



CITY OF
MONASH

Annual Report 2023/24

Indigenous Acknowledgement

Monash Council acknowledges the Traditional Owners of this land, the Wurundjeri Woi Wurrung and Bunurong People, and recognises their continuing connection to the land and waterways. We pay our respects to their Elders past, present and emerging and extend this to all Aboriginal and Torres Strait Islander peoples.

Photographic acknowledgement

Photos included in this Annual Report and the cover have been contributed by local amateur photographers through our Nature in Focus exhibition.

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Welcome

Monash Council is proud to present this 2023/24 Annual Report to our community.

This report provides a comprehensive account of our operations for the 2023/24 financial year including major projects, challenges and advocacy and engagement. It also sets out how we met the objectives in our key strategic document, our *Council Plan 2021-2025*, as well as important information on our finances, governance, and our organisation.

All Victorian councils are required to prepare an Annual Report in accordance with the *Local Government Act 2020* and present it to a Council meeting prior to 31 October.

At Monash, we see our Annual Report as not only meeting our legislative obligations, but also as a report back to our community by providing a detailed account of how we performed over the past 12 months.

Your feedback is important, and if there's anything you would like to see in this report, please let us know by

✉ mail@monash.vic.gov.au or
☎ 9518 3555.

This Annual Report is set out in the following sections to make it easier to read:

1

HIGHLIGHTS

Our major highlights, achievements and challenges during the year including major successes, sustainability initiatives, advocacy, community engagement and consultation, our events calendar, awards, grants and funding, services we provide to our community, CEO's message and a financial overview of our operations.

2

GOVERNANCE

Information to deliver on our commitment to providing good governance and ensuring our operations are open, transparent and accountable.

3

OUR COUNCIL

General information about Monash, our councillors, staff numbers, organisation structure, training and organisational development, and workplace health and safety.

4

OUR KEY STRATEGIC OBJECTIVES

Details on how we have met our four key Strategic Objectives set out in our *Council Plan 2021-2025*. These are: Sustainable City; Inclusive Services; Enhanced Places; and Good Governance.

5

OFFICIAL STATEMENTS

Includes our Performance Statements and the Auditor-General's Report on our performance.

6

FINANCIALS

Detailed account of our financial statement for the year and the Independent Auditor's report.



Section one Highlights



Our Profile of our City

Monash is a culturally diverse community in Melbourne's south-east suburbs and is home to more than 195,000 residents.

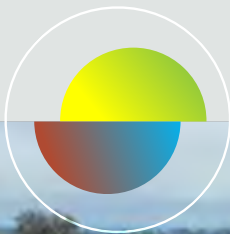
Our city covers 81.5 square kilometres and includes the suburbs of Ashwood, Clayton, Glen Waverley, Hughesdale, Huntingdale, Mount Waverley, Mulgrave, Notting Hill, Oakleigh, Oakleigh East and Wheelers Hill. Parts of Chadstone, Burwood and Oakleigh South are also included in Monash.

We are one of Melbourne's largest councils, serving a large, established community, and we provide a wide range of services to our residents and businesses.

Monash is known as the 'garden city' due to our well-loved parks and reserves and Council is committed to preserving this character within our city, but it is also home to the Monash National Employment and Innovation Cluster, recognised for its significance to the national economy.

We are Victoria's largest employment destination outside of the CBD with around 130,000 jobs offered by the 24,255 businesses operating in Monash. A number of large institutions and businesses operate in our city including Monash Health, Monash University, Holmesglen TAFE, Bosch Australia, PPG Industries, Dulux Australia, Pfizer, Bristol-Myers Squibb, Victorian Heart Hospital and William Adams CAT. Our Village, a collective including charity St Kilda Mums, also has its head office and Melbourne warehouse in Clayton.

Businesses in Monash provide more jobs than the number of working Monash residents, making Monash one of the few Victorian councils in this position.



Snapshot of Monash

- ❖ 203,560 residents (50.2 per cent females; 49.8 per cent males)
- ❖ 0.3 per cent of the population identifies as Aboriginal and Torres Strait Islander
- ❖ 77,399 dwellings
- ❖ 52 per cent of our residents speak a language other than English at home (a greater percentage of women [9.2 per cent] have low English proficiency compared to men [7.1 per cent])
- ❖ 41.2 per cent of our residents aged 15+ have a university qualification (similar rates for women and men)
- ❖ 50.4 per cent of our residents were born overseas
- ❖ The median age of our residents is 38 years
- ❖ Participation in the labour force is 61 per cent (55.2 per cent full time and 33.3 per cent part time)
- ❖ Women are more likely to be employed part-time (42.1 per cent) compared to men (25.5 per cent)
- ❖ 32 per cent of residents in the workforce are professionals– more than any other occupation
- ❖ 67.5 per cent of residents travel outside of Monash to work
- ❖ Health Care and Social Assistance is the most productive industry, generating \$2.063 billion in 2022/23, followed by Manufacturing, which generated \$1.867 billion
- ❖ There are 24,255 local businesses
- ❖ Health care and social assistance is the largest employer, generating 23,229 local jobs in 2022/23
- ❖ 35.2 per cent of households are couples with children
- ❖ 20 per cent of households are lone person (81.2 per cent of lone parents in Monash are women)
- ❖ In 2022/23, more than \$13.5 billion of goods and services were exported out of Monash
- ❖ 12.9 per cent of our residents aged 15+ do voluntary work
- ❖ 12 per cent of residents aged 15+ were providing unpaid care to a person with a disability, long-term illness or old age
- ❖ 10,973 people or 5.8 per cent need help due to a disability (6.7 per cent of women and 4.9 per cent of men)
- ❖ 66 per cent of residents aged 15+ did unpaid domestic work – 26 per cent did between five and 14 hours a week
- ❖ 27 per cent of households earned \$3,000 or more a week.

Learn more about who makes up the Monash community at profile.id.com.au/monash
For information on the history of the City of Monash, please visit monash.vic.gov.au/monash-history

COMMUNITY VISION



Monash is the most liveable city in Victoria. Monash is a city that gives more than it takes. It:

- ❖ Shares its surplus
- ❖ Thrives through its rich diversity
- ❖ Empowers its community to live healthy, connected lives
- ❖ Nurtures innovation and prioritises sustainability
- ❖ Is a liveable place where we all belong.

OUR MISSION



Monash Council provides facilities and services, and advocates for the community, through the well-planned and balanced assessment of needs, for those who live, work and play in Monash. We listen to our community and research to ensure good decision making.

OUR VALUES



At all levels in our organisation, people are expected to demonstrate the following three core values:

ACCOUNTABILITY

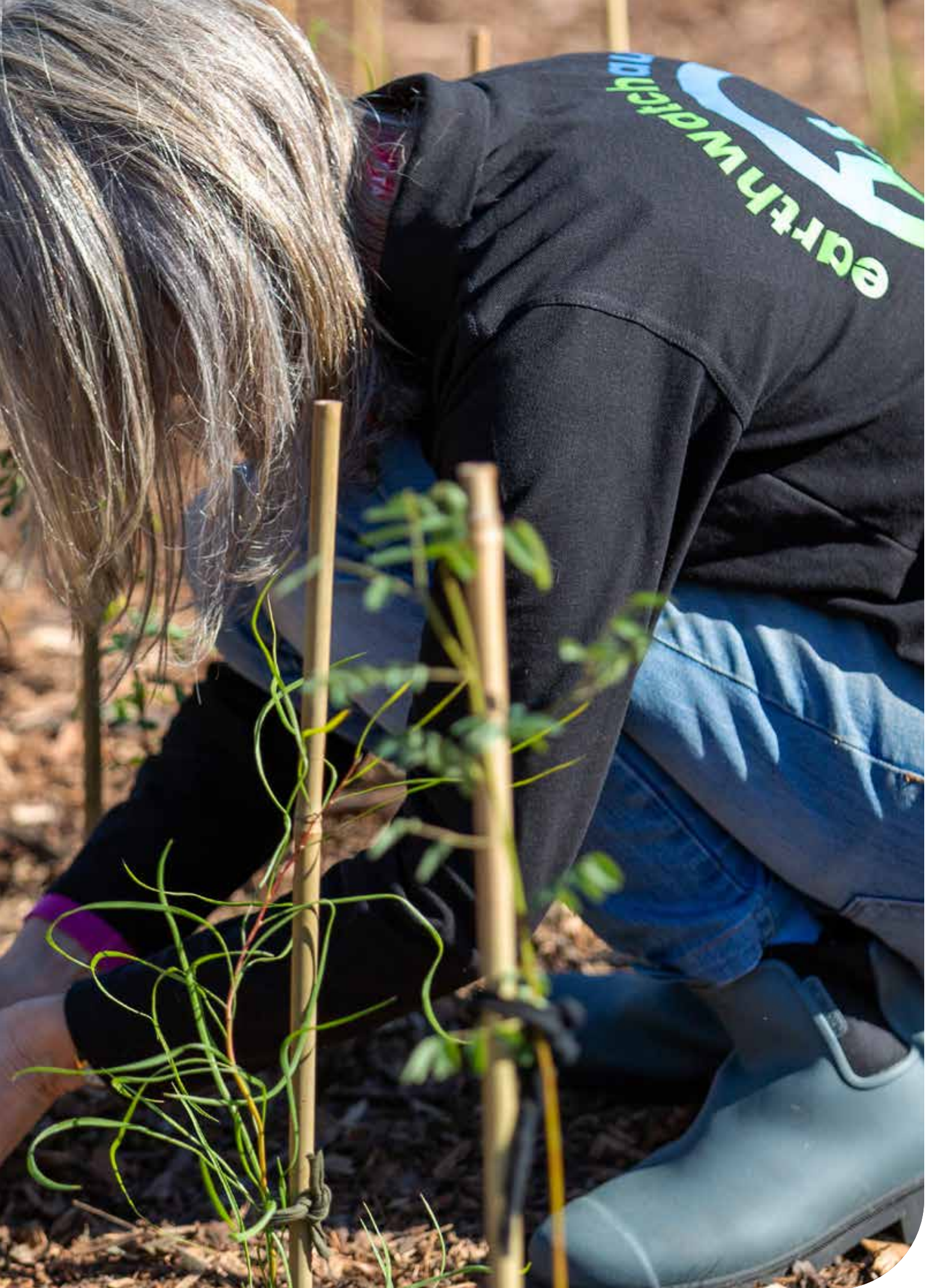
We are responsible for our actions and behaviours every day.

RESPECT

We value diversity and appreciate others.

TEAMWORK

We work collaboratively to achieve shared goals.



Interesting Statistics for 2023/24

6,922

mattresses collected and recycled free of charge during the annual hard waste collection period.

Collectively more than **17,646** km of roads swept over the year.

Library

297,365

downloads of our library services eResources - eBooks, eAudio and eMagazines, eMovies, online family history resources, research databases and language and learning eResources.

Monash Libraries hosted

2,640

events with

59,678 attendees.

Our Customer Experience team responded to:

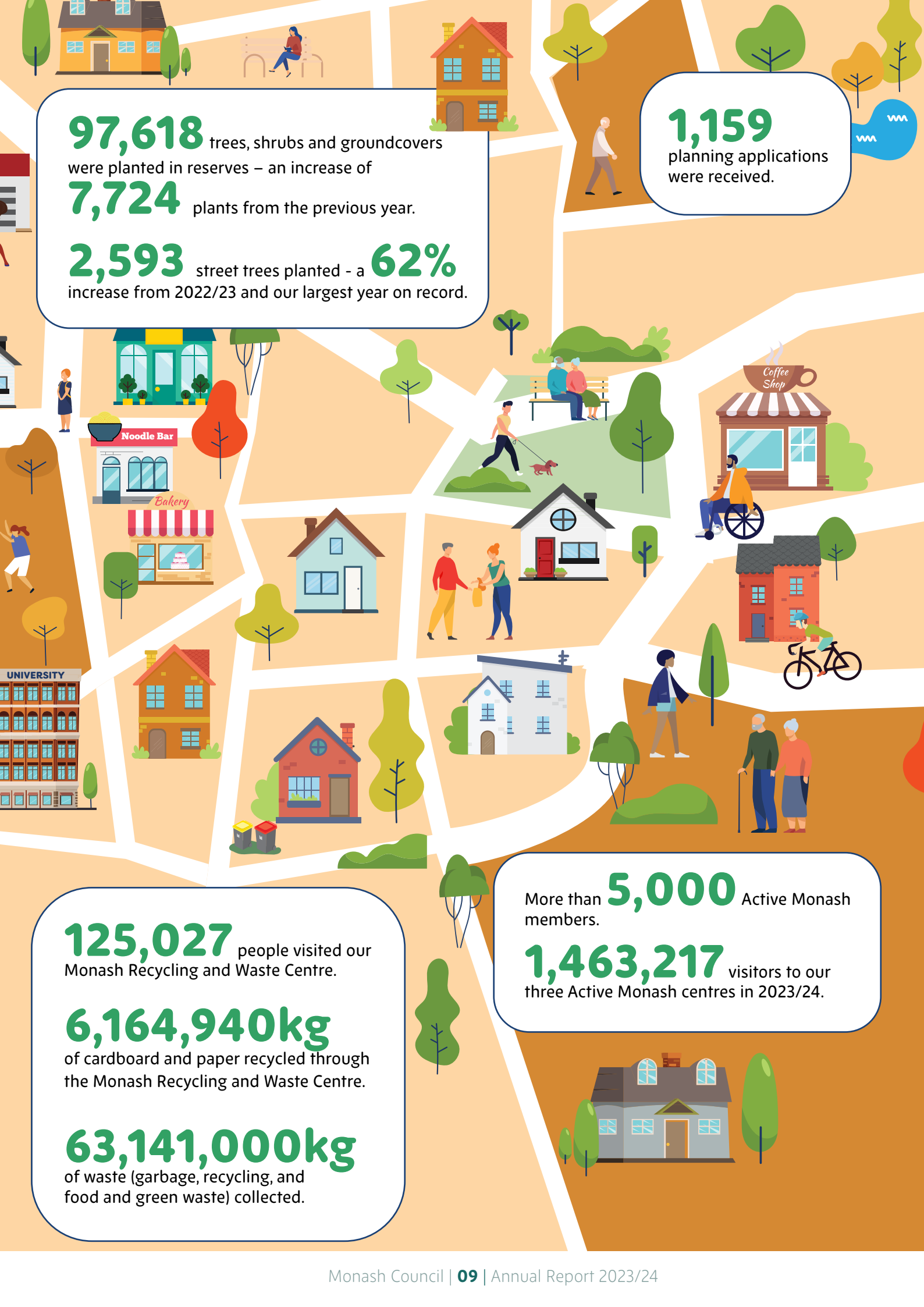
18,541

interactions through Webchat

16,658

interactions via our after-hours Autobot

195,554 calls.



97,618 trees, shrubs and groundcovers were planted in reserves – an increase of **7,724** plants from the previous year.

2,593 street trees planted - a **62%** increase from 2022/23 and our largest year on record.

1,159 planning applications were received.

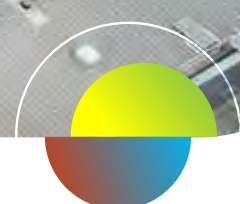
125,027 people visited our Monash Recycling and Waste Centre.

6,164,940kg of cardboard and paper recycled through the Monash Recycling and Waste Centre.

63,141,000kg of waste (garbage, recycling, and food and green waste) collected.

More than **5,000** Active Monash members.

1,463,217 visitors to our three Active Monash centres in 2023/24.



Performance Highlights

Council listed six Major Initiatives to be achieved in 2023/24 in its *Council Plan 2021-2025*.

All six Major Initiatives were achieved.

There was a total of 35 actions listed in Council's Annual Plan in 2023/24 and all of these actions were completed by the end of the year.

Below is a list of our six Major Initiatives and the result of each.

MAJOR INITIATIVE	STRATEGIC OBJECTIVE	RESULT
<p>Major Initiative 1 Implement Year 3 initiatives from the <i>Zero Net Carbon Action Plan 2020-2025</i>, in particular this year Council will focus on:</p> <ul style="list-style-type: none"> ❖ Increase opportunities to electrify Council's fleet and community buildings ❖ Strengthen procurement and capital project delivery to maximise greenhouse gas (GHG) emission reduction through implementation of the Environmentally Sustainable Design (ESD) policy. ❖ Ongoing community and business engagement to enable municipal emission reduction. 	<p>Sustainable City</p>	<p>ACHIEVED: The following initiatives from Year 3 of the <i>Zero Net Carbon Action Plan 2020-2025</i> have been implemented:</p> <ul style="list-style-type: none"> ❖ Solar panels for the community have been installed at Monash Men's Shed at Bogong Reserve (9kW) and Scammell Reserve Pavilion (32kW), due to the support of a Sustainability Victoria grant. ❖ New electric vehicle chargers are in place and operational at the Monash Operations Centre (60kW). Two 22kW chargers are now located at the Mount Waverley Community Centre and Eastern Innovation Business Centre (EIBC). ❖ Six community buildings replaced their lighting with high-efficiency LED lighting. ❖ Council's fleet now includes 30 hybrid/plug-in hybrid or fully electric vehicles. ❖ Solar is now available at the Monash Civic Centre in Glen Waverley. Heat pumps at the Monash Aquatic and Recreation Centre (MARC) are close to being commissioned. We are currently working through the delivery of final energy performance. ❖ Undertaking a feasibility study for a community battery in partnership with Yarra Energy Foundation and other councils for the Mount Waverley Community Centre. ❖ Monash has partnered with Greater South East Melbourne (GSEM) and South East Councils Climate Change Alliance (SECCCA) to develop a Zero Net Carbon Roadmap for the South-East Melbourne Region (community and businesses). ❖ Member of the Victorian Climate Resilient Council group to support climate adaption action. We are working with Melbourne University to undertake a community survey around extreme heat in 2024. An adaptive capacity report was completed by Eastern Alliance for Greenhouse Action (EAGA) to quantify the risk of climate change to Council. ❖ Participating in development of a Business Renewables Buying Group for local small and medium-sized enterprises in the eastern region. ❖ Business Energy Savers Program successfully hosted at Monash for 2023/24. As part of EAGA, the program provided 1,476 businesses in Monash with energy-efficiency advice and links to grants. As a result, nine businesses in Monash received more than \$200,000 in Federal Government energy efficiency grants. ❖ Environmentally Sustainable Design (ESD) policy endorsed for all Council buildings and infrastructure. ❖ Working to continue improving environmental aspects of the procurement policy. This will be ongoing in 2024/25.

MAJOR INITIATIVE	STRATEGIC OBJECTIVE	RESULT
<p>Major Initiative 2 Continue to embed our food waste collection program and improve our recycling opportunities through community education and initiatives such as soft plastics collection.</p>	<p>Sustainable City</p>	<p>ACHIEVED: To assist the Monash community to overcome barriers to using the green bin correctly (mainly using the correct compostable liners), bin inspections have increased and a Food Waste Feedback team (one Team Leader and four Feedback Officers) have been door-knocking, meeting with residents since late January 2024. In five months, 10,018 green bins were inspected, with an average of 76 per cent having no contamination, and approximately 16 per cent of households requiring follow-up by the Feedback team.</p> <p>The door-knocking team visited 1,648 properties to educate residents on the types of items which can be disposed of in the green bin. The team has documented 305 instances where they have knocked on doors following a contaminated bin. As a result, this has led to a subsequent positive bin inspection.</p> <p>Since December 2023, Council has sold 1,080 rolls of compostable liners (six-month supply) at cost price through Council's libraries, customer experience counters and the Monash Recycling and Waste Centre.</p> <p>The Recycling Educators continue their commitment to educating schools and community groups, conducting 38 school visits and seven community group visits between March and 13 June 2024. This sustainable initiative reached 942 children and 314 adults.</p> <p>A soft plastics recycling trial is in place at three sites – Monash Civic Centre in Glen Waverley, Monash Recycling and Waste Centre and Oakleigh Service Centre. Upon review, it was decided to extend the trial for an additional 12 months to allow the industry to reinitiate its own campaign.</p>
<p>Major Initiative 3 Progress the review and remaking of Local Law #3– Community Amenity which provides for the peace, order and good government, as well as promotes a physical and social environment free from hazards to health and addresses nuisances that may impact on enjoyment and wellbeing.</p>	<p>Sustainable City</p>	<p>ACHIEVED: The proposed Community Safety and Amenity Local Law 2024 has undergone community consultation, and Council will consider its adoption at the July 2024 Council meeting.</p>



MAJOR INITIATIVE	STRATEGIC OBJECTIVE	RESULT
<p>Major Initiative 4 Contribute to the implementation of the State Government's three-year-old Best Start Best Life Policy reforms through the planning, design and construction of early years infrastructure in areas of high demand, through the opening of Oakleigh South Child and Family Hub in 2024.</p>	<p>Inclusive Services</p>	<p>ACHIEVED: The Oakleigh South Child and Family hub opened in February 2024, with kindergarten, maternal and child health services and Girl Guides operating from the site.</p> <p>The hub was officially opened on 27 March 2024.</p>
<p>Major Initiative 5 Open the new Glen Waverley Sports Hub</p>	<p>Enhanced Places</p>	<p>ACHIEVED: The official opening of the Glen Waverley Sports Hub was held on 23 March 2024.</p>
<p>Major Initiative 6 Commence the construction of the Bogong Car Park</p>	<p>Enhanced Places</p>	<p>ACHIEVED: Construction of Bogong Car Park commenced in October 2023 and is progressing well, to schedule and within budget.</p>

CHALLENGES IN 2023/24

> Extreme weather

Extreme wet weather again threatened to impact the popular Carols by Candlelight event at Jells Park, after it was cancelled in 2022. Scheduled for Saturday 2 December, the event was postponed for 24 hours due to rain. It went ahead on Sunday 3 December, and attracted a crowd of more than 15,000 people. A special thanks to our incredible performers, volunteers, suppliers, vendors, emergency services personnel who managed to reschedule the event, and the community for showing their support by attending in huge numbers with very little notice.

An extreme storm event on 13 February 2024 caused power outages and significant damage in areas of Monash. The State Government supported Monash and other impacted councils to waive fees for storm waste disposal at Council facilities. Monash residents could visit the Monash Recycling and Waste Centre to dispose of any storm-related waste free of charge. The State Emergency Service worked with Council and other emergency services agencies to respond to thousands of requests for help from people in Monash. There were 3,697 customer requests generated from the event – about 65 per cent of a year's worth of requests in three months. Due to the overwhelming amount of vegetation cleared, Council offered residents free mulch, which could be picked up from the Monash Recycling and Waste Centre.

> Dog off-leash areas

Changes to off-leash dog areas came into effect on 1 July 2023, with 14 new off-leash areas, four expanded areas and four reduced areas. As part of the off-leash area review undertaken in 2022, Council proposed to change the off-leash status at Jack Edwards Reserve which would have seen the main turf pitch become a 'no dogs' area and the surrounds to both the turf and synthetic pitch become a 'dog on-leash' area. Community feedback was divided with support for both the retention of the dog off-leash status of the reserve and for the reserve to become dog-free. At the 29 November 2022 meeting, Council resolved not to reduce the existing off-leash area at Jack Edwards Reserve, with the status quo to remain, given the limited alternatives for off-leash areas in this part of the municipality.

But following further evidence of dog-related damage to the playing surface at the reserve, collected early in 2023, Council resolved to signal in-principle support for a change to the off-leash classification at Jack Edwards Reserve to: (a) no dogs on the turf pitch and (b) dogs on-lead in the spectator areas surrounding the turf and synthetic pitches, due to playing surface damage by dogs. Community feedback was sought on the proposed change, and in September 2023, the change was endorsed by Council.



Homelessness and social housing

Victoria has a homelessness and housing affordability crisis, which has continued in 2023/24. The Monash Social Housing Framework 2020-2025 guides Council's efforts to address homelessness and influence an increase to the supply of social housing. In 2021, a site at 65A Power Avenue, Chadstone, was identified as suitable for social housing due to connections to transport, education, services, and open space.

Following an expression of interest process, Council identified HousingFirst Limited, an experienced social housing provider, as the preferred submitter. The proposed new social housing aims to support people registered on the Victorian Housing Register. Council's contribution to the proposal is the provision of land, with no other financial outlay from Council expected. In August and September 2023, Council advertised a public notice of the intention to lease the land. Thirty submissions

were received in response. At the October 2023 meeting, Council resolved to lease the land for the provision of social housing.

A revised draft *Monash Affordable Housing Strategy* was endorsed by Council in June 2023. The draft strategy was first prepared in 2019. Since then, the COVID-19 pandemic and other financial issues have had far-reaching impacts globally, including significant impacts on cost of living, housing affordability and homelessness. As a result of these and other significant issues affecting affordable housing the draft strategy was updated. The revised draft plan went out for community consultation in the second half of 2023, and at its September 2023 meeting, Council adopted the new *Monash Affordable Housing Strategy*. In February 2024, Council endorsed a report to request the Minister for Planning authorise Council to prepare an amendment that implements the adopted strategy.

➤ Landfill sites, recycling and soft plastics

The items we put in our landfill (red lid) bins are sent to landfill, where they are buried and left to break down without oxygen. Under these conditions, items can take hundreds or even thousands of years to break down – and some may never do so completely. Landfill also produces smells, litter and greenhouse gases, including methane, which contributes to climate change.

Currently, there is no alternative to landfill for items that cannot be recycled or composted. Council is investigating options for advanced

waste processing solutions as an alternative to landfill. Council has taken a significant step to reduce emissions associated with waste, contracting Recovered Energy Laverton (REL) and Solo Energy (Solo) to divert waste into electricity through a purpose-built facility to be constructed at Laverton. The facility will be operational by the 2025/26 financial year and capable of processing approximately 240,000,000kg of waste each year - enough to service several councils. Importantly, incineration is not part of the process.



Since August 2022, food and garden waste (green lid) bins have been collected weekly, and landfill (red lid) bins have been collected every two weeks. Recycling (yellow lid) bins are still collected fortnightly. Over the past year, our community decreased the volume of material sent to landfill by 355,000kg. In that same time, the amount of food and garden waste sent to the compost facility increased by almost 646,000kg.

Council has continued to charge a recycling and waste levy in 2023/24 – rising from \$46

in 2022/23 to \$52. The service charge was introduced to meet rising costs in recycling and in the State Government's landfill levy. Eligible pensioners were once again able to have the levy waived.

In November 2022, there was an unexpected halt of the RedCycle soft plastics recycling program at Coles and Woolworths. This program provided an option for people to redirect items like plastic bags away from landfill and into the recycling system. The following month, Council established a collection site at the Monash Recycling and Waste Centre for residents who wanted to continue recycling soft plastics. The service is provided in partnership with APR Plastics, a recycling company based in Dandenong. A second soft plastics drop-off point for residents, at the Civic Centre in Glen Waverley, was established in April 2023. Waste is taken to the Monash Recycling and Waste Centre, where it is collected by APR Plastics for recycling. In 2023/24, 2300 x 1100L bins were collected by APR Plastics, with a volume of 22,950kg. During the same period, we had 23,781 customers drop off soft plastics at the Recycling and Waste Centre. These collection points are a temporary solution, and Council is still awaiting additional information about more easily accessible soft plastics recycling options.

> Climate change

Monash Council is continuing its commitment to achieving net zero emissions by 2025 as part of a raft of strategies to tackle climate change. Council is prioritising funding for key projects to reduce corporate emissions that also represent an attractive return on investment to the Long-Term Financial Plan to achieve the 2025 target. Council is also continuing to work with the Monash community to provide assistance and information on how they can reduce their carbon footprint.





Services

Provided in 2023/24

Council collected \$145.99 million in rates and charges in 2023/24.

For every \$100 of expenditure, here is a breakdown of the services Council delivered and what these cost.

● Governance and Administration	\$1.61
● Property Maintenance and Insurance	\$1.77
● Aged and Disability Services	\$3.42
● Local Laws, School Crossings and Food Inspections	\$4.15
● Planning and Building Permits, Economic and Urban Development	\$4.44
● Libraries, Arts and Culture	\$4.82
● Engineering and Traffic Management	\$5.96
● Children, Youth and Family Services	\$9.24
● Recreation and Aquatic Centres	\$12.43
● Parks and Sportsgrounds Maintenance	\$15.64
● Waste Collection, Street and Public Facilities Cleaning	\$13.40
● Buildings, Roads, Footpaths and Drainage	\$23.12

\$100



CEO's Message

What a year it has been. We've experienced the full spectrum of fantastic achievements and tough challenges, and through it all I've been amazed at the commitment, ability, resilience and tenacity of our teams.

We've delivered world-class facilities, with the \$26.7 million, 18-court Monash Tennis Centre, and the \$6 million Oakleigh South Child and Family Hub both opening to the public. These buildings strengthen the services we provide to our community, and continue our commitment to our Council Plan's strategic objectives.

These projects were part of our vital Capital Works Program, with \$109.96 million spent in 2023/24 on building and upgrading important community facilities and infrastructure. Among other major projects, work is also continuing on the new pavilion and grandstand at Jack Edwards Reserve in Oakleigh, the pavilion and other works at Mount Waverley Reserve, the Bogong Car Park extension in Glen Waverley, and the Dorrington Child and Family Hub in Mount Waverley. These are along with our continued works on playspaces, roads, footpaths, cycleways, drainage and street trees.

We've continued our commitment to supporting First Nations and Torres Strait Islander people, and our reconciliation process has been strengthened by the body of work we have done since launching our first *Innovate Reconciliation Action Plan* (RAP) in July last year. This has included the first large-scale mural solely designed and installed by a First Nations artist in Monash, which was created by Gunditjmara, Yorta Yorta and Wemba Wemba artist Tom Day outside Atkinson Street Car Park.

We've also continued to build on our sustainability efforts in line with our *Zero Net Carbon Action Plan*, and on tackling homelessness with the *Monash Affordable Housing Strategy* adopted in September last year.

Unfortunately, extreme weather again impacted our municipality, with a major storm event causing severe damage in February this year. I'm incredibly proud of and grateful to our teams that quickly swung into action with support from the State Emergency Service to clear footpaths, remove overhanging branches and dangerous trees, and provide support to our community through clean-up efforts that lasted for months.

Adverse weather also threatened to put a dampener on our much-loved Carols by Candlelight, but thanks to the incredible work of staff and performers, we were able to reschedule the event just 24 hours later – and got more than 15,000 people in attendance. A remarkable achievement that exemplifies the importance of the event to the organisation and to the community. And it goes to show that in times of adversity, we can rely on our teams to pull together when it counts.

As cost-of-living pressures continue to have an impact, our teams have continued to stay engaged with vulnerable members of our community to provide support and guidance in an empathetic and meaningful way.

As always, the satisfaction of our residents and ratepayers is of utmost importance to us and we again asked the community to provide feedback on our services. This year I am delighted to share we received an overall satisfaction score of 7.3/10 in the 2024 Community Satisfaction Survey – one of the highest levels of satisfaction among Victorian councils.

Also this year, we have worked with the Victorian Electoral Commission to prepare for October's local government elections. At the time of this report's publication, we were in caretaker mode with the elections not far away – so there is no Mayoral introduction this year. I look forward to working with a new Council after the elections.

As always, I'm proud of our organisation, staff and the community, and look forward to another year of working together to build our facilities and provide important services.



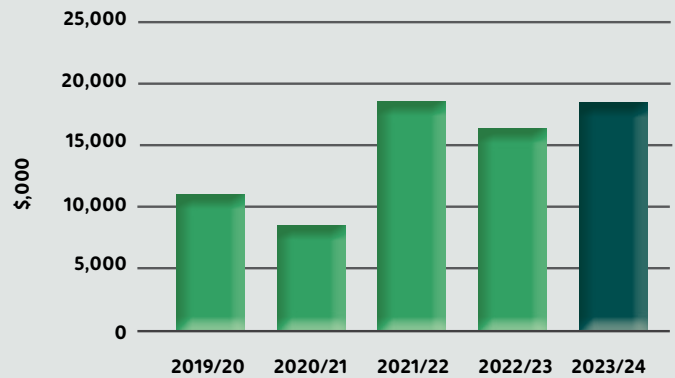
Dr Andi Diamond
CEO

Financial Summary

Council has returned an operating surplus of \$18.45 million, an increase of \$2.63 million from the 2022/23 result of \$15.82 million.

We maintained a debt-free status and a positive Working Capital Ratio (WCR) at 106 per cent. The total comprehensive result, after other comprehensive income, is \$49.06 million, which is a decrease of \$25.80 million on the previous year's result. The other comprehensive income of \$30.61 million relates to the revaluation of land, buildings and art works.

Surplus/ (Deficit)



Highlights and Variances

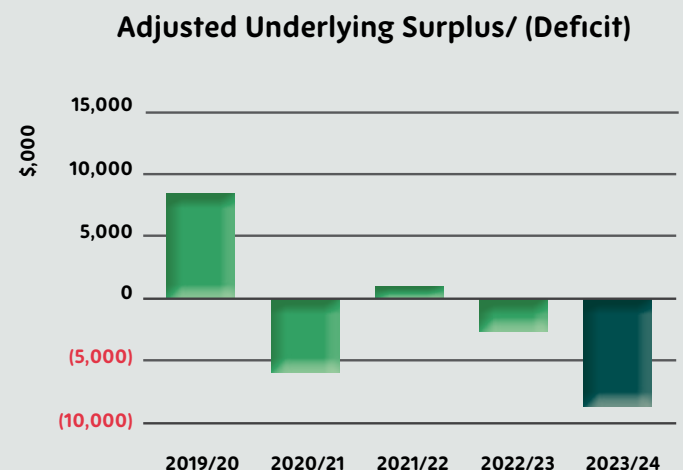
The major income highlights and variances between 2022/23 and 2023/24 include the following:

- ❖ Higher statutory fees and charges by \$1.68 million compared to the previous year, mainly in parking infringement income, due to resumption of business activity centres after years of lockdown restrictions during the pandemic.
- ❖ Higher user fees by \$4.36 million as a result of increased usage in leisure and aquatic services, and greater demand for a second domestic rubbish bin.
- ❖ Operating grants are lower than the previous year by \$7.18 million as the 2024/25 Commonwealth Financial Assistance grant income that was expected to be received in June 2024 was received in July 2024.
- ❖ Capital grants are higher than the previous year by \$9.09 million, as non-recurrent grants were received for major projects such as the Glen Waverley Sports Hub, Oakleigh South and Dorrington Child and Family Hubs, Dover Kindergarten build, Ward Avenue Kindergarten build and Ashwood Memorial Kindergarten build.
- ❖ The result of lower monetary contributions by \$1.84 million compared to the previous year was mainly due to reduced public open space contributions. Changed economic conditions due to interest rate increases have resulted in slowed development applications and project completion.
- ❖ Net gain on disposal of property, plant and equipment higher than previous year by \$1.72 million due to the works being undertaken by the Suburban Rail Loop Authority (SRLA) in the municipality. Two properties were compulsorily acquired during the year which generated this profit.

The major expenditure variances between 2022/23 and 2023/24 are:

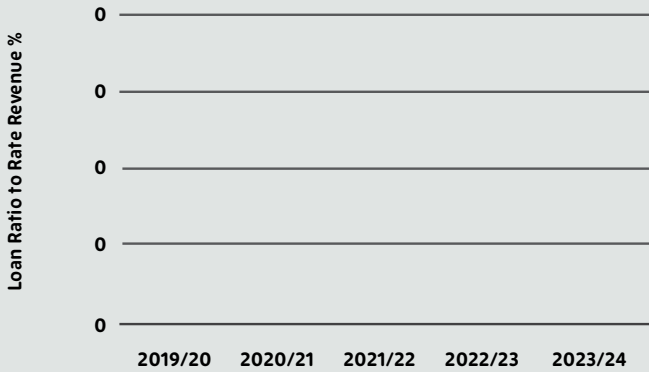
- ❖ Employee costs were higher than the previous year by \$4.18 million mainly due to Council services resuming operations, which is reflected in higher user charges generated at recreation centres, libraries, halls and facilities. In addition, other statutory employment entitlements such as the Superannuation Guarantee Levy (SGL) increase from 10.5 per cent to 11.0 per cent when compared to the previous year.
- ❖ Materials and services were higher than 2022/23 levels by \$3.42 million due to additional expenditure in response to the February 2024 storm event damage in streets and reserves. Significant clean-up was required over many months. The increasing investment in digital transformation and software resulted in higher costs associated with software support and licence costs than 2022/23 levels.
- ❖ Depreciation expense was higher than 2022/23 by \$3.12 million due to higher completion of capital works projects and related project capitalisation into assets. Council's capital works program for the 2023/24 year was the highest ever in value and a completion rate of 97 per cent of the adjusted target was achieved.

The adjusted underlying surplus of Council, after removing non-recurrent capital and operating grants, cash capital contributions and non-monetary capital contributions, is a deficit of \$8.29 million.



We have continued to maintain a debt-free status, having repaid our loan portfolio of \$11.8 million in 2014/15.

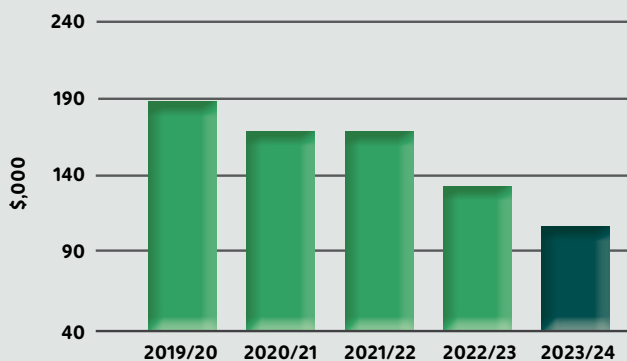
Loans and Borrowings to Rate Revenue Ratio



Liquidity

Our cash position in 2023/24 is \$22.58 million, reducing from \$76.92 million in 2022/23. Council has also maintained a positive Working Capital Ratio (WCR) at 106 per cent. The reduction in the ratio compared to 2022/23 is a direct result of large capital investments in 2023/24 with \$109.96 million spent. Council's long-term target is to maintain the WCR above 150 per cent. A WCR above 150 per cent indicates that there are no immediate issues with repaying short-term liabilities as they fall due. The WCR measures the ability to pay existing liabilities within the next 12 months, e.g. a ratio higher than 100 per cent means there are more cash and liquid assets than short-term liabilities.

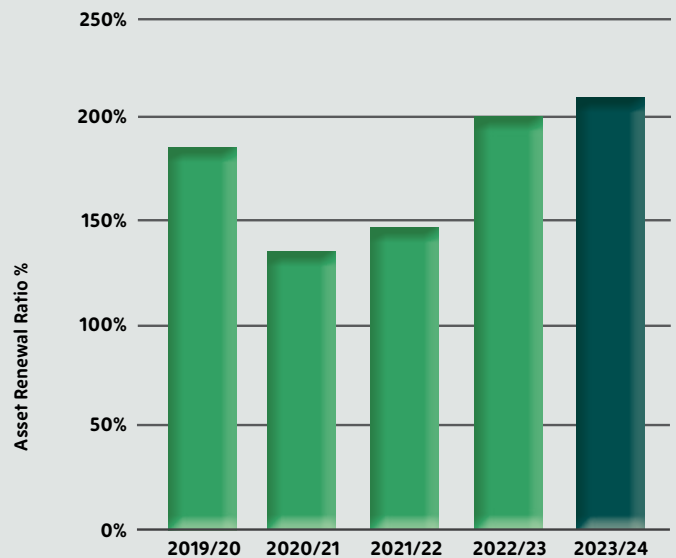
Working Capital Ratio (WCR)

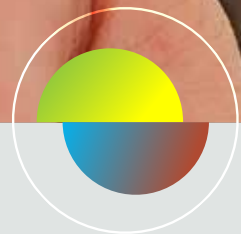


Obligations

Council's key strategies include the maintenance and enhancement of existing service levels, increased maintenance and asset management of Council facilities and infrastructure, and the funding of both operating expenditure and renewal capital works from recurrent revenue sources, capital subsidies and cash reserves. To bridge the infrastructure gap, Council invested \$74.18 million in renewal and upgrade works during the 2023/24 year. Council's asset renewal ratio, which is measured by comparing asset renewal and upgrade expenditure to depreciation, was 207 per cent and is above the expected target of 100 per cent. The longer-term asset renewal trend is positive and reflects Council's goal to continue to maintain asset renewal requirements.

Asset Renewal Ratio





➤ Stability and Efficiency

In 2023/24, Council raised its rate revenue by the application of a General Rate using Capital Improved Value (CIV) as the basis of valuation, which was 3.5 per cent. The General Rate applied to all rateable land. Council received \$145.99 million from general rate revenue, which included \$2.06 million of supplementary rates from new developments. Council planned for an annual increase in rates to maintain service standards, investment in capital works and the maintenance and renewal of existing and ageing infrastructure.

In 2023/24, Council continued charging a limited recycling levy to each ratepayer of \$52 per annum (provision of a \$52 waiver to every

eligible pensioner) to meet the increased costs to resulting from China's ban on receiving recycled materials and the rising landfill levy imposed by the State Government. This recycling and landfill levy raised \$4.41 million to recover the partial costs of delivering waste services. Council's actual average rate per property assessment of \$1,654 compares favourably to councils in the metropolitan area. Council's rates concentration, which compares rate revenue to adjusted underlying revenue, was 67.42 per cent for the 2023/24 year, which is toward the top end of the expected target band of 40-80 per cent. This reflects the extent of Council's reliance on rate revenues to fund ongoing services.

Capital Works Overview

As the first true post-COVID budget, the 2023/24 Budget reflected the challenging economic times, with increasing costs related to inflation factored in across our organisation.

But it also delivered our highest-ever spend on capital works, with an adopted budget of \$135.28 million and final expenditure of \$109.96 million. This compared with \$73.7 million spent in 2022/23.

The Capital Works Budget in 2023/24 again delivers a financially responsible budget that responds to the needs of our community, setting a platform for the future.

The overall program of Capital Works in 2023/24 included:

\$41 million

for building works

\$11.1 million

for plant and equipment (including \$6.1 million for computers, software upgrades and telecommunications, and \$5.1 million for plant and fleet renewal)

\$9.5 million

for road work

\$4.5 million

for footpath and cycleways renewal

\$29.5 million

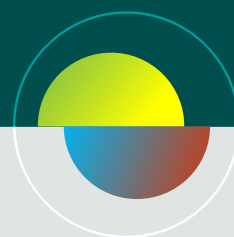
for recreational, leisure and community facilities

\$3.8 million

for parks, open spaces and streetscapes

\$7.5 million

for drainage.



BELOW IS A SNAPSHOT OF THE PROJECTS UNDERTAKEN AND EXPENDITURE FOR THE 2023/24 FINANCIAL YEAR:

Roads, footpaths, cycle paths, drainage, structures, vegetation and street trees

- ❖ \$9.5 million for road works including road resurfacing, kerb and channel renewal, road reconstruction, car park sealing and Local Area Traffic Management works including road reconstruction at Josephine Avenue in Mount Waverley, and Ladner Court, Ashby Court and Torquay Avenue in Chadstone.
- ❖ \$4.5 million on renewal of Council's footpaths in keeping with community expectations
- ❖ \$7.46 million for drainage renewal and upgrade, water quality and wetlands works including major works at Ashbrook Court in Clayton, and Stocks Road and Simpson Drive in Mount Waverley
- ❖ \$1.45 million for structures renewal including retaining walls and bridges with major reconstruction of the Duerdin Street Bridge (\$1.2 million)
- ❖ \$1.47 million for vegetation and street trees including bushland revegetation, landscaping and open space tree planting, implementation of Council's Street Tree Strategy, and completion of the last stage of the Avendon Estate Cypress Windrow replacement.

Community infrastructure

- ❖ \$15.12 million for the Glen Waverley Sports Hub project
- ❖ \$1.6 million for the Jack Edwards Reserve pavilion reconstruction
- ❖ \$1.79 million for the Carlson Reserve pavilion redevelopment
- ❖ \$1.6 million for the Carlson Reserve public multi-sports court and Essex Heights Reserve multi-purpose net redevelopment construction projects
- ❖ \$2.38 million for cricket net construction and design at Batesford, Brentwood, Carlson, Glen Waverley North, Mount Waverley, Mulgrave, Pinewood and Princes Highway Reserves
- ❖ \$19.55 million for the Bogong Car Park extension
- ❖ \$9.8 million for the Early Year Projects at Oakleigh South Child and Family Hub, Ward Avenue Kindergarten, Dorrington Child and Family Hub, and Ashwood Memorial Kindergarten builds
- ❖ \$1.5 million for public lighting renewal of streetlights
- ❖ \$0.97 million for sports field playing surface and sportsground lighting improvements across various sites including Mount Waverley Reserve sportsground lighting.
- ❖ \$4.23 million for Gardiners Reserve pitch 1 redevelopment and sportsground lighting and Mount Waverley Reserve oval reconfiguration and outdoor sports infrastructure upgrade
- ❖ \$0.78 million for renewal / construction of public toilets in Kingsway, Napier Park and Holmesglen Reserve
- ❖ \$2.16 million for the design and/or construction of playspaces at Argyle, Cambro Road, Diamond Avenue, Flora Road, Highview, Mount Waverley, Mulgrave, Orchard Street, Portland Street North, Princes Highway, Rembrandt Drive, Talbot Park and Westbrook Street Reserves.



Major Projects

➤ Monash Tennis Centre

Three years in the making, the new \$26.7 million, 18-court public tennis centre adjacent to the Glen Waverley Golf Course was officially opened on 23 March 2024. Part of the Glen Waverley Sports Hub, it has been developed with \$21 million funding from the State Government, and \$5.7 million from Council. It includes a regional-level tennis facility, multi-sport pavilion, golf practice facilities, public open space improvements, car parking, and supporting infrastructure. It incorporates

sustainability opportunities including water-sensitive urban design, sustainably sourced materials, high recycled content, reduced landfill, and low-energy lighting and appliances. Glen Waverley Golf Club has joined Glenvale Tennis Club as a co-user of the pavilion and upgraded facilities in the Glen Waverley Sports Hub, making them important partners in Council's vision for a thriving multi-sport precinct.

Upgrading playspaces across Monash

Every year we upgrade playspaces in Monash, so our youngest residents have engaging outdoor places that support their development and capacity for play.

In 2023/24, we upgraded playspaces at:

Flora Road Reserve, Clayton: with a new climbing combination unit with slide, monkey bars and climbing wall; swings including basket seat and toddler seat; accessible spinner; rocker; shop front/cubby house; nature play elements including balance logs and rocks, log table and chairs; and flowering trees and garden beds.

Atheldene Drive Reserve, Glen Waverley: with a play fort with slide, tunnel, firefighter pole and sensory bars; curvy monkey bars; swings with toddler and sling seats; pull-up and dip bars; rocker; and logs and rocks for nature play and balance.

Talbot Park, Oakleigh South: with multi-level play units, slides, shaded play boat, flying fox, basket swing, plus seating, picnic shelter and barbecue.

Highview Park, Glen Waverley: with a new multi-level play unit, swing set with basket swing, rope spinner, rocker, slides, nature play area, plus seating, table and accessible paths.

Mount Waverley Reserve: with a new play unit with slides, triple swing set with basket swing, inclusive carousel, timber log ladder, trampoline, nature play area, shelter with picnic table and barbecue.

Cambro Road Reserve, Clayton: with a new multi-play unit, all-abilities carousel, double swing with accessible attachment, nature play area, and new park seat.


Rembrandt Drive Reserve, Wheelers Hill: with a new multi-play unit, carousel, double swing with accessible attachment, nature play area, and new park seat.

Portland Street North Reserve, Mulgrave: with a new play unit, multi-person rocker, trampoline, double swing with a basket swing, climbing net and nature play elements.

Diamond Avenue Reserve, Glen Waverley: with a multi-play tower, spinner, double swing with accessible attachment, dry creek-style garden bed with rock mulch, and new seating.

From July 2023 to the end of June 2024, we consulted families and children on what they wanted to see for planned local-level playspaces at Argyle, Orchard Street and Pinewood reserves; district-level playspaces at Mulgrave and Princes Highway reserves; and a pocket-level playspace at Westbrook Street Reserve.

We also updated our Playground and Playspace Strategy. An initial community consultation to identify playspace needs and opportunities for improvement ran from May to August 2023. During the consultation period, there were 80 contributions to the Shape Monash page, and eight written and 12+ MYzone middle year participant submissions received. The findings of the initial consultation were presented to Council at the 28 November 2023 Council meeting. This was incorporated into the draft *Playground and Playspace Strategy Refresh 2025-2035*. The draft strategy was then open for public consultation from 5 December 2023 to 9 February 2024. Taking feedback into consideration, the final strategy, with some changes from the draft, was adopted by Council in March 2024.



Upgrading sporting pavilions and grounds across Monash

Jack Edwards Reserve pavilion and grandstand

Work continues on a new \$14.7 million pavilion and grandstand at Jack Edwards Reserve. After moving to the detailed design phase in mid-2023, the project went out for tender in November 2023. The successful tender, FIMMA Constructions, was announced in March 2024. Construction commenced in April 2024, with the official sod-turning in May. The project is due for completion in July 2025. Home of National Premier League team the Oakleigh Cannons, the project will see facilities at the reserve upgraded to provide a new pavilion with facilities including a 500-seat grandstand, four female-friendly change rooms, two female-friendly umpire change rooms, a first-aid room, timekeeper and media room, and upgrade of existing LED lighting. This would accommodate an increase in football participation, particularly by female teams. Council is putting \$8.2 million towards the project and the Oakleigh Cannons are contributing \$500,000. The State Government has committed \$4 million and the Federal Government has committed \$2 million to the project.

Mount Waverley Reserve

After developing the Mount Waverley Reserve Masterplan and securing funding from the Federal and State governments to support the project, work started in November 2023 to upgrade the reserve. A community information session was held beforehand, inviting the local community and tenants to a presentation about the project and allowing the opportunity to ask questions about the program of works. Work began on the new \$9.5 million two-level pavilion following a sod-turning in May. The tender for construction was awarded to Constructive Group at the April 2024 Council meeting. The new pavilion will better accommodate the needs of existing

users, including the Waverley Blues Football/Netball Club and Mount Waverley Cricket Club. Development works at the reserve will include demolition of the existing pavilion and construction of a new two-level sporting pavilion; demolition of the existing public toilet and construction of new public toilet amenities south of the pavilion; power supply upgrade; supporting civil infrastructure and landscaping works. Works are expected to be completed by mid-2025.

Carlson Reserve

The \$2.8 million upgrade of the Carlson Reserve pavilion includes the demolition of the current pavilion and construction of a modern, modular pavilion designed in consultation with the tenant clubs. We consulted with tenant clubs in preparing for the upgrade. The new pavilion will feature four change room facilities, capable of merging into two larger spaces as needed; umpire's room; fully equipped kitchen; social space and a dedicated first aid room; storage for tenant clubs; and public toilets. Works started in April 2024 and are expected to finish in the second half of 2024. The new multi-purpose sports courts at the reserve opened to the public in May 2024, and offer spaces for tennis, netball, basketball, soccer, futsal and pickleball. The \$726,000 project was supported by the State Government. We also asked the community to help choose the concept design for a new mural on the hit-up wall at the reserve. More than 200 people voted, with 55 per cent preferring the concept Side by Side. Artists Creature Creature took on board the feedback, including some concerns about the visibility of the ball for players facing the wall, and used it to inform the final design.



Gardiners Reserve Oval and Lighting Project

The \$2.1 million oval reconstruction and lighting upgrade at Gardiners Reserve, Burwood, will provide tenant soccer club Eastern Lions Football Club with a fully renovated soccer pitch and state-of-the-art lighting commensurate with its position as a National Premier League (NPL) club and Monash's second NPL venue. These enhancements not only improve the playing conditions for the club but also enhance participation opportunities for soccer across Monash. The project involved:

- ❖ Increased lighting level to meet Football Victoria and Football Australia standards
- ❖ Redeveloped pitch surface, including drainage and irrigation, with hybrid turf for all high-traffic areas
- ❖ Updated perimeter fencing and pathway.

The Eastern Lions Football Club is expected to be back using the reserve after works are completed in the second half of 2024.

Essex Heights Multi-Purpose Facility

Essex Heights Reserve has a new multi-purpose facility servicing the Mount Waverley community. The \$850,000 project includes five synthetic cricket wickets with retractable netting and futsal line markings with goals. The new facility will support formal cricket training for Ashwood Cricket Club and increase recreational opportunities for the wider community. As part of this project, officers were able to decommission the club's previous turf practice cricket facilities as well as the synthetic nets, creating a modern multi-purpose facility consistent with Council's cricket wicket policy of providing facilities with much broader appeal. Located next to the school, this facility is expected to be popular with students.

Cricket nets at Batesford and Pinewood Reserves

Two new cricket training nets have been completed at Batesford Reserve (\$380,000) and Pinewood Reserve (\$530,000). Both facilities provide three synthetic cricket bays, which provide Mount Waverley Cricket Club and others with improved training facilities to enhance their development and increase participation opportunities for all cricketers in Monash. The nets at Batesford Reserve were completed with support from Cricket Australia (\$30,000) via the 2022/2023 Australian Cricket Infrastructure Program while the nets at Pinewood Reserve were made possible with \$200,000 in funding from the Federal Government, via the Local Roads and Community Infrastructure Program - Phase 4.



➤ Delivering upgraded facilities for children and families

Oakleigh South Child and Family Hub

Council's new Oakleigh South Child and Family Hub was ready for service in early 2024 and was officially opened on 27 March 2024. The single-storey facility on the corner of North and Guest Roads includes indoor and outdoor spaces, two kindergarten rooms, a three-room maternal and child health service, a base for community playgroups, and a new home for the South Oakleigh Girl Guides. The project was supported by \$3.7 million in funding from the State Government, with Council contributing \$2.3 million. The hub will cater for the extension of the funded kindergarten program to include three-year-old children.

Dorrington Child and Family Hub

Council is partnering with the State Government to develop the Dorrington Child and Family Hub, a new integrated early years facility at 7 Dorrington Drive, Mount Waverley. The hub will include two 33-place kindergarten rooms with outdoor learning environments; a multi-purpose room/playgroup space with facilities to support people with sensory processing differences and neuro-divergent people; and a new base for Council's Maternal and Child Health (MCH) Sleep and Settling program and lactation program (including a parents' lounge, day stay sleep rooms, office, and courtyard garden). The single-storey facility will also cater for the State Government's funded kindergarten program for three and four-year-old children. The State Government has contributed \$4.5 million towards the \$6.3 million project. Council has contributed \$1.8 million. Demolition of the existing building on the site started in December 2023, with the aim of having the new building ready for service delivery in 2025.

➤ Bogong Car Park

Council is delivering on its commitment to provide additional car parking spaces in the Glen Waverley Activity Centre by upgrading and extending the existing multi-level car park at 1-5 Bogong Avenue. After completing a feasibility study that confirmed the building could be extended, Council identified a preferred schematic design, for an extension of four additional levels, providing more than 500 additional car parking spaces for a total of more than 1,000 spaces at the site. Construction on the \$40 million-plus project started in July 2023, with completion due in early-2025. While the Bogong Car Park is shut during the works, Council has directed visitors to use the Euneva Car Park and local street network around the Glen Waverley Activity Centre.

➤ Off-leash dog areas

Changes to off-leash dog areas came into effect on 1 July 2023, with 14 new off-leash areas, four expanded areas and four reduced areas. As part of the off-leash area review undertaken in 2022, Council proposed to change the off-leash status at Jack Edwards Reserve which would have seen the main turf pitch become a 'no dogs' area and the surrounds to both the turf and synthetic pitch become a 'dog on-leash' area. Community feedback was divided with support for both the retention of the dog off-leash status of



the reserve and for the reserve to become dog-free. At the 29 November 2022 meeting, Council resolved not to reduce the existing off-leash area at Jack Edwards Reserve, with the status quo to remain, given the limited alternatives for off-leash areas in this part of the municipality.

Following further evidence of dog-related damage to the playing surface at the reserve, collected early in 2023, Council resolved to signal in-principle support for a change to the off-leash classification at Jack Edwards Reserve to: (a) no dogs on the turf pitch and (b) dogs on-lead in the spectator areas surrounding the turf and synthetic pitches, due to playing surface damage by dogs. Community feedback was sought on the proposed change, and in September 2023, the change was endorsed by councillors.

In May 2024, Council secured \$500,000 in the State Government's New and Upgraded Dog Parks program for dog off-leash enhancements at Mount Waverley Linear Reserve (including Heany Street and Beverley Grove reserves). As part of the funding application, a draft concept plan was developed. Council is asking for community feedback on the proposal, with feedback due to close on 28 July 2024.

➤ Glen Waverley Civic Precinct

Following on from previous work on this project dating back to 2013, architects ARM Architecture prepared a schematic

design and report for Council on the Glen Waverley Civic Precinct, which was endorsed for community consultation in May 2023. Community feedback was sought in July and August 2023. We heard from more than 600 people via our Shape Monash engagement platform, and 800 residents from across Monash via a phone survey. This provided close to 1,500 pieces of community feedback for Council to consider. At the September 2023 meeting, Council resolved to continue work on the project, including reviewing the design in response to feedback received in the consultation, assessing opportunities within the current design to reduce costs while maintaining function, and completing further detailed design, construction drawings and tender documentation.

A public notice advising of Council's intention to sell the Land was published in *The Age* newspaper and on Council's website on 28 October 2023, calling for submissions on the proposal. A notice board with a version of the Public Notice was also installed at the Central Car Park site. Seven submissions were received. Following a public tender process, Council appointed Lyons Architecture as the architects for the project. Council then started preparing for the sale of Central Car Park. Council will excise approximately 1,000m² of the land on the western boundary for retention and the future development of a public plaza. Expressions of interest were sought in May 2024 for the site at 281 Springvale Road.



Major Achievements

➤ Reconciliation Action Plan

Council's Innovate *Reconciliation Action Plan* (RAP), a whole-of-Council and community vision that supports our organisation and community to work together to deliver actions that strengthen our relationships with our Aboriginal and Torres Strait Islander peoples. The plan was endorsed at Council's December 2022 meeting, and then formally endorsed by Reconciliation Australia in May 2023. It was officially launched as part of NAIDOC Week in July 2023 with a traditional Welcome to Country and Smoking Ceremony at Council's Civic Centre. In February 2024, the first large-scale mural solely designed and installed by a First Nations artist in Monash was launched. The mural located outside Atkinson Street Car Park is by Gunditjmara, Yorta Yorta and Wemba Wemba artist Tom Day and titled 'Nanyubak' – a Yorta Yorta word meaning 'to dream the future'. It depicts the lines of connection that bind people to the land and to each other. Bunjil the Eagle and Waa the Crow feature prominently, while the teal thread of Scotchmans Creek runs throughout. Commissioning the artwork aligns with Council's RAP, and creating it was a collaborative effort with input from the Wurundjeri Woi Wurrung Traditional Owners and more than 300 members of the Monash community who participated in consultation on the concept design.

Other actions undertaken in 2023/24 include:

- ❖ Quarterly meeting of the RAP working group, including representation from Council departments, external Aboriginal organisations and our two Traditional Owner groups
- ❖ Display of Wominjeka signage at Council's Oakleigh Service Centre and Glen Waverley Civic Centre and Acknowledgement of Country decals placed at key Council buildings
- ❖ Aboriginal and Torres Strait Islander cultural awareness training for senior leaderships team and RAP Working Group members

- ❖ An online training module on Aboriginal and Torres Strait Islander cultural awareness was adopted and is mandatory for Council staff
- ❖ Sold-out Reconciliation Week event featuring singer/songwriter Uncle Bart Willoughby
- ❖ Sir John Monash Awards for 2024 – Reconciliation Champion category launched.

➤ Council's response to climate change

At its February 2020 meeting, Monash Council committed to achieving net zero emissions by 2025. It came after a significant amount of work on greenhouse gas emission modelling and is in line with Council's *Environmental Sustainability Strategy 2016-2026*. The *Zero Net Carbon Action Plan 2020-2025* provides a pathway for achieving its carbon neutral commitment by 2025. This included an intermediate target to reduce Council greenhouse gas (GHG) emissions by at least 60 per cent in the first two years, which Council achieved by July 2022. VECO was responsible for avoiding an estimated 226,400,000kg of CO₂ equivalent (tco₂e) of emissions last financial year.

The Monash Recycling and Waste Centre continues to be a significant drop-off point for customers looking to recycle. In 2023/24, 1,037,140kg of cardboard was collected from our customers. This was a slight decrease in volume by 22,000kg from 2022/23, but there was a 7 per cent increase in cardboard customers, with 52,241 customers dropping off cardboard at the centre. There was also a 7 per cent increase in customers bringing in free quantities of polystyrene, with 22,289 people dropping off polystyrene of volumes less than 0.5m³. During 2023/24, we started to collect vapes, golf balls and now accept all types of light globes - all these services are free. Interesting and unique items deposited at the centre included a large (dead) tropical

turtle, three truckloads of seized tobacco and a gunpowder box from the 1800s.

Council is continuing to reduce GHG emissions as it undertakes the upgrade of its major road street lighting to more energy-efficient LED lights and the replacement of nearly 2,500 mercury vapour lights. We also generated 270MWh of solar power from panels at the Monash Aquatic and Recreation Centre and 125.6MWh from the Monash Operations Centre in 2023/24.

Our four public electric vehicle (EV) charging bays across Monash (at Mount Waverley Library, Mount Waverley Community Centre, Euneva Car Park and Glen Waverley Library) have seen more than 15,000 charges in 2023/24.

The Monash Aquatic and Recreation Centre has advanced its sustainability efforts by transitioning from two gas boilers to three heat pumps and two condensing gas boilers as part of Council's carbon emission reduction plan. This upgrade is aimed at enhancing energy efficiency and lowering operational costs, and aligns with the broader goal of reducing the facility's carbon footprint as per Council's *Zero Net Carbon Action Plan*. This project establishes the Monash Aquatic and Recreation Centre as a leader in energy-smart aquatic centre practices.

Council has taken a significant step to reduce emissions associated with waste, contracting Recovered Energy Laverton (REL) and Solo Energy (Solo) to divert waste into electricity through a purpose-built facility to be constructed at Laverton. The facility will be operational by 2025/26 and capable of processing approximately 240,000,000kg of waste each year - enough to service several councils. Importantly, incineration is not part of the process. This proven technology does not burn waste but operates at extremely high temperatures in a low air environment to convert it into a gas, similar to natural gas, that is used to produce high pressure steam and electricity. This technology has met stringent guidelines and has Environment Protection Authority Victoria approval.

Amendment C167 – Mount Waverley Activity Centre

The *Mount Waverley Structure Plan* seeks to guide future development in and around Mount Waverley Village. Council adopted the structure plan in March 2021. Amendment C167 implements the changes to the Monash Planning Scheme that have been recommended in the plan. The amendment was exhibited from June to August 2023, with submissions considered and referral to an independent planning panel made at the September 2023 Council meeting. A directions hearing was held in October and the panel hearing was held in November and December 2023. At the February 2024 meeting, the amendment was adopted with changes. It was submitted to the Minister for Planning for approval in March 2024 and was gazetted in June 2024.

Leading the way to address homelessness

Monash Council was among six councils in eastern Melbourne to share in \$180,000 of State Government funding for a project to prevent homelessness among older women. The Preventing Homelessness in Older Women Project was undertaken by the Eastern Affordable Housing Alliance and explored lived experiences of women aged over 55. It concluded in December 2023. The project included speaking with women in the region who have experienced homelessness as well as service providers to gain insights and find practical, local solutions. A total of 120 participants were involved in the research through interviews, surveys and focus groups, conducted by Umwelt Consultants. The project explored factors contributing to women's homelessness in the region and identified service gaps and key stages of early intervention to prevent homelessness.

The research identified solutions with key recommendations around: using under-utilised homes and buildings; and including affordable housing in retirement villages and independent living units.

The revised draft *Monash Affordable Housing Strategy* was released for community consultation in July and August 2023. The final plan was adopted at the September 2023 Council meeting. The draft strategy was first prepared in 2019 but since that time, the COVID-19 pandemic and other financial issues have had far-ranging impacts globally, including significant impacts on cost of living, housing affordability and homelessness. A report will be presented to a future Council meeting to consider changes to the Monash Planning Scheme to implement potential planning scheme actions of the strategy.

Following an expression of interest process, Council identified HousingFirst Limited, an experienced social housing provider, as the preferred submitter. The proposed new social housing aims to support people registered on the Victorian Housing Register. Council's contribution to the proposal is the provision of land, with no other financial outlay from Council expected. In August and September 2023, Council advertised a public notice of the intention to lease the land. Thirty submissions were received in response. At the October 2023 meeting, Council resolved to lease the land for the provision of social housing.

LGBTIQ+ Action Plan

As the closest level of government to the community, Council has an important role in celebrating diversity, encouraging social inclusion and ensuring equity, safety and access across Monash for everyone, regardless of sexuality, sex characteristics or gender identity. Council's *LGBTIQ+ Action Plan 2023-2025* was endorsed in November 2022. The acronym LGBTIQ+ stands for lesbian, gay, bisexual, trans and gender diverse, intersex, queer/questioning, asexual and more.

Other ways Council provided support and allyship for the LGBTIQ+ community in 2023/24 included:

- ❖ Supporting the Midsumma Pride March in February 2024, and supporting Midsumma with a film screening of *The Set* at Clayton Library.
- ❖ Continuing to build our Rainbow Playgroup for LGBTIQ+ families, which was established in 2023 for families to come together and meet others with a similar family dynamic to themselves
- ❖ Celebrating International Day Against LGBTIQ+ Discrimination – known as IDAHOBIT – on 17 May 2024 with events including a film screening of *Equal the Contest* and panel discussion, and an online workshop on what it means to be LGBTIQ+ in 2024. Also as part of IDAHOBIT 2024, Council's LGBTIQ+ Working Group prepared the *LGBTIQ+ Inclusive Practice Handbook* as a crucial resource for fostering inclusive environments. The handbook equips staff with more knowledge of LGBTIQ+ issues, and how they apply in our everyday roles and responsibilities. It includes information, resources and helpful advice on how to create an inclusive environment where people from LGBTIQ+ communities feel valued, respected, safe and included.
- ❖ Celebrating Wear It Purple Day on 25 August 2023 with a rainbow storytime event and movie screenings at Monash libraries.
- ❖ Recognising Trans Day of Visibility on 31 March 2024, where for the fourth consecutive year, the Monash Civic Centre was lit up in the trans flag colours of pink, light blue and white.

Sustainability Initiatives

> Food waste recycling

Council changed the frequency of the food and garden waste (green lid) bin to weekly and landfill (red lid) bin collection to fortnightly in August 2022 to increase the amount of food processed into compost and to decrease food going to landfill. Over the past year, our community has decreased the volume of material sent to landfill by more than 355,000kg. In that same time, the amount of food and garden waste sent to the compost facility increased by almost 646,000kg.

> Nature in Focus: Monash Wildlife Photo Exhibition

Council called for people who live, work or play in Monash to get outdoors and photograph our unique wildlife. Photo submissions were open until 14 July 2024. All photography will be exhibited at the Track Gallery in August and September 2024. A selection of photographs that highlight Monash's diverse native wildlife will be chosen to be displayed as prints. The remainder will be displayed via the gallery's digital projector. As of 30 June, there were 150 entries.

> Recycled infrastructure

Through a new recyclable infrastructure initiative, we are purchasing more sustainable asphalt and concrete that contains recyclable materials like plastic and glass. These sustainable asphalt and concrete products have been used to resurface some of our roads and footpaths, including at Wellington Reserve and Bogong Reserve Car Park.

Council has a comprehensive road and footpath renewal program, and asphalt and concrete make up one of our largest material costs, generating significant greenhouse gas emissions. Using recyclable materials provides a great opportunity to divert these products from landfill and can often out-perform less

sustainable products. Council has also taken the opportunity to use 100 per cent recycled rubber in new traffic safety infrastructure, with the installation of 94 speed humps, 11 bike lanes, and 15 road cushions and flexible boards across Monash.

Using recyclable infrastructure materials is an example of Council's commitment to investing and building a circular economy within the City of Monash so that we are reducing our reliance on virgin resources and supporting recyclable practices to create a more sustainable city.

> Garden Guides

As part of the Gardens for Wildlife program, our team of 10 volunteer Garden Guides visited households, preschools, schools and churches to provide support and advice on indigenous plants and other habitat features to support wildlife in their gardens. The Guides provide a report to residents with their suggestions and Council provides plant vouchers to help implement their indigenous gardens. In 2023/2024, there have been 89 new residential member sign-ups. Five corporate groups and 17 schools have also participated in the program.

> City Nature Challenge

In March 2024, Monash Council again took part in the worldwide City Nature Challenge. Council had a walk in Damper Creek Conservation Reserve in partnership with the Friends of Damper Creek Conservation Reserve.



> Tiny forest

Monash Council and Earthwatch, in partnership with Bupa, built a tiny forest at Fraser Street Reserve in Glen Waverley. We invited the community to a planting day on 15 May 2024 to help us plant more than 30 different species of indigenous plants. The day was a great success with dozens of people helping us plant trees. Tiny forests are about the size of a tennis court and are

part of a world-wide movement to support afforestation and help introduce dense native forest environments to our urban areas. They play an important role in strengthening and preserving our local biodiversity and the health of our ecosystems while also ensuring we deliver on our commitment to increase tree canopy cover across Monash to 30 per cent by 2040.

> Nature Strip Planting Project

The Nature Strip Planting Project encourages and supports residents to plant their nature strips to help increase biodiversity, mitigate the effects of climate change, and cool and beautify the streets. Residents who obtain a permit receive incentives such as free indigenous plant seedlings and a garden store voucher. Guidelines, a how-to video, suggested plant lists and phone support assist residents from start to finish. Twenty-one households have applied for nature strip planting permits this year.

> Reusable Nappy Feasibility Study and The Nappy Project

Council led a reusable nappy feasibility study with other Melbourne councils to research and understand how to implement a best-practice reusable nappy program. This recommended councils deliver more education and more opportunities for expectant families and the community to experience and connect with reusable nappy programs and products. Building on this, The Nappy Project was launched as an initiative aimed at implementing a best-practice reusable nappy program in collaboration with 14 councils. Key elements of the program include training maternal and child health and childcare teams in supporting families to try reusable nappies; running community workshops to help families understand the benefits of reusable nappies and hands-on trials; and providing nappy trial packs to selected participants to include reusable nappies in their everyday lives. Three workshops were held in Monash in October and November 2023 to help parents understand how to use reusable nappies.

> Repair Café

Our Sustainable Monash team, in collaboration with Mount Street Neighbourhood House, hosted a series of Repair Café events in 2024. The Repair Café provides a place for residents to have their valued items assessed and repaired by skilled community volunteers, while also learning how to repair items themselves, to extend their overall use and life. Repair Café events were held in March and June. The 2024 Repair Cafes have seen 20 repairs completed, with 70kg of waste diverted from landfill. The events have seen an increase in volunteers, with seven more people signing up. There are three more events scheduled for the second half of 2024.

> Lighting upgrades

As part of our commitment to the *Zero Net Carbon Action Plan 2020-2025*, in 2023/24 we installed 13 new light poles and fittings.

> Electric vehicle charging bays

Monash is home to four public electric vehicle (EV) charging bays. The EV bays are in key activity centres, in front of Mount Waverley Library and Community Centre, Monash Youth Services at Euneva Car Park, and Glen Waverley Library on Kingsway. The bays provide residents with access to up to one hour of free charging per day in Glen Waverley and up to two hours charging in Mount Waverley. The Charge Up Monash project aims to make it easier for people to top up their ride while visiting Council service centres and local businesses, while also encouraging the transition to zero emissions vehicles. The EV stations are powered from 100 per cent renewable energy thanks to Council's participation in the Victorian Energy Collaboration.

> What's your Jam?

What's Your Jam? returned in 2024 with a campaign during May and June to promote participation in environmental volunteering. We again brought together community organisations and groups to offer a variety of clean-up, recycling, planting and other events. These included an op shop walking tour, working bees, street clean-ups and planting days, and another repair café.

> Business Energy Saver Program

Monash Council provides a business sustainability advisory service on behalf of eight member councils from the Eastern Alliance for Greenhouse Action. Over the past year, the team met face-to-face with more than 1,370 small to medium-sized businesses across the eastern region of Melbourne, including 153 in the City of Monash, to provide information on energy upgrade rebates available from government and referrals to help them upgrade alliances and lighting to reduce electricity costs and greenhouse gas emissions.

> Gardiners Creek Regional Collaboration

Council is collaborating with 22 organisations on environmental and recreation improvements of the Gardiners Creek catchment (which includes Valley Reserve and Damper Creek Conservation Reserve). Current projects include a data strategy collection program, the development of an action plan, and collaboration on website development.

> Monash Seed Library

The Monash Seed Library was established in March 2023 to encourage and enable community members to grow their own vegetables, fruits, and herbs in their own gardens and give back to keep the program growing. Seed library members can take their choice of seeds each season from the collection, enjoy the growing season and their crops, then 'return' any collected seeds from their harvest so they can be used for the next year's crop. In early 2024, the program was extended to Mulgrave Library. More than 1,100 people have joined the program since it started. The library has conducted several seed masterclasses and gardening information sessions for the community in the past 12 months that have also promoted the seed library program. The library team also gave out free seeds at the Family Fun Day in Ashwood in November 2023 that also promoted the program.

Advocacy

➤ Suburban Rail Loop

The Suburban Rail Loop (SRL) will be a new 90km railway line that will link all the major metropolitan rail lines (including the Glen Waverley Line) to improve public transport options for getting around Melbourne. The State Government is progressing SRL works, with works on SRL stations at Clayton, Glen Waverley and Monash ramping up in 2024. While this is a State Government project, Council regularly meets with the Suburban Rail Loop Authority (SRLA) to ensure its works are well-planned and communicated. The SRLA has committed to providing the community with advanced notification of works around the station precincts in the coming months.

The SRL is an important transport project for Melbourne. The State Government is also looking to create greater density of housing and has powers as a planning authority to amend planning controls around the future stations to do this.

Our feedback to the State Government reinforced Council's support for the SRL but continued our requests for greater detail about the community infrastructure to support this growth – among other feedback.

Council has continued its advocacy on this State Government project through 2023-24. In late 2023, the SRLA released its Draft Precinct Visions. These draft visions outlined plans for neighbourhoods around Suburban Rail Loop (SRL) stations, including at Clayton, Glen Waverley and Monash (close to Monash University). In early 2024, Council was invited to provide feedback on the planning directions released for the State Government's SRL precincts around future station locations. It is crucial to get the planning for these areas right, and Council will continue to ask the State Government for more genuine input into each step of the process. Council has also been engaging with the SRLA about the new Glen Waverley Station. We also communicated with the community about works in Glen Waverley and Clayton as part of the SRL East project in early 2024, as well as with media outlets to promote the benefits of the SRL but also to outline Council's concerns.

You can read about Council's advocacy efforts for the SRL at shape.monash.vic.gov.au/srl



➤ Support for First Peoples

Council's Innovate *Reconciliation Action Plan* (RAP) identifies a whole-of-Council and community vision that supports our organisation and community to work to deliver actions that strengthen our relationships with Aboriginal and Torres Strait Islander Peoples. In developing the plan, which was formally launched as part of NAIDOC Week in July 2023, Council consulted with Monash traditional owners and Monash Aboriginal and Torres Strait Islander community and reconciliation networks.

Council celebrated NAIDOC Week in July 2023 and officially launched our *Innovate Reconciliation Action Plan* with a traditional Welcome to Country and Smoking Ceremony performed by Thane Garvey from the Wurundjeri Land Council. Other events as part of NAIDOC Week included an exhibition at the Museum of Australian Photography (MAPh) by proud Pitta Pitta woman Jahkarli Romanis; Kungari Comedy; and storytimes, talks and documentary screenings at Monash libraries.

In February 2024, Council unveiled the first large-scale mural in the municipality solely designed and installed by a First Nations artist. The mural outside the Atkinson Street Car Park, by Gunditjmara, Yorta Yorta and Wemba Wemba artist Tom Day, is titled 'Nanyubak' – a Yorta Yorta word meaning 'to dream the future'.

In May 2024, we invited expressions of interest from First Nations artists to create an artwork for the new Oakleigh South Child and Family Hub. The artwork will be displayed on a wall in the building's foyer to welcome visitors.

And for National Reconciliation Week in May and June 2024, we hosted a free sold-out music event with Indigenous musician Uncle Bart Willoughby; a film screening of *The New Boy* at Clayton Library; and an online event featuring Aunty Judi Wickes, who shared her lived experience as the granddaughter of two Stolen Generation children.

➤ Gambling harm and prevention

Council is concerned about the impact gambling has on the most vulnerable members of our community. We are a founding member of the Alliance for Gambling Reform, working with them on key advocacy campaigns. As part of Gambling Harm Awareness Week in October 2023, Council hosted a games night at Clayton Library.

In May 2024, Council teamed up with the Victorian Responsible Gambling Foundation to present a free webinar on its Love the Game, Not the Odds program. The webinar built on work we already do in partnership with sports clubs to reduce the harms caused by gambling and reduce young people exposure to sports betting, poker machines and gambling advertising and promotions.

➤ Elder abuse awareness

Council again recognised World Elder Abuse Awareness Day on 15 June 2024. Council partnered with Glen Eira, Bayside and Kingston councils for "Your Life Your Choice", a free workshop where people aged 55+ could learn about exercising their legal and financial rights. The workshop sold out, with 250 people attending.

> 16 Days of Activism Against Gender-Based Violence

Council continues to support 16 Days of Activism, a global campaign to raise awareness about violence against women and its impact on a woman's physical, psychological, social wellbeing and economic security. From 24 November to 10 December 2023, Council again showed support through a social media campaign over the 16 days, and the Civic Centre was lit up in orange – the signature campaign colour. We held community events including Active Bystander Training, an Intersectionality Workshop on Racism and Sexism at Work, supported a community lunch at Amaroo Community Centre, ran themed storytime events at our libraries, and offered children's activities on the theme of respect and equality at Family Fun Day. More than 60 staff members attended our Walk Against Violence to launch the campaign, and more than 40 staff attended a "lunch and learn" session on the Man Box.

> Polished Man

Council again supported the Polished Man campaign, which encourages people to actively take a stand, paint one nail blue (or any colour or design), spark up important and powerful conversations, and raise awareness and funds to end violence against women and children. Council held a barbecue breakfast for staff at the Monash Operations Centre on October 25 2023 for a gold-coin donation. There was also an interactive session with Dads Group, which facilitates a comfortable and secure space to

share and discuss fatherhood, relationships, maintaining life balance, and how to access support as fathers and caregivers.

> Share the Dignity

In August 2023 and March 2024, Council joined the fight to end period poverty through the Share the Dignity campaign, calling on residents to donate brand new and sealed sanitary and period products at collection bins across our libraries, recreation centres and other key locations.



> World Drowning Prevention Day

Council marked the third-annual World Drowning Prevention Day on 25 July 2023, with Active Monash conducting a pop-up at M-City Shopping Centre featuring important water safety information.



Grants and Funding

Here are some of the grants and funding Council received or was awarded in 2023/24:

- ❖ \$500,000 from the State Government's New and Upgraded Dog Parks program for dog off-leash enhancements at Mount Waverley Linear Reserve
- ❖ \$500,000 from the State Government as part of the 2024/2025 Budget announcement in May 2024 toward a pavilion redevelopment at Brandon Park Reserve
- ❖ \$300,000 from the State Government as part of the 2024/25 Budget announcement in May 2024 toward the ground reconstruction at Central Reserve, south oval
- ❖ \$205,290 from the State Government's Education Department for the delivery of the School Focused Youth Service program
- ❖ \$92,330 from the State Government through the Local Sport Infrastructure Fund for Sportsground Lighting LED Conversion Upgrade at Columbia Park Reserve
- ❖ \$75,000 from Creative Victoria's Strategic Partnership Initiatives to support the Museum of Australian Photography (MAPh)'s programming
- ❖ \$50,000 from the Bowness Family Foundation to support the Marketing and Communications position at MAPH
- ❖ \$50,000 Engage! Funding from the State Government to support the delivery of youth development programs for young people aged 12-25 years
- ❖ \$37,000 Digital Literacy for Seniors Grant from the State Government to run digital literacy classes in libraries
- ❖ \$35,000 FReeZA funding from the State Government to support the delivery of safe, youth friendly events for young people aged 12-25 years
- ❖ \$25,000 from the Albert and Barbara Tucker Foundation to support MAPH's PHOTO2024 exhibition programming
- ❖ \$10,000 from the Albert and Barbara Tucker Foundation to support MAPH's The Tucker Portraits publication
- ❖ \$6,770 Healthy and Equal Youth (HEY) Grant from the Youth Affairs Council Victoria to support the delivery of LGBTIQ+ projects and initiatives
- ❖ \$3,900 from the Gordon Darling Foundation to support the creation of digital artist interviews for MAPH's Australian photography channel in partnership with RMIT University
- ❖ \$2,000 Youth Fest grant from the State Government to support the delivery of youth-led events that celebrate the contributions and achievements of young people in their communities.



Responding to our Community

➤ Snap Send Solve

The Snap Send Solve smart phone application enables residents to report issues including graffiti, dumped rubbish, overgrown vegetation or footpath obstructions by providing photos and information. In 2023/24, 11,013 incidents were reported via the app. Once an issue is reported via the app, a report is sent to Council with the location, a photo of the concern, and an email. Council keeps residents informed on what action has been taken to resolve the issue.

➤ Webchat and phone calls

A webchat service for residents to interact with the Customer Experience team online has been in use since early 2019. This has proved increasingly popular, with Council responding to 18,541 interactions through Webchat and 16,658 interactions through the after-hours Autobot during 2023/24. In many instances, residents can have their questions answered and issues resolved online instead of visiting in person. In 2023/24, our Customer Experience team also responded to 195,554 phone calls.

➤ Language Aide Program

The Language Aide Program extends Council's customer experience delivery in different languages to residents, business owners, and visitors to the municipality. A number of Monash staff have completed accreditation training to provide translator assistance to people who may not speak English or prefer to converse in another language. The program provides interpreters in languages including Hindi, Punjabi, Mandarin, Cantonese and Korean. Language Aide staff help customers communicate with a Council officer, understand a letter or form they have received, or provide instructions or directions.

➤ Livestreaming Council meetings

Council continues to livestream its monthly meetings so people can watch online or catch up on archived meetings at their convenience. Meetings have been livestreamed since February 2017 as another way of engaging with the community and ensuring that Council operations are open and transparent. People can watch the meetings live or on a later date as they remain archived on Council's website. The video is divided into individual agenda items, so people can choose to watch items of interest or the whole meeting. We had 2,063 live views and 2,119 views of archived meetings in 2023/24. This compared with 1,040 live views of livestreamed meetings and 2,053 views of the archive file in 2022/23.



Satisfying our Community

Council's annual Community Satisfaction Survey was conducted in February and March 2024.

The survey was again this year conducted as a random sample, door-to-door, in-person interview-style survey, after being conducted by telephone in 2020 through 2022 due to COVID-19. The research was again undertaken by independent research company Metropolis Research Pty Ltd, with 800 randomly selected residents aged 15 years and over.

Council recorded an overall satisfaction score of 7.3/10 - an improvement from the 2023 result of 7.18.

A score of 7.3 places Monash as one of the leading councils for the highest level of satisfaction.

Monash rated higher than the metropolitan Melbourne average benchmark of 7 and higher than the 7.1 recorded by the eastern region councils in the 2024 Governing Melbourne research.

Satisfaction in the Local Government Performance Reporting Framework reporting requirements for Monash were:

- ❖ Council's overall performance (7.3)
- ❖ Maintaining trust and confidence of the local community (7.1)
- ❖ Community engagement and consultation (7.1)
- ❖ Making decisions in the interest of the community (7.1)
- ❖ Responsiveness to local community needs (7.1)
- ❖ Representation, lobbying and advocacy on behalf of community (7.1).

Monash Council services with the highest satisfaction levels included:

- ❖ Local library and library services (8.6)
- ❖ Regular green waste collection (8.5)
- ❖ Services for older residents and seniors (8.5)
- ❖ Services for children and their families (8.2)
- ❖ Sports ovals and outdoor sporting facilities (8.2)
- ❖ Regular recycling service (8.1)
- ❖ Recreation and aquatic centres (8.1).

Areas identified as needing attention were:

- ❖ Provision and maintenance of street trees (6 per cent)
- ❖ Customer service (5 per cent)
- ❖ Traffic management (13 per cent)
- ❖ Parking both enforcement and availability (11 per cent)
- ❖ Planning and development (7 per cent)
- ❖ Parks, gardens and open space (6 per cent).

Community Consultations

Our Shape Monash online engagement platform encourages community participation in Council's decision-making by inviting feedback during the development of strategies, plans and projects. It also allows us to 'close the loop' on consultations by updating interested 'followers' of our engagement projects on the outcomes of consultation and progress on projects. In 2023/24, there were 52,770 visitors and 6,044 contributions to our consultation projects. We now have 6,781 registered participants, (an increase of 2,351 members from the previous financial year).

> Our engagement projects in 2023/24:

Shape Your Monash 2025-2029

Shape Your Monash was a key community consultation project in 2023/24, seeking community feedback on what mattered to residents. Feedback will help us to refresh our existing Community Vision, set our priorities for the next four years and provide input into key Council plans and strategies. As well as a survey, we invited people, particularly younger residents, to draw their vision for Monash. We also held four listening posts across Monash. We asked for expressions of interest for a community panel representing a range of backgrounds. The selection of this panel, and subsequent sessions, was due to be done in the second half of 2024. Drafting of the plans and vision is due to be done in the first half of 2025, followed by consultation on those drafts and then adoption of final plans.

Street tree management

The implementation of our Street Tree Strategy helps to increase and grow our tree canopy - something we know is important to our residents because of the role trees play in cooling, shading and beautifying our streets.

Every year, the strategy identifies streets across Monash for our arboriculture team to assess if any trees need to be removed and opportunities for replanting in consultation with residents.

Previously we used letters and return mail to invite residents to provide feedback on the species they'd like to see planted, usually receiving only a handful of responses. This year we invited residents to provide feedback via Shape Monash (our online engagement portal) and heard from close to 200 people across 14 streets.



As an example, residents in Barrington Drive in Ashwood were invited to choose either Tristaniopsis Luscious or Tuscarora Crepe Myrtle to be added to their streetscape. Spoiler alert: they chose Tristaniopsis Luscious.

Thanks to everyone who took the time to help shape their streetscape. All up, we added more than 2,800 new trees across Monash in the past year.

Safer cycling connection from Scotchmans Creek Trail to Djerring Trail

In September and October 2023, we wrote to local residents with an update on our proposal for a cycling connection between Scotchmans Creek Trail and Djerring Trail. This includes an on-road, separated cycleway on the east side of Atkinson Street and Hanover Street, between Dandenong Road and Burlington Street in Oakleigh. A report on the proposal, including community feedback of almost 100 responses, was presented to Council at its meeting in November 2023. At this meeting, Council resolved to move to construction of the project. Work is now underway on detailed design in response to the feedback we received, and funding for the project will be considered as part of Council's 2024/25 budgeting process.

Glen Waverley Civic Precinct

In July and August 2023, Council invited community feedback on a proposal to build a new library and community hub on Council's existing Glen Waverley library site. We heard from more than 600 people via our Shape Monash engagement platform, and 800 residents from across Monash via a phone survey. This provided close to 1,500 pieces of community feedback for Council to consider. At the September 2023 meeting, councillors resolved to continue work on the project that was presented to the community. Following a public tender process, Council appointed Lyons Architecture as the architects for the project, and they are working on the detailed

design. Council is also preparing for the sale of part of Council's land at 281 Springvale Road, known as Central Car Park. Council previously resolved that the project would be solely funded from the State Government's compulsory acquisition of Council land in Glen Waverley for the Suburban Rail Loop (at Montclair Avenue) and the Central car park site. Council will excise approximately 1,000m² of the land on the western boundary for retention and the future development of a public plaza.

Future planning of Oakleigh Golf Course

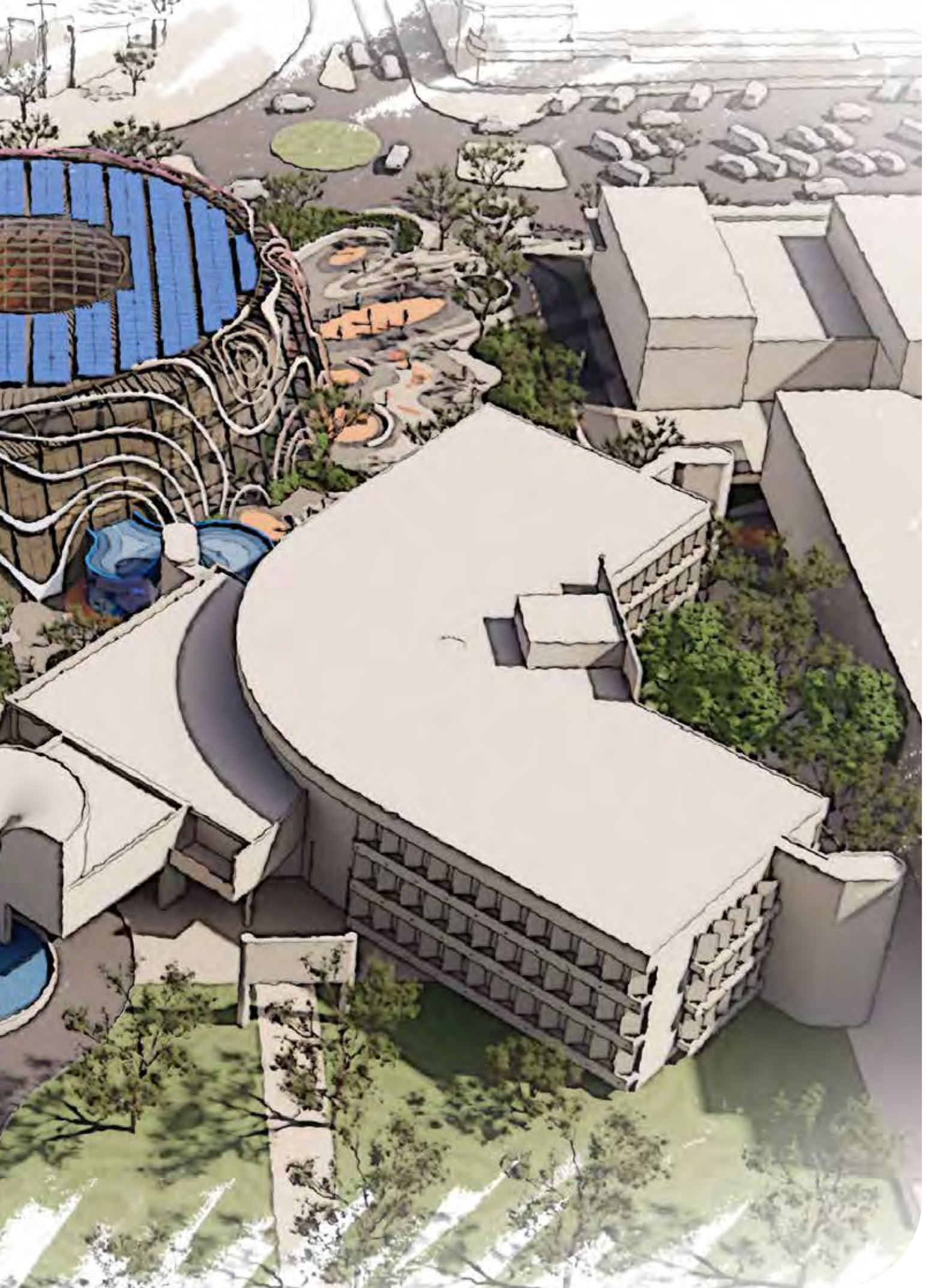
Council is planning for the future of the Oakleigh Golf Course site. At its meeting on 26 September 2023, Council resolved to seek feedback from the community on two options for the land: retain the nine-hole golf course or transform the site into a regional park. The consultation period ran from 27 September to 30 November 2023, with 1,810 contributions made via various participation tools.

We heard that people value Oakleigh Golf Course in particular because of the role it plays for people learning the game as an affordable, shorter and easier course than others in inner Melbourne. Based on the findings, at the February 2024 meeting, Council endorsed the recommendation that the Oakleigh Golf Course be retained as a nine-hole public golf course for the foreseeable future and not consider any alternative options for the site until after the current management contract term ends in 2034.



Other consultations undertaken in 2023/24:

- ❖ 2023 Monash Youth Survey
- ❖ Monash Affordable Housing Strategy
- ❖ Dog off-leash area – Jack Edwards Reserve
- ❖ First Nations mural in Oakleigh
- ❖ Annual Planning Process – Budget 24/25
- ❖ Gladeswood Reserve Masterplan
- ❖ Mount Waverley Linear Reserve dog off-leash area
- ❖ Review of Council's Leasing and Licencing Policy
- ❖ Local law review
- ❖ Streetscape upgrades to Bellerive Avenue retail centre
- ❖ Mount Waverley Reserve Active Recreation Space
- ❖ Amendment C173 – implementation of the Huntingdale Precinct Project
- ❖ Amendment C157 – public land zoning corrections
- ❖ Footpath Trading and Access Policy
- ❖ Carlson Reserve pavilion upgrade and new mural
- ❖ Playspace upgrades in 2023 and 2024
- ❖ Playground Strategy Refresh
- ❖ Extreme heat
- ❖ Monash Cricket Participation Plan
- ❖ Mount Waverley Reserve Masterplan
- ❖ Mount Waverley Activity Centre - Amendment C167





Committees and Community Building

➤ Sir John Monash Awards

Council acknowledges the selfless community members in Monash who give so much back to the community through these awards, which are named after General Sir John Monash in recognition of his service and dedication to others.

We received 47 nominations across nine award categories for the 2023 Sir John Monash Awards. Chinmayi Jonnalagadda won the overall Sir John Monash Award for Outstanding Leadership and for Sustainability Leadership. Chinmayi, a Year 12 student at Brentwood Secondary College in Glen Waverley, has been an active member of the school's award-winning sustainability group - the Brentwood Green Team - since Year 7, working on that team's many waste and sustainability projects, including tree planting and clean-up days. Chinmayi has also been involved in several programs aimed at the reduction of the school's power usage as well as the design and construction of a solar-powered car. And, as part of a team of five, she helped create an interactive model of a fashion app aimed at preventing the waste created by purchasing clothes and going to landfill.

The 2023 winners were announced at a ceremony on 26 October 2023 at the Museum of Australian Photography, and are listed below:

- ❖ Multicultural Champion: Heath Williams
- ❖ LGBTIQ+ Community Leadership: Yoshi Nakajima
- ❖ Outstanding Advocate of People with Disabilities: Maureen Miller
- ❖ Sustainability Leadership: Chinmayi Jonnalagadda
- ❖ Youth Leadership: Annie Zhou
- ❖ Volunteer of the Year: Sandra Fribence
- ❖ Inspirational Women's Leadership: Kamlavathi Reddy
- ❖ Positive Ageing Leadership: Parminder Jabbal
- ❖ Active Monash: Hazel Hockley

> Community Grants

Council funded approximately \$2.4 million in grants to groups and organisations in 2023/24. There were 202 applications considered in 2023/24. Council provided cash and in-kind hall hire funding to 162 community groups and organisations to support 195 projects, services, programs and events to the Monash community.

An additional \$55,042 was allocated to increase the Quick Response Grant budget for 2023/24 from \$60,000 to \$115,042 to enable Council to continue assisting the community outside of the usual grants calendar. From this budget, \$77,079 was awarded to 30 successful applications for events, regular meeting in Monash halls, art projects and other activities that have strengthened the Monash community.

The residual budget surplus was used to create a one-off grant program for sports clubs to with the implementation of the Monash Public Health Approach to Gambling Harm Policy and to support actions from the *Monash Health and Wellbeing Plan* and Active Monash Sports Club Framework. Twenty-nine sports clubs across the municipality were successful in receiving almost \$68,000 through this program for various projects including gambling harm education and training programs, new uniforms, equipment and promotional material.

> Committees

Monash Youth Committee

The Monash Youth Committee (MYC) is made up of people aged 15 to 25 who discuss ideas and promote positive initiatives to benefit young people who live in the municipality. MYC members undertook media training delivered by YACVic focusing on how the media operates and how to effectively advocate for change. In the past 12 months, the committee has been exploring three issues impacting young people:

- ❖ Youth allowance payments and the need to raise the rate above the poverty line;
- ❖ Medicare psychology sessions halved from 20 to 10 sessions in 2024 and exploring how this reduction in sessions will directly impact low impact earners and young people; and
- ❖ Advocating to the Federal Government to reduce the voting age to 16.

Disability Advisory Committee

The Monash Disability Advisory Committee continued to meet in person during spring and summer and online during autumn and winter in 2023/24. This committee gives community members with a disability, carers and those with interests in disability an opportunity to advocate directly to Council on behalf of people with a disability, their families and carers.



Gender Equity Advisory Committee

The Gender Equity Advisory Committee (GEAC) is made up of community members, councillors, and representatives of community organisations who have a focus on gender equity and/or women's health and wellbeing. This year, committee members gave invaluable feedback to a wide range of Council departments and contributed to providing a gender lens over a number of key Council strategies, such as the *LGBTIQ+ Action Plan 2023-2025* and the Monash Boulevards Urban Design Framework. In support of Council's participation in the 16 Days of Activism Against Gender-Based Violence, committee members explored the drivers of violence against women, the link to gender inequality, and reflected and celebrated the role the group has and can play in prevention.

LGBTIQ+ Advisory Committee

Council's LGBTIQ+ Advisory Committee is part of an ongoing commitment to better recognising, representing and connecting with members of Monash's LGBTIQ+ communities. The role of this committee is to provide Council with advice on strengthening the representation and inclusion of people who identify as LGBTIQ+ within the Monash community and to contribute to the implementation of Council's *LGBTIQ+ Action Plan*. The committee is made up of community members, councillors and representatives of community organisations who advocate for equity and inclusion for the LGBTIQ+ communities in Monash.

Environmental Advisory Committee

There are 15 community representatives in the 2023-2024 Environmental Advisory Committee (EAC). The committee continues to meet monthly to discuss a range of topics and issues including behaviour change and sustainable education, advanced waste management, biodiversity, community engagement, water-sensitive urban design, innovation and circular economy.

Multicultural Advisory Committee

Monash is one of the most culturally diverse communities in Victoria with 50.4 per cent of our population born overseas. The committee meets to consult on issues affecting Monash's culturally and linguistically diverse community (CALD) and provides feedback and advice to Council on its policies, plans and services that impact people of culturally and linguistically diverse backgrounds. The committee helps Council to promote the benefits of cultural diversity in the Monash municipality and beyond, and provides advice to Council with its communication, engagement and consultation with CALD communities.

➤ Projects, plans and services building community capacity

Active Monash

Active Monash achieved several records in 2023/24. A major milestone was achieved earlier in 2024 when Active Monash surpassed the 5,000-member mark for the first time in its history.

Golfers also played a record number of rounds at Glen Waverley and Oakleigh golf courses, a feat particularly notable at Glen Waverley Golf Course given construction of the Glen Waverley Sports Hub was taking place until early 2024. There were 70,780 rounds of golf played at Glen Waverley in 2023/24, up 2,534 from 2022/23. There were 35,278 rounds played at Oakleigh, up 2,786 from 2022/23.

Get Active! Monash was launched in December 2023 - an exciting initiative of Active Communities - with 15 different types of fitness equipment in Monash parks and reserves linked to instructional videos from qualified Active Monash instructors. Handy QR codes are at each site linked to tutorials showing how to safely use equipment and explaining target muscle groups and benefits. Residents can watch videos on Council's website before going out, and can also type in their home address to see what other recreation and sporting options are located nearby.

In October 2023, Active Monash launched low-sensory space, Movers, at the Oakleigh Recreation Centre. This program is specifically crafted to cater for individuals with disabilities; providing social opportunities and tailored exercise to enhance fitness levels and boost self-esteem.

Minky's Swim School enrolments resumed pre-pandemic levels, exceeding 4,000 students with monthly increases throughout the year.

Our three Active Monash centres – Monash Aquatic and Recreation Centre, Oakleigh Recreation Centre and Clayton Aquatics and Health Club – had a combined overall attendance of 1,463,217 – up 43 per cent compared to 2022/23. This was a result of higher membership and higher program numbers.

The three centres had 188,847 attendances at group fitness classes – an increase of 28 per cent compared to 2022/23.

There was a 45 per cent increase in attendance at Active Communities events, with 7,471 people attending in 2023/24.

Active Monash's Attendant Support Program, which helps people who may need additional support to access our facilities and programs, had 2,422 attendees – a 38 per cent increase compared to 2022/23.

Monash Youth Survey

The Monash Youth Survey provides opportunity for young people with connections to the City of Monash to have an active voice in their community and influence the decisions and plans for Council. Council recruited 14 young people who helped develop the survey and collate and analyse data collected.

Monash Youth Services (MYS) engages, supports, informs, and connects young people and community members through inclusive and accessible practice that enables people to be healthy and active members of the Monash community.

The 2023 Monash Youth Survey was conducted online from 24 July to 25 August 2023, and received 2,488 responses over the five-week consultation period. Issues including discrimination, stress, loneliness, gender equity and ethnic identity were explored.

Student Space

Monash Student Space is a quarterly newsletter aimed at school-aged children and young people living or studying in the City of Monash. The newsletter aims to provide a voice for children and young people on issues that matter to them. An edition of student space was developed with children and young people towards the end of 2023.

Options are being considered to ensure that Monash children and young people can express their views on issues that affect them, and elevate the voice of children and young people within the community and council. Children's voices are critical to ensuring that future Monash is planned to meet the future needs and aspirations of residents.

Youth Leadership Programs

To meet the changing needs of young people, the method of offering leadership opportunities has evolved to one-off and short-term commitment workshops and working groups. Monash Youth Services (MYS) delivered five skills development workshops to more than 80 young people this year. Thirty young people engaged in project specific working groups, committing to leadership opportunities with a shared vision and goal.

Community Safety Month

Community Safety Month is held across Monash every October and reminds us that we all have a role to play in keeping our community safe. For Community Safety Month 2023, events included a Teddy Bears World Tour, games nights, and informative sessions on topics like home safety, online security and elder abuse.

Monash Seniors Festival

Council again hosted the Monash Seniors Festival in October, highlighting the message 'Coming together, stronger than ever'. The 2023 program was packed with more than 50 low-cost and free Council and community events, including the Positive Ageing Forum, which launched the festival, with keynote speeches from internationally renowned nutritionist Ngaire Hobbins and psychology expert Dr Emily Rosenich. Other events included a Jells Park History Walk, movie screenings and open days.

Expanding Horizons: Overcoming Barriers for Employment

Monash Council and Holmesglen Institute have partnered on Expanding Horizons: Overcoming Barriers for Employment, an exciting two-year initiative to help the business community in Monash build confidence in employing and retaining people living with disability. This offers organisations opportunities to build confidence around employing candidates with disability; smooth pathways for jobseekers who live with disability and may face barriers; and guidance to access available financial support where applicable.

Stories from your Community

Our 'Stories from your Community' – highlighting heart-warming and unique stories of Monash - have continued for a second year. **These have included:**

- ❖ Gymnasts from Oakleigh-based Waverley Gymnastics Centre bound for the 2024 Paris Olympics
- ❖ Community Care Blanket Project
- ❖ Services provided by Amaroo Neighbourhood Centre and MOCSIS (Monash-Oakleigh Community Support and Information Service).

Shine Mandarin Women's Health Program

The Shine program returned in 2024, led by Women's Health East after they received a Monash Quick Response Grant. This year, the program covered various health topics such as dementia, menopause, mental health and positive relationships, and physical activities like dancing, tai chi and aerobics. It provided Mandarin-speaking women in Monash with opportunities to learn, connect and build social connections in their community.

Refugee Week 2024

Council is a proud Refugee Welcome Zone and looks to raise awareness of issues affecting refugees to promote harmony and togetherness. For Refugee Week 2024, Council hosted a film screening of *Watandar, My Countryman* followed by a panel discussion at Clayton Theatre.

Monash Connects

Monash Connects is a program that brings together established and growing migrant community groups over a meal to share their stories and foster intercultural community connections. Arising from conversations with Council's Multicultural Advisory Committee, Monash Connects saw Council working with key community organisations to host catered gatherings where different groups could learn about shared connections and the differences that make us stronger through hearing stories from each other's experiences of migrating to Monash.

The program was launched at a dinner with Monash Indian, Afghan and Ukrainian communities, with further events held in August and October 2023 to facilitate further cultural understanding with other Monash-based cultural groups. A special event was also held in April 2024 as part of Cultural Diversity Week celebrations for the broader community.

Specialised playgroups

Playgroup is held every fortnight for dads and father figures in Monash. These sessions facilitate support for fathers of young children in a social environment, where they can meet and connect with others in their local community. It is a space for dads and father figures to play with their children in a relaxed space.

A Rainbow Playgroup is held once a month for LGBTIQ+ families to come together and meet others similar families. The families may also attend general playgroups. This is an opportunity for families to gain a sense of belonging, familiarity, and community.

We have an Intergenerational Playgroup session held at Cabena Child and Family Centre once a term, where seniors join playgroup families for morning tea. There is lots of discussions, music, singing and dancing and everyone is encouraged to join in, no matter what age you are. This session creates opportunities for engagement and interaction between the generations.

Women's Sport Directory

In October 2023, we launched a Women's Sport Directory - a comprehensive list of local sport clubs and organisations that offer classes and teams for women.



We Stand Together – Resilience Against Racism

Council's We Stand Together – Resilience Against Racism workshops provided the opportunity for community members to learn how to respond if affected by racism and racist behaviour. The sessions provided the opportunity to empower participants and build their skills and confidence to speak up themselves, or as active bystanders, as well as to respond to the emotional toll that racism can take. The four free workshops were held between July and November 2023. The idea came from the Multicultural Advisory Committee, and the growing need to support members of Monash's community that experience racism.

Volunteering

Council thanks our volunteers who contribute to our Volunteer@Monash program year-round. As part of National Volunteer Week (20-26 May 2024), we hosted volunteers for afternoon tea, to celebrate their contribution and discuss the importance of volunteering. We also sponsored the South Eastern Volunteers' Monash Volunteer Expo in September 2023.

Men's Health Week

We celebrated Men's Health Week (10-16 June 2024) with an online event in conjunction with other eastern suburbs councils featuring clinical psychologist, researcher, and leading men's mental health expert Dr Zac Seidler. We also invited dads and caregivers and their children to build social connections at a special playgroup picnic event at Cabena Child and Family Centre in Chadstone featuring activities, refreshments, and a guest speaker.

Melbourne East Region Sport and Recreation (MERSR) Fair Access Policy

This policy was developed by the seven councils that make up the eastern region on Melbourne, including Monash, and addresses known barriers experienced by women and girls, transgender and gender-diverse people in accessing and using community sports and recreation infrastructure.

The policy aims to support the councils to take positive action towards achieving gender equality in the access and usage of community sports and recreation infrastructure. Monash Council endorsed the policy at its 26 March 2024 meeting.

Municipal Public Health and Wellbeing Plan

The *Monash Health and Wellbeing Plan 2021-2025* establishes the overall aims and priorities for Council in protecting, improving, and promoting the public health and wellbeing of our community. Council has just completed our third year of the plan with Year 3 actions progressed and reported.

Highlights include:

- ❖ Community events (e.g. Clayton Festival, Library programs, Seniors Festival, Community Safety Month)
- ❖ Health promotion activities (e.g. gambling harm awareness, Men's Health Week, Women's Health Week, Mandarin women's health program SHINE)
- ❖ Physical activity programs and facilities (e.g. Active Communities, come-and-try sessions, Active Monash maps)
- ❖ Continued efforts to address areas of loneliness, accessibility and social connections
- ❖ Council's Health and Wellbeing Committee, which continues to meet quarterly.

Planning for the development of the next plan is underway, with work ongoing to ensure alignment with the new Council Plan. Joint community engagement has commenced, which has included a community survey, listening posts and focus groups.

Calendar of Events 2023

JULY

- ❖ NAIDOC Week
- ❖ WordFest 2023
- ❖ ZAHALKAWORLD exhibition (Museum of Australian Photography, until September)
- ❖ Sir John Monash Lecture featuring Dr Kylie Moore-Gilbert
- ❖ In conversation at MAPH: Jahkarli Romanis with artist Peta Clancy
- ❖ ZAHALKAWORLD - The artist is present (at MAPH)
- ❖ Taking advantage of winter light: Photowalk with Norm Hanson
- ❖ (Dis)connected to Country exhibition by Jahkarli Romanis (MAPh, until August)
- ❖ MAPH school holidays program: Storytime at MAPH
- ❖ Library school holiday program
- ❖ Author talk: Kate Solly (Mount Waverley Library)
- ❖ Active Winter July
- ❖ *Servant or Slave* and *Coniston* documentary screenings (Glen Waverley Library)
- ❖ Fatal contact with Prof Peter Dowling (Wheelers Hill Library and online, for NAIDOC Week 2023)
- ❖ Living under Aboriginal Exemption with Aunty Judi Wickes (Wheelers Hill Library and online)



AUGUST

- ❖ Active Winter August
- ❖ Australia Cup Round of 16 match Melbourne City FC v Wellington Phoenix at Jack Edwards Reserve
- ❖ Creating Habitat for Pollinators workshop (Monash Civic Centre and online)
- ❖ Finding historical images on the Internet with Kerry Farmer (Wheelers Hill Library and online, for National Family History Month 2023)
- ❖ LOOK! MAPH Members' photography prize launch and award announcement (exhibition until November)
- ❖ Anne Zahalka Studio Masterclass (MAPh)
- ❖ In conversation at MAPH: Anne Zahalka with MAPH Director Anouska Phizacklea
- ❖ Rainbow Storytime (Oakleigh Library, for Wear it Purple Day 2023)
- ❖ Australian Poetry Slam workshop and heat at Wheelers Hill Library
- ❖ Author talk at Wheelers Hill Library: Alli Parker
- ❖ Library trivia night (Clayton Library, for Library and Information Week)
- ❖ Monash Then and Now 2: A photographic journey (Wheelers Hill Library, for National Family History Month 2023)
- ❖ A Day on the Bay: history of excursion paddle steamers (Wheelers Hill Library and online, for National Family History Month 2023)
- ❖ The Mystery of the Handsome Man with Wayne Murdoch (online, for Wear It Purple Day 2023)
- ❖ *The Happy Prince* film screening (Glen Waverley Library, for Wear it Purple Day 2023)

SEPTEMBER

- ❖ Bowness Photography Prize exhibition showcasing excellence in photography (MAPh, until November)
- ❖ WordFest Short Story Competition Awards Ceremony (Clayton Theatre)
- ❖ I Did Not Know How Far I Would Carry the Broken Pieces of Our Trust exhibition by Janelle Low (MAPh, until November)

- ❖ *Eat Drink Man Woman* film screenings (Clayton and Glen Waverley libraries, for the Moon Festival 2023)
- ❖ Lute and guzheng instrument performances (Glen Waverley Library, for the Moon Festival 2023)
- ❖ Library school holiday program
- ❖ Author talk: Steph Vizard (Wheelers Hill Library)
- ❖ Monash Youth Film Festival 2023
- ❖ Monash Dementia Awareness Forum
- ❖ MAPH School holiday program - Mirror worlds
- ❖ In conversation at MAPH: Yhonnie Scarce and Tobias Titz with MAPH Senior Curator Angela Connor
- ❖ Women's Health Week 2023
- ❖ Cricket Blast Come and Try
- ❖ Seed Masterclass (Glen Waverley Library)

OCTOBER

- ❖ Monash Seniors Festival
- ❖ Community Safety Month
- ❖ What Goes in Which Bin? webinar
- ❖ Gambling Harm Awareness Week activity – games night at Clayton Library and Glen Waverley Library
- ❖ Sir John Monash Awards
- ❖ Artist talks at MAPH: Clare Rae, Alison Bennett and Pia Johnson with MAPH Senior Curator Angela Connor
- ❖ Take Two: Monash Seniors Festival Event (MAPh)
- ❖ Active Outdoors October
- ❖ Author talks: Sandy Jeffs; Margaret Leggatt (Mulgrave Neighbourhood Library)
- ❖ Author talk: Penny Zagarelou-Mackieson (Wheelers Hill Library)
- ❖ Connecting to Country Walk at Shepherds Bush with the Friends of Dandenong Valley Parklands and Uncle Bill Hunter
- ❖ Indigenous plant propagation event with the Friends of Dandenong Valley Parklands
- ❖ Circus: The Australian Story with Mark St Leon (Wheelers Hill Library)

2023

NOVEMBER

- ❖ Family Fun Day – after being cancelled in 2022 due to wet weather, the 2023 Family Fun Day at Batesford Reserve, Chadstone, was back and bigger than ever, drawing a crowd of 4,700 people. Held on Sunday 19 Nov, the free community celebration, featured rides and entertainment including Ruccis Circus, live performances, and community, Council and food stalls. Green My Plate helped us reduce waste by eliminating single-use food packaging.
- ❖ Active Monash Month
- ❖ Monash Recycling and Waste Centre tour and workshops
- ❖ Monash Open Gardens
- ❖ 16 Days of Activism Against Gender-Based Violence (to December)
- ❖ Author talk: Edita Mujkić (Mulgrave Neighbourhood Library)
- ❖ Author talk: Robyn Bishop (Mt Waverley Library)
- ❖ Author talks: Brendan Watkins; Kate Mildenhall; Tania Blanchard (Whealers Hill Library)
- ❖ AWW Cookbooks and their influence on Australian culture with Dr Lauren Samuelson (online)
- ❖ ENJOY AI robotics tournament (Clayton Library and Noble Park primary school)
- ❖ Mericourt: researching the history of a house with History Monash Inc (Oakleigh Library)
- ❖ Eaton Mall Christmas Tree Lighting Event
- ❖ Monash Santa Photo Competition (to December)
- ❖ Murray Fredericks | The salt lake and Stargazing exhibition launch (MAPh)
- ❖ Stargazing exhibition (MAPh, until February 2024)
- ❖ Murray Fredricks | The salt lake exhibition (MAPh, until February 2024)
- ❖ Free guided tours at MAPH (until February 2024)
- ❖ Workshop at MAPH: Artists photobooks with Ashe
- ❖ In conversation at MAPH: Scotty So, The Huxleys and Ayman Kaake with Anouska Phizacklea
- ❖ Remembrance Day services



DECEMBER

- ❖ Monash Carols by Candlelight 2023 – Our 2023 Carols event was postponed for 24 hours due to wet weather, but the rescheduled event 24 hours later, on Sunday 3 December, drew a massive crowd of more than 15,000 people. Festivities began with children's activities and pre-show entertainment including talented locals, Oakleigh Primary School Choir. The Main Concert featured a stellar line-up including the Monash Carols Band (comprising the Monash Concert Band and Oakleigh Brass), The Carols All Star Band, and guest soloists. There was a special appearance by Santa and a spectacular fireworks finale.
- ❖ Safety talk: Staying safe in a heatwave
- ❖ Mayoral afternoon tea for Volunteer@Monash volunteers
- ❖ Sensitive Santa sessions (Oakleigh Library)
- ❖ Seeing from Both Sides Now: Photowalk with Norm Hanson
- ❖ Echoes of melting blue exhibition launch and artist talk with Lingam. K at MAPH (exhibition until March 2024)
- ❖ Late Night Festive Shopping and Crafts at MAPH
- ❖ Active Outdoors December



2024

JANUARY

- ❖ Active Outdoors January
- ❖ Library school holiday program
- ❖ Lunar New Year activities at Monash libraries (family craft South Korean and Chinese games, dumpling making)
- ❖ Star makers – drop-by kids' activity at MAPH
- ❖ Storytime at MAPH
- ❖ *The Set* film screening (Clayton Library, for Midsumma 2024)
- ❖ Van Gogh in America Mandarin presentation (Glen Waverley Library)

FEBRUARY

- ❖ Murray Fredericks – Artist talk (online program, MAPH)
- ❖ In our stars – a day of stargazing, including The first astronomers with Duane Hamacher and Astrology – the stars as a road map (MAPh)
- ❖ Using AI for image making: Artist workshop with Kate Robertson (MAPh)
- ❖ Florence Wang The Observer artist talk at the Civic Gallery

- ❖ Clayton Festival – more than 7,000 people attended the 2024 Clayton Festival, held on Sunday 25 February at the Clayton Community Centre. There was free pool entry thanks to the Clayton Aquatics and Health Club, plus a Paw Patrol show, roving entertainers, live acts, community stalls and children's activities.

- ❖ Lunar New Year and Lantern Festival
- ❖ Lunar New Year Storytime sessions (Monash libraries)
- ❖ Artist talks at MAPH: Harry Nankin, Patrick Pound and Kate Robertson with Stargazing curator Stella Loftus-Hills (MAPh)
- ❖ Author talks: Kylie Orr; Leah Kaminsky (Wheelers Hill Library)
- ❖ Author talk: Graham Willett (Mt Waverley Library)
- ❖ Rainbow Storytime (Oakleigh Library)
- ❖ *Past Lives* film screening (Wheelers Hill Library, for Lunar New Year)
- ❖ SHINE Mandarin women's health series (until April)

MARCH

- ❖ Live at Warrabee 2024 – a perfect 29C day on Saturday 16 March saw more than 2,500 people head to Warrabee Park in Oakleigh for incredible performances from headliner Darlinghurst, plus Jade Gibson, Wilma Sights, Doc Halibut, Wasteman and there was also a surprise performance from Pop Choir. The I-OP Hip Hop Crew got the crowd dancing.

- ❖ Advanced photography workshop intensive with Jason Lau
- ❖ MAPH x PHOTO 2024 launch and exhibition (MAPh, exhibition until May)
- ❖ MAPH x PHOTO 2024 A constant state of transformation launch (Arts @ Collins)
- ❖ TOPshots 2024 launch, award announcement and exhibition (MAPh, exhibition until June)
- ❖ MAPH PHOTO 2024 guided CBD tour
- ❖ MAPH guided tours (until May)
- ❖ PHOTO 2024 Ideas Summit (MAPh)
- ❖ In conversation at MAPH: John Gollings and Anouska Phizacklea
- ❖ Author talks: Su-May Tan; Helen Signy (Wheelers Hill Library)
- ❖ Panel discussion: The Power of Romance (Wheelers Hill Library)
- ❖ Pasta Love talk and demo with Jaclyn Crupi (Clayton Library)
- ❖ Wonders of stamp collecting with Royal Philatelic Society of Victoria (Mt Waverley Library)
- ❖ Corners of Melbourne: A History with author Robyn Annear (Clayton Library)
- ❖ Life on the Victorian Railways with Nick Anchen (Wheelers Hill Library and online)
- ❖ International Women's Day Lunch with Elly Desmarchelier
- ❖ Active March
- ❖ Repair Café
- ❖ International Women's Day – Count Her In: Speed Mentoring Forum
- ❖ Safety talk: Home Safety and Security (Mandarin session)





2024

APRIL

- ❖ City Nature Challenge
- ❖ Detox Your Home
- ❖ The Man who Invented Vegemite: The True Story (online)
- ❖ Aboriginal Australian Soldiers: Fighting For Country (online)
- ❖ TOPshots 2024 artist talks (online)
- ❖ TOPshots 2024 artist-led tours (MAPh)
- ❖ MAPH workshop: Salt printing with Lingam. K
- ❖ MAPH school holiday program: Lenticular image workshops
- ❖ Storytime at MAPH
- ❖ MAPH artist talk: Janet Laurence (online program)
- ❖ Victor Melder Lecture – Sri Lanka and the Silk Roads of the Sea
- ❖ Seed Masterclass (Glen Waverley Library)
- ❖ Active Outdoors April
- ❖ Anzac Day services
- ❖ The Art of Sacrifice (Mount Waverley Library, for Anzac Day)
- ❖ Valley Reserve guided walk
- ❖ Library school holiday programs
- ❖ Tamil and Sinhalese New Year events at Monash libraries – dance workshop, craft activities
- ❖ Author talks: Gabriel Bergmoser; Tania Farrelly (Wheelers Hill Library)
- ❖ In Their Own Image: Greek Australians (Wheelers Hill Library, for the 2024 Australian Heritage Festival)
- ❖ Monash Connects
- ❖ Down the Drain exhibition by Emma Winkler (Civic Gallery)

MAY

- ❖ Neighbourhood House Week
- ❖ National Volunteer Week
- ❖ LGBTIQ+ 101 workshop with delsi (Online, for IDAHOBIT)
- ❖ *Equal the Contest* movie screening (Clayton Community Theatre, for IDAHOBIT)
- ❖ Author talk: Hanging Ned Kelly author Michael Adams (online, for the 2024 Australian Heritage Festival)
- ❖ History of MacRobertson's Chocolates (Wheelers Hill Library)
- ❖ A Stolen Generation Story: With Aunty Judi Wickes (online, for Reconciliation Week 2024)
- ❖ Tiny forest community planting day
- ❖ Author talks: Danielle Scrimshaw, Melinda Ham (Wheelers Hill Library)
- ❖ Garryowen Unmasked (Wheelers Hill Library, for the 2024 Australian Heritage Festival)
- ❖ Celebrate Diversity at Storytime sessions (Oakleigh and Glen Waverley libraries, for IDAHOBIT)
- ❖ Road Safety with Sara Coe, Victoria Police Senior Constable and Monash Crime Prevention Officer (Glen Waverley Library, for National Road Safety Week)
- ❖ *The New Boy* film screening (Clayton Library, for Reconciliation Week 2024)
- ❖ What's your Jam?
- ❖ Reconciliation Week Concert: An Evening with Uncle Bart Willoughby
- ❖ Monash Active Outdoors Program
- ❖ MAPH online teacher briefing – upcoming exhibitions and meet artist Sonia Payes
- ❖ Monash Women's Business Network lunch with Dr Catherine de Fontenay
- ❖ Monash Op Shop Tour
- ❖ Are you Safe at Home Day? Ask. Listen. Believe webinar
- ❖ Safety talk: Fire, Home and Personal Safety
- ❖ MAPH Mini Makers workshops (weekly until December)
- ❖ Concert: Jen Hawley (Wheelers Hill Library)
- ❖ Janet Laurence Behind the Lens Dinner (MAPh)



JUNE

- ❖ Author talk: Janet Werkmeister on Melbourne's roaring twenties (Wheelers Hill Library and online)
 - ❖ Captain Moonlite: The Tragic Love Story (online, for Pride Month)
 - ❖ WordFest 2024 (until July)
 - ❖ Built Photography and Hollow exhibition launch (MAPh, until August)
 - ❖ Hollow (MAPh, until August)
 - ❖ MAPH X Artist Photography Auction
 - ❖ Library school holiday program
 - ❖ *Watandar, My Countryman* film screening (for Refugee Week 2024)
 - ❖ Rethink your Fashion with Lalita Lowe (Wheelers Hill Library)
- ❖ Winter Series 2024 – The Dancin' Man – the first of three events in the 2024 Winter Series saw Luke Alleva and his band put on a show that had the crowd singing and laughing along. The show on Friday 7 June at Monash University Clayton's venue, The Count's, brought the community together for a night of entertainment as Luke did tricks and cartwheels on stage as he celebrated iconic song and dance men from bygone eras.

Council Awards

> Paintback program

Under the popular industry-led program Paintback, the Monash Recycling and Waste Centre continues to be a leading collection point for paint. Up to May 2024, 165,371kg of paint was delivered to the centre's collection point in Notting Hill and responsibly recycled. This ranks the Monash Recycling and Waste Centre as the second-highest collector for Victoria and fifth-highest nationally.

> 2023 Victorian School Design Awards

The Pinewood Child and Family Hub won the Best Kindergarten or Early Learning Facility category in the 2023 Victorian School Design Awards. It's the second year in a row Council has won the award – being a joint winner in 2022 for the Wellington Child and Family Hub. The Pinewood hub incorporates beautiful indoor and outdoor spaces with two kindergarten rooms, three maternal and child health rooms and outdoor learning and public spaces.

> Diversity Council Australia – Inclusive Employer 2023/2024

In November 2023, Active Monash was named as an Inclusive Employer by Diversity Council Australia, earning a well-deserved spot on the prestigious Diversity Council Australia Inclusive Employer Index. The Inclusive Employer Index is an annual benchmarking tool that acknowledges and celebrates organisations in Australia that excel in promoting diversity and inclusion. Active Monash not only met but exceeded the high standards set by this benchmark. We are proud to be among the leading companies dedicated to creating a more inclusive and equitable workplace.

> Aquatics and Recreation Victoria Awards 2024

Thirteen Active Monash staff were nominated for Aquatics and Recreation Victoria Awards, with Megan Stevens awarded Customer Experience Officer of the Year at a gala dinner on 21 June 2024.

> Parks and Leisure Australia 2023 National Awards of Excellence

Westerfield Drive Sensory Playspace was crowned the Best Playspace in Australia (under \$500,000) at the Parks and Leisure Australia (PLA) 2023 National Awards of Excellence, announced on 24 October 2023. The award recognised the playspace's dynamic array of play elements that engage the senses. The playspace was also praised for its achievement in increasing play opportunities for families in an area of Monash with an undersupply of public open space. The playspace also won the same award at the regional PLA awards.

> Active Communities

Council's Active Communities team was recognised for its 'participate your way' philosophy, winning the Victorian AUSactive Award for Social Value and Community Impact, as well as the Australian Sport, Recreation and Play Innovation Award for Innovative Activities and Programs. The popular year-round program delivers hundreds of activities and services for all ages and abilities, with a strong emphasis on inclusion.

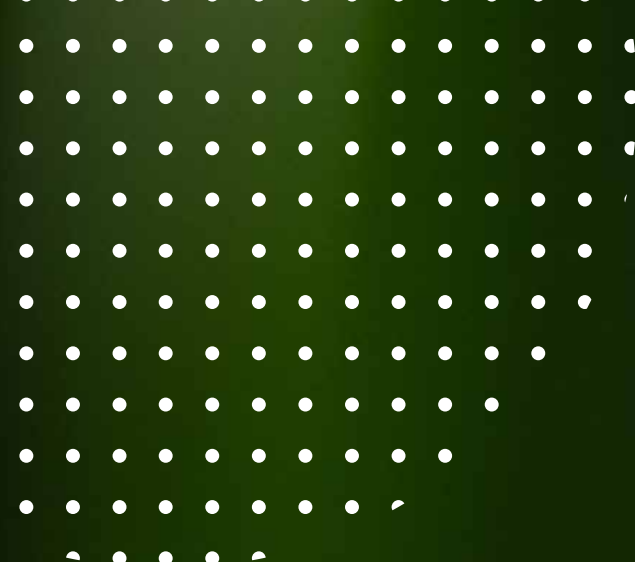


➤ National Economic Development 2023 Awards for Excellence

Council's Economic Development Coordinator, Paula Brennan, was the winner of the Peter Chaffey Economic Development Leadership Award at the National Economic Development 2023 Awards for Excellence in August 2023. The national award recognises an individual who has demonstrated exemplary performance in the economic development profession, who has had a significant impact on revitalising communities, and has been at the forefront of developing and delivering projects that drive innovation and change, all while playing a major role in shaping and improving the practice of economic development.

➤ 2024 AILA Victoria Landscape Architecture Awards

Council's Cameron Avenue and Progress Park playspaces were named as a Landscape Architecture Award Winner in the playspaces category at the 2024 AILA Victoria Landscape Architecture Awards. Designed by Playce, the awards jury felt the spaces created a destination and addressed site safety through a well-thought-out design and planting palette, as well as road modifications to support safe pedestrian movement. The jury agreed that this vibrant and challenging space, with its diverse recreational elements, promotes inclusivity through clever placement and attention to detail. The Cameron Avenue Reserve playspace project was made possible thanks to a \$900,000 grant from the State Government through the Local Parks Program and a Council contribution of just \$150,000.



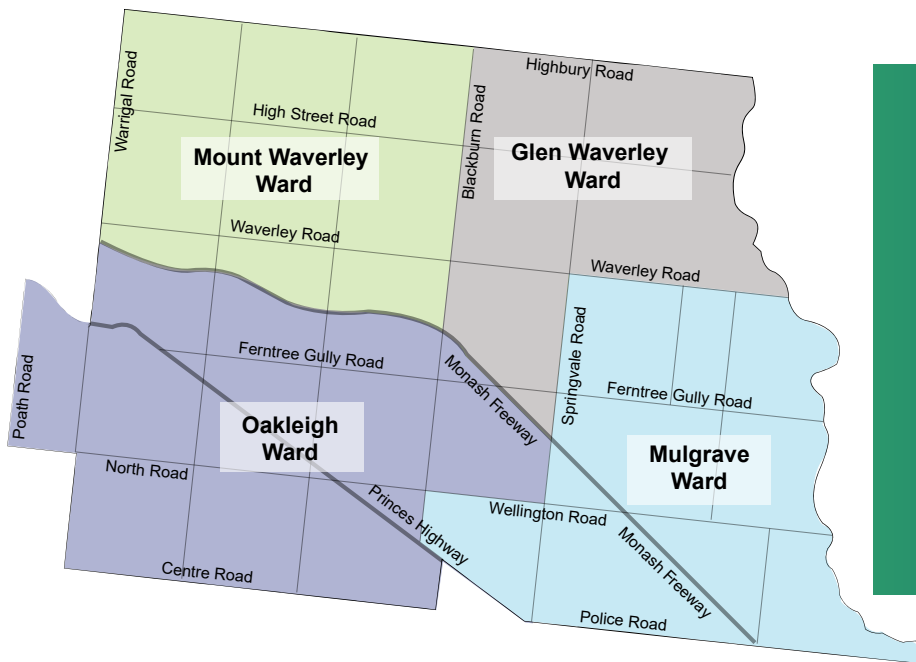
Section two

Governance



Councillors

Governance is about Council operating effectively, efficiently, impartially and with integrity and compassion.



The City of Monash has 11 councillors who represent the wards of:

- ❖ Oakleigh
- ❖ Mount Waverley
- ❖ Glen Waverley
- ❖ Mulgrave

At Monash, we place a strong emphasis on good governance, and all of Council's decisions are made based on good governance principles and the needs of our community. We have appropriate policies and procedures in place to ensure we meet the legislative requirements of the *Local Government Act 2020*. Councillors are democratically elected every four years in a general election in accordance with the *Local Government Act 2020*. The next election will be held in October 2024. In February 2024, the Victorian Electoral Commission announced that Monash will move towards 11 single-councillor wards in time for these local government elections. The wards will be named Gardiners Creek, Blackburn, Gallaghers, Mayfield, Scotchmans Creek, Jells, University, Warrigal, Banksia, Wellington and Waverley Park.

The table below lists Monash councillors who served in 2023/24, their ward and election date.

Councillor	Ward	Election Date
Paul Klisaris	Mulgrave	24 October 2020
Shane McCluskey	Mulgrave	24 October 2020
Tina Samardzija	Mulgrave	24 October 2020
Geoff Lake	Glen Waverley	24 October 2020
Nicky Luo	Glen Waverley	24 October 2020
Josh Fergeus	Oakleigh	24 October 2020
Stuart James	Oakleigh	24 October 2020
Theo Zographos	Oakleigh	24 October 2020
Brian Little	Mount Waverley	24 October 2020
Rebecca Paterson	Mount Waverley	24 October 2020
Anjalee de Silva	Mount Waverley	24 October 2020

Councillor Code of Conduct

The *Local Government Act 2020* requires councils to review and approve a Councillor Code of Conduct within four months of each general election.

Council's Councillor Code of Conduct is designed to:

- ❖ Assist councillors to maintain the highest standards of conduct and behaviour, as well as provide a means to deal with problems they may encounter
- ❖ Attract the highest level of confidence from Council's stakeholders
- ❖ Assist the mayor and councillors to discharge the responsibilities of their public office appropriately.

In addition to setting out the Councillor Conduct principles, the code also outlines:

- ❖ Other conduct definitions under the Act, such as those relating to misuse of position, improper direction, breach of confidentiality and conflict of interest
- ❖ Roles and relationships
- ❖ Dispute resolution procedures.

A copy of the Councillor Code of Conduct is available on Council's website at www.monash.vic.gov.au or by contacting Council on [9518 3555](tel:95183555) or mail@monash.vic.gov.au



Conflict of Interest

Conflict of Interest is governed by sections 126 – 131 of the Local Government Act 2020 (LGA 2020). At its most basic, a conflict of interest occurs when a councillor or Council officer acts in a self-serving manner, i.e. they put their own interests, or the interests of those who they have a close association with, above their duty as a councillor or Council officer to be impartial.

There are two categories of Conflict of Interest. The first is a General Conflict of Interest (section 127 of the LGA 2020). A councillor or a member of Council staff has a General Conflict of Interest in a matter – if an impartial, fair-minded person would consider that the person's private interests could result in that person acting in a manner that is contrary to their public duty. This is a very broad category and, among many other things, could involve making a decision on an application submitted by an acquaintance.

The second is a Material Conflict of Interest (section 128 of the LGA 2020). A councillor or a member of Council staff has a Material Conflict of Interest if certain specified individuals or groups would gain or suffer either a financial or non-financial benefit or loss if a particular decision was made. Included among these individuals and groups are the councillor or Council officer themselves and:

1. Their family members
2. A body corporate of which they, or their spouse, are a director or a member of the governing body
3. Their employer, unless a public body
4. Their business partner
5. Anyone for whom they act as a consultant, contractor or agent
6. Where they are a trustee, any beneficiary of the trust
7. Where they have received a disclosable gift.

If a councillor or Council officer has a Conflict of Interest, they must immediately cease involvement in the issue, including voting on the matter.

Council Meetings

Council holds regular meetings on the last Tuesday of each month, and residents and ratepayers are welcome to attend these meetings or watch via a livestream.

Additional meetings of Council may also be called to discuss and decide on specific matters. The minutes of Council meetings are available on Council's website and at the Civic Centre. All Council meetings for 2023/24 were held at the Civic Centre, 293 Springvale Road, Glen Waverley. As per Council's Governance Rules, the meetings were held in hybrid style, with some councillors attending in person and others online.

The Council meetings were held on:

- ❖ 4 July 2023 (Additional meeting)
- ❖ 25 July 2023
- ❖ 29 August 2023
- ❖ 26 September 2023
- ❖ 31 October 2023
- ❖ 14 November 2023 (Additional meeting – election of mayor and deputy mayor)
- ❖ 28 November 2023
- ❖ 5 December 2023 (Additional meeting to consider submissions received for the proposed 2024/25 Annual Budget)
- ❖ 12 December 2023 (Additional meeting)
- ❖ 19 December 2023
- ❖ 30 January 2024
- ❖ 27 February 2024
- ❖ 26 March 2024
- ❖ 2 April 2024 (Additional meeting)
- ❖ 30 April 2024
- ❖ 28 May 2024
- ❖ 25 June 2024

Councillor attendances at Council meetings

2023/24 Councillor	Regular Meetings of Council Attended	Additional Meetings of Council Attended	Total Attendances
Anjalee de Silva	10	3	13
Josh Fergeus	11	4	15
Stuart James	8	5	13
Paul Klisaris	8	5	13
Geoff Lake	11	4	15
Brian Little	11	5	16
Nicky Luo	12	5	17
Shane McCluskey	12	5	17
Rebecca Paterson	11	5	16
Tina Samardzija	12	5	17
Theo Zographos	11	5	16

Councillor Allowances

In accordance with Section 39 of the Local Government Act 2020, mayors, deputy mayors and councillors are entitled to receive an allowance while performing their duties as a councillor.

The allowance is set by a Determination of the Victorian Independent Remuneration Tribunal pursuant to the *Victorian Independent Remuneration Tribunal and Improving Parliamentary Standards Act 2019*. Under the Determination, councils are currently divided into four categories based on the income and population of each council. Monash Council is a Category 3 council.

The annual allowances for Monash Council were:

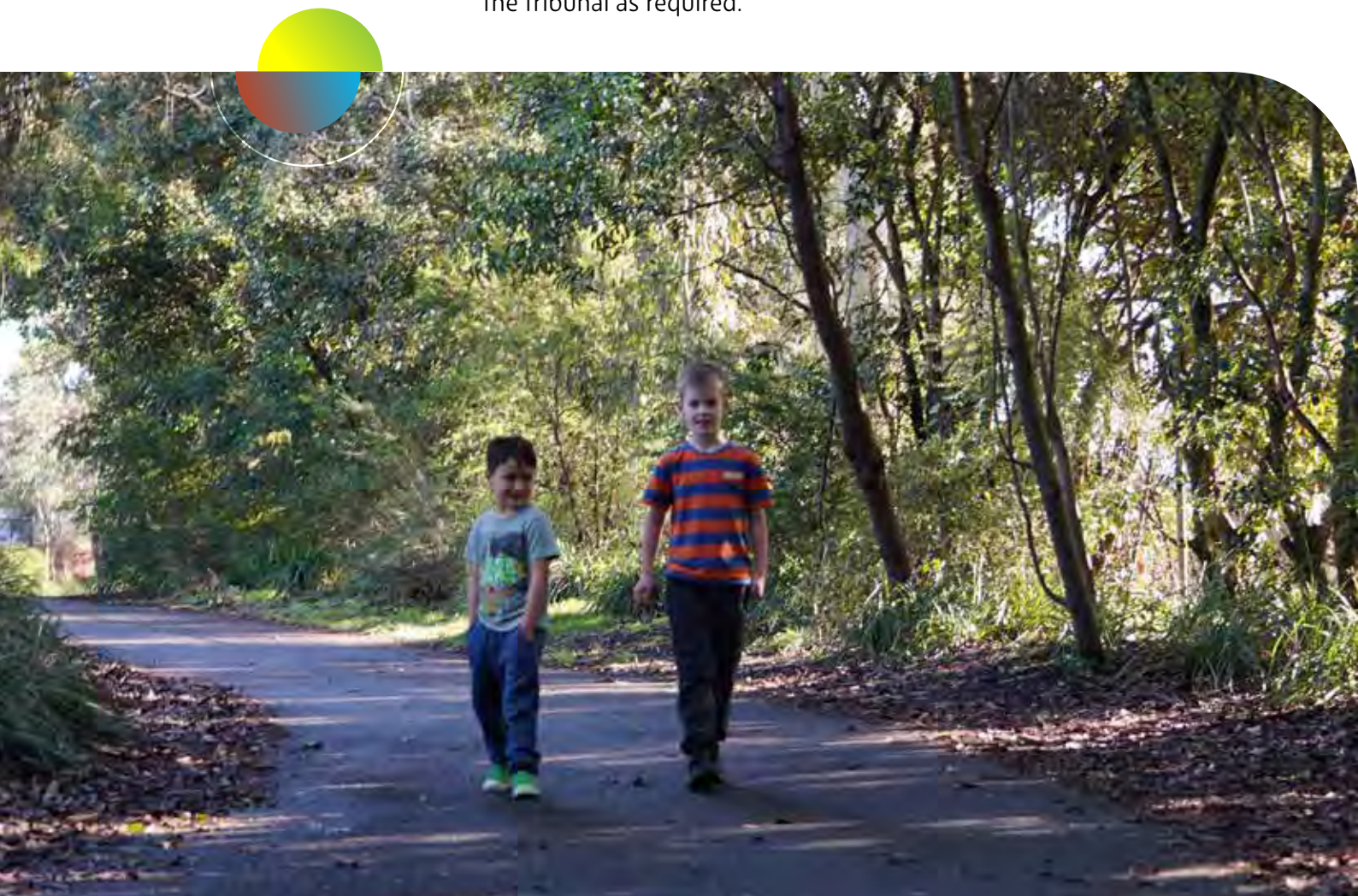
From 1 July 2023 to 17 December 2023:

- ❖ \$37,010 for the councillor allowance
- ❖ \$61,315 for the deputy mayor allowance
- ❖ \$122,630 for the mayoral allowance.

From 18 December 2023 to 1 July 2024:

- ❖ \$38,047 for the councillor allowance
- ❖ \$62,972 for the deputy mayor allowance
- ❖ \$125,944 for the mayoral allowance.

These allowances are adjusted yearly to reflect CPI and are adjusted by the tribunal as required.



Councillor Expenses

In accordance with Section 40 of the Local Government Act 2020, Council is required to reimburse a councillor for expenses incurred while performing their duties as a councillor.

Council is also required to adopt and maintain a policy in relation to the reimbursement of expenses for councillors. The policy provides guidance for the payment of reimbursements of expenses, and the provision of resources, facilities and other support to the mayor and councillors to enable them to discharge their duties. Council also publishes in its Annual Report the details of the expenses, including reimbursement of expenses for each councillor and member of a council committee paid by the Council. The details of the expenses including reimbursement of expenses for each councillor and member of a Council committee paid by the Council for the 2023/24 year are set out in the following table.

Councillor	Travel \$	Car mileage \$	Child care \$	Information and communication expenses \$	Conferences and training expenses \$	Total \$
Anjalee de Silva	399.35	0	0	1,440	1,018.18	2,857.53
Josh Fergeus	494.80	0	0	2,160	1,903.18	4,557.98
Stuart James	479.75	0	0	1,440	2,691.45	4,611.20
Paul Klisaris	0	0	0	0	200	200
Geoff Lake	0	0	0	720	0	720
Brian Little	0	0	0	1,440	200	1,640
Nicky Luo	2,627.80	0	0	2,160	3,777.73	8,565.43
Shane McCluskey	655.06	0	0	1,440	1,685.45	3,780.51
Rebecca Paterson	766.19	0	0	2,160	2,580.45	5,506.64
Tina Samardzija	437.53	0	0	1,440	3,812.95	5,690.48
Theo Zographos	766.19	0	0	868	3,849.86	5,484.05

Note: No expenses were paid by Council including reimbursements to members of Council committees during the year.

Audit and Risk Committee

As part of its commitment to good governance, Council has in place an Audit and Risk Committee (the Committee) that acts as an independent advisory committee to Council. The Committee has been established under Section 53 of the Local Government Act 2020.

The Committee's objective is to provide appropriate independent advice and recommendations to Council on matters relevant to the Committee's Charter in order to facilitate decision-making by Council in relation to the discharge of Council's accountability requirements. This includes providing Council with guidance on:

- ❖ Financial and performance reporting (internal and external)
- ❖ Management of financial and other risks and the protection of Council assets
- ❖ The effectiveness of Council's system of internal controls
- ❖ The effectiveness of the internal and external audit functions
- ❖ The provision of an effective means of communication between the external auditor, internal audit, management and Council.

The Committee does not have executive powers or authority to implement actions in areas over which management has responsibility and does not have any delegated financial responsibility. The Committee does not have any management functions and is therefore independent of management.

Minutes are kept for all Committee meetings and these are shared with Council after every meeting.



Membership and attendance

The Committee consists of five members: two councillors and three independent members. Councillor members are appointed annually and independent members are appointed for three-year terms by Council. Councillor members are usually appointed in November each year after the mayor has been elected and this may result in changes in Councillor member appointments during the reporting period of Council's Annual Report.

Name	Role	Member since	2023/24 attendance	
			Rostered	Attended
Andrew Dix	Independent member and Chair	July 2019	4	4
Binda Gokhale	Independent member	June 2023	4	4
John Watson	Independent member	July 2020	4	4
Geoff Lake	Councillor member	November 2018	4	3
Tina Samardzija	Councillor member	November 2020	4	3

Councillor Stuart James, as the alternate councillor member of the Committee, did not attend any scheduled meetings for the reporting period.

The meetings are also attended by Council's Chief Executive Officer, Director of Corporate Services, Manager Corporate Performance, or their delegates, by invitation of the Committee. Other Council staff are invited to attend in relation to their specific agenda reports. The Internal Audit Service Provider and External Auditor also attend the meetings.



Remuneration

For the year ended 30 June 2024 the remuneration to the independent members for their role in the Audit and Risk Committee were as follows:

Name	Amount
Andrew Dix	\$11,748
Binda Gokhale	\$9,400
John Watson	\$9,400

Meetings with auditors

The Committee met with the External and Internal Auditors in the absence of management during the year as required.

Annual work plan

The Committee established an Annual Work Plan based on its Charter responsibilities. The Plan is the foundation of all meeting agendas and enables the Committee to fully discharge its responsibilities. The Plan is reviewed and refreshed annually.

> Key activities

In the reporting period, the Committee has considered many matters. These included, and are summarised, below:

Financial and performance reporting

- ❖ Oversight of the preparation of the Annual Financial Report and Annual Performance Statement
- ❖ Review of management financial reports
- ❖ Review of Council's reporting under the Local Government Performance Reporting Framework (LGPRF)
- ❖ Consideration and endorsement of changes in reporting standards and policies.

Risk management

- ❖ Consideration of regular reports on Council's risk profile and risk management activity
- ❖ Oversight of the monitoring activity of high-risk areas by Council
- ❖ Oversight of management responses to business continuity planning and testing activities
- ❖ Oversight of management activity related to compliance management
- ❖ Oversight of management's work done to mitigate and prevent fraudulent and corrupt behaviour in the organisation.

Internal control environment

- ❖ Monitoring outcomes of reviews by Council of key policies
- ❖ Monitoring the impact of legislative changes on Council's operations
- ❖ Consideration of the impact on Council of the outcomes of integrity body reports, including reports from Independent Broad-based Anti-Corruption Commission, Victorian Auditor General's Office, Local Government Inspectorate and Ombudsman Victoria.

Internal and external audit

- ❖ Review and endorsement of the internal audit plan
- ❖ Consideration of the outcomes of internal audit reviews
- ❖ Review and endorsement of the external audit plan
- ❖ Consideration of the outcomes of the external audit
- ❖ Monitoring the performance of the internal and external audit functions
- ❖ Monitoring management performance in closing out audit recommendations.

Facilitation of communication between audit functions and management

- ❖ Meeting with the audit functions in the absence of management.

Other key activities included:

- ❖ Review of the Committee Charter and reporting to Council on recommended improvements
- ❖ Assessment of the Committee's performance
- ❖ Review of the Committee's strategic focus and risk appetite, with a view to enhancing the value it adds to Council.

The Committee's Chairperson, Andrew Dix, provided bi-annual reports to the Chief Executive Officer which summarised the activities of the Committee and provided any findings and recommendations in relation to the functions of the Committee. Six-monthly review reports were presented to the Chief Executive Officer at the 24 November 2023 and 14 March 2024 Audit and Risk Committee meetings.



➤ Internal audit activity

Council's internal audit activity is robust and is driven by a strategic three-year internal audit plan endorsed by the Committee. Internal audit reviews completed over the 2023/24 financial year, in line with the approved internal audit plan, covered the following:

- ❖ Lease and licenses
- ❖ Immunisation management
- ❖ IT cyber security
- ❖ Statutory planning
- ❖ GST compliance
- ❖ Payroll (including data analytics)
- ❖ Recruitment and selection practices
- ❖ Commonwealth Child Care Subsidy (CSS) funding/payment review.

The Committee ensures a close alignment of the internal audit plan with Council's strategic risk profile. Council continues to retain a strong focus on the completion of actions reported through audit activity.

➤ Internal audit service provider

Crowe Australasia (Crowe), an affiliated of Findex (Aust) Pty Ltd, has finalised its contractual obligations for the internal auditing service with Monash Council. Crowe has been the internal auditor for Monash Council since July 2019 and has successfully implemented several audits over this time.

Aster Advisory Pty Ltd successfully secured the internal auditing tender at Monash Council and commenced its work on 1 July 2024.

➤ External audit service provider

Council's external audit service provider is HLB Mann Judd. The Committee monitors the work of and assesses the performance of HLB Mann Judd. This is the third year of service with HLB Mann Judd, following the change of service provider from the Auditor General's Office as of 1 July 2021.

The Committee has a strong relationship with the external auditor and continues to be well-engaged in the external audit process. The Committee monitors management responses to any recommendations made by HLB Mann Judd.

Risk Management

Risk management is a key component of our governance structure and is applied across the organisation.

Our Enterprise Risk and Opportunity Management Framework (available on Council's website) is based on the international standard for risk management, ISO 31000:2018. It provides a structured process for identifying and managing risk. The framework was reviewed and updated this year.

The Monash Risk Management Committee meets on average every two months to review the strategic risk register, discuss new and emerging risks, review the effectiveness of organisational controls, and review the risk management culture. Operational risks are reviewed quarterly, with reports provided to the Committee. The internal audit function provides objective and independent assurance over the effectiveness of internal controls, risk management and governance activities. The Audit and Risk Committee is briefed on Council's strategic risks and corporate risk activities at each meeting.

Insurance

Council has in place an insurance program designed to transfer the risk of financial losses.

These areas include assets, motor vehicles, cyber risks, as well as public and professional liabilities. Amid an ever-hardening insurance market, Council ensures its coverages and policies are more than adequate to ensure continuity of the essential services Council delivers in within the community.



Asset Management

Council has an extensive portfolio of assets, which is valued at \$3.89 billion.

This includes:

- ❖ \$2.6 billion of Council-owned land and \$1.2 billion of assets at current valuation
- ❖ 300 buildings ranging from neighbourhood houses to community centres, sporting pavilions and the Civic Centre
- ❖ 1,303 kilometres of underground pipes and 46,252 stormwater pits
- ❖ 165 playgrounds within reserves and 40 associated with Council-owned preschools and community facilities
- ❖ 66 sportsgrounds
- ❖ 1478 public lights over Council sporting grounds, reserves and car parks, and Council is responsible for 10,300 streetlights on local roads and 3,600 shared responsibility streetlights on main roads
- ❖ A pedestrian network of 1,465 kilometres of on-road pathways and 108 kilometres of off-road pathways (includes shared paths)
- ❖ A road network of 748 kilometres of sealed local roads and 20 kilometres of right of ways
- ❖ 764 structures including 628 retaining walls, 62 bridges, jetties and boardwalks, and 74 freestanding walls
- ❖ 190 off-street car parks and Council plant and fleet comprising 340 registered vehicles.

Projects completed in 2023/24 that support the delivery of the Asset Management Policy include:

- ❖ Upgrades to Council's Asset Management Information System including:
 - Mapping of sportsgrounds and bushland assets was completed
 - Commencement of Golf and Bushland field teams using mobile applications to view and record their work programs
- ❖ Structural assessment of poor and very poor retaining walls for the development of maintenance and replacement works program.



Digital and Technology

Monash Council's Digital Transformation Program, spanning from 2020 to 2024, is a suite of transformative initiatives aimed at redefining our organisation with a customer-centric approach.

The 2023/24 period marked the progression of significant projects under this umbrella, with Digital and Technology (DT) advancing technological developments that serve Monash staff and the community.

Some of the key initiatives included:

Smart City Transition Program

As part of our program, we:

- ❖ Increased our smart stormwater sensors to 83 to help with the proactive stormwater preventive maintenance program
- ❖ Installed 138 new waste bin sensors to streamline how we empty our bins in public areas
- ❖ Installed 15 network gateways to provide the underlying communications infrastructure for the sensors in various locations
- ❖ Incorporated 483 smart light sensors as part of the LED replacement program
- ❖ Increased people-counting sensors to 16 in our existing pilot, which allows us to better plan and respond in our busy shopping precincts.

These initiatives are set to revolutionise how we operate and interact with our assets, paving the way for a more connected and intelligent future for the City of Monash.

Cyber Security

We reached a significant milestone in advancing Council's cyber security posture by achieving a Level 2 on the E8 (Essential Eight) maturity model. Additionally, we developed a new cyber security strategy to set objectives for successfully implementing cyber security controls over the next four years (2024-2028) and established a roadmap for achieving these objectives.

E-services Program

Since the program's beginning in 2020/21, 133 processes have been digitised across three divisions. For 2023/24, we digitised 32 customer experience processes across the Executive, City Development and City Services divisions under the E-services Program. As a result, 84 per cent of all applications and licensing requests are now being submitted online.

Data Analytics Program

In 2023/24, we expanded financial reporting for budget owners and business teams. This expansion added visibility into financial commitments, budget variances and forecasting, and provided supplementary reports for future budget planning, benefiting more than 150 users by enhancing financial management across the Council. We maintained the momentum with continued support for the Rates team through Self-Service BI tools and added over 40 Power-BI insights to the Customer Experience, City Services, City Development and People and Safety teams.



Governance and Management Checklist

The Governance and Management Checklist shows the frameworks Council has for policies, community engagement, planning, monitoring, reporting and decision making.

This checklist is produced in accordance with the *Local Government Act 2020* and the *Local Government (Planning and Reporting) Regulations 2014*. Some items in the checklist concern compliance with legislation, while others relate to matters regarded as good practice. Council has complied with all legislative requirements in the checklist. The results of our assessment against the checklist are set out below.

Governance and Management Items		Assessment
GC1	Community engagement policy (Policy under section 55 of the Act outlining Council's commitment to engaging with the community on matters of public interest)	COMPLIES Date of adoption: 25 August 2020. The requirement date of adoption under the Act: 1 March 2021.
GC2	Community engagement guidelines (Guidelines to assist staff to determine when and how to engage with the community)	COMPLIES Date of commencement: 1 March 2022.
GC3	Financial Plan (Plan under section 91 of the Act outlining the financial and non-financial resources required for at least the next 10 financial years)	COMPLIES Date of adoption: 26 October 2021. Requirement date of adoption under the Act: 31 October 2021 (every four years).
GC4	Asset Plan (Plan under section 92 of the Act setting out the asset maintenance and renewal needs for key infrastructure asset classes for at least the next 10 years)	COMPLIES Date of adoption: 26 October 2021 (to be updated 2024). Requirement date of adoption under the Act: 30 June 2022.
GC5	Revenue and Rating Plan (Plan under section 93 of the Act setting out the rating structure of Council to levy rates and charges)	COMPLIES Date of adoption: 29 June 2021 Requirement date of adoption under the Act: 30 June 2021 (every four years).

Governance and Management Items		Assessment
GC6	Annual Budget (Plan under section 94 of the Act setting out the services to be provided and initiatives to be undertaken during the budget year and the funding and other resources required)	COMPLIES Date of adoption: 30 May 2024. Requirement date of adoption under the Act: 30 June 2024.
GC7	Risk policy (Policy outlining Council's commitment and approach to minimising the risks to Council's operations)	COMPLIES Date of commencement of current policy: 13 June 2024.
GC8	Fraud policy (Policy outlining Council's commitment and approach to minimising the risk of fraud)	COMPLIES Date of operation of current policy: 24 November 2023.
GC9	Municipal Emergency Management Plan (Plan under section 60ADB of the <i>Emergency Management Act 2013</i> for emergency mitigation, response and recovery)	COMPLIES Date of commencement of current plan: 25 November 2022.
GC10	Procurement policy (Policy under section 108 of the Act outlining the principles, processes and procedures that will apply to the purchase of goods and services by the Council)	COMPLIES Date of adoption: 31 October 2023.
GC11	Business Continuity Plan (Plan setting out the actions that will be undertaken to ensure that key services continue to operate in the event of a disaster)	COMPLIES Date of commencement of current plan: 12 June 2024.
GC12	Disaster Recovery Plan (Plan setting out the actions that will be undertaken to recover and restore business capability in the event of a disaster)	COMPLIES Date of commencement of current plan: 9 November 2023.
GC13	Complaint policy (Policy under section 107 of the Act outlining Council's commitment and approach to managing complaints)	COMPLIES Date of commencement of the policy: 13 December 2022.
GC14	Workforce Plan (Plan outlining Council's commitment and approach to planning the current and future workforce requirements of the organisation)	COMPLIES Date of commencement of the policy: January 2022.
GC15	Payment of rates and charges hardship policy (Plan outlining Council's commitment and approach to assisting ratepayers experiencing financial hardship or difficulty paying their fees)	COMPLIES Date of commencement of the policy: 26 July 2022.

Governance and Management Items		Assessment
GC16 Risk management framework		COMPLIES
	(Framework outlining Council's approach to managing risks to the Council's operations)	Date of commencement of current framework: 23 July 2024
GC17 Audit and Risk Committee		COMPLIES
	(Advisory committee of Council under sections 53 and 54 of the Act whose role is to oversee the integrity of a council's financial reporting, processes to manage risks to the Council's operations and for compliance with applicable legal, ethical, and regulatory requirements)	Date of establishment: 8 November 1995
GC18 Internal audit		COMPLIES
	(Independent accounting professionals engaged by the Council to provide analysis and recommendations aimed at improving Council's governance, risk and management controls)	Date of engagement of current provider: 1 July 2024.
GC19 Performance reporting framework		COMPLIES
	(A set of indicators measuring financial and non-financial performance, including the performance indicators referred to in section 98 of the <i>Local Government Act 2020</i>)	Date of operation of current framework: 31 October 2019.
GC20 Council Plan report		COMPLIES
	(Report reviewing the performance of the Council against the Council Plan, including the results in relation to the strategic indicators, for the first six months of the financial year)	Date of reports for this reporting period: 25 October 2023, 14 February 2024, 24 April 2024 and 31 July 2024.
GC21 Quarterly budget reports		COMPLIES
	(Quarterly statements to the Council under section 97(1) of the <i>Local Government Act 2020</i> , comparing actual and budgeted results and an explanation of any material variations)	Date of statements presented for this reporting period: 28 November 2023, 27 February 2024, 30 April 2024 and 26 September 2023 (annual financials 2022/23).
GC22 Risk reporting		COMPLIES
	(Six-monthly reports of strategic risks to Council's operations, their likelihood and consequences of occurring and risk minimisation strategies)	Date of reports for this reporting period: 14 September 2023, 24 November 2023, 14 March 2024, 13 June 2024 and 12 September 2024.
GC23 Performance reports		COMPLIES
	(Six-monthly reports of indicators measuring financial and non-financial performance, including the performance indicators referred to in section 98 of the Act)	Date of reports for this reporting period: 14 February 2024 and 31 October 2023 (Annual Report).

Governance and Management Items**Assessment****GC24 Annual Report**

(Annual Report under sections 98, 99 and 100 of the *Local Government Act 2020* containing a report of operations and audited financial and performance statements)

COMPLIES

Date of council endorsement:
31 October 2023.

GC25 Councillor Code of Conduct

(Code under section 139 of the Act setting out the standards of conduct to be followed by councillors and other matters)

COMPLIES

Date of last review and adopted:
23 February 2021.

GC26 Delegations

(Documents setting out the powers, duties and functions of Council and the Chief Executive Officer that have been delegated to members of staff, in accordance with sections 11 and 47 of the Act)

COMPLIES

Date of review under section 11(7):
31 October 2023.

GC27 Meeting procedures

(Governance Rules under section 60 of the Act governing the conduct of meetings of Council and delegated committees)

COMPLIES

Date current governance rules adopted:
26 April 2023

I certify that this information presents fairly the status of Council's governance and management arrangements.



Dr Andi Diamond
Chief Executive Officer

Dated: 24 September 2024



Cr Nicky Luo
Mayor

Dated: 24 September 2024

Public Transparency

The *Local Government Act 2020* requires Council to maintain a Public Transparency Policy. Under the policy, Council information will be made available on the Council website, at the Council offices and/or on request.

Council will facilitate access to Council information by making as much information publicly available as it can, providing in different formats and, where appropriate, in different languages.

In accordance with Council's Public Transparency Policy, Council generally makes the following types of information available:

- ❖ Council agendas and minutes (other than for those items that are confidential under the *Local Government Act 2020*).
- ❖ Plans, strategies, reports and policies adopted by Council.
- ❖ Information that supports Council's decision-making.
- ❖ Guidelines, manuals and processes that support permit and grant applications.
- ❖ Statutory registers and other information as required by the Act and the Policy.

Information can generally be accessed on Council's website, at its Service Centres or on request.

Some Council information may not be made publicly available. This will occur if the information is Confidential Information, or if its release would be contrary to the public interest. This primarily includes information that is confidential under the *Local Government Act 2020*.



Tenders, Contracts and Procurement

➤ Procurement policy and compliance

All procurement contracts executed during the 2023/24 financial year were compliant with Council's Procurement Policy and the *Local Government Act 2020*.

While Council's Procurement Policy was not due for a review until the next four-year term of Council, it was updated and endorsed in October 2023. The update ensured alignment with the updated S5 Instrument of Delegation from Council to the CEO regarding contract variation delegation rules endorsed at the same Council meeting.

The updated contract variation rules removed ambiguity and provided greater clarity about the delegation approvals required for contract variations that may exceed pre-approved values.

➤ Tenders and contracts

During the 2023/24 financial year, Council publicly advertised 55 tenders and expressions of interest and ran 48 invited quotations and tenders in accordance with its Procurement Policy.

Some significant and complex procurement projects included:

- ❖ Glen Waverley Civic Precinct - Architectural Services
- ❖ Monash Carols by Candlelight
- ❖ Mount Waverley Reserve Pavilion Construction
- ❖ Internal Audit Services
- ❖ Central Car Park, Part Sale - Real Estate Services
- ❖ Jack Edwards Reserve Pavilion Development
- ❖ Ward Avenue Kindergarten
- ❖ Dorrington Child and Family Hub Construction.

A full list of awarded public tenders is also available from Council's public website: <https://monash.etenderbox.com.au/ListTenderResults.aspx>

➤ Collaboration

On behalf of the Eastern Region Procurement Network (consisting of Boroondara, Knox, Maroondah, Manningham, Monash, Whitehorse and Yarra Ranges councils), Monash led and implemented a new collaboration special condition to allow councils to enter another council's contract if it presents best value. This increases the opportunity for councils to collaborate.

Monash Council is also leading a review of opportunities to collaborate on capital works projects and is also participating in a number of collaborative procurement activities with councils including civil services, minor building works, footpaths, kerb and channel and traffic management.

Domestic Animal Management Plan

The *Domestic Animal Management Plan 2021-2025 (DAM)* provides a strategic framework for policy direction and action plans related to animal management during the four-year period to 2025.

Actions in the third year of the plan include:

- ❖ **Training updates:** Three officers completed training on domestic and family violence, while four are pursuing a Certificate IV in Animal Regulation and Management.
- ❖ **Multilingual resources:** Responsible pet ownership guides for cats and dogs are now accessible in Mandarin, Arabic, Vietnamese and Singhalese.
- ❖ **Nuisance management:** The Dog Barking Nuisance Procedure was further revised, complemented by in-house refresher training for officers.
- ❖ **Dog off-leash areas:** Following extensive community consultation, adjustments were made to existing dog off-leash areas, and 14 new areas were established.
- ❖ **Patrol frequency:** Animal management park patrols have been intensified, with a focus on monitoring the newly established dog off-leash areas.

Food Act Ministerial Directions

In accordance with Section 7E of the *Food Act 1984*, Council is required to publish a summary of any ministerial directions received during the financial year in its Annual Report.

In 2023/24, no ministerial directions were received by Council.



Freedom of Information

Monash Council is an agency to which the *Freedom of Information Act 1982* applies.

This means that individuals can make an application to Council to access documents in accordance with the legislation. Information on how to make a Freedom of Information requests is available on Council's website at www.monash.vic.gov.au or by contacting Council's Freedom of Information and Privacy Officer.

Further, in accordance with sections 7(4AA) (a) and 7(4AA) (b) of the *Freedom of Information Act 1982*, Council is required to publish certain statements in its Annual Report or separately (such as on its website), concerning its functions and information available. This is known as a Part II Statement. This outlines the types of documents Council holds, its publications, details of process etc. This is available on Council's website.

Fraud and Corruption Control

In line with good governance, Council maintains a Fraud and Corruption Control Framework which brings together Monash's approach to prevention, detection and investigation of fraudulent and corrupt behaviour and is consistent with the Australian Standard on Fraud and Corruption Control (AS8001:2008).

The Fraud and Corruption Control Framework sets out how Council will work to mitigate and prevent fraudulent and corrupt behaviour in the organisation, identify instances of fraud and corruption, investigate these, resolve them appropriately and learn from our sector's experiences and incorporate these lessons into our internal controls. There is a compulsory Fraud and Corruption Control training module that is assigned to all new starters upon commencement of employment.

The training is designed to help staff:

- ❖ Increase their awareness on what is fraud and corruption in the workplace,
- ❖ Identify red flags for fraud and corrupt conduct, and
- ❖ Know how to report matters or obtain advice internally and externally.

In 2023/24, 86 per cent of Council employees had completed the training.

Council has established a Fraud and Corruption Prevention Steering Committee to ensure the appropriateness and adequacy of fraud and corruption controls. The committee meets at least twice a year. Members of the committee represent a range of Council functions including strategic procurement, finance, governance and legal, people and safety, and corporate performance.

Public Interest Disclosures

Public Interest Disclosures are reports and complaints about wrongdoing in the public sector. These types of complaints are governed by the *Public Interest Disclosures Act 2012*.

Monash Council is committed to the aims and objectives of the legislation which aims to:

- (a) Encourage and facilitate disclosures of:
 - (i) Improper conduct by public officers, public bodies and other persons
 - (ii) Detrimental action taken in reprisal for a person making a disclosure under this Act
- (b) Provide protection for:
 - (i) Persons who make those disclosures
 - (ii) Persons who may suffer detrimental action in reprisal for those disclosures
- (c) Provide for the confidentiality of the content of those disclosures and the identity of persons who make those disclosures.

Council does not tolerate improper conduct by its employees, officers or councillors, nor the taking of reprisals against those who come forward to disclose such conduct. Council recognises the value of transparency and accountability in its administrative and management practices and supports the making of disclosures that reveal corrupt conduct, conduct involving a substantial mismanagement of public resources, or conduct involving a substantial risk to public health and safety or the environment. Council will take all reasonable steps to protect people who make such disclosures from any detrimental action in reprisal for making the disclosure. It will also afford natural justice to the person who is the subject of the disclosure.

Copies of Council's Public Interests Disclosures Procedure are available on request at Council's Civic Centre and on Council's website at www.monash.vic.gov.au

In 2023/24, Council received zero disclosures under the *Public Interest Disclosures Act 2012*.



Road Management Act Ministerial Directions

In accordance with Section 22 of the *Road Management Act 2004*, Council must publish a copy of the summary of any ministerial directions in its Annual Report.

No ministerial directions were received by Council in the 2023/24 year.

Privacy

Council is committed to protecting residents' and other customers' right to have their personal information protected and handled in the manner required by the *Privacy and Data Protection Act 2014 (VIC)* and the *Health Records Act 2001 (VIC)*.

Further detail is available in Council's Privacy Policy, which is available on its website, or by contacting Council's Freedom of Information and Privacy Officer on [9518 3555](tel:95183555) or mail@monash.vic.gov.au



Local Laws

Under Section 71 of the *Local Government Act 2020*, Council has the ability to make local laws to respond to issues and community needs within a local context.

Council currently has the following Local Laws:

Administrative Procedures
(Use of Common Seal) Law No.2

The purpose of this Local Law is to provide for the use of the Council's common seal.

Community Amenity Local Law No.3

The Community Amenity Local Law aims to ensure peace, order and good governance in the City of Monash. It promotes a safe, hazard-free environment and prevents nuisances that could affect residents' quality of life, health, safety and welfare. The law regulates activities that may be dangerous or detrimental and sets standards to protect people and the environment.

Council's Community Amenity Local Law No. 3 is due to expire in February 2025, with the Monash Community Safety and Amenity Local Law set to replace it. We invited the community to provide feedback on the proposed Local Law in April and May 2024. The new Local Law is due to be considered at the July 2024 Council meeting.

Smoke Free Areas Local Law 2021

The Smoke Free Areas Local Law promotes social sustainability and the health and wellbeing of residents, ratepayers and visitors. It also provides mechanisms for Council to designate smoke-free areas within the City of Monash.





Section three

Our Council





Council Offices


Monash Civic Centre


 293 Springvale Road, Glen Waverley, 3150
 8.30am-5pm, Monday - Friday


Oakleigh Service Centre

 3 Atherton Road, Oakleigh, 3166
 8.30am-5pm, Monday - Friday

 9518 3555

NRS (Hearing Impaired):  [accesshub.gov.au](https://www.accesshub.gov.au)

 www.monash.vic.gov.au

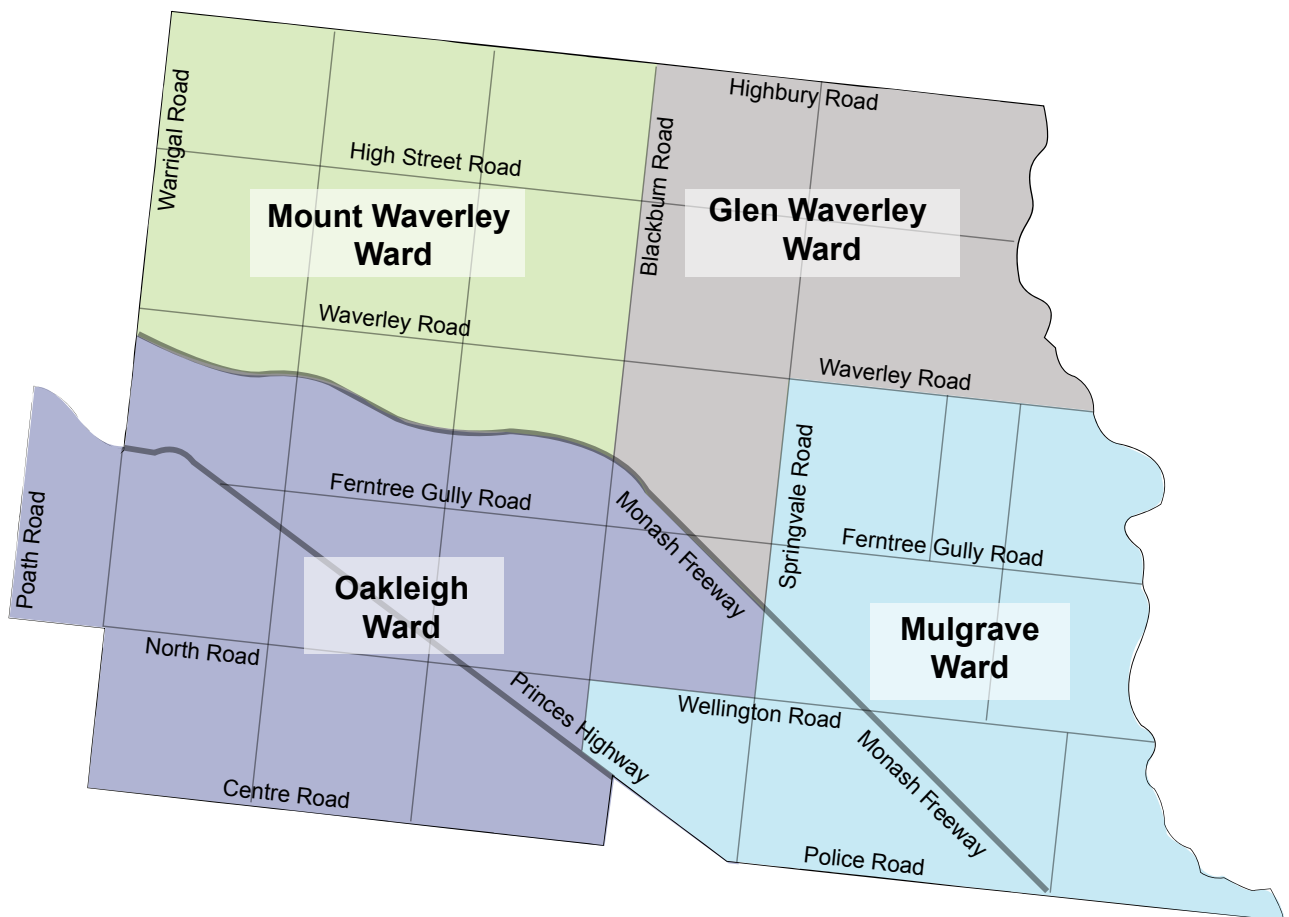
 Postal address: PO Box 1, Glen Waverley VIC 3150

Councillors

The Monash community elects 11 councillors to plan for the long-term future of the city and to represent their views. The current councillors were elected in October 2020 for a four-year term.

Monash is divided into four wards – Mount Waverley, Glen Waverley, Oakleigh and Mulgrave. Two councillors represent Glen Waverley ward, while there are three councillors in each of the other three wards, Mount Waverley, Mulgrave and Oakleigh. Each year, the councillors vote for a mayor and deputy mayor for the following 12 months. In November 2023, Cr Nicky Luo was elected Mayor and Cr Brian Little was elected Deputy Mayor.

In February 2024, the Victorian Electoral Commission announced that Monash will move towards 11 single-councillor wards in time for the upcoming local government elections in October 2024.



Glen Waverley Ward

Cr Geoff Lake
Cr Nicky Luo - **Mayor**

Mount Waverley Ward

Cr Rebecca Paterson
Cr Anjalee de Silva
Cr Brian Little - **Deputy Mayor**

Mulgrave Ward

Cr Shane McCluskey
Cr Paul Klisaris
Cr Tina Samardzija

Oakleigh Ward

Cr Josh Fergeus
Cr Stuart James
Cr Theo Zographos

Organisation Structure

Our organisation is led by an Executive Leadership Team comprising the Chief Executive Officer, four Directors and two Executive Managers.

The Executive Leadership Team works across Council to provide services to our community and to ensure we achieve the strategic objectives outlined in the Council Plan.

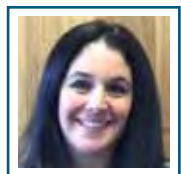
Here is our Executive Leadership Team and Monash Council Managers, as at 30 June 2024:



**Executive Manager
Communications and
Customer Experience**
Joanne Robertson

Manager Customer Experience
Margaret Spowart

Manager Media and Communications
Sean Ross



**Executive Manager
People and Safety**
Tracy Shoshan

Manager Talent and Organisational Development⁴
Rachel Berhang

Manager Workplace Relations and Safety⁵
Vacant⁶



**Chief Executive
Officer**
Dr Andi Diamond

**Director
City Development**
Peter Panagakos



To further develop the City's environment through effective strategic city, environmental and social planning, building control and municipal regulation.

Manager City Planning
Catherine Sherwin

Manager Community Amenity
Greg Talbot

Manager Engineering
Ross Evans

Manager Strategic Planning
Sean McNamee

Manager Property and City Design
Mark Gibson

**Director
Community Services**
Russell Hopkins



To provide a wide range of customer-focused services which are relevant, of high quality and accessible to all residents of Monash.

- ▶ **Manager Active Monash**
Tony Oulton
- ▶ **Manager Aged and Community Support**
Mary Martin
- ▶ **Manager Children, Youth and Family Services**
Sharon Bahn
- ▶ **Manager Community Strengthening and Economic Development** Fee Harrison
- ▶ **Manager Arts and Libraries**
Margherita Barbante²

Director Corporate Services
Simone Wickes¹



- ▶ **Manager Finance**
Yanthi Nilam
- ▶ **Manager Corporate Performance**
Kate Heissenbuttel
- ▶ **Manager Strategic Procurement**
Jason Farrugia
- ▶ **Chief Information Officer (CIO)**
Adil Khan³

Director City Services
Jarrod Doake



To efficiently provide and maintain city infrastructure and facilities to meet operating performance standards set by other divisions.

- ▶ **Manager Capital Works**
Andrew Andonopoulos
- ▶ **Manager Corporate Governance and Legal**
Amanda Sapolu⁷
- ▶ **Manager Horticulture Services**
Paul Ridgway
- ▶ **Manager Facilities and Infrastructure Maintenance**
David Richardson⁸
- ▶ **Manager Strategic Asset Management**
Richard Page
- ▶ **Manager Sustainable Monash**
Kristy Green⁹

1 Chief Financial Officer Danny Wain retired in November 2023. Simone Wickes started in the role and it was renamed Director Corporate Services on November 8 2023.

2 Karina Lamb resigned and finished in the role in July 2023. Margherita Barbante started on 8 November 2023. Fee Harrison led the department in the interim.

3 Paul Grobler resigned as Manager Business Technology at the end of June 2022. Adil Kahn was acting in the role until he was appointed CIO in September 2023. The Business Technology and Transformation and Innovation departments merged and became Digital and Technology under Corporate Services in September 2023.

4 This was a newly created role, with Rachel Berhang starting in September 2023.

5 This was a newly created role, with Darcy Logan starting in September 2023.

6 Darcy Logan resigned in May 2024 and the position was vacant as at 30 June.

7 Rob Pedder stepped down from the role and Amanda Sapolu started in September 2023.

8 Dino De Melis has taken extended leave. Enia Batista was Acting Manager from December 2023 to mid-January 2024. Derek Naylor was then Acting Manager until David Richardson started on 29 January.

9 Simon Hill resigned from the role and finished in August 2023. Kristy Green started in the role in October 2023.

Council Workforce

The following is the number of full-time equivalent (FTE) employees categorised by employment and gender, as at 30 June 2024.

(Note: casual employees are not included in these figures, however grant-funded and fixed-term positions are).

Band	Women FTE	Men FTE	People of Self - Described Gender	Total FTE
Band 1	0.68	1.09	-	1.77
Band 2	5.72	3.54	-	9.26
Band 3	67.85	79.09	-	146.94
Band 4	63.31	43	1	107.31
Band 5	86.35	50	0.29	136.64
Band 6	86.84	44.01	1	131.85
Band 7	50.75	42.64	1	94.39
Band 8	29.44	41	-	70.44
Band Not Applicable	38.59	17	-	55.59
Total	429.53	321.37	3.29	754.19

Below is the number of full-time equivalent (FTE) employees by organisational structure, employment type and gender, as at 30 June 2024.

(Note: casual employees are not included in these figures, however grant-funded and fixed-term positions are)

Employment Type / Gender	City Development	City Services	Community Services	Corporate Services	Executive (Includes People and Safety, and Communications and Customer Experience)	Grand Total
Permanent - FT – Men	57	146	31	23	14	271
Permanent - FT - People of self-described gender	1	1	1	-	-	3
Permanent - FT – Women	59	47	97	34	26	263
Permanent - PT – Men	1.2	5.37	14.27	-	1.89	22.73
Permanent - PT - People of self-described gender	-	-	0.29	-	-	0.29
Permanent - PT – Women	6.29	5.09	113.58	4.19	7.89	137.04
Temporary - FT – Men	8	5	-	12	1	26
Temporary - FT – Women	4	3	4	3	3	17
Temporary - PT – Men	0.8	0.84	6.94	-	-	1.64
Temporary - PT – Women	1.47	3.19	268.08	0.8	-	12.4
Total	138.76	216.49	277.99	76.99	53.78	754.10

Equal Opportunity

Monash Council has had a longstanding commitment to, and leadership role in, promoting diversity, respect, inclusion and equity.

We are committed to achieving diversity, respect, inclusion and equity across all aspects of our organisation as a community services provider and workplace. This incorporates driving actions through our internal committees, including the Gender Equity Internal Steering Committee, Reconciliation Action Plan Working Group and LGBTIQ+ Working Group.

In alignment with other diversity, inclusion and equity plans, we have delivered a number of training sessions, policy updates and events for all employees and volunteers. These are internally promoted in conjunction with workshops and speakers that focus on creating equity for all, including LGBTIQ+ and First Nations people, women, people with migrant or refugee backgrounds and people with disabilities.

The Gender Equity Internal Steering Committee, chaired by the Chief Executive Officer, is made up of a cross-section of employees from all Council divisions. The role of this committee is to embed gender equity and drive change across the organisation, through cross-sectional collaboration.

This year saw the delivery of Year 2 of our four-year Gender Equality Action Plan. As leaders in the space, we didn't want to just meet our obligations, we wanted to exceed them. The *Monash Gender Equality Action Plan 2021-2025* sets out key objectives and actions to ensure we continue to exceed our obligations under the *Gender Equality Act 2020* and achieve our equal opportunity goals. This plan complements the *Council Plan 2021-2025*, our internal Strategic Workforce Plan and our community-facing Gender Equity Framework and the *Monash Health and Wellbeing Plan 2021-2025*.

A highlight from the past 12 months was a staff panel event discussing gender equality at Monash, with the Commissioner for Gender Equality in the Public Sector, Dr Niki Vincent, a keynote speaker.

Council undertook more than 50 gender impact assessments across areas such as grants, active recreation and gambling policy. This has served not only to ensure we have a gender lens across our programs, services and policies, but has built internal capacity and understanding of gender equity.

Council's LGBTIQ+ Working Group is made up of a diverse and committed cross-section of staff across the organisation. The group completed a Rainbow Tick audit to identify the current gaps and inform a Rainbow Tick Plan which will ensure Council's policies, services and practices are inclusive of our LGBTIQ+ staff and community and work towards Rainbow Tick Accreditation for our eligible health and human services.

Monash Council is one of 15 local government organisations that received funding for the State Government's Free From Violence Local Governments Program (FFV) during 2022-2025. It is a three-year program aiming to increase Council capacity to implement a whole-of-Council approach to prevention of family violence and all forms of violence against women. This project builds on Council's experience and is an opportunity to strengthen the organisation's efforts for intersectional gender equality and primary prevention as a workplace, service provider and community connector.

Over the past year, we have strengthened capacity of our staff through training on primary prevention and gender equality, responding to family violence disclosures and positive masculinities. We have engaged with our community in raising awareness about family violence and violence against women issues, as well as support services available through active bystander training; a webinar "Ask. Listen. Believe" – unpacking coercive control with Jess Hill (as a part of the Are You Safe At Home campaign); and connecting with local groups and service providers to ensure we have good referral pathways within Monash available for the community.

Organisational Development

This year, our primary organisational development priority was to deliver on actions identified in the 2022 Employee Engagement Survey.

The survey highlighted areas of opportunity for organisation-wide development in key capabilities, including leadership. In response to these areas of opportunity, the Monash Learning Academy program was designed and implemented.

The Monash Learning Academy program has seen unprecedented levels of learning, development, and engagement for our organisation over the past 12 months. We are proud of our learning culture, showcased by a large contingent of our workforce participating in three workshops each on average. The benefit and impact of the program is already being felt, with learnings being applied, particularly in relation to leadership activities.

At the senior leadership level, succession plans and risk management strategies have been put in place for each Executive and Manager role. The planning mitigates future workforce risks and supports the employee development and retention of emerging leaders.

From a continuous improvement perspective, we have evolved our new-starter induction program to include a section specifically designed to support new employee starters with people leader responsibilities; further aligning with our focus on empowering and developing leaders. Additionally, we continue to create and upload learning content to our online platform to support employee development, and we continue to review and refresh our compliance modules as required by legislation.



Workplace Health And Safety

Monash Council is committed to providing a workplace that enables all work activities to be carried out safely and free from workplace injuries and illnesses.

Council takes all reasonably practicable measures to eliminate or minimise risks to the health and safety of our employees, volunteers, contractors, visitors and anyone else who may be affected by our operations. Our organisation recognises that safety is a shared responsibility that relies on the commitment and cooperation of all Council employees.

To enhance Council's safety culture, a safety business partnering model was introduced to focus on strategic partnering and close collaboration to drive accountability and growth and to enhance safety performance.

With the implementation of the partnering model, Council set clear safety objectives with a focus on improving the Safety Management System. This aligns to managing the risks and hazards within the work Council conducts, while meeting the relevant legislation and standards.

This year, as part of Safety Management System improvements, Council has implemented mandatory Employee Safety Awareness Training, Occupational Violence and Aggression Prevention and Control Policy and Framework, and a Respiratory Illness Infection Prevention and Control Procedure.

Council also continued to focus on psychosocial hazards in the workplace with the delivery of Mental Health First Aid Training to employees. The training provides employees with the knowledge and confidence to recognise and respond to a colleague experiencing a mental health problem or crisis.

To ensure employees obtain the appropriate support, Council also reviewed the Employee Assistance Program and commenced with a new provider in July 2023 which has seen an increase in support services provided to employees.

There have been no workplace fatalities recorded during this reporting period.





Section four

Our Performance



Integrated Strategic Planning and Reporting Framework

Council takes an integrated approach to planning, resourcing services and reporting on its performance.

There is an alignment of plans so Council can work towards long-term goals through its ongoing decision-making, operations and budget allocation.

The Council Plan provides key directions and principles to achieve over four years and the Annual Budget focuses on major and other initiatives in the short term (annually).

Strategic indicators enable ongoing monitoring and reporting, connecting back to the annual report, and the Local Government Performance Reporting Framework.

The interconnection between the Council Plan and Council's other strategic documents, and the annual planning and reporting processes, are illustrated in the diagram below.



Other documents that support the Council Plan's implementation include:

- ❖ *Monash Health and Wellbeing Plan 2021-2025*
- ❖ *Municipal Strategic Statement – aligning with the requirements of the Planning and Environment Act 1987*
- ❖ *Environmental Sustainability Strategy 2016-2026*
- ❖ *Zero Net Carbon Action Plan 2020-2025*

Council Plan

The Council Plan is developed following the election of the new Council.

It must reflect the ambitions and philosophy of the elected Council, within the broader context of the municipality and Monash Council. Essentially, the Council Plan is a four-year plan that sets out our strategic direction and focus for what we aim to achieve during the Council term.

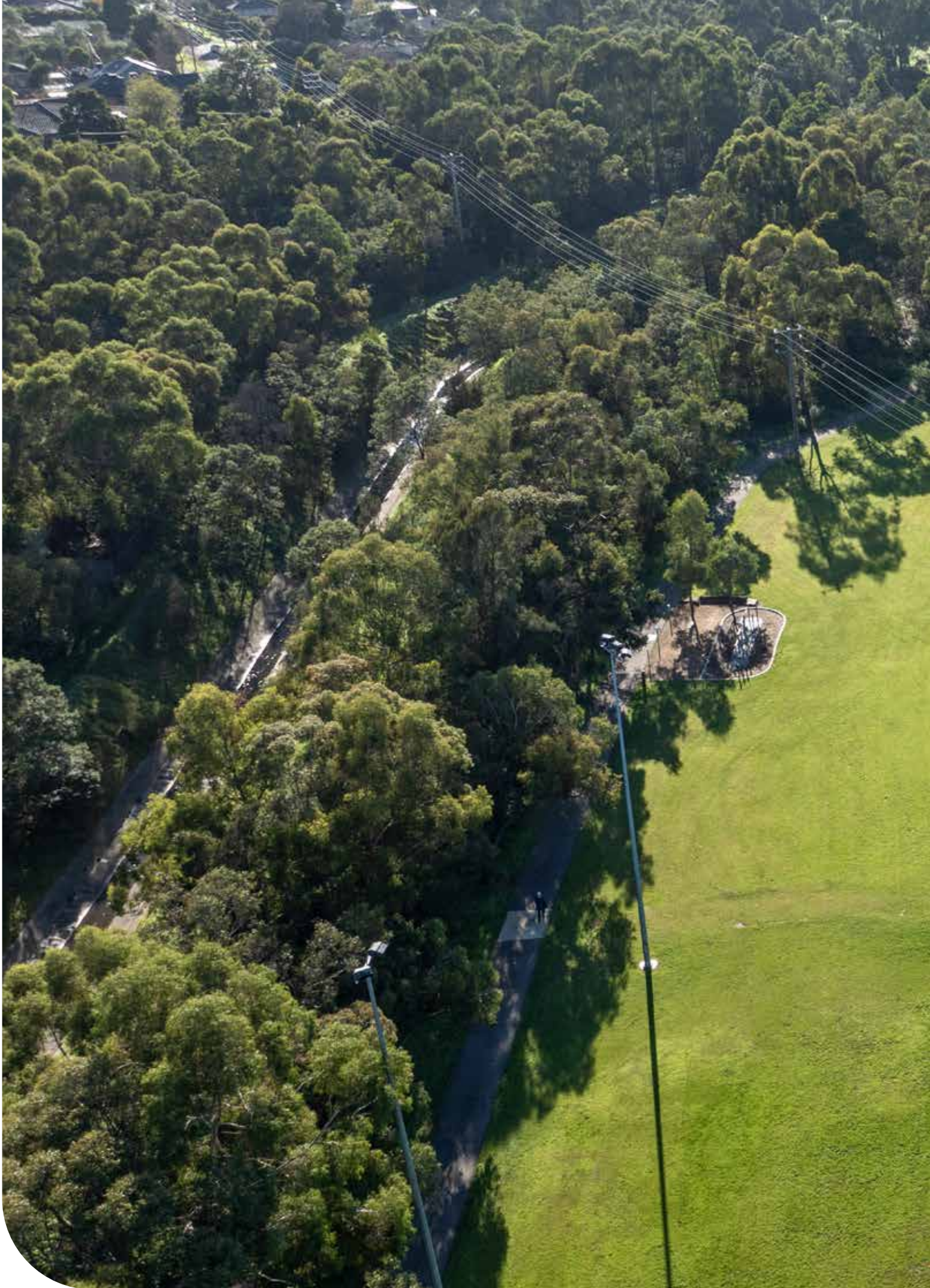
The current *Council Plan 2021-2025* for the City of Monash was adopted in October 2021.

The Council Plan includes objectives, strategies and indicators to achieve and measure the strategic objectives, as required under section 90 of the *Local Government Act 2020*. The *Council Plan 2021-2025* has four strategic objectives and 20 underpinning strategies, and these are detailed in the table below.

Council Plan summary of strategic objectives and strategies

Sustainable City	Inclusive Services	Enhanced Places	Good Governance
Ensure an economically, socially, and environmentally sustainable municipality	Renew our community assets to deliver contemporary services	Improving open spaces, bushland and street trees, including prioritising biodiversity and community engagement	Ensure a financially, socially and environmentally sustainable organisation
Proactively address climate change and implement initiatives to achieve Zero Net Carbon in Council operations and take action to reduce Monash community emissions	Community development and advocacy to support the Monash community	Improve public spaces and local employment by revitalising our employment hubs, activity centres and neighbourhood shops	Enhance customer experiences through our Digital Strategy
Work with the community towards a zero waste future, actively increasing reuse and recycling	Advocate and partner to deliver social and affordable housing in Monash	Prioritisation of pedestrians and active transport over vehicles	Effectively communicate and engage with the community
Prioritise sustainable transport options, including walking/cycling paths and public transport	Deliver high performing services	Explore and facilitate major projects to transform Monash	Maintain the highest standards of good governance
Investigate and progress planning rules for tree and vegetation controls	Fostering an equitable, just and inclusive Monash	Pursue a planning framework that meets Monash needs	Strategic Integrated Planning and Performance Reporting

The *Council Plan 2021-2025* evolved from feedback received through community engagement and the Imagine Monash in 2040 process. The consultation process included a survey completed online or as part of a broader annual Community Satisfaction Survey, engagement with Monash's seven advisory committees, the contributions of 30 residents over six weeks through deliberative engagement - the Imagine Monash Panel – and consultation with councillors. The advisory committees and Imagine Monash Panel had the opportunity to hear what the community said through the surveys and build upon those contributions.





Performance

Council's performance in 2023/24 is outlined in this Annual Report against the Council Plan objectives, demonstrating how we are achieving the initiatives in our *Council Plan 2021-2025*.

Our performance is documented in the following pages and has been measured on:

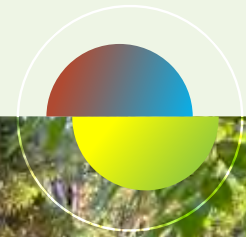
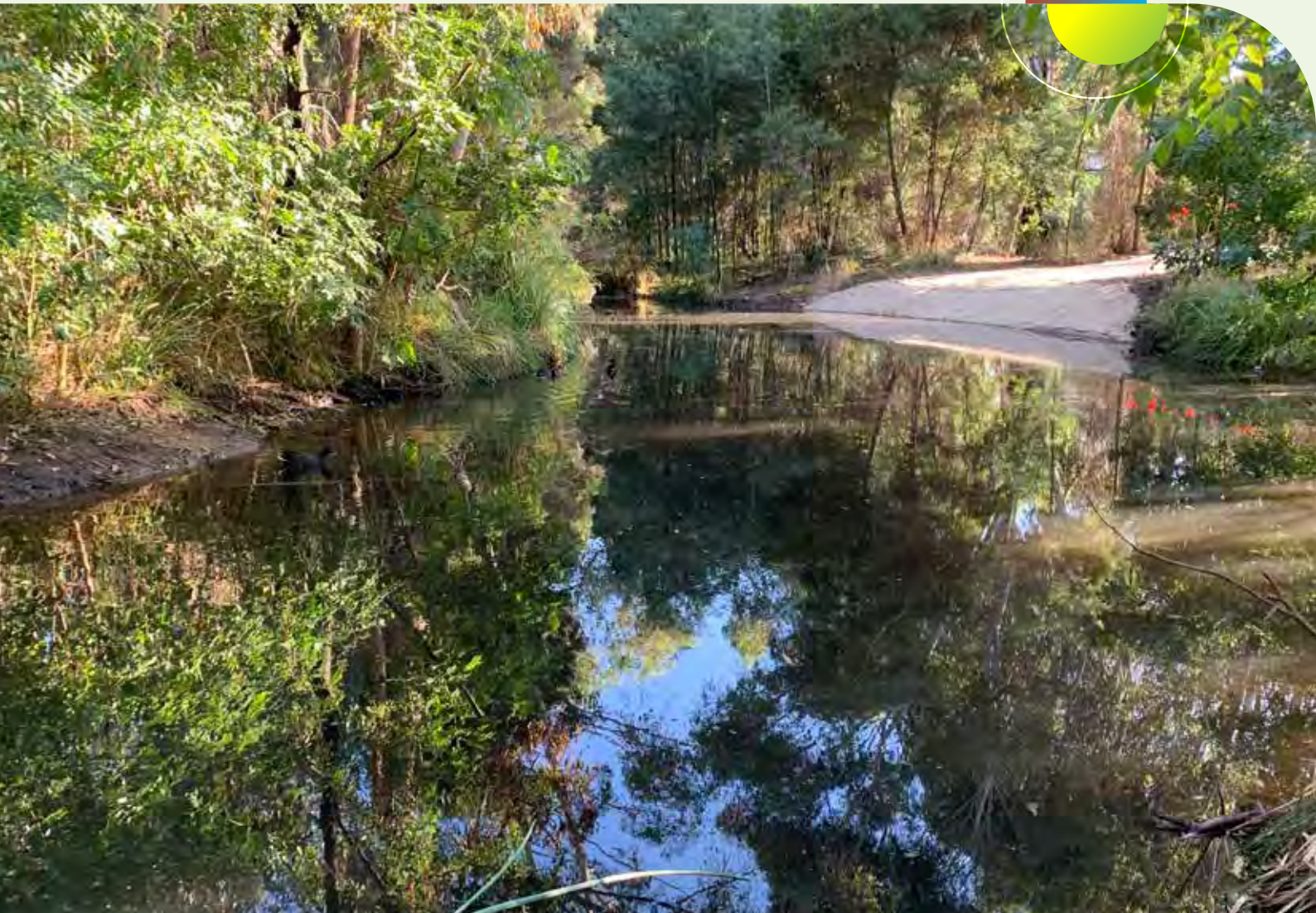
- ❖ Results achieved in relation to the strategic indicators in the Council Plan 2021-2025
- ❖ Progress in relation to the major initiatives identified in the Annual Budget
- ❖ Services funded in the Annual Budget and the persons or sections of the community who we provide these services to
- ❖ Results against the prescribed service performance indicators and measures.

Strategic Objective One: Sustainable City

Maintaining and enhancing the Monash municipality as a sustainable city remains vital for the Monash community. Key areas for Council include innovation, forward planning and prioritisation.

The ability to travel easily around Monash is very important to the community, as is its proximity to Melbourne's CBD, the country and sea. Locally, the community enjoys good access to retail and hospitality, jobs, all levels of education, health care and many other services. It would also like to see our pedestrian and cycle paths enhanced and public transport improved.

Equally important areas include addressing climate change, achieving zero net carbon and zero waste, and enhancing liveability factors, such as being able to move around easily and freely and enhancing controls to prevent overdevelopment throughout the municipality.



Annual Initiatives

The following statement reviews the progress of Council in relation to initiatives identified in the 2023/24 Budget for the year.

Initiative	Progress
<p>MAJOR INITIATIVE 1 Implement Year 3 initiatives from the <i>Zero Net Carbon Action Plan 2020-2025</i>, in particular this year Council will focus on:</p> <ul style="list-style-type: none"> ❖ Increase opportunities to electrify Council's fleet and community buildings ❖ Strengthen procurement and capital project delivery to maximise greenhouse gas (GHG) emission reduction through implementation of the Environmentally Sustainable Design (ESD) policy. ❖ Ongoing community and business engagement to enable municipal emission reduction. 	<p>Achieved: The following initiatives from Year 3 of the <i>Zero Net Carbon Action Plan 2020-2025</i> have been implemented:</p> <ul style="list-style-type: none"> ❖ Solar panels for the community have been installed at Monash Men's Shed at Bogong Reserve (9kW) and Scammell Reserve Pavilion (32kW), due to the support of a Sustainability Victoria grant. ❖ New electric vehicle chargers are in place and operational at the Monash Operations Centre (60kW). Two 22kW chargers are now located at the Mount Waverley Community Centre and Eastern Innovation Business Centre (EIBC). ❖ Six community buildings replaced their lighting with high-efficiency LED lighting. ❖ Council's fleet now includes 30 hybrid/plug-in hybrid or fully electric vehicles. ❖ Solar is now available at the Monash Civic Centre in Glen Waverley. Heat pumps at the Monash Aquatic and Recreation Centre (MARC) are close to being commissioned. We are currently working through the delivery of final energy performance. ❖ Undertaking a feasibility study for a community battery in partnership with Yarra Energy Foundation and other councils for the Mount Waverley Community Centre. ❖ Monash has partnered with Greater South East Melbourne (GSEM) and South East Councils Climate Change Alliance (SECCCA) to develop a Zero Net Carbon Roadmap for the South-East Melbourne Region (community and businesses). ❖ Member of the Victorian Climate Resilient Council group to support climate adaption action. We are working with Melbourne University to undertake a community survey around extreme heat in 2024. An adaptive capacity report was completed by Eastern Alliance for Greenhouse Action (EAGA) to quantify the risk of climate change to Council. ❖ Participating in development of a Business Renewables Buying Group for local small and medium-sized enterprises in the Eastern region. ❖ Business Energy Savers Program successfully hosted at Monash for 2023/24. As part of EAGA, the program provided 1,476 businesses in Monash with energy-efficiency advice and links to grants. As a result, nine businesses in Monash received over \$200,000 in Federal Energy Efficiency grants. ❖ Environmentally Sustainable Design (ESD) policy endorsed for all Council buildings and infrastructure. ❖ Working to continue improving environmental aspects of the procurement policy. This will be ongoing in 2024/25.

Initiative	Progress
<p>Complete the Stormwater Harvesting Feasibility Study for Jingella Reserve, Ashwood, which will provide Council with a solution that promotes the reuse of rain and stormwater on site.</p>	<p>Achieved: The feasibility study has been completed, providing Council with a schematic layout design for an economical and sustainable source of quality water that is captured and stored via an effective rainwater collection system to enable watering sporting ovals and wetlands at Jingella Reserve.</p>
<p>MAJOR INITIATIVE 2 Continue to embed our food waste collection program and improve our recycling opportunities through community education and initiatives such as soft plastics collection.</p>	<p>Achieved: To assist the Monash community to overcome barriers to using the green bin correctly (mainly using the correct compostable liners), bin inspections have increased and a Food Waste Feedback team (one Team Leader and four Feedback Officers) have been door-knocking, meeting with residents since late January 2024. In five months, 10,018 green bins were inspected, with an average of 76 per cent having no contamination, and approximately 16 per cent of households requiring follow-up by the Feedback team.</p> <p>The door-knocking team visited 1,648 properties to educate residents on the types of items which can be disposed of in the green bin. The team has documented 305 instances where they have knocked on doors, following a contaminated bin. As a result, this has led to a subsequent positive bin inspection.</p> <p>Since December 2023, Council has sold 1,080 rolls of compostable liners (six-month supply) at cost price through Council's libraries, customer experience counters and the Monash Recycling and Waste Centre.</p> <p>The Recycling Educators continue their commitment to educating schools and community groups, conducting 38 school visits and seven community group visits between March and 13 June 2024. This sustainable initiative reached 942 children and 314 adults.</p> <p>A soft plastics recycling trial is in place at three sites – Monash Civic Centre in Glen Waverley, Monash Recycling and Waste Centre and Oakleigh Service Centre. Upon review, it was decided to extend the trial for an additional 12 months to allow the industry to reinstate its own campaign.</p>

Initiative	Progress
<p>Continue to implement the 2023/24 funded actions in the <i>Integrated Transport Strategy</i>, in particular this year Council will focus on:</p> <ul style="list-style-type: none"> a) Continue to implement shared path linemarkings, signage and lighting program b) Continue to advocate for lower speed limits in areas with high pedestrian activity c) Undertake the consultation and design for separated bike lanes in the Atkinson Street cycleway d) Continue to deliver path renewal program. 	<p>Achieved: Below are the updates for the reporting period, relating to the specified actions in the <i>Integrated Transport Strategy</i>:</p> <ul style="list-style-type: none"> a) Linemarking/signage works are complete. Budget allocation is fully expended (100 per cent) b) Advice has been received from the Department of Transport and Planning (DTP) that they are resisting support of Council's application for a reduced speed limit of 40km/h for Stephenson's Road (Mount Waverley Shopping Centre), based on low pedestrian activity crossing the road and the length of the proposed restriction being less than their criterion of 400m (100 per cent) <p>A consultant report on the feasibility of a 30km/h speed limit trial for Oakleigh Activity Centre has been completed. However, the report concluded this was not an appropriate action at this time. Given the complexities in obtaining approval from the DTP (only available on a programmed trial basis), it instead recommended the use of physical speed control treatments elsewhere in the Centre, considering the very successful outcome experienced with the user-friendly road humps along Chester and Portman Streets (100 per cent)</p> <p>A trial of 30km/h speed limits in Columbia Drive, Wheelers Hill, adjacent to Waverley Meadows Primary School has been discussed with the DTP and has been referred to a separate funding stream for consideration in 2024/25 (100 per cent)</p> <ul style="list-style-type: none"> c) The Functional Layout Plan is complete for the project led by external consultants. The Detailed Design Plans for Stages 1 and 2 of the project are near completion. Service proving, lighting assessment and Road Safety Audit have been completed. A separate traffic signal design for Atherton Road/Atkinson Street, including the formal State Government approval process has been issued to an external transport consultancy, which will be delivered in 2024/25 and will become part of Stage 2 of the project (100 per cent) d) Scheduled pathway renewal works will be fully expended by the end of June 2024 (100 per cent).
<p>Conduct a review of the <i>Street Tree Strategy</i> planting priorities.</p>	<p>Achieved: Review completed on streets identified for years 11-15 in the <i>Street Tree Strategy</i>. These streets will be consolidated with a view to plant in the 2025/26 financial year.</p>

Initiative	Progress
Continue to advocate to the State Government for the introduction of Council's Significant Landscape Overlay and/or their proposed Cooling and Greening controls, and continue to investigate other measures to encourage the retention of vegetation on private land.	Achieved: Council continues to advocate to the State Government for the introduction of Council's Significant Landscape Overlay. This includes information in the 2024/25 rates notices and website content where the community can learn about our efforts and lobby their local Member of Parliament.
MAJOR INITIATIVE 3 Progress the review and remaking of Local Law #3– Community Amenity which provides for the peace, order and good government as well as promotes a physical and social environment free from hazards to health and addresses nuisances that may impact on enjoyment and wellbeing.	Achieved: The proposed Community Safety and Amenity Local Law 2024 has undergone community consultation, and Council will consider its adoption at the July 2024 Council meeting.

Performance of Services Funded in the Budget

Council will support a Sustainable City through ongoing delivery of a range of services including Engineering, Strategic Asset Management, Planning, and Sustainability and Waste Services. The following statement provides information in relation to these services funded in the 2023/24 Budget and the people or sections of the community that are provided the service.

Service	Description of Service	Net Cost	\$000
Engineering	We design, develop, improve and monitor roads, pathways, lighting, drains and private developments within the city to create a sustainable, safer and liveable environment for our community.	Actual	2,130
		Budget	2,329
		Variance	199
Strategic Asset Management	We provide strategic asset planning, location intelligence and emergency management services to ensure that Council's assets will support services that will meet current and future community needs.	Actual	4,937
		Budget	5,055
		Variance	118
Sustainable Monash	We take pride in keeping Monash clean and tidy, maximising our resource recovery, and supporting the community and Council to adapt to a changing climate through sustainable practices and education.	Actual	26,362
		Budget	27,984
		Variance	1,622

Service Performance Indicators

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

Service/Indicator/Measure	Result				Material Variations
	2021	2022	2023	2024	
Roads					
Satisfaction of use					
Sealed local road requests <i>(Number of sealed local road requests per 100 kilometres of sealed local road)</i>	41.67	42.58	49.74	42.65	The number of local road requests has decreased compared to the previous reporting period. This is despite the fact that the number of requests is reflective of wetter conditions on our sealed roads, experienced during the past few years. Wet weather generally leads to higher instances of issues, such as potholes. Council addresses these requests in line with intervention levels, as per our Road Management Plan.
Condition					
Sealed local roads maintained to condition standards <i>(Percentage of sealed local roads that are below the renewal intervention level set by Council and not requiring renewal)</i>	98.50%	98.50%	98.05%	99.30%	Programming of road resurfacing has increasingly been better planned. Council's continuous commitment to invest in the renewal of its road network has kept the number of roads classified as "very poor condition" to a low number.
Service cost					
Cost of sealed local road reconstruction <i>(Direct reconstruction cost per square metre of sealed local roads reconstructed)</i>	\$111.36	\$0.00	\$116.67	\$117.65	The road reconstruction cost has remained steady with the previous reporting period. Three reconstruction projects were completed during this period.

Service/Indicator/Measure	Result				Material Variations
	2021	2022	2023	2024	
Cost of sealed local road resealing <i>(Direct resealing cost per square metre of sealed local roads resealed)</i>	\$27.25	\$24.72	\$24.09	\$34.79	<p>The cost per square metre of road resealing has increased compared to 2022/23. The unit rate tends to fluctuate year to year, based upon the works undertaken on various road hierarchy, minimum tonnages of asphalt placed on each road location, reseal area, night works surcharge, fluctuating petroleum price and the level of traffic management required.</p> <p>The increase in the rate during this reporting period is attributed to the treatment of a large section of collector road with a thicker asphalt layer, which led to elevated costs for traffic management, materials, labour and equipment.</p>
Satisfaction Satisfaction with sealed local roads <i>(Community satisfaction rating out of 100 with how Council has performed on the condition of sealed local roads)</i>	75	72	75	74	<p>The slight decline in the satisfaction with the sealed local roads is attributed to a number of factors including increased traffic on roads, parking issues, population changes and planning.</p>

Service/Indicator/Measure	Result				Material Variations
	2021	2022	2023	2024	
Waste collection					
Service standard					
Kerbside collection bins missed <i>(Number of kerbside collection bins missed per 10,000 scheduled kerbside collection bin lifts)</i>	3.28	4.02	9.53	6.34	The number of missed bins continues to reduce, with a 40 per cent reduction year-on-year. This can be attributed to best practice contract management and a concerted effort from our waste contractor to meet their performance KPIs.
Service cost					
Cost of kerbside garbage bin collection service <i>(Direct cost of the kerbside garbage bin collection service per kerbside garbage collection bin)</i>	\$100.43	\$118.87	\$91.17	\$69.34	Further savings derived from increased diversion from landfill have resulted in a cost reduction of 27 per cent year-on-year for general rubbish.
Cost of kerbside recyclables bin collection service <i>(Direct cost of the kerbside recyclables collection service per kerbside recyclables collection bin)</i>	\$36.27	\$38.84	\$44.43	\$50.80	Cost of recyclable bin collection has increased, in line with an increase in contract costs.
Waste diversion					
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) x 100</i>	56.41%	55.88%	68.32%	71.37%	The positive full-year result reflects that Council is performing above target. This is due to the increased take up of Food Organics Garden Organics (FOGO) services by the community and reduction in waste to landfill through the frequency swap.

Strategic Objective Two: Inclusive Services

Local services, close to home, are an important way for residents to participate in their community, and meet their social, recreation, leisure, employment, shopping, education, health or other needs.

Monash has a great range of local services including:

- ❖ Internationally renowned Monash University and Monash Medical Centre
- ❖ Cultural events and festivals such as Carols by Candlelight and Clayton Festival, and facilities such as the Museum of Australian Photography (MAPh)
- ❖ Regional sports facilities, including the Glen Waverley Sports Hub, Waverley Netball Centre and Oakleigh Recreation Centre
- ❖ Early years facilities, such as the Wellington Child and Family Hub, Pinewood Early Years Hub and Oakleigh South Child and Family Hub
- ❖ Schools, such as Glen Waverley, Mount Waverley and Brentwood secondary schools, Caulfield Grammar School, Wesley College, and Amsleigh Park Primary School.

Ensuring these services are inclusive for all our community members requires an appreciation of Monash's diversity. Council's services, programs and advocacy work to make Monash more inclusive. Incorporating the needs of our community, they cover issues such as:

- ❖ Child-friendly city
- ❖ Positive ageing
- ❖ Gender diversity and equity
- ❖ People living with a disability, and their carers
- ❖ A multicultural city
- ❖ Aboriginal and Torres Strait Islander reconciliation
- ❖ Lesbian, Gay, Bisexual, Transgender, Intersex, Queer/ Questioning and Asexual (LGBTIQA+)
- ❖ Loneliness and mental health
- ❖ Homelessness and affordable housing
- ❖ Asylum seekers
- ❖ Community safety.

Modernising our services to ensure they meet contemporary needs has been a key priority for Council. Monash has significantly increased its Capital Works Program, particularly focusing on the renewal of our infrastructure, such as community and recreation facilities, footpaths, drains and roads.

Our Digital Strategy is another critical way that services are made more accessible, streamlining and simplifying processes, making them more user-friendly and available 24 hours a day, seven days a week. These services are more efficient, which allows Council to meet growing service demand and deliver services more quickly

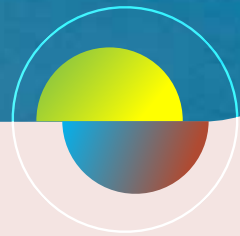
Annual Initiatives

The following statement reviews the progress of Council in relation to initiatives identified in the 2023/24 Budget for the year.

Initiative	Progress
Refresh the <i>Monash Playground and Playspace Strategy</i> to ensure Council continues to use a planned, equitable and sustainable approach to the provision and management of playgrounds and playspaces.	Achieved: Community consultation on the draft <i>Monash Playground and Playspace Strategy 2025-2035</i> closed on 9 February 2024. A final <i>Monash Playground and Playspace Strategy 2025-2035</i> was endorsed by Council at its 26 March 2024 meeting.
Prepare a Monash Aquatics Plan to determine the strategic positioning and future development priorities for Council's aquatic facilities.	Achieved: A draft Aquatic Facility Development Plan has been prepared and will be considered by Council at a future date.
MAJOR INITIATIVE 4 Contribute to the implementation of the State Government's three-year-old Best Start Best Life Policy reforms through the planning, design and construction of early years infrastructure in areas of high demand, through the opening of Oakleigh South Child and Family Hub in 2024.	Achieved: The Oakleigh South Child and Family hub opened in February 2024, with kindergarten, maternal and child health services and Girl Guides operating from the site. The hub was officially opened on 27 March 2024.

Initiative	Progress
<p>Consider Council's future role in supporting its ageing community in the context of Federal Aged Care Reform.</p>	<p>Achieved: In April 2024, correspondence from the State Department of Health was received, advising rather than extending existing Regional Assessment Service (RAS) contracts, the Commonwealth will run a limited tender for providers to deliver RAS in Victoria, for the period 1 July to 31 December 2024. This tender was open to both current providers and organisations currently delivering RAS services outside of Victoria. No contract extension was offered to existing providers such as Council. Council did not submit a tender and Council's role in RAS will conclude on 30 June 2024, at the end of the current contract.</p> <p>In January 2024, the Federal Government Department of Health and Aged Care opened the tender for the Single Aged Care Assessment System that will incorporate current RAS, Aged Care Assessment Teams (ACATs) and Australian National Aged Care Classification (AN-ACC) assessment organisations to undertake all aged care assessments, simplifying and improving the consumer experience.</p> <p>At the February 2024 Council meeting, Council resolved:</p> <ul style="list-style-type: none"> ❖ Not to submit a tender for the Commonwealth Single Assessment for aged care, given the significant increase in the size and complexity of the new system, in comparison to Council's current role in assessment. ❖ Accept the extension of the current contract for the RAS to 31 December 2024, dependent on the terms being no less favourable than the current contract.
<p>Complete the rebrand of the Monash Gallery of Art (MGA) to the Museum of Australian Photography (MAPh), including redevelopment of the website and updating collateral.</p>	<p>Achieved: The rebrand of the Monash Gallery of Art (MGA) to the Museum of Australian Photography (MAPh), including redevelopment of the website and updating collateral has been completed. This included the redevelopment of a new website (www.maph.org.au), with signage across the site updated with new branding and rebranding of position titles to fit in with the new MAPH brand.</p>
<p>Update the Sports Club Framework to ensure governance and management practices reflect current legislative and Council policy requirements.</p>	<p>Achieved: The Fair Access Policy for Monash was adopted by Council in March 2024. The Sports Club Framework has been updated and endorsed by Council in June 2024.</p>

Initiative	Progress
<p>Continue to implement the Municipal Public Health and Wellbeing Plan 2021-2025. In particular, Council will focus on the following priorities for 2023/24:</p> <ul style="list-style-type: none"> ❖ Continue to address loneliness within Monash through the provision of programs and services. ❖ Implementation of Council's Public Health Approach to Gambling Harm Policy. 	<p>Achieved: The Municipal Public Health and Wellbeing Plan, years 3 and 4 of the Action Plan is currently underway and the first 12 months of reporting was completed in June 2024. The Health and Wellbeing Committee continues to meet on a quarterly basis with representation across the organisation.</p> <p>Loneliness and gambling harm continued to be addressed and reported on through the years 3 and 4 Action Plan.</p> <p>Planning for the development of the next Municipal Public Health and Wellbeing Plan is underway with close collaboration with Council's Corporate Services division to ensure alignment with the new Council Plan.</p> <p>Joint internal and community engagement has commenced, which includes Manager and Coordinator workshops, internal survey, community survey, listening posts and focus groups with our advisory committees.</p>
<p>Continue to work towards Rainbow Tick accreditation by raising awareness on days of LGBTIQ+ significance and embedding LGBTIQ+ inclusion in existing program delivery as part of a whole-of-Council approach.</p>	<p>Achieved: Updates on the <i>Rainbow Tick Plan and the LGBTIQ+ Action Plan actions</i> were presented to the Executive Leadership Team in May 2024, on the current progress to date.</p> <p>Two Council Officers are enrolled in the How2 Training on Rainbow Tick Accreditation.</p> <p>The LGBTIQ+ Inclusive Practice Handbook was launched to all staff for the International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT), intended to educate employees on LGBTIQ+ inclusion. This tool forms part of the action in the <i>Rainbow Tick Plan</i>.</p>
<p>Deliver key actions from the <i>Innovate Reconciliation Action Plan</i>. In particular for 2023/24, Council will:</p> <ul style="list-style-type: none"> ❖ Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations. ❖ Establish a new Reconciliation category under the Sir John Monash Annual awards to recognise outstanding efforts of an individual or organisation in advancing reconciliation in Monash. 	<p>Achieved: The following has been implemented:</p> <ul style="list-style-type: none"> ❖ Quarterly meeting with Traditional Owners and Reconciliation Action Plan working group members. ❖ New Reconciliation Champion Award promoted as part of Sir John Monash Awards, through paid social media posts and <i>Koori Mail</i>, with three nominations received. ❖ Reconciliation Week events: <i>The New Boy</i> film screening, Treaty exhibit at Track Gallery, Aunty Judi Wickes talk and 'An Evening with Uncle Bart Willoughby', with more than 100 community members in attendance. ❖ ANZAC Day talk on Aboriginal men that served in various wars. ❖ Community event in partnership with Friends of Scotchmans Creek and Monash Libraries at Valley Reserve. ❖ First Nations cultural astronomer event at the Museum of Australian Photography (MAPh) with Duane Hamacher. ❖ Expressions of interest for a First Nations artist to design artwork for the Oakleigh South Child and Family Hub. ❖ Acknowledgment of Country decals placed on key Council buildings, such as Monash Civic Centre, Monash aquatic centres and Council libraries.



Performance of Services Funded in the Budget

Council will support Inclusive Services through ongoing delivery of a range of services including Active Monash, Aged and Community Support, Arts and Libraries, and Children, Youth and Family Services. The following statement provides information in relation to these services funded in the 2023/24 Budget and the people or sections of the community who are provided the service.

Service	Description of Service	Net Cost	\$000
Active Monash	We aim to improve the health and wellbeing of our community through inclusive, flexible and accessible sport, leisure and recreational facilities and services.	Actual Budget Variance	5,070 4,658 (412)
Aged and Community Support	We support older adults to live independently in their homes, stay healthy and remain active participants in community life.	Actual Budget Variance	(1,654) (535) 1,119
Arts and Libraries	We celebrate our vibrant and diverse community through the delivery of arts, events, libraries and community programs. We provide venues and creative spaces for the community to use, connect and enjoy.	Actual Budget Variance	8,226 7,838 (388)
Children, Youth and Family Services	We undertake planning, partnership, promotion, engagement and service delivery activities for children, young people and their families to ensure they have the best opportunities to grow, learn and thrive in a strong and supported community and build a strong future	Actual Budget Variance	3,682 4,014 332
Community Strengthening	We implement collaborative and integrated actions to improve community connection, social equity, economic development, diversity, respect and inclusion.	Actual Budget Variance	4,764 5,452 688

Service Performance Indicators

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

Service/Indicator/Measure	Result				Material Variations
	2021	2022	2023	2024	
Aquatic Facilities					
Service standard					
Health inspections of aquatic facilities <i>(Number of inspections by an authorised officer within the meaning of the Public Health and Wellbeing Act 2008 carried out per Council aquatic facility)</i>	1.0	1.0	1.0	1.0	Health inspections were undertaken on all three facilities (one per site).
Service cost					
Cost of aquatic facilities <i>(Direct cost less any income received from providing aquatic facilities per visit)</i>	\$13.50	\$9.22	\$6.39	\$3.81	Operating costs were higher than budget due to higher staffing costs, utilities and maintenance costs in the first six months of the financial year. However, corrective action was applied to reduce the cost of aquatic facilities in the second half of the year with a particular focus in casual wages and increasing member and program numbers as normal operation resumes.
Utilisation					
Utilisation of aquatic facilities <i>(Number of visits to aquatic facilities per head of population)</i>	2.70	3.82	5.15	7.06	Total attendances up by more than 43 per cent (continued recovery from COVID-19 and increase in program numbers and Oakleigh Recreation Centre visitations).

Service/Indicator/Measure	Result				Material Variations
	2021	2022	2023	2024	
Libraries					
Utilisation					
Library loans per population <i>(The number of collection item loans per head of population)</i>	n/a	n/a	n/a	7.80	Loans per head of population exceeded the target of 7.5 to finish at 7.8 at the end of year, reflective of an increased membership base.
Resource standard					
Recently purchased library collection <i>(Percentage of the library collection that has been purchased in the past five years)</i>	65.49%	66.95%	63.83%	74.18%	A significant effort and investment within existing budgets has been made to ensure the library collections reflect the needs and interests of our library members and local community.
Service cost					
Cost of library service <i>(The direct cost of the library service per head of population)</i>	\$25.86	\$29.93	\$33.92	\$33.33	The cost of the library service per head of population is marginally lower than the previous year. This is a direct result of continuous improvement initiatives designed to deliver greater value to the Monash community.
Participation					
Library membership <i>(Percentage of the population that are registered library members) x 100</i>	n/a	n/a	n/a	36.33%	A new measure from the last reporting period capturing active membership. A drive to increase the overall total number of registered members, has seen an increase of our membership baseline number.
Library visits per population <i>(Number of library visits per head of population)</i>	n/a	n/a	n/a	3.87	The number of visits per head of population exceeded its target of 3.0 to finish on 3.87 in this reporting year and reflects not only borrowers but also participants in programs, students studying, etc

Service/Indicator/Measure	Result				Material Variations
	2021	2022	2023	2024	
Maternal and Child Health (MCH)					
Service standard					
Infant enrolment in the MCH service <i>(Percentage of infants enrolled in the MCH service)</i>	100.63%	100.25%	100.60%	100.53%	Monash had a minor increase in birth notifications received. The greater than 100 per cent result in the MC2.1 can be related to infants who have been enrolled into this years' Maternal and Child Health service but were born in the previous financial year (just prior to year-end).
Service cost					
Cost of MCH service <i>(Cost of the MCH service per hour of service delivered)</i>	\$66.71	\$73.03	\$72.43	\$66.37	Decrease in cost of Maternal and Child Health service. The Maternal and Child Health service has been able to offer an increased number of service hours to support the Maternal and Child Health program with increased casual staff available.
Participation					
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) x 100</i>	76.46%	74.54%	76.41%	74.50%	Nursing recruitment has impacted the Maternal and Child Health service delivery over the past 12 months. The sector-wide workforce shortage has reduced appointment capacity, impacting the number of clients able to be seen. Key Age and Stage (KAS) appointment focus has centred around improving continuity of care for families and focused on the early visits. Workforce planning has been implemented to support future service delivery across all Maternal and Child Health programs.

Service/Indicator/Measure	Result				Material Variations
	2021	2022	2023	2024	
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) x 100</i>	79.38%	75.89%	88.98%	75.47%	<p>Reduction in the number of First Nations children seen in Maternal and Child Health this year (40 attendances). Analysis of the data shows acceptable Maternal and Child Health early attendance results, indicating an uptake of 88 per cent of First Nations families attending at least once. Reduced attendance for later visits is in line with reduced attendance of non-First Nations families of the same age. The small numbers of First Nations children means that a slight variation in visits by any family can affect the data.</p> <p>The Maternal and Child Health service continues to undertake cultural competency training and implementation of this training into daily practice.</p>
Participation in 4-week Key Age and Stage visit <i>(Percentage of infants enrolled in the MCH service who receive the 4-week key age and stage visit)</i>	97.68%	97.83%	98.34%	96.10%	<p>Slight decrease in attendance at the 4-week Key Age and Stage (KAS) although 96 per cent is still a strong result. Maternal and Child Health service has implemented a strong continuity of service plan to support families to see the same Maternal and Child Health nurse across their service delivery. The continuity of care model will assist attendance across all KAS appointments and strengthen attendance.</p> <p>Monash also saw an increase of clients transferring out of Monash to other municipalities during this year, impacting attendance at KAS appointments when compared to birth notices received.</p>





Strategic Objective Three: Enhanced Places

Monash's community highly values its public spaces - the parks and street trees, dining and shopping centres - across the municipality. Development is affecting the look and feel of part of the city, with concern that new buildings comprise a larger portion of properties, reducing the trees and vegetation.

Annual Initiatives

The following statement reviews the progress of Council in relation to initiatives identified in the 2023/24 Budget for the year.

Initiative	Progress
Progress a review of implementation actions of the <i>Monash Urban Landscape and Canopy Vegetation Strategy</i> to ensure a focus increasing canopy cover.	<p>Achieved: Council has prepared an advocacy program to ask the State Government to introduce tree protection controls across Monash. This includes information in the 2024/25 rates notices and website content where the community can learn about our efforts and lobby their local Member of Parliament.</p> <p>The canopy cover assessment project continues and is scheduled for completion in September 2024.</p>
Implement the funded 2023-24 priorities of the <i>Street Tree Strategy</i> , which includes the inspection of the existing trees, identification of additional planting opportunities, and replacement tree planting in a number of streets across the municipality.	<p>Achieved: Delivery of the 2023/24 <i>Street Tree Strategy</i> tree planting has been completed. Digital community consultation process implemented, leading to increased participation from the community in tree selection.</p>
Progress the strategic planning/amendment process for the implementation of the <i>Mount Waverley Structure Plan</i> .	<p>Achieved: Amendment C167 for the implementation of the Mount Waverley Structure Plan was approved by the Minister for Planning in June 2024.</p>
Undertake public realm improvements to The Gateway Neighbourhood Activity Centre in order to increase visitation and stimulate economic activity.	<p>Achieved: The project has been tendered and a Council report was presented to Council in June 2024, with the contract awarded. Construction documentation will be issued to the successful contractor, following the contract award.</p>
MAJOR INITIATIVE 5 Open the new Glen Waverley Sports Hub.	<p>Achieved: The official opening of the Glen Waverley Sports Hub was held on 23 March 2024.</p>
Advocate to the State Government and other funding bodies for the Monash Integrated Cultural Precinct Project, which provides for an innovative arts, cultural and learning centre at the Museum of Australian Photography (MAPh) and Wheelers Hill Library.	<p>Achieved: The MAPH Committee of Management, with support from Monash Council, continue to advocate to the State Government and other funding bodies for the Monash Integrated Cultural Precinct Project. An application has been made to the State Government for funding to review and revise the plan, but to date no response has been received.</p>

Initiative	Progress
Enhance community amenity through continued graffiti removal at activity centres.	Achieved: Council continues to undertake an ongoing graffiti removal service by proactively inspecting and promptly responding to graffiti in major and local activity centres. This service enhances the city's appearance and contributes to its vibrancy.
Continue to advocate with the Suburban Rail Loop Authority and the State Government to prioritise new station precincts and their integration into activity centres.	Achieved: Council officers attended the Suburban Rail Loop Authority precinct workshops. A formal Council submission to Suburban Rail Loop Authority precinct planning was adopted on 25 June 2024.
Deliver a minimum of 90 per cent of agreed Capital Works Program.	Achieved: A minimum of 90 per cent of the agreed Capital Works Program has been met. Actual percentage achieved will be finalised in July 2024, once the financial statements are audited.
Progress the design for Kingsway Redevelopment.	Achieved: The concept design for the Kingsway Redevelopment has been completed and we are considering the next steps for the project, including timing.
MAJOR INITIATIVE 6 Commence the construction of the Bogong Car Park.	Achieved: Construction of Bogong Car Park commenced in October 2023 and is progressing well, to schedule and within budget.
Progress the detailed design of Portman/Station Street Public Realm and Haughton Road.	Achieved: Draft schematic design reports for Portman/Station Street and Haughton Road have been submitted to the State Government for review and approval. Limited feedback has been received from authorities on the draft schematic design reports submitted for review and approval. Officers are liaising with the authorities to address their comments and agree on an appropriate response. Authority feedback will be addressed in the final reports.
Complete community engagement on the schematic design for the Glen Waverley Civic Precinct Project, and commence detailed design subject to Council resolving to proceed following its consideration of the community engagement process.	Achieved: Community engagement for the schematic design for the Glen Waverley Civic Precinct Project is complete. The procurement process for consultancy services for the detail design has been completed. In February 2024, Council awarded the contract for architectural services to complete the detailed design for this project.
Commence the review of the Monash Planning Scheme.	Achieved: New Planning Policy Framework for the Monash Planning Scheme was approved by the Minister for Planning. Officers are currently reviewing VCAT decisions.
Progress with the implementations of the <i>Monash Affordable Housing Strategy</i> , in particular advocating for increased provision of affordable housing in activity centres and major redevelopments.	Achieved: Council officers continue to seek the authorisation for the affordable housing amendment to the Monash Planning Scheme. Affordable housing provision is a key issue raised in our submission to the Suburban Rail Loop Authority precinct planning process.

Performance of Services Funded in the Budget

Council will support Enhanced Places through ongoing delivery of a range of services including Facilities and Infrastructure, City Planning, Community Amenity, Property and City Design, Strategic Planning and Economic Development, Capital Works and Horticultural Services. The following statement provides information in relation to these services funded in the 2023/24 Budget and the people or sections of the community who are provided the service.

Service	Description of Service	Net Cost	\$000
Facility and Infrastructure Maintenance	We effectively improve and maintain Council buildings, roads, footpaths and drainage networks, guaranteeing a clean, safe, accessible and sustainable infrastructure that meets our community's needs.	Actual	9,014
		Budget	9,414
		Variance	400)
City Planning	We are committed to protecting and enhancing the character and amenity for the community through decisions related to planning and building.	Actual	2,426
		Budget	2,730
		Variance	304
Community Amenity	We are committed to ensuring our city is compliant, safe and orderly by enforcing local laws and regulatory controls.	Actual	(1,326)
		Budget	161
		Variance	1,487
Property and City Design	We plan, design and deliver enduring urban spaces in response to our city's growing population, visitor numbers and the ongoing impact of climate change. We provide guidance and support for all matters relating to Council's properties.	Actual	1,991
		Budget	2,387
		Variance	396
Strategic Planning	We maintain Council's land use policy and planning framework to ensure that it is sustainable and meets the changing needs of the community	Actual	830
		Budget	1,052
		Variance	222
Capital Works	We are committed to delivering Council's Capital Works Program to ensure well-maintained infrastructure assets that meet the current and future needs of our community. We oversee development and certify Council assets that are delivered by third parties.	Actual	2,583
		Budget	2,199
		Variance	(384)
Horticultural Services	We create, enhance and keep our city's natural landscape, urban forests, gardens, sports fields and parks looking their best. We enable the community to connect, feel safe and play while prioritising the natural environment and liveability for our future community and visitors.	Actual	18,753
		Budget	18,718
		Variance	(35)

Service Performance Indicators

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

Service/Indicator/Measure	Result				Material Variations
	2021	2022	2023	2024	
Animal Management					
Timeliness					
Time taken to action animal management request. <i>(Average number of days it takes for Council to action animal management-related requests)</i>	1.57	1.43	1.58	1.34	The response time improved by 15 per cent compared to the previous 12-month period. This can be largely attributed to an increase in the number of available officers enabling a more consistent response throughout the year.
Service Standard					
Animals reclaimed <i>(Percentage of collected registrable animals under the Domestic Animals Act 1994 reclaimed)</i>	32.39%	36.84%	34.20%	37.02%	In comparison to 2022/23, the past 12 months has seen a 12 per cent reduction in the number of animals collected, while the number of reclaimed animals remained at a similar level. While this resulted in a 9 per cent improvement in the overall reclaim rate, the trend of dogs returning a high reclaim rate continues, as does the low reclaim rate for cats.
Animals rehomed <i>(Percentage of collected registrable animals under the Domestic Animals Act 1994 rehomed)</i>	53.31%	54.20%	59.29%	89.53%	The rehoming rate for 2023/24 has increased significantly compared to the prior years as the measure for the current year has changed and looks at the number of unclaimed animals that have been rehomed. There has been significant industry focus and initiatives on animal rehoming which has led to maintaining positive reclaim rates, along with the strong appeal of adopting cats, which sits at around 80 per cent compared to the reclaim rate of 13 per cent.



Service/Indicator/Measure	Result				Material Variations
	2021	2022	2023	2024	
Service cost					
Cost of animal management service <i>(Direct cost of the animal management service per head of population)</i>	\$5.53	\$7.72	\$8.25	\$9.07	The past 12 months continued to experience the increasing trend in animal pound costs, resulting in an overall increase of 9 per cent in the delivery of the service per population. The added influence to this outcome includes the cost of additional staff resources and associated equipment required to meet growing operational demands.
Health and Safety					
Animal management prosecutions <i>(Number of successful animal management prosecutions/ Total number of animal management prosecutions) x 100</i>	100%	100%	100%	100%	Council continues to achieve a 100 per cent success rate in prosecutions (nine prosecutions this year). The continued high success rate in prosecutions is reflective of the willingness of people to report incidents that impact wider community safety and amenity, which is complemented by the quality of investigations and enforcement skills within the relevant teams.

Service/Indicator/Measure	Result				Material Variations
	2021	2022	2023	2024	
Food Safety					
Timeliness					
Time taken to action food complaints <i>(Average number of days it takes for Council to action food complaints received from members of the public about the safety or handling of food for sale)</i>	1.56	1.24	1.41	1.44	This represents the 2023 calendar year, as per the performance reporting requirements. All non-conformances have been followed up and this is consistent with previous years.
Service standard					
Food safety assessments <i>(Percentage of registered class 1 food premises and class 2 food premises that receive an annual food safety assessment)</i>	90.71%	93.35%	99.71%	99.32%	This result represents the 2023 calendar year, as per the performance reporting requirements. Council has consistently demonstrated diligence in conducting food safety assessments for food businesses. Of those food premises that require a food safety assessment, seven were not able to be assessed due to being closed and not in operation during the reporting period.
Service cost					
Cost of food safety service <i>(Direct cost of the food safety service per food premises registered by Council, or for which Council has received notification, during the financial year)</i>	\$526	\$538	\$626	\$673	The overall average cost of service has marginally increased in comparison to previous years, largely due to costs associated with staffing.
Health and safety					
Critical and major non-compliance outcome notifications <i>(Percentage of critical and major non-compliance outcome notifications that are followed up by Council)</i>	100%	100%	100%	100%	This represents the 2023 calendar year, as per the performance reporting requirements. All 287 non-conformances have been followed up and this is consistent with previous years.

Service/Indicator/Measure	Result				Material Variations
	2021	2022	2023	2024	
Output					
Food safety samples <i>(Percentage of food samples obtained per required number of food samples)</i>	n/a	n/a	n/a	140%	This represents the 2023 calendar year, as per the performance reporting requirements. The number of food samples obtained exceeded the number of samples required under legislation, demonstrating Council's commitment to food safety surveillance.
Statutory Planning					
Timeliness					
Time taken to decide planning applications <i>(Median number of days between receipt of a planning application and a decision on the application)</i>	62	66	67	60	The ongoing improvement in results and the enduring impact of improved work practices implemented in previous years are encouraging signs of progress. The downward trend in processing times from the 2020 to 2024 reporting periods further underscores the Council's commitment to streamlining procedures and optimising performance.
Service Standard					
Planning applications decided within the relevant required time <i>(The percentage of regular and VicSmart planning application decisions made within legislated time frames)</i>	83.75%	76.19%	86.80%	86.10%	Council's percentage for on-time decisions has remained consistent from the prior year and remains high compared to previous years. The result highlights the continued focus on timely decision-making and quality of decisions. Council continues to review processes in view of continuous improvement and efficient decision-making.

Service/Indicator/Measure	Result				Material Variations
	2021	2022	2023	2024	
Service cost					
Cost of statutory planning service <i>(Direct cost of the statutory planning service per planning application)</i>	\$2,784	\$2,471	\$3,043	\$3,071	As the service cost fluctuates, it's observed that application volume plays a crucial role in determining expenses. A decline in the number of applications, especially those of significant scale, often leads to an increase in the cost per service. Understanding these trends is essential for strategic planning and financial forecasting in any service-driven industry.
Council planning decisions upheld at VCAT <i>(Percentage of planning application decisions subject to review by VCAT that were not set aside)</i>	42.86%	46.84%	41.38%	56.90%	There has been a significant improvement of 15 per cent to the results when compared to the 2022/2023 reporting period. We have found that during the cost-of-living crisis, the financial pressures on developers means that they are more willing to negotiate a suitable outcome during the compulsory conference rather than go to a full hearing. Our appeal numbers have also dropped.

Strategic Objective Four: Good Governance

Monash community members expect to play a strong role in local decisions, whether contributing to the city's future direction, providing feedback on Council services or expressing their views on Council decisions.

Many issues important to the Monash community are, to varying degrees, governed or managed by other organisations or levels of government. Partnership and advocacy are essential strategies to achieve outcomes the community is after.

The community wants to maintain our services and infrastructure, as well as explore major projects that have the potential to transform our city. As home to the largest employment cluster outside of Melbourne's Central Business District, with sustained population growth and the Suburban Rail Loop set to provide fast connections between activity centres and major educational and health institutions, there is an opportunity for complementary community infrastructure.

The *Local Government Act 2020* requires that the annual planning and reporting processes, including key plans, are developed using strategic planning principles. This integrated approach will play a key role in ensuring transparency and accountability.



Annual Initiatives

The following statement reviews the progress of Council in relation to initiatives identified in the 2023/24 Budget for the year.

Initiative	Progress
<p>Deliver the following 2023/24 funded initiatives from the Digital Strategy:</p> <p>a) E-Services Implementation Program: Digitising our customer's experience by creating an intuitive and user-friendly online self-service platform.</p> <p>b) Data Analytics Program: A program to strengthen our data capabilities to aid investment and decision-making.</p>	<p>Achieved: Below are the updates for the reporting period relating to the funded initiatives from the Digital Strategy:</p> <p>a) E-Services Implementation Program: 32 processes are live, with pipeline works confirmed for another five processes. Digitised processes delivered for engineering services (utility consents, notification of works, work zone and regulation 116), City Planning (registered users and planning enforcement), Property, Revenue and Valuation Services (election enrolment, rates refunds and financial hardship). Furthermore, work has progressed in integrating Nintex, Pathway and address search tool for improved customer experience with dynamic forms.</p> <p>b) Data Analytics Program: During the last quarter, the Data Analytics Program expanded the M1 stack by adding additional reports. These reports offer visibility into Division and Department budget variances. Furthermore, the program rolled out supplementary reports across the organisation to provide insight into next year's budgets. City Planning received new Planning and Building Register reports, while the Customer Experience (CX) team gained access to the Voice of the Customer dashboard. This dashboard allows the CX team to track the Voice of the Customer and monitor customer satisfaction (CSAT) scores over time. Additionally, the Halls teams received reports related to Bookings and Financials, resulting in the decommission of 16 Cognos Reports. City Services and City Development received additional insights from the Power BI reports on shared bins, infringements, asset protection applications and generating the mailing list for policy consultation regarding Footpath Trading Licenses. The Safety dashboard was augmented with Employee Assistance Program data during this period.</p>



Initiative	Progress
<p>Progress written and audio communications support to reflect the diverse languages across the Monash community with a focus on increasing communications, both written and interpreting services, by 25 per cent for targeted languages for the Monash community.</p>	<p>Achieved: Council's translation and interpreting services continue to be utilised and are now embedded within the organisation.</p> <p>The <i>Monash Bulletin</i> is accessible online and in print across various languages. It is distributed via email and print for individuals who have opted in. Translations are available for key projects, such as the Glen Waverley Civic Precinct and targeted communications.</p> <p>Shape Monash has a reliable translation tool. This has been actively planned for and used during recent marquee engagement projects.</p> <p>Work continues to embed awareness and utilisation of the translation and interpreting services available to staff, who are working and communicating with culturally and linguistically diverse members of the Monash community. Next year, we will continue to focus our efforts on supporting languages used by individuals who speak little to no English, extending beyond the languages predominantly spoken at home by residents of Monash.</p>
<p>Commence implementation of Monash's Cyber Security Strategy assisting an enhanced cyber security position</p>	<p>Achieved: The Executive Leadership Team has given its approval to the Cyber Security Strategy and its implementation plan, with program financing secured for the upcoming four-year cycle, during the Council's budget discussions.</p>
<p>Review and publish the profiles of the services Council delivers - this is to build greater clarity in Council's role in service delivery and the resources allocated.</p>	<p>Achieved: Council's service catalogue and service profiles are now publicly available on Council's website. This information provides the Monash community with the rationale and purpose of the work of each department and an overview of what they do. This aligns to the strategic objectives of the Council Plan and helps Council support the delivery of the Community Vision to be the most liveable city in Victoria.</p>

Performance of Services Funded in the Budget

Council will support Good Governance through Executive Leadership, Communications, Customer Experience, Transformation and Innovation, Digital and Technology, Corporate Governance and Legal, People and Safety, Finance, Strategic Procurement and Corporate Performance. The following statement provides information in relation to these corporate services funded in the 2023/24 Budget and the people or sections of the community who are provided the service.

Service	Description of Service	Net Cost	\$000
Executive Leadership	We lead the organisation in the achievement of outcomes and the provision of a wide range of customer-focused services which are relevant, of high quality and accessible to all residents of Monash.	Actual	3,587
		Budget	3,615
		Variance	29
Media and Communications	We are committed to providing relevant, accurate, up-to-date and accessible information about Council projects, events, programs, policies and services, and encourage our community to share their views.	Actual	1,846
		Budget	1,829
		Variance	(17)
Customer Experience	We are committed to providing a high-quality customer focus, through our Customer Experience and Monash Halls teams.	Actual	3,072
		Budget	3,553
		Variance	481
Digital and Technology	We aim to empower our employees and the community through innovative digital solutions, provide reliable, secure and personalised services, to build a trusted future.	Actual	9,961
		Budget	7,428
		Variance	(2,532)
Corporate Governance and Legal	We ensure that all Council services operate in a manner that is compliant with legislation and policy and is undertaken with the highest levels of integrity, transparency and accountability	Actual	8,403
		Budget	7,428
		Variance	(974)
Talent and Organisational Development	We are committed to managing the organisation's approach to talent management, planning and sourcing, as well as the design and implementation of strategic initiatives focusing on organisational capability and engagement.	Actual	1,489
		Budget	1,483
		Variance	(6)
Workplace Relations and Safety	We manage the workplace obligations, entitlements and relations between Monash and its employees to ensure our workplaces are safe, harmonious and compliant with workplace legislation.	Actual	5,088
		Budget	5,965
		Variance	(877)
Corporate Performance	We are committed to supporting the community achieve its vision through sound organisational planning and reporting for Council.	Actual	1,384
		Budget	1,575
		Variance	191



Service Performance Indicators

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

Service/Indicator/Measure	Results				Material Variations
	2021	2022	2023	2024	
Governance					
Transparency					
Council decisions made at meetings closed to the public <i>(Percentage of Council resolutions made at a meeting of Council, or at a meeting of a delegated committee consisting only of councillors, closed to the public under section 66(1) of the Act)</i>	5.98%	5.32%	3.60%	9.51%	Council saw an increase in the number of confidential resolutions due to an increase in property-related matters. These types of matters are appropriately confidential under section 3(1)(c) of the <i>Local Government Act 2020</i> .
Consultation and engagement					
Satisfaction with community consultation and engagement <i>(Community satisfaction rating out of 100 with the consultation and engagement efforts of Council)</i>	71	68	72	71	Satisfaction with Council's community consultation and engagement performance remained at "good" levels, but did see a slight decrease this year, from 72 to 71. While there was a slight decrease in this area, it's important to note that satisfaction with Council's overall performance increased this year by 1 per cent, to 73.
Attendance					
Councillor attendance at council meetings <i>(Percentage of attendance at Council meetings by councillors)</i>	99.35%	89.51%	93.51%	86.06%	There has been an overall decrease in councillor attendance at meetings, with an increase in attendance during the second half the year.

Service/Indicator/Measure	Results				Material Variations
	2021	2022	2023	2024	
Service Cost					
Cost of elected representation <i>(Direct cost of delivering Council's governance service per councillor)</i>	\$44,375	\$47,621	\$49,251	\$57,625	The costs include training, conferences, seminars, memberships, IT and the provision of facilities. The majority is attributed to councillor allowances, as set by the Victorian Independent Remuneration Tribunal. This year, it includes both a reviewed increase and CPI increase.
Satisfaction					
Satisfaction with Council decisions <i>(Community satisfaction rating out of 100 with the consultation and engagement efforts of Council)</i>	71	68	72	71	Satisfaction with Council's performance making decisions in the interest of the community remained at "good" levels, but did see a slight decrease this year, from 72 to 71.

Retired Service Performance Indicators

Retired Measure Service/Indicator/ Measure	Results 2022	Results 2023	Results 2024
Waste Collection			
Satisfaction			
Kerbside bin collection requests	101.58	148.75	Retired in 2024
<i>(Number of kerbside bin collection requests per 1,000 kerbside bin collection households)</i>			
Libraries			
Utilisation			
Physical library collection usage	4.05	4.61	Retired in 2024
<i>(Number of physical library collection item loans per physical library collection item)</i>			
Participation			
Active library borrowers in municipality in the past 5 years	12.58%	11.01%	Retired in 2024
<i>(Percentage of the population that are active library borrowers)</i>			






Section five

Official Statements



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*.



SIMONE WICKES (CA)
Principal Accounting Officer
Dated: 7 October 2024

In our opinion, the accompanying performance statement of *Monash City Council* for the year ended 30 June 2024 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*.

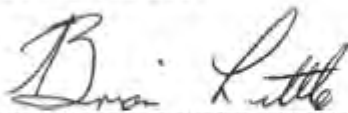
The performance statement contains the relevant performance indicators, measures and results in relation to service performance, financial performance and sustainable capacity.

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.

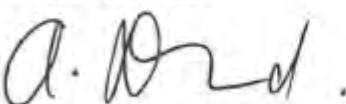
We have been authorised by the council and by the *Local Government (Planning and Reporting) Regulations 2020* to certify this performance statement in its final form.



NICKY LUO
Mayor
Dated: 7/10/2024



BRIAN LITTLE
Deputy Mayor
Dated: 7/10/2024



DR. ANDI DIAMOND
Chief Executive Officer
Dated: 7/10/2024

Independent Auditor's Report

To the Councillors of Monash City Council

Opinion	<p>I have audited the accompanying performance statement of Monash City Council (the council) which comprises the:</p> <ul style="list-style-type: none"> • description of municipality for the year ended 30 June 2024 • service performance indicators for the year ended 30 June 2024 • financial performance indicators for the year ended 30 June 2024 • sustainable capacity indicators for the year ended 30 June 2024 • notes to the accounts • certification of the performance statement. <p>In my opinion, the performance statement of Monash City Council in respect of the year ended 30 June 2024 presents fairly, in all material respects, in accordance with the performance reporting requirements of Part 4 of the <i>Local Government Act 2020</i> and Local Government (Planning and Reporting) Regulations 2020.</p>
Basis for Opinion	<p>I have conducted my audit in accordance with the <i>Audit Act 1994</i> which incorporates the Australian Standards on Assurance Engagements. I further describe my responsibilities under that Act and those standards in the <i>Auditor's Responsibilities for the Audit of the performance statement</i> section of my report.</p> <p>My independence is established by the <i>Constitution Act 1975</i>. My staff and I are independent of the council in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 <i>Code of Ethics for Professional Accountants</i> (the Code) that are relevant to my audit of the performance statement in Victoria. My staff and I have also fulfilled our other ethical responsibilities in accordance with the Code.</p> <p>I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.</p>
Councillors' responsibilities for the performance statement	<p>The Councillors are responsible for the preparation and fair presentation of the performance statement in accordance with the performance reporting requirements of the <i>Local Government Act 2020</i> and Local Government (Planning and Reporting) Regulations 2020 and for such internal control as the Councillors determines is necessary to enable the preparation and fair presentation of a performance statement that is free from material misstatement, whether due to fraud or error.</p>

Auditor's responsibilities for the audit of the performance statement

As required by the *Audit Act 1994*, my responsibility is to express an opinion on the performance statement based on the audit. My objectives for the audit are to obtain reasonable assurance about whether the performance statement as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Standards on Assurance Engagements will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of users taken on the basis of this performance statement. As part of an audit in accordance with the Australian Standards on Assurance Engagements, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

- identify and assess the risks of material misstatement of the performance statement, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the council's internal control
- evaluate the overall presentation, structure and content of the performance statement, including the disclosures, and whether performance statement represents the underlying events and results in a manner that achieves fair presentation.

I communicate with the Councillors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

MELBOURNE
10 October 2024



Travis Derricott
as delegate for the Auditor-General of Victoria

Section 1

Description of municipality

The City of Monash is a culturally diverse community in Melbourne's south-eastern suburbs, between 13 and 24 kilometres south-east of Melbourne's Central Business District.

Our city covers 81.5 square kilometres and includes the suburbs of Ashwood, Clayton, Glen Waverley, Hughesdale, Huntingdale, Mount Waverley, Mulgrave, Notting Hill, Oakleigh, Oakleigh East, and Wheelers Hill. Parts of Chadstone, Burwood and Oakleigh South are also included in Monash.

Monash is one of Melbourne's most populous municipalities, with an estimated residential population of 203,560 people living in more than 77,399 dwellings. Over the past year, the population in Monash has increased by 4.4 per cent, likely as a result of recovery from the pandemic with a large portion of international students who resided in the municipality returning for the commencement of the 2023 tertiary year.

Monash is regarded as a cosmopolitan city with a multicultural population. Monash has 52 per cent of residents speaking a language other than English at home and 50 per cent of our residents were born overseas, having come from more than 100 different countries.

In keeping with the State Government's cap on rate increases, rate revenue was increased by 3.5 per cent and there was supplementary rate growth (16.6 per cent). By controlling costs over many years, rates have been kept low. In the 2022/23 year, the average rate per property in Monash was \$1,610, compared with the state-wide average of \$1,846 and similar council average of \$1,839. In 2023/24, the average rate per property in Monash was \$1,654.



Section 2

Service performance indicators

For the year ended 30 June 2024

Service/Indicator/Measure	Results				Material Variations and Comments
	2021 Actual	2022 Actual	2023 Actual	2024 Target as per budget	
Aquatic facilities					
Utilisation					
AF6 Utilisation of aquatic facilities (Number of visits to aquatic facilities/Population)	2.70	3.82	5.15	N/A	7.06
Animal management					
Health and safety					
AM7 Animal management prosecutions (Number of successful animal management prosecutions/Total number of animal management prosecutions) x 100	100%	100%	100%	N/A	100%

Total attendances up by more than 37 per cent (continued recovery from COVID-19 and increase in program numbers and Oakleigh Recreation Centre visitations).

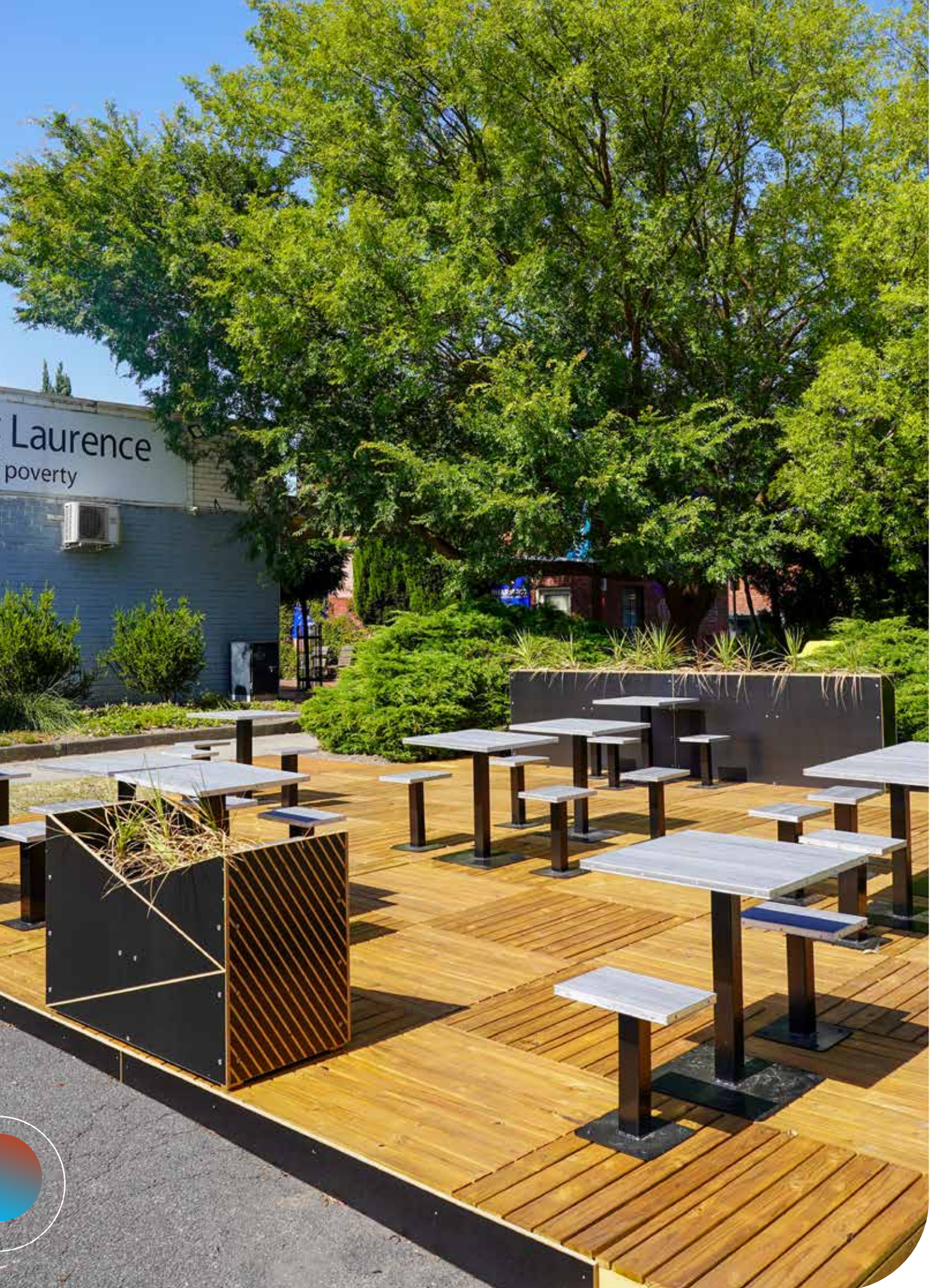
Council continues to achieve a 100 per cent success rate in prosecutions (nine prosecutions this year). The continued high success rate in prosecutions is reflective of the willingness of people to report incidents that impact wider community safety and amenity, which is complemented by the quality of investigations and enforcement skills within the relevant teams.

Service/Indicator/Measure	Results					Material Variations and Comments
	2021 Actual	2022 Actual	2023 Actual	2024 Target as per budget	2024 Actual	
Food safety Health and safety FS4 Critical and major non-compliance outcome notifications (Number of critical non-compliance outcome notifications and major non-compliance outcome notifications about a food premises followed up/ Number of critical non-compliance outcome notifications and major non-compliance outcome notifications about food premises) x 100	100%	100%	100%	N/A	100%	This represents the 2023 calendar year, as per the performance reporting requirements. All 287 non-conformances have been followed up and this is consistent with previous years.
Governance Satisfaction G2 Satisfaction with community consultation and engagement (Community satisfaction rating out of 100 with the consultation and engagement efforts of Council)	71	68	72	72	71	Satisfaction with Council's community consultation and engagement performance remained at "good" levels, but did see a slight decrease this year in budget versus actual from 72 to 71.
Libraries Participation LB7 Library membership (Percentage of the population that are registered library members) x 100	N/A	N/A	N/A	N/A	36.33%	A new measure from the last reporting period capturing active membership. A drive to increase the overall total number of registered members, has seen an increase of our membership baseline number.

Service/Indicator/Measure	Results					Material Variations and Comments
	2021 Actual	2022 Actual	2023 Actual	2024 Target as per budget	2024 Actual	
Maternal and child health Participation MC4 Participation in the MCH service (Number of children who attend the MCH service at least once (in the year) / Number of children enrolled in the MCH service) x 100	76.46%	74.54%	76.41%	N/A	74.50%	Nursing recruitment has impacted the Maternal and Child Health service delivery over the past 12 months. The sector-wide workforce shortage has reduced appointment capacity, impacting the number of clients able to be seen. Key Age and Stage (KAS) appointment focus has centred around improving continuity of care for families and focused on the early visits.
Participation MC5 Participation in the MCH service by Aboriginal children (Number of Aboriginal children who attend the MCH service at least once (in the year) / Number of Aboriginal children enrolled in the MCH service) x 100	79.38%	75.89%	88.98%	N/A	75.47%	Reduction in the number of First Nations children seen in Maternal and Child Health this year (40 attendances). Analysis of the data shows acceptable Maternal and Child Health early attendance results, indicating an uptake of 88 per cent of First Nations families attending at least once. Reduced attendance for later visits is in line with reduced attendance of non-First Nations families of the same age. The small numbers of First Nations children means that a slight variation in visits by any family can affect the data. The Maternal and Child Health service continues to undertake cultural competency training and implementation of this training into daily practice.

Service/Indicator/Measure	Results					Material Variations and Comments
	2021 Actual	2022 Actual	2023 Actual	2024 Target as per budget	2024 Actual	
Roads Condition R2 Sealed local roads below the intervention level (Percentage of sealed local roads that are below the renewal intervention level set by Council and not requiring renewal)	98.5%	98.5%	98.1%	98.05%	99.3%	Programming of road resurfacing has increasingly been better planned. Council's continuous commitment to invest in the renewal of its road network has kept the number of roads classified as "very poor condition" to a low number.
Statutory Planning Service standard SP2 Planning applications decided within the relevant required time (The percentage of regular and VicSmart planning application decisions made within legislated timeframes)	83.75%	76.19%	86.8%	80.0%	86.10%	Council's percentage for on-time decisions has remained consistent from the prior year and remains high compared to previous years. The result highlights the continued focus on timely decision making and quality of decisions. Council continues to review processes in view of continuous improvement and efficient decision making.
Waste Collection Waste diversion WC5 Kerbside collection waste diverted from landfill (Weight of recyclables and green organics collected from kerbside bins / Weight of garbage, recyclables and green organics collected from kerbside bins) x 100	56.41%	55.88%	68.32%	70.0%	71.37%	The positive full-year result reflects that Council is performing above target. This is due to the increased take up of Food Organics Garden Organics (FOGO) services by the community and reduction in waste to landfill through the frequency swap.





Section 3

Financial performance indicators

For the year ended 30 June 2024

Dimension/ Indicator/ Measure	Results				Forecast				Material Variations and Comments	
	2021 Actual	2022 Actual	2023 Actual	2024 Target as per budget	2024 Actual	2025 Forecast	2026 Forecast	2027 Forecast		2028 Forecast
Efficiency										
Expenditure level	\$2,177	\$2,352	\$2,520	\$2,580	\$2,625	\$2,623	\$2,667	\$2,695	\$2,724	Total expenses increased by 4.2 per cent on the prior year. During the year, budget approved positions increased employee costs and other temporary resourcing needs were required, in addition to the statutory Superannuation Guarantee Levy that increased from the mandatory 10.5 per cent to 11.0 per cent. A major component of the expenditure increase in materials and services related to the storm event which occurred in February 2024. Extensive damage throughout the municipality, especially with trees and reserves, resulted in higher costs compared to 2022/23. Insurance costs also increased as well as software support services costs over 2022/23 levels. Future increases in expenditure are expected in line with projected increases in CPI levels.
E2 Total expenses per property assessment (Total expenses / Number of property assessments)										

Dimension/ Indicator/ Measure	Results					Forecast				Material Variations and Comments
	2021 Actual	2022 Actual	2023 Actual	2024 Target as per budget	2024 Actual	2025 Forecast	2026 Forecast	2027 Forecast	2028 Forecast	
Revenue level E4 Average rate per property assessment <i>(General rates and Municipal charges / Number of property assessments)</i>	\$1,373	\$1,559	\$1,610	\$1,659	\$1,654	\$1,711	\$1,744	\$1,778	\$1,812	The rate cap of 3.5 per cent declared by the Minister for Local Government was applied to the 2023/24 rate charges. This resulted in an increased ratio of 2.7 per cent including an increase in property assessments by 1.0 per cent. Future trends are indicating similar level increases with a projected growth in rates and fluctuations in CPI levels.
Liquidity Working capital L1 Current assets compared to current liabilities <i>(Current assets / Current liabilities) x 100</i>	177.25%	179.68%	137.56%	191.3%	106.22%	221.92%	238.48%	245.19%	255.80%	The liquidity ratio decreased by 22.8 per cent in 2023/24. Current assets decreased by \$28.8 million. This is mainly due to reductions in cash levels which was invested into the capital works program in 2023/24. This was Council's largest-ever capital works program in history. Current liabilities decreased by \$4.2 million. Cash levels and potential property sales will impact working capital in the initial future years which is expected to smooth to more consistent levels in outer years with a positive trend.

Dimension/ Indicator/ Measure	Results					Forecast				Material Variations and Comments
	2021 Actual	2022 Actual	2023 Actual	2024 Target as per budget	2024 Actual	2025 Forecast	2026 Forecast	2027 Forecast	2028 Forecast	
Unrestricted cash	10.10%	25.08%	48.29%	-6.7%	-15.23%	-0.87%	172.80%	181.21%	193.49%	This ratio decreased by 131.5 per cent compared to 2022/23. The variation in this ratio reflects the level of cash held in short-term deposits (with maturity dates of 90 days or less) which is lower by \$54.0 million compared to the 2022/23 level. This is mainly due to delivering higher capital works program of \$109.0 million in 2023/24 than in 2022/23.
L2 Unrestricted cash compared to current liabilities										
(Unrestricted cash / Current liabilities) x 100										
Obligations										
Loans and borrowings	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	Council achieved a debt-free status as at 30 June 2015. Council does not have any loan borrowings as at 30 June 2024. Future year budgets may require borrowings for various capital works projects, but this will be considered and decided upon by Council at the appropriate time.
O2 Loans and borrowings compared to rates										
(Interest and principal repayments on interest bearing loans and borrowings / Rate revenue) x 100										

Dimension/ Indicator/ Measure	Results					Forecast				Material Variations and Comments	
	2021 Actual	2022 Actual	2023 Actual	2024 Target as per budget	2024 Actual	2025 Forecast	2026 Forecast	2027 Forecast	2028 Forecast		
Obligations											
Loans and borrowings	0.00%	0.00%	0.00%	20.5%	0.00%	25.11%	19.3%	0.00%	0.00%		Council achieved a debt free status as at 30 June 2015. Council does not have any loan borrowings as at 30 June 2024. Future year budgets may require borrowings for various capital works projects but this will be considered and decided upon by Council at the appropriate time.
O3 Loans and borrowings repayments compared to rates											
(Interest and principal repayments on interest bearing loans and borrowings / Rate revenue) x 100											
Indebtedness	7.4%	5.6%	5.7%	5.6%	4.88%	4.49%	3.74%	3.16%	2.80%		The 2023/24 ratio compared to the prior year is lower by 14.5 per cent, while non-current liabilities have decreased by \$0.8 million, own-source revenue in 2023/24 increased by 7.2 per cent. Statutory fees and fines increased compared to 2022/23, particularly with parking infringements which is due to increased patrol services and higher activity in precinct centres. Total user fees increased by \$4.1 million as leisure, aquatic and other Council facilities returned to full capacity. The trend is indicating a drop due to a forecast reduction in non-current obligations.
O4 Non-current liabilities compared to own source revenue											
(Non-current liabilities / Own-source revenue) x 100											

Dimension/ Indicator/ Measure	Results					Forecast			Material Variations and Comments	
	2021 Actual	2022 Actual	2023 Actual	2024 Target as per budget	2024 Actual	2025 Forecast	2026 Forecast	2027 Forecast		2028 Forecast
Obligations										
Asset renewal and upgrade	138.6%	148.4%	201.1%	273.8%	207.30%	219.02%	129.35%	129.95%	128.70%	This ratio has increased by 3.1 per cent on the prior year due to higher renewal and upgrade expenditure undertaken compared to asset depreciation. Council is still meeting its renewal targets and the 207.3 per cent ratio confirms existing high-level asset renewal and upgrade expenditure. This is forecast into the next financial year with the continuation of large multi-year projects, however future capital works investment drops back to the base renewal program with no provision for major projects.
Operating position										
Adjusted underlying result	-0.73%	1.11%	-0.49%	0.1%	-3.37%	1.32%	1.89%	3.69%	4.53%	The 2023/24 adjusted underlying surplus ratio decreased from -0.5 per cent to -3.4 per cent. Despite recording higher revenue compared with 2022/23, expenditure increased by 5 per cent due to higher employee costs, materials and services cost and depreciation have also contributed to a reduction in the adjusted underlying surplus in 2023/24.
OP1 Adjusted underlying surplus (or deficit)										
(Adjusted underlying surplus {deficit} / Adjusted underlying revenue) x 100										

Dimension/ Indicator/ Measure	Results					Forecast			Material Variations and Comments	
	2021 Actual	2022 Actual	2023 Actual	2024 Target as per budget	2024 Actual	2025 Forecast	2026 Forecast	2027 Forecast		2028 Forecast
Stability										
Rates concentration										
S1 Rates compared to adjusted underlying revenue	65.2%	67.8%	66.06%	66.4%	67.42%	66.57%	66.19%	65.55%	65.49%	This ratio has increased by 2.1 per cent on the 2022/23 level. While rates are expected to increase according to the rate cap, income from parking fines increased due to revised contractual targets and increased enforcement. User fees increased as leisure, aquatic and other Council facilities returned to full capacity which has contributed to the increased result. The future trend shows consistent results and in line with State Government projected increases in rates and charges.
(Rate revenue / Adjusted underlying revenue) x 100	0.14%	0.16%	0.14%	0.17%	0.15%	0.14%	0.15%	0.15%	0.15%	The variance reflects Council's capped rate increase of 3.5 per cent compared to the value of all properties in Monash that decreased by an average 2.8 per cent with the 2024 revaluation.
Rates effort										
S2 Rates compared to property values										
(Rate revenue / Capital improved value of rateable properties in the municipality) x 100										



Section 4

Sustainable capacity indicators

For the year ended 30 June 2024

Indicator/Measure	Results				Material Variations and Comments
	2021 Actual	2022 Actual	2023 Actual	2024 Actual	
Population					
C1 Expenses per head of population (Total expenses / Municipal population)	\$892.45	\$1,002.92	\$1,092.72	\$1,099.59	The ratio has increased by 0.6 per cent from 2022/23 levels. Total expenses increased by 5 per cent compared to 2022/23. During the year, budget approved positions increased employee costs and other temporary resourcing needs were required, in addition to the statutory Superannuation Guarantee Levy that increased from the mandatory 10.5 per cent to 11.0 per cent. A major component of the expenditure increase in materials and services related to the storm event which occurred in February 2024. Extensive damage throughout the municipality, especially with trees and reserves, resulted in higher costs compared to 2022/23. Population increased by 4.5 per cent however with a result of \$1,099 indicates Council is on the lower end of the expenses per head of municipal population indicating improved capacity to provide services. Future increases in expenditure is expected in line with projected fluctuations in CPI levels.
C2 Infrastructure per head of Population (Value of infrastructure / Municipal Population)	\$4,788.89	\$5,114.18	\$5,695.93	\$5,909.23	The increase of 3.7 per cent primarily relates to a higher capital works program, and increase in municipal population over the 12-month period by 4.5 per cent impacting the final result.

Indicator/Measure	Results				Material Variations and Comments
	2021 Actual	2022 Actual	2023 Actual	2024 Actual	
Population					
C3 Population density per length of road (Municipal population / Kilometres of local roads)	266.84	257.79	253.52	265.05	With the growth in population from the previous year, this indicator has in turn increased.
Own-source revenue					
C4 Own-source revenue per head of population (Own-source revenue / Municipal population)	\$689.50	\$838.19	\$921.50	\$950.95	Own-source revenue in 2023/24 increased by 3.2 per cent. Statutory fees and fines increased compared to 2022/23. Income from parking infringements and court fines income, as a result of resuming enforcement after previous years impacted by COVID-19 restrictions. User fees increased due to Council services and leisure and aquatic facilities returning to full capacity. Income increased in leisure and aquatic facilities by \$2.3 million, waste charges by \$0.5 million, other fees and charges by \$1.4 million compared to 2022/23. Municipal population increased by 4.5 per cent which has also contributed to the \$949.49 result.
Recurrent grants					
C5 Recurrent grants per head of population (Recurrent grants / Municipal population)	\$103.22	\$114.13	\$117.69	\$80.99	This ratio decreased by 31.2 per cent over 2022/23 levels with an overall decrease in recurrent grant income of \$6.4 million. This is mainly due to not receiving the 2024/25 Financial Assistance Grants in June 2024 as expected. Municipal population increased by 4.5 per cent.

Indicator/Measure	Results				Material Variations and Comments
	2021 Actual	2022 Actual	2023 Actual	2024 Actual	
Disadvantage C6 Relative socio-economic disadvantage <i>(Index of Relative Socio-economic Disadvantage by decile)</i>	9	9	9	9	A score of nine suggests the City of Monash has low levels of disadvantage.
Workforce turnover C7 Resignations and terminations compared to average staff (Number of permanent staff resignations and terminations / Average number of permanent staff for the financial year) x 100	11.93%	17.16%	15.67%	17.09%	Council experienced 135 terminations of permanent employees within 2023/24 financial year. This was a reduction of four terminations against the previous financial year. Of the 135 terminations, 100 were voluntary, including five retirements. Of the 35 non voluntary terminations, this is mainly made up of fixed-term contracts ending as per agreement, as well as 10 redundancies (largely due to exiting regional aged care assessments as part of the Federal Government's Aged Care Reform) and six dismissals. Council's turnover is on par with the industry with ranges from 14 per cent to 20 per cent turnover.



Section 5

Notes to the accounts

1. Basis of preparation

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

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

The performance statement presents the actual results for the current year and the previous three years, along with the current year's target, if mandated by the *Local Government*

(*Planning and Reporting) Regulations 2020*. 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 2024/25 Adopted Budget on 28 May 2024 and which forms part of the Council Plan. The Adopted Budget 2024/25 includes estimates 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 Adopted Budget 2024/25 can be accessed online through the Monash City Council website.

2. Definitions

Key term	Definition
Aboriginal children	Means a child who is an Aboriginal person.
Aboriginal person	Has the same meaning as in the <i>Aboriginal Heritage Act 2006</i> .
Adjusted underlying revenue	Means total income other than: <ul style="list-style-type: none"> ❖ Non-recurrent grants used to fund capital expenditure ❖ Non-monetary asset contributions ❖ 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.
Annual report	Means an annual report prepared by a council under section 98 of the Act.
Asset renewal expenditure	Means expenditure on an existing asset or on replacing an existing asset that returns the service capability of the asset to its original capability.
Asset upgrade expenditure	Means expenditure that— (a) enhances an existing asset to provide a higher level of service; or (b) extends the life of the asset beyond its original life.
Critical non-compliance outcome notification	Means a notification received by a council under section 19N(3) or (4) of the <i>Food Act 1984</i> , or advice given to a council by an authorised officer under that Act, of a deficiency that poses an immediate serious threat to public health.
Current assets	Has the same meaning as in the Australian Accounting Standards.
Current liabilities	Has the same meaning as in the Australian Accounting Standards.
Food premises	Has the same meaning as in the <i>Food Act 1984</i> .
Intervention level	Means the level set for the condition of a road beyond which a council will not allow the road to deteriorate and will need to intervene.
Local road	Means a sealed or unsealed road for which the council is the responsible road authority under the <i>Road Management Act 2004</i> .
Major non-compliance outcome notification	Means a notification received by a council under section 19N(3) or (4) of the <i>Food Act 1984</i> , or advice given to a council by an authorised officer under that Act, of a deficiency that does not pose an immediate serious threat to public health but may do so if no remedial action is taken.
MCH	Means the Maternal and Child Health Service provided by a council to support the health and development of children within the municipality from birth until school age.
Non-current liabilities	Means all liabilities other than current liabilities.
Own-source revenue	Means adjusted underlying revenue other than revenue that is not under the control of Council (including government grants).

Key term	Definition
Population	Means the resident population estimated by Council.
Rate revenue	Means revenue from general rates, municipal charges, service rates and service charges.
Relative socio-economic disadvantage	In relation to a municipal district, means the relative socio-economic disadvantage, expressed as a decile for the relevant financial year, of the area in which the municipal district is located according to the Index of Relative Socio-Economic Disadvantage of SEIFA.
Restricted cash	Means cash, cash equivalents and financial assets within the meaning of the Australian Accounting Standards, not available for use other than for a purpose for which it is restricted, and includes cash to be used to fund capital works expenditure from the previous financial year.
SEIFA	Means the Socio-Economic Indexes for Areas published from time to time by the Australian Bureau of Statistics on its website.
Unrestricted cash	Means all cash and cash equivalents other than restricted cash.

3. Other matters

Overview of 2023/24

Council operations have been budgeted at full operating capacity for the past financial year given this is now considered a post-COVID period in Victoria.

Economic pressures continued during 2023/24 which again added pressure to Council's budget. Inflationary pressures caused cost escalations for both operational and capital commitments along with supply chain shortages and delays. However, Council has financially managed to deliver high-quality services through innovative means to support the community.

Government grants at both State and Federal levels continued to support Council operations to fund some major capital projects and programs. Council achieved its highest-ever capital works expenditure program in 2023/24 which was still impacted by increased tender prices awarded on a number of construction projects and combined with resourcing constraints. Council's user-pay services have returned to normal levels, indicating some confidence within the community to return to Council facilities.



Section Six Financials



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Certification of the Financial Statements

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.



Principal Accounting Officer

Dated: 7 October 2024
Simone Wickes CA

In our opinion, the accompanying financial statements presents fairly the financial transactions of the Monash City Council for the year ended 30 June 2024 and the financial position of the Council as of that date.

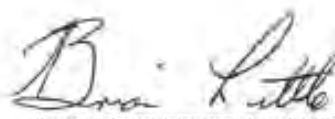
As at the date of signing, we are not aware of any circumstance that would render any particulars in the financial statements to be misleading or inaccurate.

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.



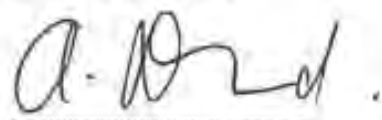
Nicky Luo
Mayor

Date: 7 October 2024



Brian Little
Deputy Mayor

Date: 7 October 2024



Dr Andi Diamond
Chief Executive Officer

Dated: 7 October 2024

Independent Auditor's Report

To the Councillors of Monash City Council

Opinion	<p>I have audited the financial report of Monash City Council (the council) which comprises the:</p> <ul style="list-style-type: none"> • balance sheet as at 30 June 2024 • comprehensive income statement for the year then ended • statement of changes in equity for the year then ended • statement of cash flows for the year then ended • statement of capital works for the year then ended • notes to the financial statements, including material accounting policy information • certification of the financial statements. <p>In my opinion the financial report presents fairly, in all material respects, the financial position of the council as at 30 June 2024 and their financial performance and cash flows for the year then ended in accordance with the financial reporting requirements of Part 4 of the <i>Local Government Act 2020</i>, the Local Government (Planning and Reporting) Regulations 2020 and applicable Australian Accounting Standards.</p>
Basis for Opinion	<p>I have conducted my audit in accordance with the <i>Audit Act 1994</i> which incorporates the Australian Auditing Standards. I further describe my responsibilities under that Act and those standards in the <i>Auditor's Responsibilities for the Audit of the Financial Report</i> section of my report.</p> <p>My independence is established by the <i>Constitution Act 1975</i>. My staff and I are independent of the council in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's <i>APES 110 Code of Ethics for Professional Accountants</i> (the Code) that are relevant to my audit of the financial report in Victoria. My staff and I have also fulfilled our other ethical responsibilities in accordance with the Code.</p> <p>I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.</p>
Councillors' responsibilities for the financial report	<p>The Councillors of the council are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards, the <i>Local Government Act 2020</i> and the Local Government (Planning and Reporting) Regulations 2020, and for such internal control as the Councillors determine is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.</p> <p>In preparing the financial report, the Councillors are responsible for assessing the council's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless it is inappropriate to do so.</p>

Auditor's responsibilities for the audit of the financial report

As required by the *Audit Act 1994*, my responsibility is to express an opinion on the financial report based on the audit. My objectives for the audit are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

- identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the council's internal control
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Councillors
- conclude on the appropriateness of the Councillors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the council's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the council to cease to continue as a going concern.
- evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the Councillors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

MELBOURNE
10 October 2024



Travis Derricott
as delegate for the Auditor-General of Victoria

COMPREHENSIVE INCOME STATEMENT

For the Year Ended 30 June 2024

	Note	2024 \$'000	2023 \$'000
Income/Revenue			
Rates & Charges	3.1	145,990	139,863
Statutory Fees & Fines	3.2	12,944	11,261
User Fees	3.3	29,111	24,750
Grants - Operating	3.4	16,971	24,155
Grants - Capital	3.4	26,162	17,072
Contributions - monetary	3.5	5,476	7,315
Contributions - non-monetary	3.5	102	616
Net (loss)/gain on disposal of Property, Infrastructure, Plant & Equipment	3.6	1,914	198
Other Income	3.7	3,617	3,732
Total Income/Revenue		242,287	228,962
Expenses			
Employee Costs	4.1(a)	94,735	90,551
Materials & Services	4.2	87,892	84,475
Depreciation	4.3	35,786	32,658
Amortisation - Intangible Assets	4.4	2,934	2,551
Depreciation - Right-of-Use Assets	4.5	1,521	1,658
Finance Costs - Leases	4.6	181	136
Other Expenses	4.7	753	731
Share of net loss of joint operation accounted for by the equity method	6.3	30	381
Total Expenses		223,832	213,141
Surplus/(deficit) for the year		18,455	15,821
Other comprehensive income			
Items that will not be reclassified to surplus or deficit in future periods			
Net Asset revaluation gain/(loss)	9.1 (a)	30,609	59,042
Total other Comprehensive income		30,609	59,042
Total Comprehensive result		49,064	74,863

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

BALANCE SHEET

As at 30 June 2024

	Note	2024 \$'000	2023 \$'000
ASSETS			
Current Assets			
Cash & Cash Equivalents	5.1(a)	22,509	73,352
Trade & Other Receivables	5.1(c)	22,008	16,994
Other Financial Assets	5.1(b)	69	3,569
Prepayments	5.2(a)	901	715
Non-Current Assets Classified as held for sale	6.1	30,315	6,315
Other Assets	5.2 (a)	2,370	6,067
Total Current Assets		78,172	107,012
Non-Current Assets			
Property, Infrastructure, Plant & Equipment	6.2	3,791,871	3,719,269
Right-of-Use Assets	5.7	5,208	6,610
Intangible Assets	5.2(b)	11,711	9,985
Other Assets		697	711
Investments in joint arrangement accounted for using the equity method	6.3	224	217
Total Non-Current Assets		3,809,711	3,736,792
TOTAL ASSETS		3,887,883	3,843,804
LIABILITIES			
Current Liabilities			
Trade & Other Payables	5.3(a)	29,180	32,689
Trust Funds & Deposits	5.3(b)	18,190	16,247
Contract and other liabilities	5.3(c)	5,184	6,701
Provisions	5.4	19,654	20,689
Lease Liabilities	5.7	1,390	1,467
Total Current Liabilities		73,598	77,793
Non-Current Liabilities			
Provisions	5.4	1,931	1,470
Liabilities in joint arrangement accounted for using the equity method	6.3	3,517	3,479
Lease Liabilities	5.7	4,008	5,297
Total Non-Current Liabilities		9,456	10,246
TOTAL LIABILITIES		83,054	88,039
NET ASSETS		3,804,829	3,755,765
EQUITY			
Accumulated Surplus		1,077,895	1,055,433
Reserves	9.1	2,726,934	2,700,332
TOTAL EQUITY		3,804,829	3,755,765

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

STATEMENT OF CHANGES IN EQUITY

For the Year Ended 30 June 2024

	Note	Total 2024	Accumulated Surplus 2024	Asset Revaluation Reserve 2024	Other Reserves 2024	Total 2023	Accumulated Surplus 2023	Asset Revaluation Reserve 2023	Other Reserves 2023
		\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Balance at beginning of the Financial Year		3,755,765	1,055,433	2,671,590	28,742	3,680,902	1,035,811	2,612,548	32,543
Surplus for the year		18,455	18,455	-	-	15,821	15,821	-	-
Net Asset revaluation gain/(loss)	9.1	30,609	-	30,609	-	59,042	-	59,042	-
Transfers from Other Reserves	9.1	-	9,390	-	(9,390)	-	10,005	-	(10,005)
Transfers to Other Reserves	9.1	-	(5,383)	-	5,383	-	(6,204)	-	6,204
Balance at End of the Financial Year		3,804,829	1,077,895	2,702,199	24,735	3,755,765	1,055,433	2,671,590	28,742

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

STATEMENT OF CASH FLOWS

For the Year Ended 30 June 2024

	Note	2024 Inflows/ (Outflows) \$'000	2023 Inflows/ (Outflows) \$'000
Cash Flows from Operating Activities			
Rates & Charges		146,450	140,743
Statutory Fees & Fines		12,944	11,261
User Fees		26,833	25,456
Grants - Operating		16,959	22,706
Grants - Capital		25,417	14,569
Contributions - Monetary		5,476	7,315
Interest Received		2,775	2,441
Trusts and Refundable Deposits Taken		1,682	2,026
Other Receipts		796	711
Net GST Refund		14,818	12,454
Employee Costs		(99,093)	(96,593)
Materials and Services		(108,236)	(91,985)
Trusts and Refundable Deposits Repaid		358	(508)
Other Payments		(753)	(731)
Net cash provided by operating activities	9.2	46,426	49,865
Cash Flows from Investing Activities			
Proceeds from sale of Investment		3,500	28,000
Payments for Acquisition of Property, Infrastructure, Plant and Equipment		(103,653)	(56,205)
Proceeds from Sale of Property, Infrastructure, Plant and Equipment		4,556	577
Net cash used by Investing activities		(95,597)	(27,628)
Cash Flows from financing Activities			
Interest paid - lease liability		(181)	(136)
Repayment of lease liabilities		(1,492)	(1,627)
Net cash used by financing activities		(1,673)	(1,763)
Net (decrease) increase in cash and cash equivalents		(50,844)	20,474
Cash and cash equivalents at the beginning of the financial year		73,353	52,879
Cash and cash equivalents at the end of the financial year	5.1 (a)	22,509	73,353

Financing arrangements

5.5

Restrictions on cash assets

5.1

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 2024

	2024	2023
	\$'000	\$'000
Property		
Land Improvements	235	459
Buildings and Building Improvements	40,985	21,805
Total property	41,220	22,264
Plant and equipment		
Plant, machinery and equipment	3,487	2,180
Fixtures, fittings and furniture	479	584
Computers and telecommunications	5,713	4,577
Library books	1,440	1,359
Total plant and equipment	11,119	8,700
Infrastructure		
Roads	9,516	11,964
Bridges	1,451	444
Footpaths and cycleways	4,496	5,412
Drainage	7,456	4,085
Recreational, leisure and community facilities	29,541	16,354
Waste management	112	146
Parks, open space and streetscapes	3,777	3,271
Off-street car parks	444	234
Other infrastructure	832	818
Total Infrastructure	57,625	42,728
Total capital works expenditure	109,964	73,692
Less transferred to operating as unable to capitalise from work in progress	(1,608)	(1,243)
Adjusted Balance of Capital Works Expenditure	108,356	72,449
Represented by:		
New asset expenditure	2,008	5,174
Asset renewal expenditure	54,405	60,533
Asset expansion expenditure	33,773	2,841
Asset upgrade expenditure	19,778	5,144
Total capital works expenditure	109,964	73,692
Less transferred to operating as unable to capitalise from work in progress	(1,608)	(1,243)
Adjusted Balance of Capital Works Expenditure	108,356	72,449

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 2024

NOTE 1 OVERVIEW

INTRODUCTION

The City of Monash was established by an Order of the Governor in Council on December 1994 and is a body corporate. The Council's main office is located at 293 Springvale Road, Glen Waverley, 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.

SIGNIFICANT ACCOUNTING POLICIES

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.

Judgements, estimates and assumptions are required to be made about the carrying values of

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

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

Revisions to accounting estimates are recognised in the period in which the estimate is revised and also in future periods that are affected by the revision. Judgements and assumptions made by management in the application of 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 6.3)
- ❖ 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).

NOTES TO THE FINANCIAL REPORT

For the Year Ended 30 June 2024

NOTE 1 OVERVIEW (Cont'd)

SIGNIFICANT ACCOUNTING POLICIES (Cont'd)

1.1 Basis of Accounting (Cont'd)

- ❖ 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.

Notes to the Financial Report

For the Year Ended 30 June 2024

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 greater than 10 percent and \$1,000,000 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.

The budget figures detailed below are those adopted by Council on 30th May 2023. The budget was based on assumptions that were relevant at the time of adoption of the budget. Council set guidelines and parameters for revenue and expense targets in this budget in order to meet Council's business plan and financial performance targets for both the short and long-term. The budget did not reflect expected changes to equity resulting from asset revaluations, as their impacts were not considered predictable.

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

2.1.1 Income/Revenue and Expenditure

	Budget 2024 \$'000	Actual 2024 \$'000	Variance 2024 \$'000	Variance 2024 %	Ref
Income/Revenue					
Rates and charges	146,084	145,990	(94)	(0.1%)	
Statutory fees and fines	11,066	12,944	1,878	17.0%	1
User fees	26,777	29,111	2,334	8.7%	2
Contributions - monetary	10,903	5,476	(5,427)	(49.8%)	3
Contributions - non-monetary	-	102	102	100.0%	4
Grants - Operating (recurrent)	20,223	15,967	(4,256)	(21.0%)	5
Grants - Operating (non-recurrent)	-	1,004	1,004	100.0%	6
Grants - Capital (recurrent)	2,229	519	(1,710)	(76.7%)	7
Grants - Capital (non-recurrent)	28,891	25,643	(3,248)	(11.2%)	8
Other Revenue	3,628	3,617	(11)	(0.3%)	
Profit from Sale of Assets	-	1,914	1,914	0.0%	9
Total Income/Revenue	249,801	242,287	(7,514)		
Expenses					
Employee costs	94,411	94,735	(324)	(0.3%)	
Materials and Services	86,401	87,892	(1,491)	(1.7%)	10
Depreciation	33,393	35,786	(2,393)	(7.2%)	11
Amortisation - intangible assets	3,312	2,934	378	0.0%	
Depreciation - right-of-use assets	1,467	1,521	(54)	0.0%	
Finance Costs - leases	186	181	5	0.0%	
Other Expenses	834	753	81	9.7%	
Share of net loss of joint operation	-	30	(30)	0.0%	
Total Expenses	220,004	223,832	(3,828)		
Surplus/deficit for the year	29,797	18,455	(11,342)		

Notes to the Financial Report

For the Year Ended 30 June 2024

NOTE 2 ANALYSIS OF OUR RESULTS (CONT'D)

2.1 Performance Against Budget (Cont'd)

(i) Explanation of material variations

Variance Ref	Item	Explanation
1	Statutory fees and fines	Statutory fees and fines are favourable to budget by \$1.88M or 17 per cent mainly due to parking fine income and associated court fines income. Activity in business centres increased over the year which required increased parking patrols and enforcement requirements. New contractual arrangements also applied which set revised performance targets for the year.
2	User fees	User fees income was \$2.3M or 8.7 per cent favourable to budget for the year. Demand for a second domestic rubbish bin increased in 2023/24 which generated additional fee income, but the main cause of the increase relates to recreational services fee income.
3	Contributions - monetary	Contributions - monetary are \$5.43M unfavourable to budget or 49.8 per cent. This relates to lower reserve contributions received for the year. This applied to Public Open Space (POS), Drainage and Car Parking contributions budgeted to be received which are then transferred to the respective reserve. POS and Car Parking was the main variances to budget which relates to changed economic conditions during the year due to interest rate increases which have slowed development applications and project completion.
4	Contributions - non-monetary	Contributions - non-monetary are favourable to budget by \$0.10M. This relates to art donations and contributions received for the year at the Museum of Australian Photography.
5	Grants - Operating (recurrent)	Grants - Operating (recurrent) is unfavourable to budget by \$4.3M or 21 per cent and this was due to Commonwealth Financial Assistance Grants income that was expected to be received in late 2023/24 which was received in July 2024. For several years Commonwealth Financial Assistance Grants has been advanced for the next year which was not the case in 2023/24. All Victorian local government will have been subject to this delay in funding.
6	Grants - Operating (non-recurrent)	Grants - Operating (non-recurrent) are \$1.0M favourable to budget. Additional one-off funding was received in Community Services, Youth Services and Sustainability Strategy from State Government.
7	Grants - Capital (recurrent)	Grants - Capital (recurrent) is unfavourable to budget by \$1.7M or 77 per cent due to the Commonwealth Financial Assistance Grants for Local Roads funding component expected in late 2023/24 being received in July 2024.
8	Grants - Capital (non-recurrent)	Grants - Capital (non-recurrent) were \$3.2M unfavourable to budget. While significant capital income grants were received during the year for specific capital projects, based on project milestones for these projects, income has been carried forward to next financial year to offset some of the planned expenditure.

Notes to the Financial Report

For the Year Ended 30 June 2024

NOTE 2 ANALYSIS OF OUR RESULTS (CONT'D)

2.1 Performance Against Budget (Cont'd)

(i) Explanation of material variations

Variance Ref	Item	Explanation
9	Profit from Sale of Assets	Profit from Sale of Assets totalled \$1.9M during the year and this item is generally not budgeted for. Due to the works being undertaken by the Suburban Rail Loop Authority (SRLA) in the municipality, two properties were compulsorily acquired during the year which generated this profit; as the SRLA development continues there may be more properties in line for acquisition to support the project.
10	Materials and Services	Materials and Services were unfavourable to budget by \$1.5M or 1.7 per cent for the year. Additional costs were incurred in insurances and also software support costs, but the main cause related to additional general maintenance expenditure in response to the February 2024 storm event damage in streets and reserves. Significant clean-up was required over many months which has caused an unfavourable budget expenditure variance.
11	Depreciation	Depreciation costs were \$2.4M or 7.2 per cent unfavourable to budget. Council's budget was adopted in May 2023 which was ahead of finalising the capital spend for the year. Capitalisation of assets was higher than expected which came after end of year and this results in higher depreciation costs. Council's capital works program in 2022/23 realised significant asset capitalisation; the same will occur in 2023/24 with Council achieving its largest-ever capital expenditure program.

Notes to the Financial Report

For the Year Ended 30 June 2024

NOTE 2 ANALYSIS OF OUR RESULTS (CONT'D)

2.1.2 Capital Works

	Budget 2024	Actual 2024	Variance 2024	Variance 2024	
	\$'000	\$'000	\$'000	%	Ref
Property					
Land Improvements	-	235	(235)	0.0%	
Buildings and Building Improvements	63,200	40,985	22,215	35.2%	1
Total Property	63,200	41,220	21,980		
Plant and Equipment					
Plant, Machinery and Equipment	5,058	3,487	1,571	31.1%	2
Fixtures, Fittings and Furniture	392	479	(87)	(22.2%)	3
Computers and Telecommunications	6,117	5,713	404	6.6%	
Library Books	1,440	1,440	-	0.0%	
Total Plant and Equipment	13,007	11,119	1,888		
Infrastructure					
Roads	10,435	9,516	919	8.8%	
Bridges	1,817	1,451	366	20.1%	4
Footpaths and cycleways	4,570	4,496	74	1.6%	
Drainage	9,431	7,456	1,975	20.9%	5
Recreational, leisure and community facilities	26,711	29,541	(2,830)	(10.6%)	6
Waste management	-	112	(112)	0.0%	
Parks, open space and streetscapes	4,939	3,777	1,162	23.5%	7
Off-street car parks	430	444	(14)	(3.3%)	
Other Infrastructure	739	832	(93)	(12.6%)	8
Total Infrastructure	59,072	57,625	1,447		
Total Capital Works Expenditure	135,279	109,964	25,315		
Less transferred to operating as unable to capitalise from work in progress	-	(1,608)	1,608		
Adjusted Balance of Capital Works Expenditure	135,279	108,356	26,923		
Represented by:					
New asset expenditure	1,075	2,008	(933)		
Asset renewal expenditure	62,664	54,405	8,259		
Asset expansion expenditure	42,759	33,773	8,986		
Asset upgrade expenditure	28,782	19,778	9,004		
Total Capital Works Expenditure	135,280	109,964	25,316		
Less transferred to operating as unable to capitalise from work in progress	-	(1,608)	1,608		
Adjusted Balance of Capital Works Expenditure	135,280	108,356	26,924		
Funding sources represented by					
Grants	31,120	26,162	4,958		
Contributions	787	-	787		
Council Cash	103,373	83,802	19,570		
Total Capital Works Expenditure	135,280	109,964	25,315		

Notes to the Financial Report

For the Year Ended 30 June 2024

NOTE 2 ANALYSIS OF OUR RESULTS (CONT'D)

2.1.2 Capital Works (Cont'd)

(i) Explanation of material variations

Variance Ref	Item	Explanation
1	Buildings & Building improvements	Buildings & Building improvements is \$22.2M or 35.2 per cent favourable to the adopted budget. Projects causing the majority of this variance relate to multi-year projects including the Bogong Avenue multi-level car park extension project and the child and family hub developments which have required funds to be carried forward into 2024/25 for project completion. This also applied to the multi-year Glen Waverley Civic Precinct project which will continue next year.
2	Plant, machinery and equipment	Plant, machinery and equipment is \$1.6M or 31.1 per cent favourable to the adopted budget. The fleet and plant renewal program again experienced substantial supply chain procurement delays which requires funding to be carried forward into 2024/25. Council is gearing up to deal with these types of delays by forward planning and advance ordering items of fleet and plant required as replacement.
3	Fixtures, fittings and furniture	Fixtures, fittings and furniture had a minor \$87K unfavourable variance which was 22.2 per cent over budget. This mainly related to office equipment renewal requirements that occurred during the year.
4	Bridges	Bridges are \$366K or 20.1 per cent favourable to budget. The major variance relates to the bridge rehabilitation works required at Napier Park Reserve, over the Melbourne Water overland flow path, which has been delayed to prolonged negotiation with Melbourne Water on ownership and flooding design standard for this structure.
5	Drainage	Drainage works were \$1.97M or 20.9 per cent favourable to budget. Drainage construction at Inverell Avenue and Simpson Drive (Development Contribution Plan (DCP) project funded from Reserve) were projects which cost less than expected. Stocks Road Drainage was delayed due to specialised subcontract availability for pipe jacking major drainage under High Street Road. The balance of project funding for Stcoks Road has been carried forward to 2024/25 to complete the works.
6	Recreational, leisure and community facilities	Recreational, leisure and community facilities are \$2.8M or 10.6 per cent unfavourable to budget. This category includes major projects including the Glen Waverley Sports Hub, Jack Edwards Reserve pavilion and the several projects being undertaken at Mount Waverley Reserve. Sports Hub expenditure for the year was higher than budget but the project achieved a better than budget result. The other two sites will see considerable development in 2024/25. Pinewood Reserve cricket nets construction and Ashwood Reserve Hockey Pitch projects were added during the year but both projects attracted grant funding.
7	Parks, open space and streetscapes	Parks, open space and streetscapes was \$1.16M or 23.5 per cent favourable to budget. Several projects were favourable to budget but the Portman Street project did not proceed and the kingsway redevelopment project has been carried forward into 2024/25.
8	Other Infrastructure	Other infrastructure is \$93K or 12.6 per cent unfavourable to budget. The main cause of this variance relates to the Hughesdale local area traffic management (LATM) project works which cost more than the original budget. Also, the Blackspot program road hump treatment in Haughton Road was an additional project included in the capital works program as additional funding was received.

NOTE 2.2 ANALYSIS OF COUNCIL RESULTS BY PROGRAM

Council delivers its functions and activities through the following programs.

2.2.1 Chief Executive

This division provides corporate management necessary to ensure the effective, efficient and innovative implementation of programs and communication of Council's achievement in policies and programs to external and internal audiences. It includes Communications, Customer Experience and People and Safety.

Corporate Services

This division works across the organisation to support departments to deliver services and projects that benefit Monash's diverse community. This entails planning, strategic discussion, continuous improvement, business assurance, monitoring and reporting. The division also manages Council processes in relation to tendering and procurement, coordinates the annual planning and budgeting processes, in addition to providing transactional support in relation to levying rates and charges, payments to suppliers and supporting the organisation to embrace digital capabilities and efficiency.

Community Services

This division provides a wide range of customer-focused services which are relevant, of high quality, responsive to community needs and are accessible to all residents of Monash. It includes Active Monash, Aged and Community Support, Children, Youth and Family Services, Arts and Libraries, Community Strengthening and Economic Development.

City Development

This division aims to further develop the Council's environment through effective strategic city, environmental and social planning, building control and municipal regulation. It includes City Planning, Community Amenity, Engineering, Property and City Design and Strategic Planning.

City Services

This division's role is to efficiently provide and maintain city infrastructure and facilities to meet operating performance standards set by other divisions. It includes Capital Works, Facilities and Infrastructure Maintenance, Corporate Governance and Legal, Horticultural Services, Strategic Asset Management and Sustainable Monash.

Notes to the Financial Report
For the Year Ended 30 June 2024

NOTE 2.2 ANALYSIS OF COUNCIL RESULTS BY PROGRAM (CONT'D)

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
2024					
Chief Executive	1,138	9,971	(8,833)	-	-
Corporate Services	154,690	57,750	96,940	215	3,887,883
Community Services	31,467	52,031	(20,564)	15,733	-
City Development	19,430	25,736	(6,306)	740	-
City Services	35,562	78,344	(42,782)	26,445	-
	242,287	223,832	18,455	43,133	3,887,883
2023					
Chief Executive	1,008	10,374	(9,366)	-	-
Corporate Services	157,292	54,323	102,969	6,888	3,843,804
Community Services	27,825	48,500	(20,675)	14,048	-
City Development	16,836	23,023	(6,187)	832	-
City Services	25,620	76,540	(50,920)	19,459	-
	228,581	212,760	15,821	41,227	3,843,804

Notes to the Financial Report

For the Year Ended 30 June 2024

NOTE 3 FUNDING FOR THE DELIVERY OF OUR SERVICES

	2024	2023
	\$'000	\$'000

3.1 Rates and Charges

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 the land and all improvements. The valuation base used to calculate general rates for 2023/24 was \$97.521 billion (2022/23 \$100.291 billion). The 2023/24 rate in the dollar for residential was \$0.00144455 (2022/23 \$0.00132475) and for other properties \$0.00147110 (2022/23 \$0.00153235).

General Rates	139,796	134,190
Pension Rebate	(1,023)	(1,001)
Cultural & Recreational	210	247
Supplementary rates & rate adjustments	2,063	1,769
Recycling & Waste Levy	4,414	3,874
Interest on rates and charges	530	784
Total Rates and Charges	145,990	139,863

The date of the latest general revaluation of land for rating purposes within the municipality is 1 January 2023 and the valuation was first applied in the rating year commencing 1 July 2023. Annual rates and charges are recognised as revenues 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

Infringements	7,014	5,919
Court Recoveries	1,735	1,137
Town Planning Fees	3,019	3,025
Land Information Certificates	192	167
Permits	984	1,013
Total Statutory Fees and Fines	12,944	11,261

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.

3.2 User Fees

Aged, Health and Children's Services	2,579	2,650
Recreation Fees	12,122	9,834
Waste Transfer Station	2,768	2,780
Building Services Fees	2,469	2,180
Library Fees and Fines	61	45
Bin Charges	3,049	2,274
Lease Charges	628	520
Hire and Rental Charges	1,284	1,246
Other Fees and Charges	4,151	3,221
Total User Fees	29,111	24,750

User fees by timing of revenue recognition

User fees recognised over time	211	225
User fees recognised at a point in time	28,900	24,525
Total User Fees	29,111	24,750

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.

Notes to the Financial Report

For the Year Ended 30 June 2024

NOTE 3 FUNDING FOR THE DELIVERY OF OUR SERVICES (CONT'D)

	2024	2023
	\$'000	\$'000
3.4 Funding from other levels of government		
Summary of grants		
Grants were received in respect of the following:		
Federal-funded grants	10,325	19,016
State-funded grants	32,808	22,211
Total grants received	43,133	41,227
(a) Operating Grants		
Recurrent - Federal Government		
Financial Assistance Grants	284	7,860
Family and Children	1,550	1,360
General Home Care	7,609	7,027
Recurrent - State Government		
Family and Children	450	431
Maternal and child health	1,770	1,807
Libraries	1,348	1,311
General Home care	2,027	1,187
Youth Services	91	87
School crossing supervisors	723	702
Other	115	318
Total recurrent operating grants	15,967	22,090
Non-recurrent - State Government		
Community	545	476
Youth services	191	288
Gallery	-	23
COVID-19 Grant Relief	-	819
Other	268	459
Total non-recurrent operating grants	1,004	2,065
Total operating grants	16,971	24,155
(b) Capital Grants		
Recurrent - Federal Government		
Roads to recovery	498	806
Recurrent - State Government		
Libraries	21	21
Total recurrent capital grants	519	827
Non-recurrent - Federal Government		
Local Roads and Community Infrastructure (LRCI)	384	1,963

Notes to the Financial Report
For the Year Ended 30 June 2024

NOTE 3 FUNDING FOR THE DELIVERY OF OUR SERVICES (CONT'D)

	2024 \$'000	2023 \$'000
3.4 Funding from other levels of government (Cont'd)		
(b) Capital Grants (Cont'd)		
Non-recurrent - State Government		
Buildings and Building improvements	7,102	3,505
Computers and Telecommunications	-	5
Footpaths and Cycleway	391	311
Parks and Open space and streetscapes	1,231	678
Recreational and Leisure and community facilities	16,535	9,783
Total non-recurrent capital grants	25,643	16,245
Total capital grants	26,162	17,072
Total Grants	43,133	41,227
(c) Unspent grants received on condition that they be spent in a specific manner		
Operating		
Balance at start of year	701	1,466
Received during the financial year and remained unspent at balance date	914	701
Received in prior years and spent during the financial year	(701)	(1,466)
Balance at year end	914	701
Capital		
Balance at start of year	4,925	1,502
Received during the financial year and remained unspent at balance date	2,720	4,925
Received in prior years and spent during the financial year	(4,925)	(1,502)
Balance at year end	2,720	4,925

NOTE 3 FUNDING FOR THE DELIVERY OF OUR SERVICES (CONT'D)

	2024	2023
	\$'000	\$'000

3.4 Funding from other levels of government (Cont'd)

(d) 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 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 for 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 grants	215	5,927
Revenue recognised under AASB 15 Revenue from Contracts with Customers		
Specific purpose grants	42,918	35,300
Total Grants	43,133	41,227

3.5 Contributions

Monetary	5,476	7,315
Non-monetary	102	616
Total Contributions	5,578	7,931
<i>Contributions of non-monetary assets were received in relation to the following asset classes.</i>		
Other	102	616
Total Non-Monetary Contributions	102	616

Monetary and non-monetary contributions are recognised as revenue when Council obtains control over the contributed asset.

Notes to the Financial Report
For the Year Ended 30 June 2024

NOTE 3 FUNDING FOR THE DELIVERY OF OUR SERVICES (CONT'D)

	2024	2023
	\$'000	\$'000
3.6 Net Gain/(Loss) on Disposal of Property, Infrastructure, Plant and Equipment		
Land and Buildings		
Proceeds from Sale of Assets	3,564	-
Written Down Value of Assets Disposed	(1,871)	-
Write back of Revaluation on Assets Disposed	(277)	-
Gain on Disposal of Land and Buildings	1,416	-
Plant and Equipment		
Proceeds from Sale of Assets	992	577
Written Down Value of Assets Disposed	(289)	(379)
Gain on Disposal of Plant and Equipment	703	198
Infrastructure		
Written Down Value of Assets Disposed	(205)	-
Loss on Disposal of Infrastructure and Plant and Equipment	(205)	-
Total		
Proceeds from Sale of Assets	4,556	577
Write back of Revaluation on Assets Disposed	(277)	-
Written Down Value of Assets Disposed	(2,365)	(379)
Total Net Gain/(Loss) on Disposal of Property, Infrastructure, Plant and Equipment	1,914	198

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

3.7 Other Income

Interest	2,465	2,702
Other Income	1,152	1,030
Total Other Income	3,617	3,732

Interest is recognised progressively 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.

Notes to the Financial Report

For the Year Ended 30 June 2024

NOTE 4 THE COST OF DELIVERING SERVICES

	2024	2023
	\$'000	\$'000
4.1 (a) Employee Costs		
Salaries and Wages	78,074	74,695
Work cover	1,228	805
Casual staff	8,992	8,126
Superannuation	9,352	8,465
Fringe Benefits Tax	301	475
Long Service Leave	989	2,075
Other Employee-related costs	1,124	1,253
	100,060	95,894
Less: Amounts capitalised (non-current assets constructed by Council)	(5,325)	(5,343)
Total Employee Costs	94,735	90,551
4.1 (b) Superannuation		
Council made contributions to the following funds:		
Defined benefit fund		
Employer contributions to Local Authorities Superannuation Fund (Vision Super)	268	375
	268	375
Employer contributions at payable date	-	-
Accumulation funds		
Employer contributions to Local Authorities Superannuation Fund (Vision Super)	3,937	3,957
Employer contributions - Australian Super	1,075	914
Employer contributions - Hesta Super	658	748
Employer contributions - other funds	2,818	2,354
	8,488	7,973
Employer contributions at payable date	595	117
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		
Waste Management Services	24,730	24,872
Building Maintenance	7,431	7,627
General Maintenance	15,958	13,148
Local Law Services	6,522	6,022
Fleet Management	1,083	969
Legal costs	2,246	2,612
General Administration Costs	9,156	9,831
Consultants	2,194	1,993
Utilities	4,511	5,071
Insurance	2,905	2,441
Information Technology	8,027	6,913
Bad and doubtful debts	13	(18)
Other	3,116	2,994
Total Materials and Services	87,892	84,475

Notes to the Financial Report

For the Year Ended 30 June 2024

NOTE 4 THE COST OF DELIVERING SERVICES (CONT'D)

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

	2024	2023
	\$'000	\$'000

4.3 Depreciation

Buildings	8,333	7,999
Plant and Equipment	5,599	5,852
Infrastructure	21,854	18,807
Total Depreciation	35,786	32,658

Refer to note 5.2(b), 5.7 and 6.2 for a more detailed breakdown of depreciation and amortisation charges and accounting policy.

4.4 Amortisation - Intangible assets

Intangible Assets	2,934	2,551
Total Amortisation - Intangible assets	2,934	2,551

4.5 Amortisation - Right-of-use assets

Property	443	489
Gym Equipment	208	237
Waste Contract - Vehicles	736	737
Printers	134	195
Total Amortisation - Right-of-use assets	1,521	1,658

4.6 Finance Costs - Leases

Interest - Lease Liabilities	5.7	181	136
Total Finance Costs		181	136

4.7 Other Expenses

Auditors' remuneration - VAGO - audit of the financial statements, performance statement and grant acquittals	75	72
Auditor's Remuneration - Internal	133	143
Councillor Allowances	545	516
Total Other Expenses	753	731

4.8 Provision for bad and doubtful debts

Parking fine debtors	1,598	1,762
Sundry debtors	12	(25)
Provision for bad and doubtful debts	1,610	1,737

Movement in Provision for Doubtful Debts

Balance at the beginning of the year	12,497	10,760
Provisions adjusted during the year	1,610	1,737
Balance at the end of year	14,107	12,497

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.

Notes to the Financial Report
For the Year Ended 30 June 2024

NOTE 5 INVESTING IN AND FINANCING OUR OPERATIONS

	2024	2023
	\$'000	\$'000
5.1 Financial Assets		
(a) Cash and Cash Equivalents		
Cash at bank	7,491	3,834
Cash on hand	18	18
Short-term deposits (with a maturity date of 90 days or less)	15,000	69,500
Total Cash and Cash Equivalents	22,509	73,352
(b) Other Financial Assets		
Term deposits - Current	-	3,500
Other	69	69
Total Other Financial Assets	69	3,569
Total Financial Assets	22,578	76,921

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

Other financial assets are valued at fair value, 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, while term deposits with maturity dates greater than 12 months are classified as non-current.

Notes to the Financial Report
For the Year Ended 30 June 2024

NOTE 5 INVESTING IN AND FINANCING OUR OPERATIONS (CONT'D)

	2024	2023
	\$'000	\$'000
5.1 Financial Assets (Cont'd)		
(c) Trade and Other Receivables		
Current		
Statutory Receivables		
Rates Receivable	8,672	9,132
Parking Infringements	16,290	14,372
Less: Provision for Doubtful Debts	(14,029)	(12,431)
Net GST Receivable	2,513	1,867
	13,446	12,940
Non-Statutory Receivables		
Sundry debtors	8,640	4,120
Less: Provision for Doubtful Debts	(78)	(66)
	8,562	4,054
Total Trade and Other Receivables	22,008	16,994

Receivables are carried at invoice amount. Provision for doubtful debts is recognised based on an expected credit loss model. This model considers both historic and forward-looking information in determining the level of impairment.

(d) Ageing of Receivables

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

Current (not yet overdue)	1,932	1,076
Past due by up to 30 days	4,033	386
Past due between 31 and 180 days	2,675	2,658
Total Trade and Other Receivables	8,640	4,120

(e) Ageing of individually impaired Receivables

At balance date, other debtors representing financial assets with a nominal value of \$8.64M (2023: \$4.12M) were impaired. The amount of the allowance raised against these debtors was \$0.08M (2023: \$0.07M). 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.

Notes to the Financial Report

For the Year Ended 30 June 2024

NOTE 5 INVESTING IN AND FINANCING OUR OPERATIONS (CONT'D)

	2024	2023
	\$'000	\$'000
5.2 Non-Financial Assets		
(a) Other Assets		
Accrued Income	2,179	5,915
Prepayments	901	715
Other	191	152
Total Other Assets	3,271	6,782

(b) Intangible Assets

	Software
Gross carrying amount	
Balance as at 1 July 2023	19,538
Additions	4,348
	23,886
Work in Progress	312
Balance As at 30 June 2024	24,198
Accumulated amortisation	
Balance as at 1 July 2023	(9,553)
Amortisation expense	(2,934)
Balance As at 30 June 2024	(12,487)
Net book value as at 30 June 2024	9,985
Net book value As at 30 June 2024	11,711

Intangible assets with finite lives are amortised as an expense on a systematic basis over the asset's useful life. Amortisation is generally calculated on a straight line basis, at a rate that allocates the asset value, less any estimated residual value over its estimated useful life. Estimates of the remaining useful lives and amortisation method are reviewed at least annually, and adjustments made where appropriate.

Notes to the Financial Report
For the Year Ended 30 June 2024

NOTE 5 INVESTING IN AND FINANCING OUR OPERATIONS (CONT'D)

	2024	2023
	\$'000	\$'000
5.3 Payables, trust funds and deposits and unearned income/revenue		
(a) Trade and Other Payables		
Current		
Non-statutory Payables		
Operating Payables	11,678	13,131
Capital Payables	12,868	16,414
Employee Costs	2,974	1,484
Parking Infringements	1,660	1,660
Total Current Trade and Other Payables	29,180	32,689
(b) Trust Funds and Deposits		
Current		
Refundable Deposits	16,549	15,033
Retention Amounts	317	486
Fire Services Property Levy	1,282	590
Other Refundable Deposits	42	138
Total Current Trust Funds and Deposits	18,190	16,247
(c) Contract and other liabilities		
Current		
Grants received in advance - operating *	914	701
Grants received in advance - capital **	2,720	4,925
Rates Paid in Advance	1,180	948
Other	14	77
Total contract liabilities	4,828	6,651
Other liabilities		
Current		
Deferred capital grants	356	50
Total other liabilities	356	50
Total contract and other liabilities	5,184	6,701

NOTE 5 INVESTING IN AND FINANCING OUR OPERATIONS (CONT'D)

5.3 Payables, trust funds and deposits and unearned income/revenue (Cont'd)

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 below. Contract liabilities are derecognised and recorded as revenue when promised goods and services are transferred to the customer. Refer to Note 3.4(c).

*Operating grants include:

Youth Fest program (\$0.07M). This program supports young people to lead the planning and delivery of a diverse range of music, cultural and recreational events in their local community.

Kindergarten Planning Grant of (\$0.24M). Planning stream helps to scope development design and costing before it is tendered for construction.

Integrated Water Management Plan (\$0.02M) is to update Integrated Water Management Plan.

Free from Violence(\$0.03M). This program will provide three-year funding to support the implementation of the Local Government Guide for Preventing Family Violence.

MCH funding (\$0.39M). This funding is mainly for Maternal and Child Health program.

Other funding received for multiple projects (\$0.16M).

** Capital grants include:

Facility upgrade funding (\$1.6M) for Jack Edwards Reserve Pavilion Redevelopment.

Melbourne Water funding (\$1.0M) for land acquisition and playground equipment at 8-26 Charles Street, Mount Waverley.

Other funding received for multiple capital projects (\$0.12M).

Other liabilities

Grant consideration was received from Federal (\$0.23M) to improve Monash Local Roads and Community Infrastructure in Phase 4 and State Government funding of (\$0.11M) for Jack Edwards Reserve Pavilion Redevelopment. Grant consideration is recognised as income following specific guidance under AASB 1058 as the asset is constructed. Income is recognised to the extent of costs incurred-to-date because the costs of construction most closely reflect the stage of completion of Jack Edwards Reserve Pavilion. As such, Council has deferred recognition of a portion of the grant consideration received as a liability for outstanding obligations.

Purpose and nature of items

Fire Services 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.

Retention Amounts - Council has a contractual right to retain certain amounts until a contractor has met certain requirements or a related warrant or defect period has elapsed. Subject to the satisfactory completion of the contractual obligations, or the elapsing of time, these amounts will be paid to the relevant contractor in line with Council's contractual obligations.

Notes to the Financial Report
For the Year Ended 30 June 2024

NOTE 5 INVESTING IN AND FINANCING OUR OPERATIONS (CONT'D)

	Annual leave	Long service leave	Total
	\$'000	\$'000	\$'000
5.4 Provisions			
2024			
Balance at beginning of the financial year	(8,100)	(14,058)	(22,158)
Additional provisions	(6,502)	(2,265)	(8,767)
Amounts used	6,640	1,541	8,181
Increase in the discounted amount arising because of time and the effect of any change in the discount rate	(117)	1,275	1,158
Balance at the end of the financial year	(8,079)	(13,507)	(21,586)
2023			
Balance at beginning of the financial year	(8,374)	(13,627)	(22,001)
Additional provisions	(5,865)	(2,187)	(8,052)
Amounts used	6,490	1,639	8,129
Decrease in the discounted amount arising because of time and the effect of any change in the discount rate	(351)	117	(234)
Balance at the end of the financial year	(8,100)	(14,058)	(22,158)

	2024	2023
	\$'000	\$'000
5.4 Provisions (Cont'd)		
(a) Employee Provisions		
Current provisions expected to be wholly settled within 12 months		
Annual leave	5,732	5,575
Long service leave	1,347	1,888
	7,079	7,463
Current provisions expected to be wholly settled after 12 months		
Annual leave	2,347	2,525
Long service leave	10,228	10,701
	12,575	13,226
Total Current Provisions	19,654	20,689
Non-Current		
Long service leave	1,931	1,470
Total Non-Current Provisions	1,931	1,470

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

Notes to the Financial Report

For the Year Ended 30 June 2024

NOTE 5 INVESTING IN AND FINANCING OUR OPERATIONS (CONT'D)

5.4 Provisions (Cont'd)

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.

	2024	2023
	\$'000	\$'000
Key assumptions:		
Increase in costs	2.30%	2.30%
Weighted average discount rates	4.35%	4.09%
Settlement period range	2-5 Years	2-5 Years

5.5 Financing Arrangements

The Council has the following funding arrangements in place.

Credit card facilities	100	100
Transaction Negotiation Authority (TNA)	21,500	21,500
Total facilities	21,600	21,600
Used facilities	17	16
Unused facilities	21,583	21,584
Total facilities	21,600	21,600

Notes to the Financial Report
For the Year Ended 30 June 2024

NOTE 5 INVESTING IN AND FINANCING OUR OPERATIONS (CONT'D)

	Not later than 1 year	Later than 1 year and not later than 2 years	Later than 2 years and not than 5 years	Later than 5 years	Total
	\$'000	\$'000	\$'000	\$'000	\$'000

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.

(a) Commitments for expenditure

2024

Operating

Cleaning Services	3,235	2,850	-	-	6,085
Domestic Waste Collection	22,766	14,707	29,029	6,100	72,602
Other Operating Services	12,080	6,806	1,498	-	20,384
Printing & IT Infrastructure	7,286	3,817	1,797	-	12,900
Recycling	1,576	1,620	3,438	-	6,634
Repairs & Maintenance	3,034	1,674	520	-	5,228
Supply Meals/Foodstuffs	661	-	-	-	661
Traffic & Parking Management	3,951	3,974	8,431	-	16,356
Utilities & Fuel	1,598	1,523	4,568	1,523	9,212
Total Operating	56,187	36,971	49,281	7,623	150,062

Capital

Buildings	4,524	4,212	6	-	8,742
Infrastructure	43,977	347	-	-	44,324
Total Capital	48,501	4,559	6	-	53,066

2023

Operating

Cleaning Services	2,450	-	-	-	2,450
Domestic Waste Collection	21,310	18,661	37,937	5,992	83,900
Other Operating Services	7,369	5,568	4,530	-	17,467
Printing & IT Infrastructure	8,517	4,697	3,379	-	16,593
Recycling	1,521	1,558	5,058	-	8,137
Repairs & Maintenance	3,357	1,579	491	-	5,427
Supply Meals/Foodstuffs	569	-	-	-	569
Traffic & Parking Management	3,674	3,821	12,405	-	19,900
Utilities & Fuel	1,609	1,523	4,568	1,523	9,223
Total Operating	50,376	37,407	68,368	7,515	163,666

Capital

Buildings	4,318	293	20	-	4,631
Infrastructure	40,644	15,117	82	-	55,843
Roads	823	-	-	-	823
Total Capital	45,785	15,410	102	-	61,297

NOTE 5 INVESTING IN AND FINANCING OUR OPERATIONS (CONT'D)

5.7 Leases

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

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

This policy is applied to contracts entered into, or changed, on or after 1 July 2019.

As a lessee, Council recognises a right-of-use asset and a lease liability at the lease commencement date. The right-of-use asset is initially measured at cost which comprises the initial amount of the lease liability adjusted for:

- ❖ Any lease payments made at or before the commencement date less any lease incentives received; plus
- ❖ Any initial direct costs incurred; and
- ❖ An estimate of costs to dismantle and remove the underlying asset or to restore the underlying asset or the site on which it is located.

The right-of-use asset is subsequently depreciated using the straight-line method from the commencement date to the earlier of the end of the useful life of the right-of-use asset or the end of the lease term. The estimated useful lives of right-of-use assets are determined on the same basis as those of property, plant and equipment. In addition, the right-of-use asset is periodically reduced

by impairment losses, if any, and adjusted for certain measurements of the lease liability.

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, an appropriate incremental borrowing rate (2.44 per cent). Generally, Council uses an appropriate incremental borrowing rate as the discount rate.

Lease payments included in the measurement of the lease liability comprise the following:

- ❖ Fixed payments
- ❖ Variable lease payments that depend on an index or a rate, initially measured using the index or rate as at the commencement date;
- ❖ Amounts expected to be payable under a residual value guarantee; and
- ❖ The exercise price under a purchase option that Council is reasonably certain to exercise, lease payments in an optional renewal period if Council is reasonably certain to exercise an extension option, and penalties for early termination of a lease unless Council is reasonably certain not to terminate early.

When the lease liability is remeasured in this way, a corresponding adjustment is made to the carrying amount of the right-of-use asset, or is recorded in profit or loss if the carrying amount of the right-of-use asset has been reduced to zero.

Under AASB 16 *Leases*, Council has elected to apply the temporary option which allows not-for-profit entities to not measure right-of-use assets at initial recognition at fair value in respect of leases that have significantly below-market terms.

Notes to the Financial Report
For the Year Ended 30 June 2024

NOTE 5 INVESTING IN AND FINANCING OUR OPERATIONS (CONT'D)

	Property \$'000	Waste Contract - Vehicles \$'000	Gym Equipment \$'000	Printers \$'000	Total \$'000
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5.7 Leases (Cont'd)

Right-of-Use Assets

Balance at 1 July 2023	1,921	4,232	343	114	6,610
Additions	-	-	-	119	119
Depreciation charge	(443)	(736)	(208)	(134)	(1,521)
Balance at 30 June 2024	1,478	3,496	135	99	5,208

Lease Liabilities

	2024 \$'000	2023 \$'000
Maturity analysis - contractual undiscounted cash flows		
Less than one year	1,475	1,575
One to five years	4,146	4,904
More than five years	-	616
Total undiscounted lease liabilities as at 30 June:	5,621	7,095
Lease liabilities included in the Balance Sheet at 30 June:		
Current	1,390	1,467
Non-current	4,008	5,297
Total lease liabilities	5,398	6,764

Notes to the Financial Report For the Year Ended 30 June 2024

NOTE 6 ASSETS WE MANAGE

6.1 Non-Current Assets Classified As Held For Sale

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.

	2024	2023
	\$'000	\$'000
Land and Buildings	30,315	6,315
Total Non-Current Assets Classified As Held For Sale	30,315	6,315

6.2 Property, Infrastructure, Plant and Equipment

Summary of Property, Infrastructure, Plant and Equipment

Category	Carrying amount 30 June 2023	Acquisitions	Contributions	Revaluation	Depreciation	Disposal	Transfers In/Out	Adjustments & Write-off	Carrying amount 30 June 2024
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Land	2,620,216	-	-	7,690	-	-	-	(27,208)	2,600,698
Buildings	248,693	-	-	25,995	(8,333)	(1,871)	37,552	-	302,036
Plant and Equipment	18,711	-	-	-	(5,599)	(289)	6,751	-	19,574
Art Works	9,272	-	102	165	-	-	73	-	9,612
Infrastructure	791,267	-	-	-	(21,854)	(205)	43,212	-	812,420
Work in progress	31,111	105,616	-	-	-	-	(87,588)	(1,608)	47,531
Total	3,719,270	105,616	102	33,850	(35,786)	(2,365)	-	(28,816)	3,791,871

Summary of Work in Progress

Category	Opening WIP 30 June 2023	Additions	Transfer to Operating	Transfers Out	Closing WIP 30 June 2024
	\$'000	\$'000	\$'000	\$'000	\$'000
Buildings	9,395	41,220	(179)	(18,488)	31,948
Plant and Equipment	618	6,698	(952)	(5,335)	1,029
Art Works	-	73	-	(73)	-
Infrastructure	21,098	57,625	(477)	(63,692)	14,554
Total	31,111	105,616	(1,608)	(87,588)	47,531

Notes to the Financial Report
For the Year Ended 30 June 2024

NOTE 6 ASSETS WE MANAGE (CONT'D)

6.2 Property, Infrastructure, Plant and Equipment (Cont'd)

(a) Property	Land - specialised	Land - non-specialised	Land under roads	Total land	Buildings - specialised	Work in progress	Total property
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
At fair value 1 July 2023	1,994,388	623,176	2,652	2,620,216	456,602	9,395	3,086,213
Accumulated depreciation at 1 July 2023	-	-	-	-	(207,909)	-	(207,909)
	1,994,388	623,176	2,652	2,620,216	248,693	9,395	2,878,304
Movements in fair value							
Acquisition of assets at fair value	-	-	-	-	-	41,220	41,220
Revaluation increment	7,690	-	-	7,690	55,609	-	63,299
Fair value of assets disposed	-	-	-	-	(6,853)	-	(6,853)
Transfers to Properties for resale	(27,410)	-	-	(27,410)	-	-	(27,410)
Transfers to operating	-	-	-	-	-	(179)	(179)
Reclassification	202	-	-	202	-	19,064	19,266
Transfer to/(from) WIP	-	-	-	-	37,552	(37,552)	-
	(19,518)	-	-	(19,518)	86,308	22,553	89,343
Movements in accumulated depreciation							
Depreciation and amortisation	-	-	-	-	(8,333)	-	(8,333)
Revaluation increments	-	-	-	-	(29,614)	-	(29,614)
Accumulated depreciation of disposals	-	-	-	-	4,982	-	4,982
	-	-	-	-	(32,965)	-	(32,965)
At fair value 30 June 2024	1,974,870	623,176	2,652	2,600,698	542,910	31,948	3,175,556
Accumulated depreciation at 30 June 2024	-	-	-	-	(240,874)	-	(240,874)
Carrying amount	1,974,870	623,176	2,652	2,600,698	302,036	31,948	2,934,682

Notes to the Financial Report
For the Year Ended 30 June 2024

NOTE 6 ASSETS WE MANAGE (CONT'D)

6.2 Property, Infrastructure, Plant and Equipment (Cont'd)

(b) Plant and Equipment (At Cost)	Plant machinery and equipment	Fixtures and fittings and furniture	Computers & telecomms	Library books	Work in progress	Total plant and equipment
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
At Cost 1 July 2023	33,620	10,721	6,347	8,363	618	59,669
Accumulated depreciation at 1 July 2023	(20,172)	(9,257)	(5,123)	(5,788)	-	(40,340)
	13,448	1,464	1,224	2,575	618	19,329
Movements in fair value						
Acquisition of assets at Cost	-	-	-	-	6,698	6,698
Assets disposed at Cost	(2,073)	(4)	(12)	-	-	(2,089)
Transfers to operating	-	-	-	-	(952)	(952)
Reclassification	-	-	-	-	1,416	1,416
Transfer to/(from) WIP	4,030	756	546	1,419	(6,751)	-
	1,957	752	534	1,419	411	5,073
Movements in accumulated depreciation						
Depreciation and amortisation	(3,299)	(582)	(797)	(921)	-	(5,599)
Accumulated depreciation of disposals	1,785	3	12	-	-	1,800
	(1,514)	(579)	(785)	(921)	-	(3,799)
At Cost 30 June 2024	35,577	11,473	6,881	9,782	1,029	64,742
Accumulated depreciation at 30 June 2024	(21,686)	(9,836)	(5,908)	(6,709)	-	(44,139)
Carrying amount	13,891	1,637	973	3,073	1,029	20,603

Notes to the Financial Report For the Year Ended 30 June 2024

NOTE 6 ASSETS WE MANAGE (CONT'D)

6.2 Property, Infrastructure, Plant and Equipment (Cont'd)

Art Works (At Fair Value)	Art Works \$'000	Total Art Works \$'000
At fair value 1 July 2023	9,272	9,272
	9,272	9,272
Movements in fair value		
Contributions	102	102
Revaluation increments/decrements	165	165
Transfer to/(from) WIP	73	73
	340	340
At fair value 30 June 2024	9,612	9,612
Carrying amount	9,612	9,612

(c) Infrastructure	Roads	Bridges	Footpaths & Cycleways	Drainage	Recreational, leisure and community	Traffic management	Parks open spaces and streetscapes	Bicycle paths	Off-street car parks	Other infrastructure	Work in progress	Total infrastructure
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
At fair value 1 July 2023	631,516	6,429	223,422	502,931	58,464	13,556	55,218	12,452	15,210	9,239	21,098	1,549,535
Accumulated depreciation at 1 July 2023	(269,891)	(3,132)	(148,218)	(239,849)	(16,730)	(5,575)	(31,744)	(4,552)	(9,329)	(8,150)	-	(737,170)
	361,625	3,297	75,204	263,082	41,734	7,981	23,474	7,900	5,881	1,089	21,098	812,365

Movements in fair value

Acquisition of assets	-	-	-	-	-	-	-	-	-	-	57,625	57,625
Assets disposed	-	-	-	-	(414)	-	-	-	-	-	-	(414)
Reclassification	-	-	-	-	-	-	-	-	-	-	(20,480)	(20,480)
Transfers to operating	-	-	-	-	-	-	-	-	-	-	(477)	(477)
Transfer to/(from) WIP	11,351	1,727	4,257	1,252	19,480	144	3,138	49	1,814	-	(43,212)	-
	11,351	1,727	4,257	1,252	19,066	144	3,138	49	1,814	-	(6,544)	36,254

Notes to the Financial Report
For the Year Ended 30 June 2024

NOTE 6 ASSETS WE MANAGE (CONT'D)

6.2 Property, Infrastructure, Plant and Equipment (Cont'd)

(c) Infrastructure (Cont'd)	Roads	Bridges	Footpaths & Cycleways	Drainage	Recreational, leisure and community	Traffic management	Parks open spaces and streetscapes	Bicycle paths	Off street car parks	Other infrastructure	Work in progress	Total infrastructure
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Movements in accumulated depreciation												
Depreciation and amortisation	(5,805)	(81)	(3,101)	(4,972)	(3,829)	(609)	(2,387)	(395)	(477)	(198)	-	(21,854)
Accumulated depreciation of disposals	-	-	-	-	209	-	-	-	-	-	-	209
	(5,805)	(81)	(3,101)	(4,972)	(3,620)	(609)	(2,387)	(395)	(477)	(198)	-	(21,645)
At fair value 30 June 2024	642,867	8,156	227,679	504,183	77,530	13,700	58,356	12,501	17,024	9,239	14,554	1,585,789
Accumulated depreciation at 30 June 2024	(275,696)	(3,213)	(151,319)	(244,821)	(20,350)	(6,184)	(34,131)	(4,947)	(9,806)	(8,348)	-	(758,815)
Carrying amount	367,171	4,943	76,360	259,362	57,180	7,516	24,225	7,554	7,218	891	14,554	826,974

Notes to the Financial Report

For the Year Ended 30 June 2024

NOTE 6 ASSETS WE MANAGE (CONT'D)

6.2 Property, Infrastructure, Plant and Equipment (Cont'd)

(d) 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, costs include all materials used in construction, direct labour, and an appropriate share of directly attributable variable and fixed overheads.

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

Asset recognition threshold and description periods	Depreciation Period	Threshold Limit \$
Land and Buildings		
- Land	Indefinite	1
- Land Under Roads	Indefinite	1
- Buildings	25 - 50 Years	1
- Heritage Buildings	100 - 250 Years	1
Plant and Equipment		
- Plant Machinery and Equipment	2 - 20 Years	1,000
- Furniture, Fittings and Office Equipment	2 - 10 Years	1,000
- Art Work	Indefinite	1
- Computer Equipment	3 - 7 Years	1
- Library Books	2 - 7 Years	1
Infrastructure		
- Roads	25 - 150 Years	1,000
- Footpaths and cycleways	10-80 Years	1,000
- Bridges	50 - 100 Years	1,000
- Drainage	100 Years	1,000
- Recreational leisure & community	10 - 100 Years	1,000
- Parks, open spaces & streetscape	10 - 100 Years	1,000
- Bicycle paths	30 Years	1,000
- Off-street car parks	25 - 40 Years	1,000
- Traffic Management	20 - 25 Years	1,000
- Other infrastructure	10 - 50 Years	1,000
Intangible Assets	3 - 10 Years	1,000
Right-of-Use Assets	2 - 10 Years	10,000

(e) Land under roads

Council recognises land under roads post 1 July 2008 at fair value.

(f) Repairs and Maintenance

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

Notes to the Financial Report For the Year Ended 30 June 2024

NOTE 6 ASSETS WE MANAGE (CONT'D)

6.2 Property, Infrastructure, Plant and Equipment (Cont'd)

(g) Depreciation of Property, Plant and Equipment, Infrastructure

Buildings, land improvements, plant and equipment, infrastructure and other assets having limited useful lives and 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.

During the financial year, Council reviewed the useful life, and applicable depreciation rates, of all asset classes, in accordance with Australian Accounting Standard AASB 116 "Property, Plant & Equipment". There has been no changes to Useful Life or Threshold Limits.

(h) Revaluation

Subsequent to the initial recognition of property and infrastructure assets (except for recreational leisure and community, park, open spaces and streetscape, bicycle paths, traffic management, off street car parks and other infrastructure), are measured at fair value, being the amount for which the assets could be exchanged subsequent to initial recognition. At reporting date each year, Council reviews the carrying value of the

individual classes of assets to ensure that each asset materially approximates their fair value. Where the carrying value materially differs from the fair value, the class of assets is revalued.

Fair value valuations are determined in accordance with a valuation hierarchy, changes to which can only occur if an external change in the restrictions or limitations on the 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 valuation of land, buildings and infrastructure (Roads, Bridges, Footpaths and Cycleways and Drainage) assets on a cycle of two years. The valuations are performed either by appropriately experienced Council officers or independent experts engaged by Council.

Asset class	Revaluation frequency
Land	2 years
Buildings	2 years
Art Work	4 years
Roads	2 years
Bridges	2 years
Footpaths and cycleways	2 years
Drainage	2 years

Where assets are revalued, the revaluation increments arising from the valuations are credited directly to the asset revaluation reserve except to the extent that an increment reverses a prior year decrement for that class of asset that had previously been recognised as an expense in which case the increment is recognised as revenue up to the amount of the expense. Revaluation decrements are recognised as an expense except where prior increments have been included in the asset revaluation reserve for that class of asset in which case the decrement is debited to the reserve to the extent of the remaining increments. Within the same class of assets, revaluation increments and decrements within the year are offset.

NOTE 6 ASSETS WE MANAGE (CONT'D)

6.2 Property, Infrastructure, Plant and Equipment (Cont'd)

	2024	2023
Council	\$'000	\$'000
Specialised land and land under roads is valued using a market based direct comparison technique. Significant unobservable inputs include the extent and impact of restriction of use and the market cost of land per square metre. The extent and impact of restrictions on use varies and results in a reduction to surrounding land values between 5 per cent and 95 per cent. The market value of land varies significantly depending on the location of the land and the current market conditions. Currently land values range between \$36 and \$4,449 per square metre.	1,977,522	1,997,040
Specialised buildings are valued using a depreciated replacement cost technique. Significant unobservable inputs include the current replacement cost and remaining useful lives of buildings. Current replacement costs is calculated on a square metre basis and ranges from \$250 to \$5,800 per square metre. The remaining useful lives of buildings are determined on the basis of the current condition of buildings and vary from 30 years to 250 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.	302,036	248,693
Infrastructure assets (roads, bridges, footpaths and cycleways and drainage) are valued based on the depreciated 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 150 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.	812,420	791,267

(i) Valuation of land and buildings

Valuation of land and buildings were undertaken by a qualified independent valuer Celeste Orange (CPV) of Westlink Consulting. The date and type of the current valuation is detailed in the following table. The valuation is at fair value based on current replacement cost less accumulated depreciation as at the date of valuation.

For land and buildings, fair value is 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.

Notes to the Financial Report

For the Year Ended 30 June 2024

NOTE 6 ASSETS WE MANAGE (CONT'D)

6.2 Property, Infrastructure, Plant and Equipment (Cont'd)

(i) Valuation of land and buildings (Cont'd)

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

The date and type of the current valuation is detailed in the following table, the next full revaluation of these assets will be conducted in 2025/26.

Details of the Council's land and buildings and information about the fair value hierarchy as at 30 June 2024 are as follows:

	Level 1	Level 2	Level 3	Date of Valuation	Type of Valuation
Council	\$'000	\$'000	\$'000		
Non-Specialised Land	-	623,176	-	1-Jun-24	Full
Specialised Land	-	-	1,974,870	1-Jun-24	Full
Specialised buildings	-	-	302,036	1-Jun-24	Full
Total	-	623,176	2,276,906		

(j) Valuation of Infrastructure

Valuation of Infrastructure assets (roads, bridges, footpaths and cycleways and drainage) is in accordance with a valuation undertaken by the Strategic Asset Management Acting Coordinator, Sanjog Baral - Bachelor of Engineering (Civil).

The date and type of the current valuation is detailed in the following table. An index based revaluation was conducted in the current year, with reference to contracts awarded in 2023 and the Road and Bridge Construction Price Index for Victoria. The next revaluation of these assets will be conducted in 2024/25.

The date and type of the current valuation is detailed in the following table, a further revaluation assesment of infrastructure assets (roads, bridges, footpaths and cycleways and drainage) will be conducted in 2024/25.

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

Details of the Council's infrastructure and information about the fair value hierarchy as at 30 June 2024 are as follows:

	Level 1	Level 2	Level 3	Date of Valuation	Type of Valuation
Council	\$'000	\$'000	\$'000		
Roads & Pavements	-	-	367,171	30-Jun-23	Index
Bridges	-	-	4,943	30-Jun-23	Index
Footpaths & Cycleways	-	-	76,360	30-Jun-23	Index
Drainage	-	-	259,362	30-Jun-23	Index
Total	-	-	707,836		

Reconciliation of Specialised Land

	2024	2023
Council	\$'000	\$'000
Land under roads	2,652	2,652
Parks and reserves and other	1,974,870	1,994,388
Total specialised land	1,977,522	1,997,040

Notes to the Financial Report

For the Year Ended 30 June 2024

NOTE 6 ASSETS WE MANAGE (CONT'D)

6.3 Investments in Joint Arrangement Accounted For Using The Equity Method

Regional Landfill Clayton South Unincorporated Joint Arrangement

Under an agreement dated 23 September 1986, the former City of Oakleigh (now vested in the Monash City Council) was contracted to purchase a 16.8 per cent interest in the landfill site situated at 654 – 718 Clayton Road, Clayton South from the former City of Camberwell at a cost of \$0.84M.

While the site was closed in December 2015, City of Camberwell continues to manage the site to ensure compliance with relevant environmental standards. Under Clause 2.2 of the purchase agreement Council receives 16.8 per cent of any net operating surplus and pays 16.8 per cent of any net operating deficit of the operations of the Clayton South Landfill Joint Arrangement. Council's share of net operating loss for the year ended 30 June 2024 was \$0.030M (2023 loss of \$0.381M), which has been recognised as an expense in the Comprehensive Income Statement.

The value of the joint investment in the Clayton South Landfill has been revalued at year end to reflect Council's share of net assets recorded in the unaudited accounts of the Joint operation at 30 June 2024 and is included in the Balance Sheet as follows:

REGIONAL LANDFILL CLAYTON SOUTH JOINT OPERATION Balance Sheet As at 30 June 2024

	2024	2023
	\$'000	\$'000
Current Assets	1,453	1,328
Current Liabilities	(1,219)	(1,152)
Net Current Assets	234	176
Non-Current Assets	-	-
Non-Current Liabilities	(19,833)	(19,595)
Net Liability	(19,599)	(19,419)
Contribution-Re Land	1,659	1,659
Retained earnings	(21,258)	(21,078)
Deficit	(19,599)	(19,419)
Share of Monash City Council (16.8%) Movements		
Share in Joint Operation Equity as at 1 July	(3,262)	(2,881)
Share of net (loss)/ profit of joint operation	(30)	(381)
Share in Joint Operation Equity as at 30 June 2024	(3,292)	(3,262)

Notes to the Financial Report

For the Year Ended 30 June 2024

NOTE 6 ASSETS WE MANAGE (CONT'D)

6.3 Investments in Joint Arrangement Accounted For Using The Equity Method (Cont'd)

Regional Landfill Clayton South Unincorporated Joint Arrangement (Cont'd)

REGIONAL LANDFILL CLAYTON SOUTH JOINT OPERATION (Cont'd)

Balance Sheet As at 30 June 2024

	2024	2023
	\$'000	\$'000
Represented in Council's Balance Sheet - Equity		
Non-Current Assets - Investment in Joint arrangement accounted for using the equity method	224	217
Non-Current Liability - Investment in Joint arrangement accounted for using the equity method	(3,517)	(3,479)
Net Liability	(3,293)	(3,262)

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

The calculation of the provision is based on a review of the annual and planned equipment replacement aftercare costs of the site. These costs have been inflated at 6.5 per cent per year. The present value calculation uses the Group of 100 discount rate forecasts for 26 years.

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

A review has been undertaken during the 2020/21 financial year and as at August 2022 by James Mackenzie of Mackenzie Environmental Pty Ltd on estimates of future costs to operate the closed landfill site in accordance with the *Environment Protection Act 2017* (the Act). The increase in provision relates to the expected post closure maintenance period costs. The provision is based on the best information available to management at year-end. This indicates aftercare costs of approximately \$1.1 million annually.

The major works remaining before the landfill settles: Gas infrastructure.

Notes to the Financial Report

For the Year Ended 30 June 2024

NOTE 7 PEOPLE AND RELATIONSHIPS

7.1 Council and Key Management Remuneration

(a) Related Parties

Parent entity

Monash City Council

Subsidiaries and Associates

Interests in Regional Landfill Clayton South Joint Operation is 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 Monash City Council. The councillors, Chief Executive Officer and Executive Directors are deemed KMP.

Details of KMP at any time during the year are:

	2024	2023
	No.	No.
Key Management Personnel - Councillors		
From 1 July 2023 to 30 June 2024		
Councillor Paul Klisaris	1	1
Councillor Stuart James	1	1
Councillor Shane McCluskey	1	1
Councillor Josh Fergeus	1	1
Councillor Brian Little (Deputy Mayor from 14 Nov 2023)	1	1
Councillor Geoff Lake	1	1
Councillor Theo Zographos	1	1
Councillor Rebecca Paterson	1	1
Councillor Anjalee de Silva	1	1
Councillor Nicky Luo (Deputy Mayor till 13 Nov 2023 and Mayor from 14 Nov 2023)	1	1
Councillor Tina Samardzija (Mayor till 13th November 2023)	1	1
Key Management Personnel - Officers		
Andi Diamond (Chief Executive Officer)	1	1
Simone Wickes (Director Corporate Services) (Started 8 Nov 2023)	1	-
Russell Hopkins (Director Community Services)	1	1
Peter Panagakos (Director City Development)	1	1
Jarrold Doake (Director City Services)	1	1
Danny Wain (Chief Financial Officer) (Retired 7 Nov 2023)	1	1
Joanne Robertson (Executive Manager - Communications and Customer Experience)	1	1
Tracy Shoshan (Executive Manager - People and Safety)	1	1
Total Number of councillors	11	11
Total of Chief Executive Officer and other Key Management Personnel	8	7
Total Number of Key Management Personnel	19	18

Notes to the Financial Report

For the Year Ended 30 June 2024

NOTE 7 PEOPLE AND RELATIONSHIPS (CONT'D)

7.1 Council and Key Management Remuneration (Cont'd)

(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.

	2024	2023
	\$'000	\$'000
Total remuneration of key management personnel was as follows:		
Short-term employee benefits	2,654	2,358
Long-term employee benefits	267	220
Long-term benefits	59	51
Total	2,980	2,629

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

	2024	2023
	No.	No.
\$30,000 - \$39,999	8	8
\$50,000 - \$59,999	1	1
\$60,000 - \$69,999	1	1
\$100,000 - \$109,999	1	1
	11	11

Notes to the Financial Report
For the Year Ended 30 June 2024

NOTE 7 PEOPLE AND RELATIONSHIPS (CONT'D)

7.1 Council and Key Management Remuneration (Cont'd)

(c) Remuneration of Key Management Personnel (Cont'd)

Chief Executive Officer and the numbers of KMP whose total remuneration from Council and any related entities, fall within the following bands:

	2024	2023
	No.	No.
\$190,000 - \$199,999	-	1
\$200,000 - \$209,999	2	1
\$260,000 - \$269,999	-	1
\$270,000 - \$279,999	1	-
\$280,000 - \$289,999	-	1
\$300,000 - \$309,999	4	2
\$480,000 - \$489,999	-	1
\$490,000 - \$499,999	1	-
	8	7

(d) Remuneration of other senior staff

Other senior staff are officers of Council, other than Key Management Personnel, whose total remuneration exceeds \$170,000 and who report directly to a member of the KMP*.

	2024	2023
	\$'000	\$'000
Total remuneration of other senior staff was as follows:		
Short-term employee benefits	3,897	3,906
Other long-term employee benefits	98	99
Post-employment benefits	471	452
Total	4,466	4,457

Notes to the Financial Report

For the Year Ended 30 June 2024

NOTE 7 PEOPLE AND RELATIONSHIPS (CONT'D)

7.1 Council and Key Management Remuneration (Cont'd)

(d) Senior Officer Remuneration (Cont'd)

The number of other senior staff are shown below in their relevant income bands:

	2024	2023
Income Range:	No.	No.
< \$170,000	-	1
\$170,000 - \$179,999	1	2
\$180,000 - \$189,999	5	9
\$190,000 - \$199,999	8	8
\$200,000 - \$209,999	3	-
\$210,000 - \$219,999	2	-
\$220,000 - \$229,999	3	3
	22	23

	\$'000	\$'000
Total remuneration for the reporting year for other senior staff included above, amounted to:	4,466	4,457

* Due to a definitional change the comparative figures in this note may not align with the previous year's annual report, which included disclosure of senior officers as defined in the *Local Government Act 2020*.

7.2 Related Party Disclosure

(a) Transactions with related parties

During the period Council entered into no reportable transactions with related parties.

(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

(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 as follows: 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

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

Contingent assets are possible assets that arise from past events, whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the Council.

As at 30 June 2024, there are no potential contingent assets (2023:nil).

(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.

Landfill

In addition to providing for ongoing rehabilitation and remediation Council's own former landfill site which sits outside the City of Monash boundary that may incur liabilities. The former tip site located at Spring Valley Reserve is in the City of Greater Dandenong. This site was managed by the former City of Springvale under the overall management of a Regional Group. At balance date Council is unable to accurately assess whether it is liable, validity of the claims or the financial implications of such works and as such, at this time, in each case is unable to accurately measure and recognise as a provision.

Legal Matters

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

Liability Mutual Insurance

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

Notes to the Financial Report

For the Year Ended 30 June 2024

NOTE 8 MANAGING UNCERTAINTIES (CONT'D)

8.1 Contingent Assets and Liabilities (Cont'd)

(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.

	2024			
Community Organisation	Outstanding Loan Liability	Waverley Hockey Club Liability	Council Guarantee Limit	Year Loan Commenced
Waverley Hockey Club	\$243,093	\$50,000	\$200,000	2023/24
	\$243,093	\$50,000	\$200,000	

8.2 Change in Accounting Standards

Certain new Australian Accounting Standards and interpretations have been published that are not mandatory for the 30 June 2024 reporting period. Council assesses the impact of these new standards.

In December 2022, the Australian Accounting Standards Board (AASB) issued AASB 2022-10 Amendments to Australian Accounting Standards - Fair Value Measurement of Non-Financial Assets of Not-for-Profit Public Sector Entities to modify AASB 13 Fair Value Measurement. AASB 2022-10 amends AASB 13 Fair Value Measurement for fair value measurements of non-financial assets of not-for-profit public sector entities not held primarily for their ability to generate net cash inflows. The AASB 13 modifications:

- ❖ Are applicable only to not-for-profit public sector entities;
- ❖ Are limited to fair value measurements of non-financial assets not held primarily for their ability to generate net cash inflows;
- ❖ Are to be applied prospectively for annual periods beginning on or after 1 January 2024;
- ❖ Would not necessarily change practice for some not-for-profit public sector entities; and
- ❖ Do not indicate that entities changing practice in how they measure relevant assets made an error in applying the existing requirements of AASB 13.

Council will assess any impact of the modifications to AASB 13 ahead of the 2024/25 reporting period.

Notes to the Financial Report For the Year Ended 30 June 2024

NOTE 8 MANAGING UNCERTAINTIES (CONT'D)

8.3 Financial Instruments

(a) Objectives and Policies

The Council's principal financial instruments comprise cash assets, term deposits, receivables (excluding statutory receivables) and payables (excluding statutory payables). 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 the Council's 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. The Council's interest rate liability risk arises primarily from long term loans and borrowings at fixed rates which exposes the Council's 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*. We manage interest rate risk by adopting an investment policy that ensures:

- ❖ Diversification of investment product
- ❖ Monitoring of return on investment
- ❖ Benchmarking of returns and comparison with budget.

There has been no significant change in 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.

(c) Credit Risk

Credit risk is the risk that a contracting entity will not complete its obligations under a financial instrument and cause the Council to make a financial loss. Council has exposure to credit risk on some financial assets included in the Council 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 dealt with
- ❖ Council may require collateral where appropriate
- ❖ Council only invests surplus funds with financial institutions which have a recognised credit rating specified in its investment policy.

Notes to the Financial Report For the Year Ended 30 June 2024

NOTE 8 MANAGING UNCERTAINTIES (CONT'D)

8.3 Financial Instruments (Cont'd)

(c) Credit Risk (Cont'd)

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 the 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:

- ❖ Has a liquidity policy which targets a minimum and average level of cash and cash equivalents to be maintained
- ❖ Has readily accessible standby facilities and other funding arrangements in place
- ❖ Has a liquidity portfolio structure that requires surplus funds to be invested within various bands of liquid instruments
- ❖ Monitors budget to actual performance on a regular basis

- ❖ Sets limits on borrowings relating to the percentage of loans to rate revenue and percentage of loan principal repayments to rate revenue.

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 (base rates are sourced from Reserve Bank of Australia):

- ❖ A parallel shift of +1.5 per cent and -1.5 per cent in market interest rates (AUD) from year-end rates of 0.150 per cent.

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 2024

NOTE 8 MANAGING UNCERTAINTIES (CONT'D)

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.

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.

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 to sell and value in use, is compared to the assets carrying value. Any excess of the assets carrying value over its recoverable amount is expensed to the comprehensive operating 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.

Assessment of the impairment of assets has been undertaken as part of Monash internal work plan and there have been no impairment write-downs in 2023/24 and 2022/23.

8.5 Events Occurring After Balance Date

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

Notes to the Financial Report

For the Year Ended 30 June 2024

NOTE 9 OTHER MATTERS

9.1 Reserves

(a) Asset Revaluation Reserves	Balance at beginning of reporting period	Share of increase (decrease) on revaluation	Adjustments	Balance at end of reporting period
	\$'000	\$'000	\$'000	\$'000
2024				
Property				
Land	2,266,084	7,690	-	2,273,774
Buildings	89,892	25,995	(3,241)	112,646
Infrastructure				
Roads and Footpaths	138,794	-	-	138,794
Drainage	164,606	-	-	164,606
Other Infrastructure	9,196	-	-	9,196
Other				
Plant and Equipment	11	-	-	11
Library Books	250	-	-	250
Art Collection	2,757	165	-	2,922
Total Asset Revaluation Reserves	2,671,590	33,850	(3,241)	2,702,199
2023				
Property				
Land	2,266,084	-	-	2,266,084
Buildings	89,892	-	-	89,892
Infrastructure				
Roads and Footpaths	113,238	25,556	-	138,794
Drainage	130,787	33,819	-	164,606
Other Infrastructure	9,529	(333)	-	9,196
Other				
Plant and Equipment	11	-	-	11
Library Books	250	-	-	250
Art Collection	2,757	-	-	2,757
Total Asset Revaluation Reserves	2,612,548	59,042	-	2,671,590

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 2024

NOTE 9 OTHER MATTERS (CONT'D)

9.1 Reserves (Cont'd)

(b) Statutory Reserve	Balance at beginning of reporting period	Transfer from accumulated surplus	Transfer to accumulated surplus	Balance at end of reporting period
	\$'000	\$'000	\$'000	\$'000
2024				
Drainage Reserve	6,935	1,003	(3,890)	4,048
Parking Reserve	4,333	-	-	4,333
Public Open Space Reserve	8,270	4,380	(5,500)	7,150
Total Statutory Reserves	19,538	5,383	(9,390)	15,531
2023				
Drainage Reserve	8,414	752	(2,231)	6,935
Parking Reserve	4,422	722	(811)	4,333
Public Open Space Reserve	10,503	4,730	(6,963)	8,270
Total Statutory Reserves	23,339	6,204	(10,005)	19,538

Drainage Reserve

New property developments are required to make a contribution towards Council's strategic drainage system where the development may impact on the drainage system. These funds are maintained by catchment area and when any strategic drainage projects are undertaken, funds in that catchment area's account are utilised to fund these works.

Parking Reserve

Currently where a development is considered to increase the parking requirements of a centre, the developer is required to pay a predetermined amount per additional parking space required.

Public Open Space Reserve (POS)

The Monash Planning Scheme requires that a person who proposes to subdivide land must make a contribution to the Council for public open space (being a percentage of the land intended to be used for residential, industrial or commercial purposes, or a percentage of the site value of such land, or a combination of both). If no amount is specified, a contribution for public open space may still be required under section 18 of the Subdivision Act 1988. These funds are then used to either upgrade recreational facilities in existing open space areas or provide additional open space in the municipality.

Notes to the Financial Report

For the Year Ended 30 June 2024

NOTE 9 OTHER MATTERS (CONT'D)

9.1 Reserves (Cont'd)

(c) Discretionary Reserves	Balance at beginning of reporting period	Transfer from accumulated surplus	Transfer to accumulated surplus	Balance at end of reporting period
	\$'000	\$'000	\$'000	\$'000
2024				
Development Reserve	3,704	-	-	3,704
Superannuation Reserve	5,500	-	-	5,500
Total Discretionary Reserves	9,204	-	-	9,204
2023				
Development Reserve	3,704	-	-	3,704
Superannuation Reserve	5,500	-	-	5,500
Total Discretionary Reserves	9,204	-	-	9,204

Development Reserve

This is a discretionary reserve to provide for future capital upgrades.

Superannuation Reserve

This is a discretionary reserve to provide funding towards any future call to top-up the Defined Benefit category of Vision Super.

Notes to the Financial Report
For the Year Ended 30 June 2024

NOTE 9 OTHER MATTERS (CONT'D)

9.2 Reconciliation of Cash Flows from Operating Activities to Surplus

	2024	2023
	\$'000	\$'000
Surplus for the year	18,455	15,821
Non-cash adjustments		
Depreciation	35,786	32,658
Amortisation - Intangible Assets	2,934	2,551
Amortisation - Right-of-Use Assets	1,521	1,658
Net Gain/(Loss) on disposal of Property, Infrastructure, Plant and Equipment	(1,914)	(198)
Non-monetary contributions	(102)	(616)
Capitalised Salaries (Note 4.1)	(5,325)	(5,343)
Share of loss from Clayton Joint Venture	30	381
Change in operating assets and liabilities		
(Increase)/Decrease in trade and other receivables	(5,014)	(406)
(Increase)/Decrease in Prepayments	(186)	(140)
(Increase)/Decrease in Other Assets	3,712	(5,254)
Increase/(Decrease) in Trust Funds and Deposits	2,125	1,464
Increase/(Decrease) in other liabilities	(1,517)	2,399
Increase/(decrease) in trade and other payables	(3,506)	4,732
Increase/(Decrease) in Current Provisions	(1,034)	35
(Decrease)/Increase in Non-Current Provisions	461	123
Net cash provided by operating activities	46,426	49,865

Notes to the Financial Report

For the Year Ended 30 June 2024

NOTE 9 OTHER MATTERS (CONT'D)

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 Comprehensive Operating 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 2024, this was 11.0 per cent as required under Superannuation Guarantee (SG) legislation (2023: 10.5 per cent)).

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 Monash City 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.

A triennial actuarial investigation for the Defined Benefit category as at 30 June 2023 was

conducted and completed by 31 December 2023. The vested benefit index (VBI) of the Defined Benefit category as at 30 June 2023 was 104.1 per cent. Council was notified of the 30 June 2023 VBI during August 2023. The financial assumptions used to calculate the 30 June 2023 VBI were:

Net investment returns	5.7% pa
Salary information	3.5% pa
Price inflation (CPI)	2.8% pa

The VBI is used as the primary funding indicator. Because the VBI was above 100 per cent, the 30 June 2023 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.

Employer contributions

Regular contributions

On the basis of the results of the 2023 triennial 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 2024, this rate was 11.0 per cent of members' salaries (10.5 per cent in 2022/23). 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.

Notes to the Financial Report For the Year Ended 30 June 2024

NOTE 9 OTHER MATTERS (CONT'D)

9.3 Superannuation (Cont'd)

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 per cent from 26 July 2024 (previously 97 per cent).

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 2023 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. A full investigation was conducted as at 30 June 2023.

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

	2023 (Interim) \$m	2022 (Interim) \$m
A VBI Surplus	84.7	44.6
A total service liability surplus	123.6	105.8
A discounted accrued benefits surplus	141.9	111.9

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 2023.

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 2023.

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 2023.

Notes to the Financial Report For the Year Ended 30 June 2024

NOTE 9 OTHER MATTERS (CONT'D)

9.3 Superannuation (Cont'd)

The 2024 triennial actuarial investigation

An interim actuarial investigation is being conducted for the Fund's position as at 30 June 2024 as the Fund provides lifetime pensions in the Defined Benefit category. It is anticipated that this actuarial investigation will be completed by October 2024.

The VBI of the Defined Benefit category was 105.4 per cent as at 30 June 2024. 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 per cent, 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 2020 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	2023
	Triennial investigation	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 2024 are detailed below:

Scheme	Type of Scheme	Rate	2024 \$'000	2023 \$'000
Vision Super	Defined Benefit	11.00% (2023:10.5%)	268	375
Vision Super	Accumulation	11.00% (2023:10.5%)	3,937	3,947
Australian Super	Accumulation	11.00% (2023:10.5%)	1,075	914
Hesta Super	Accumulation	11.00% (2023:10.5%)	658	748
Other Funds	Accumulation	11.00% (2023:10.5%)	2,818	2,354

NOTE 10 CHANGE IN ACCOUNTING POLICY

There have been no changes to accounting policies in the 2023/24 financial year.



CITY OF
MONASH

Monash Civic Centre

293 Springvale Road, Glen Waverley, 3150

Oakleigh Service Centre

3 Atherton Road, Oakleigh, 3166

8.30am-5pm | Monday - Friday

9518 3555

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