996	2,868	-	-	-	-	-	(1,352)	3,512
	202,431	9,507	-	80,511	(8,386)	(1,820)	-	(1,322)	280,921

Summary of Work in Progress

	Opening WIP \$'000	Additions \$'000	Write-off \$'000	Transfers \$'000	Closing WIP \$'000
Property	595	1,524	-	(532)	1,587
Plant and equipment	-	19	-	-	19
Infrastructure	1,402	1,325	-	(820)	1,907
Total	1,996	2,869	-	(1,352)	3,513

Hindmarsh Shire Council
2024/2025 Financial Report

**Notes to the Financial Report
For the Year Ended 30 June 2025**

(a) Property

	Land	Total Land	Heritage buildings	Buildings	Total Buildings	Work In Progress	Total Property
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
At fair value 1 July 2024	2,575	2,575	1,364	27,329	28,693	595	31,863
Accumulated depreciation at 1 July 2024	-	-	(66)	(1,156)	(1,222)	-	(1,222)
	2,575	2,575	1,298	26,173	27,471	595	30,641
Movements in fair value							
Additions	-	-	-	975	975	1,523	2,498
Contributions	-	-	-	-	-	-	-
Revaluation	-	-	-	69,849	69,849	-	69,849
Disposal	-	-	-	(325)	(325)	-	(325)
Write-off	-	-	-	-	-	-	-
Transfers	-	-	-	548	548	(532)	16
Impairment losses recognised in operating result	-	-	-	-	-	-	-
	-	-	-	71,047	71,047	991	72,038
Movements in accumulated depreciation							
Depreciation and amortisation	-	-	(103)	(352)	(455)	-	(455)
Accumulated depreciation of disposals	-	-	-	18	18	-	18
Depreciation and amortisation on revaluation	-	-	-	(22,414)	(22,414)	-	(22,414)
Impairment losses recognised in operating result	-	-	-	-	-	-	-
Transfers	-	-	-	-	-	-	-
	-	-	(103)	(22,748)	(22,851)	-	(22,851)
At fair value 30 June 2025	2,575	2,575	1,364	98,376	99,740	1,586	103,901
Accumulated depreciation at 30 June 2025	-	-	(169)	(23,904)	(24,073)	-	(24,073)
Carrying amount	2,575	2,575	1,195	74,472	75,667	1,586	79,828

Hindmarsh Shire Council
2024/2025 Financial Report

**Notes to the Financial Report
For the Year Ended 30 June 2025**

(b) Plant and Equipment

	Plant machinery and equipment	Fixtures fittings and furniture	Library books	Work in progress	Total plant and equipment
	\$'000	\$'000	\$'000	\$'000	\$'000
At fair value 1 July 2024	14,838	1,456	322	-	16,616
Accumulated depreciation at 1 July 2024	(7,684)	(956)	(108)	-	(8,748)
	7,154	500	214	-	7,868
Movements in fair value					
Additions	663	349	31	19	1,061
Contributions	-	-	-	-	-
Revaluation	(48)	6,375	-	-	6,327
Disposal	(1,418)	-	-	-	(1,418)
Write-off	-	-	-	-	-
Transfers	-	14	-	-	14
Impairment losses recognised in operating result	-	-	-	-	-
	(803)	6,738	31	19	5,985
Movements in accumulated depreciation					
Depreciation and amortisation	(1,477)	(165)	(32)	-	(1,675)
Accumulated depreciation of disposals	1,138	-	-	-	1,138
Depreciation and amortisation on revaluation	80	(952)	-	-	(872)
Impairment losses recognised in operating result	-	-	-	-	-
Transfers	-	-	-	-	-
	(259)	(1,117)	(32)	-	(1,408)
At fair value 30 June 2025	14,035	8,194	353	19	22,601
Accumulated depreciation at 30 June 2025	(7,943)	(2,073)	(140)	-	(10,156)
Carrying amount	6,092	6,121	212	19	12,444

Hindmarsh Shire Council
2024/2025 Financial Report

**Notes to the Financial Report
For the Year Ended 30 June 2025**

(c) Infrastructure

	Roads	Bridges	Footpaths and cycleways	Drainage	Kerb & channel	Other Infrastructure	Work In Progress	Total Infrastructure
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
At fair value 1 July 2024	125,122	10,113	6,276	7,178	17,446	14,497	1,402	182,034
Accumulated depreciation at 1 July 2024	(8,055)	(1,741)	-	(2,579)	-	(5,736)	-	(18,111)
	117,067	8,372	6,276	4,599	17,446	8,761	1,402	163,923
Movements in fair value								
Additions	2,323	51	67	-	197	661	1,325	4,624
Contributions	-	-	-	-	-	-	-	-
Revaluation/indexation	5,904	-	-	-	15,149	-	-	21,054
Revaluation	5,721	-	6,596	-	407	14,864	-	27,588
Disposal	(1,308)	(10)	-	-	-	(51)	-	(1,369)
Write-off	-	-	-	-	-	-	-	-
Transfers	135	-	23	-	-	633	(820)	(28)
Impairment losses recognised in operating result	-	-	-	-	-	-	-	-
	12,776	41	6,686	-	15,754	16,107	505	51,868
Movements in accumulated depreciation								
Depreciation and amortisation	(4,632)	(141)	(158)	(75)	(294)	(957)	-	(6,256)
Accumulated depreciation of disposals	133	0	-	-	-	2	-	135
Accumulated depreciation on indexation	(480)	-	-	-	(13,348)	-	-	(13,827)
Depreciation and amortisation on revaluation	(1,637)	-	(4,504)	-	(50)	(1,003)	-	(7,194)
Impairment losses recognised in operating result	-	-	-	-	-	-	-	-
Transfers	-	-	-	-	-	-	-	-
	(6,615)	(140)	(4,662)	(75)	(13,691)	(1,958)	-	(27,142)
At fair value 30 June 2025	137,898	10,154	12,962	7,178	33,200	30,604	1,907	233,902
Accumulated depreciation at 30 June 2025	(14,670)	(1,881)	(4,662)	(2,654)	(13,691)	(7,694)	-	(45,253)
Carrying amount	123,228	8,272	8,300	4,524	19,508	22,909	1,907	188,649

Notes to the Financial Report For the Year Ended 30 June 2025

Acquisition

The purchase method of accounting is used for all acquisitions of assets, being the fair value of assets provided as consideration at the date of acquisition plus any incidental costs attributable to the acquisition. Fair value is the price that would be received to sell an asset (or paid to transfer a liability) in an orderly transaction between market participants at the measurement date. Refer also to Note 8.4 for further disclosure regarding fair value measurement.

Where assets are constructed by Council, cost includes all materials used in construction, direct labour, borrowing costs incurred during construction, and an appropriate share of directly attributable variable and fixed overheads.

In accordance with Council's policy, the threshold limits have applied when recognising assets within an applicable asset class and unless otherwise stated are consistent with the prior year.

	Depreciation Period	Threshold Limit
		\$'000
<i>Asset recognition thresholds and depreciation periods</i>		
Land & land improvements		
land	-	1
Buildings		
buildings	30-100 years	1
Plant and Equipment		
plant, machinery and equipment	2-20 years	1
fixtures, fittings and furniture	2-50 years	1
Infrastructure		
roads - pavements, substructure, formation and earthworks	15-110 years	1
roads - kerb, channel and minor culverts and other	60-100 years	1
bridges - deck and substructure	70-120 years	1
footpaths and cycleways	15-80 years	1
drainage	80-120 years	1
others	5-100 years	1

Land under roads

Council recognises land under roads it controls at fair value.

Depreciation and amortisation

Buildings, land improvements, plant and equipment, infrastructure, and other assets having limited useful lives are systematically depreciated over their useful lives to the Council in a manner which reflects consumption of the service potential embodied in those assets. Estimates of remaining useful lives and residual values are made on a regular basis with major asset classes reassessed annually. Depreciation rates and methods are reviewed annually.

Where assets have separate identifiable components that are subject to regular replacement, these components are assigned distinct useful lives and residual values and a separate depreciation rate is determined for each component.

Road earthworks are not depreciated on the basis that they are assessed as not having a limited useful life.

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

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

Repairs and maintenance

Where the repair relates to the replacement of a component of an asset and the cost exceeds the capitalisation threshold the cost is capitalised and depreciated. The carrying value of the replaced asset is expensed.

Notes to the Financial Report For the Year Ended 30 June 2025

Valuation of land and buildings

Valuation of land and buildings was undertaken by a qualified independent valuer Ashay Prabhu, MEI(Aust) CPEng, NPFR: Membership 1102199 of Modelve. The valuation of land and buildings is at fair value, being market value based on highest and best use permitted by relevant land planning provisions. Where land use is restricted through existing planning provisions the valuation is reduced to reflect this limitation. This adjustment is an unobservable input in the valuation. The adjustment has no impact on the comprehensive income statement.

Specialised land is valued at fair value using site values adjusted for englobo (undeveloped and/or unserviced) characteristics, access rights and private interests of other parties and entitlements of infrastructure assets and services. This adjustment is an unobservable input in the valuation. The adjustment has no impact on the comprehensive income statement.

Any significant movements in the unobservable inputs for land and land under roads will have a significant impact on the fair value of these assets.

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

	Level 1	Level 2	Level 3	Date of Valuation	Type of Valuation
Land	-	-	2,607	Jun-21	Full
Heritage Buildings	-	-	-	Jun-25	Full
Buildings	-	-	75,669	Jun-25	Full
Furniture & Fittings	-	-	6,121	Jun-25	Full
Total	-	-	84,397		

Valuation of infrastructure

Valuation of infrastructure assets has been determined in accordance with an independent valuation undertaken by Dr Farhad Nabavi PhD, CPEng, NER, RPEQ, PE (Vic), APEC Eng, IntPE from Technocrete.

An index based revaluation was conducted in the current year, this valuation was based on the Australian Bureau of Statistics Output of Construction Industries class index, a full revaluation of these assets will be conducted in 2025/26.

The valuation is at fair value based on current replacement cost less accumulated depreciation as at the date of valuation.

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

	Level 1	Level 2	Level 3	Date of Valuation	Type of Valuation
Roads	-	-	123,228	Jun-25	Indexation
Bridges	-	-	8,273	Jun-25	Indexation
Footpaths and cycleways	-	-	8,300	Jun-25	Full
Drainage	-	-	4,524	Jun-25	Indexation
Kerb & channel	-	-	19,507	Jun-25	Full
Other infrastructure	-	-	22,909	Jun-25	Indexation
Total	-	-	186,740		

Description of significant unobservable inputs into level 3 valuations

Specialised buildings are valued using a current replacement cost technique. Significant unobservable inputs include the current replacement cost and remaining useful lives of buildings. Current replacement costs are calculated on a square metre basis and ranges from \$300 to \$2,600 per square metre. The remaining useful lives of buildings are determined on the basis of the current condition of buildings and vary from 5 years to 75 years. Replacement cost is sensitive to changes in market conditions, with any increase or decrease in cost flowing through to the valuation. Useful lives of buildings are sensitive to changes in expectations or requirements that could either shorten or extend the useful lives of buildings.

Infrastructure assets are valued based on the current replacement cost. Significant unobservable inputs include the current replacement cost and remaining useful lives of infrastructure. The remaining useful lives of infrastructure assets are determined on the basis of the current condition of the asset and vary from 10 years to 100 years. Replacement cost is sensitive to changes in market conditions, with any increase or decrease in cost flowing through to the valuation. Useful lives of infrastructure are sensitive to changes in use, expectations or requirements that could either shorten or extend the useful lives of infrastructure assets.

Hindmarsh Shire Council
2024/2025 Financial Report

Notes to the Financial Report For the Year Ended 30 June 2025

	2025	2024
	\$'000	\$'000
6.3 Investments in associates, joint arrangements and subsidiaries		
(a) Investments in associates		
- Wimmera Southern Mallee Development Inc	174	219
Wimmera Southern Mallee Development Inc		
<i>Background</i>		
Hindmarsh Shire Council, in conjunction with Horsham Rural City Council, Northern Grampians Shire Council, West Wimmera Shire Council and Yarriambiack Shire Council, have an interest in the Wimmera Southern Mallee Development Inc. Hindmarsh Shire Council has a 10.34% interest in equity (10.34% in 2023/24).		
Fair value of Council's investment in Wimmera Southern Mallee Development Inc	173	219
Council's share of accumulated surplus/(deficit)		
Council's share of accumulated surplus(deficit) at start of year	222	209
Reported surplus(deficit) for year	(91)	13
Transfers (to) from reserves	-	-
Distributions for the year	-	-
Council's share of accumulated surplus(deficit) at end of year	131	222
Council's share of reserves		
Council's share of reserves at start of year	34	45
Transfers (to) from reserves	-	(11)
Council's share of reserves at end of year	34	34
Movement in carrying value of specific investment		
Carrying value of investment at start of year	219	233
Share of surplus(deficit) for year	(46)	(14)
Share of asset revaluation	-	-
Distributions received	-	-
Carrying value of investment at end of year	174	219
Council's share of expenditure commitments		
Operating commitments	60	59
Capital commitments	-	-
Council's share of expenditure commitments	60	59
Council's share of contingent liabilities and contingent assets		
Current provisions	6	8
Non-current provisions	3	4

Associates are all entities over which Council has significant influence but not control or joint control. Investments in associates are accounted for using the equity method of accounting, after initially being recognised at cost.

Hindmarsh Shire Council
2024/2025 Financial Report

Notes to the Financial Report For the Year Ended 30 June 2025

Note 7 PEOPLE AND RELATIONSHIPS

7.1 Council and key management remuneration

(a) Related Parties

Parent entity

Hindmarsh Shire Council is the parent entity.

Subsidiaries and Associates

Interests in subsidiaries and associates are detailed in Note 6.3.

(b) Key Management Personnel

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

Details of KMP at any time during the year are:

		2025 No.	2024 No.
Councillors	Councillor B Ireland (Mayor 1/7/2024 - 26/10/2024)		
	Councillor W Bywaters (Deputy Mayor 1/7/2024 - 26/10/2024)		
	Councillor M Albrecht 1/7/2024 - 26/10/2024		
	Councillor R Gersch 1/7/2024 - 26/10/2024		
	Councillor R Ismay 1/7/2024 (Mayor 13/11/2024-30/6/2025)		
	Councillor D Nelson 1/7/2024 - 26/10/2024		
	Councillor C Uoy (Deputy Mayor 26/10/2024 - 30/6/2025)		
	Councillor R Aitken 26/10/2024 - 30/6/2025		
	Councillor R Barker 26/10/2024 - 30/6/2025		
	Councillor J Barry 26/10/2024 - 30/6/2025		
	Councillor A Clark 26/10/2025 - 30/6/2025		
Officers	Chief Executive Officer Monica Revell		
	Director - Corporate & Community Services Petra Croot		
	Director - Infrastructure Ram Upadhyaya		
Total Number of Councillors		11	6
Total of Chief Executive Officer and other Key Management Personnel		3	6
Total Number of Key Management Personnel		14	12

(c) Remuneration of Key Management Personnel

Remuneration comprises employee benefits including all forms of consideration paid, payable or provided by Council, or on behalf of the Council, in exchange for services rendered. Remuneration of Key Management Personnel and Other senior staff is disclosed in the following categories.

Short-term employee benefits include amounts such as wages, salaries, annual leave or sick leave that are usually paid or payable on a regular basis, as well as non-monetary benefits such as allowances and free or subsidised goods or services.

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

Post-employment benefits include pensions, and other retirement benefits paid or payable on a discrete basis when employment has ceased.

Termination benefits include termination of employment payments, such as severance packages.

Hindmarsh Shire Council
2024/2025 Financial Report

Notes to the Financial Report
For the Year Ended 30 June 2025

	2025	2024
	\$	\$
Total remuneration of key management personnel was as follows:		
Short-term employee benefits	884	901
Other long-term employee benefits	1	33
Post-employment benefits	94	99
Total	979	1,033

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

	2025	2024
	No.	No.
\$0 - \$9,999	3	-
\$10,000 - \$19,999	5	
\$20,000 - \$29,999	2	3
\$30,000 - \$39,999	-	3
\$60,000 - \$69,999	1	1
\$80,000 - \$89,999	-	2
\$160,000 - \$169,999	-	1
\$190,000 - \$190,999	-	1
\$220,000 - \$220,999	1	
\$240,000 - \$240,999	1	
\$260,000 - \$260,999	-	1
\$270,000 - \$270,999	1	-
	14	12

Hindmarsh Shire Council
2024/2025 Financial Report

**Notes to the Financial Report
For the Year Ended 30 June 2025**

	2025 \$'000	2024 \$'000
7.2 Related party disclosure		
(a) Transactions with related parties		
During the period Council entered into the following transactions with related parties.		
<i>T ismay & Co (a related party to Cr R Ismay)</i>		
<i>Purchases of hardware 30 day terms</i>	115	119
<i>Nhill IGA (a related party to Cr W Bywaters)</i>		
<i>Groceries and newspapers 30 day terms</i>	4	14
<i>Rural Councils Victoria (a related party to Cr R Gersch)</i>		
<i>Membership and conferences 30 day terms</i>	6	6
<i>Hindmarsh Landcare Network (a related party to Cr D Nelson)</i>		
<i>Membership 30 day terms</i>	-	11
<i>Hot Spark Fabrication (a related party to Cr W Bywaters)</i>		
<i>Plant repairs 30 day terms</i>	3	62
<i>Wimmera Southern Mallee Development (formerly Wimmera Development Association) (a related party to Cr M Albrecht)</i>		
<i>Membership and conferences 30 day terms</i>	56	55
<i>Lions Club (a related party to T Clark)</i>	2	-
(b) Outstanding balances with related parties		
The following balances are outstanding at the end of the reporting period in relation to transactions with related parties	Nil	Nil
(c) Loans to/from related parties		
The aggregate amount of loans in existence at balance date that have been made, guaranteed or secured by the council to a related party are as follows:	Nil	Nil
(d) Commitments to/from related parties		
The aggregate amount of commitments in existence at balance date that have been made, guaranteed or secured by the council to a related party are as follows:	Nil	Nil

**Notes to the Financial Report
For the Year Ended 30 June 2025**

Note 8 MANAGING UNCERTAINTIES

8.1 Contingent assets and liabilities

Contingent assets and contingent liabilities are not recognised in the Balance Sheet, but are disclosed and if quantifiable, are measured at nominal value. Contingent assets and liabilities are presented inclusive of GST receivable or payable, respectively.

(a) Contingent assets

Operating Lease Receivables

Council receives lease payments for telephone towers, small sections of land and rooms within Council owned buildings. The receivable is incidental to the purpose for holding the property. The lease terms are between 1 and 10 years and include a CPI based revision annually.

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

	2025 \$'000	2024 \$'000
No later than one year	47	38
Later than one year and not later than five years	140	113
Later than 5 years	-	325
	187	476

(b) Contingent liabilities

Contingent liabilities are:

- possible obligations that arise from past events, whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the Council; or
- present obligations that arise from past events but are not recognised because:
 - it is not probable that an outflow of resources embodying economic benefits will be required to settle the obligation; or
 - the amount of the obligation cannot be measured with sufficient reliability.

Superannuation

Council has obligations under a defined benefit superannuation scheme that may result in the need to make additional contributions to the scheme, matters relating to this potential obligation are outlined below. As a result of the volatility in financial markets the likelihood of making such contributions in future periods exists.

Future superannuation contributions.

Other than the disclosed contributions, Hindmarsh Shire Council has not paid any unfunded liability payments to Vision Super. There were no contributions outstanding and no loans issued from or to the above schemes as at 30 June 2025. The expected contributions to be paid to the Defined Benefits category of Vision Super for the year ending 30 June 2026 are \$12,000.

Liability Mutual Insurance

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

MAV Workcare

Council was a participant of the MAV WorkCare Scheme. The MAV WorkCare Scheme provided workers compensation insurance. MAV WorkCare commenced business on 1 November 2017 and the last day the Scheme operated as a self-insurer was 30 June 2021. In accordance with the Workplace Injury Rehabilitation and Compensation Act 2013, there is a six-year liability period following the cessation of the Scheme (to 30 June 2027). At the end of the liability period, an adjustment payment may be required (or received). The determination of any adjustment payment is dependent upon revised actuarial assessments of the Scheme's tail claims liabilities as undertaken by Work Safe Victoria.

(c) Guarantees for loans to other entities

The amount disclosed for financial guarantee in this note is the nominal amount of the underlying loan that is guaranteed by the Council, not the fair value of the financial guarantee.

Financial guarantee contracts are not recognised as a liability in the balance sheet unless the lender has exercised their right to call on the guarantee or Council has other reasons to believe that it is probable that the right will be exercised.

**Notes to the Financial Report
For the Year Ended 30 June 2025**

8.2 Change in accounting standards

Certain new Australian Accounting Standards and interpretations have been published that are not mandatory for the 30 June 2025 reporting period. Council assesses the impact of these new standards. As at 30 June 2025 there were no new accounting standards or interpretations issued by the AASB which are applicable for the year ending 30 June 2025 that are expected to impact Council.

In September 2024 the Australian Accounting Standards Board (AASB) issued two Australian Sustainability Reporting Standards (ASRS). This followed Commonwealth legislation establishing Australia's sustainability reporting framework. Relevant entities will be required to undertake mandatory reporting of climate-related disclosures in future financial years. Public sector application issues remain under consideration and Council will continue to monitor developments and potential implications for future financial years.

8.3 Financial instruments

(a) Objectives and policies

The Council's principal financial instruments comprise cash assets, term deposits, receivables (excluding statutory receivables), payables (excluding statutory payables) and bank. Details of the material accounting policy information and methods adopted, including the criteria for recognition, the basis of measurement and the basis on which income and expenses are recognised, in respect of each class of financial asset, financial liability and equity instrument is disclosed in the notes of the financial statements. Risk management is carried out by senior management under policies approved by the Council. These policies include identification and analysis of the risk exposure to Council and appropriate procedures, controls and risk minimisation.

(b) Market risk

Market risk is the risk that the fair value or future cash flows of council financial instruments will fluctuate because of changes in market prices. The Council's exposure to market risk is primarily through interest rate risk with only insignificant exposure to other price risks and no exposure to foreign currency risk.

Interest rate risk

Interest rate risk refers to the risk that the value of a financial instrument or cash flows associated with the instrument will fluctuate due to changes in market interest rates. Council's interest rate liability risk arises primarily from long term loans and borrowings at fixed rates which exposes council to fair value interest rate risk / Council does not hold any interest bearing financial instruments that are measured at fair value, and therefore has no exposure to fair value interest rate risk. Cash flow interest rate risk is the risk that the future cash flows of a financial instrument will fluctuate because of changes in market interest rates. Council has minimal exposure to cash flow interest rate risk through its cash and deposits that are at floating rates.

Investment of surplus funds is made with approved financial institutions under the *Local Government Act 2020*. Council manages interest rate risk by adopting an investment policy that ensures:

- diversification of investment product;
- monitoring of return on investment; and
- benchmarking of returns and comparison with budget.

There has been no significant change in the Council's exposure, or its objectives, policies and processes for managing interest rate risk or the methods used to measure this risk from the previous reporting period.

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

**Notes to the Financial Report
For the Year Ended 30 June 2025**

(c) Credit risk

Credit risk is the risk that a contracting entity will not complete its obligations under a financial instrument and cause Council to make a financial loss. Council have exposure to credit risk on some financial assets included in the balance sheet. Particularly significant areas of credit risk exist in relation to outstanding fees and fines as well as loans and receivables from sporting clubs and associations. To help manage this risk:

- Council has a policy for establishing credit limits for the entities council deal with;
- Council may require collateral where appropriate; and
- Council only invest surplus funds with financial institutions which have a recognised credit rating specified in council's investment policy.

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

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

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

The maximum exposure to credit risk at the reporting date to recognised financial assets is the carrying amount, net of any allowance for impairment of those assets, as disclosed in the balance sheet and notes to the financial statements. Council does not hold any collateral.

(d) Liquidity risk

Liquidity risk includes the risk that, as a result of council's operational liquidity requirements it will not have sufficient funds to settle a transaction when required or will be forced to sell a financial asset at below value or may be unable to settle or recover a financial asset.

To help reduce these risks Council:

- have a liquidity policy which targets a minimum and average level of cash and cash equivalents to be maintained;
- have readily accessible standby facilities and other funding arrangements in place;
- have a liquidity portfolio structure that requires surplus funds to be invested within various bands of liquid instruments;
- monitor budget to actual performance on a regular basis; and
- set limits on borrowings relating to the percentage of loans to rate revenue and percentage of loan principal repayments to rate revenue.

The Council's maximum exposure to liquidity risk is the carrying amounts of financial liabilities as disclosed on the face of the balance sheet and the amounts related to financial guarantees disclosed in Note 8.1(c), and is deemed insignificant based on prior periods' data and current assessment of risk.

There has been no significant change in Council's exposure, or its objectives, policies and processes for managing liquidity risk or the methods used to measure this risk from the previous reporting period.

With the exception of borrowings, all financial liabilities are expected to be settled within normal terms of trade.

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

(e) Sensitivity disclosure analysis

Taking into account past performance, future expectations, economic forecasts, and management's knowledge and experience of the financial markets, Council believes the following movements are 'reasonably possible' over the next 12 months:

- A parallel shift of + 2% and -1% in market interest rates (AUD) from year-end rates of 4.1%.

These movements will not have a material impact on the valuation of Council's financial assets and liabilities, nor will they have a material impact on the results of Council's operations.

Notes to the Financial Report For the Year Ended 30 June 2025

8.4 Fair value measurement

Fair value hierarchy

Council's financial assets and liabilities are not valued in accordance with the fair value hierarchy, Council's financial assets and liabilities are measured at amortised cost.

Council measures certain assets and liabilities at fair value where required or permitted by Australian Accounting Standards. AASB 13 Fair value measurement, aims to improve consistency and reduce complexity by providing a definition of fair value and a single source of fair value measurement and disclosure requirements for use across Australian Accounting Standards.

Council has considered the amendments to AASB 13 Fair Value Measurement that apply for the 2024-25 financial year as a result of AASB 2022-10 Amendments to Australian Accounting Standards - Fair Value Measurement of Non-Financial Assets of Not-for-Profit Public Sector Entities. For assets, where the Council adopts a current replacement cost approach to determine fair value, the Council now considers the inclusion of site preparation costs, disruption costs and costs to restore another entity's assets in the underlying valuation. The AASB 13 amendments apply prospectively, comparative figures have not been restated.

The AASB 13 amendments have impacted Council's financial statements as follows:

•The current replacement cost of Council assets, such as infrastructure assets, has increased by \$1.542 million due to the inclusion of site preparation costs, disruption costs and costs to restore another entity's assets;

All assets and liabilities for which fair value is measured or disclosed in the financial statements are categorised within a fair value hierarchy, described as follows, based on the lowest level input that is significant to the fair value measurement as a whole:

Level 1 — Quoted (unadjusted) market prices in active markets for identical assets or liabilities

Level 2 — Valuation techniques for which the lowest level input that is significant to the fair value measurement is directly or indirectly observable; and

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

For the purpose of fair value disclosures, Council has determined classes of assets and liabilities on the basis of the nature, characteristics and risks of the asset or liability and the level of the fair value hierarchy as explained above.

In addition, Council determines whether transfers have occurred between levels in the hierarchy by re-assessing categorisation (based on the lowest level input that is significant to the fair value measurement as a whole) at the end of each reporting period.

Revaluation

Subsequent to the initial recognition of assets, non-current physical assets, other than plant and equipment, are measured at their fair value, being the price that would be received to sell an asset (or paid to transfer a liability) in an orderly transaction between market participants at the measurement date. (For plant and equipment carrying amount is considered to approximate fair value given short useful lives). At balance date, the Council reviewed the carrying value of the individual classes of assets measured at fair value to ensure that each asset materially approximated its fair value. Where the carrying value materially differed from the fair value at balance date, the class of asset was revalued.

Fair value valuations are determined in accordance with a valuation hierarchy. Changes to the valuation hierarchy will only occur if an external change in the restrictions or limitations of use of an asset result in changes to the permissible or practical highest and best use of the asset. In addition, Council undertakes a formal revaluation of land, buildings, and infrastructure assets on a regular basis ranging from 3 to 5 years. The valuation is performed either by experienced council officers or independent experts. The following table sets out the frequency of revaluations by asset class.

Asset class	Revaluation frequency
Land	3 to 5 years
Buildings	3 to 5 years
Roads	3 to 5 years
Bridges	3 to 5 years
Footpaths and cycleways	3 to 5 years
Drainage	3 to 5 years
Other infrastructure	3 to 5 years

Where the assets are revalued, the revaluation increases are credited directly to the asset revaluation reserve except to the extent that an increase reverses a prior year decrease for that class of asset that had been recognised as an expense in which case the increase is recognised as revenue up to the amount of the expense. Revaluation decreases are recognised as an expense except where prior increases are included in the asset revaluation reserve for that class of asset in which case the decrease is taken to the reserve to the extent of the remaining increases. Within the same class of assets, revaluation increases and decreases within the year are offset.

Impairment of assets

At each reporting date, the Council reviews the carrying value of its assets to determine whether there is any indication that these assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs of disposal and value in use, is compared to the assets carrying value. Any excess of the assets carrying value over its recoverable amount is expensed to the comprehensive income statement, unless the asset is carried at the revalued amount in which case, the impairment loss is recognised directly against the revaluation surplus in respect of the same class of asset to the extent that the impairment loss does not exceed the amount in the revaluation surplus for that same class of asset.

8.5 Events occurring after balance date

No matters have occurred after balance date that require disclosure in the financial report.

Hindmarsh Shire Council
2024/2025 Financial Report

**Notes to the Financial Report
For the Year Ended 30 June 2025**

Note 9 OTHER MATTERS

	Balance at beginning of reporting period \$'000	Increase (decrease) \$'000	Balance at end of reporting period \$'000
9.1 Reserves			
(a) Asset revaluation reserves			
2025			
Property			
Land and land improvements	1,832	-	1,832
Buildings	8,176	47,435	55,611
	10,008	47,435	57,443
Infrastructure			
Roads	106,536	11,668	118,205
Bridges	218	-	218
Footpaths and cycleways	3,051	2,092	5,143
Drainage	2,416	-	2,416
Other infrastructure	7,354	19,316	26,670
Share in asset revaluation in associates	28.00	-	28.00
	119,603	33,076	152,679
Total asset revaluation reserves	129,612	80,511	210,123
2024			
Property			
Land and land improvements	1,832	-	1,832
Buildings	8,176	-	8,176
	10,008	-	10,008
Infrastructure			
Roads	111,057	(4,521)	106,536
Bridges	218	-	218
Footpaths and cycleways	1,479	1,572	3,051
Drainage	2,416	-	2,416
Other infrastructure	7,354	-	7,354
Share in asset revaluation in associates	28	-	28
	122,553	(2,949)	119,604
Total asset revaluation reserves	132,561	(2,949)	129,612

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

Notes to the Financial Report For the Year Ended 30 June 2025

	2025	2024
	\$'000	\$'000
9.2 Reconciliation of cash flows from operating activities to surplus/(deficit)		
Surplus/(deficit) for the year	(918)	(896)
<i>Non-cash adjustments:</i>		
Profit/(loss) on disposal of property, infrastructure, plant and equipment	274	38
Impairment losses	8,364	5,388
Other	(881)	(164)
<i>Change in assets and liabilities:</i>		
(Increase)/decrease in trade and other receivables	142	497
(Increase)/decrease in prepayments	(42)	102
Increase/(decrease) in trade and other payables	(83)	(331)
(Decrease)/increase in contract and other liabilities	(1,012)	(499)
(Decrease)/increase in other liabilities	-	-
(Increase)/decrease in inventories	795	(187)
(Decrease)/increase in provisions	304	40
(Decrease)/Increase in accrued expenses	84	47
(Decrease)/Increase in trust funds	(4)	133
Net cash provided by/(used in) operating activities	7,022	4,167

9.3 Superannuation

Council makes the majority of its employer superannuation contributions in respect of its employees to the Local Authorities Superannuation Fund (the Fund). This Fund has two categories of membership, accumulation and defined benefit, each of which is funded differently. Obligations for contributions to the Fund are recognised as an expense in the Comprehensive Income Statement when they are made or due.

Accumulation

The Fund's accumulation category, Vision MySuper/Vision Super Saver, receives both employer and employee contributions on a progressive basis. Employer contributions are normally based on a fixed percentage of employee earnings (for the year ended 30 June 2025, this was 11.5% as required under Superannuation Guarantee (SG) legislation (2024: 11.0%)).

Defined Benefit

Council does not use defined benefit accounting for its defined benefit obligations under the Fund's Defined Benefit category. This is because the Fund's Defined Benefit category is a pooled multi-employer sponsored plan.

There is no proportional split of the defined benefit liabilities, assets or costs between the participating employers as the defined benefit obligation is a floating obligation between the participating employers and the only time that the aggregate obligation is allocated to specific employers is when a call is made. As a result, the level of participation of Council in the Fund cannot be measured as a percentage compared with other participating employers. Therefore, the Fund Actuary is unable to allocate benefit liabilities, assets and costs between employers for the purposes of AASB 119.

Funding arrangements

Council makes employer contributions to the Defined Benefit category of the Fund at rates determined by the Trustee on the advice of the Fund Actuary. As at 30 June 2024, an interim actuarial investigation was held as the Fund provides lifetime pensions in the Defined Benefit category. The vested benefit index (VBI) of the Defined Benefit category as at 30 June 2024 (of which Council is a contributing employer) was 105.4%. The financial assumptions used to calculate the VBI were:

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

As at 30 June 2025, an interim actuarial investigation is underway as the Fund provides lifetime pensions in the Defined Benefit category. It is expected to be completed by 31 October 2025. The VBI is used as the primary funding indicator. Because the VBI was above 100%, the 30 June 2024 actuarial investigation determined the Defined Benefit category was in a satisfactory financial position and that no change was necessary to the Defined Benefit category's funding arrangements from prior years.

Notes to the Financial Report For the Year Ended 30 June 2025

Employer contributions

(a) Regular contributions

On the basis of the results of the 2024 interim actuarial investigation conducted by the Fund Actuary, Council makes employer contributions to the Fund's Defined Benefit category at rates determined by the Fund's Trustee. For the year ended 30 June 2025, this rate was 11.5% of members' salaries (11.0% in 2023/24). This rate is expected to increase in line with any increases in the SG contribution rate and was reviewed as part of the 30 June 2023 triennial valuation.

In addition, Council reimburses the Fund to cover the excess of the benefits paid as a consequence of retrenchment above the funded resignation or retirement benefit.

(b) Funding calls

If the Defined Benefit category is in an unsatisfactory financial position at an actuarial investigation or the Defined Benefit category's VBI is below its shortfall limit at any time other than the date of the actuarial investigation, the Defined Benefit category has a shortfall for the purposes of SPS 160 and the Fund is required to put a plan in place so that the shortfall is fully funded within three years of the shortfall occurring. The Fund monitors its VBI on a quarterly basis and the Fund has set its shortfall limit at 98% from 26 July 2024 (previously 97%).

In the event that the Fund Actuary determines that there is a shortfall based on the above requirement, the Fund's participating employers (including Council) are required to make an employer contribution to cover the shortfall.

Using the agreed methodology, the shortfall amount is apportioned between the participating employers based on the pre-1 July 1993 and post-30 June 1993 service liabilities of the Fund's Defined Benefit category, together with the employer's payroll at 30 June 1993 and at the date the shortfall has been calculated.

Due to the nature of the contractual obligations between the participating employers and the Fund, and that the Fund includes lifetime pensioners and their reversionary beneficiaries, it is unlikely that the Fund will be wound up.

If there is a surplus in the Fund, the surplus cannot be returned to the participating employers.

In the event that a participating employer is wound-up, the defined benefit obligations of that employer will be transferred to that employer's successor.

The 2024 interim actuarial investigation surplus amounts

An actuarial investigation is conducted annually for the Defined Benefit category of which Council is a contributing employer. Generally, a full actuarial investigation is conducted every three years and interim actuarial investigations are conducted for each intervening year. An interim investigation was conducted as at 30 June 2024 while a full investigation was conducted as at 30 June 2023.

The Fund's actuarial investigation identified the following for the Defined Benefit category of which Council is a contributing employer:

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

The VBI surplus means that the market value of the fund's assets supporting the defined benefit obligations exceed the vested benefits that the defined benefit members would have been entitled to if they had all exited on 30 June 2024.

The total service liability surplus means that the current value of the assets in the Fund's Defined Benefit category plus expected future contributions exceeds the value of expected future benefits and expenses as at 30 June 2024.

The discounted accrued benefit surplus means that the current value of the assets in the Fund's Defined Benefit category exceeds the value of benefits payable in the future but accrued in respect of service to 30 June 2024.

Notes to the Financial Report For the Year Ended 30 June 2025

The 2025 interim actuarial investigation

An interim actuarial investigation is being conducted for the Fund's position as at 30 June 2025 as the Fund provides lifetime pensions in the Defined Benefit category. It is anticipated that this actuarial investigation will be completed by October 2025. The last interim actuarial investigation conducted prior to 30 June 2025 was at 30 June 2024. The VBI of the Defined Benefit category at that date was 105.4%. The financial assumptions used to calculate the 30 June 2024 VBI were:

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

Council was notified of the 30 June 2024 VBI during August 2024.

Because the VBI was above 100%, the Defined Benefit category was in a satisfactory financial position at 30 June 2024 and it is expected that the actuarial investigation will recommend that no change will be necessary to the Defined Benefit category's funding arrangements from prior years.

The 2023 triennial investigation

The last triennial actuarial investigation conducted prior to 30 June 2023 was at 30 June 2020. This actuarial investigation was completed by 31 December 2020. The financial assumptions for the purposes of that investigation was:

	2020 Triennial investigation	2023 Triennial investigation
Net investment return	5.6% pa	5.7% pa
Salary inflation	2.5% pa for two years and 2.75% pa thereafter	3.50% pa
Price inflation	2.0% pa	2.8% pa

Superannuation contributions

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

Scheme	Type of Scheme	Rate	2025 \$'000	2024 \$'000
Vision super	Defined benefits	11.5% (2024:11.0%)	11	22
Vision super	Accumulation	11.5% (2024:11.0%)	358	338
Other funds	Accumulation	11.5% (2024:11.0%)	569	482

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

There were no contributions outstanding and no loans issued from or to the above schemes as at 30 June 2025.

The expected contributions to be paid to the Defined Benefit category of Vision Super for the year ending 30 June 2026 is \$22,500.

*Hindmarsh Shire Council
2024/2025 Financial Report*

**Notes to the Financial Report
For the Year Ended 30 June 2025**

Note 10 CHANGE IN ACCOUNTING POLICY

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



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Hindmarsh Shire Council Performance Statement 2024/2025

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 **Hindmarsh**
Shire Council

HINDMARSH SHIRE COUNCIL

Performance Statement

For the year ended 30 June 2025

Our Municipality

Hindmarsh Shire is located in the Wimmera region in western Victoria and covers an area of 7,527km². Situated on the Western Highway, 375km west of Melbourne and 350km east of Adelaide, Hindmarsh Shire is alive with business opportunities as it lies on the second-busiest freight corridor in Australia.

Our Shire is bound by two National Parks, the Little Desert in the South and Wyperfeld in the North. Other distinct natural features include the Big Desert Wilderness Area to the West, as well as the Wimmera River and Lakes Hindmarsh and Albacutya. The central part of the Shire is utilised primarily for broad acre cropping and grazing.

Hindmarsh Shire's four main towns are Nhill, Dimboola, Jeparit and Rainbow. Each community has its own spirit and identity, but all towns offer spacious rural living, inclusive small communities, and wonderful natural amenities.

The first Australians in the Hindmarsh area were the Wotjobaluk people. Communities were located near the Nhill Swamp, the Wimmera River at Dimboola, Lake Hindmarsh near Jeparit and Lake Albacutya near Rainbow, while the majority made their home along the Red Gum lined banks of the Wimmera River and Nine Creeks area in Dimboola.

Today it is estimated, 5,464 people live in Hindmarsh Shire, with a median age of 50 years. According to the 2021 Census 82.6% of people in Hindmarsh Shire were born in Australia, with English the only language spoken in 86% of homes. Our most significant group of migrants are Karen refugees from Burma (Myanmar), with approximately 220 calling Nhill home.

The median weekly household income is \$1,159, and most people own their homes outright. Most people are employed in farming, with employment in health care coming a close second, followed by retail, manufacturing, education and transport. Hindmarsh has a very high rate of volunteering, 15.4% higher than the national average.

Service Performance Indicators

The following statement provides the results of the prescribed service performance indicators and measures including explanation of results in the comments.

Results

Service / indicator / measure	2022	2023	2024	2025	Comments
Aquatic Facilities					
Service standard <i>Health inspections of aquatic facilities</i> [Number of authorised officer inspections of Council aquatic facilities / Number of Council aquatic facilities]	1.00	0.00	1.25	1.00	Council undertook an inspection at each of the four outdoor pools prior to the season commencing in November 2024.
Utilisation <i>Utilisation of aquatic facilities</i> [Number of visits to aquatic facilities / Population]	2.08	0.53	0.83	2.14	For the 2024/2025 outdoor pool season Council resolved to remove fees and have free pool entry. This has resulted in a significant increase in utilisation.
Service cost <i>Cost of aquatic facilities</i> [Direct cost of aquatic facilities less income received / Number of visits to aquatic facilities]	\$40.41	\$138.36	\$105.58	\$59.14	Outdoor swimming pools were previously operated by a contractor, for the 2024/2025 season Council directly operated the swimming pools.
Animal Management					
Timeliness <i>Time taken to action animal management requests</i> [Number of days between receipt and first response action for all animal management requests / Number of animal management requests]	1.00	1.00	1.00	1.00	Animal management requests are actioned within one business day.
Service standard <i>Animals reclaimed</i>	40.54%	62.96%	48.00%	78.26%	Council collected 23 animals in 2024/2025, 18 of which were reclaimed, the

Service / indicator / measure	2022	2023	2024	2025	Comments
[Number of animals reclaimed / Number of animals collected] x100					remaining five were rehomed.
Animals rehomed [Number of unclaimed collected animals rehomed / Number of unclaimed collected animals] x100	59.46%	29.63%	92.31%	100.00%	Council collected 23 animals in 2024/2025, 18 of which were reclaimed, the remaining five (5) were rehomed.
Service cost <i>Cost of animal management service per population</i> [Direct cost of the animal management service / Population]	\$44.81	\$41.97	\$27.49	\$25.42	No material variance.
Health and safety <i>Animal management prosecutions</i> [Number of successful animal management prosecutions / Number of animal management prosecutions] x 100	100.00%	100.00%	0.00%	100.00%	One prosecution was successfully finalised in 2024/2025.
Food Safety					
Timeliness <i>Time taken to action food complaints</i> [Number of days between receipt and first response action for all food complaints / Number of food complaints]	1.00	1.00	1.00	3.00	Of the 7 food safety complaints received in 2024/2025, four were actioned within 3 days, 2 within 1 day and one delayed over 11 days (including weekends and public holidays) due to employee leave.
Service standard <i>Food safety assessments</i> Food safety assessments [Number of registered class 1 food premises and class 2 food premises that receive an annual food safety assessment in	73.27%	80.00%	100.00%	121.11%	Additional food safety assessments were undertaken in 2024/2025 to account for additional home businesses/suppliers and food premises.

Service / indicator / measure	2022	2023	2024	2025	Comments
accordance with the Food Act 1984 / Number of registered class 1 food premises and class 2 food premises that require an annual food safety assessment in accordance with the Food Act 1984] x100					
<i>Food safety samples</i> [Number of food samples obtained / Required number of food samples] × 100	New	New	107%	110.71%	31 food samples were obtained in 2024/2025, with 28 required.
Service cost <i>Cost of food safety service</i> [Direct cost of the food safety service / Number of food premises registered or notified in accordance with the Food Act 1984]	\$762.91	\$776.43	\$1,282.38	\$1,448.31	Additional resources have been allocated to this team to enable efficient management of food safety data and to meet compliance and inspection requirements.
Health and safety <i>Critical and major non-compliance outcome notifications</i> [Number of critical non-compliance outcome notifications and major non-compliance notifications about a food premises followed up / Number of critical non-compliance outcome notifications and major non-compliance notifications about a food premises] x100	0.00%	0.00%	0.00%	100.00%	Council was notified of two critical or major non-compliance issues in 2024/2025 and both were followed up within required timeframes.
Governance					
Transparency <i>Council decisions made at meetings closed to the public</i> [Number of Council resolutions made at meetings of Council, or at meetings of a	15.35%	24.39%	19.79%	14.29%	Council decisions are made in closed Council where the content is deemed confidential in accordance with legislation, for example contractual matters and those that would unreasonably disclose personal information. In

Service / indicator / measure	2022	2023	2024	2025	Comments
delegated committee consisting only of Councillors, closed to the public / Number of Council resolutions made at meetings of Council or at meetings of a delegated committee consisting only of Councillors] x100					2024/2025, there were 168 decisions made at ordinary/special Council meetings, 24 of which were made while the meeting was closed to the public.
Consultation and engagement <i>Satisfaction with community consultation and engagement</i> [Community satisfaction rating out of 100 with how Council has performed on community consultation and engagement]	55.00	53.00	52.00	59.00	Council increased engagement with the community during 2024/2025 through CEO Drop-in sessions and implementing a fortnightly e-newsletter, monthly hard copy newsletter available in libraries / customer service centres and also prints a quarterly hardcopy newsletter that is delivered to mailboxes throughout Hindmarsh.
Attendance <i>Councillor attendance at council meetings</i> [The sum of the number of Councillors who attended each Council meeting / (Number of Council meetings) × (Number of Councillors elected at the last Council general election)] x100	98.81%	97.44%	94.87%	94.87%	No material variance.
Service cost <i>Cost of elected representation</i> [Direct cost of the governance service / Number of Councillors elected at the last Council general election]	\$48,490.50	\$53,870.37	\$53,970.93	\$46,566.83	Due to Local Government Elections in October 2024, Councillor expenses, including Councillor Allowances was less than in 2023/2024.
Satisfaction <i>Satisfaction with council decisions</i> [Community satisfaction rating out of 100 with how council has	55.00	52.00	52.00	58.00	Council increased engagement and transparency with the community during 2024/2025. Council meetings are livestreamed with social media and

Service / indicator / measure	2022	2023	2024	2025	Comments
performed in making decisions in the interest of the community]					newspaper articles prepared following Council meetings to provide the community with information on Council decisions.
Libraries					
Resource currency <i>Recently purchased library collection</i> [Number of library collection items purchased in the last 5 years / Number of library collection items] x100	25.16%	33.41%	33.21%	34.42%	No material variance.
Service cost <i>Cost of library service per population</i> [Direct cost of the library service / Population]	\$55.85	\$61.44	\$62.70	\$41.16	Council has staff who deliver both customer service and library services across the Shire with Nhill being the only stand-alone library. Joint operation of both customer service and libraries enables service efficiency.
Utilisation <i>Loans per head of population</i> [Number of library collection item loans / Population]	New	New	1.44	1.69	
Participation <i>Library membership</i> [Number of registered library members / Population] x100	New	New	18%	36.40%	Council has driven membership initiatives through Council communications and has increased the variety of library programs to service all ages and backgrounds.
<i>Library visits per head of population</i> [Number of library visits / Population]	New	New	2.37	2.23	Council improved the way data was collected and visitation statistics are now distinguished between libraries and customer services in co-locations.
Maternal and Child Health (MCH)					
Service standard <i>Infant enrolments in the MCH service</i> [Number of infants enrolled in the MCH service (from birth notifications received) /	0.00%	0.00%	0.00%	0.00%	Council does not deliver Maternal and Child Health Services

Service / indicator / measure	2022	2023	2024	2025	Comments
Number of birth notifications received] x100					
Service cost <i>Cost of the MCH service</i> [Cost of the MCH service / Hours worked by MCH nurses]	\$0.00	\$0.00	\$0.00	\$0.00	Council does not deliver Maternal and Child Health Services
Participation <i>Participation in the MCH service</i> [Number of children who attend the MCH service at least once (in the year) / Number of children enrolled in the MCH service] x100	0.00%	0.00%	0.00%	0.00%	Council does not deliver Maternal and Child Health Services
Participation <i>Participation in the MCH service by Aboriginal children</i> [Number of Aboriginal children who attend the MCH service at least once (in the year) / Number of Aboriginal children enrolled in the MCH service] x100	0.00%	0.00%	0.00%	0.00%	Council does not deliver Maternal and Child Health Services
Satisfaction <i>Participation in 4-week Key Age and Stage visit</i> [Number of 4-week key age and stage visits / Number of birth notifications received] x100	0.00%	0.00%	0.00%	0.00%	Council does not deliver Maternal and Child Health Services
Roads					
Satisfaction of use <i>Sealed local road requests</i> [Number of sealed local road requests / Kilometres of sealed local roads] x100	3.11	11.99	10.62	4.79	There were 28 sealed local road requests in 2024/2025 compared to 62 in 2023/2024. Council has undertaken targeted engagement with farmers to determine priority roads for maintenance and upgrades.

Service / indicator / measure	2022	2023	2024	2025	Comments
Condition <i>Sealed local roads maintained to condition standards</i> [Number of kilometres of sealed local roads below the renewal intervention level set by Council / Kilometres of sealed local roads] x100	99.83%	98.29%	98.29%	98.12%	No material variance.
Service cost <i>Cost of sealed local road reconstruction</i> [Direct cost of sealed local road reconstruction / Square metres of sealed local roads reconstructed]	\$34.22	\$49.79	\$53.71	\$57.38	No material variance.
Service Cost <i>Cost of sealed local road resealing</i> [Direct cost of sealed local road resealing / Square metres of sealed local roads resealed]	\$5.17	\$6.03	\$6.98	\$10.89	Road materials including bitumen, fuel and quarry material have continued to increase in cost in 2024/2025. Additionally, smaller reseal jobs were completed which attract a greater cost per m2.
Satisfaction <i>Satisfaction with sealed local roads</i> [Community satisfaction rating out of 100 with how council has performed on the condition of sealed local roads]	55.00	48.00	48.00	47.00	Council's Community Satisfaction Survey results asked for responses to identify roads requiring repair, most identified roads are managed by VicRoads, suggesting there is confusion around management responsibility that can be addressed in Council communications.
Statutory Planning					
Timeliness <i>Time taken to decide planning applications</i> [The median number of days between receipt of a planning application and a decision on the application]	69.00	107.00	94.00	120.00	This figure does not account for 'pauses' in statutory processing times where Council is waiting on referrals or requesting additional information from the applicant. The complexity of planning applications can increase the overall timeframe as the required information is gathered. 18 out of 23

Service / indicator / measure	2022	2023	2024	2025	Comments
					permits issued were decided within statutory timeframes.
Service standard <i>Planning applications decided within required time frames</i> [(Number of regular planning application decisions made within 60 days) + (Number of VicSmart planning application decisions made within 10 days) / Number of planning application decisions made] x100	90.16%	54.55%	53.33%	71.43%	Council has a staff member who has completed their Town Planning qualification, meaning an additional resource can be allocated to permit processing in-house.
Service cost <i>Cost of statutory planning service</i> [Direct cost of the statutory planning service / Number of planning applications received]	\$4,465.98	\$4,413.35	\$8,777.28	\$4,894.24	Costs associated with statutory planning services includes both assessing and processing applications, and statutory planning activities (eg: planning scheme reviews). Council now employs a full time planning officer, reducing reliance on contractors to assess and process applications.
Decision making <i>Council planning decisions upheld at VCAT</i> [Number of VCAT decisions that did not set aside council's decision in relation to a planning application / Number of VCAT decisions in relation to planning applications] x100	0.00%	0.00%	50.00%	0.00%	There were no planning decisions taken to VCAT during 2024/2025.
Waste Management					
Service standard <i>Kerbside collection bins missed</i> [Number of kerbside garbage and recycling collection bins missed / Number of scheduled kerbside garbage and recycling collection bin lifts] x10,000	0.18	0.00	0.35	0.14	Council has worked with contractors to ensure waste collection services are delivered to a high standard.

Service / indicator / measure	2022	2023	2024	2025	Comments
Service cost <i>Cost of kerbside garbage bin collection service</i> [Direct cost of the kerbside garbage bin collection service / Number of kerbside garbage collection bins]	\$212.62	\$227.59	\$270.39	\$294.89	No material variance. Council's contractor collects over 2,800 bins weekly and travels over 42,000km annually to collect waste across the Shire.
Service cost <i>Cost of kerbside recyclables collection service</i> [Direct cost of the kerbside recyclables bin collection service / Number of kerbside recyclables collection bins]	\$125.25	\$125.94	\$75.62	\$163.75	Cost of kerbside recycling, collection and transport to processing facilities are reflected in this figure.
Waste diversion <i>Kerbside collection waste diverted from landfill</i> [Weight of recyclables and green organics collected from kerbside bins / Weight of garbage, recyclables and green organics collected from kerbside bins] x100	32.39%	34.54%	22.16%	22.92%	No material variance.

Definitions

"Aboriginal child" means a child who is an Aboriginal person

"Aboriginal person" has the same meaning as in the Aboriginal Heritage Act 2006

"active library borrower" means a member of a library who has borrowed a book from the library

"annual report" means an annual report prepared by a council under sections 98 of the Act

"class 1 food premises" means food premises, within the meaning of the *Food Act 1984*, that have been declared as class 1 food premises under section 19C of that Act

"class 2 food premises" means food premises, within the meaning of the *Food Act 1984*, that have been declared as class 2 food premises under section 19C of that Act

"critical non-compliance outcome notification" means a notification received by council under section 19N(3) or (4) of the *Food Act 1984*, or advice given to council by an authorized officer under that Act, of a deficiency that poses an immediate serious threat to public health

"local road" means a sealed or unsealed road for which the council is the responsible road authority under the *Road Management Act 2004*

"major non-compliance outcome notification" means a notification received by a council under section 19N(3) or (4) of the *Food Act 1984*, or advice given to council by an authorized officer under that Act, of a deficiency that does not pose an immediate serious threat to public health but may do so if no remedial action is taken

"MCH" means the Maternal and Child Health Service provided by a council to support the health and development of children within the municipality from birth until school age

"population" means the resident population estimated by council

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Section 2 – Service Performance Indicators

For the year ended 30 June 2025

Results

	2022	2023	2024	2025		Comment
Service / Indicator / Measure [Formula]	Actual	Actual	Actual	Target as per budget	Actual	
Aquatic Facilities Utilisation <i>Utilisation of aquatic facilities</i> [Number of visits to aquatic facilities / Municipal population]	2.08	0.53	0.83	N/A	2.14	For the 2024/2025 outdoor pool season Council resolved to remove fees and have free pool entry. This has resulted in a significant increase in utilisation.
Animal Management Health and safety <i>Animal management prosecutions</i> [Number of successful animal management prosecutions / Number of animal management prosecutions] x 100	100%	100%	0%	N/A	100%	One prosecution was successfully finalised in 2024/2025.
Food Safety Health and safety <i>Critical and major non-compliance outcome notifications</i> [Number of critical non-compliance outcome notifications and major non-compliance notifications about a food premises followed up / Number of critical non-compliance outcome notifications and major non-compliance notifications about a food premises] x100	0.00%	0.00%	0.00%	N/A	100.00%	Council was notified of two critical or major non-compliance issues in 2024/2025 and both were followed up within required timeframes.

	2022	2023	2024	2025		Comment
Governance Consultation and engagement <i>Satisfaction with community consultation and engagement</i> [Community satisfaction rating out of 100 with how Council has performed on community consultation and engagement]	55	53	52	59	59	Council increased engagement with the community during 2024/2025 through CEO Drop-in sessions and implementing a fortnightly e-newsletter, monthly hard copy newsletter available in libraries / customer service centres and also prints a quarterly hardcopy newsletter that is delivered to mailboxes throughout Hindmarsh.
Libraries Participation <i>Library membership</i> [Number of registered library members / Population] x100	#N/A	#N/A	17.88%	N/A	36.40%	Council has driven membership initiatives through Council communications and has increased the variety of library programs to service all ages and backgrounds.
Maternal and Child Health (MCH) Participation <i>Participation in the MCH service</i> [Number of children who attend the MCH service at least once (in the year) / Number of children enrolled in the MCH service] x100	0.00%	0.00%	0.00%	N/A	0.00%	
<i>Participation in the MCH service by Aboriginal children</i>	0.00%	0.00%	0.00%	N/A	0.00%	

	2022	2023	2024	2025		Comment
[Number of Aboriginal children who attend the MCH service at least once (in the year) / Number of Aboriginal children enrolled in the MCH service] x100						Council does not deliver Maternal and Child Health Services
Roads Condition <i>Sealed local roads maintained to condition standards</i> [Number of kilometres of sealed local roads below the renewal intervention level set by Council / Kilometres of sealed local roads] x100	99.83%	98.29%	98.29%	99.80%	98.12%	No material variance.
Statutory Planning Service standard <i>Planning applications decided within required time frames</i> [(Number of regular planning application decisions made within 60 days) + (Number of VicSmart planning application decisions made within 10 days) / Number of planning application decisions made] x100	90.16%	54.55%	53.33%	90.00%	71.43%	Council has a staff member who has completed their Town Planning qualification, meaning an additional resource can be allocated to permit processing in-house.
Waste Management Waste diversion <i>Kerbside collection waste diverted from landfill</i> [Weight of recyclables and green organics collected from kerbside bins / Weight of garbage, recyclables and green organics collected from kerbside bins] x100	32.39%	34.54%	22.16%	40.00%	22.92%	No material variance.

Definitions

"adjusted underlying revenue" means total income other than—

- (a) non-recurrent grants used to fund capital expenditure; and
- (b) non-monetary asset contributions; and

(c) contributions to fund capital expenditure from sources other than those referred to above

"infrastructure" means non-current property, plant and equipment excluding land

"local road" means a sealed or unsealed road for which the council is the responsible road authority under the *Road Management Act 2004*

"population" means the resident population estimated by council

"own-source revenue" means adjusted underlying revenue other than revenue that is not under the control of council (including government grants)

"relative socio-economic disadvantage", in relation to a municipality, means the relative socio-economic disadvantage, expressed as a decile for the relevant financial year, of the area in which the municipality is located according to the Index of Relative Socio-Economic Disadvantage (Catalogue Number 2033.0.55.001) of SEIFA

"SEIFA" means the Socio-Economic Indexes for Areas published from time to time by the Australian Bureau of Statistics on its Internet website

"unrestricted cash" means all cash and cash equivalents other than restricted cash.

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Section 3 – Financial Performance Indicators

For the year ended 30 June 2025

	Results					Forecasts				Material Variations and Comments
	2022	2023	2024	2025		2026	2027	2028	2029	
Dimension / Indicator / Measure [Formula]	Actual	Actual	Actual	Target as per budget	Actual	Forecasts	Forecasts	Forecasts	Forecasts	
Efficiency										
Expenditure level										
<i>Expenses per property assessment</i> [Total expenses / Number of property assessments]	\$3,504.49	\$3,784.80	\$4,083.17	\$3,989.00	\$5,282.77	\$4,238.98	\$4,366.09	\$4,497.09	\$4,631.89	In previous years the number of assessments was rounded to the thousand in line with the LGPRF template, in 2024/2025 this has been altered in the template to actual number of assessments giving a truer indication of actual expenditure per assessment.
Revenue level										
<i>Average rate per property assessment</i>	\$1,560.76	\$1,574.44	\$1,650.11	N/A	\$1,660.06	\$1,712.14	\$1,763.51	\$1,816.41	\$1,870.90	No material variance.

	2022	2023	2024	2025		2026	2027	2028	2029	Material Variations and Comments
[Sum of all general rates and municipal charges / Number of property assessments]										
Liquidity										
Working capital										
<i>Current assets compared to current liabilities</i>	347.90%	356.63%	368.48%	116.07%	460.84%	131.84%	121.64%	127.23%	127.24%	Current Assets compared to current liabilities has increased due to the receipt in June 2024/2025 of 50% of the 2025/2026 Financial Assistance Grant payment. Trade creditors outstanding at June 2025 was less than previous years.
[Current assets / Current liabilities] x100										
Unrestricted cash										
<i>Unrestricted cash compared to current liabilities</i>	138.43%	179.45%	260.99%	N/A	407.70%	66.03%	58.09%	63.83%	62.23%	Unrestricted cash compared to current

	2022	2023	2024	2025		2026	2027	2028	2029	Material Variations and Comments
[Unrestricted cash / Current liabilities] x100										liabilities has increased due to the early receipt in June 2024/2025 of 50% of the 2025/2026 Financial Assistance Grant payment.
Obligations										
Loans and borrowings										
<i>Loans and borrowings compared to rates</i>	0.00%	0.00%	0.00%	N/A	0.00%	0.00%	0.00%	0.00%	0.00%	Council remains debt free with no loans or borrowings.
[Interest bearing loans and borrowings / Rate revenue] x100										
<i>Loans and borrowings repayments compared to rates</i>	0.00%	0.00%	0.00%	N/A	0.00%	0.00%	0.00%	0.00%	0.00%	Council remains debt free with no loans or borrowings.
[Interest and principal repayments on interest bearing loans and borrowings / Rate revenue] x100										

	2022	2023	2024	2025		2026	2027	2028	2029	Material Variations and Comments
Indebtedness										
<i>Non-current liabilities compared to own source revenue</i> [Non-current liabilities / Own source revenue] x100	1.72%	1.68%	3.82%	N/A	3.72%	4.10%	4.12%	4.14%	4.16%	No material variance.
Asset renewal and upgrade										
<i>Asset renewal and upgrade compared to depreciation</i> [Asset renewal and asset upgrade expense / Asset depreciation] x100	235.61%	140.78%	93.27%	248.00%	71.25%	124.69%	91.26%	80.38%	82.71%	Council relies on grant funding to undertake both new and renewal work on roads. Road renewal is lower than previous years due to a decrease in grant funding, along with a significant increase in depreciation in 2024/2025 due to asset revaluation increasing annual depreciation. Depreciation in 2024/2025 was \$8.38m compared to \$5.39m in 2023/2024.

	2022	2023	2024	2025		2026	2027	2028	2029	Material Variations and Comments
Operating position										
Adjusted underlying result										
Adjusted underlying surplus (or deficit)	11.60%	7.99%	-18.28%	N/A	-12.23%	-3.28%	-3.54%	-3.81%	-4.06%	Council received an early payment of the Financial Assistance Grants in 2024/2025, but did not in the previous year, resulting in reduced underlying deficit.
[Adjusted underlying surplus (deficit) / Adjusted underlying revenue] x100										
Stability										
Rates concentration										
Rates compared to adjusted underlying revenue	45.23%	44.41%	55.96%	50.18%	41.03%	48.46%	48.58%	48.70%	48.82%	Council received an early payment of the Financial Assistance Grants in 2024/2025, but did not in the previous year, resulting in Council's rates compared to underlying revenue decreasing.
[Rate revenue / Adjusted underlying revenue] x100										
Rates effort										
Rates compared to property values	0.45%	0.35%	0.25%	N/A	0.23%	0.23%	0.24%	0.25%	0.25%	No material variance.

	2022	2023	2024	2025		2026	2027	2028	2029	Material Variations and Comments
[Rate revenue / Capital improved value of rateable properties in the municipality] x100										

Definitions

"adjusted underlying revenue" means total income other than—

- (a) non-recurrent grants used to fund capital expenditure; and
- (b) non-monetary asset contributions; and
- (c) contributions to fund capital expenditure from sources other than those referred to above

"adjusted underlying surplus (or deficit)" means adjusted underlying revenue less total expenditure

"asset renewal expenditure" means expenditure on an existing asset or on replacing an existing asset that returns the service capability of the asset to its original capability

"current assets" has the same meaning as in the AAS

"current liabilities" has the same meaning as in the AAS

"non-current assets" means all assets other than current assets

"non-current liabilities" means all liabilities other than current liabilities

"non-recurrent grant" means a grant obtained on the condition that it be expended in a specified manner and is not expected to be received again during the period covered by a council's Strategic Resource Plan

"own-source revenue" means adjusted underlying revenue other than revenue that is not under the control of council (including government grants

"population "means the resident population estimated by council

"rate revenue" means revenue from general rates, municipal charges, service rates and service charges

"recurrent grant "means a grant other than a non-recurrent grant

"residential rates" means revenue from general rates, municipal charges, service rates and service charges levied on residential properties

"restricted cash" means cash and cash equivalents, within the meaning of the AAS, that are not available for use other than for a purpose for which it is restricted, and includes cash to be used to fund capital works expenditure from the previous financial year

"unrestricted cash" means all cash and cash equivalents other than restricted cash.



DRAFT


Section 4 – Sustainable Capacity Indicators

For the year ended 30 June 2025

Results

	2022	2023	2024	2025	Comment
Indicator / Measure [Formula]	Actual	Actual	Actual	Actual	
Population <i>Expenses per head of municipal population</i> [Total expenses / Municipal population]	\$3,239.32	\$3,494.29	\$3,746.03	\$5,022.69	The Hindmarsh ABS population estimate for 2024/2025 was 5,464 residents, in 2023/2024 the Hindmarsh ABS population estimate was 5,559. A decrease of 95 residents has resulted in a significant increase in expenses per head of municipal population fixed expenses and road management commitments have not decreased.
<i>Infrastructure per head of municipal population</i> [Value of infrastructure / Municipal population]	\$35,763.19	\$35,917.71	\$35,951.88	\$50,941.98	Council's building, furniture and fittings, as well as footpath assets, were revalued in 2024/2025, resulting in an increase in the value of infrastructure per head. Several improvements have been undertaken to Council assets, as well as investment in new infrastructure through grant funded projects.
<i>Population density per length of road</i>	1.84	1.85	1.84	1.81	No material variance.

	2022	2023	2024	2025	Comment
[Municipal population / Kilometres of local roads]					
Own-source revenue <i>Own-source revenue per head of municipal population</i> [Own-source revenue / Municipal population]	\$2,068.84	\$2,204.21	\$2,395.81	\$2,428.26	  No material variance.
Recurrent grants <i>Recurrent grants per head of municipal population</i> [Recurrent grants / Municipal population]	\$1,504.92	\$1,538.56	\$701.84	\$2,000.73	In 2024/2025, Council received 50% of the Financial Assistance Grants early, whereas this did not happen in 2023/2024, resulting in significant variance between the years.
Disadvantage <i>Relative Socio-Economic Disadvantage</i>	2.00	1.00	1.00	1.00	No material variance.

	2022	2023	2024	2025	Comment
[Index of Relative Socio-Economic Disadvantage by decile]					
Workforce turnover <i>Percentage of staff turnover</i> [Number of permanent staff resignations and terminations / Average number of permanent staff for the financial year] x100	23.1%	28.6%	26.2%	12.1%	 With new Councillors and a new CEO, Council has focused on culture and supporting staff learning and development. Due to our ageing workforce, we anticipate a higher turnover in future years due to retirement.

Other Information

For the year ended 30 June 2025

1. Basis of preparation

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

Where applicable the results in the performance statement have been prepared on accounting basis consistent with those reported in the Financial Statements. The other results are based on information drawn from Council information systems or from third parties (e.g. Australian Bureau of Statistics).

The performance statement presents the actual results for the current year and for the prescribed financial performance indicators and measures, the results forecast by Council's strategic resource plan. The *Local Government (Planning and Reporting) Regulations 2020* requires explanation of any material variations in the results contained in the performance statement. Council has adopted materiality thresholds relevant to each indicator and measure and explanations have not been provided for variations below the materiality thresholds unless the variance is considered to be material because of its nature.

The forecast figures included in the performance statement are those adopted by Council in its annual budget on 18 June 2025. The estimates are based on key assumptions about the future that were relevant at the time of adoption and aimed at achieving sustainability over the long term. Detailed information on the actual financial results is contained in the General Purpose Financial Statements. The annual budget can be obtained by contacting Council at its municipal offices at 92 Nelson Street Nhill, online at www.hindmarsh.vic.gov.au by email to info@hindmarsh.vic.gov.au or phone 03 5391 4444.

Certification of the performance statement

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

Heather Boyd
Manager of Finance
Dated:

In our opinion, the accompanying performance statement of the Hindmarsh Shire Council for the year ended 30 June 2025 presents fairly the results of council's performance in accordance with the *Local Government Act 2020* and the *Local Government (Planning and Reporting) Regulations 2020*.

The performance statement contains the relevant performance indicators, measures and results in relation to service performance, financial performance and sustainable capacity.

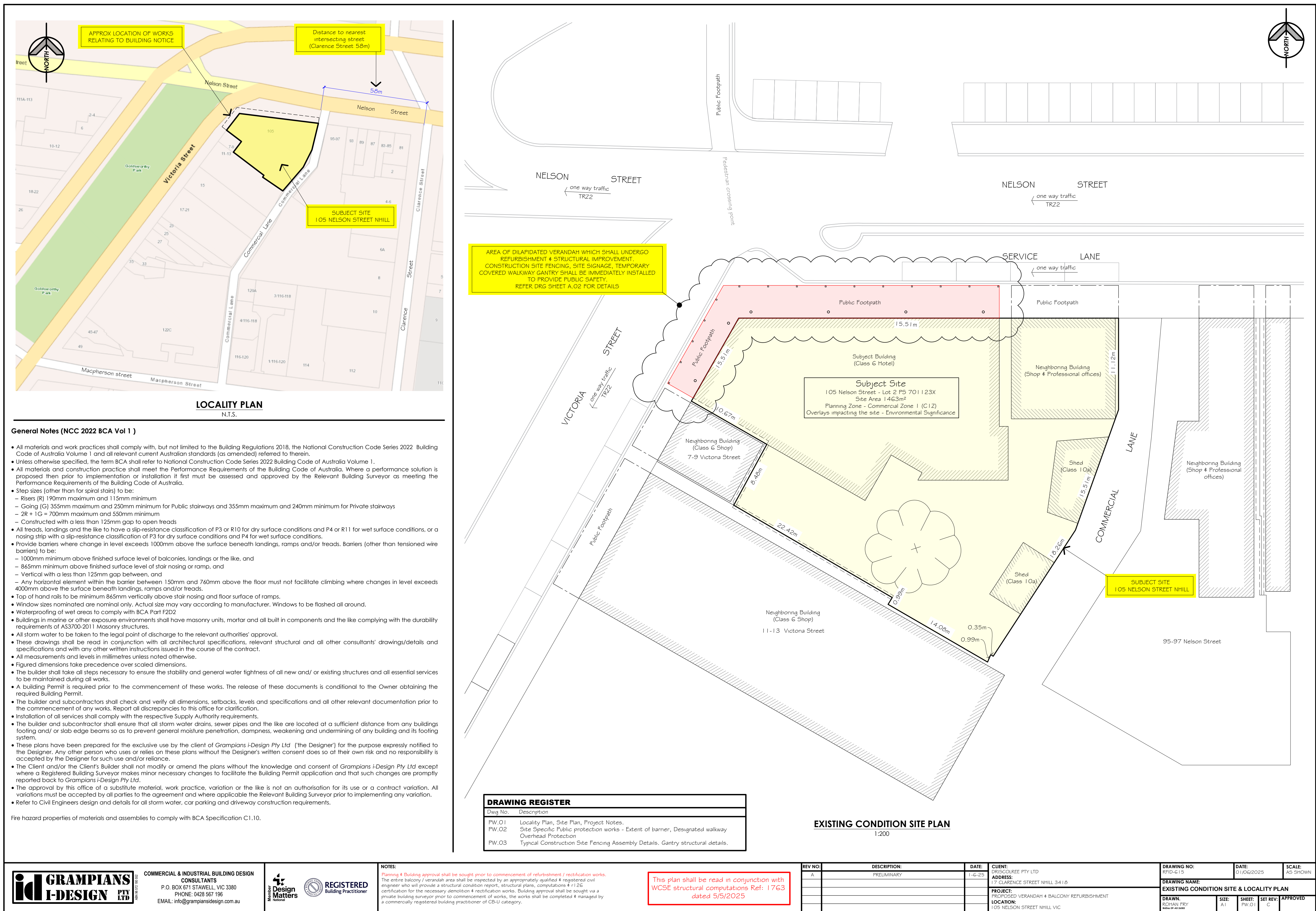
At the date of signing, we are not aware of any circumstances that would render any particulars in the performance statement to be misleading or inaccurate.

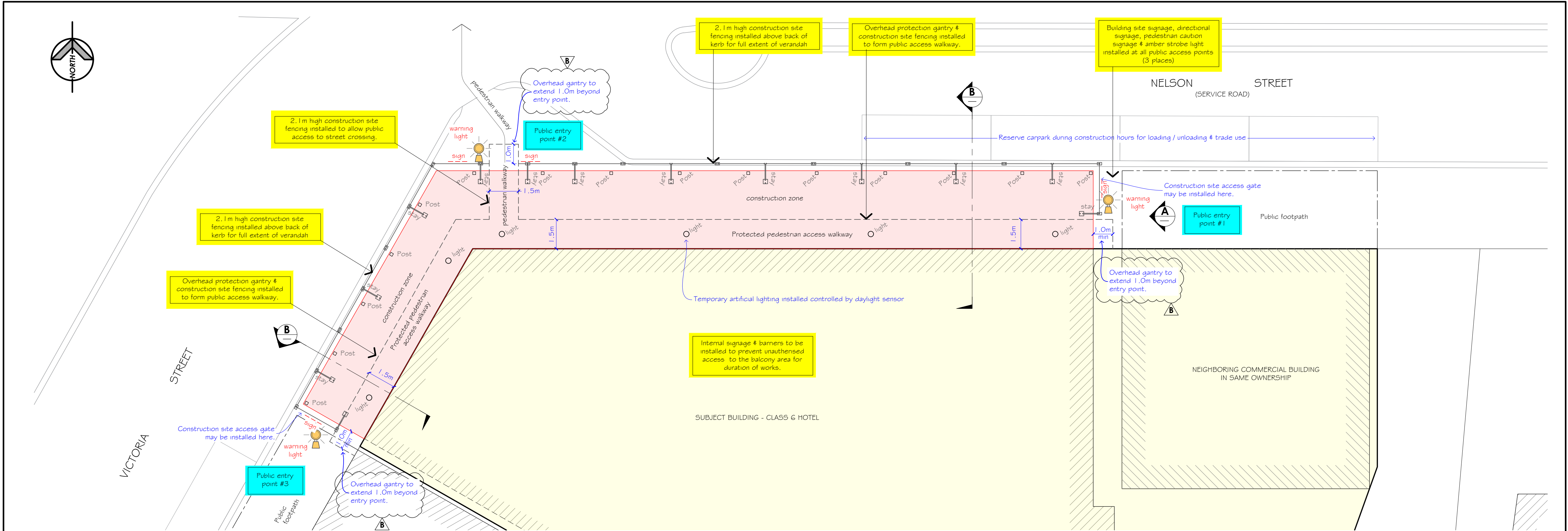
We have been authorised by the council and by the *Local Government (Planning and Reporting) Regulations 2020* to certify this performance statement in its final form.

Cr Ron Ismay
Mayor
Dated:

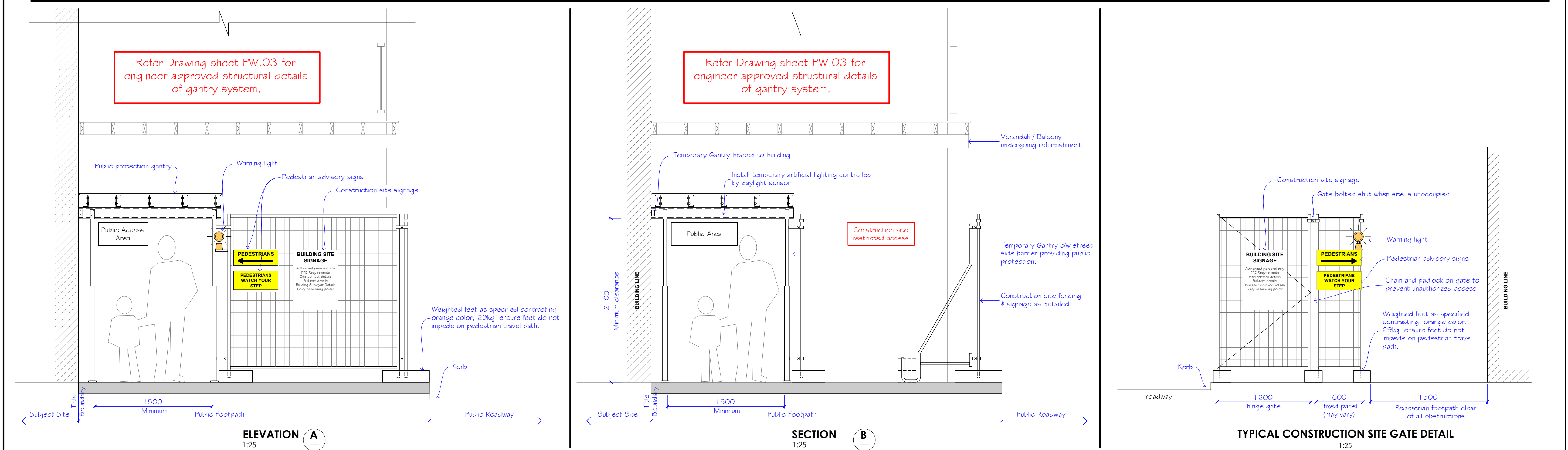
Cr Chan Uoy
Councillor
Dated:

Mrs Monica Revell
Chief Executive Officer
Dated:





PROPOSED CONSTRUCTION SITE FENCING & PUBLIC PROTECTION WORKS
1:100



GRAMPIANS I-DESIGN LTD
COMMERCIAL & INDUSTRIAL BUILDING DESIGN CONSULTANTS
P.O. BOX 671 STAWELL, VIC 3380
PHONE: 0428 567 196
EMAIL: info@grampiansdesign.com.au

Design Matters
REGISTERED Building Practitioner

NOTES:
Fencing & Building approval shall be sought prior to commencement of refurbishment / rectification works.
The entire balcony / verandah area shall be inspected by an appropriately qualified & registered civil engineer who will provide a structural condition report, structural plans, computations & a 1:25 certification for the necessary demolition & rectification works. Building approval shall be sought via a private building surveyor prior to commencement of works, the works shall be completed & managed by a commercially registered building practitioner of CB-U category.

REV NO.	DESCRIPTION	DATE	CLIENT
A	PRELIMINARY	1-6-25	DRISCOLL PTY LTD
B	EXTEND GANTRY 1.0m BEYOND ALL EXIT POINTS	18-6-25	ADDRESS: 17 CLARENCE STREET Nhill 3418
C	CONSTRUCTION ISSUE	8-7-25	PROJECT: PROPOSED VERANDAH & BALCONY REPAIR/REPAIRMENT
			LOCATION: 102 NELSON STREET Nhill VIC

DRAWING NO: PW-615

DATE: 01/06/2025

SCALE: AS SHOWN

DRAWING NAME: PUBLIC PROTECTION WORKS

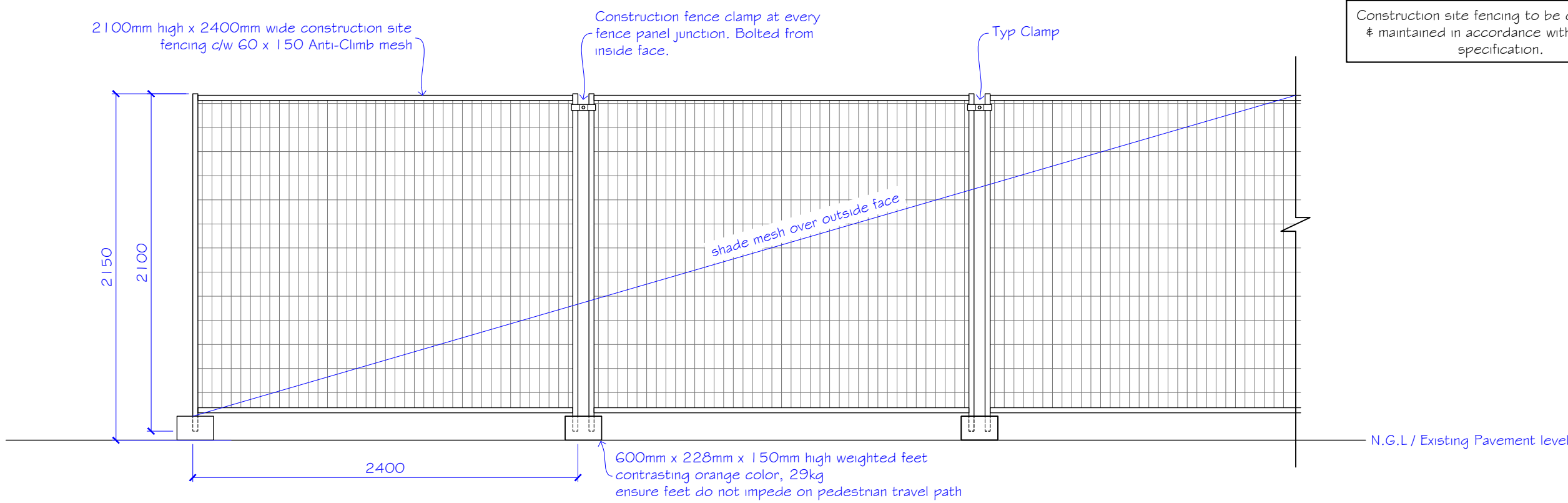
DRAWN: ROHAN FRY (NBP 143 3899)

SIZE: A1

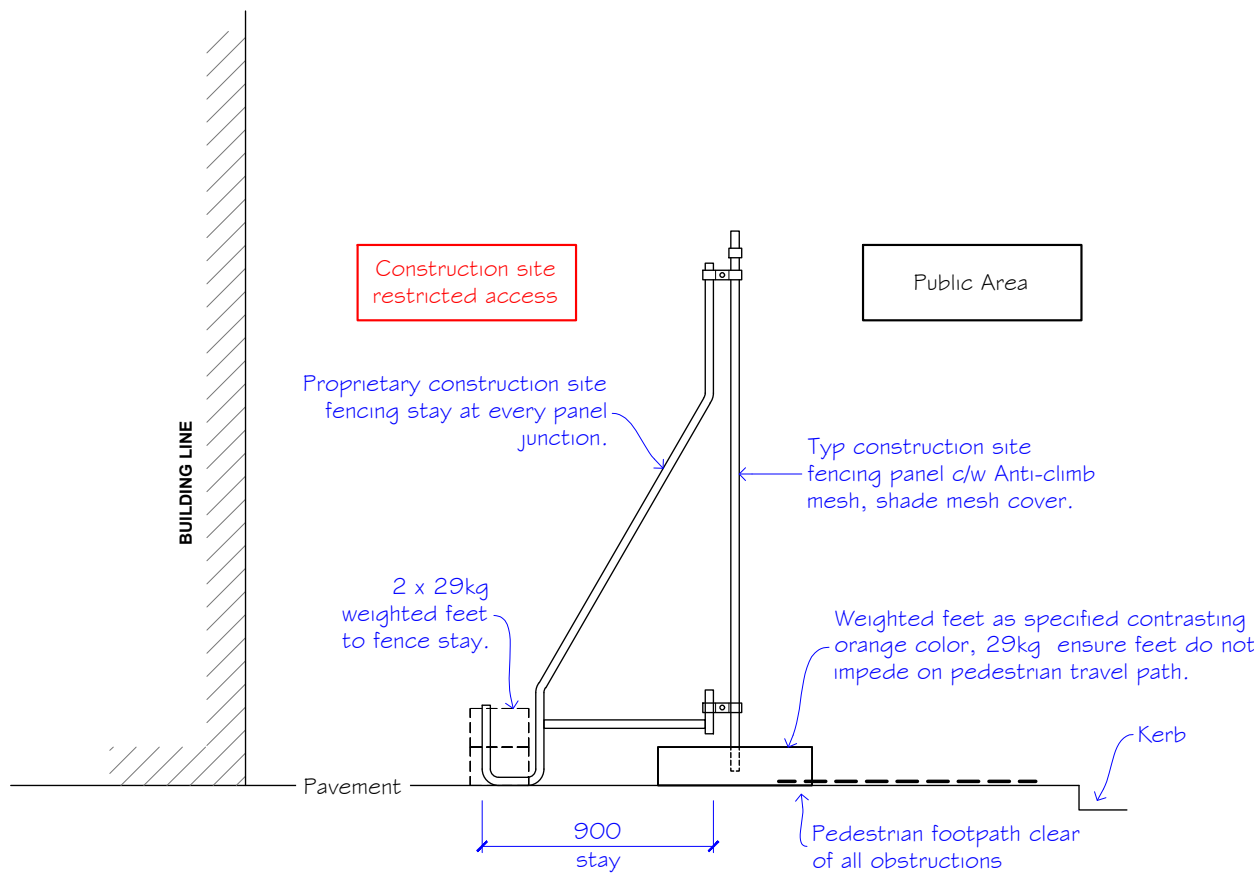
SHEET: PW.02

SET REV: C

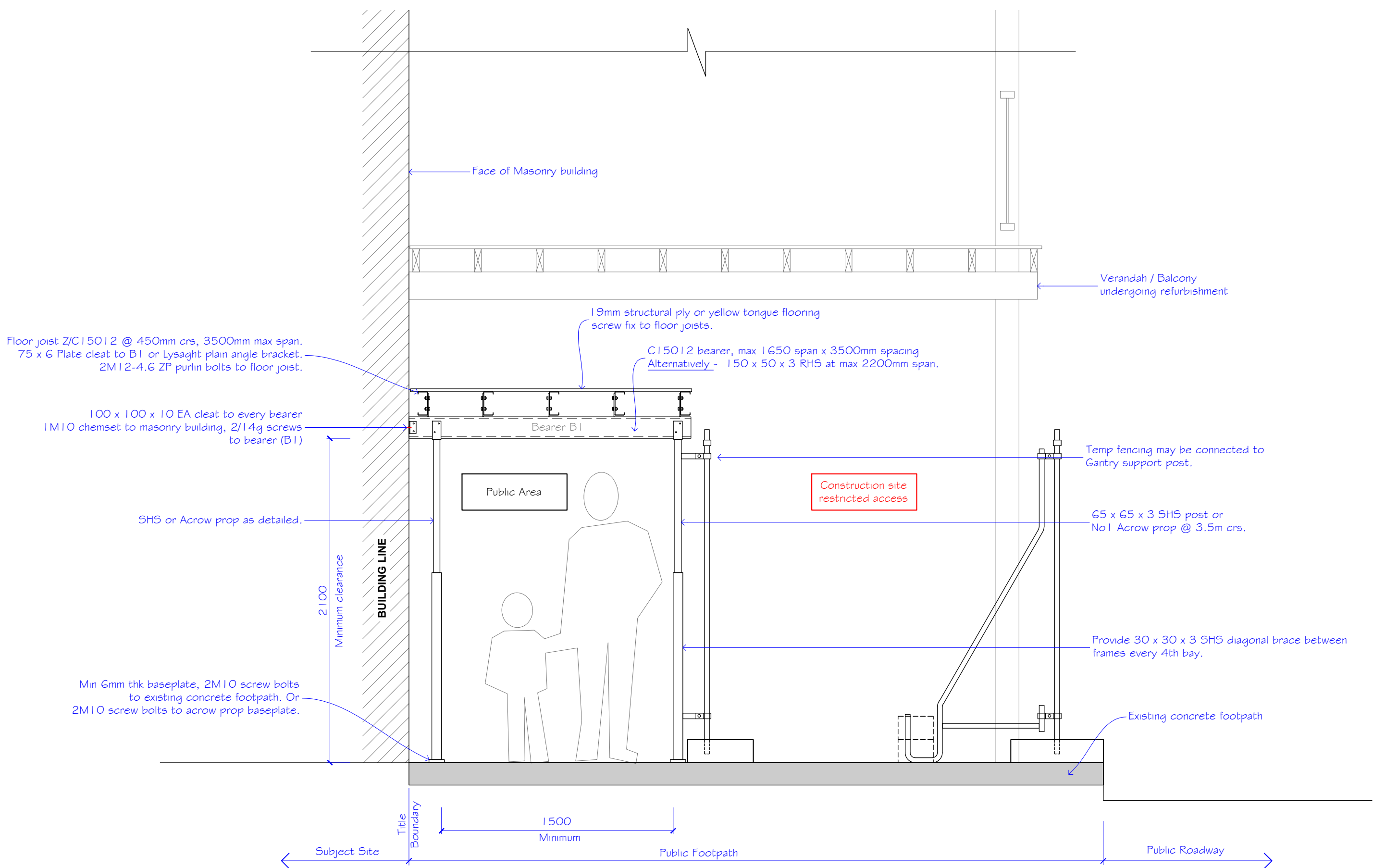
APPROVED



TYPICAL CONSTRUCTION SITE ASSEMBLY DETAIL - ELEVATION
1:25



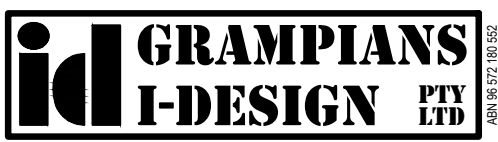
TYPICAL CONSTRUCTION SITE ASSEMBLY DETAIL - SECTION
1:25



PUBLIC PROTECTION GANTRY STRUCTURAL DETAILS.
1:20

Acrow Prop Range				
Size	Ext. Min (mm)	Ext. Max (mm)	Max WLL @ Min Ext. (kN)	Max WLL @ Max Ext. (kN)
No. 00	720	1000	50	40
No. 0	1050	1830	42	22.5
No. 1	1650	2800	33	12.5
No. 2	1900	3400	39	10
No. 3	2170	3975	35	7.5
No. 4	3100	4900	17	6

This plan shall be read in conjunction with
WCSE structural computations Ref: 1763
dated 5/5/2025



COMMERCIAL & INDUSTRIAL BUILDING DESIGN
CONSULTANTS
P.O. BOX 671 STAWELL, VIC 3380
PHONE: 0428 567 196
EMAIL: info@grampiansdesign.com.au



NOTES:
Planning & Building approval shall be sought prior to commencement of refurbishment / rectification works.
The entire balcony / verandah area shall be inspected by an appropriately qualified & registered civil engineer who will provide a structural condition report, structural plans, computations & a 12G certification for the necessary demolition & rectification works. Building approval shall be sought via a private building surveyor prior to commencement of works, the works shall be completed & managed by a commercially registered building practitioner of CB-U category.

REV NO:	DESCRIPTION:	DATE:	CLIENT:	DRAWING NO:	DATE:	SCALE:
A	PRELIMINARY	1-4-25	DRISCOLL PTY LTD	RFID-615	01/06/2025	AS SHOWN
B	CONSTRUCTION ISSUE	8-7-25	ADDRESS: 17 CLARENDON STREET NTHILL 3410	DRAWING NAME: PUBLIC PROTECTION WORKS		
			PROJECT: PROPOSED VERANDAH & BALCONY REPAIR/REPAIRMENT	DRAWN: ROHAN FRY	SIZE: A1	SHEET: PW-03
			LOCATION: 105 NELSON STREET NTHILL VIC	SET REV: C	APPROVED	



GUIDELINES

Australia Day Awards

1 Purpose

Provided by the Australia Day Committee, Hindmarsh Shire Council awards Australia Day Awards annually under four categories:

1. Citizen of the Year
2. Young Citizen of the Year
3. Lifetime Achievement
4. Community Event of the Year

The purpose of Australia Day Awards is to recognise individuals and community groups who have made outstanding contributions to Hindmarsh Shire. These awards aim to celebrate civic pride, volunteerism, leadership, and community service.

The eligibility criteria and decision-making processes for each category are detailed in these guidelines.

2 Citizen of the Year and Young Citizen of the Year Awards

The Citizen of the Year Award and Young Citizen of the Year awards are awarded to a person who has made an individual outstanding contribution to the community. Eligibility criteria are as follows:

- The person is an Australia Citizen;
- They live within Hindmarsh Shire Council (as of 26 January of the relevant award year); and
- They have not received the same award in the last 5 years.
- The person must be 25 years or younger to be nominated for Young Citizen of the Year and over 25 years to be nominated for Citizen of the Year.

Assessment criteria are as follows:

- Outstanding contributions/achievements that have benefited the wider community;
- Volunteerism and community involvement; and
- Extent of impact of contributions.

Community members cannot self-nominate for the Citizen and Young Citizen of the Year awards.

Hindmarsh Shire Council | Australia Day Awards Guidelines

3 Lifetime Achievement Award

The Lifetime Achievement Award is awarded to a person who has continuously contributed and/or given outstanding service to the Hindmarsh Shire community over several years, whether it be through volunteering, running a local business, offering a helping hand when needed and/or being a positive advocate for the community. Eligibility criteria are as follows:

- The person is an Australia Citizen;
- They live within Hindmarsh Shire Council (as of 26 January of the relevant award year); and
- They have not received the Lifetime Achievement Award previously.

Assessment criteria are as follows:

- Demonstrated contributions over a long period through service, commitment, volunteerism, advocacy or investment in the local community.

Community members cannot self-nominate for the Lifetime Achievement Award.

4 Community Event of the Year Award

The Community Event is awarded to the persons/group who have staged the most outstanding community event in Hindmarsh Shire during the calendar year preceding the year the awards are given. Eligibility criteria are as follows:

- The event was held within the municipal boundaries of Hindmarsh Shire;
- The event was held within the calendar year preceding 26 January of the award year; and
- The event has not received the same award in the last two years

Assessment criteria are as follows:

- The economic and/or social benefit to the Hindmarsh community; and
- Level of attendance and/or engagement in the event, including regional attendance.

Along with nominations from the community, event organisers can nominate the event that they were involved with organising and/or running.

5 Applications, Assessment and Announcement

Applications will be sought in the period between September – November of the year preceding the Australia Day Award presentation year via online forms. Where a category has not received a nomination, a Councillor may nominate a person or award outside of this nomination process.

On receipt of the application, Council officers may seek further information from the nominator or identified parties to ensure complete information is provided to Council prior to the decision being made.

All applications will be provided to Council, considered against the assessment criteria and a confidential decision made by Council unless otherwise delegated.

Hindmarsh Shire Council | Australia Day Awards Guidelines

Successful nominees will receive their award at Australia Day events hosted by community groups throughout the Shire. Earlier announcement of the awards may be considered by Council from time to time.

Council reserves the right to withdraw an award if further information, or the recipient's conduct, draws the awards into disrepute.

6 Document Control

Australia Day Awards Guidelines		Category		GUIDELINES
Version Number	1.1	Status	Draft	
Approved/Adopted By	Council	Approved/Adopted on:		
Responsible Officer	DCCS	Review Date		
Version History	Date	Version	Description	
	September 2025	1.0		



POLICY

C017 Contributions, Donations and Sponsorships Policy

1 Background

From time to time, Council receives offers of donations and sponsorship from individuals, community groups and organisations to support Council-managed projects, services and events. Council explores external funding opportunities through grants and partnerships to alleviate the financial burden on ratepayers while continuing to provide valuable programs and services for the community.

Hindmarsh Shire Council is committed to planning and delivering community projects across the Shire that benefit local communities. This includes developing and redeveloping Council assets, as well as existing community infrastructure that is owned by the Victorian Government (or one of its entities), where Council is required to be the project coordinator.

When seeking funding for projects, partnering with community groups will better position Council to develop and renovate community assets. Where the funding source requires a co-contribution, this could consist of one or a combination of the following:

- A financial contribution from Council
- A financial contribution from the local community ("community contribution")

The expected contributions, depending on the scope of the project, are detailed in this policy.

2 Purpose

To clearly articulate the steps required for the management of community contributions, relating to development projects within the Shire and provide guidance on minimum contribution requirements from community group/s.

This Policy also provides for governance arrangements around donations to Council and requests for Council donations, monetary, materials, or in-kind, to projects or services managed by a community group or organisation within Hindmarsh Shire.

3 Scope

Hindmarsh Shire Council | Contributions, Donations and Sponsorships Policy

This policy applies to

- all Council-managed community projects that involve the development or renovation of community infrastructure.
- all requests received by Councillors and Council employees for financial, material or in-kind donations to projects or services managed by a community group or organisation within Hindmarsh Shire.
- all donations to Council for a project or service managed by Council, that is otherwise outside of the scope of Council's Gifts and Hospitality Policy.

4 Definitions

Council	means Hindmarsh Shire Council
Donation	<p>means a financial contribution, provided to support a charitable cause or address an identified issue in the community</p> <p>Donations are provided without any material benefit or advantage to donor in return and are provided without any conditions or contractual obligations</p>
Sponsorship	<p>Sponsorships are a mutually beneficial arrangement in which the sponsor provides a financial contribution in return for specified benefits. Benefits may include, but are not limited to the following:</p> <ul style="list-style-type: none">• Strong engagement opportunities enabling the connection with the community in a meaningful and relevant way that would not be possible without sponsorship.• Acknowledgement via advertising and marketing.• In the case of an event, an invitation to key representatives to attend and verbal acknowledgment of support.
Acknowledgement	means a factual, neutral recognition by Council of a contribution received by a sponsor, without implying approval, preference, or promotion of the sponsor's products, services, or organisation.
Endorsement	means an expression - explicit or implied - by a Council that conveys approval, recommendation, or promotion of a private entity's products, services, or brand. Under this Policy, Council will not provide endorsement for a third party based on a sponsorship or donation.

5 Fair Access

Council is committed to the implementation of the Victorian Government's Fair Access Policy that aims to improve access to, and use of, community sports infrastructure for women and girls. All project proposals relating to sports infrastructure must be assessed to ensure that they are compliant with the *Gender Equality Act 2020* and support the Fair Access Policy. Community groups and clubs that will benefit from the proposed project will also be required to evidence support of the Fair Access Policy.

Hindmarsh Shire Council | Contributions, Donations and Sponsorships Policy

6 Community Contributions

6.1 Community Contribution Pledge

An individual or community group that wishes or is required by this policy to make a financial contribution to a planned development project within the Shire is required to:

- a) Provide this pledge to Council in writing.
- b) Provide clear written evidence to Council of their financial capacity to honour the pledge, within seven (7) days of providing the written pledge.

6.2 Funds held in trust by Council

The pledger is required to provide 50% of the pledged financial community contribution to the Council within seven (7) days, following step 6(b) above and prior to the Council submitting the application for the funding.

These funds will be held in trust by Council until required by the project.

The funds held in trust will also be highlighted in Council's funding applications and will significantly and positively strengthen any applications made by Council.

If the grant application or applications lodged by Council with the Victorian and/or Australian Governments are not successful, the funds held in trust will be returned to the pledger within 14 days of the unsuccessful application (unless otherwise advised by Council due to timing of accounts payable processes).

6.3 Written agreement with each pledger

Council will enter into individual agreements with each pledger for a development project, which will include arrangements regarding the payment of the second half of the community contribution which will be required to be received by Council prior to the signing of the contract documents or authorisation of a purchase order to deliver the project, whichever is applicable.

Any agreement entered under this clause will be subject to a successful funding application or confirmation of funding for the particular project.

6.4 External Funding Application

The next step will be for Council to finalise and lodge its funding application with the relevant Victorian and/or Australian Government, their respective entities or any other funding bodies.

6.5 Community Contribution

The Financial contribution required by the community group/s proposing or benefitting from the initiative will be in accordance with the following:

- where the project is on Council land or where Council is the Committee of Management (COM) for Crown land and there is no existing User Agreement or Lease applicable to that land, a community contribution may not be required. The Council contribution will be identified and approved by the Council prior to the submission of the application where the project is on land owned or controlled by the Council.

Hindmarsh Shire Council | Contributions, Donations and Sponsorships Policy

- where the project is on Council land or where Council is the Committee of Management (COM) for Crown land and there is an existing User Agreement or Lease applicable to that land, the community contribution will be determined on a case-by-case basis by Council in consultation with the User/Lessee, with consideration to the resources of the User/Lessee and the terms of the Lease or Agreement (i.e. sole occupation over an extended period may be considered differently to short-term shared use).
- If Council decides to project manage a community infrastructure project that is not on Council land and/or Council is not the COM for Crown land, the community contribution must be a minimum of 15%.

The total project cost should include the total construction cost, any contingencies and associated project management fees.

6.5.1 Community fundraising

With consideration of Council policies, procedures and legislative requirements, Council will provide support to community groups who may utilise community fundraising as a means to fund community contributions to Council projects.

6.6 Outcome of funding application

Following receipt of the funding application outcome, Council will:

- a) Notify each pledger of the outcome.
- b) Return funds held in trust to each respective pledger if the funding application has been unsuccessful.

6.7 Discretion of Chief Executive Officer

Notwithstanding clauses 6.1 – 6.6 above:

- a) The Chief Executive Officer has the discretion to alter some of the conditions contained in this Policy, if it is in Council's and the community's best interests to do so.
- b) Any such proposed alteration of conditions will be provided to Council within a report from the Chief Executive Officer and presented to a Council Meeting for formal Council approval.
- c) Alteration of conditions will be dealt with strictly on a case-by-case basis.
- d) Should savings be made on any project, Council will not pursue outstanding funds over and above the completed value of the project, from the people or groups who have pledged funds to the project.

7 Sponsorship and Donations

7.1 Requests for Donation or Sponsorship from Council

Council allocates funding to support community events, projects and services, and businesses, via the Community Action Grants, Regional Community Events and Business Assistance Grants programs.

Hindmarsh Shire Council | Contributions, Donations and Sponsorships Policy

Requests for funding outside of these programs will be decided in the following manner:

Approver	Threshold
CEO	Requests up to \$2,000 can be approved by the CEO, only where there is no material impact on Council's adopted Budget.
Council	All requests over \$2,000 can only be approved by resolution of Council.

7.1.1 Assessment

In the interest of equity and transparency, in assessing any request for a Donation or Sponsorship, Council will consider:

- Benefit to community;
- Benefit to region;
- Benefit to Council; and
- Alignment with Council's Plans and Strategies

7.1.2 Eligibility

Organisations/activities that will not be considered for sponsorship or donations by Council include those which:

- Are already receiving a contribution, financial or in-kind, from Council;
- May be construed as offensive or discriminatory;
- Could be detrimental to public health, safety or the environment;
- Promote or encourage smoking, alcohol, gambling or any substance abuse;
- Are linked to contentious issues and may present a reputational risk;
- Are from religious groups, unless they are affiliated with an organisation that benefits the community as a whole;
- Have an alignment with a political group, event or campaign;
- Duplicate existing sponsorships;
- Have not honoured previous agreements;
- Are schools, government bodies or departments;
- Are from an individual or group seeking support for personal interests or pursuits;
- Do not supply relevant information on how the funds are to be spent;
- Are for existing or ongoing operational costs;
- Would otherwise be inappropriate or contrary to law;
- Rely on ongoing funding from Council; and,
- Where the activity/event/initiative is not being delivered within the Hindmarsh municipality or directly supporting the local community.

7.2 Sponsorship offered to Council for Events, Projects and Services

This section only relates to offers of sponsorship that are otherwise not covered by the scope of Council's Gifts and Hospitality Policy and/or section 6 of this Policy.

Council will not enter any new sponsorship arrangements with any business or individual that is currently tendering for work with Council. In situations where a current supplier of goods or services seeks to pursue sponsorship opportunities, the assessment will be undertaken by an Officer, or Council, who has not been involved in the awarding or oversight of the contract/delivery

Hindmarsh Shire Council | Contributions, Donations and Sponsorships Policy

of the goods/services. Additionally, any current or future sponsorship will not be factored into the tender criteria to ensure probity and impartiality in the procurement process.

A sponsorship register will be maintained and reported on to the Audit and Risk Committee.

7.2.1 Assessment

When considering whether to accept a sponsorship, Council will consider the best interests of the public, public accountability, public perceptions, accessibility, inclusion, and the potential risks as well as the potential benefits.

7.3 Donations offered to Council for Events, Projects and Services

This section only relates to offers of sponsorship that are otherwise not covered by the scope of Council's Gifts and Hospitality Policy and/or section 6 of this Policy.

Examples of acceptable Donation to Council may include, but not be limited to:

- Financial donation/bequeaths, including offers of donation of, or towards, public facilities on public land or the purchase of land.
- Public facilities including buildings (kiosks, lights, shelters, sheds etc) and structures (benches, playground equipment, barbeques, walkways etc).
- Library books, and resources, which meet accepted public library standards for content and condition.
- Documents, photographs, memorabilia, artefacts, diaries, and records of historical and/or cultural significance.
- Artworks created by local artists for display in public places or which record events or local cultural/historical significance.

Ongoing costs relating to any donation to Council must be considered in the assessment of the Donation prior to acceptance, including maintenance, insurance and the preparation of any agreement.

A donation register will be maintained and reported on to the Audit and Risk Committee.

7.3.1 Assessment

Prior to accepting any donations, Council must assess existing agreements, partnerships, and/or negotiations with the donating entity or person. This evaluation should include identifying and addressing any potential conflicts or perceived conflicts of interest, any financial implications, and its alignment with Council's Strategic objectives.

An acceptable donation is one that Council deems to represent an appropriate sum of money or in-kind items/goods/services for a project or activity that falls within the normal scope of Council services and aligns with Council's Strategic objectives.

It is important that Council consider the reasons for the donation and assess this accordingly. It is equally important that Council investigates the entity that is making the donation.

7.4 Recognition for Donation and Sponsorships and Other Matters

- Council must not endorse any commercial products or services associated with the sponsor, recipient or any third party.

Hindmarsh Shire Council | Contributions, Donations and Sponsorships Policy

- An employee of the Council, or Council Member must not receive, or be perceived to receive, any personal benefits from a community funding agreement and must adhere to Council's policies on related matters.
- Funds received through external sponsorship for specific expenditure items should be used for that purpose and not be redirected into general revenue.
- Funding must not conflict or be seen to conflict with the objectives, policies and planning controls of the Council
- Any agreement to receive sponsorships or donations should not impose or imply conditions that would limit, or appear to limit, Council's ability to carry out its functions fully and impartially. Activities where sponsor involvement may compromise or be perceived to compromise Council's ability to exercise its role impartially on behalf of the community or diminish public confidence, are not suitable for sponsorship.

8 Transparency and Accountability

Officers and Councillors must declare a conflict of interest, and complete a conflict of interest management plan where required, if involved in decision-making relating to a donation, sponsorship or co-contribution.

9 References

Related documents	Legislation
Add Related Documents	<i>Local Government Action</i>

10 Document Control

Community Projects Contributions Policy		Policy Category		Council
Version Number	1.2	Policy Status		Draft
Approved/Adopted By	Council	Approved/Adopted on:		N/A
Responsible Officer	CEO	Review Date		N/A
Version History	Date	Version	Description	
	June 2024	1.0	New Policy	
	June 2025	1.1	Updated to account for Sponsorship and Donations	
	September 2025	1.2	Updated for adoption by Council after period of community engagement.	



POLICY

C023 Fee Waiver and Reduction Policy

1 Purpose

This Policy establishes Council's position in relation to requests to partially or fully waive various types of fees and charges. Its purpose is to manage these requests in a consistent, transparent, and equitable manner that is aligned with Council's goals and priorities.

2 Scope

This Policy applies to Council-set discretionary fees and charges as defined in the Fees and Charges Schedule of the Annual Budget and should be read in conjunction with that document.

The policy applies to any not-for-profit organisation, incorporated association, or unincorporated community group that provides a community benefit to the residents of the Shire and wishes to apply to have a fee and/or charge waived or reduced. Fee waivers and reductions may also be considered at the CEO's discretion in exceptional circumstances, including but not limited to, those experiencing family violence and those impacted by natural disasters and extreme weather events.

2.1 Exclusions

Exclusions to the scope of this Policy include:

- Statutory fees, which should only be waived, fully or partially, pursuant to relevant legislation.
- Circumstances in which another Council policy that includes a fee waiver component is more applicable.
- Fines and penalties, which should be referred to existing appeal mechanisms.
- Insurance fees.
- Venue hire bonds.
- Bad debts write off.
- Reversal of incorrectly charged fees.
- Council rates and property charges.

3 Definitions

Council means Hindmarsh Shire Council

Hindmarsh Shire Council | Fee Waiver and Reduction Policy

Charity	means an entity determined by the Australian Charities and Not-for-profits Commission (ACNC) to be a charity.
Community benefit	means a demonstrated community need within the Hindmarsh Shire that aligns with Council's strategic priorities.
Fee waiver	means the reduction of a fee or charge, either partially or in full.
Not-for-profit	means the same as section 126(1) of the <i>Local Government Act 2020</i> , a body that a) operates exclusively for charitable, civil or other social purposes; and b) does not share or allocate the funds or profits of the body or organisation with the owners, shareholders or executives of the body or organisation. This is deemed to include, but is not limited to, sporting clubs, arts societies, and special interest groups.

4 Eligibility Framework

The overarching principles for setting fees and charges are that the waiver of fees and charges:

- Should only be required infrequently.
- Should have a negligible impact on revenue forecasts in the adopted Council budget.
- Will be capped at a cumulative threshold of \$1,000 per applicant per financial year, requests for waivers or reductions over this amount must be submitted by the CEO to Council for approval.
- Should be requested before the fee or charge is incurred or paid. This is considered more efficient for all parties than the fee being paid at the time of application and rebated at a later date.

A fee waiver will not be considered where:

- The activity is a program, service, function, or event that:
 - Is part of Council (for example, where the activities of one business unit are regulated by a permit issued by another business unit).
 - Is undertaken by a contractor engaged by, and conducting works on behalf of, Council.
 - Is contrary to, or inconsistent with, another Council Policy.
 - Is already supported by Council via a financial or in-kind contribution.
 - Is subject to an existing agreement, including but not limited to Memorandums of Understanding.
 - Is a primary or core service of State or Federal Governments.
 - Duplicates existing Council programs or activities.
- It is reasonably likely to result in a disproportionate increase in the number of requests from the benefiting organisation(s) or from similar organisations.

4.1 Exceptional Circumstances Eligibility

Requests for fee waivers or reductions from members of the community may also be considered at the discretion of the CEO on a case-by-case basis. Examples of exceptional circumstances include but are not limited to, where a person is experiencing family violence, where the person has been impacted by a natural disaster or extreme weather event, or where there is significant financial hardship. Requests for waivers or reductions due to exceptional circumstances should

Hindmarsh Shire Council | Fee Waiver and Reduction Policy

be made in writing and may require additional evidence. All requests under this clause will be handled confidentially.

5 Application, Decision Making, and Authorisation Framework

Requests must be made by submitting the Fee Waiver Request Application Form.

Each application will be assessed by the relevant department's Manager or Director, in accordance with the financial delegations stated in the Responsibilities section of this Policy.

Managers and Directors should ensure that fee waiver requests are considered fairly, equitably, and transparently. All staff are to ensure policies, processes, procedures, and application forms, as appropriate, transparently reflect and promote accessibility of fee waivers.

When considering a request to waive fees or charges, the decision must have regard to the merits of the application as well as the following:

- The activity to which the fee or charge applies demonstrates specific benefits to the Hindmarsh Shire community.
- The activity supports Council's vision and goals as defined in the Council Plan.
- The nature of the applicant, e.g., is the applicant a not-for-profit organisation or recognised by the Australian Charities and Not for Profit Commission?
- The applicant performing the activity is based in Hindmarsh Shire.
- The applicant performing the activity provides services/benefits to residents or the wider Hindmarsh Shire community.
- The scope for waiving the particular fee or charge within the context of departmental budgets, policies, and the broader business activity/market.

To encourage fairness and equity, user groups should be made aware that an application may be unsuccessful where they result in inequitable access to Council facilities or services.

5.1 Reduction/Waiver Amount

It is preferable when considering fee waiver requests, that Council officers apply a 50% reduction rather than a full waiver. This reduces the financial impact to Council and covers the administration costs involved in processing the fee waiver or discount.

Statutory fees may only be waived or reduced in exceptional circumstances, and in accordance with the relevant legislation.

6 Hindmarsh Holiday Parks Fees

Fees for Hindmarsh Holiday Parks can be waived, reduced or otherwise altered in accordance with operational policies as adopted from time-to-time and in the following circumstances at the discretion of the CEO;

- As incentives for internal and external promotional campaigns where there is an identified community benefit (e.g. tourism campaigns run by Grampians Wimmera Mallee Tourism).
- As a 'donation' to a fundraiser, community auction or charitable activity where there is an identified community benefit (e.g. accommodation for a person undertaking a fundraising bike-ride).
- Where the accommodation is for a consultant or service provider to Council.

Hindmarsh Shire Council | Fee Waiver and Reduction Policy

- In emergency situations, instances of domestic or family violence or other extenuating circumstances where emergency accommodation may be required, up to 7 nights.

7 Responsibilities

Managers	<ul style="list-style-type: none"> • Developing processes and procedures within their business unit for handling requests to waive or reduce fees and charges in line with this Policy. • Ensuring that requests to waive or reduce fees and charges, and the decisions made upon those requests, are appropriately documented in accordance with organisational requirements. • Recording on the request form and register if a Conflict of Interest exists and, if so, details of the conflict. • Assessing and approving or declining fee waivers relevant to their business unit, less than \$500 per fee or charge.
Directors	<ul style="list-style-type: none"> • Assessing and approving or declining fee waivers relevant to their business unit, from \$500 up to \$1,000 per fee or charge. • Assessing and recommending to the CEO approving or declining the waiving of statutory fees and charges in exceptional circumstances, in accordance with the relevant legislation. • Ensuring that requests to waive or reduce fees and charges, and the decisions made upon those requests, are appropriately documented in accordance with organisational requirements.
Chief Executive Officer	<ul style="list-style-type: none"> • Approving or declining fee waiver recommendations from Managers or Directors of up to \$1,000 per fee or charge. • Applications over \$1,000 are reviewed by the Chief Executive Officer and submitted to Council for approval via a formal resolution.

8 Conflict of Interest

If a staff member involved in the process has a conflict of interest, whether it be actual, potential, or perceived, they are required to declare the conflict and remove themselves from the process. Another staff member at a similar or higher delegation level will be required to assess and approve the application in the absence of the conflicted staff member.

9 Human Rights Statement

It is considered that this Policy does not impact negatively on any rights identified in the Charter of *Human Rights and Responsibilities Act 2006*.

10 References

Related documents	Legislation
Hindmarsh Shire Council Fees and Charges as contained in the Annual Budget	<i>Local Government Act 2020</i>
Hindmarsh Shire Council Financial Hardship Policy	

Hindmarsh Shire Council | Fee Waiver and Reduction Policy

Community Contributions, Donations and Sponsorships Policy	
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11 Document Control

Fee Waiver and Reduction Policy		Policy Category	Council
Version Number	1.2	Policy Status	Draft
Approved/Adopted By	Council	Approved/Adopted on:	
Responsible Officer	CEO	Review Date	
Version History	Date	Version	Description
	June 2024	1.0	New Policy
	March 2025	1.1	Updated to assign assessment responsibility to Managers, Directors and CEO.
	September 2025	1.2	Updated to include Hindmarsh Holiday Park fees



FEE WAIVER/REDUCTION APPLICATION

This form is to be used by any organisation or group that provide a community benefit to the Shire, to apply for a fee or charge to be waived or reduced in accordance with Council's Fee Waiver and Reduction Policy. This does not apply to Council rates and rebates.

The group must confirm that it is a not-for-profit, incorporated association or community group that is based in the Shire or has a demonstrated link to communities in the Shire. The community benefit is a demonstrated community need in the Shire that aligns with Council's strategic objectives.

Collection Notice

We will handle any personal information you have provided in this form in accordance with the Privacy and Data Protection Act 2014. Our privacy policy contains information about how you may access your personal information and seek correction of such information; as well as how to complain about a breach of the Australian Privacy Principles and how we will deal with such a complaint. For more information, please see our Privacy Policy or contact our team on (03) 5391 4444. Your personal information will not be disclosed to any other party unless Council is required to do so by law, has gained your consent to do so or an information privacy principle exemption applies.

Contact Details*

Full Name:

Organisation:

Address:

Phone Number:

Email:

Fee Waiver or Reduction Request Details

Type of Fee	Scheduled Fee (\$)	Requested Fee (\$)

Hindmarsh Shire Council | Fee Waiver and Reduction Policy

Activity Details

Activity to be undertaken

Description of Benefit to the
Community

Location of Activity

Recurring/Once Off (please
provide detail)

Applicant Signature

Signature:

Name printed:

Date:

This form can be returned to any of our Customer Service Centres or Libraries, or via the postal
and email addresses below.

Hindmarsh Shire Council

PO Box 250, Nhill VIC 3418

info@hindmarsh.vic.gov.au

OFFICE USE ONLY

Date received:

Reviewed by:

Conflict of Interest: Y/N

If yes, conflict description:

Approval Granted:

Amount to be charged:

Signature:



POLICY

C028 Councillor Candidature at State and Federal Elections

1 Purpose

This policy provides guidance to Councillors who propose to nominate or have nominated as candidates in State or Federal elections.

2 Scope

This policy applies to all Councillors who declare their intention to run for such elections, ensuring they understand their responsibilities and obligations during this period.

3 Definitions

Council	means Hindmarsh Shire Council
Prospective Candidate	means a Councillor that has publicly announced their intention to run as a candidate in a State or Federal Election. (a Councillor will also be considered a Prospective Candidate if they have been endorsed by a political party and/or are starting to campaign, such as distributing flyers and door knocking)
Nominated Candidate	a Councillor who has been formally nominated in a State or Federal election (a Councillor can only be a Nominated Candidate in the weeks prior to an election date)
Election	means a Victorian State election or a Federal election or a by-election for either parliament
Election Period	means the period commencing on the day a Councillors nominates as a candidate for election and concluding at the close of voting on election day

Hindmarsh Shire Council | Councillor Candidature at State and Federal Elections

4 Context

The Model Councillor Code of Conduct (effective 26 October 2024) has replaced previous statutory requirements for Councils to develop their own Codes of Conduct and previous standards of conduct. Councils must now follow the statewide Model Code, though they can still create separate local rules on specific matters if needed. Previously, Council's Councillor Code of Conduct included locally tailored procedures for Councillors seeking to nominate for State or Federal office. These procedures addressed key issues such as leave of absence, conflicts of interest, and the use of Council resources, aligning with MAV guidelines released in 2021.

This policy has been developed to reinstate the previous policy/procedure contained within the former Councillor Code of Conduct, to assist with the continuation of clear processes for managing Councillors' nominations as candidates for State or Federal elections.

5 Policy

Councillors may nominate as candidates in elections at all levels of government. If nominating as a candidate in an election or assisting in the campaign of a candidate in an election, Councillors commit to not using their position as a Councillor for purposes associated with their campaign, or the campaign of any other candidate.

5.1 Declaration of Candidacy

A Councillor who becomes and endorsed candidate of a registered political party or publicly expresses an intention to run as an independent candidate for a State or Federal Election (a Prospective Candidate), will provide written advice to the CEO as soon as practicable. The CEO should then provide written advice to all Councillors.

A Councillor who is a Prospective Candidate, will declare their intended candidacy at a meeting of the Council as soon as practicable after notifying the CEO.

5.2 Leave of Absence

A Councillor who formally nominates as a candidate for a State or Federal Election with a State or Federal electoral commission should apply for leave of absence from the Council. This leave of absence should commence no later than the date of their nomination as a candidate with the relevant electoral commission for the Election (Nomination Date) and conclude no earlier than the close of voting for the relevant Election.

During this period, a Councillor who is on a leave of absence should not attend meetings of the Council or otherwise act as a Councillor, notwithstanding attending a meeting of the Council for the sole purpose of declaring their candidacy.

Council, upon receiving an application for a leave of absence from a Councillor who is a Nominated Candidate, or who intends to become a Nominated Candidate, should consider this as a reasonable request and approve that application.

Hindmarsh Shire Council | Councillor Candidature at State and Federal Elections

5.3 Election of an Acting Mayor

If a Councillor who formally nominates for a State or Federal Election holds the Office of Mayor, the Deputy Mayor will serve as acting Mayor for a period no longer than the Mayor's leave of absence

5.4 Improper Use of Position by Councillors

Section 123 of the Local Government Act 2020 provides that it is an offence for a Councillor to intentionally misuse their position to gain or attempt to gain an advantage for themselves, or for any other person, by making improper use of information acquired as a result of their position, and using public funds or resources in a manner that is improper or unauthorised.

A Councillor who is a Prospective or Nominated Candidate should:

- Observe relevant Councillor/staff relationship policies and protocols from their Nomination Date until the close of voting for the relevant Election.
- Take care to declare conflicts of interests that may pertain to their conflicting role as a candidate.
- Take care to differentiate between their role as a State or Federal Election candidate and their role as a Councillor when making public comment.
- Not participate in any way in the processes of Council relating to a matter before Council if the candidate is campaigning on the said matter.
- Avoid campaigning on (through opposition or taking credit for) Council decisions.
- Take all reasonable steps to avoid the appearance that they are using their position as a Councillor as platform to promote or further their candidacy.

5.5 Council Resources and Activities

A Councillor who is a Prospective Candidate or a Nominated Candidate must not use Council resources in connection with an election campaign. These include, but are not limited to, officers and support staff, mobile phones, computers, tablets, stationery, printers, vehicles, paper, council publications, council provided email addresses, council facilities, and photographs taken at or for official Council business.

A Councillor who is a Prospective Candidate or a Nominated Candidate should not use Council activities, including Council meetings, events, network meetings and Council-related external activities in relation to their candidacy.

5.6 Resignation of Office upon Successful Candidacy

Section 34(2)(a) of the *Local Government Act 2020* specifies a person is not qualified to be a Councillor and ceases to hold the Office of Councillor if they are a member of the Victorian Parliament, the Commonwealth Parliament, or of another State or Territory of the Commonwealth's Parliament. Therefore, a Councillor must resign immediately if their candidacy in a State or Federal Election is successful.

Hindmarsh Shire Council | Councillor Candidature at State and Federal Elections

6 References

Related documents	Legislation
Model Councillor Code of Conduct Governance Rules and Election Period Policy Councillor Expense Entitlements Policy	<i>Local Government Act 2020</i>

7 Document Control

Councillor Candidature in State and Federal Elections		Policy Category	Council
Version Number	1.0	Policy Status	Draft
Approved/Adopted By	Council	Approved/Adopted on:	
Responsible Officer	DCCS	Review Date	
Version History	Date	Version	Description
	August 2025	1.0	Draft Policy created based on content of former Councillor Code of Conduct, presented to Council following community engagement.



POLICY

C022 Procurement

Table of Contents

1	Purpose	2
2	Scope.....	2
2.1	Exclusions.....	3
2.2	Procurement During the Caretaker Period	3
3	Treatment of GST	3
4	Definitions.....	3
5	Principles.....	6
5.1	Probity, Accountability and Transparency	6
5.1.1	Conflict of Interest	6
5.1.2	Disclosure of Information	7
5.2	Strategic Procurement.....	7
5.3	Value for Money and Quadruple Bottom Line	7
5.3.1	Quadruple Bottom Line (QBL) Principles	8
5.4	Risk Management.....	9
6	Policy	9
6.1	Procurement Processes	9
6.1.1	Cumulative/Aggregate Spend	9
6.2	Procurement Methods	10
6.2.1	Purchase Orders	10
6.2.2	Expressions of Interest	11
6.2.3	Unsuccessful Tenders – Alternative Approaches.....	11

Hindmarsh Shire Council | Procurement Policy

6.3	Collaborative Procurement	12
6.4	Tender Evaluation.....	12
6.4.1	Contract Negotiations.....	12
6.5	Market Engagement Method Thresholds.....	13
6.5.1	Procurement Exemptions and Sole Sourcing.....	13
6.6	Statutory Payments.....	16
6.7	Local Price Preference and Local Supply/Local Jobs First.....	16
6.8	Select Sourcing and Panel Arrangements.....	16
6.8.1	Panel Arrangement Details	17
7	Delegations.....	19
8	Variation to Contract Spend.....	19
9	Procurement Monitoring, Reporting and Non-Compliance	20
9.1.1	Non-compliance Management:	20
9.1.2	Ongoing Review and Reporting	20

1 Purpose

The purpose of this Policy is to guide Council's procurement activities in a manner that promotes open and fair competition, ensures Value for Money, and upholds the principles of transparency, probity, and accountability. It supports ethical, efficient, and effective procurement practices that deliver value to the community and align with Council's strategic objectives.

Council is required under sections 108 and 109 of the *Local Government Act 2020* (The Act) to prepare, adopt and comply with its procurement policy.

While based on a shared template developed collaboratively by the Municipal Association of Victoria (MAV), this policy has been tailored to reflect the specific needs and context of Hindmarsh Shire Council and may differ slightly from policies adopted by other Councils. It applies solely to procurement activities undertaken by Hindmarsh Shire Council.

2 Scope

This policy applies to all procurement activities undertaken by Council and is binding upon all Council Officers, Councillors, Contractors, Consultants and/or third parties acting on behalf of Council to comply with the principles and framework set out in this policy.

In accordance with *the Act*, this Policy seeks to ensure open and fair competition and Value for Money whilst upholding the principles of transparency, probity and accountability.

Key terms used throughout this policy are defined in the *Definitions* section within this policy.

Hindmarsh Shire Council | Procurement Policy

2.1 Exclusions

This policy does not apply to:

- salaries, wages, direct payroll payments, superannuation and taxation;
- petty cash reimbursements;
- corporate credit card use (where alternative approval policies apply);
- Travel related goods or services (purchases must be made in accordance with the Staff Travel and Accommodation Policy or Councillor Expense Entitlements Policy);
- Novated contracts, where the initial contract was entered into in compliance with this policy and due diligence has been undertaken in respect to the new party;
- Leave balance transfers between Councils;
- The purchase of land and property; or
- Other statutory payments that are otherwise covered under relevant legislation, regulation or policy (e.g. Emergency Services & Volunteer Fund, GST).

2.2 Procurement During the Caretaker Period

In accordance with section 69 of The Act, Council must not make major procurement decisions during the caretaker period that could influence the outcome of an election or bind an incoming Council.

All procurement activities during the caretaker period must:

- Be assessed for political or commercial risk;
- Be clearly and appropriately documented; and
- Comply with all relevant probity principles and legislative requirements.

Further guidance will be provided by Council through caretaker period protocols as contained in Council's *Election Period Policy* as contained with the Governance Rules.

3 Treatment of GST

All monetary values stated in this policy exclude GST except where specifically stated otherwise.

4 Definitions

The Act	means the <i>Local Government Act 2020</i>
Aggregate Purchasing	is the strategic consolidation of procurement activities for identical or similar goods, services, or works across multiple departments, projects, or entities. This approach is intended to optimise Value for Money by leveraging combined purchasing power, improving contract outcomes, and reducing duplication of effort.
Collaborative Procurement Arrangement	refers to a pre-established arrangement with a panel of suppliers or contractors, formed through a public tender process in accordance with the Act, associated regulations and relevant procurement thresholds. These arrangements may be established by: <ul style="list-style-type: none">• Individual Councils;

Hindmarsh Shire Council | Procurement Policy

- A group of Councils or public bodies working collaboratively; or
- Recognised external agents such as Procurement Australia, Municipal Association of Victoria or State Government Agencies.

Collaborative procurement enables Council to procure goods, services, or works without undertaking a full tender process, provided the engagement complies with the scheme's terms and conditions.

Commercial in Confidence	means information that, if released, may prejudice the business dealings of a party e.g., prices, discounts, rebates, profits, methodologies and process information, etc.
Consultant	means individuals or groups of individuals with specialised knowledge and/or skill. They are not part of an organisation's staff management but rather are contracted for a fee to provide specific services to an organisation and are not under direct line management authority.
Contract Management	means the process that ensures both parties to a contract fully meet their respective obligations as efficiently and effectively as possible in order to deliver the business and operational objectives required from the contract and in particular value for money.
Contract Variation	refers to any modification made to the original terms and conditions of an executed contract. Variations may be financial or non-financial in nature and must be managed transparently, appropriately documented and assessed to ensure they do not undermine the principles of value for money, probity, equity, or open and fair competition.
Council	means Hindmarsh Shire Council
Council Employees	means full-time, part-time, casual, and temporary employees of Hindmarsh Shire Council.
Contractor	the common law defines an independent contractor as a person who works under a commercial contract or a contract for services. The independent contractor can operate as an individual or through a partnership, company or trust. The contractor is engaged to perform a specific role or task that is part of normal Council Operations and is under the supervision of Council Management in delivery of services.
Emergency	means a sudden or unexpected event requiring immediate action including the occurrence of a natural disaster, flooding or fire event at a Council property; the unforeseen cessation of trading of a core service provider; any other situation which is liable to constitute a risk to life or property.
Local Supplier	is defined as a commercial business that meets at least one of the following criteria: <ul style="list-style-type: none">• Maintains an operational premises that is physically located within the municipal boundaries of Council; or• Delivers, sources or undertakes the majority of their goods, services or works within the Council area; or

Hindmarsh Shire Council | Procurement Policy

- is located within Hindmarsh Shire where geographic proximity clearly contributes to local, economic, social or community outcomes

Probity	Probity is the evidence of ethical behaviour, and can be defined as complete and confirmed integrity, uprightness, and honesty in a particular process. Probity is a defensible process which can withstand internal and external scrutiny, which achieves both accountability and transparency, providing respondents with fair and equitable treatment.
Sustainability	means activities that meet the needs of the present without compromising the ability of future generations to meet their needs.
Prescribed Local Area	means the municipal area of Hindmarsh Shire Council
Prescribed Regional Area	means the municipal areas of Hindmarsh Shire Council, Yarriambiack Shire Council, Horsham Rural City Council, Northern Grampians Shire Council, West Wimmera Shire Council and Buloke Shire Council
Prescribed Local Contractor / Supplier	contractor or supplier located within the municipal area of Hindmarsh Shire Council
Prescribed Regional Contractor / Supplier	contractor or supplier located within the municipal areas of Hindmarsh Shire Council, Yarriambiack Shire Council, Horsham Rural City Council, Northern Grampians Shire Council, West Wimmera Shire Council and Buloke Shire Council
Procurement	means the end-to-end process of acquiring external goods, services, and works. It encompasses the entire lifecycle, from initial planning and concept development through to contract completion, asset disposal, or the conclusion of a service. Procurement also includes the organisational structures, governance, and compliance frameworks that support and guide procurement activities within the council operations.
Purchase Order	means a form of contract, which is an official document used to authorise and record the purchase of goods or services or works by a buyer. It is the prime reference confirming the contractual situation between the buyer and supplier. A purchase order may be used in conjunction with an agreement for the supply of goods, services or works, or to instigate supply against an agreement.
Value for Money	<p>Value for Money in procurement is about selecting the supply of goods, services and building and construction taking into account both cost and non- cost factors including:</p> <ul style="list-style-type: none">• contribution to the advancement of Council's priorities;• non-cost factors such as fitness for purpose, quality, service and support; and• cost-related factors including whole-of-life costs and transaction costs associated with acquiring, using, holding, maintaining and disposing of the goods, services or building and construction.

Hindmarsh Shire Council | Procurement Policy

Whole of Life	the anticipated total cost over the entire life of a contract which includes all extension options. This must consider environmental and social factors, transition in/out, operational, repair and potential disposal costs and applicable taxes.
EDRMS	means Council's Electronic Document and Records Management System.

5 Principles

Council's procurement processes shall be based on the following principles, irrespective of the value and complexity of the procurement.

5.1 Probity, Accountability and Transparency

Council is committed to upholding the highest standards of probity, accountability and transparency in all procurement activities.

All Councillors, Council officers and authorised agents involved in procurement activities must act ethically, impartially and in public interest. They are individually accountable for their decisions and the outcomes of procurement processes undertaken on behalf of Council.

All procurement activities must be conducted in a manner that:

- Complies with The Act, this Procurement Policy, associated procurement manual or guidelines, relevant legislation and applicable standards.
- Demonstrates integrity, fairness, and transparency.
- Is defensible under internal and external scrutiny.
- Manages conflicts of interest and maintains public trust.
- Prevents and mitigates risks such as fraud, corruption or collusion.

Where procurement activities are carried out by authorised agents on Council's behalf (e.g. external parties, consultants, contractors), they must comply with the same legal, ethical and procedural obligations as Council officers.

5.1.1 Conflict of Interest

Councillors and Council staff will always avoid situations in which private interests conflict, or might reasonably be seen to conflict, or have the potential to conflict, with their Council duties. Councillors, Council staff, and consultants or contractors acting on behalf of Council will not participate in any action or matter associated with the arrangement of a contract (i.e. evaluation, negotiation, recommendation, or approval), where that person or any member of their immediate family has a significant interest, or holds a position of influence or power in a business undertaking tendering for the work.

The onus is on the Councillor, the member of Council staff, consultant or contractor involved to be alert to and promptly declaring an actual or potential conflict of interest to Council. Conflict of interest provisions for Councillors and Council staff are clearly outlined in the Act.

All persons engaged in the development or evaluation of quotations or tenders must adhere to this policy and complete and lodge a Conflict of Interest and Confidentiality declaration prior to participating in any procurement activity.

5.1.2 Disclosure of Information

Commercial in Confidence information received by Council must not be disclosed and is to be stored in a secure location. Councillors and Council Staff must take all reasonable measures to maintain confidentiality of:

- Information submitted by suppliers in tenders, quotations or during tender negotiations; and
- Information that is marked confidential, or reasonably understood to be confidential due to its nature; and
- Any details related to current or proposed contracts, particularly where disclosure could compromise Council's position or breach probity.

Discussion with potential suppliers during tender evaluations should not go beyond the extent necessary to resolve doubts about what is being offered by that supplier.

At no stage should any discussion be entered into which could improperly influence the procurement process or negotiation of a contract prior to the contract approval process being finalised, other than authorised pre-contract negotiations.

5.2 Strategic Procurement

Council adopts a strategic approach to procurement to maximise value and efficiency.

Each procurement activity will be planned with consideration of:

- opportunities for aggregated purchasing across Council or with other entities through approved purchasing schemes.
- Collaborative or joint procurement arrangements.
- utilisation of existing internal and external supplier panels or contracts; and
- alternative contracting models that best support the delivery of outcomes.

5.3 Value for Money and Quadruple Bottom Line

Council is committed to achieving Value for Money in all procurement decisions. This means selecting the option that offers the best overall outcome - not just the lowest price, but based on a balanced assessment of cost, quality, risk, sustainability and social impact over the entire lifecycle of the goods, services or works.

Council's approach to Value for Money includes integration of Quadruple Bottom Line (QBL) principles which means ensuring that economic, environmental, social, and ethical considerations are embedded into procurement planning and decisions wherever practical and proportionate.

In applying the Value for Money principle, Council will:

- **Consider Whole-of-Life Costs**, including planning, acquisition, operation, maintenance, and disposal.
- **Optimise Quality and Performance**, ensuring goods, services, and works are fit for purpose, durable, and supported by service warranties where appropriate.

Hindmarsh Shire Council | Procurement Policy

- **Deliver Broader Community Benefits**, encouraging procurement outcomes that generate positive social, economic, and environmental impacts, including through support of local, social, Indigenous, and inclusive suppliers.
- **Champion Sustainable and Ethical Procurement**, engaging suppliers who demonstrate compliance with fair, ethical, and socially responsible labour practices, and who meet legislative and regulatory obligations, including workplace safety and modern slavery to employees.
- **Minimise Environmental Impact**, selecting products and services that reduce resource consumption, emissions, waste, and environmental degradation.
- **Support Innovation**, encouraging new solutions, technologies, or delivery models that improve outcomes or efficiencies.
- **Promote Fair Competition and Efficiency**, ensuring open, transparent procurement processes that support innovation and reduce duplication.
- **Enable Collaboration and Aggregation**: leveraging shared services, panel arrangements, and approved purchasing schemes where appropriate.

5.3.1 Quadruple Bottom Line (QBL) Principles

Council may, where practicable, incorporate the following Quadruple Bottom Line considerations into its procurement planning and decision making:

1. Economic

- Support local suppliers (as defined in this policy's definition), small to medium enterprises (SMEs), and regional businesses
- Create local jobs and stimulate economic development within the Council area
- Consider long-term value and cost-effectiveness, not just upfront price

2. Environmental

- Reduce waste, greenhouse gas emissions, and resource use
- Prioritise recycled, energy-efficient, or sustainably made goods and services
- Support the circular economy and climate resilience through environmentally responsible purchasing

3. Social

- Promote diversity, equity, and inclusion across supply chains
- Support Indigenous-owned businesses, disability enterprises, and certified social benefit suppliers
- Provide employment and training opportunities for disadvantaged or marginalised groups

4. Ethical Governance

- Work with suppliers who follow ethical practices including fair labour, safe workplaces and compliance with modern slavery laws
- Maintain transparency, integrity, and compliance in all procurement activities

Council may apply Quadruple Bottom Line (QBL) principles in a manner that is practical, proportionate, and aligned to the size, risk and complexity of each procurement activity. These considerations may be

Hindmarsh Shire Council | Procurement Policy

factored into planning, specification, evaluation, and contract management stages of more complex and larger projects/contracts.

5.4 Risk Management

Procurement activities must be properly planned and executed to protect Council from risks including but not limited to; personal injury, property damage, financial loss, reputational harm, legal exposure, and disruption to the delivery of goods, services, or works.

To minimise procurement-related risks and uphold best practice, Council implements the following risk mitigation strategies:

- **Procurement Planning:** allowing sufficient time for procurement preparation, market engagement, and internal approvals to reduce the risk of rushed or non-compliant processes.
- **Standardised Contract Documentation:** using Council approved templates that include legally reviewed terms and conditions to ensure consistency and reduce contractual ambiguity.
- **Securities:** requiring appropriate security deposits such as bank guarantees to protect against supplier non-performance or contract default.
- **Due diligence Checks:** undertaking financial and reference checks on new and existing suppliers, with periodic reviews as needed to ensure ongoing capability and compliance.
- **Subject Matter Expert input:** referring complex or technical specifications to qualified internal or external subject matter experts to ensure clarity, feasibility, and risk mitigation.
- **Contract Execution before Commencement:** ensuring that all contracts are fully executed and documented before any goods are delivered, services commenced, or payments issued.
- **Standards and Compliance:** incorporating relevant Australian Standards, legislative requirements, and industry best practices into specifications and contract terms.
- **Ongoing Contract Management:** requiring contract managers to actively monitor contractor performance, deliverables, and compliance throughout the contract term, with issues documented and addressed promptly.

6 Policy

All procurement processes will be conducted in accordance with the requirements of this policy and any associated procedures, Council's Employee Code of Conduct, Instrument of Delegated Staff Purchase Authorities, relevant legislation, relevant Australian Standards and the Act. Any breach of this policy by Council staff may be dealt with under Council's Disciplinary Guidelines. Any breach of the policy by Councillors may be dealt with under the Councillor Code of Conduct.

6.1 Procurement Processes

6.1.1 Cumulative/Aggregate Spend

In some instances, Council will procure goods, services and works with low value but on a regular or recurring basis. These arrangements can lead to Council incurring expenditure which, on an aggregate basis, approach or exceed applicable procurement thresholds.

Hindmarsh Shire Council | Procurement Policy

Care must be taken to ensure that Council complies with its procurement obligations in circumstances in which cumulative payments to a single supplier, or to multiple suppliers in respect of similar goods, services or works, meet or exceed the thresholds set out in this Policy.

Council should, wherever possible, leverage cumulative spend, rather than treating each discrete arrangement as a separate procurement, to achieve greater value for money. Council must proactively identify opportunities for aggregation. The likely total cumulative value of a procurement activity, or a category of activity for which there are several suppliers providing similar goods, services or works, must be considered during the planning phase of a procurement.

6.2 Procurement Methods

Council's standard methods for purchasing goods, services and building and construction will be by one or more of the following methods:

- purchase order following a quotation process from suppliers for goods or services that represent best value for money under directed quotation thresholds;
- Request for Quotation (RFQ) process, followed by a Contract or Purchase Order
- Request for Tender (RFT) process, followed by a Contract and Purchase Order
- petty cash;
- corporate purchasing card;
- payment on invoice where a central billing arrangement has been implemented;
- Approved Purchasing Schemes (Collaborative Procurement Arrangements with other Councils, or Municipal Association of Victoria (MAV) Procurement, Victorian Government, Procurement Australasia or other bodies);
- Panel Contract

All procurement activities must:

- Be supported by identified and available funding
- Be authorised in accordance with Council's approved financial delegations and thresholds
- Involve more than one person with appropriate documentation and approvals to ensure transparency and accountability

All Requests for Tender (RFT), Expressions of Interest (EOI) and Requests for Quotation (RFQ) must be published on Council's online tendering portal. RFT's and EOI's may also be advertised through additional channels such as state or local newspapers, industry publications, and web-based forums depending on the scale and audience of the procurement.

In accordance with the Act, Council must publish details of awarded tenders that meet or exceed prescribed thresholds on its public website to ensure legislative compliance, transparency, and community awareness.

6.2.1 Purchase Orders

A Purchase Order should be used as the method of payment for all purchases other than those exempted below. The purchase order must be raised and approved prior to receipt of any goods or services and invoices should state the purchase order number. All purchases must be raised on Council's finance system.

Hindmarsh Shire Council | Procurement Policy

Purchase Orders are not required for:

- Utilities – water, telecommunication, gas, electricity, sewerage charges and Before You Dig Australia;
- Couriers;
- Australia Post;
- Medical accounts;
- Advertising;
- Legal fees*;
- Memberships;
- Subscriptions (including software services and platforms with subscription-based fees);
- Building Regulations Lodgement Fees;
- Any exempted items in 6.5.1

*Not all legal fees are able to be anticipated; where possible, a quote for legal fees should be sought prior to engagement to effectively manage spend.

Council operates under a strict "No PO or Claim, No Payment" policy. A Council Purchase Order or correct claim must be created and provided to a supplier before commencement of any engagement for the supply of goods, services or works. Council will not be able to pay suppliers if they do not have a Purchase Order. This policy ensures financial control, transparency, and compliance with procurement and budgetary requirements.

6.2.2 Expressions of Interest

Expressions of Interest (EOI) may be used where:

- Multiple suppliers are likely.
- Full tendering is burdensome, or procurement is complex.
- Vendor interest or capability is uncertain.
- Council seeks preliminary advice from the market.

6.2.3 Unsuccessful Tenders – Alternative Approaches

If a public tender process concludes with no submissions received, Council may consider alternative procurement approaches, including:

- Reissuing the tender in its original form.
- Revising the scope or requirements and reissuing the tender.
- Inviting a limited number of suitable suppliers to submit proposals (Select Sourcing).
- Entering direct negotiations with a supplier (Sole Sourcing).

Any alternative procurement approach must be:

- Supported by documented market analysis and a clear rationale for the selected approach.
- Demonstrated to achieve Value for Money, fairness, and probity, in line with The Act, this Policy, and best practice procurement principles

Where public tendered procurement is not pursued, only Council endorsed panels or approved purchasing schemes established through a compliant public tender process may be used as an alternative procurement method.

6.3 Collaborative Procurement

In accordance with Section 108 (c) of the Act, Council will actively seek opportunities to collaborate with other councils and public bodies in the procurement of goods, services or works, where such collaboration can deliver economies of scale, improved value for money, or other strategic benefits.

Council officers must give due consideration to collaborative procurement opportunities as part of the planning phase for all procurement activities.

Where a procurement recommendation is brought before Council, the accompanying report must include:

- An outline of any potential collaborative procurement opportunities identified, including the public bodies or councils involved; and
- A statement explaining why Council did, or did not, pursue the identified opportunities for collaboration in relation to that procurement process.

Where Council has entered Shared Services arrangements with one or more Councils, individual Councils will not be required to obtain tender/quotations. Tenders/quotations will be sought by the lead Council and approved according to the individual Council's Procurement Policy.

6.4 Tender Evaluation

Council is committed to ensuring a fair, consistent, and transparent approach to the evaluation of tenders. To uphold these principles:

- Late tenders will not be enabled on Council's procurement platform and will not be accepted under any circumstances to ensure procedural fairness and integrity.
- Tender evaluation criteria and weightings will be documented and approved prior to issuing any tender to ensure transparency and consistency in assessment.
- An Evaluation Panel comprising appropriately qualified and briefed members will be established for each tender process. The panel will assess submissions objectively against the pre-determined criteria.
- Where beneficial, external representatives with relevant expertise may be included on the Evaluation Panel or engaged as advisors to enhance capability and ensure appropriate oversight.
- All panel members must complete a Conflict-of-Interest declaration before commencing any evaluation activities. Identified conflicts must be managed in accordance with Council's policies and procedures.
- The evaluation process will be conducted in a manner that is robust, unbiased, and able to withstand internal and external scrutiny.

6.4.1 Contract Negotiations

To ensure the best value outcome for Council, contract negotiations may be conducted with one or more shortlisted tenderers, provided such negotiations remain consistent with the original scope, intent and probity principles of the tender process.

Council may also implement a shortlisting process as part of the evaluation. Where appropriate, shortlisted tenderers may be invited to submit a Best and Final Offer (BAFO) to allow Council to clarify, refine, or enhance proposals prior to final contract award.

Hindmarsh Shire Council | Procurement Policy

Any negotiation or BAFO process will be conducted in a fair, transparent, and equitable manner, in line with The Act and relevant procurement best practice guidelines.

6.5 Market Engagement Method Thresholds

- Thresholds refer to the total contract sum, including extension options and recurrent spend with the same supplier.
- Thresholds represent the minimum standards – Council officers may choose a more rigorous approach if it is in the best interests of Council
- Procurement transactions must not be split to circumvent the above thresholds.
- Where Council has established panels, alternate thresholds and methodologies may apply as approved at the time of panel formation.
- Where it is difficult to obtain sufficient quotations (e.g. due to limited suppliers or specialised work), an approved Procurement Exemption may be applied in accordance with Section 6.5.1.

Procurement Value (excluding GST)	Minimum Market Engagement	Agreement Type*	Record Keeping
<\$5,000	One verbal quotation, with notation made as to the date, supplier, contact name and scope. #	Purchase Order	Note in Requisition of Price Comparison
\$5,001 - \$15,000	Obtain at least one written quotation. #	Purchase Order	Quote and Purchase Order Registered in EDRMS
\$15,001 - \$50,000	Obtain at least two written quotations. #	Purchase Order	Quote and Purchase Order Registered in EDRMS
\$50,001 - \$250,000	Obtain at least three written quotations or formal request for quotation#	Contract	Evaluation Report approved within Delegation
>\$250,000	Public Tender	Contract	Evaluation Report approved by CEO/Council (subject to CEO delegation limit)

**Unless exempt in accordance with section 6.2.1 or where a credit card is used. All use of corporate purchase cards must be used in accordance with Council policies and procedures.*

#This applies to purchases that are one off. If repeated purchases are likely, workers must consider whether the cumulative/aggregate spend is likely to exceed this threshold and apply the relevant higher threshold.

6.5.1 Procurement Exemptions and Sole Sourcing

Council recognises that in defined and limited circumstances, procurement activities may be exempt from the standard requirements to seek tenders, quotations or expressions of interest.

Hindmarsh Shire Council | Procurement Policy

6.5.1.1 Sole Sourcing

Sole sourcing is the engagement of a single supplier without seeking competitive offers and is considered a procurement exemption under this policy. It is permitted only in exceptional circumstances where:

- The market is restricted (e.g. licensing software, intellectual property rights, regulatory exclusivity)
- Council has jointly developed or co-owns the relevant intellectual property
- There is an urgent public interest or emergency requiring immediate procurement
- A thorough market analysis has demonstrated no viable alternatives exist or that a prior public tender process was unsuccessful and Council proceeds to an alternative sourcing approach in accordance with Section 6.2.3.

Exemption Justification	Sample Explanation
Genuine Emergency or Hardship	Allows a contract to be entered into where the CEO or an internally delegated officer, considers it necessary because of an emergency (e.g., to provide immediate response to a natural disaster, declared emergency, etc.)
Extension of contracts while Council is at market to ensure continuation of supply of goods, services and works	Allows the extension of an existing contract where the procurement activity to replace the contract has commenced (or is imminent) and where the establishment of an interim short-term arrangement with an alternative supplier would lead to Council achieving lesser value for money or an adverse effect on public interest
Professional Services unsuitable for tendering	Allows the procuring of the following engagements: <ul style="list-style-type: none"> • Legal services, Utilities, Purchase of Land
Novated Contract	Where the initial contract was entered into in compliance with the Act and due diligence has been undertaken in respect to the new party
Operating Leases	Where a lessor leases an asset (generally a vehicle or plant and equipment) to the Council and assumes the residual value risk of the vehicle
Information technology resellers and software developers	The expenditure related to purchases from information technology resellers and software developers (e.g. for renewal of software licenses/upgrades, etc.) where there is a sole supplier who holds the intellectual property rights to the software
Sole Sourcing	<p>The engagement of a single supplier without seeking competitive offers, permitted only in defined and exceptional circumstances such as where: (a) the market is restricted (e.g. IP ownership, licensing, regulation); (b) no viable alternatives exist following a failed tender; (c) a joint IP arrangement exists; or (d) direct negotiation has been deemed necessary based on a documented market analysis.</p> <p>Sole sourcing must be approved in line with Council's Financial Delegations, fully documented, and demonstrate alignment with value for money, probity, and public interest.</p>

- Emergency events & post-emergency procurement activities should meet all requirements of the Disaster Recovery Funding Arrangements. In addition, the Value for Money principals will still be applicable.

Hindmarsh Shire Council | Procurement Policy

- Where Council expenditure is funded by the State or Federal Government grant monies the requirement to comply with Division 2 Section 108 of the Act remains unless there are grant conditions which provide alternative arrangements.
- Should the nature of the requirement and the characteristics of the market be such that it is considered a public tender process is not possible, an exemption as outlined in Section 108 3 (d) may be sought from Council.

The Chief Executive Officer may, upon receiving a written explanation, give approval to not advertise or to seek less than the number of quotations required by this Policy. All CEO approved exemptions are to be provided to the Audit and Risk Committee for notification.

6.5.1.2 Additional Specific Council Exemptions

The following procurements are exempt from the requirements of Market Engagement Methods:

- Sole Supplier - Council deals with several core service sole suppliers where there is no market to test and obtain multiple quotations. Examples of core service sole suppliers are:
 - Professional membership payments and subscriptions (must relate to position held at Council);
 - Advertising (newspapers, magazines, TV, radio and social media e.g. Facebook and similar);
- Where Council has an existing supplier that is a monopoly or has sole ownership or rights over a service, assets or goods and its use.
- Maintenance that is propriety to an asset and can only be performed by a sole supplier.
- Plant and equipment servicing and spare parts with certified supplier to maintain a warranty.
- Engineering services
- Financial management services
- Labour Hire
- Insurance
- Borrowings
- Payroll expenses - superannuation and PAYG
- Goods and Services Tax payable
- Postage
- VicRoads vehicle registrations
- Councillor expenses - allowances and reimbursements
- Levies e.g. EPA Victoria Levy, Emergency Services Volunteer Fund
- Acquisition of land and buildings
- Medical expenses
- Operating leases
- Traditional Owners (Engagement of Traditional Owners where the primary purpose of the procurement activity is to gather information relating to Aboriginal culturally sensitive issues, including land management considerations pursuant to the *Aboriginal Heritage Act 2006*)
- Venue hire
- External audit fees – Victorian Auditor General's Office
- Professional workshop and conference registration fees and associated costs
- Vehicle suppliers where the only option is for central online quotations

Hindmarsh Shire Council | Procurement Policy

6.6 Statutory Payments

The Chief Executive Officer has authority to approve statutory payments (eg. Emergency Services & Volunteer Fund, GST, fortnightly payroll expenses and deductions, insurance) to Government and Legislated authorities and in line with legislated requirements that are in excess of the Chief Executive Officer delegations.

6.7 Local Price Preference and Local Supply/Local Jobs First

Council wishes to maintain and encourage the development of local industry and commerce including local employment. Council's preference is to source goods locally from suppliers and contractors within the Prescribed Local Area and Prescribed Regional Area and will provide a price weighting preference for Local Supply/Local Jobs First.

A price preference will apply to quotations and tenders invited by the Hindmarsh Shire Council, for the supply of goods, services and works, unless Council Officers resolve that this does not apply to a particular quotation or tender.

For Prescribed Local Contractors/Suppliers located in the Prescribed Local Area, a 2.5% price preference reduction will be weighted. For Prescribed Regional Contractors/Suppliers located in a Prescribed Regional Area, a 2.5% price preference reduction will be weighted.

Where a Prescribed Contractor/Supplier falls under both Prescribed Local Area and Prescribed Regional Area, they will receive a combined 5% weighting for price preference.

A summary of weighting Council will use during the tender process:

Criteria	Description	Weighting
Local Supply / Local Jobs First	Percentage of Goods, Services, or Works sourced from within the Prescribed Area*	2.5%
	Permanent staff based within the Prescribed Local Area	1.5%
	Employment of trainees and apprentices from within the Prescribed Local Area	1.0%
Prescribed Contractor / Supplier	Principal Place of Business (permanent office in the Prescribed Local Area for a period of at least 6 months)	2.5%
	Principal Place of Business (permanent office in the Prescribed Regional Area for a period of at least 6 months)	2.5%

6.8 Select Sourcing and Panel Arrangements

Council may, in specific circumstances, engage a limited number of suppliers without conducting a full public tendering process. This select sourcing approach is permitted under this Policy where it is appropriate to the procurement's value, risk and complexity, and where one or more of the following conditions apply:

- Suppliers are pre-qualified under a panel contract, approved purchasing scheme or collaborative contract (e.g. MAV, Procurement Australia, State Purchase Contracts);

Hindmarsh Shire Council | Procurement Policy

- The market is limited in capacity, expertise or geographical reach (e.g. niche categories or regional delivery constraints);
- An existing agreement provides clear rationale for continued engagement within defined parameters;
- The procurement risk, value, and complexity are proportionate to a streamlined sourcing approach, supported by a documented rationale;
- A previous public tender process was unsuccessful, and Council proceeds to a limited sourcing approach in accordance with Section 6.2.3.

Where Council has established an internal panel or is accessing a collaborative panel contract or approved purchasing scheme, the following provisions apply:

- Council may approve alternate procurement thresholds and sourcing methodologies specific to the panel;
- These must be documented at the time of panel formation (e.g. Panel Award Report or relevant process per Procurement Manual), approval is sought by the appropriate Financial Delegate, and sourcing methodologies for the panel are documented;
- Once endorsed, these thresholds override the standard thresholds set out in Section 6.5 for all procurement conducted under the panel;
- All procurement activities must align with the panel's scope, terms of use, use approved templates and processes.

A procurement exemption may be required only where the procurement exceeds the panel's approved scope or deviates from usage rules.

6.8.1 Panel Arrangement Details

An approved panel supplier refers to a contractor or consultant who has been appointed through an open and competitive tender process. Unless stated otherwise during the tender process, there is no guarantee of minimum sales volume or turnover for any approved panel supplier.

The use of established panels must be transparent, as suppliers appointed to a panel have a reasonable expectation that Council will offer all panel members an equal opportunity to quote for goods, services, or works. Prior to establishing a panel, a documented methodology should outline how work or services will be allocated among the appointed suppliers. The number of contractors or consultants selected should also be carefully considered to ensure the panel remains manageable and effective.

When procuring through an established panel, quotations should be sought in line with the process outlined below, to ensure procurement reflects value for money and competitive practice. For any newly established panel, the initial awarding of contracts requires a Council resolution, regardless of the total contract value.

Where an approved supplier panel has been formed through a competitive, open process, the following purchasing thresholds may be applied to support procurement through those agreements. The threshold will only apply if there is more than one supplier available in the panel to provide (or willing to provide) goods or services at the time of procurement.

Panels are categorised into two types:

Hindmarsh Shire Council | Procurement Policy

Type 1 – General Panel Suppliers: These include suppliers of goods and services that do not fall into the higher specification category.

Type 2 – Higher Specification Panel Suppliers: This group includes services such as building construction, landscaping, and other complex projects, which require more detailed specifications and procurement oversight to ensure value for money.

This classification ensures that procurement activities are aligned with the level of complexity and specification required for different services.

Purchasing Thresholds – Type 1

Procurement Value (excluding GST)	Approved Panel Supplier Procurement Process (minimum requirement) - Type 1
<\$25,000	<ul style="list-style-type: none"> An approved panel supplier may be appointed directly for works up to \$25,000 where a schedule of rates has been provided under the panel's terms. If a schedule of rates has not been provided under the panel's terms, issue a request in writing to at least one panel supplier.
\$25,001 – 50,000	<ul style="list-style-type: none"> Issue a request in writing to at least two panel suppliers. Rationale for selecting successful respondent must be documented and saved in Council's EDRMS.
\$50,001 – \$125,000	<ul style="list-style-type: none"> Issue a request in writing to at least three panel suppliers. Rationale for selecting successful respondent must be documented and saved in Council's EDRMS.

Purchasing Thresholds – Type 2

Procurement Value (excluding GST)	Approved Panel Supplier Procurement Process (minimum requirement) Type 2 – Builders, building construction and landscaping services
<\$15,000	<ul style="list-style-type: none"> An approved panel supplier may be appointed directly for works up to \$15,000 where a schedule of rates has been provided under the panel's terms. If a schedule of rates has not been provided under the panel's terms, issue a request in writing to at least one panel supplier. Rationale for selecting successful respondent must be documented.
\$15,001 – 25,000	<ul style="list-style-type: none"> Issue a request in writing to at least two panel suppliers. Rationale for selecting successful respondent must be documented and saved in Council's EDRMS.

Council officers managing panel contracts should consider the practical day-to-day aspects of panel operations. It's important to recognise that a competitive tender process and value-for-money assessment has already occurred when the panel was first established. As a result, there may be instances where requesting additional quotes provides little or no benefit, such as:

- a) For small, routine, low-risk, low-value tasks, particularly those performed by trade services like electricians or plumbers;

Hindmarsh Shire Council | Procurement Policy

- b) When the contract includes a detailed schedule of rates, enabling Council officers to determine the cost of work packages in advance without needing to seek further quotations.

In these situations, it may be appropriate for Council officers to allocate work among panel suppliers based on each supplier's skills, availability, and capacity to meet the required timeframes. This allocation methodology should be clearly defined before the panel is established.

All approved panel suppliers are appointed through a formal tender process and are contracted for the duration specified in the tender documents, including any extension options.

Council will periodically monitor panel suppliers to ensure they meet performance standards - delivering services in a proper, timely, and efficient manner to the reasonable satisfaction of Council. If a supplier fails to meet expectations, they may be removed from the panel, in accordance with the relevant terms of the service agreement.

The Panel of Preferred Suppliers operates under an open panel arrangement, meaning Council reserves the right to reopen the tender process during the contract term to invite new suppliers if it is deemed beneficial to expand the panel before the contract period ends.

7 Delegations

Delegations define the limitations within which workers are permitted to work. Delegation of financial authority allows specified workers to approve certain purchases, quotation, tender and contractual processes without prior referral to Council. This enables Council to conduct procurement activities in an efficient and timely manner whilst maintaining transparency and integrity.

Financial delegations ensure accountability and provide confidence to Council and the public that purchasing activities are dealt with at the appropriate level. As such, Council has delegated responsibilities relating to the expenditure of funds for the purchase of goods, services and works, the acceptance of quotes and tenders and for contract management activities.

Council maintains a documented record of Financial Delegations, identifying the staff authorised to incur expenditure on behalf of Council. This extends to those staff making such procurement commitments in respect of goods, services and works on behalf of Council that are within their Financial Delegations.

8 Variation to Contract Spend

On occasions there may be valid reason(s) when a tendered contract needs to be varied. This variance normally comes with a cost and increases contract spend.

Approval of contract variations must be in accordance with Financial Delegation and take into account the cumulative spend under the contract. A variation can only be approved by a Council staff member holding the correct financial delegation for the revised contract sum. Where the revised contract sum falls above the financial delegation of the CEO, or above the nominated figure or percentage of a figure delegated by Council to approve variations to the contract, the variation must be approved by Council at a Council meeting.

Variances to project budget should be managed in accordance with internal budget management controls and procedures.

Hindmarsh Shire Council | Procurement Policy

9 Procurement Monitoring, Reporting and Non-Compliance

Council is committed to transparency, accountability, and continuous improvement in all procurement activities.

The Contracts and Procurement Officer and Finance team is responsible for monitoring procurement performance and compliance with this policy. This includes oversight of:

- Procurement activities and trends
- Use of Procurement exemptions
- Alignment with procurement thresholds and financial delegations
- Documentation and record keeping practices

9.1.1 Non-compliance Management:

- Minor or administrative non-compliance will be addressed by relevant Council staff in leadership positions, with a focus on education and corrective action.
- Serious or repeated breaches, or matters involving probity, integrity, or public interest concerns, will be escalated to the Executive Leadership Team and reported to the Audit and Risk Committee and/or Council where required.

Any breach of this Policy may be considered a breach of organisational policy and could result in disciplinary action. Breaches will be assessed in accordance with relevant internal policies and frameworks, including those governing:

- Staff and Councillor conduct
- Fraud and corruption prevention
- Ethical and accountable behaviour

9.1.2 Ongoing Review and Reporting

Detailed reporting and monitoring provisions, including documentation standards and escalation protocols, are provided in this Policy.

These processes will be reviewed periodically to ensure they remain aligned with legislative obligations and sector best practice.

This Policy will be reviewed at least once every four (4) years in accordance with the *Local Government Act 2020*, or earlier if required.

10 References

Related documents	Legislation
Council Plan, Annual Budget and Long-term Financial Plan	<i>Local Government Act 2020</i>
Fraud Prevention and Control Policy and Plan	<i>Relevant provisions of the Competition and Consumer Act 2010 (Cth)</i>
Employee Code of Conduct	<i>Charter of Human Rights and Responsibilities Act 2006 (Vic)</i>
Disciplinary Guidelines	<i>Gender Equality Act 2020;</i> <i>Modern Slavery Act 2018 (Cth);</i> <i>Occupational Health and Safety Act 2004;</i>

Hindmarsh Shire Council | Procurement Policy

Climate Adaption Strategy	<i>Working with Children Act 2005 and Working with Children Regulation 2016</i> <i>Freedom of Information Act 1982;</i> <i>Privacy and Data Protection Act 2014;</i> <i>Public Records Act 1973;</i> <i>Building & Construction Industry Security of Payment Act 2002;</i> <i>Local Government (Governance and Integrity) Regulations 2020;</i> <i>Local Government (Planning and Reporting) Regulations 2020; and</i> Other relevant Australian Standards or legislation.
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11 Document Control

Procurement Policy		Policy Category	Council
Version Number	1.1	Policy Status	Draft
Approved/Adopted By	Council	Approved/Adopted on:	
Responsible Officer		Review Date	
Version History	Date	Version	Description
	February 2018	1.0	Creation of Policy
	December 2020	1.1	Policy Update
	August 2021	1.2	Review of Policy to comply with new LGA 2020
	July 2022	1.3	Policy Update
	April 2024	1.4	Policy Update and review of Cumulative Spend provisions
	September 2025	1.5	Policy Update in line with MAV Model Procurement Policy



TERMS OF REFERENCE

CEO Employment and Remuneration Committee

1 Purpose

The purpose of these Terms of Reference is to assist Council in fulfilling its responsibilities under s45 of the *Local Government Act 2020* relating to Chief Executive Officer employment matters (remuneration and performance).

2 Objectives

The Committee is an Advisory Committee only and has no executive powers, nor does it have any delegated decision making or financial authority, nor can it direct Council officers in their duties. The purpose of the Committee is to consider, and make recommendations to Council on matters related to the Chief Executive Officer Employment and Remuneration Policy, including:

- selection and appointment of the Independent Member
- independent advice received from time to time
- performance monitoring of the Chief Executive Officer, including with respect to achievement of the key performance indicators
- annual review of the Chief Executive Officer's performance, including against the key performance indicators
- Chief Executive Officer remuneration
- recruitment and appointment of a Chief Executive Officer, if required
- provisions to be included in the Contract of Employment from time to time
- appointment of an Acting Chief Executive Officer if there is a vacancy in the office or the Chief Executive Officer is unable to perform the duties of the office (except where the Chief Executive Officer is acting under lawful delegation to make such an appointment for a period not exceeding 28 days), and
- implementation of the Chief Executive Officer Employment and Remuneration Policy.

The Committee may:

Hindmarsh Shire Council | CEO Employment and Remuneration Committee Terms of Reference

- request a summary report that the administration has prepared or commissioned, where such a document would assist the Committee in understanding aspects of the Chief Executive Officer's organisational leadership (for example, staff culture surveys).
- commission work in relation to the Chief Executive Officer's employment, independent from the administration, and give advice on such matters to the Council.

3 Definitions

Act	means the <i>Local Government Act 2020</i>
CEO	means Chief Executive Officer
Council	means Hindmarsh Shire Council
Councillors	means the individuals holding the office of a Councillor of Hindmarsh Shire Council
Council Officer	means the Chief Executive Officer and staff of Council appointed by the Chief Executive Officer.
Independent Member	means an appropriately qualified person, capable of providing independent professional advice in relation to the matter in this policy who is not a Councillor or member of Council staff and who acts as Chairperson to the Committee

4 Membership

The Committee shall comprise:

- all Councillors
- an Independent Member appointed by the Council in accordance with Section 45(2)(a) of the *Local Government Act 2020* who shall also act as the Chair of the meeting. Where the Independent Member is absent, the meeting shall be chaired by the Mayor, or in their absence the Deputy Mayor.

5 Meeting Arrangements

Meetings will be held in accordance with the CEO Employment and Remuneration Policy.

5.1 Schedule

The Committee will meet as required, but at a minimum every six months. The Committee will provide a report to Council following each meeting.

Hindmarsh Shire Council | CEO Employment and Remuneration Committee Terms of Reference

Meetings will, where possible, be arranged to coincide with relevant contractual dates and Council reporting deadlines. Meetings are to be held at a time and place determined by the Chair. The annual meeting schedule will include:

- The Annual Review in accordance with the CEO Employment and Remuneration Policy where the Committee will:
 - formally review the CEO's performance objectives against the CEO's performance in the previous 12 months;
 - undertake a review of the total remuneration package;
 - develop, in conjunction with the CEO, relevant and measurable performance objectives for the following 12 months and make a recommendation to Council on those performance objectives;
 - make recommendations on development opportunities for the CEO;
 - make recommendations to Council on matters relating to the CEO's performance and performance review, as appropriate.

Informal review at the 6-month mark between Annual reviews, where the Committee will ensure that objectives and actions are progressing and 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 provide feedback to the Council. This process will be facilitated by the Independent Chair of the Committee.

Meetings related to the recruitment, appointment and/or reappointment of a Chief Executive Officer or appointment of an acting Chief Executive Officer will be scheduled on an agreed timeline at the time. This shall allow time Council to meet for all required statutory processes, allow a Council decision within the required notice timeframe designated in the Act, or within the Chief Executive Officer's contract, and a reasonable allowance of time for Council to be adequately informed to enable them to make a decision.

Following the formal discussions, a confidential report will be presented to Council for consideration

5.2 Attendance

All Committee members are expected to attend each meeting (unless approved by the Mayor). The Chief Executive Officer shall attend all meetings, except when the Committee chooses to meet without the Chief Executive Officer present.

Attendance of non-Committee members, except secretariate/administrative support, is not permitted. Meetings are not open to the public. The Mayor, in consultation with the Independent Member and Chief Executive Officer, has the discretion to invite specialists to attend meetings as and if required.

Hindmarsh Shire Council | CEO Employment and Remuneration Committee Terms of Reference

5.3 Quorum

For a meeting to proceed, a majority of Councillors (which must include the Mayor or Deputy Mayor) and the Independent Member must be present.

6 Confidentiality

Meetings of the Committee are held to consider confidential information as defined at section (3) of the *Local Government Act 2020* (being 'personal information', which if released would result in the unreasonable disclosure of information about any person or their personal affairs). As a result:

- The Committee is not required to give public notice of its meetings and its meetings are not open to the public
- Minutes of meetings are not available to the public and shall not be published on Council's website.

7 Meeting Procedures

Meeting procedures are in accordance with Council's Governance Rules. To help guide the Committee, standard meeting protocols are summarised below:

- Commence and conclude on time;
- The duration should generally not exceed two hours;
- Be scheduled and confirmed in advance with all relevant papers distributed (as appropriate) to each member;
- Encourage fair and respectful discussion, participation and respect for each other's views;
- Focus on the relevant issues at hand;
- Provide advice to Council as far as possible on a consensus basis;
- All participants (including the Independent Member, the Chief Executive Officer and any external guests) shall conduct themselves in accordance with the behavioural standards set out in the Councillor Code of Conduct

8 Agenda, Minutes and Reports

The Chair will prepare the agenda and minutes in consultation with the Mayor and Chief Executive Officer. The Director Corporate and Community Services or their delegate will provide administrative support and ensure agendas and minutes are retained as records.

The minutes must:

- contain details of the proceedings and recommendations made;
- be clearly expressed, and • be self-explanatory. Draft meeting notes must be:
- be distributed to all Committee Members within 14 days of the meeting;

Hindmarsh Shire Council | CEO Employment and Remuneration Committee Terms of Reference

- be submitted to the next meeting of Council with all relevant reports and recommendations for Council decision; and
- be submitted to the next meeting of the Committee for information.

Meeting papers will contain confidential information. Disclosure of such information is a breach of section 125 of the *Local Government Act 2020*.

A report to Council prepared by the Independent Member will be tabled after every meeting of the Committee as a confidential report to Council. Reports to Council should reflect a consensus view. Where consensus cannot be reached, the report should clearly outline the differing points of view i.e., the majority and minority points.

9 References

Related documents	Legislation
CEO Employment and Remuneration Policy CEO's Employment Contract CEO Position Description Council's Procurement Policy Hindmarsh Shire Council Governance Rules	<i>Local Government Act 2020</i> <i>Fair Work Act 2009</i> <i>National Employment Standards</i> <i>Equal Opportunity Act 2010</i> <i>Gender Equality Act 2020</i> <i>Protecting Integrity – Leading the Way.</i> <i>Managing the employment cycle of a council</i> <i>CEO – Local Government Inspectorate</i> <i>(Victoria) (February 2019)</i> <i>Government Policy on Executive</i> <i>Remuneration in Public Entities</i> <i>Victorian Independent Remuneration Tribunal</i> <i>and Improving Parliamentary Standards Act</i> 2019

10 Document Control

CEO Employment and Remuneration Committee Terms of Reference		Policy Category	Terms of Reference
Version Number	1.1	Policy Status	Draft
Approved/Adopted By	Council	Approved/Adopted on:	
Responsible Officer	DCCS	Review Date	
Version History	Date	Version	Description
	September 2025	1.0	New terms of reference separated from CEO Employment and Remuneration Policy



POLICY

C008 CEO Employment and Remuneration Policy

1 Purpose

The purpose of this policy is to:

- outline the way in which Council will manage the recruitment and appointment of its Chief Executive Officer;
- provide consistency for contract content, performance monitoring and requirements for annual review;
- apply the principles of good governance, transparency and fairness in all matters relating to the employment, management and remuneration of the Chief Executive Officer; and
- meet legislative requirements under the *Local Government Act 2020*.

2 Scope

This policy applies to Councillors, the Independent Member as appointed, and candidates or incumbents of the Chief Executive Officer position.

3 Definitions

Act	means the <i>Local Government Act 2020</i>
CEO	means Chief Executive Officer
Council	means Hindmarsh Shire Council
Councillors	means the individuals holding the office of a Councillor of Hindmarsh Shire Council
Council Officer	means the Chief Executive Officer and staff of Council appointed by the Chief Executive Officer.

Hindmarsh Shire Council | CEO Employment and Remuneration Policy

Independent Member means an appropriately qualified person, capable of providing independent professional advice in relation to the matter in this policy who is not a Councillor or member of Council staff and who acts as Chairperson to the Committee

4 Policy

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

4.1 CEO Employment and Remuneration Committee

Council must establish a committee to oversee matters relating to CEO employment and remuneration in accordance with s45(2) of the Act. For the purpose of this Policy that Committee will be referred to as the CEO Employment and Remuneration Committee (the Committee).

The Committee is to be chaired by an Independent Member who is a full member of the Committee and is entitled to be remunerated for their advisory role.

The Council will agree to Terms of Reference for the 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.

Membership of the Committee shall consist of all Councillors and an Independent Member.

The Committee will provide a report to the next available Council meeting following each Committee meeting describing its activities and making recommendations about any action to be taken by Council. For the avoidance of doubt, nothing in this Policy requires Council to accept any or all the Committee's recommendations.

4.2 Contractual Requirements

A CEO will be appointed to 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 at minimum outline:

- the employment term, which must not exceed 5 years in accordance with section 44(2) of the Act;
- the responsibilities and duties of the position, including compliance with the Act and the Code of Conduct for Council Staff;
- conflict of interest management requirements;
- the total remuneration package and its inclusions as well as other entitlements;
- leave and other terms and conditions of employment;

Hindmarsh Shire Council | CEO Employment and Remuneration Policy

- legislative and contractual obligations, including those during and continuing after employment;
- processes for managing unsatisfactory performance and early termination provisions including notice of termination (or payment in lieu) provisions with notice of termination by Council being restricted to a maximum of 6 months; and
- any other matters required to be contained in the Contract of Employment by the Regulations.

The Contract of Employment may only be varied by a Resolution with the CEO's acceptance, with such variation to be recorded in a Deed of Variation.

4.3 Remuneration and Expenses

The total remuneration package will be subject to the review of the CEO Employment and Remuneration Committee. The remuneration package should:

- have regard to any statement of policy issued by the Government of Victoria which is in force with respect to its wages policy (or equivalent);
- have regard to any Public Sector Wages Determination;
- be fair and reasonable;
- be set at a competitive level for the relevant market and sector, to attract and retain talented people;
- reflect the non-financial benefits of local government employment; and
- 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. 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;
- 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.

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; and
- Reasonable costs incurred in performance of duties.

Hindmarsh Shire Council | CEO Employment and Remuneration Policy

The Chief Executive Officer may be provided a Corporate Credit Card to use in transactions related to the role of CEO. Corporate card expenditure will be reviewed and approved by the Manager Finance and Director Corporate and Community Services, and transaction listings will be provided to the Audit and Risk Committee.

4.4 CEO Performance Objectives and Review

The Council will adopt a set of annual performance objectives for the CEO. 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.

During the annual review the Committee will:

- formally review the CEO's performance objectives against the CEO's performance in the previous 12 months;
- undertake a review of the total remuneration package;
- develop, in conjunction with the CEO, relevant and measurable performance objectives for the following 12 months and make a recommendation to Council on those performance objectives;
- make recommendations on development opportunities for the CEO; and
- make recommendations to Council on matters relating to the CEO's performance and performance review, as appropriate.

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 Council. This process will be facilitated by the Independent Member of the Committee.

4.4.1 Regular Consultation

In addition to the Annual Review, the CEO and Councillors shall meet every three months to conduct an informal review of performance objectives and discuss any pertinent matters as determined by either Council or the CEO.

4.5 Contract Expiry

The Committee must make recommendations to Council at least 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

Hindmarsh Shire Council | CEO Employment and Remuneration Policy

- 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 Committee will manage the process by:

- ensuring that recruitment decisions are based on merit;
- supporting transparency in recruitment processes and the public advertising of positions; and
- having regard to gender equality, diversity and inclusiveness.

In consultation with the Committee, the recruitment agency will manage the end-to-end recruitment process including:

- 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 reference and probity checks on the preferred candidate;
- liaison with the Director Corporate and Community Services regarding the employment contract for the successful candidate; and
- liaison with the Committee regarding the public announcement of the appointment of the new CEO.

4.7 Acting or Interim CEO Appointment

Council must appoint an Acting CEO when there is a vacancy in the office of the CEO, or the CEO is unable to perform their duties under the Contract of Employment for a period exceeding 28 days. The appointment of the Acting CEO must be made by a Resolution 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.

Where applicable, the Committee may advise Council on the selection and appointment of an Acting or Interim CEO, including whether it is appropriate to recruit an external candidate who is not currently employed by Council or appoint an internal candidate who is a current employee of Council. Nothing in this Policy applies to the CEO's appointment of an Acting CEO under delegation.

4.8 Independent Advice

The Independent Member is responsible for providing independent professional advice in relation to the matters dealt with under this Policy in accordance with section 45(2)(a) of the Act. The

5

Hindmarsh Shire Council | CEO Employment and Remuneration Policy

Independent Member will be appointed on the recommendation of the Committee following a process to seek experienced and suitably qualified persons but must not be the recruitment agency/consultant appointed by Council to assist in the recruitment process.

Council will determine the term of appointment of the Independent Member and remuneration of the Independent Member and ensure that it is a term of the Independent Member's engagement that the Independent Member keep confidential all information which the Independent Member acquires by virtue of the engagement.

Council, or the Committee with the approval of a Resolution, can, on an as needed basis, obtain additional independent professional advice in relation to the matters dealt with under this Policy.

4.8.1 Independent Member Responsibilities

The Independent Member is responsible for:

- Setting the agenda for the bi-annual meeting of the Committee in consultation with the Mayor.
- Chairing all meetings of the Committee, ensuring good governance in accordance with the Hindmarsh Shire Council Governance Rules.
- Approving minutes and any relevant reports of the Committee prior to presentation to Council.
- Vote on recommendations put before the Committee and utilise their casting vote as necessary.
- Facilitate draft performance criteria and review process in consultation with the Mayor and CEO.
- Oversee feedback to CEO at mid-term and annual review.
- Identify and seek to resolve with the Committee any issues impacting on the effective discharge of Council's employment obligations and relationship with the CEO.

A report to Council prepared by the Independent Chairperson will be tabled after every meeting of the Committee as a confidential report to Council. Reports to Council should reflect a consensus view. Where consensus cannot be reached, the report should clearly outline the differing points of view i.e., the majority and minority points.

4.8.2 Independent Member Appointment

In accordance with the Act, Council is required to obtain independent professional advice. The Independent Member will be appointed following an advertisement calling for expressions of interest from a suitably skilled and qualified person.

The Independent Member is to be engaged on a contractual basis and cannot be an employee of Council.

Hindmarsh Shire Council | CEO Employment and Remuneration Policy

4.8.3 Independent Member Remuneration

The Independent Member will be paid at a rate to be determined by Council from time to time.

4.8.4 Key Competencies

The Independent Member must possess and demonstrate the following key competencies:

- Human resource qualifications and demonstrated executive management skills, business experience (including Local Government) and/or an employment law background;
- Demonstrated ability in relation to executive-level performance appraisals, professional development and remuneration;
- Significant experience working with Councillors, Board Members, Advisory Boards and Committees in a similar professional advisory role.
- Knowledge and understanding of the role of Council and executive management in either or rural or regional Local Government context.

4.8.5 Appointment process

The independent advisor will be engaged following a procurement process.

Council will call for expressions of interest for the Independent Member position where there is a vacancy (or impending vacancy).

Council will prepare a shortlist, conduct interviews and then the Mayor will table a report to Council on the appointment of the Independent Member. The list of all expressions of interest considered by the Committee will be provided to Council.

4.8.6 Appointment timeframe

The Independent Member may be appointed for up to four (4) years, or the term of the Council, whichever is the lesser period.

The Independent Member may be re-appointed by Council, subject to Council's procurement requirements.

The appointment may be terminated by Council by resolution in the instance of unsatisfactory performance or a breach of any engagement terms.

4.9 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

Hindmarsh Shire Council | CEO Employment and Remuneration Policy

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.

5 References

Related documents	Legislation
CEO's Employment Contract CEO Position Description Council's Procurement Policy Hindmarsh Shire Council Governance Rules	<i>Local Government Act 2020</i> <i>Fair Work Act 2009</i> <i>National Employment Standards</i> <i>Equal Opportunity Act 2010</i> <i>Gender Equality Act 2020</i> <i>Protecting Integrity – Leading the Way. Managing the employment cycle of a council CEO – Local Government Inspectorate (Victoria) (February 2019)</i> <i>Government Policy on Executive Remuneration in Public Entities</i> <i>Victorian Independent Remuneration Tribunal and Improving Parliamentary Standards Act 2019</i>

6 Document Control

CEO Employment and Remuneration Policy		Policy Category	COUNCIL
Version Number	1.2	Policy Status	DRAFT
Approved/Adopted By	COUNCIL	Date approved/adopted	
Responsible Officer	DCCS	Review date	3 years after approval or within 6 months of a Council election
Version history	Date	Version	Description
	November 2021	1.0	Initial Policy
	May 2023	1.1	Policy Review
	September 2025	1.2	Updated to allow for Terms of Reference



8th September, 2025

MINUTES OF THE JEPARIT TOWNSHIP ADVISORY COMMITTEE MEETING OF THE HINDMARSH SHIRE COUNCIL HELD ON 8TH SEPTEMBER, 2025 at the Memorial Hall, Roy Street, Jeparit at 7.55pm.

Present: Jennie Hauselberger (HSC), Jason Hutson (Chair-Person), Cheryl Quinn (Sec), Annemarie Werner (CM), Mel Wagener (CM) Wendy Werner (CM), Lauren Badua (CM) - including Community Members, Gabby Williams, Natalia Aguirre, Beck Foster and Tony Simpson.

1. ACKNOWLEDGEMENT OF THE INDIGENOUS COMMUNITY AND OPENING PRAYER

We acknowledge 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.

2. APOLOGIES

Mr. T. Clarke (HSC), Mr. P. King (HSC), Teresa Smith (Vice-Chair), Bec Schultz (CM), Colin Moore (CM) and Sharon Reilly (CM).

3. DECLARATION BY COUNCILLORS OR OFFICERS OF ANY DIRECT OR INDIRECT INTEREST IN ANY ITEM ON THE AGENDA.

- General conflict of interest; or
- Material conflict of interest

Declaration of general or material conflict of interest must also be advised by Committee Members at the commencement of discussion of the specific item.

NIL.

4. CONFIRMATION OF MINUTES

RECOMMENDATION:

That the Minutes of the JTAC Committee Meeting held on 11th August, 2025 at 7.30pm at the Memorial Hall, Roy Street, Jeparit, circulated to Committee Members be taken as read and confirmed
(Attachment: 1)

Moved: Annemarie Werner

Seconded: Mel Wagener

Carried

5. BUSINESS ARISING FROM THE MINUTES

5.1 moved to 8 General business

5.2 Addition to JTAC Minutes 11/8/25

8.3 to read HSC asked that JTAC Committee members attend a public group session prior to their normal meeting on 11/8/25 commencing at 7.00pm Discussion over HSC draft action plan along with CEO Monica inviting committee members to view public assets on Monday August 18th at 10.30am. JTAC meeting was held directly after public session

8.4 Secretary to organise flyer inviting Community Members to discuss about disused public buildings owned by the HSC for Monday 25th August 2025 at 7.00pm.

6. CORRESPONDENCE

INWARD:

6.1 J. Hauselberger (HSC) Sport & Recreation Information- 12/8/25

6.3 W. Werner (CM) HSC Asset Community Mtg - 15/8/25

6.4 W. Werner (CM) HSC Asset Community Mtg - 15/8/25

6.5 W. Werner (CM) Letter to J & DBC invitation - 15/8/25

6.6 W. Werner (CM) Re: Old mechanic workshop. - 17/8/25

6.7 S. Reilly (CM) Apology 19/8/25

6.8 W. Werner (CM)) Re: J & DBC - 19/8/25

6.9 P. King (HSC) JTAC Minutes - 19/8/25

6.10 P. King (HSC) AG Meeting Amendment (New members) - 19/8/25

6.11 W. Werner (CM) Re; Mechanic workshop walk through - 21/8/25

6.12 G. Williams (Community Mem) HSC Buildings 23/8/25

6.13 G. Williams (Community Mem) HSC Buildings 25/8/25

6.14 B. Ingamells (Community Mem) HSC Buildings 27/8/25

6.15 Grampians Industry Update - 29/8/25

6.16 J. Hauselberger (HSC) Finance Statement- 1/9/25

6.17 W. Werner (CM) Spread Sheet for HSC Asset meeting 1/9/25

OUTWARD:

6.18 CM letter Sport & Recreation Information- 12/8/25

6.19 P. King (HSC) Draft of JTAC minutes - 18/8/25

6.20 CM Copy of Letter to J&DBC and HSC Asset Community Flyer 18/8/25

6.21 P. King (HSC) AG meeting 19/8/25

6.22 P. King (HSC) Draft JTAC Minutes 19/8/25

6.23 CM JTAC Minutes 23/8/25

6.24 G. Williams (Community Mem) HSC Asset Meeting 23/8/25

6.25 G. Williams (Community Mem) HSC Asset Meeting 25/8/25

6.26 B. Ingamells (Community Mem) HSC Buildings 26/8/25

6.27 CM Grampians Industry Update - 29/8/25

6.28 J. Hauselberger (HSC) Thank you- 1/9/25

6.29 B. Ingamells (Community Mem) Thank you 1/9/25

6.30 CM B. Ingamells & G. Williams correspondence. 1/9/25

6.31 CM JTAC Previous Minutes,, Agenda & Financial - 1/9/25

6.32 J. Hauselberger, T. Clarke, P. King (HSC) JTAC Pre Min, Age & Fin. 1/9/25

That the Outward Correspondence be approved and the Inward Correspondence noted.

Moved: Lauren Badua

Seconded: Wendy Werner

Carried

7. EVENTS

Event:		Location:		Date	
<i>Relevant documents</i>					
	Responsibility	Due date	Status		
Risk assessment					
Food permit					
Local Law permit					

8. GENERAL BUSINESS AS NOTIFIED TO THE CHAIR

8.1 Wendy Werner (CM) thanked all members for their assistance at the workshop meeting, excellent attendance, a suggestion that an alternative meeting time may have assisted, walk through buildings and was this meeting about community versus the HSC.

A Community Asset workshop was held at 7pm at the Library in Jeparit 26 August 2025. The Community was welcomed by J. Hutson (Chair), a short insight into the Infant Welfare Centre by T. Smith (Vice-Chair), and W. Werner (CM) gave an introduction to the HSC Depot/Workshop and an overview of the process. 27 people attended including the CEO Monica Revell, and the Mayor Ron Ismay. A list of the Hindmarsh Shire owned Assets in Jeparit, and the Township Planning guidelines were made available and 4 questions were put to the Community.

1. Building: Would you like to see the Shire keep this building and lease it to the community or sell it at Auction. If you believe it should be kept for community purposes, please list ideas for use.

2. Would you be willing to help with the project? Please leave us your Contact Details.

3. Do you think the Town Advisory Committee should facilitate a community vision discussion (such as Rainbows 2050 vision) (ie look at the broader picture).

4. Any other thoughts/comments:

16 responses have been collated. They are separated by building and respondent. There is also a separate section for additional ideas or comments. The responses covered a number of general ideas, and 6 buildings/entities, namely, The Infant Welfare Centre, The HSC Workshop, the Bowling Club, The Kindergarten, The Memorial Hall, and The Pioneer Museum. A further category for ideas/comments Most people thought the infant Welfare Centre and Shire Workshop should be kept for Community use rather than sold, and many ideas were put forth. Most respondents supported either a cafe or food vendors, there was good support for an opportunity shop and a drop-in centre and an overwhelming support for multi-

purpose wellness centre for the infant Welfare Centre. The Bowling Club was a hot topic and many wanted some resolution for this complex. 8 respondents thought we should facilitate a vision, 2 did not, and 6 chose not to respond. 9 respondents indicated their willingness to help.

It was great to see a wide cross section of the community, with many new ideas and enthusiasm.

Post Meeting Note: Since the meeting there have been a number of submissions including ideas for an arts precinct, and a centre for well-being.

Wendy Werner **Moved:** That the result of the Community Asset Workshop be shared with the residents of Jeparit via mail drop and call for participants to form a working/steering group. The JTAC advises the HSC of its intention to share such information with the following, Wimmera Mallee Pioneer Museum, The Historical Society, Jeparit & District Bowling Club and Jeparit Memorial Hall Committee.

Seconded: Lauren Badua (CM)

8.2 (5 C) Refurbishment Cost of IWC is an estimate only of online pricing of items, ie; curtains, carpet paint and preparation items, labour costing is not included. = approx. \$3,500.00.

8.3 A. Werner (CM) reported on the River Precinct - Play equipment grounds need attention and maintenance.

9. COUNCILLOR REPORT

N/A

10. OFFICER'S REPORT

10.1. RFQ- Jeparit Recreation Reserve A & P Building RFQ are out for works of part cladding the little A & P Building at Jeparit Recreation Reserve- Cladding over timber same colour as currently there. More information to follow once contract is awarded but to be completed before Jeparit Show.

10.2 Upcoming Events Business and Tourism Session Sunday 14 September 12pm at Antwerp Hall- Guest speakers from Grampians Wimmera Mallee Tourism and Council's Economic Development & Tourism Team. Light lunch provided. Wimmera River Discovery Trail Opening- Sunday 14 September 2.30pm Antwerp Hall School Holiday Program is out now- Fishing/Crafts/Movies/Pottery/Roller Skating Etc Seniors Month Events includes Fire Readiness Sessions, Seniors concert, Men's Bus tour, movie, EHO Information sessions, Planning Sessions.- Booklet and posters out this week Movie- Downton Abbey- The Grand Finale 30 September 7pm Seen Documentary- Nhill Memorial Community Centre October 21-7pm Applications for Youth Council will be coming out Late September.

10.3 Hindmarsh Swimming Pools Team Leader pools Applications were extended and close 10 September 2025 Lifeguard applications are closed and interviews will happen this week

10.4 16 Days of Activism Steph has contacted via email and has funding for these events- Looking to partner with Town Committee for best event for the town. Ideas most welcome

10.5 Youth Strategy The Youth Strategy is currently under review- Have your say on our website closes Sunday 14 September- We encourage young people, parents, carers and schools to take a look and give feedback.

10.6 Jeparit Street Scapes Garden Beds are almost complete just a few bits to finish off with the capping and near the telephone box.

11. URGENT BUSINESS

NIL

12. FINANCE REPORT

12.1 Summary of Balances in Finance Report.

RECOMMENDATION:

That the Finance Report as provided be approved.

Moved: Mel Wagener

Seconded: Lauren Badua

Carried

12.2 Purchase Orders to be raised - \$2,000 or less

Moved:

Seconded:

ITEM NO.	DESCRIPTION	DECISION

12.3 Purchase Orders to be raised – Greater than \$2,000

Moved:

Seconded:

Carried

ITEM NO.	DESCRIPTION	DECISION

13. DECISIONS TO BE MADE

The following decisions are recommendations to Council for endorsement:

ITEM NO.	DESCRIPTION	DECISION
4	Minutes	Confirmation of the Minutes
5	Business Arising from Minutes	5.1, & 5.2.
6	Correspondence	Approving the Outward Correspondence and Noting the Inward.
7	Events	Nil
8	General Business as Notified to the Chair	8.1, 8.2 & 8.3.
9	Councillor's Report	Nil.
10	Officer's Report	10.1, 10.2, 10.3, 10.4, 10.5 & 10.6.

11	Urgent Business	Nil
12.1	Finance Report	That the Finance Report was approved at meeting.
12.2	Purchase Orders to be Raised (\$2,000 or less)	Nil
12.3	Purchase Orders to be Raised (above \$2,000)	N/A
14. MEETING CLOSED		

The meeting closed at 8.27pm
Next JTAC Meeting scheduled for Monday 13th October 2025.

15. COUNCIL OFFICER AUTHORISATION

*to be completed by Council Officer

I, _____ accept the following recommendations made by the JTA
Committee at this meeting held on 8th September, 2025

ITEM NO.	DESCRIPTION	DECISION
4	Minutes	Confirmation of the Minutes
5	Business Arising from Minutes	5.1, & 5.2.
6	Correspondence	Approving the Outward Correspondence and Noting the Inward.
7	Events	Nil
8	General Business as Notified to the Chair	8.1, 8.2, & 8.3..
9	Councillor's Report	N/A
10	Officer's Report	10.1, 10.2, 10.3, 10.4, 10.5, & 10.6.
11	Urgent Business	Nil
12.1	Finance Report	That the Finance Report was approved at meeting.
12.2	Purchase Orders to be Raised (\$2,000 or less)	Nil
12.3	Purchase Orders to be Raised (\$2,000 or more)	N/A

I, _____ advise that the following items:

ITEM NO.	DESCRIPTION	DECISION

- Need to be referred to a Council Meeting / CEO for a decision
- Require more Information
- Do No align with the Hindmarsh Shire Council Plan

SIGNED: *J. Hauselberger* Council Officer

Dated: *11/9/25*

HINDMARSH SHIRE COUNCIL | ADVISORY COMMITTEE AGENDA / MINUTES



18th August 2025

To Committee Members,

NOTICE is hereby given that a Rainbow Township Advisory Committee Meeting of the Hindmarsh Shire Council will be held at the Civic Centre Small Meeting Room on Monday 18th August 2025 commencing at 7.30pm.

AGENDA

- 1. Acknowledgement of the Indigenous Community**
- 2. Apologies**
- 3. Disclosure by Committee members or Councillors or Council Officers of any interest or conflicts of interest in any item on the agenda**
- 4. Confirmation of Minutes**
- 5. Business Arising from the Minutes**
- 6. Correspondence**
- 7. Events**
- 8. General business as notified to the Chair**
 1. Caravan entrance gates
 2. State of the derelict house in Darts Ave
- 9. Councillor Report**
- 10. Officer Report**
- 11. Urgent business**
- 12. Finance report**

HINDMARSH SHIRE COUNCIL | ADVISORY COMMITTEE AGENDA / MINUTES

13. Decisions to be made

14. Meeting Closed

15. Council Officer Authorisation

HINDMARSH SHIRE COUNCIL | ADVISORY COMMITTEE AGENDA / MINUTES

1. ACKNOWLEDGEMENT OF THE INDIGENOUS COMMUNITY AND OPENING PRAYER

Acknowledgement of the Indigenous Community

We acknowledge 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.

2. ATTENDANCE & APOLOGIES

Allira Roberts, Phil King, Ron ismay, Graham Nuske, Roger Aitken, Greg Roberts, Rob Koning & Colleen Petschel

APOLOGIES

Norelle Eckermann

Apologies be moved and accepted Graham/Allira AiF C

3. DECLARATION BY COUNCILLORS OR OFFICERS OF ANY DIRECT OR INDIRECT INTEREST IN ANY ITEM ON THE AGENDA.

NA

- General conflict of interest; or
- Material conflict of interest

Declaration of general or material conflict of interest must also be advised by Committee Members at the commencement of discussion of the specific item.

4. CONFIRMATION OF MINUTES

That the Minutes of the RTAC Committee Meeting held on 16th June at the Civic Centre Meeting Room, circulated to Committee Members be taken as read and confirmed. *Provisional Allira/Rob AiF C*

5. BUSINESS ARISING FROM THE MINUTES

NA

**6. CORRESPONDENCE
IN**

Hindmarsh Shire Sport and Recreation Strategy 2025-2035 12-8-25

Correspondence to be acknowledged Rob/Roger AiF C

7. EVENTS

NA

HINDMARSH SHIRE COUNCIL | ADVISORY COMMITTEE AGENDA / MINUTES

8. GENERAL BUSINESS AS NOTIFIED TO THE CHAIR

Community consultation of Council Plan

- Allira discussed the fact that the plan does not really cater for those with disabilities.
- She discussed limited parking options at the Drs and the hospital
- Allira also mentioned that there needs to be an improvement in the quality of street lighting in a number of areas.
- The RTAC agreed that there needs to be more consideration and consultation with those who are living with a disability so their needs can be catered for in a relevant manner
- Larry mentioned that it would be great to have an overall tourist plan in an endeavour to keep people in the area.
- Graham pinpointed a number of areas that Rainbow was not included in the plan (Reference to Jeparit natural environment & Jeparit- Dimboola tourism corridor
- Roger explained that these specific projects were discussed during the consultation process and that is why they were included.
- Roger also mentioned that we need to work out what we are going to do with The rainbow Vic website...as it is not functional at the moment!

8.1 Caravan entrance gates

- There is some confusion over the design that Simon sent to Graham as it has a 2018 date on it and is actually the designs for the town entrance sign
- We are hoping that this is a misunderstanding/mix up
- If it is not the RTAC has huge concerns of the consultation process involving this project
- The RTAC was requested to set up a small working party to finalise the design...but the correspondence received seems to have skipped this step.
- Hoping that the Shire can provide some clarity and outline the steps moving forward.

8.4. State of the derelict house at 11 Darts Ave

- Discussion on 11 Darts Ave continued with really no progress due to the fact that it is privately owned property (regardless of the safety issues involved)
- The Shire has sent people to investigate the site and take photos
- Hopefully getting some action to ensure safety for the neighbouring occupants

9. COUNCILLOR REPORT (Roger)

- Please send through any items that need to be promoted in the Shire
- Fill out the form so that they can be promoted on the events page

10. OFFICER REPORT

Rainbow Town Advisory Committee Meeting

Monday 18 August 2025

Officer Report – Jennie Hauselberger on behalf of Phil King, Manager Community Wellbeing

HINDMARSH SHIRE COUNCIL | ADVISORY COMMITTEE AGENDA / MINUTES

Rainbow Silo (Llew Schilling Silo)

Tower and steps have been installed, and installation of the elevator is expected to commence soon.
External artist has prepared draft images for review by Project Control Group.
Development of the operational plan is ongoing for when the silo it will be open for viewing. More information to follow as details are finalised, **but a community meeting to discuss is still being planned (also raised by Greg)**

Rainbow Caravan Park Entrance Project

Draft designs are being prepared based on the style as agreed at the July RTAC meeting.
More details will be provided to the Project Working Group as they become available.

Hindmarsh Swimming Pools

Applications are currently open for the Swimming Pool Team Leader and Lifeguards at all pools.
Following community consultation there will be slight changes to operating hours at all pools this summer.

Rainbow – hours –

Tuesday – Closed (during school terms)

Monday, Wednesday, Thursday & Friday: 3.30pm – 6:30pm

Saturdays and School Holidays: 2pm – 7pm Sundays: 2pm – 6pm

No closure day during school holidays.

Rainbow Men's Shed

Council has received some further details from Rainbow Neighbourhood House in relation to the proposed construction of an outdoor area to enable hot works (welding) and what the \$2,800.00 contribution from the Rainbow Town Advisory Committee will be used for.
This information will be provided to Council at the Next Council Meeting.

2025 Seniors Victoria Festival Month in October 2025

Save the date – Thursday 9 October from 1.00pm – 2.00pm.

Seniors Concert at NMCC, Nhill.

Featuring Melissa Langton – Colour My World performing the songs of Petula Clark.

There will be a bus from Rainbow and Jeparit.

More details to be publicised shortly.

All reports moved and accepted Rob/Graham AiF C

11. URGENT BUSINESS
NA

12. FINANCE REPORT

12.1 Summary of Balances in Finance Report.

RECOMMENDATION:

That the Finance Report to be accepted

Moved Graham/Roger AiF C.

12.2 Purchase Orders to be raised - \$2,000 or less

RECOMMENDATION:

That the Council Officer raise the following Purchase Orders, being a value of \$2,000 or

HINDMARSH SHIRE COUNCIL | ADVISORY COMMITTEE AGENDA / MINUTES

Creditor	Value \$	Description of Goods or Services

12.3 Purchase Orders to be raised – Greater than \$2,000

RECOMMENDATION:

That the Council Officer, following approval by Council or the CEO, raise the following Purchase Orders greater than \$2,000.

Moved
Seconded

Creditor	Value \$ (> \$2,000)	Description of Goods or Services

13. DECISIONS TO BE MADE

The following decisions are recommendations to Council for endorsement:

ITEM NO.	DESCRIPTION	DECISION
4	Minutes	Confirmation of the Minutes (provisional)
5	Business Arising from Minutes	
6	Correspondence	Hindmarsh Shire Sport and Recreation Strategy 2025-2035
7	Events	
8	General Business as Notified to the Chair	
9	Councillor's Report	
10	Officer's Report	Written report tabled
11	Urgent Business	
12.1	Finance Report	Accepted

HINDMARSH SHIRE COUNCIL | ADVISORY COMMITTEE AGENDA / MINUTES

12.2	Purchase Orders to be Raised (\$2,000 or less)	
12.3	Purchase Orders to be Raised (above \$2,000)	That the Council Officer, following approval by Council or the CEO, raise the following Purchase Orders listed which are greater than \$2,000.

14. MEETING CLOSED

The meeting closed at 20.10pm

15. COUNCIL OFFICER AUTHORISATION

*to be completed by the Council Officer

I _____ accept the following recommendations made by the XX Committee at this meeting held on [DATE]:

ITEM NO.	DESCRIPTION	DECISION
4	Minutes	Confirmation of the Minutes
5	Business Arising from Minutes	
6	Correspondence	Approving the Outward Correspondence and Noting the Inward.
7	Events	
8	General Business as Notified to the Chair	
9	Councillor's Report	
10	Officer's Report	
11	Urgent Business	
12.1	Finance Report	That the Finance Report as provided with the Agenda be approved.
12.2	Purchase Orders to be Raised (\$2,000 or less)	That the Council Officer raise the Purchase Orders listed.

I _____ advise that the following items:

ITEM NO.	DESCRIPTION	DECISION
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HINDMARSH SHIRE COUNCIL | ADVISORY COMMITTEE AGENDA / MINUTES

12.3	Purchase Orders to be Raised (above \$2,000)	That the Council Officer, following approval by Council or the CEO, raise the following Purchase Orders listed which are greater than \$2,000.

- Need to be referred to a Council Meeting / CEO for a decision
- Require more Information
- Do No align with the Hindmarsh Shire Council Plan

SIGNED: Council Officer

J. Hausberger
28.8.2025

Dated:



Hindmarsh Shire Council Nhill Township Advisory Committee Meeting

02 September 2025

Minutes of the General Meeting of **Nhill Town Committee Advisory Committee** of Hindmarsh Shire Council held at the Nhill Senior Citizens Building on 2 September 2025 commencing at 7.00PM

MINUTES

1 ACKNOWLEDGEMENT OF COUNTRY

We acknowledge the Wotjobaluk, Jaadwa, Jadawadjali, Wergaia and Jupagalk Nations 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.

2 ATTENDANCE

Cr Rosie Barker – Councillor Delegate

Cr Ron Ismay – Mayor

Alison Dahlenburg – Chair, Nhill Town Committee

Lisa Olds – Town Committee Member

Natalie Farmers – Town Committee Member, Executive of the Yanac Hockey Club

Julie McDonald – Town Committee Member, Leos, CFA, Lions

Don Keam – Nhill Historical Society

Agostinho Pereira – CFA

Joshua Shrive – Nhill and District Sporting Club, Secretary

Lesley Gordon – Lions, Secretary

Mandy Myers – Lions member, Leos Mentor

Des Smith – SES Controller, Diapur Fire Brigade, WSAA Member

Helen Woodhouse-Herrick – Nhill Historical Society, Nhill Visitor Information Centre, Rotary

Petra Croot – Director Corporate and Community Services, Hindmarsh Shire Council

3 APOLOGIES

Nil

4 CONFLICTS OF INTEREST

- General conflict of interest; or
- Material conflict of interest

Declaration of general or material conflict of interest must also be advised by Committee Members at the commencement of discussion of the specific item.

Nil declared.

5 GENERAL BUSINESS

5.1 Community Groups and Organisations Discussion

Cr Barker hosted a community discussion around community working together and role of the Town Committee.

- **Project Ideas**
 - **Josh Shrive** – Davis Park – New Clubrooms (mid-range venue for community events), fences around carpark and playground closer to the bar for dads.
 - **Natalie Farmers** - Yanac Hockey Club – have been donated money to upgrades, clubrooms/hall
 - **Lesley Gordon** – Lions – Community Pantry – grant application submitted – ‘give what you can, take what you need’ – groups need to back each other.
 - **Des Smith** – SES – Functions where community groups work together work better, SES 50 years coming up next year.
 - **Lisa Olds** – Town Committee member.
 - **Helen Woodhouse-Herrick** – Railway station beautification, Heritage Silo Project, food at the Truck Exchange, op shop.
 - **Don Keam** – Nhill Historical Society – accessible toilet at the Historical Society (May Park toilets reference)
 - **Agostinho Pereira** – CFA – Real estate, succession planning, juniors (as a town member - fiesta Fridays)
 - **Alison Dahlenburg** – Town Committee member – disabled toilets in Goldsworthy and Jaypex need an upgrade (showers), Town Committee to be bridge and link between community groups, there is no single point of information in town around what’s going on.
 - **Cr Ron Ismay** – accommodation, industrial estate

Hindmarsh Shire Council Nhill Town Advisory Committee Meeting Minutes 2 September 2025

Councillor and Officer Reports Circulated.

6 FINANCE AND EXPENDITURE REPORT

6.1 Finance Report (Income and Expenditure)

Attached.

7 MEETING CLOSED

Meeting closed at 8:42pm.

Next meeting at 7pm on Tuesday 16 September 2025.

I, Petra Croot, accept the following recommendations made by the Nhill Township Advisory Committee at this meeting held on 2 September 2025.

Nil – Facilitated community workshop.



4 September 2025

HINDMARSH SHIRE COUNCIL

AUDIT AND RISK COMMITTEE CHAIR'S REPORT: August 2025

PURPOSE

To advise Councillors and the Chief Executive Officer at Hindmarsh Shire Council of the activities of the Audit and Risk Committee from September 2024, and meet legislative requirements under the Act.

INTRODUCTION

The Hindmarsh Shire Council Audit and Risk Committee Charter provides that the Chair will prepare a biannual audit and risk report. The Charter also provides that this report will be tabled at the next Council meeting by the Chief Executive Officer and that the Chair may present the report to Councillors at that meeting if desired. The activities and recommendations of the committee are described in the minutes of each meeting, and these are tabled at council meetings.

The Audit and Risk Committee is established in accordance with s53 and 54 of the Local Government Act 2020. The committee is an independent advisory committee and assists to strengthen Council to ensure Council's commitment to good governance, public transparency, and accountability.

AUDIT AND RISK COMMITTEE CHARTER

The Charter outlines the Scope of Authority, Composition and Responsibilities of the Committee. The Charter was last reviewed in 2020.

COMMITTEE MEMBERSHIP

There are six members – two councillors and four external, independent members. The committee was established by Council resolution on 15 July 2020.

The four independent members are:

Mr Ashley Roberts (Chair), Mr Simon Coutts, Mr Rob Gersch, and Ms Brooke Parish. Long servicing member and former Chair Darren Welsh did not re-stand for the Committee, finishing his term after the September 2025 meeting.

Cr Rosie Barker and Cr James Barry are the current Councillor Representatives, having both joined the Committee at the March 2025 meeting, replacing Cr Melanie Albrecht and Cr Debrea Nelson.

The Committee continues to meet thrice per year, with meetings having been held on 19 March, and 11 June, with the final meeting scheduled for 17 September.

In addition to the standing items, the March 2025 meeting reviewed the Audit and Risk Committee Charter, which after discussion and exploration of the committee's role, was endorsed for Council approval. The meeting also included the results of the Accounts Payable and Procurement Internal Audit, as well as the regular update on outstanding prior audit recommendations, with the committee please to see several items concluded and removed from the list.

The June meeting included a detailed report on the draft budget papers, which the Committee endorsed for Council adoption. Other highlights outside the standing items included a detailed report on accounting issues and changes, including changes to Accounting Standards and VAGO interpretations and expectations. This paper was well received by the Committee, with the assurance that Council was compliant with, or will be by the required timelines, all of the changes

noted. A detailed report into asset valuations was also presented, which again was much appreciated by the Committee.

Also presented at the June meeting was the results of the Internal Audit into Depot Management, where the Committee noted the results and recommendations. This Audit highlighted the multi-faceted nature of internal audits and risk management, with the audits at times seemingly operational in nature, highlighting a risk which has potential serious strategic implications (i.e service delivery capacity and overall Occupational Health and Safety strategies). It should be highlighted that the Committee remains satisfied that Council has a sufficiently robust control structure in place to mitigate risk.

The June 2025 meeting also saw a presentation from Ms Cassandra Gravenell, from Crowe Horwath (Council's VAGO appointed auditor) around the outcomes of the interim financial audit. It was pleasing to note that no items of significance were noted in the audit. The results of the final audit will be provided to the September Audit and Risk committee meeting.

AUDIT FUNCTIONS

The Committee continues to assist the Council in addressing financial, strategic, and operational risks and ensuring that the Council maintains a reliable system of internal controls.

To assist with this task the Committee receives regular reports around the status of internal audit recommendations, regular risk updates, focusing on high level risks, as well as quarterly financial reports, highlighting Council's financial performance and position against budget.

GOVERNANCE

To ensure accountability, compliance, and transparency, in addition to this biannual report, the minutes of each Committee meeting are presented to the next available Ordinary Council meeting.

EXTERNAL AUDITORS

In accordance with the Local Government Act, the Victorian Auditor General (VAGO) appoints Council's Auditor. Crowe Australasia have been appointed by VAGO to audit Council, with Ms Cassandra Gravenell as the designated audit partner.

BUDGET MEETING

The Audit and Risk Committee met on 11 June 2025 to consider the 2025/26 Budget and associated Asset and Financial Plans, and Action Plans. The Committee endorsed the draft budget and commended the work of staff in preparing the budget.

HINDMARSH SHIRE ANNUAL ACCOUNTS

The Audit and Risk Committee is scheduled to meet on 17 September to review the Annual Financial Statements, and Performance Statement, with the previous (2023/24) accounts being reviewed by the Committee on 18 September 2024. This meeting will be attended by representatives of the VAGO agent (Crowe Australasia) to discuss any findings and recommendations that may arise from the audit. There were no material items raised for the 2023/24 audit, or the interim 2024/25 audit to date.

INTERNAL AUDITORS

Hindmarsh Shire Council continues to engage RSD Audit Bendigo as its Internal Auditors. The Committee receives a regular Internal Audit Committee Update Report which provides not only a progress report on the Hindmarsh internal audit program but also a very useful summary of recent reports from public bodies.

The Audit Program is regularly reviewed to ensure that it remains current to the needs of the Council.

Over the period from September 2024 to August 2025 the following internal audits were delivered and reviewed by the committee:

- Payroll Procedures (September 2024)
- Accounts Payable and Procurement (March 2025)
- Depot Management (June 2025)

The Committee continues to monitor progress regarding recommendations from these and previous audits.

MANAGEMENT REPORTS

In addition to the External and Internal audit functions of the Committee, to meet its advisory functions, the Committee also receives regular management reports at each meeting which included the following at the September meeting:

- A Strategic Risk report, including:
 - Strategic Risk Register and treatments
 - Strategic Risk Management Work Plan
 - Draft Business Continuity Plan
 - Technology Risk
- Quarterly Finance Report – outlining the progressive YTD financial performance of Council and any variances to budget.
- Governance Compliance – outlining progress against legislative compliance required under the Local Government Act 2020.
- Incident and Hazard Report – outlining incidents, Hazards and near misses
- Reimbursements and Interstate Travel Register – a listing of any reimbursements made to and interstate travel made by Councillors and the Chief Executive Officer – includes the Chief Executive officer Credit Card listing.

AUDIT AND RISK COMMITTEE SELF-ASSESSMENT

The Audit and Risk Committee self-assessment was undertaken by members during after the June 2025 meeting, with the results to be presented to the September 2025 meeting.

Without pre-empting the report, it is pleasing to say that throughout the year there has been a healthy amount of respectful debate amongst members and management, with some occasions member seeking more detail and clarification of certain items. One theme that has become apparent has been a discussion around the merits of the internal audit program in comparison to the strategic risk register, with members seeking a clearer connection from the audit contractor to which strategic risks the audit scopes are particularly testing, and to any strategic risks that may have arisen from their investigations.

A more detailed analysis on the self-assessment will be provided after it has been reviewed by the Committee at the September meeting.

CONCLUSION

The Committee has seen a significant refreshment of membership this year, with long-serving independent member Mr Darren Welsh, and long serving Councillor member Cr Debra Nelson not returning, and the welcoming of Mr Rob Gersch and Ms Brokke Parish as independent members and Cr Rosie Barker and Cr James Barry as Councillor members. As always, the work of the Audit and Risk Committee in this reporting period has been greatly assisted by the diligence, professionalism and contribution of Councillors and officers.

Ashley Roberts
Chair
Audit and Risk Advisory Committee
Hindmarsh Shire Council